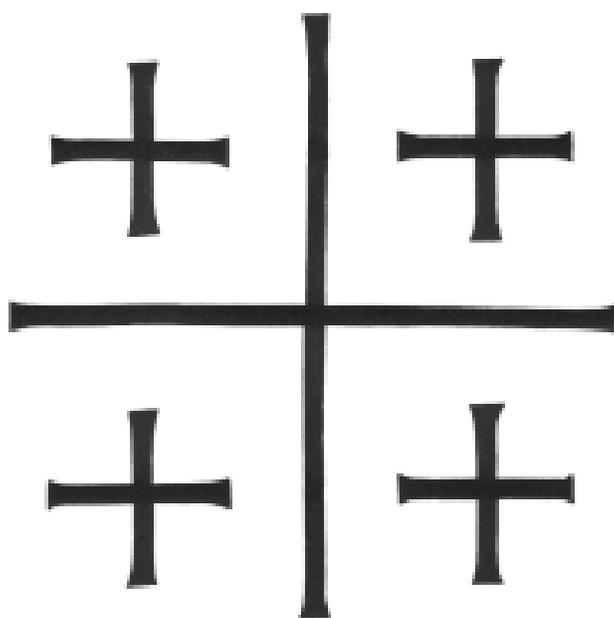


# Church of the Advent

Hatboro, PA



2015 Annual Meeting

Sunday May 3<sup>rd</sup>

Why *that* cross? You have probably noticed that I have been using a distinctive cross in many publications. I chose this cross as representative of the life of a Christian community: we are called to gather around Christ and to be, by the work of the Holy Spirit, be transformed into the likeness of Christ. To me it is a powerful symbol of all that we are called to be as a Christian faith community. I hope you find it helpful as well. ---Lynn+

## **Church of the Advent Annual Meeting Agenda May 3, 2015**

1. Blessing Prayer—after all have collected their Brunch. *Please don't wait for the prayer to begin eating!*
2. Gathering song: *His banner over us is love*
3. Voting for the 2015 Slate of Vestry/Diocesan Delegate Candidates
4. Business of the day
  - a. Gratitude for retiring vestry members
  - b. Approval of 2014 minutes
  - c. Financial Report
  - d. Reports by the various parish committees are given in visual form this year and are displayed throughout the Parish Hall.
  - e. Questions and concerns raised by financial report or other business is deferred to the following Sunday, between the 8 am and 10 am services. The Accounting Warden, the rector and several vestry members will be on hand to answer and record questions. The content of this meeting will be added to the minutes of the 2015 annual meeting.
5. Getting to know us activity.
6. Final song: *Now thank we all our God*



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*We are doing ministry area reports differently this year. The leaders of our various ministries have created a small display to communicate the work of their ministry group, acknowledge their members and update their news. You are invited to visit the displays which will remain in the Parish Hall over the summer.*

*As always, a huge THANK YOU is appropriate to all the folks who contribute to the day to day workings of this parish through the various ministries in which they engage.*

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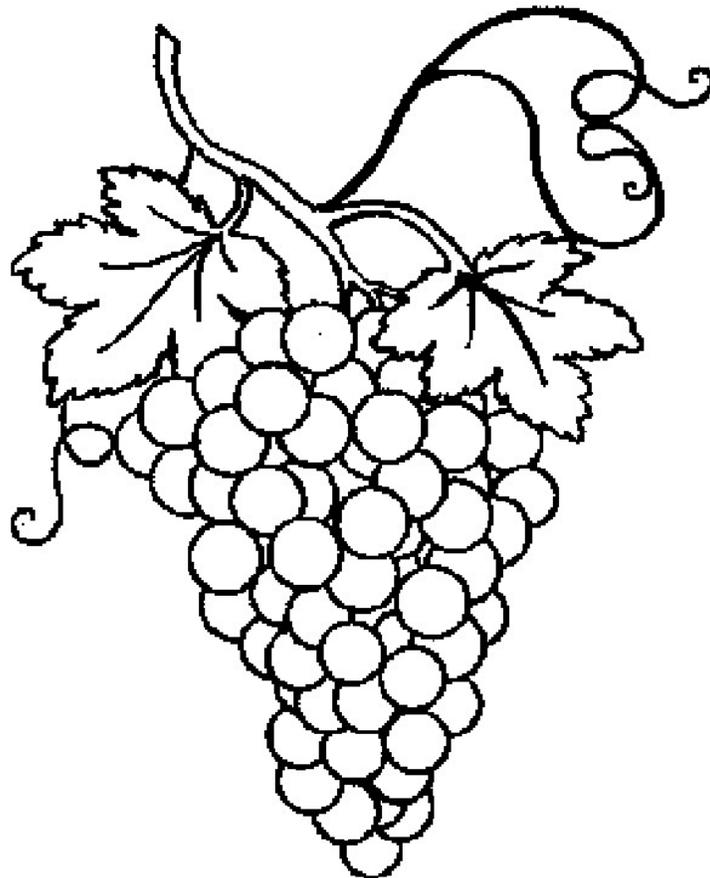
## HIS BANNER OVER US IS LOVE

