



ANNUAL REPORT for the year 2017

Annual Meeting Agenda

January 28, 2018

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1. Opening Prayer
2. Appointment of Secretary
3. Convention Delegate Nominations from the floor
4. Convention Delegates Vote
5. Vestry Nominations
6. Vestry Vote
7. Review of Annual Budget
8. Approval of Minutes of January 31, 2016
9. Election results
10. Decommissioning of Outgoing Vestry Members
11. Commissioning of New Vestry Members

ALL SAINTS' EPISCOPAL CHURCH
The Rev. Carren Sheldon, Interim Rector

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Minutes from the Annual Meeting—January 29, 2017

All Saints' Episcopal Church Annual Meeting Sunday, January 29, 2017, 12pm

Opening Prayer

Fr. Paul Blanch opened with prayer and turned meeting over to Julie Clements. Julie called for pledge of allegiance in light of the current divisive political environment.

Appointment of Parliamentarian

Margie Harrison-Smith moved to appoint Rick Harrison Smith as parliamentarian. Seconded by Pete Vandekoolwyk. Motion carried.

Appointment of Secretary

Margie Harrison-Smith moved to appoint Becca Rose as pro tem secretary. Seconded by Pete Vandekoolwyk. Motion carried.

Approval of Minutes of the January 31, 2016 meeting.

Moved by Janet Gallino, seconded by Wendy Little. Motion carried.

Recognitions

With four members coming off of Vestry, Julie Clements moved to recognize them. Gretchen Melburg, Dan Spiess, Carol Fielding, and Ken Matias were recognized. Appointed officers of Vestry also recognized - Treasurer Bob Place, Clerk Candace Brown, Pledge Clerk Helen Bonnett, and Safety Officer Jennifer Gillespie. The Vestry worked very hard this past year, and they are appreciated.

Vestry Nominations

There were four openings on the Vestry. The voting form handout included short bios for the three people who already had accepted their nominations, which left one opening. Julie Clements stated that if a fourth person was not nominated during the meeting, the Vestry would appoint one via a vote. Julie then called for nominations from the floor.

Shyrle Dehaven nominated Mary Lou Davies. Mary Lou declined due to planned absence for half the year. Bob Wilson nominated Diantha Reynolds, and she accepted.

Janet moved to accept slate of candidates rather than vote. Seconded by Bill Benage.

Rick Harrison Smith instructed that the motion should actually be to direct the clerk to fill out one ballot with all four names checked, rather than collecting individual ballots. This was seconded by Pete Vandekoolwyk.

Moved to close nomination process. Bill Benage seconded

Voted with none opposed - motion passed.

Current members of Vestry were listed: Margie Harrison-Smith, Janet Gallino, Julie Clements, Ken Westrick, Bonnie Sharp, and Bill Benage. Wendy Little resigned with Heidi Heiman taking her place. Rita Copp was also appointed.

Vote

Motion passed, with Pete Vandekoolwyk, Bob Wilson, Susan Yvanovich, and Diantha Reynolds all approved to join the Vestry.

Convention Delegate Nominations from the Floor

The convention will be in Sacramento this year, Nov. 3-4, 2017. The church will pay for convention attendance, but the overnight cost is a personal responsibility, per Fr Paul Blanch. It will be located at the Air Base again.

Trudi Davis mentioned her experience with the convention. She said it was interesting and provided different services and breakout sessions. She called it a good experience.

Nominations

- Margie Harrison-Smith
- Gail Vandekoolwyk
- Trudi Davis
- Pete Vandekoolwyk
- Bob Maxey
- Margaret Brennan Maxey
- Shyrle DeHaven requested to be alternate
- Debbie Spiess
- Wendy Little

Meeting Minutes...continued

Margie moved to close nominations, and Lynn Swanson seconded. Nominations approved.

Vote

Votes then written and collected.

Annual Budget Review

Treasurer Bob Place gave an overview of the budget.

Bob asked everyone to move to page 11 of the bulletin to view the 2017 preliminary budget, next to a comparison from last year's 2016 budget.

The Vestry did an incredible amount of work this year. Last year it was expected that we would pull \$12,000 out of reserves. Instead, we pulled \$0 out of reserves, largely thanks to Vestry efforts. Last year we had \$18,000 in reserves. Over the last year we put \$20,000 in reserves, which now amounts to \$38,000 in this year. We will need \$26,000 to cover expenses for this upcoming year.

Fundraising got us through the last year. We budgeted \$5,000 to be raised in fundraising efforts, but we surpassed that and raised \$22,000. This was thanks to 5E dinners, My Favorite Things, concerts, and other fundraising efforts.

Contributors of record was at \$30,000, for a \$13,000 increase over projected budget. This speaks to new members in our congregation. Conservatively, we added 12 pledging units to the church last year. This also speaks to Fr. Paul's interpersonal skills of bringing people into the church.

Expenses:

Total personnel expenses were \$4500 less than budgeted. Total building expenses were \$4800 less than budgeted, due to decreases in utilities and supplies (supplies decrease thanks to Nathalie). The Vestry got an AC/heater unit for free from the city, as well as an Ice Bear. The Ice Bear charges up at 2 a.m. when electricity is cheap, and then air is blown through for our AC in summer. This has led to cheaper utilities. Overall, expenses were \$8,000 less than budgeted.

Challenges:

Pledges were \$23,000 less than what was committed. This is probably due to congregants leaving last year due to relocation

2017 Budget:

Bob's philosophy is to treat income projections conservatively, and plan for the worst when it comes to expenses. To balance the budget for the upcoming year, we will need to pull \$26,000 out of reserves. This is because at this time last year, we had 92 pledges, but as of the time of this meeting we had 73 pledges. Of our 73 pledges, 25 of them have dropped their pledge amount. Bob noted that Fr. Paul refused his small salary increase due to the church's situation.

