

St. Bartholomew's Episcopal Church
Worship Service and Annual Parish Meeting 2022
Sanctuary and Via Zoom Videoconference

Sunday, January 30, 2022, 9:00 a.m.

1. Worship

The congregation worshiped and partook of the Eucharist.

2. Interim Rector's Address

Father Bill Doggett

The Rev. Dr. Bill Doggett gave the Interim Rector's Address as his sermon. In the gospel reading, Luke 4:21–30, Jesus quotes scripture to infer that it is not his mission to care primarily for his own community but to extend the hand of welcome to the outsider, the stranger, and even the enemy. Father Bill noted that this theme of God's concern for the outsider extends throughout Luke and Acts. Indeed, the story of the good news of God's love and salvation spread from a small group of Jews to become a movement that puts into practice the welcoming of outsiders of every kind. This is the mission of the people of God.

Father Bill then reflected on whether St. Bartholomew's is fulfilling God's mission. The church has risen to many challenges in the past year. In the short time that he has been here, he has seen parishioners using the best of their gifts to serve one another and the wider community in many ways, including the following:

- Worship
- Welcoming new people almost every week (rare during a transition); the 2021 stewardship campaign resulted in 30 new pledging families
- Care, both spiritual and material, for the sick and needy
- Collaboration among congregation, staff, and vestry to keep the church running smoothly
- Campus improvements
- The music program, which blesses the community with frequent special events
- Learning and fellowship opportunities
- Continued strong support for the community and world, despite the need to suspend some of the church's most visible outreach programs, through direct giving and volunteering with outside outreach ministries
- Celebrating baptisms, weddings, funerals, and memorial services

He concluded that it has been a remarkable year and stated that a full ministry report is available online at <https://files.constantcontact.com/239219b8001/ff41bdab-d0b4-41da-86de-5ca6e63dbfa7.pdf>.

Father Bill acknowledged the loss of a number of staff in 2021. However, he avowed that even if every single staff member had departed, St. Bartholomew's would still be an amazing place—St. Bartholomew's is the congregation, and the congregation is amazing. It is a remarkably resilient community. A case in point is the sudden departure of the Preschool Director: within a day of learning the situation, staff, vestry, and parishioners were already hard at work to put things right.

Father Bill affirmed that, while the church has been challenged by the transition and pandemic, the answer to the question of whether St. Bartholomew's is fulfilling God's mission is a resounding yes—God's work is indeed being done in and by this community, and its light is shining out into the world. Yet he called the congregation to do more, to continue to live more fully into the "All are welcome" message. Expanding hospitality will always reveal new challenges and opportunities to further the reach of God's love.

While extending a radical welcome that brings the love of St. Bartholomew's outside the church's doors while not neglecting care for existing members of the community is a lifelong project, it is not an eternal one. When God's goal is fulfilled and no one is an outsider or stranger anymore, then every year will be the year of the Lord's favor.

3. Welcome/Call to Order

Father Bill Doggett

Father Bill Doggett welcomed the congregation and called the meeting to order. Akiko Tamano, vestry clerk, established a quorum.

Parishioners were notified of the following options for voting in the election:

- Electronically on a smartphone using an individualized link emailed to each parishioner
- Via a paper ballot
- Via a phone call to the church office by 11 a.m.

Paper ballots were distributed to those present in person who are unable to vote electronically.

Father Bill then opened with a prayer.

4. Election

Father Bill Doggett

4.1 Amendments to Bylaws

Father Bill reviewed with the congregation the proposed bylaw amendments, with input from Chancellor Polly Getz-Enos. The amendments are intended to do the following:

- Add additional clarity regarding how to conduct elections
- Permit attendance, establishment of a quorum, and voting through online streaming and Zoom
- Clarify requirements for vestry meetings
- Add clarifying section titles

- Add provisions to protect the church's assets
- Clarify who has authority to appoint chancellor(s) and assistant clergy
- Add provisions for indemnification of officers

The complete list of bylaw amendments can be viewed online at <https://files.constantcontact.com/239219b8001/3818bc8b-eb17-42a2-8cd6-5ed61b482d31.pdf>.

