

All Saints' Episcopal Church

Regular Vestry Meeting Minutes
December 16, 2019

PRESENT: Lane Hensley, Interim Rector; Cynthia Caruso, Associate Rector; Brian Hopper, Senior Warden; Gregg Free, Junior Warden; Cynthia Beeman; Phil DeFalco; Olga Garza; Carol Moczygemba; Karen Mountain; Charles Stuart; Robert Wells; Kate Wood; Sandra Kelley, Clerk; Patricia Goubil-Gambrell, Treasurer.

ABSENT: Kit Garven; Gary Thompson(phone)

GUESTS: Matt Davis, Vestry-elect; Joe Lostracco, Vestry-elect; Jan Triplett, vestry-elect; Nancy Crichlow, President, All Saint's Day School Board of Directors.

OPENING PRAYER: The Rev. Lane Hensley

DEVOTIONAL: Kate Wood

Commented on the quietness and calmness of the "Waiting for the Light" presentation and ended with a recording of "O Come, Oh Come Immanuel."

MINUTES: Sandra Kelley

The minutes of the November meeting were approved as presented.

DAY SCHOOL HEAD'S REPORT: Nancy Crichlow

We had a beautiful and successful pageant on Friday. The board honored the faculty and staff with lunch.

The Board has elected to add an additional Assailant Policy to the insurance coverage for the school. Given the close proximity to the University of Texas campus and incidents of firearms occurrences on so many campuses. In addition, the school had moved to a new system that provides ease of enrollment, billing and reports. The Annual Fund has been most successful. We still look at the many ways to honor Cindy LaPorte as she looks to retirement in the summer. Her request is for a major upgrade to the playground. Other parishes have made improvements to their playground facilities and we will look at vetting 3 companies to improve the All Saint's Episcopal Day School playground.

TREASURER'S REPORT: Patricia Goubil-Gambrell

1. Review of November 2019 Financials
2. Finance Committee has received a draft of the 2018 Audit.
3. 2020 Budget and Stewardship

Base budget	\$1,104,514
Aspirational budget	\$1,127,716
delta	\$23,202
Men's Mentoring Program	\$3,400
Woman to Woman	\$3,400
Technology	\$2,000
Music Director add'l salary	\$12,784 Increase from 30 to 40 hours/week
FICA	\$978
Pension	<u>\$640</u>
	\$23,202

4. **Recommendation:** Support Kelly Barnhill's studies to become a bi-vocational priest by covering one-third of her expenses.

- See “Estimated Expenses” document
- Source of funds: OV Bennett Endowment Fund and the Nolle Fund. These funds are for use at the Vestry’s discretion—compared to other Educational funds we have which are restricted to someone studying at the Episcopal Seminary of the Southwest

Kelly Barnhill Estimated Iona Expenses

Data as of December 2, 2019

Tuition	\$7,800
Textbooks and Supplies	\$3,000
Room and Board	\$4,500
Mileage	\$3,050 2019 mileage reimbursement rate
Graduation Fee	_____ undetermined at this time
Subtotal	\$18,350

Spring 2020 Expenses	
Background Check and Psych Eval	\$1,000 mandated by EDOT that ASEC pays \$300 of this fee
Final Year Vestments	\$3,500 if new; need dependent on population served

Potential Total Expense \$22,850

Notes

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|---------------------------------------|--|
| Tuition | <ul style="list-style-type: none"> • This amount is total tuition over three years. • Tuition is payable annually or semiannually, beginning July 2020 • This number comes directly from the 2019/20 information published by Iona. Tuition seems to have been stable for the past few years. Five years ago, the total tuition increased by \$600 (\$200 annually), so if there is an increase, Kelly anticipates it would be a small one. |
| Room and Board | <ul style="list-style-type: none"> • Room and Board is payable annually or semiannually, beginning July 2020 |
| Mileage | <ul style="list-style-type: none"> • This amount reflects mileage to and from Camp Allen over three years. • Some additional mileage—not reflected in this amount—will probably be required in the latter part of the second and all of the third year of the program. |
| Background Check and Psych Evaluation | <ul style="list-style-type: none"> • Background check/psych evaluation will need to be completed prior to April 2020. |

The motion was made seconded and approved by voice vote to supply \$1000 for the initial expense of background check and the Psychological Evaluation. Motion was made seconded and approved to commit support of one-third of total three year expense with a cap of \$3000 a year..

Some discussion followed concerning available Endowment Funds for possible use in this endeavor. Some scholarship funds are restricted to Seminary of the Southwest use only, but it is possible that monies from the Effie Hutto Scholarship Fund would be available.