Moving forward:

One option is to give people the opportunity to sponsor part of the service, including music or hospitality. The Vestry is looking into giving parishioners a chance to contribute to the mortgage, in order to pay that off early. We will need to conduct continued fundraising. Bob stated that we need a reality check: we cannot continue to make budget every year due to fundraising. It was encouraging last year to have 12 new pledging units. Fr. Paul does a phenomenal job, but we need to have parishioners come in to do their part to keep new people in the church.

All Saints' is the best kept secret in Redding, but sometimes with new people we don't do a good job with welcoming them. Fr. Paul can get them through the door, but we have to make them feel welcome. However, that's hard to do when we bash each other. We do not do a good job of shepherding and ministering to each other. Politics can be divisive - and that is not the ministry that Christ put forward. The challenge for this year is figuring out how we can make this environment welcoming to all, because Fr. Paul can't do it all on his own. We must minister to newcomers and make them feel welcome.

Lou Gerard disagreed with Bob's characterization. He said he spends most of his time in the back of church, and he believes it to be a welcoming congregation. He was unaware of any of the things Bob has observed. Bob responded that this is more of an overarching observation that we don't go out of our way to welcome others.

Janet Gallino agreed with Bob, and stated that we are good at the back of church when new people come in. But during the coffee hour, parishioners are gregarious and friendly with each other, which means it is difficult for visitors to break into conversation with closed groups of those who know each other well. New people are shunted aside.

Meeting Minutes, *continued*

Janet told Lou that she has seen this and it's not just speculation. It is hard to get a newcomer into conversation within a group. Janet observed that as a whole, we are not well-trained at how to break off from our familiar conversations and get new people included. We need dialogue to be learned in order to be more welcoming to people we don't know.

Bob also brought up how we treat ourselves within the current group of parishioners. Fr. Paul spends a significant amount of time behind the scenes talking with parishioners who complain about other parishioners. Fr. Paul should not have to manage relationships between people when his time could be spent on more important things.

Shyrle Dehaven interjected to suggest a seniors group like Bethel's. She also suggested outreach teams. She said that in her opinion others in this congregation seem interested just in themselves.

Bob thanked Shyrle for her comment, then asked for questions about the budget for the upcoming year.

Jan Logue suggested switching seating arrangements to change routine and said the experience can be eye-opening. This idea is from Mother Olga Herrera from Honduras. Socializing with others and "keeping your trap shut" to hear what they have to say, which may not be what you think, can inform how you think and behave and deepen friendships.

Bob agree that it is about community.

Julie Clements brought up that if we take from the reserves, we will need money to put back into reserves. The upcoming Evening of Favorite Things will be on Feb 17, 2017, with volunteers still needed for food, baskets, and sponsorships. She requested that parishioners invite friends. She also talked about what else we can all do to help close the gap, other than monetary contributions. Volunteers are needed to help direct parking, to make raffle baskets, etc. We need more participation other than just financial donations from those who can't donate. Betty Harrison Smith will be heading the Feb. 17th taskforce, and people can contact her to volunteer.

Revision of the Bylaws

Margie Harrison-Smith spoke about the revision of the bylaws. Carrie Kibler and Evelyn Poole were thanked for their help on the bylaws revision process. Margie also thanked all who read and provided comments. Margie moved to approve the amended version of the bylaws, which were ratified by the Vestry on Dec. 15, 2016, and presented at adult forum on Jan. 22, 2017. Seconded by Wendy Little.

The motion passed.

Election results

Jennifer Gillespie retained authority to work with Fr. Paul with Safe Church for the Deanery. She will put gold stars on the nametags of those who have completed Safe Church training. Jennifer reported that over 70 people have various levels of training within the program, and that certification is good for 5 years. Training can be completed at any time online. In November 2016, we had a live session of training. The results of that session caused many to realize that it is facing a reality in our world to have Safe Church training. Almost any level of ministerial positions will require training.

The vote results for convention delegates were tallied and announced:

Delegates:

Trudi Davis
Margie Harrison-Smith
Wendy Little
Debbie Spiess

Alternates:

Robert Maxey
Gail Vandekoolwyk
Margaret Brennan Maxey
Shrlye DeHaven

Meeting Minutes, *continued*

Presentation of 2017 Vestry

Members of the Vestry were invited to stand. Ken Westrick and Diantha Reynolds had both stepped out early, so they were not present. Fr. Paul moved for a round of applause for the new vestry.

Announcement of Rector's Warden

Fr. Paul praised Julie Clement's leadership. He said she brought a new direction and freshness and incredible amount of work. Fr. Paul said that in the same spirit of total truthfulness and honesty of Bob Place, when you do a job like Julie's done it, you will ruffle feathers. She has been single-minded, focused, and worked to a frazzle for a good cause. Fr. Paul stated that he didn't want to lose that momentum in this next year. With that in mind, Fr. Paul asked Janet Gallino to be Rector's Warden (she was the People's Warden last year).

Fr. Paul said that Julie keeps Vestry meetings tight, and Janet is going to maintain that course.

Closing Prayer

Fr. Paul announced a sister church program with another church in England. It will include discussion of pilgrimages, having groups from there travel to Redding, and perhaps having some of us visit in England. After WWII, touring arrangements helped Europe bond, and Fr. Paul was excited over the possibility of doing this here.

In his last congregation, Fr. Paul said that he blitzed assisted living facilities, and brought along musicians and the pastorally minded. Their services grew from 5 to 25-30 attendees. He mentioned the possibility of doing an afternoon outreach in this manner here in Redding. He said it won't be a quiet year, as we have many upcoming plans. Jennifer Gillespie did the statistics on who uses church premises, and another NA group will be coming in to use space. We plan to lift costs of groups using the church in order to cover our increased basic costs. Renovations are also planned for the hall.

Joyce Steinke mentioned her ministry experience in nursing homes is that most places require security clearance before anyone is allowed to go there and do that ministry.

