

All Saints' Episcopal Church
Regular Vestry Meeting Minutes
November 19, 2018

PRESENT: The Rev. Mike Adams, Rector; The Rev. Cynthia Caruso, Associate Rector; Anne Province, Senior Warden; Bill McLellan, Junior Warden; Cynthia Beeman; Amy Easterling; Olga Garza; Karen Mountain; Charles Stuart; Robert Wells; Kate Wood; Sandra Kelley, Clerk; and via phone, Patricia Goubil-Gambrell, Treasurer.

ABSENT: Brandon Janes; Alan Nelson; Gary Thompson.

GUESTS: Scott Brookhart & Joey Etheredge from the Communications Committee

DEVOTIONAL: Bill McLellan

Shared a portion of a book by Dorothy Day about the love of sharing. Bill encouraged folks to visit the Community First Village to see it's caring community.

MINUTES: Sandra Kelley

The minutes of the October meeting were approved as presented.

FEATURED CONVERSATION:

Update from the Communications Committee

This working document describes our current assessment of communications at All Saints' and our goals for improving communications. A number of resources are described under the "Proposed Communications Toolbox". We are in varying stages of evaluating these tools, and include them here so that the vestry may see the direction we are headed in at this time.

A copy of the full document is filed with these minutes. Joey presented further information on the company, Membership Vision, and the committee is requesting vestry approval for developing a new website and other social media opportunities, such as an application that is smart phone accessible and making church activities and the calendar more accessible. The full cost is not known at this point but will be approximately \$7500. It may take as much as three months before the site is ready for launching. At the committee recommendation, the vestry on voice vote approved requesting \$7500 from the Endowment Fund to begin the work.

DAY SCHOOL: Cindy LaPorte

Heads' report included in vestry's packet of information

TREASURER: Patricia Goubil-Gambrell (via phone)

The monthly Finance Statement was approved as presented.

The Finance Committee recommended and moved that the Mission Scholarship Fund debt (an Internal payable), #2005 on the balance sheet in the amount of \$8,382.02, be "written off." The Vestry approved writing it off by voice vote.

Anne presented the following Clergy Housing resolutions for vestry approval.

Rector:

Whereas The Rev. Michael K. Adams is compensated by All Saints' Episcopal Church exclusively for services as a minister of the gospel; and

Whereas All Saints' Episcopal Church provides Fr. Adams with rent-free use of a church-owned rectory at 1501 W. 30th St., Austin, TX, 78703 as compensation for services that he renders to the church in the exercise of his ministry; and

Whereas Fr. Adams incurs expenses for living in church-provided housing; therefore it is hereby

Resolved that we affirm what has been our practice as a Vestry since Fr. Adams' acceptance of the call to be All Saints' Rector (in February, 2004) that we establish his annual compensation, of which 30% - but not to exceed \$30,000.00 - will be designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Service Code; and it is further

Resolved that for 2019 the established total annual compensation for The Rev. Michael K. Adams is \$133,784.41.

Assisting Clergy:

Whereas The Rev. Cynthia Caruso is compensated by All Saints' Episcopal Church exclusively for services as a minister of the gospel; and

Whereas All Saints' Episcopal Church provides Madre Caruso with rent-free use of a church-owned house at 1215 W. 22nd ½ St., Austin, TX 78705 as compensation for services that she renders to the church in the exercise of her ministry; and

Whereas Madre Caruso incurs expenses for living in church-provided housing; therefore it is hereby

Resolved that we affirm what has been our practice as a Vestry since Madre Caruso's acceptance of the call to be All Saints' Episcopal Church's Assisting clergy (in July, 2013) that we establish her annual compensation, of which 30% - but not to exceed \$30,000.00 - will be designated to be a housing allowance pursuant to Section 107 of the Internal Revenue Service Code; and it is further

Resolved that for 2019 the established total annual compensation for The Rev. Cynthia Caruso is \$56,335.30.

A motion was made and seconded to accept the housing resolutions as presented. The motion passed on voice vote.

At this time we are at 72% of the 2019 budget goal. Additional letters will be sent to those who usually pledge but have not yet done so, along with letters to new members who have never pledged and letters encouraging known contributors who have never pledged.

The Finance Committee has suggested that an Ad Hoc Committee be formed to study Strategic Endowment use. Finance Committee members to be on the ad hoc committee are Wally Moore and Steve Edmonds who would join Anne Province and Patricia Goubil-Gambrell from the Vestry and two members of the Endowment Committee. The ad hoc committee formation was moved and seconded and was approved by voice vote.

OLD BUSINESS: Mike Adams

The Tuttle/Lee window has been removed. A service of de-consecration was held after each of the services on Sunday. It is not known when the replacement window will be installed; much of the timing depends on when crews are available.

The Building Committee submitted a request of \$3000 to construct a cabinet for the display of church archival materials, to be installed on the west wall of the Masterson Library. The request will be submitted to the Endowment Fund.

NEW BUSINESS; Sandra Kelley

A motion was made and seconded to ratify the electronic vote taken to confirm that the remaining amount of the will of Myra Williamson be allocated to the Acolyte Fund to further reduce the amount of the internal debt.

SENIOR WARDEN: Anne Province

Anne gave thanks to the committee chairs for the All Saints' Festival weekend. We cleared \$7500. Anne passed out a sign up list to volunteer for assisting with the *Presents for the Presence* fundraiser – our last of the year - that will begin on Christ the King Sunday, November 25.

JUNIOR WARDEN: Bill McLellan

Columbarium niches are nearly finished. Some niche covers were broken and need to be replaced. Some new electrical problems have surfaced in the church. It may require the replacement of the control panel. Hopefully we can get through the Advent/Christmas Season before replacement is necessary.

CLERGY REPORTS: Cynthia Caruso

Spent the last week at Camp Allen as chaplain. Was a beautiful week and met with several new people attending meetings on the grounds.

Mike Adams:

Reminded the vestry of the Thanksgiving celebration on Thursday with our middler seminarian-intern, Corry Cabes, as the preacher.

New vestry members elected were Johanna Hartelius, Kit Garvin, and Phillip DeFalco. Gary Thompson will continue with a full term. They will assume office following the Annual Parish meeting on January 28, 2019.

Diocesan Council delegates are Cynthia Beeman, Brian Hopper, Sandra Kelley and Wally Moore, with Robert Wells as first alternate, followed by Alan Stewart, Judith DeBerry and Charles Stuart. Diocesan Council will be in The Woodlands, February 21-23, 2019. The election for new Suffragan Bishop will be held at this time following the retirement of The Rt. Rev. Dena Harrison.

Sandra Kelley,
Clerk of the Vestry