

VESTRY MEETING – 6 November 2023, 19.30
ALL SAINTS' CHURCH, WATERLOO

Present: Rev. Sunny Hallanan (Rector), Derek Pullinger (Senior Warden), Carole Ducastel, Mike Breton, Paul Hirsch, Vincent Musschoot. Online: Jane McBride (Junior Warden), Felicity Handford
Minutes taken by Fiona White

1. Mike Breton opened the meeting with a **prayer**.
2. **Absences:** None
3. **Approval of minutes:** The minutes from the meeting on 25 September were approved.
4. **Vestry check-in:** Mike opened a discussion on ASC becoming 'more European'. Someone had asked him about what the result had been from the forum held on 24 September. Mike said that the congregation seemed to be European but that the service was American and he personally didn't have a problem with that. Sunny said she had had an interesting conversation with another parishioner who said that he would have liked ASC to have services on the applicable days (i.e. All Saints', Ascension, etc.). When Sunny has held these particular services, she is often on her own. Distance from the church could be a problem here. Derek reported that we've now had a traditional harvest service and will have Thanksgiving. Paul felt that there should be a report in the eBlast following the forum on 24 September. Felicity asked why isn't what we're doing at the moment bringing people into church. Who should we be asking? It's not the people coming to church; it's the people who are not coming to church. And if ASC gets answers it doesn't like, is it going to act on them? Paul wondered if we are wasting time fighting against a general tendency and should continue as we are. Felicity felt that the language of the church needs to be overhauled; Jane felt that the language is very inclusive, but it tends towards a male God. Sunny pointed out that in most Gospels (but not John), the Holy Spirit is female. Mike felt we have to accept there isn't an easy answer to bringing new people in. However Sunny is happy to try extra services again. Carole pointed out that we're due to have another MMR but felt this should wait a while.
5. **Committee reports:**
 - 5.1 **Building & property**
 - a. Paul Hirsch sent in his report (attached).
 - b. Mike reported on the quotation for the bell, which covers repairing the current wiring (€1,000) or installing a new motor which will reduce stress on the building and the bell tower (€2,000). Mike felt it would be better to take the more expensive option; the guarantee on the work is for 2 years. It was felt that it was worth applying to the Whalon Fund for financial support. Work will not go ahead until it is known whether we have been successful.
 - 5.2 **Outreach & service**
 - a. Derek sent in his report (spreadsheet attached). From this it can be seen what has been paid out. Also noted on the report is what is planned. ERD is sending donations for Palestine to 'Jerusalem and the Middle East'. The Protestant Centre will still have our support. Harvest food donations were given to Frigo Solitaire.
 - b. Nancy Evans is looking for food donations again. It was suggested to start this on Thanksgiving weekend (19 November).

5.3 Our Community

- a. Carole Ducastel thanked everyone for their help with Joëlle's concert and the reception afterwards.
- b. The next event is Thanksgiving. Help will be required to set up at 15.00. on the Saturday. Fiona has sent out 14 invitations, mostly to people who we haven't seen in church for a while. Felicity will put out the invitation to the Ukrainians. Vincent will ask his contact at SHAPE if he can purchase the turkeys.
- c. Lydia Jones has very kindly offered her house for the Carol Supper on Friday, 1 December. It would be nice to have a two-course meal.
- d. The Waterloo carol service will be at ASC on 13 December, with glüwein and mince pies afterwards.

5.4 Finance

- a. Mike reported that the situation is relatively stable, but we have a loss of €193.08 (sheet attached). Pledge income is down slightly, as are donations, but we have lost three regular pledgers who have yet to be replaced. The ASBL is in these accounts as it kicked off at the start of the fourth quarter.
- b. Mons: there have been some calls on the main grant but a substantial amount remains. Mons services are covered until the end of the year.
- c. Mike has repaid €40,000 on the church loan so far this year. He is confident of reaching the €50,000 target for the year.
- d. Joëlle's concert should clear €500 euros for charity.

Task Forces:

5.5 Missions: Vincent reported that there is a retreat in Banneux on 18 and 19 November for the 'Day of the Poor', a Christian organization giving time and money for the needy. Outreach has paid for 10 people from the Namur area to go and stay overnight.

