

VESTRY MEETING – 8 MAY 2023, 19.30
ALL SAINTS' CHURCH, WATERLOO

Present: Rev. Sunny Hallanan (Rector), Derek Pullinger (Senior Warden), Jane McBride (Junior Warden), Carole Ducastel, Paul Hirsch, Mike Breton, Felicity Handford, Vincent Musschoot, Rev. Katie Osweiler (Curate)
Former members: Kathi-Sue Rupp, Susan Downhill

Minutes taken by Kathi-Sue Rupp in Fiona White's absence

1. Carole Ducastel opened the meeting with a **prayer**.
2. **Absences: none**
3. **Special order of business: Follow-up on the Mutual Ministry Review after the report received from Linda Grenz.**

A. What did we learn? What was surprising? What was news to you?

--- Vestry needs to clearly **communicate that pledges do not go to repaying the loan**. It is the building tenants who pay the loan debt. The term "running the church" needs to be better defined to lessen confusion on how pledge funds are spent.

--- Clarify our **identity as a church**. It is not clear what is meant by "be a more Belgian Church" (not American/British). It is important to differentiate ourselves from other churches. We also need to remain aware that some people in secular society view us no differently than a sect. Things that make us unique are that LGBTQ people are welcome here and that we have female clergy.

--- We need to correct people's perceptions that we can do things in Brussels.

--- Vestry discussed how to potentially **bring new people** in: growth doesn't happen automatically. Build relationships with those who come through the door for other activities. Having people use the building doesn't necessarily translate to new members. Ways to bring people into the church include outreach, offering rides, action on the ground directly with people – the needy, people in distress (financial, emotionally, relationally, or lacking social interaction), hosting a retreat. We cannot show our uniqueness if we do not get people in the building.

--- Vestry discussed the concern about **pastoral care**. People will be less likely to be missed if we have a better system in place.

--- The topic of **Missions** was also examined in the MMR and that they potentially take away from time and energy from All Saints'. Sunny inherited the missions. She doesn't spend as much time working with the missions as people may think. Members of missions also contribute time and talent to All Saints.

--- Vestry discussed potential reasons **why people discontinue to attend All Saints'**. Some people in the survey mentioned that they have offered to help, but that there was no follow through. A greater follow-up on why people are not coming (who used to come) will also address some Pastoral Care deficiencies. About 50 people still regularly attend, however, the frequency of their attendance is less than what it was before Covid.

The vestry also reviewed other groups which are no longer at All Saints.

B. What should we do as a result and how do we communicate this to the parish?

Communication is the continual thread from the MMR. We do not understand and need specific examples about some of the general concerns in the report. We will

ask the congregation to speak to a Vestry member to elaborate on their responses. It would also be worthwhile to ask non-responders why they did not participate. There is an assumption that they are content, however, that might not be accurate.

3. After the Vestry meeting Sunny had a long conversation about personal feedback with Linda Grenz.

Linda stated that many people think it is time for Sunny to leave. It is not clear why people think this. Sunny is willing to leave if that is the will of the church. It was stated that this would be a very difficult time for a change of rectors, just as we are facing the post-Covid challenges which are a big concern for all churches. If Sunny leaves now there will be no clergy present who parishioners already know, further reducing pastoral connections.

It was reiterated that it is difficult to express feelings on the form, and that it is more effective to communicate in person. The MMR can be used to start those in-person conversations. There is a need for congregation members with concerns to speak to a vestry member.

Carole will write a message for e-blast recapping for the congregation and asking for specific concerns to be shared with any Vestry member before the next meeting.

4. Approval of minutes: The minutes from 3 April were approved with a spelling correction.

5. Committee reports:

5.1 Finance

a. Mike gave his Quarterly report: We had a net profit for this quarter. Mike celebrated that the utility expenses haven't busted us and we survived the gas price peak. Pledges are up to €18,600. The building loan is currently at €455,497.80 to be paid off. The Vestry would like to remind parishioners that the building tenants' rents are dedicated to loan repayment. There was an anonymous donation (about €100,000) to reduce the interest on the loan.

b. We have a quote to repair the eaves above the front door for €7,145. This was already voted on at the last Vestry meeting, and will be done in June.

5.2 Building & property

a. Paul Hirsch submitted a written report (attached).

5.3 Outreach & service

a. Derek Pullinger reported that the congregation had a meeting yesterday after church. The committee will give a more thorough report next month with feedback from Sunday's meeting, and suggestion about how to respond to a €1250 grant request from Humanitarian Corridors for refugee resettlement.

5.4 Our Community

a. A written report had been circulated (attached).

b. There will be a going away party for Katie on 18 June.

5.5 Archives task force

a. Felicity Handford will send a report to Fiona and the Vestry. There is a target goal to present archives for the 45th anniversary in October 2024.

5.6 Missions task force

a. The Vestry had already discussed a situation with Balthazar during the Missions portion of the MMR review.

