

Present: The Members of All Saints' Church

The meeting was preceded by a light lunch of soup, sandwiches, and desserts. The meeting was opened at 11:55 am with a prayer by the Rev. Bill Bradbury (BB), who chaired the meeting.

The first order of business was the approval of the minutes of the previous annual meeting, held January 27, 2013. It was moved, second, and unanimously passed to accept the minutes.

Review of the following reports, with questions and comments as noted, was the next order of business (note that not all reports in the printed annual report were spoken to):

- 1) Junior Warden Report -- Erik Forsberg (EF) highlighted several activities from this past year, giving thanks to those involved in these efforts as he reported them:
 - a. Repair of window wells where there was extensive water damage; Frank Ouellette designed a solution, and it was implemented on a Saturday workday in August; at the same time, the siding on the east side of the Sanctuary was power washed.
 - b. In late November, the furnace in the Chapel and Thrift Shop was repaired; this \$10,000 repair was financed through a gift from the Endowment Fund.
 - c. The acoustical panels in the Parish Hall were implemented; the estimated cost was \$14,000, and the actual came in at \$13,466. Susan Gates and Steve Grillo headed up the effort, did some quiet fund-raising, and accomplished the entire effort

- 2) Senior Warden Report -- Dave Kuzara (DK) focused on the Priest-In-Charge process. The Rev. Bill Bradbury joined us in March 2012, so we are about to enter our third year together, and this will be our discernment year. A Priest-In-Charge has all the duties of a Rector, and can be called to be the Rector at the end of three years. (This process is different from an Interim and Search process, where the Interim has lesser duties and cannot be called to be the Rector.)

DK reminded us of our Appreciative Inquiry process in early 2012, which is part of the Diocesan "standard" Priest-In-Charge process. We are now due for the last steps in that process: the Discernment Year. If at the end of the discernment process no call is issued or a call is declined, the relationship with the Priest-In-Charge is ended, effective on the third anniversary of the start of the relationship.

The discernment process will include a period of the All Saints' community discerning who we are and what/where we want to be in five years. A Discernment Committee, consisting of a chairman and 5-6 people, will be formed. At the Vestry retreat on Feb 21-22, the Vestry and the Discernment Committee chair will meet with our Diocesan consultant for the discernment process.

Question from the floor: Will the overall community be involved in the process and voting? After the response, the questioner stated that the object of the question was to be as celebratory as possible in the process.

Response: Such involvement is not part of the defined process; however, the plan is to be as inclusive as possible -- there will be opportunities to present issues and concerns about any part of the process via the Discernment Committee.

Question from the floor: is the process limited to exactly twelve months?

Response: It can be shorter, as long as we've done due diligence; it cannot be longer.

The wardens have prepared a description of this process, and the plan is that the All Saints' community will be hearing from the Discernment Committee in March or so.

3) Reports from Ministries:

a. Finance Commission / Treasurer -- Melanie Hickcox (MH).

Highlights:

- (1) The 2013 ending balance (Line 23) shows a surplus of approximately \$5,000.
- (2) Rental Receipts (Line 5) increased significantly in 2013, and it is expected that there will be a further increase in 2014 due to rental price increases.
- (3) Pledges+Reg/Special Receipts (Line 3) for 2014 increased over 2013 and anticipated Plate Receipts (Line 2) is lower for 2014, which is good news, indicating more visitors and newcomers are becoming pledging members.

Questions and Responses:

- (1) What are the plans for the Director of Religious Education (DRE) (Line 50) replacement? Response: Payment to Andrea Bray, the Transition Administrator, is reflected in Line 51, Sunday School Support Staff. In the interim, the Christian Education Council is managing the administration and vision. This leaves flexibility for the permanent rector to have a say in defining the part-time assistant position.
- (2) Why is Staff Health Insurance (Line 58) reduced to zero? Response: This item is now included in the Parish Administrator Salary (Line 52).
- (3) What is behind the large increase in General Repairs (Line 133)? Response: The budget line includes the cost of the Chapel furnace that was replaced in December.
- (4) Rentals create wear and tear on our facility, especially the Parish Hall floor -- are their plans to save funds from Rentals for maintenance and upgrades? Response: our consulting accountant has recommended a Capital Fund for Capital Improvements which can address projects on an ongoing maintenance list (the Parish Hall floor, driveways, and other projects are on this list -- an updated list for 2014 is being developed, and the Vestry makes the final decisions on projects to be done).
Suggestion: Decide on a percentage of Rental Receipts (Line 5) be allocated to the Capital Fund. In addition, to ease fears at this time, the oak flooring in the Parish Hall will last several years before it needs refinishing.
- (5) Why is there no planned 2014 expenditure for Outreach Programs (Line 110)? Response: The Outreach Committee is rethinking and redirecting itself -- much outreach is found elsewhere in the budget. In addition, many parishioners do outreach without being a part of the Outreach Committee, and no budget is submitted for their projects.