Fr. Paul said that this year is our 125th anniversary, and as such we will have plans to make this year a special one. The sanctuary will look different, and some things will sound different. We want to celebrate the Episcopal presence in our city.

Fr. Gregg Churchill announced that he is establishing a ministry to ministers. He said the fundamental task is to support people who are in ministry. Anyone who is seeking to serve Christ and others has a ministry. He invited parishioners, saying that all are included in this effort to support, acknowledge, celebrate, and suffer with others who are seeking to have a ministry. Talks will be given during Lent adult forums, and all are invited to come and learn about this and avail yourself of companionship along the way.

Fr. Paul jumped in to announce that Tuesday Lent suppers will have different liturgical experiences each week. Thursdays during Lent, we will go off to other religious communities to see how they worship. This includes the local Quakers, Sikhs, and many more.

Fr. Paul concluded by thanking all for coming, and thanked the officers of the Vestry.

Concluded with prayer at 1:22 p.m. Jan 29, 2017.

Minutes taken by Becca Rose, secretary pro-tem.

Interim Rector's 2017 Annual Report

What a blessing All Saints' is! Actively engaged with its Christian mission in the community and to one another, All Saints is right in the middle of its interim between rectorates, as of this writing.

Arriving at All Saints' Episcopal Church just in time to celebrate your titular feast day, I prayed with you as a member of the congregation in Rutter's Requiem Mass. The musicianship was stellar, as it always is at All Saints', a fitting context for the necrology recited from the lectern, and the promise of new life in Our Lord's Supper. In the months to come, burials and commitments were a big part of our work together. These losses have been significant for the congregation, they helped to shape All Saints'.

Two teams of committed ministers work together on the pastoral care: one team prays for all who request prayers, and the other team visits the homebound, taking Communion to those who wish to receive it. Both are committed to the confidentiality of the ones they serve, and both are very faithful in the discharge of their duties. They have agreed to work on letting the congregation know more about their ministries in the coming year.

Liturgically, the 5 PM service is experimenting new musical approaches, with Ken Westrick's joyful support. The 8 o'clock continues to use of the Book of Common Prayer (slightly easing our administrative needs). In the 10:30 AM Choral Eucharist, we have experimented with the use of Godly Play language materials, and the involvement of children in intergenerational worship. The choir is working to strengthen its support for congregational participation, especially in the singing of hymns and the chanted responses. In early March, we'll offer a training day for all of our liturgical leaders, so that we'll have plenty of help, and be "on the same page" for Easter, and the upcoming welcome of your a rector!

All Saints' newly refurbished Memorial Hall will be ready, with fresh paint, new flooring, new appliances, and more. Thanks to Gretchen Melberg for shepherding the project, and to scores of people who have worked in this project in so many ways. If you've had a hand in making this happen – thank you. (If not, please check out Memorial Hall: you might be inspired to get involved!)

Administratively, All Saints' staff and financial systems function well. Our facilities are in good shape, and improving with a buildings and grounds ministry supported by Duncan Hobbs (who will report to the rector and vestry). Our pledge income is not huge, but it's enough; our bookkeeping and oversight systems are clean and orderly. In the season ahead, our administrator, Nathalie Hatch, has requested decreased hours, in order to focus on new directions in her own faith vocation. We respect her decision, and are grateful that she's sticking around! Starting in February, the church office will be open on Wednesdays and Fridays. The new rector will hire and set a schedule for All Saints' next administrator.

All Saints' had an enthusiastic and effective governance team in 2017, and with a strong slate of new vestry members coming aboard, another year of good governance is assured for 2018. The vestry and I will go on retreat in the first week of February, to strengthen our bonds and lay the groundwork for the discernment and leadership All Saints' needs in the year ahead.

In Christ,

Carren Sheldon,

Interim Rector

Rector's Warden 2017 Annual Report

Dear Vestry and People of All Saints', Redding

Thank you so much for allowing me to be your Rector's Warden for the 2017 year. It was an impressive year of change, development and spirituality. We have come very far and yet, we are only beginning on the road to a parish of YES!

The most significant event of 2017 was the departure of Fr. Paul and Maggie Blanch to answer a call in England. He had a great impact on our parish and opened the way for us to grow and blossom in Christ and in our commitment to our church and each other. Although he was with us for only 2 ½ years, he vigorously encouraged us to step out of the comfortable and safe and explore the possibilities of positive change. In that short time he challenged and honed us to be "Fit for Purpose." With daily prayer, powerful forums, opportunities for study and growth and a majestic musical presence, Fr. Paul set our feet on a path toward renewal and opportunity. He is deeply missed but we are ready to soldier on in living into Christ while beginning a new search for another rector.

Beginning in August, The Office of the Bishop and the Vestry began the process of calling a new Rector. Our Profile team, led by Julie Clements and assisted by Alice Bennett, Debbie and Dan Spiess, Margie Harrison Smith, Mick Logue and Jennifer Gillespie have diligently worked to revamp a profile we had hoped we could reuse and then develop two new documents, one for use on our website and one for the Office of Transitional Management (OTM) an on-line clearing house for Rectors and parishes exploring the Call.

In November we were blessed with the addition of Rev. Carren Sheldon as our interim rector. She has had a wonderful healing ministry with us and is working to bring our members and ministries through this time of trial and into our new journey with the new Rector.

As we are quickly approaching the posting of the profile, we have commissioned the Applicant Review Committee (ARC) so that we will be ready to interview and discern the candidates for the next rector. Those members are Dick Duperly, the vestry liaison, Janet Gallino – Chair, Larry Bratt, Alden Bailey, Amelia Evans, David Cooper, Carol Fielding, Alan Swanson; Jamie Williams continues as Chaplain of Transition a position that keeps Christ in the vision and prayer a continuous component. As always we ask for your prayers to guide our search and to draw our new Rector to us.