5.6 Formation: Jane suggested a liturgy idea to bring us together during Advent: people write a prayer on a single paper chain, bring it to the front and build the paper chain.

Confirmation classes will start shortly in Mons. The Bishop is here on 21 January and will confirm youth that day, including two of Balthazar Nahimana's sons. He will attend ASC in the morning.

5.7 Archives: Funding from the ASBL is needed for a cloud storage system.

6. Other business:

6.1 ASBL update: Derek said Francy's rent is still not going to the ASBL. Fiona will call Francy and speak to him.

6.2 Report from Convention 2023: Fiona and Susan had sent in their report (attached). Specific actions will be discussed at next month's meeting.

6.3 Security matters: Fiona sent out a timeline of what has occurred in the building over the last two weeks (attached). There have been two occasions now where money has gone from the creche. Access to that part of the building is only through the front door of the church. The poppy money box was tampered with and the contents stolen. Also there is a feeling that the key to the church office shouldn't be kept in the drawer on the coffee bar.

The American Women's Club needs access to Campbell Hall so they should have their own key, as can the Ukrainians for the art class. Fiona will organize the keys and get the key holders to sign for the key. It was agreed to find a new safe place for the church office key.

Vincent says we are still at Grade 3 for the nation's security with attacks against Jews and Palestinians. It could be misunderstood when a Palestinian flag is shown, i.e. Sunny wearing her bracelet, and he is concerned that it could be misconstrued. Sunny's concern is that this building is still known as the Swedish Church. Care must be taken with our British and American associations. Ushers also need to be reminded that the doors are securely closed during services, and then keep an eye out for people arriving late.

6.4 Charging station idea: The meeting was running late but Sunny wanted an idea on if we want to explore this further. Nick Fern has been asked to move forward with finding out more from the company, Ampeer. Derek will communicate our interest by Friday this week.

6.5 Any other business: There was none.

7. **Rector's report:** Sunny reported that she took some continuing education and went to a conference in the USA called Credo, put on by the Church Pension Fund for clergy wellness and for them to have a support network. Since COVID, clergy are burned out, depressed by the numbers situation, and are retiring right, left and centre, hence the shortage. Numbers and stewardship across the board are also down.

There is almost something on every week until the Bishop comes on 21 January.

Sunny will provide a link each week for praying for peace in the world.

8. **Closing prayer:** Mike offered a closing prayer.

The meeting closed at 22.07.

Building Group report

Done.

- Last two church window frames painted.
- Gutter swan neck replaced but another leak sprung nearby ...
- Leaking cistern in the ladies' downstairs loo replaced.
- Flower bulbs planted. Now to wait for the flowers to pop up.

In progress.

- Crèche door replacement.
- Church bell repair.

To be done.

- Sweep the dead leaves from the parking lot.
- Lights over altar to be replaced.
- Replace the missing/broken slats on the outside bench.

And much more ...

Paul Hirsch

The 112th Convention took place at the Wilhelm-Kempff-Haus just outside Wiesbaden in Germany, from 19 to 21 October. The delegates from All Saints' Church were Susan Downhill and Fiona White.

The commitment was maintained to hold a hybrid meeting; about 70 delegates and clergy were present in person; about 12 people were online.

Thursday, 19 October

The first session, the accounts and budget, had been held online at the end of September. A loss had been made during 2022 of €28,233 and rather than carrying this forward to 2023, it was decided to take it from the reserves.

Noting that Convention is committed to a goal of achieving carbon neutrality by 2030:

Resolution 2023-1: Enable congregations of the Convocation to reach Net Zero Carbon emissions by 2030, proposed by the Ministry Initiative on Climate & Creation Care:

- That congregations which own their church building direct the Buildings & Grounds leaders or the appropriate person(s) of that Parish to:

- a. switch to electricity supplied from renewable sources, where appropriate and possible;
- b. insulate building where appropriate and possible to reduce heat loss and save money;
- c. develop a 7-year plan to replace existing gas or oil heaters / boilers with a climate-friendly alternative, e.g. electric air source heat pumps, district heating.

