

1.20.19 Annual Meeting

1. Welcome and purpose (5 min)

Joined in the prayer for after worship found on page 834 of *The Book of Common Prayer*.

Convened St. Alban's 2019 Annual Meeting.

The purpose of this meeting:

- to elect vestry members,
- to hear from our diocesan bishop via video
- to hear a review of parish staffing
- to consider and vote on the vestry's proposed 2019 Ministry Funding Plan
- to look to this year and how we will seek God's Dream, Our Dream, together

2. Vestry Elections (7 min)

ERIN: In the Church, our primary business is the continued mission of God as revealed through Jesus the Christ. St. Alban's vestry maintains and develops parish resources, especially financial ones, and helps identify leaders. Together with the Rector, the vestry listens for what Jesus would have us do to serve the world, not just the parish, in Jesus' name.

The Episcopal Church canons, written rules about life together, guide us in this shared work. Last year, the first 10 minutes of every vestry meeting were reserved for parishioner comments. The same goes for this year; vestry meetings are open and all are welcome. In 2018, we had parishioners visit and share with the vestry. We hope for more of this in 2019.

The wisdom of the Episcopal way has guidelines for vestry nominees and guidelines for voting for vestry and our parish Ministry Funding Plan.

*The Church canons say that Vestry *nominees*

- are age 18 and older
- are confirmed/received Episcopalians
- have been faithful in worship (unless for good cause prevented)
- have been faithful in working, praying, and giving for the spread of the Kingdom of God
- that vestry nominees subscribe to the following declaration:

"I am persuaded that the Holy Scriptures contain all doctrine required as necessary for eternal salvation through faith in Jesus Christ; and I accede to the Doctrine, Discipline, and Worship of the Protestant Episcopal Church."

*In terms of *voting for vestry and any other matters needing action by a congregation*, the canons say that people who are 16 years and older, are confirmed/received Episcopalians, faithful in worship, working, praying, and giving for God's kingdom vote.

We shared nominee bios via parish email and bulletin inserts.

We did still have an opening for a 2-year term vestry position. If interested, instructed to speak with Senior Warden Claudia McKee or Rector after the meeting and potluck.

Invited the three vestry nominees for the three three-year term vestry positions to stand. (Introduced them to the congregation by name.)

Per the decision of the vestry officers, we had a voice vote for this slate of nominees. (All in favor? Any opposed?)

Next on the agenda, we heard from our diocesan bishop, the Rt. Rev. Andrew C. Doyle, via video.

3. Video Message from Our Bishop (6 min)

ERIN: Bishop Andy prepared this message of hope and thanks to be shared with congregations during annual meetings. (We watched the video.)

4. Review of Staffing (6 min)

ERIN: Next on the agenda is a review of staffing.

Catherine LaGrone holds a Masters Degree in Education as well as Advanced Godly Play teacher certification. Beginning in 2010 as Director of Children's Ministry, Catherine has planned and led excellent Christian formation for children ages 3 years old to sixth grade. In September of 2017, Catherine became the Director of Family Ministries, which expanded the position to 30 hours a week. In addition to previous duties, Catherine also schedules and equips volunteer nursery caregivers, assists with and serves as a consultant for our youth programs, and schedules altar servers for this parish family.

Lisa Perez has been the part-time Youth Minister since 2012. A certified teacher and Education for Ministry graduate, she develops and implements nurturing faith programs for youth in seventh through twelfth grades that stick with them into adulthood.

As of January 2017, Lisa is also the part time Communications Officer. In this 5 hour a week position, she writes weekly all-parish emails, keeps the Facebook Page and website current with meaningful content, and writes and formats announcement inserts.

Lisa also works as a field supervisor for first year teachers in Austin Community College's alternative certification program.

Dottie Norman became the part-time Music Director in early 2014. She received her Master of Sacred Music degree from SMU in Dallas. Dottie began St. Alban's handbell choir program in June of 2015. She especially enjoys working with the dedicated parishioners in the St. Alban's Choir and Bell Choir and always welcomes new singers and ringers.

Dottie will have knee replacement surgery after Easter Sunday this year. The 2019 Ministry Funding Plan includes additional funding for a supply organist and choir director to ensure she has time for healing and the parish has what the parish needs.

Dottie also has her own business working as court reporter.

Patt Brower is the part-time Bookkeeper. Her passions are transparent financial reporting and streamlining processes, especially in the not-for-profit world where mission is key.

Patt will be retiring April 1 of this year. She and her family will be moving to California. This is sad news.

The good news is that we are in a healthy place *and* Patt is helping with the transition plan.

A job description was posted for this position, which included keeping the financial books and parishioner contact information up to date. This position is *not* open to parishioners and their family members. (If someone asked why, it's because this policy is known best practice for congregations.)

In February, candidates will be interviewed. In March, the new bookkeeper will cross train with our current bookkeeper Patt Brower to make sure there is a smooth transition.