A reminder of what we have accomplished in 2017:

The Ministry Nurturing Team: formed to help members of our parish discern their call to prayer, service and action, including ordination. We have had a difficult time in the past helping members discern what their call and ministry might be and we have wounded some in our attempts. This group was formed to address that issue in a safe, spirit lead group to guide people in their spiritual growth and development. We are blessed to have this new ministry.

The Buildings and Grounds ministry: formed to better care for our facilities and create an empowered team to address regular maintenance issues and sustained care of our campus. The shifting Jr. Warden oversight was not working to produce a cohesive maintenance schedule to best serve our needs. The new ministry will report monthly to the Vestry and will consist of a core of parish workers who get the work done. Thank you all for your very responsive assistance whenever you were asked to participate.

RECTOR'S WARDEN REPORT 2017, *continued*

I am gratified at your willingness to show up and get the job done.

Buildings and Grounds Improvements:

- The **Spirit of the Dove window** by Jan Scanlon, Gifted by Dr. Terry & Bev Rust
- The new **Narthex Screen** crafted by Blue Ox Millworks, Arcata CA and donated in its entirety by Dr. Terry and Bev Rust.
- The newest, top of the line **Viscount Organ and 20 some speaker** arrangement – a gift from the Don Oestreicher estate and Fr. Paul.
- Changing the planters and opening up the parking area – parish driven.
- The continuing **improvement of Memorial Hall** with the addition of new barn door entry to the Youth Room, new paint and design. New chair storage and door between the working half of the building and the meeting half. New hard-wired internet access in 3 locations. New paint and prep for the flooring this year – Parish driven with significant community involvement.

In May, approximately 20 of us took a pilgrimage to Rome and Assisi Lead by Fr. Paul, visiting the sacred places in both cities and spending time at the place where St. Francis was spoken to by Jesus through the San Damiano Cross. We have a replica in our chancel on the liturgical “East” wall.

It has been a great honor to have served you through this time of renewal, challenge, opportunity and reflection. We have worked to provide an open and approachable vestry that serves the needs of the parish but also encourages the exploration of new directions and new experiences. I came to this position with the way well prepared by the Senior and Rector's Wardens that came before me and the inspirational and creative vestry that served the parish with me. We are on a journey that has no end on this Earth but we make that trip with love, faith and trust in Christ and the power of the Holy Spirit. Your new vestry will also work very hard to help our parish thrive and grow in grace and love. Transition can be a time of fear but it need not be. We are learning every day to create a Holy space to grow in Christ as we are sent out to do the work given to us to do, to love and serve the our Lord. Thanks be to GOD.

Blessings in Abundance,

Janet Gallino

Rector's Warden 2017.

People's Warden 2017 Annual Report

2017 was a very special year for All Saints' -- we celebrated our Quasquicentennial (125th Anniversary). We had quite the celebration in August when the Bishop blessed the recent construction at All Saints', (the Narthex screen, the Rose Window, the chancel remodel) and the "old" (the paper stain glass windows that originally were in the Sacristy at the Yuba Street church). The 125th Anniversary celebration was bittersweet as it also served as the going away party for Fr. Paul and Maggie Blanch.

Another component of the 125th Anniversary was the Pilgrimage in May to Rome and Assisi. While only 20 people from Redding made the 24-hour trek from Redding to Italy, we posted our adventures on our Instagram page. We had followers from California and around the world (including Australia and Columbia) who commented on our spiritual adventures.

Finally, I would like to remember the members of All Saints' who entered into God's heavenly kingdom in 2017. We remember:

Dr. Rush Blodget
Eleanor Rose McMahon
Brian Hitzelberger
Margaret "Peggy" Blodget
Ann Reed
Nance Woods

May light perpetual shine upon them.

It was a pleasure serving as your People's Warden in 2017.

Margie Harrison-Smith

Thank you to the 2017 Vestry

Rector's Warden: Janet Gallino

People's Warden: Margie Harrison-Smith

Julie Clements

Rita Copp

Dick Duperly

Heidi Heiman

Diantha Reynolds

Bonnie Sharp

Bob Wilson

Susan Yavanovich

Bob Place, Treasurer

Candace Brown, Clerk

Preliminary 2018 Budget - Annual Meeting

INCOME		<u>2017 Budget</u>	<u>2017 Actual</u>	<u>2018 Proposed</u>	
Operating Income					
1412.00	Fund Raising	10,000.00	7,580.28	10,000.00	
1411.00	Plate Offerings	3,500.00	5,158.13	5,000.00	
1421.00	Pledges	186,164.00	191,741.79	190,000.00	
1421.01	Initial Offering	100.00	62.00	100.00	
1431.01	Contributors of Record	28,500.00	39,358.20	40,000.00	A
1441.00	Thrift Shop	11,500.00	10,984.66	12,000.00	B
1511.53	Fee for Building Use	6,000.00	7,532.00	8,000.00	C
1452.00	From Reserves	23,634.14	0.00	35,995.00	D
1511.50	Interest Income	100.00	291.22	100.00	
Total Operating Income		269,498.14	262,708.28	301,195.00	E
EXPENSES					
Personnel					
1610.01	Supply Clergy	500.00	3,330.00	500.00	
1610.02	Supply Clergy Mileage	200.00	1,155.46	200.00	
1611.01	Rector's Salary	48,750.00	42,291.68	48,750.00	
1611.02	Rector's Housing Allow	27,000.00	20,836.00	27,000.00	
1611.03	Rector's Pension	13,635.00	9,090.00	15,907.00	F
1611.04	Rector's Auto, Travel	1,300.00	1,972.48	1,000.00	
1611.06	Rector's Life Insurance	96.00	133.04	100.00	
1611.08	Rector's Health Insurance	20,496.00	16,765.00	21,200.00	100% PD
1611.09	Rector's Dental Ins	1,776.00	1,442.00	1,800.00	100% PD
1611.10	Rector's Continuing Ed	600.00	197.00	500.00	
1611.12	Rector Search	0.00	3,681.78	20,000.00	G
1611.96	Worker's Comp	1,220.00	1,047.75	1,220.00	
1611.98	Employer Payroll Taxes	3,110.00	3,916.85	3,200.00	
1612.01	SUI & ETT - Employer	0.00	0.00	3,100.00	H
1614.01	Secretary	12,844.00	13,300.78	13,300.00	
1616.01	Organist & Substitutes	7,500.00	6,830.00	7,500.00	
1616.02	Choir Director	10,800.00	10,800.00	10,800.00	
1617.01	Sexton	10,500.00	9,122.28	10,550.00	
1618.01	Nursery Supervisor	1,375.00	362.50	1,375.00	
1618.02	Nursery Aids	1,200.00	905.63	1,200.00	
TOTAL PERSONNEL		162,902.00	147,180.23	189,202.00	I