- That the Bishop investigate how financial support may be made available for congregations to support energy transition measures.

- That the Council of Advice review progress on the matter at least once a year.

This resolution was passed but no mention was made as to where the Bishop might find the necessary financial support.

The second resolution (2023-2) welcomed the latest Mission Church of All Saints', Amsterdam. The name is unfortunate but the church had been publicizing its presence for some years and felt the name couldn't be changed. The mission leader is Desmond Tutu's daughter, Rev. Mpho Tutu Van Furth.

Resolution 2023-6: the resolution, that the 81st General Convention authorise the inclusion of Lawrence Whipp in Lesser Feasts and Fasts, was held over to the next Convention. Lawrence Whipp served the Cathedral of the Holy Trinity in Paris as organist and choir director from 1921 to 1945, including during the period of the German occupation of France and of the Cathedral.

There then followed the Bishop's Address on the theme of 'the path to the heart of prayer'. He reported that the average Sunday attendance went down when COVID struck. We have got back to 85% of the previous figure but are struggling to get back to 100%. The total giving has held steady across the Convocation, although the level of payments has decreased.

The Refugee grant programme has helped 8,040 refugees, 198 households, 157 volunteers and 18 partners.

To help with Formation, a summer school has been started in Utrecht.

The state of the church is sound, but we've got to bring people back. There's a great deal going on but Bishop Mark is concerned about the 'spirit' of the church. We need to find God's plan. Truth telling, holy listening and reconciliation are the means of grace. Beloved Community is the hope of glory, built on the foundation of prayer: we can only believe in impossible things and only do impossible things.

That evening, 19 October, the Bishop's Banquet was held at the conference centre. It was a great success with the meal in a buffet format. The Bishop's Awards went to Kim Powell for her continuing sandwich ministry at the Cathedral (started just before Covid) and to Heidi Easthill, wife of Chris Easthill, Rector of Wiesbaden.

Friday, 20 October

Convening of the Assemblée générale of the Association 1901: 'Convocation of Episcopal Churches in Europe'. For this section of the proceedings the Convention becomes the Assemblée générale, as this is required under French law to approve the audited financial report for the preceding year. The Council of Advice acts as the 'Bureau' of the Association (this is a bit like All Saints needing to have a 'Fabrique d'Eglise' under Belgian law). Only the Association Board (the 'Bureau') has the authority to change the budget. Next year's budget is €631,425.

The Assemblée générale also heard the report from the French Commissaire aux Comptes, and noted his recommendations (the wording of entries in the accounts were often in English, although they must be kept in French, for example).

The Bishop then presented a change in the Convocation's annual grants process: the timeline for paying out grants will improve: if an application is made in November, the money will be paid out in January.

Following the report from the Council of Advice, the Convention was closed to reconvene on 28 October online, when the remaining resolutions will be voted on.

The Festival of Gathering was then opened, with the theme of God's hope for a church on the move: Becoming beloved community / A Tapestry of love and light. We are a church on the move and need to remember the first two commandments: everyone must be loved.

Self-examination plays a strong role in building a beloved community: 1. Be the light and love people; 2. Don't allow the church to be static.

There were three keynote speakers and the opportunity to attend three workshops. Sunny, Susan and Fiona planned to cover as many topics as possible.

The first keynote speaker is the head of resources in the Episcopal Church, Rev. Deacon Miguel Bustos. He asked that churches reach out to him with any problems they may have on dealing with cultural differences.

The first workshop Fiona attended was on decoding dialogues. We need to listen to people from other cultures and watch their body language, which will not be the same as ours. This is very important when welcoming refugees and groups of migrants into our church communities. 'From where do you speak and from where do you listen?'

Susan attended the Rev. Dan Morrow's workshop on intercultural conflict styles, which she found very interesting.

Saturday, 21 October

The second keynote speaker was The Rt. Rev. Saju Muthalaly, the Bishop of Loughborough, who spoke on the cultivated habits of beloved community based on BELL: Bless Eat Listen Liturgise (his word). With 'bless', we break down the barriers; 'eat' = hospitality; 'listen' = listen and don't miss out on a beautiful God; 'liturgise' = liturgy in the broadest sense.