A motion was made to approve the proposed amendments to the bylaws. The motion was seconded.

4.2 **2022 Vestry Slate**

Father Bill explained the voting procedure for the vestry slate. Candidates are listed below.

(a) **One-Year Term**

Cheryl Roop is running for a one-year term to fill a vacated vestry seat.

(b) **Two-Year Term**

Michael Fuqua is running for a two-year term to fill a vacated vestry seat.

(c) **Three-Year Terms**

The following nine candidates are running for three-year terms:

- Dan Crane
- Parth Domke
- David Goff
- Brooke Grandinetti
- Jerry Gray
- Steve Natoli
- Will Smith
- Donna Watson
- Oliver Jones (youth representative)

4.3 **2022 Diocesan Convention Delegate Slate**

The following five candidates are running as delegates to the 2022 diocesan convention:

- Mollie Allan
- Jerry Blanton
- Pat Johnston
- Tim McLellan
- Margie Polishuk

Father Bill then announced the opening of the voting period. Election results will be announced via email.

5. Treasurer’s Report/Budget Presentation

Amy Adome

Amy Adome reviewed 2021 financial performance and the 2022 budget. Key points are summarized below.

5.1 2021 Financial Highlights

- Total income was \$1,294,814 and came from pledges, donations, facility fees, and a government Paycheck Protection Program loan.
- Expenses were well-managed and totaled \$1,331,738 (\$2,311 under budget).
- The net deficit for the year was (\$36,924). The past couple of years have been challenging, with decreased income and increased expenses; without the Paycheck Protection Program loan, the deficit would have been greater.

5.2 2021 Giving Highlights

Donations exceeded \$50,000 and funded the following ministries:

- Commitments to outreach partners
- Haiti school
- Scholarships
- Pastoral funds for people in need

5.3 2022 Budget

- Total operating income for 2022 is budgeted at \$1,124,023.
- Expenses for 2022 are budgeted at \$1,197,435 (lower than in 2021).
- The operating fund deficit is projected to be (\$73,412).

5.4 Operating Budget Breakdown

- Personnel costs 66%
- Outreach and diocese support 11%
- Facility and maintenance costs 9%
- Administrative and technology costs 9%
- Program costs 5%

Amy indicated that copies of financial reports are available in the church office or can be requesting by emailing treasurer@stbartschurch.org. Any questions can also be sent to that email address.

She also noted that there are currently volunteer opportunities for counters, as well as spots on the finance and investment committees, and asked that interested parishioners contact her or a staff member.

6. 2022 Officer Appointments

Father Bill Doggett

Father Bill announced the following leadership appointments for 2022:

- Costa Dillon, Senior Warden
- Amy Adome, Treasurer
- Anne Snyder, Clerk

The Junior Warden will be elected by the vestry at the next vestry meeting.

7. Architectural/Construction Committee Report

Mark Davis reviewed the St. Bartholomew's multi-phase master plan for the modification and expansion of the church campus to better serve the needs of the parish, facilitate community outreach, and improve accessibility throughout the campus. Last year, 2021, marked three consecutive years of construction, renovation, and accessibility upgrade projects overseen by the architectural/construction committee. The first two phases of the master plan, as well as a renovation of the sanctuary, have now been completed.

7.1 Phases 1 and 2 (Completed Construction) Mark Davis

In 2019, phase 1 was completed, encompassing the following:

- Chapel
- Youth/multi-purpose room and kitchen
- Renovation of bathrooms in the administration building to meet ADA requirements

This work was funded by Honor Faith, Build Future moneys.

In 2020, the following phase 2 work was completed:

- Sanctuary renovations to improve accessibility, upgrade technology, and enable flexible use of space during the years when the church is without a parish hall (funded through restricted contributions and other funding sources—no Honor Faith, Build Future funds were used)
- Renovation of sanctuary bathrooms to meet ADA requirements (funded from Honor Faith, Build Future moneys for phase 3b, which will offset future restroom funding requirements)
- Renovation of the main courtyard area, including replacement of unsafe concrete pavement and improved accessibility, drainage, lighting, shade, and landscape renovations
- Construction of a new, safer stairway from the lower parking lot to the chapel courtyard
- Renovation of the walkway along the administration building to meet ADA requirements

Construction/renovation of the courtyard, stairway, and walkway was funded by Honor Faith, Build Future moneys, as this work was moved forward from phase 3b to an earlier construction period.