5.7 Formation task force

a. Felicity will survey families for what to do about Sunday School.

6. Any other business:

6.1 ASBL update: A new document will be signed next week. The ASBL will meet before the end of June. The church has received invoices for the income tax bill for €1,200 and a fine of €1,200.

6.2 Convocation: A request has gone out for a representative contact person for Beloved Community, Care of creation, and Companion Congregation (perhaps someone from one of the mission churches could be interested).

7. Curate's report: Katie will be in Rome for the Ascension weekend for Juniors Across Europe. The following weekend, Pentecost, three members of the Wilder family will be confirmed at the Cathedral and Katie will be there to support them and celebrating communion.

8. Rector's report: Sunny said that the All Saints' cover photo on the website demonstrates how things change here. Only 17 of the 45 people shown in the current photo still attend regularly. Most others are no longer in Belgium. Only 2 have left the church by choice. However a good number of new members have begun attending since it was taken.

She suggested that there are several special events we could do at All Saints, including celebrating inter-communion with the Swedish Church, and one with the Old Catholics.

9. Next Vestry meeting, 12 June.

10. Closing prayer: Carole offered a closing prayer.

COMMITTEE REPORTS

Building Group report

Done.

The garden and terrace are now spick and span thanks to Derek and Mike.

Community stair banister extended.

Entrance door slope installed.

Estimates received for the repair of the eaves, roof, and outside walls.

Decision to be taken ...

In progress.

Estimates to be asked to repair/replace the crèche door.

To be done

Spotlights over the altar to be replaced (two of the four existing halogen units are defective).
Kitchen light switch replacement.
And much more ...

Paul Hirsch

Our Community report

Hospitality provided Easter eggs for the children's egg hunt.

The e-blast has been expanded a little to include more information than that relating to church services. Thanks to Sunny and Fiona for that. The next event where we can promote All Saints' is at Relay for Life. We are discussing with Outreach to see what we can provide/make for sale on the All Saints' booth.

Pastoral care has nothing to report.

Carole Ducastel

**Quarterly Finance report
on following page.**

YEAR 2023 FINANCIAL STATEMENT

(Jan. 01 to March. 31, 2023)

Category	Description by Category	JAN TO MARCH Amounts in €	TOTAL Quarter 1 2023 Amounts in €
INCOME			
	Pledge	18,600.00	18,600.00
	Collection plate	1,804.75	1,804.75
	Donation	3,842.20	3,842.20
	Outreach (masks, cakes, books,...)	787.00	787.00
	Convocation grant Mons	6,840.00	6,840.00
	Convocation grant Servais		0.00
	Rent	12,642.05	12,642.05
	Building fund		0.00
TOTAL INCOME	A	44,516.00	44,516.00
EXPENDITURE			
	<i>Rector:</i>		
	Allowance		0.00
	Car expenses		0.00
	Discretionary fund		0.00
	Health	128.88	128.88
	Pension	3,064.15	3,064.15
	Rector	3,193.03	3,193.03
	<i>Associate Rector:</i>		
	Allowance		0.00
	Pension		0.00
	Associate Rector	0.00	0.00
	<i>Church Building</i>		
	Maintenance/Repairs	1,617.64	1,617.64
	Telecoms	250.08	250.08
	Utilities	10,739.06	10,739.06
	Security/Fire	301.62	301.62
	Insurance		0.00
	Cleaning	1,452.00	1,452.00
	Church Building	14,360.40	14,360.40
	<i>General Administration:</i>		
	Convocation Fees	3,755.75	3,755.75
	Anglican Council of Belgium		0.00
	Automobile	597.62	597.62
	Petty cash	150.00	150.00
	Property tax	1,250.00	1,250.00
	Office	2,009.06	2,009.06
	Outreach	272.00	272.00
	Sunday School /Education		0.00
	Building Loan	11,000.00	11,000.00
	Convention Fees	75.00	75.00
	Mons expenses	1,047.64	1,047.64
	Fabrique	500.00	500.00
	General Administration:	20,657.07	20,657.07
TOTAL EXPENDITURE :	(a+b+c+d)= B	38,210.50	38,210.50
NET PROFIT (INCOME OVER EXPENDITURE)	A-B =	6,305.50	6,305.50
CASH IN BANKS :			
\$15,734.32	KBC bank opening balance	+ 20,247.86	20,247.86
	RBC \$ bank opening balance	+ 13,892.60	13,892.60
	CASH IN BANKS ON 01 JAN 2023	C 34,140.46	34,140.46
\$13,297.12	KBC bank closing balance	+ 28,388.51	28,388.51
	RBC \$ bank closing balance	+ 12,057.45	12,057.45
	CASH IN BANKS ON 31 MARCH 2023	D 40,445.96	40,445.96
CASH MOVEMENTS	D-C=	6,305.50	6,305.50
	check	0.00	0.00