Fiona then attended the Rev. Deacon Miguel's workshop, which she found very useful. Attendees put forward many ideas on how to build a beloved community. The paradox is: Seek – Enter – Hope – Act.

If something is thinkable, it's doable, so why do we find it so difficult? Words can get in the way but eye contact is good, maybe a smile to 'open' the door. We fear what is different, what is unknown, but we need to be on the step of love because love will start the dialogue. Take time.

Beloved community should be built outside the church so eat in others' homes. There is a need to reach those who feel they are not a part of it and make them feel OK. Listening is so important at the start; everyone needs to be heard. So at what point do we stand up and help? Our conscience will tell us when we should do so. However, team up with others who know the system already; don't reinvent the wheel.

The website episcopalchurch.org has resources available. Rev. Deacon Miguel also needs podcasts from Europe to show the USA there is more to the world!!

The Right Reverend James Tengatenga was the third and final speaker: 'In the image of God: Anglicanism and Racism'. Unfortunately he hadn't got the brief and instead of speaking for 30 minutes, was still going strong after one hour. His theme was that racism is white against the rest, putting the blacks at the bottom of the chain. In his view, there are three selfs: self-propagation, self-governance and self-determination. Beloved community is a reconciling community, calling for the restoration of the church.

Susan had attended the Right Rev James Tengatenga's workshop prior to his speech to Convention, and, although he was clearly very jet-lagged, and took a while to get going (also with the dreaded tech...) his workshop developed into a very interesting reflection on the use of our church spaces. Does our church space feel welcoming to people from other cultures, or would it exclude them? Susan felt that All Saints' would score relatively well in this respect. Other participants, who work in more traditional church buildings, will struggle, as for example all the Biblical characters in the paintings on their walls will be white.

Fiona then attended Rev. Dan Morrow's (Munich) workshop on intercultural conflict styles. Conflict is:

- interdependent / social – one side needs something;
- normal – if there is none, you are in a dangerous situation;
- perceptual;
- culturally conditioned;
- an opportunity for growth.

Mental and behavioural frameworks need to be adapted to win a conflict. Culture is deep, broad and stable; individuals perform them; culture is learned. There are two types of cultural knowledge:

- general, the ways cultures differ generally. Frameworks for understanding / describing cultural behaviours;

All Saints Waterloo - Outreach 2023

	Income	Description	Expenditure
Budget	€ 2.000,00	Turkey/Syria earthquake relief fund	€ 272,00 paid 23/01/23
cookies/masks/books/coffee			
1st qtr	€ 787,00	Relay for Life	€ 135,00 paid 15/6 & 5/7/23
2nd qtr	€ 362,30		
3rd qtr.	€ 167,00	Lina's project (Nativitas)	€ 250,00 paid 15/5/23
4th qtr,	€ 175,00 estimate	Natagora	€ 250,00 paid 12/9/23
Joell's concert in October	€ 100,00 estimate	Chaine de l'Espoir	€ 250,00 paid 12/9/23
		Brussels British Community Association	€ 30,00 paid 28/9/23
		Sappel day of the poor Banneux	€ 500,00 Paid 10/23
		Community Help Centre - diary insert 2024	€ 175,00 paid 10/23
		Pour memoire projets 2022	
		Domisum € 250	paid 30/5/23
		Humanitarian corridors - €750	paid 16/6/23
	€ 3.591,30		€ 1.862,00

Other Outreach actions "hors budget" supported by members of All Saints' congregation

British Legion Poppy Fund Nov 2023	
Relay for Life - 2023	€ 1.597,00

Outreach actions to be financed from the 2023 budget and coffee/cake/book sales

ERD Libya	€ 250,00
Maison d'enfants reine Marie-Henriette	€ 250,00
Pigs Burundi	€ 250,00
Medecins sans frontières	€ 250,00
ERD Palestine	€ 250,00
Protestant Centre	€ 250,00
Alzheimers society	€ 250,00