(6) Why the large increase in our Diocesan Assessment (Line 109)? Response: the assessment is based on historical information reported in our annual Parochial Report. The reason 2014 is high is that the assessment for 2013 was unusually low due to a write-off of a capital expenditure of \$26,000 for repointing for the year the 2013 assessment is based on. Furthermore, the 2014 assessment is based on the year we had an additional staff member who was paid with a Diocesan grant.

(7) Returning to Maintenance issues, please note that the church needs to be painted. Response: This is included in the ongoing list of projects.

h. Endowment Committee -- Scott SanJurjo (SSJ) highlighted the committees work in revising their By-Laws to match the national church's guidelines. In the process, the committee revised the calculation for the amount available to the Vestry from a market-based formula, which made it difficult for planning, to a fixed-percentage basis. The gifts to the Vestry are not limited to maintenance but can be used for ministry projects.

The committee meets monthly with the Treasurer and Vestry liaison. All gifts to the Endowment Fund receive a written thank you. SSJ also thanks all those who have given to the fund through the special offering opportunities during the year.

i. Worship Commission -- Maggie Marshall (MM) reported that the commission looks at all aspects of our worship, and welcomes suggestions from the All Saints' community.

j. Stewardship Committee -- Erik Forsberg (EF) reported on a successful stewardship drive, and he highlighted the following:

(1) Thirteen new families began pledging financially in 2014

(2) Over forty of the approximately 130 pledging families increased their pledge for 2014

k. Church School Council -- Laura Marshall (LM) reported that mission of the All Children and Youth (ACY) council grew to be far more than support for the Director of Religious Education. As a result, it has become the Church School Council (CSC), which is made up of vounteers who plan and develop the overall vision for the church school -- others are welcome to join the CSC. Andrea Bray was hired as Administrator through the current program year; she is responsible for such activities as scheduling and registration.

l. Parish Life Committee -- Liz Landers (LL) reported that this committee was initiated as a result of the 2011 Vestry retreat. She hopes people have enjoyed the events put on so far, and ideas for other programs are welcome.

4) Nominating Committee -- members of the committee are Connie Pawelczak, Linda Coles, Allen Thomas, and the chair, Harry Taplin .

The 2014 Nominees are:

Senior Warden: Dave Kuzara

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Junior Warden: Erik Forsberg
Clerk: Cina Barker
Treasurer: Melanie Hickcox
Vestry: Linda Cahill
Camille O'Brien
Diane Olbert

Endowment
Committee: Laura Geary -- three-year term
Chris Baron -- three-year term
Jocelyn Bishop -- three-year term
Scott San Jurjo -- one year to complete a three-year term
Bud Chagnon -- two-year to fill vacancy left by Paul Krenitsky,
currently being filled by Erik Forsberg

Convention
Delegates: Christopher Mills
Edith Parekh

Deanery
Representatives: Dee Miller
Deb Dutton

Nominating
Committee: Connie Pawelczak
Linda Coles
Allen Thomas
Harry Taplin, Chair

- 5) Candidate Report** -- Lynne Grillo (LG) reported for the Discernment Committee (members are Lynne McSheehy, Margie Lane, and Derick Gates) that Christen Mills is in her last year of seminary. She has applied for the transitional diaconate.

If all goes according to plan, Christen will be ordained at the cathedral on Saturday, June 7, 2014, and on Sunday, June 8, 2014, Christen will participate in our worship and there will be a "bah" after the service. LG requested we all pray for things to unfold smoothly.

- 6) All Saints' Web Site** -- Laura Marshal (LM) [reporting for Dave Shochat (DS)] reported that our new web site is very interactive and offers flexibility for maintaining the information displayed there. DS and his committee spent many hours creating and developing the site -- among other innovations, BB's sermons and be both heard and read on the site. DS can consult and assist anyone who needs to add content to the site.

- 7) Priest-in-Charge Report** -- BB gave thanks to several people:
- a)** The All Saints' staff -- Darlene Gossement, Bob Wilson, and Maggie Marshall -- for their on-going support to him and to the parish. He especially highlighted the talents and efforts of Maggie.
 - b)** The out-going Vestry members, presenting each of them with a gift: Linda Cahill (ending a 1-year term), Darren Collins, and Frank Ouellette.

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- c)** The Vestry members (and spouses) who prepared our lunch today -- Melanie Hickcox, Melissa Flewelling, Linda Cahill, Linda Ouellette, and Mary Woodward.
- d)** Patric Blumeris for his many years of producing the Saints Alive newsletter.
- e)** Barbara Willman for her many years (1963-2013) of service in the Thrift Shop.
- f)** Steve Grillo and Susan Gates for the initiation, fund-raising, and implementation of the acoustical work in the Parish Hall.

There being no further business, it was moved and seconded that the meeting be adjourned. DK gave a closing prayer, and the meeting adjourned at 1:15 pm.

Respectfully submitted,
Cina Barker, Clerk of the Vestry