Preliminary 2017 Budget , *continued*

		<u>2017 Budget</u>	<u>2017 Actual</u>	<u>2018 Proposed</u>	
OFFICE					
1621.01	Office Supplies	3,000.00	2,259.55	2,300.00	
1621.03	Telephone	1,800.00	2,219.52	2,300.00	
1621.04	Postage	1,000.00	817.00	800.00	
1621.05	Copier Service Agreement	2,300.00	1,453.01	1,500.00	
1621.07	Copier Lease	1,390.00	1,402.80	1,416.00	
1621.12	Stewardship	500.00	1,564.86	300.00	
1621.13	Software & Materials	700.00	504.79	500.00	
1621.14	Bank & Admin. Fees	100.00	282.44	300.00	
1621.15	Annual Audit	250.00	200.00	200.00	
1621.24	Bookkeeping Service	500.00	352.50	350.00	
1621.25	Payroll Tax Service	150.00	135.00	150.00	
TOTAL OFFICE		11,690.00	11,191.47	10,116.00	J
PARISH PROGRAMS					
1670.03	Fellowship/Hospitality	650.00	-371.49	1,500.00	K
1670.11	Name Tags	300.00	297.17	300.00	
1670.15	Vestry Retreat	500.00	500.00	500.00	
TOTAL PARISH PROGRAMS		1,450.00	425.68	2,300.00	J
CHRISTIAN EDUCATION					
1660.10	Sunday School	250.00	0.00	250.00	
1660.11	Adult Education	300.00	160.00	200.00	
1660.12	Nursery Supplies	50.00	0.00	50.00	
TOTAL CHRISTIAN EDUCATION		600.00	160.00	500.00	L
PUBLIC RELATIONS					
1655.02	Web Site	500.00	450.00	500.00	
DIOCESE OF NORTHERN CALIFORNIA					
1680.02	Assessment	37,000.00	37,535.00	42,312.00	M
1680.04	Diocesan Convention	500.00	505.00	375.00	
DIOCESE OF NORTHERN CALIFORNIA		37,500.00	38,040.00	42,687.00	

Preliminary 2017 Budget , *continued*

	<u>2017 Budget</u>	<u>2017 Actual</u>	<u>2018 Proposed</u>		
BUILDING EXPENSE					
1631.01	Utilities	13,500.00	14,707.18	14,000.00	N
1631.02	Supplies	2,000.00	805.88	1,000.00	
1631.03	Repairs	100.00	890.94	1,000.00	
	Insurance-Property				
1631.10	Liability	10,000.00	10,020.75	10,000.00	
1631.20	Mortgage Interest	13,988.28	12,727.90	11,500.00	
1631.21	Mortgage Principal	9,911.87	11,172.23	12,400.00	
1631.30					
1631.32	Pest Control	900.00	846.00	850.00	
1631.33	Landscaping	1,200.00	1,730.00	1,400.00	
1631.35	Window Cleaners	500.00	0.00	250.00	
1631.36	Fire Extinguishers	150.00	90.00	90.00	
1631.37	Safety Company	825.00	1,458.00	1,500.00	
1331.38	Lawn Solutions	200.00	0.00	200.00	
TOTAL BUILDING EXPENSE		53,275.15	54,448.88	54,190.00	O
 WORSHIP AND MUSIC					
1660.01	Altar Supplies	750.00	1,113.37	1,200.00	
1660.02	Music Programs	500.00	546.73	500.00	
WORSHIP AND MUSIC		1,250.00	1,660.10	1,700.00	
TOTAL EXPENSES		269,167.15	253,556.36	301,195.00	P
NET PROFIT		0.00	9,151.92	0.00	Q

TRANSITION REPORT 2017

When a church desires to hire a new Rector they write a description, called a Profile, of who they are as a Congregation and what they want in a Rector. We had an excellent Profile created to find Fr. Paul and intended to use it for this search. The Diocese said “no” we would need to use a new format for the Profile and create a new website to show us off to a prospective Rector.

Those requirements added an estimated four months to the process that began in July and involved sending Profile drafts to the Diocese several times for their input and approval. Included in the process was a Forum lead by Julie Clements on November 19th to identify desired attributes of our next Rector. The participants selected the following attributes of our next Rector as articulated in this excerpt from our Profile:

“We seek a rector for All Saints’ Episcopal Church who is....

- An intellectually and spiritually challenging preacher who is thought-provoking, faithful to the Gospel story, and who aptly applies the message of Jesus Christ to daily life without political overtones. We enjoy discussing current events, but not in terms of partisan labels and opinions.

TRANSITION REPORT 2017, continued

- A capable communicator and listener who values directness, clarity, and transparency, who is genuine, approachable, outgoing, open-minded, and comfortable interacting with people from all walks of life, professionally and socially, with diverse viewpoints.
- An ambassador who is comfortable stepping out into the interfaith and civic communities as a faith and social leader and who will strengthen our presence in these local communities.
- A pastor who is willing to walk with us on our faith journey, who will stand with others in times of celebration and sorrow, and whose comfort and counsel reminds us of God's love and presence.
- An educator who is experienced with and committed to inspiring and incorporating children, youth, and families into the life of the congregation, recognizing that they are both the present and future church.”