YEAR 2023 FINANCIAL STATEMENT CONSOLIDATED

(Jan. 01 to Sept, 30, 2023)

Category	Description by Category	JAN TO MARCH Amounts in €	APR TO JUNE Amounts in €	JULY TO SEPT Amounts in €	TOTAL Quarter 2 2023 Amounts in €
INCOME					
	Pledge	14.550,00	9.740,00	8.990,00	33.280,00
	Collection plate	1.804,75	1.384,40	1.656,50	4.845,65
	Donation	4.442,20	3.331,00	600,00	8.373,20
	Outreach (masks, cakes, books,...)	787,00	362,30	167,00	1.316,30
	Convocation grant Mons	6.840,00	10.000,00		16.840,00
	Convocation grant Servais				0,00
	Rent	16.692,05	15.941,36	17.705,73	50.339,14
	Building fund				0,00
TOTAL INCOME	A	45.116,00	40.759,06	29.119,23	114.994,29
EXPENDITURE					
	<i>Rector:</i>				
	Allowance			3.600,00	3.600,00
	Car expenses		712,78	167,90	880,68
	Discretionary fund				0,00
	Health	128,88	92,76	128,88	350,52
	Pension	3.064,15	1.651,05	2.892,76	7.607,96
	Rector	3.193,03	2.456,59	6.789,54	12.439,16
	<i>Associate Rector:</i>				
	Allowance				0,00
	Pension				0,00
	Associate Rector	0,00	0,00	0,00	0,00
	<i>Church Building</i>				
	Maintenance/Repairs	1.617,64	7.825,18	2.732,56	12.175,38
	Telecoms	250,08	250,08	264,60	764,76
	Utilities	10.739,06	4.338,41	4.957,12	20.034,59
	Security/Fire	301,62	908,83	0,00	1.210,45
	Insurance				0,00
	Cleaning	1.452,00	1.160,50	1.573,00	4.185,50
	Church Building	14.360,40	14.483,00	9.527,28	38.370,68
	<i>General Administration:</i>				
	Convocation Fees	3.755,75	2.755,75	2.755,75	9.267,25
	Anglican Council of Belgium		1.853,00	1.103,00	2.956,00
	Automobile	597,62	641,25	481,61	1.720,48
	Petty cash	150,00		100,00	250,00
	Property tax	1.250,00		1.297,56	2.547,56
	Office	2.009,06	1.380,47	1.856,93	5.246,46
	Outreach	272,00	610,00	555,00	1.437,00
	Sunday School /Education				0,00
	Building Loan	11.000,00	10.000,00	12.000,00	33.000,00
	Convention Fees	75,00		1.025,00	1.100,00
	Mons expenses	1647,64	500,00	3.205,14	5.352,78
	Fabrique	500,00		1.000,00	1.500,00
	General Administration:	21.257,07	17.740,47	25.379,99	64.377,53
L EXPENDITURE :	(a+b+c+d)= B	38.810,50	34.680,06	41.696,81	115.187,37
NET DEFICIT (EXPENDITURE OVER INCOME)	A-B =	6.305,50	6.079,00	-12.577,58	-193,08
CASH IN BANKS :					
	<i>KBC bank opening balance</i>	+ 20.247,86	28.388,51	35.649,82	20.247,86
\$15,734.32	<i>RBC \$ bank opening balance</i>	+ 13.892,60	12.057,45	10.875,14	13.892,60
	CASH IN BANKS ON 01 JAN 2023	C 34.140,46	40.445,96	46.524,96	34.140,46
	<i>KBC bank closing balance</i>	+ 28.388,51	35.649,82	24.987,11	24.987,11
	<i>Belfius bank closing balance</i>	0,00	0,00	986,39	986,39
\$8610,22	<i>RBC \$ bank closing balance</i>	+ 12.057,45	10.875,14	7.973,88	7.973,88
	CASH IN BANKS ON 30 SEPT 2023	D 40.445,96	46.524,96	33.947,38	33.947,38
CASH MOVEMENTS	D-C=	6.305,50	6.079,00	-12.577,58	-193,08