In 2021, the following phase 2 work was completed:

- Removal of the parish hall and construction of a new upper parking area
- Construction of a new sloped walkway to the columbarium
- Relocation of solar panels to the sanctuary roof

This work was funded by Honor Faith, Build Future moneys.

A slide show of the progress of the upper parking lot construction was shown.

Mark then outlined the challenges faced during construction, including the following:

- Escalating construction costs (inflation has been higher than the 3% increase built into the project budget)
- Permitting delays due to Poway City Hall closures
- The need to upgrade existing construction to be ADA compliant
- Increased inspection and testing requirements
- The need to excavate many large rocks, which caused delays and increased costs
- The need to mitigate hazardous materials discovered under the old parish hall
- Changes in codes for allowable construction materials
- Increased cost for relocation of solar panels
- Increased SDG&E and AT&T costs
- Increased architectural and engineering fees

The result was that phase 1 and phase 2 costs were higher than expected by approximately \$350,000.

7.2 **Phase 3 (Future Construction)**

Mark Davis

The architectural committee is proposing to hold a phase 2 project closeout meeting to determine the scope, planning, and timing of future construction. The original plan was to start construction on the community center in 2023. However, project costs currently exceed Honor Faith, Build Future funds, and St. Bartholomew's needs to work as a community to determine the best way to meet the goal of building the parish community center. Mark invited interested parishioners to offer their input by joining the architectural committee.

7.3 **Capital Campaign Status**

Bill Angus

Bill Angus provided the following overview of the Honor Faith, Build Future capital campaign:

- The campaign was originally an \$8 million fundraising project. Of that, \$7.8 million (in pledges and/or other sources of income) was raised.
- To date, \$4.8 million of those pledges has been collected, and another \$1.44 million in pledges is expected to be collected from 2022 to 2027.
- Due to recent funding challenges, some parishioners have deferred their contributions to the Honor Faith, Build Future campaign for several years, in the meantime contributing toward the operating budget.

A full "Fund 5 Financial Overview and Status" report is available in the church office.

8. Senior Warden's Report

Costa Dillon

Costa Dillon offered the following reflections on the past year at St. Bartholomew's:

- Despite facing adversity in 2021, the church has persevered. None of the challenges that have presented themselves have ever felt unsolvable, and St. Bartholomew's has an optimistic future ahead. It has everything needed to move forward, including a competitive vestry slate and many interested, energetic people who want to make the church the best it can be.
- In reference to the departure of the Senior Rector and other personnel changes at St. Bartholomew's, he noted that there were 26 clergy changes in the diocese last year, and these changes are a normal part of a parish's life cycle.

For a more detailed Senior Warden report, Costa referred parishioners to the full ministry report available online at <https://files.constantcontact.com/239219b8001/ff41bdab-d0b4-41da-86de-5ca6e63dbfa7.pdf>. He also issued an invitation to the congregation to get more involved with the church in the following ways:

- Apply to serve on the call committee for the new permanent rector
- Attend vestry meetings

9. Awards and Honors

Father Bill Doggett

9.1 Outgoing Vestry and Officers

Father Bill thanked outgoing vestry members Jerry Blanton, Larry Burgess, and Nancy Peterson and clerk Akiko Tamano, and presented them with St. Bartholomew's paperweights.

9.2 Rector Awards

The Rector Awards are intended to recognize individuals who often work behind the scenes and whose contributions are not always acknowledged. Father Bill presented awards to the following two volunteers:

- **Mark Davis:** Mark was instrumental in guiding the church through the planning and execution of phase 2 of the campus redevelopment project, Honor Faith, Build Future.
- **Diana Adam:** Diana offered her many gifts of servanthood and leadership in both worship and church management.

10. Adjournment

The meeting adjourned at 11:03 a.m.

11. Blessing

Father Bill closed with a blessing.

Respectfully submitted,

Akiko Tamano
Vestry Clerk

DRAFT