Another step was to assemble and approve an Applicant Review Committee (ARC) made up of 6 to 10 people who had knowledge or experience in the attributes desired above; experience that would be of assistance in the selection process.

The 8 members of the ARC are:

Dick Duperly
Janet Gallino
David Cooper
Amelia Evens

Larry Bratt
Carol Fielding
Alan Swanson
Alden Bailey

On December 20th the Vestry approved the Profile and an 18 question portfolio that compliments it. They also approved the ARC members. The approved materials and list of ARC members were sent to the Diocese where they were accepted and our job opportunity was finally posted!

The next steps are:

- The ARC members will meet for training on 1/10/18.
- The Arc members will be Commissioned at each of the services on 1/13/18 and 1/14/18.
- Applications will be sent to our Diocesan Offices where they will be screened, and if approved, forwarded to our Applicant Review Committee.

We will keep the congregation informed of our progress with monthly updates in our e-News following each Vestry meeting and a three month summery in our Saints' Alive publication.

Respectfully submitted,

Dick Duperly
Transition Commissioner

EDUCATION COMMISSION REPORT 2017

Everyone is concerned with the growth of our church family, and nowhere is that felt more keenly than with our Sunday School/Youth Group program. We have dedicated leaders and educators who strive to provide quality programs. Trudi Davis oversees our Nursery with the help of several teen assistants. Alex Stephens continues to offer the Godly Play program to our elementary school-aged children. There have been discussions about the schedule for Sunday School (an hour-long program before the 10:30 AM service or a program held at the same time as the church service). There have been open-ended discussions of ways to increase the number of young families coming to All Saints'. New programs, such as Pathways ("where does faith fit in with issues of today?") have been mentioned. Many of these issues will likely be put on hold until a new rector has been called.

Tatzia Langlo has expressed a desire to revive the church library with better organization, a committed volunteer staff, and an influx of new material for children and adults, alike. Daughters of the King, which focuses on service to the priest and parish to support spiritual growth and community outreach, meets weekly. This year they adopted a family of 8 for Christmas; coordinated the Christmas Shoebox ministry through Samaritan's Purse project; remembered veterans with cookies; provided backpacks and supplies for the Summer Camp sponsored by One Safe Place.

Brotherhood of Saint Andrew is a missionary and evangelical ministry whose main purpose is to spread Christ's Kingdom among boys and men. They meet the first Saturday of the month for breakfast and discussion.

EFM (Education for Ministry) is a 4-year program that meets the first Monday evening of the month from September to June. Its purpose is to educate and assist lay participants to ascertain, improve, and expand their personal ministry. Rick Harrison Smith ably leads this group and is looking for at least 6 new participants.

Forums, which are held between the 2 Sunday services, cover a variety of topics and are led by multiple speakers.

Submitted by Heidi Heiman, Education Commissioner

FELLOWSHIP COMMISSION REPORT 2017

The goal of Fellowship is to create and promote a welcoming and nurturing atmosphere for all who enter the doors of All Saints' Episcopal Church. The Fellowship Commissioner keeps in contact with, acts as a conduit to, and offers support to related ministries such as:

- Brotherhood of Saint Andrew
- Episcopal Church Women
- Cursillo
- Greeters
- Hospitality
- Pastoral Care Team
- Healing Prayer Team.

Fellowship also supports annual events such as:

- Shrove Tuesday Pancake Meal
- Lenten Suppers
- Easter Egg Hunt for Children
- 5 - E Dinners
- Sundae Serenade
- Harvest Bazaar
- Trunk or Treat

These activities and others are generally in very capable hands, but Fellowship is on hand to help wherever appropriate.

During the calendar year of 2017, Fellowship (myself and Susan Yvanovich) worked on the Church Birthday Celebration with Margie Harrison-Smith. She also over-saw keeping order in the literature in the pews and seeing that name tags were available for visitors/new members. It was decided to cancel the annual church picnic at Wiskeytown Lake due to the combined 125th Birthday Celebration/Father Paul's departure in August.

Fellowship made and distributed flyers for the Shrove Tuesday Pancake Dinner (Brothers of St. Andrew), provided sign-up sheets for Coffee Hour. The coffee sign-up sheets could be done by Nathalie. Fellowship also participated in the Sundae Serenade fundraiser by advertising in the church and serving on the committee. Hospitality and Fellowship did a deep cleaning of the kitchen in June.

During the months leading up to the Harvest Bazaar, Fellowship actively participated wherever appropriate. The Trunk or Treat event was in the capable hands of Rachel Clements and

FELLOWSHIP COMMISSION REPORT 2017, Continued

was a great success, especially since permission to hold the event on the One Safe Place grounds was granted. In cooperation with ECW, Fellowship designed and created a certificate of appreciation which was presented to Lou Gerard for his many years as coffee maker.

Hilarity Thursday in mid-November was an ambitious undertaking by Fellowship and proved to be a great success. It was an all-congregation event with the intention of providing a time of fellowship, food and fun. The potluck fare was provided by those attending and the entertainment was offered by the talented members of All Saints' and was outstanding.

Fellowship would like to see instigated a group of volunteers, possibly two people for each of the weekend services who would be Ambassadors of Fellowship and who would go the extra step of welcoming new people who enter our doors. Greeters are sometimes the first contact, but the Ambassadors could invite the new person to sit with them and go to coffee after the service.

Submitted by Rita Copp, Fellowship Commissioner

OPERATIONS COMMISSION REPORT 2017

In 2017, Operations reassessed the fees that we charge our facility users. The fees are now tiered depending on the number of meeting attendees, length of meeting, and purpose of group. These fees are more in line with the fees charged by other meeting facilities in Redding.

We are still in need of a Safety Officer. Our Safety Officer advises the Operations Commission on safety concerns as they arise on the church campus. In addition, this volunteer keeps track of church members that may need to renew their Safe Church training. If you think that you may be interested in this position, please talk to a vestry member.