We look forward to sharing the new bookkeeper when the right candidate is found and celebrating Patt's good work.

I am privileged to continue to serve as your full time Rector.

Senior Warden Claudia McKee and Treasurer Annette Greenfield invited to tell us about St. Alban's 2019 Ministry Funding Plan.

1. 2019 Ministry Funding Plan (17 min)

ANNETTE/CLAUDIA: As you know, last Sunday after both worship services, representatives from the Finance Committee and Vestry were in the parlor to answer questions.

- Available Funds for Ministry (property, personnel, program/everything we do) slide
- 2019 Ministry Funding Plan Summary slide
- 2019 Ministry Funding Plan Pie Pictures (Income/Expenses) slide

Presented 2019 Ministry Funding Plan for vote.

Green and yellow cards signified a vote *in favor of* this Ministry Funding Plan.

A red card signified a vote *opposed to* this Ministry Funding Plan.

Funding plan was approved

We have some major property maintenance needs such as 21 air conditioners that at some point need to be replaced in the next few years. We have whole lighting systems in our buildings and outside our buildings that need to go to LED lighting. We have parish life center windows that eventually need to be replaced. Such property improvements cannot be funded through our annual operating funds. Like any congregation, there are times when we need to look to a capital campaign. Now is such a time in our life together.

Our last capital campaign "Let's Play" was an in house campaign and went from June of 2012 to May of 2015. Monies were raised for adding a playground, paying down debt, and some property maintenance long-term maintenance. The pledged amount was \$228,508. By December of 2014, \$181,000 had come in for the capital campaign.

For the capital campaign that will run from January 1 of 2020 to December 31 of 2022, the vestry and your rector are committed to congregational conversation about vision and the property priorities that follow. We are also committed to the wisdom of outside expertise.

Non-profit organizations hire development directors to coach them on fundraising. We will be hiring a capital campaign consultant to coach us on fundraising that's especially fruitful for us; capital campaign consultants help congregations raise 1.5 times their annual operating funds

over a period of three years, *regardless of the how much money is in that annual operating budget.*

Rev. Erin has already received the names of three excellent candidates for a vetting committee to interview. Rev. Erin has also received a financial gift from a parishioner to help fund the consultant's work. She is reaching out to other potential large donors to fund this work. Investing in outside consultants is an investment in parish wide participation, and of course, higher financial returns than doing this solo.

We are standing on the shoulders of those who came before us. We are here because people of God prepared a place for us. They invested their time, skills, and money before they knew us.

We want for future generations to be able to do the same. We want to give the gifts we've received forward.

We now invite Rev. Erin to share how we'll dream together about God's future and figure out our parish priorities for that future.

2. 2019 God's Dream, Our Dream (10 min)

The Episcopal Diocese of Texas permits capital campaigns only when the Rector will stay throughout the whole three-year capital campaign period. I joyfully will be with you for at least from now until January 2023.

In counsel with colleagues and deep prayer, I have a plan for how we how will go about seeing a shared vision, naming the parish priorities that follow, and getting guidance on funding the future we want to create together.

February 2019

We have 2 parallel tracks to reflect on the following questions:

- What is God's dream our dream for St. Alban's?
- Who do we and who does the Lord want us to be 5 years from now?
- Who do we see?
- What is happening?
- What kind of future does we St. Alban's want to create together?

Track 1=Listening to each other

- On Sundays All parishioners draw/write on the paper in the Parish Life Center Assembly room.
- Ministry Group leaders reach out to people to lead a "dreaming session" for their group.

- They email pictures and typed notes to parishioners Jim Tennison and Lisa Trahan, lead listeners for the parish by February 21.

Track 2=Listening to St. Alban's wider community

- Community partner liaisons ask community partner staff people about what's happening for their organizations and those they serve in the next 5 years.
- They email pictures and or typed notes to parishioners Jim Tennison and Lisa Trahan, lead listeners for the parish by February 21.

On February 28, they share their reflections of what we heard and saw together.

On Sunday, March 3, in the context of worship, we prioritize property improvements given God's dream, our dream.

While we reflecting on who we want to be 5 years from now, while we are listening to each other and to the wider community in February, a team of 3 parishioners will be vetting our capital campaign consultants.

March 2019

Our property priorities are in place and we get capital campaign consultants on board.

April and May 2019

Consultants complete feasibility study.

By the time school is out, our capital campaign priorities are clear and set.

June, July, August 2019

- Annual season of giving committee plans the annual season of giving campaign for calendar year 2020
- Capital Campaign committee plans the 3-year capital campaign

Thank outgoing vestry and closing prayer (5 min)

ERIN: Amy, Bob, Gwendolyn, and Paul, thank you for your faithful service and steadfast love for the Lord and St. Alban's. We invite you to place your vestry notebook and your church keys on the altar as an outward and visible sign of letting this season of your ministry go. You go to this next season of ministry with our blessing.