

St. James Vestry Minutes
Thursday, September 18, 2025
5:45PM

Participants: Associate Rector Amanda Doshier, Parish Administrator Meghan Kasuba, Senior Warden Margaret Cadden, Junior Warden Bruce Stone, Treasurer Amanda Montz, Dan Campbell, Jim Daniell, Dee Gambill, Jennifer Lambert, Bettsie Norton, Cappi Sully, Ken Talbert, Misty Whitehead and Clerk of the Vestry Mary Mullins Redditt

Absent: Rector De Freeman, Tracy Corte and Bill Dowdle

Margaret Cadden opened the meeting at 5:45 pm.

Opening Prayer -

Amanda opened us in prayer.

Recitation of the mission statement -

The vestry then recited together the mission statement:

We are a community anchored in Christ, seeking God, sharing His love, and serving others.

Meditation – Bettsie Norton

Bettsie offered a meditation on why we choose the Episcopal church.

Construction Update - Chuck Coddling

Chuck gave a report on construction:

- The last month has seen tremendous activity. Will be paving the new entrance next week. Will put a finish coat on shortly before completion that will look pretty. Not going all the way up to the meadow yet because of the activity. Drive will be open in time for the Chanticleer concert.
- Building pad is complete along with the column foundations. Now need to form the piers and are putting anchor bolts in for the large steel columns. Will do slab on grade in the middle of October in preparation for structural steel.
- The framing for the youth room is done. Are trying to get the price down on the sprinkler lines. Trying to reuse antifreeze in pipes, which is an expense.
- Change order cost is covered in the budget summary report provided.
- Next month will open the road to the meadow and will start to go vertical.
- The savings this month of \$113 K are down from the \$160 K projected last month. Put the difference in a new account for allowances to cover future change orders. All savings will revert back to us at the end of the project.
- Will be difficult tying the new building into the old building due to different angles, etc.
- A substantial change order proposal is being made for door security. The current plan is very complex and perhaps too substantial for us.
- Have paid about \$58 K in materials to save the sales tax.

- Only potential delay item is delivery of structural steel. Not overdue yet but watching that very carefully.
- Still on schedule to complete the project on July 1, 2026. Biggest risks are differing site conditions. These should be resolved by February.
- Watching the tropical weather daily. Have purchased builders' risk insurance policy.
- Had a nearby resident complain that we are causing vibrations by compacting the road base up on the road. Had asked us to stop work at 5 pm. Fairhope Noise Ordinance allows construction from 7 am-7 pm but we have agreed to stop work by 5 pm. May need to briefly exceed this later.

Jr. Warden Report - Bruce Stone -

Chapel HVAC complete

Roof repair complete

- Bruce reports that the Chapel HVAC has been completed.
- Roofers have repaired the worn shingles and the growth on the Chapel roof.
- On Stewardship Sunday the new young men's group will host a BBQ lunch after the 10:30 am service. Will ask parishioners to bring sides.
- Need some painting done in the sanctuary. Will need a commercial painter to do that. Down the line, we need to look at painting the whole church.
- Much of the landscaping is getting out of hand and it is too much for our sexton who does a great job of cleaning up. We have a lot of tree work that needs to be done. October and November is a good time to be looking at that. Ken says if Bruce can make a list of what is needed, he believes we can get volunteers to do it. Every volunteer may be unable to come at the same time, but could come at their convenience.
- We bought a new smoker/griddle combination so we can do larger lunches. Its home is by the kitchen for now and its permanent home will be in the parking meadow.

School Board Update - Cappi Sully

School Bylaws - discussion & vote, to be presented at Annual mtg

Brick Pavers

- Cappi brought copies of the bylaws.
- The school board membership is expanding to 15 members. Have two committees: Nominating and Development Committees. School remains a mission of the church.
- Cathy Miller, the chancellor of the Diocese has already approved the bylaws.
- ***Dan made a motion to accept the bylaws, Bruce seconded and all approved.***
- Will also be voted on at the parish annual meeting in January.
- Brick paver Committee met and decided to sell 500 bricks, minimum, to raise funds for construction.
- Going with 4" x 8" option, 1 color, 1 size, 3 lines of engraving. Setting the price at \$200 per brick.
- Bricks will be installed at two drop-off points: 1 in front of the school and 1 in front of the church.
- Want to make it an ongoing fundraiser.

- Want to put the first set out between February and April. It will be easy to replace blanks with newly engraved bricks when purchased.
- School's marketing firm is making up a promotional block to go in Anchor Lines and in the church bulletin with a QR code.
- 15 parishioners have signed up to help.
- Expect to net about \$80 K.
- Meet again next Tuesday with the manufacturer of the bricks.
- Cost to us of the brick is \$18. Manufacturer does everything else for free. Will even have a brick locator so purchasers can find where their brick is laid.
- Have to wrap up initial fundraising by the first week in December to order the bricks.
- Contractor is picking the color. Engraving will be by laser so the engraving is permanent.

Stewardship - Margaret Cadden
September 28 - October 19

- Stewardship starts Sept. 28 with First Fruits of the harvest and an English Tea.
- There will be daily meditations for the three weeks and a BBQ lunch celebration at the conclusion.
- Margaret encourages all vestry members to be available and circulating in Green Hall and elsewhere to promote stewardship.
- Bettsie, De and Amanda will be doing sermons on stewardship during the three weeks.

Financial Update Discussion & Decisions - Amanda Montz
September financial report discussion & vote
Growing Faithfully balance sheet

Amanda provided highlights for the September financial report:

- Income for the church was just under \$400 K. Net income was \$229 K in August.
- We are ahead for the year by \$53 K from last year and below in expenses by \$31 K.
- Are down \$29 K from the church from last year. The school is ahead by \$82 K.
- We are doing well year to date. A decrease in expenses is offsetting lower income.
- Bruce and others would like to see how the pledges that have come in compare to the pledges that have been made.
- ***Bruce made a motion to approve the financials, Bettsie seconded and all approved.***

Nominating Committee for new Vestry members -

Margaret Cadden, Dee Gambill, Jim Daniell, Tracy Corte

- These members will roll off the vestry in the new year and we need to be thinking of possible new vestry members to suggest to this committee.
- Suggestions should be made to the committee before discussing with the potential member.

Vote to approve August Minutes

Dee Gambill made a motion that we approve the August minutes, Misty seconded and all approved.

Reminders: Outreach Fair - this Sunday, September 21 after the 8:30 & 10:30 services
Harvest Festival and English Tea - Sunday, September 28 - reservations still available
October Vestry Mtg: Oct. 23 due to St. James Concert Series, Organ Concert
November Vestry Mtg: Tuesday Nov. 18 because the City's, Lighting of the Trees ceremony is on Thursday, Nov 20 and traffic is VERY congested getting into Fairhope.

Closing Prayer

The meeting was closed in prayer by Amanda at 6:56 pm.