The Operations Commission purchased and installed an Automated External Defibrillator (AED) in the church narthex. This is now available for use in the event of a cardiac emergency.

Also, with regard to safety, All Saints' now contracts with a North State Security to patrol the church grounds every night. In addition, we have thinned the shrubbery around the front door of the church to discourage campers. We have installed locks on all of the exterior hose bibs and electrical outlets.

Finally, we started our Standard Operating Procedures. To begin this document, we updated the Nursery Policy and the nursery staff duty statements. We also have a duty statement for the church secretary.

The website continues to be updated. This is part of our transition effort.

Submitted by Julie Clements, Operations Commissioner

COMMUNITY COMMISSION REPORT 2017

The main focus of the Community Commission during 2017 was working with Living Hope Compassion Ministries. The All Saint's congregation provided so much food, that we have been making deliveries once a week lately! Ken Westrick has been a "god send" as he has been making the deliveries in the later part of the year - I appreciate his concern and his dedication to this important ministry.

We got started with Living Hope Ministries because Maggie Blanch wooed everyone involved - not a surprise to me or anyone else that came in touch with her.

I appreciate that Living Hope Compassion Ministries is a "hand up, not hand out" place. Folks who participate in the program pay a little to participate. While the prices are very low for clothes, food and Christmas presents, they still have to pay a minimal amount.

I had several meetings with Michael Mojarro, the Executive Director of Living Hope Compassion Ministries and he is most appreciative of the support Living Hope receives from All Saints!! As recently as January 2018, he praised All Saints' for the continued and regular donations. He looks forward to continue his work with us and hopes to join us for a service to thank us for our support.

Respectfully submitted,

Bonnie Sharp, Community Commissioner

ECW Year-End Repot

EXPENSES Helen Bonnett, Treasurer

Saved for All Saints' 2016	274.00	
Bazaar Expenses		
2017 Bazaar Sales Tax (Not paid yet)	250.80	
2016 Bazaar Sales Taxes	279.00	
Pops for Fr.'s Day	<u>0.00</u>	
Total Expenses	803.80	<u>803.80</u>
Balance in Bank		18,758.14

FINANCIAL COMMISSION REPORT 2017

The Finance / Stewardship Committee found itself in a variety of activities this year that ranged from the conventional Stewardship drive culminating in Celebration Sunday to the unconventional 5E Dinners and Sundaes Serenade fundraisers among others. Our Treasurer Bob Place was instrumental in designing this year's Stewardship Campaign and the wardens and the entire Vestry were instrumental in its successful and timely implementation. This was especially important this year because of a Diocesan requirement to have a budget in place before we can put in a call for a new Rector.

A broad cross section of our parish participated in fundraisers for both Memorial Hall and the general fund through donations, participation and gifts of their time and talent. The 5E Dinners were a huge success with many great meals and beautiful homes made available for these incredible feasts. All who attended enjoyed an evening of great food, and camaraderie in the intimacy of an in home setting. All of us look forward to the this year's dinners.

The Second Annual Sundaes Serenade to benefit the remodeling and updating of Memorial Hall was another event embraced by our congregation and the local community as well. An evening of swing dancing with the Lou White Band and several featured singers was pulled off in the church while Memorial Hall was transformed into a magical place with spectacular decorations. Ice cream sundaes were served by liveried staff and a wine and beverage bar was available for those who wished to enjoy a libation. Consistent with the music the setting had a 1940's feel with cars from that period on display and dress of that time worn by many.

An Evening of Our Favorite Things included a lively organ concert from a featured and very talented organist flown in from New York specifically for the purpose. It was great fun enjoyed by all with proceeds dedicated to the general fund.

Our YUM fundraiser in November / December involved an online See's Candy store. It netted a little over \$1,000 for the Memorial Hall renovation fund. A treat for those of us who have a sweet tooth and a win, win for a wonderful and needed project.

While so many people made this year's many fundraising activities a ministry and a labor of love we would be remiss if we didn't give our thanks to the creative mind, tireless energy and hard work Gretchen Melburg and her husband Les put into many of these projects, particularly those dedicated to making Memorial Hall a special place not only for All Saints, but the many organizations that utilize Memorial Hall throughout the year.

The beautiful music that fills our sanctuary each Sunday is created by our new Viscount organ. It is the result of gift by the Ostricker estate that has blessed our organ program ever since we have been at this location, first with the pipe organ and through several generations of electronic organs culminating in this beautiful instrument. Our thanks to them for their ongoing support.

Lastly, a special thanks to Terry Rust and his lovely wife Bev for the long awaited Rose Window behind the altar and the incredible narthex wall designed by the original church architect, Paul Ryan. (Note: Candace, please verify this name, thanks) The narthex wall demonstrates a craftsmanship rarely seen in this day and age . It both compliments and brings focus to the altar. A beautiful and lasting gift from the Rust family. Thank you all.

Respectfully, Diantha Reynolds, Financial Commissioner

WORSHIP COMMISSION REPORT 2017

I, as a former choir director in the Episcopal tradition, with the assistance of Deborah Divine, Adam Ferris' adopted mother, who also has a background in Episcopal tradition, have continued to work closely with Adam on all aspects of Episcopal music worship. He is an eager learner. Since her arrival at All Saints', the Rev. Carren Sheldon has been working closely with Adam on the selection of hymns for the 10:30 AM service.

Since Fr. Paul's departure, I have taken on the responsibility of providing music for the 5 PM Saturday service. Fr. Paul had made the music very eclectic, using many of his own resources, including our Renew songbook, two supplemental Episcopal songbooks, and the Lutheran songbook, With One Voice. The Rev. Carren has added a new concept to the Saturday healing service. We are going to employ the concept of contemplative worship by incorporating Taize-like responses to the service. I have also begun to bring in solo instrumental artists to give support to the congregation in their singing. Thank you, Dan Spiess, Margie Harrison-Smith and Nick Cavalleri.