5. Recommendation: Give a Christmas bonus to the ASEC lay staff:

Anita Barrick	Don Carlson	Gregory Eaton
Marvin Jones	Jerry LaPorte	Mona Myers

- Amount: \$500 each
- Source of funds: Endowment
- Potential item for 2020 budget

The recommendation was accepted on voice vote.

6. Recommendation: Strategic Plan Endowment Spending

- The Finance Committee recommends that the Vestry approve endowment spending of \$100,000 for the electrical upgrade immediately. The recommendation was approved on voice vote.

OLD BUSINESS: None

NEW BUSINESS: None

JUNIOR WARDEN: Gregg Free

1. Chapel: Re-designed steps and handrails for North entrance to meet safety codes; approved by Committee and awaiting estimates.
2. Chapel: Removed tree stump and excavated old soil for Nazro Oak; delivered new soil and prepped for planting' planned dedication ceremony
3. Chapel: Tilled North beds and prepped for compost; met with Engineer (Ken Choffel, from Parish) about a grading plan for North beds/Columbarium
4. Chapel: worked with Marvin Jones and Z-Non Electric to resolve problems with lighting/dimming system and began search/planning for new system to be determined
5. Chapel: obtaining bids for pavers at grass outside Columbarium; status upgraded due to possible unsolicited donation from Parishioner
6. Gregg House: received and installed new toilet partitions for restrooms
7. Gregg House: removed wallpaper, patched and floated walls, primed and repainted restrooms
8. Gregg House: Met with interior designers on B&G committee to plan restrooms, lobby, and office area designs, space planning and de-cluttering
9. Gregg House: selected and purchased mirrors, lighting, counters, and accessories for restrooms
10. Gregg House: Moved excess and re-located other furnishings
11. Gregg House: met with interior designers to locate needed chairs, tables, etc. for various spaces
12. Gregg House: specified ordered and installed electrical for new warming oven for Home Cooked Fridays
13. Designed, specified and installed Christmas banners
14. Garden Guild continues to do amazing work most weekends clearing, trying and raking before Sunday services

We have many dedicated parishioners involved in all this successful work. Special thanks this month to Ann Rutledge, Kit Garven, Carol Barnes, and especially Marvin Jones.

SENIOR WARDEN: Brian Hopper

Stewardship:

Campaign is well under way. We should be receiving a final update before the meeting, but as of last week, 121 pledges (about 56% of last year) had pledged an amount about 66% of last year's budget. A second campaign mailing should have gone out.

Committees and Governance:

Submitted suggestions for folks to call for the first wave of renewal for Outreach, Parish Life, and Adult education committees. Steve Kinney has agreed to lead the Outreach charge, and Cynthia is leading the revitalization of Adult Education.

Front Porch:

Discussions continue for the future direction for the front porch. I understand that the FP board had a lengthy discussion of the future. The shape is beginning to emerge, but no final decisions have been made.

Search:

Lombard Mennonite has agreed to perform our family services consulting – I will look to the rector to report on the state of that agreement. Please join me in registering for the event Jan 17-18 as soon as possible. As leaders of the congregation, it is vital we are out front in participating. Here's the link:

<https://allsaintsaustin.brushfire.com/healthy-congregations/461728>

Rector search page is up on the parish website. Let's discuss some updates tonight.

Communications with the Parish:

Please continue to wear the vestry name tags and join me at the Vestry table on Sundays – so many thanks to all of you who have already done so. Please continue to invite your own networks and others to talk to you about their hopes and fears for the future of our parish. Let us also all keep in touch and share tough questions, conversations and thoughts as we try to keep folks abreast of our process.

CLERGY REPORTS: Lane Hensley

The main focus now is on Christmas. Current plans are to be out of the parish, December 29 through January 8, 2020. The Rev. Merrill Wade will celebrate the Sunday after Christmas.

The Healthy Congregation now planned for Friday, January 17 and Saturday, January 18, 2020. The entire congregation will be encouraged to attend with a stress on any who might consider serving on working on the parish profile, search committee or vestry. This workshop will meet one of the requirements of the Diocese toward the eventual search for a new rector.

Lane announced that Amy Pro has stepped down as director of the Loaves and Fishes program. Mimi Parish will assume the directorship. Also announced that Carolyn Ostrom will step down as Chancellor. The vestry was requested to offer names of someone in the parish who might be willing to fill the role.

Sandra Kelley
Vestry Clerk