Despite its diminutive size, the choir, which fluctuates between eight and 15 members, has produced some very worshipful music, both in anthem and responses and in a variety of styles over the past year. Notable among these were the Good Friday service, the Easter service (with the Hallelujah Chorus), the All Saints' Day Requiem Mass by John Rutter, participation in the Ecumenical Thanksgiving Service held at the Church of Jesus Christ of Latter-Day Saints, and our Christmas Eve Service, which featured an augmented choir singing the O Magnum Mysterium. It should be noted that Grace Clements, Alex Stephens, Janet Gallino, Margy Rooker, and Joel Thomsen have graciously augmented the ranks when their busy schedules will allow.

Rick Harrison Smith and I have been leading Morning Prayer since Fr. Paul's departure at the end of August, with Rick frequently taking the lead when I am called to substitute teach. The Rev. Carren has offered to fill in when neither of us is available. Evening Prayer was discontinued due to lack of interest. Larry Bratt continues to present an evening Plainchant service at 5 PM on the first Friday of every month. Fr. Charlie took on the duties of celebrating the Eucharist at 10 AM every Thursday. Alan Swanson and Candace Brown continue to present a quarterly candlelight Taize service at 7 PM in the chancel. This service was started at All Saints' by Marian Petersen.

After Fr. Paul's departure, there were some unsolved issues concerning the functioning and sound of the new organ. A major part of the problem was resolved when Joel finally received the manual (in ENGLISH) with the much needed password, which allowed us to get into the complicated computer system. Joel has since adjusted the volume on individual songs. Dennis Weber has also stepped in to given Ellen Southard pointers on how to make better use of stops and registers, not just for preludes, postludes and incidental music, but also for contrasts between hymn verses. All Saints' is experiencing a shortage of acolytes and Eucharistic Ministers. The Rev. Carren will hold a training for acolytes and EMs this coming March. If anyone is interested, we would suggest talking to an acolyte or EM about their service experience and praying about whether you should be involved.

Jan Logue, our funeral coordinator, is deeply committed to her service of comfort and compassion for those preparing their loved ones for their final farewell. Heidi Heiman has had one wedding thus far as our newly appointed wedding coordinator. Trudi Davis lost several longtime members of the Altar Guild this last year, but was fortunate in replacing them with three new enthusiastic novices.

On behalf of the Rev. Carren, the Vestry and All Saints' parishioners, we extend our thanks and gratitude to all who offer their time, energy, and love to make our worship time at All Saints' a hallowed experience.

Submitted by Ken Westrick, Worship Commissioner

Vestry Nominees with Brief Biographies

ALICE BENNETT

I have been a member of All Saints' since moving back to the North State in September 2015. Married to Dan Bennett for 29 years, we have 3 adult children, all married. Two of our children followed in their father's footsteps and are serving active duty military careers, one is in education. We have one grandson. I recently resigned my position as the Media Outreach Coordinator for KIXE-TV, to make room in life to fulfill a long-term goal, completing my degree in elementary education. I taught the Journey to Adulthood program to middle school aged students at Our Redeemer Episcopal Church in Lexington, Massachusetts. I was also co-editor for the monthly newsletter at Our Redeemer. Prior to that, I served as the Outreach Coordinator for All Saints' Episcopal, Warner Robins, Georgia. I coordinated an after school mentoring program to assist homework at an underserved elementary school, coordinated an annual "pack the backpacks" school supply drive, and coordinated meals and drivers for an elderly shut-ins nutrition program run through the church. I am looking forward to working with the vestry in discerning the natural strengths our church possesses, which we can utilize to serve one another and the greater community.

FRANCES COLE-BOYD

My name is Frances Cole-Boyd and am blessed to be a medical social worker, currently working with hospice, palliative, and home health patients. I have been a member of All Saints' for about two years. When I walked through the doors I knew I was home. I am a member of the choir, a reader, and on the discernment committee. I also helped with the Sundaes Serenade, most notably serving wine with my husband B.J.

At Holy Trinity, Willows I served on the vestry and taught church school. More recently I was involved at First United Methodist Church where I sang in the choir, and had previously taught church school, helped with Vacation Bible School, and was on an outreach committee.

I look forward to being more involved with All Saints' through the Vestry. Especially during this exciting time of transition as we call our new rector, as well as work on other projects in keeping All Saints' a vibrant, loving member of our community.

HEIDI HEIMAN

Hello! My name is HEIDI HEIMAN, and I have been a member of All Saints' Episcopal Church for close to 35 years. Besides being a wife and mother of three children (now all grown up!), I enjoyed 20+ years as an elementary school teacher in Redding. As a member of All Saints I have kept busy serving as an EM and a Reader at the 8 o'clock service, working on one of our Altar Guild teams, and, just recently, becoming the Wedding Coordinator. Last year I was asked to complete the last year of another's Vestry term, serving as the Education Commissioner. I enjoyed that experience very much and feel that I have more to offer in this role. I am also excited about sharing in the journey of calling our next rector. Thank you.

BARBARA HEMPLING

Barbara Hempling has been a member of All Saints' since 2009. She currently serves in the Thrift Shop and with the Altar guild, and she has experience with the rector call process, as she was a part of the vestry which called the Rev. Paul Blanch. A native of Fort Lauderdale, Florida, Barbara is a retired medical staff director, and she likes to read and to travel with her husband Randall.

MICKEY LOGUE

I have been a member of All Saints' since 2006. I am retired and was an Elementary school teacher. I was a member of the screening committee, of All Saints', to select the previous priest. I am a volunteer at the All Saints' Thrift Store, and Friends of the Shasta County Library. And finally, during our transition, I'm looking forward to participating in the selection of a priest whose call mirrors our updated Parish Profile, and helping All Saints' remain a strong and healthy parish family.