I am God's and he is mine, His banner over me is love  
I am God's and he is mine, His banner over me is love  
I am God's and he is mine, His banner over me is love  
His banner over me is love, His banner over me is love

God's got the whole world in his hand, his banner over us is love.  
God's got the whole world in his hand, his banner over us is love.  
God's got the whole world in his hand, his banner over us is love.  
His banner, over us, is love.

He teaches us to love each other, his banner over us is love.  
He teaches us to love each other, his banner over us is love.  
He teaches us to love each other, his banner over us is love.  
His banner, over us, is love.

Jesus is the vine and we are the branches, his banner over us is love.  
Jesus is the vine and we are the branches, his banner over us is love.  
Jesus is the vine and we are the branches, his banner over us is love.  
His banner, over us, is love.



**A SPECIAL THANKS TO THE ‘BRANCHES;  
WHO HAVE CONTRIBUTED TO MAKING THIS THE  
‘MOST FUN ANNUAL MEETING EVER!’**

To Dave and Cindy Cooper for providing child care workers to keep our kids safe and busy.



To Henrietta Kiel who organized the casseroles.



To Steve Gilman who provided the fruit salad and our sound system.



To Lyn Werner and Janet Gilman who helped plan our activities and deliver the fun.



To all who helped set up and tear down the hall—we couldn’t do this without your help!



To Barbara Walker LaRue who identified our members and copied the  
entries out of our parish registers



To Karen Richter (and her helpmate and sidekick, Bob Busser) for persevering through post  
Easter mop up, new copier installation, the rector’s up ‘in the air’ schedule and assorted other last  
minute bumps to get this parish report out.



*If I have forgotten anyone, my apologies are given and your forgiveness is requested.*

*Lynn +*



## ANNUAL PARISH MEETING MINUTES: MAY 4, 2014

**I. Gathering Song:** Rector's Warden **Alan Kiel** called the meeting to order at 9:01 a.m. It was determined that rather than singing the Gathering Song without accompaniment, we would instead sing a Closing Hymn. Alan then welcomed back the **Rev. Lou Temme** to another annual meeting.

**II. Opening Prayer:** The **Rev. Lou Temme** then led those present in an opening prayer.

Alan then advised that there was a slight change to the published Agenda. Items **III.** and **IV.** would be reversed.

**III. Introduction of New Vestry Members:** Alan explained that the by-laws of the church state that there are to be no nominations for Vestry or Diocesan/Deanery Representative from the floor, and that we have four people nominated to fill four slots on the Vestry; and one person nominated to fill one slot as Diocesan Delegate/Deanery Representative. A motion was made by **Trish Troilo** to elect all candidates by acclamation. The motion was seconded by **Jeanne Bernosky**. The motion passed unanimously. Elected to the Vestry were: **John Caughie, Henrietta Kiel, Deb Stoddart** and **Marilyn Zembower**. Elected as Diocesan Delegate/Deanery Representative was **Janet Gilman**.

**V. Expression of Gratitude for Retiring Vestry Members:** Alan thanked the Vestry members that have completed their terms. **Crystal Finn** has excelled as both the head of the Property Committee and with Outreach. **Susan Capinas** has diligently served as Accounting Warden for the past few years and was instrumental in coordinating the 2012 audit, with help from **Linda Nicholson**. Alan also concludes his 6 year term at this time, the last 2 years as Rector's Warden. He shared that the highlight of his term has been the excitement surrounding the process of calling a new rector.

These current Vestry members will now be taking on the following roles: **Karl New** – Rector's Warden; **Rob Kavash** – Accounting Warden; and **Deb Stoddart** – Clerk of the Vestry.

**V. Minutes of the 2013 Annual Parish Meeting:** There were no corrections to the minutes. A motion to file the minutes with secretarial privilege was made by **Christopher Gilman** and seconded by **Janet Gilman**. The motion passed.

**VI. Financial Report:** Accounting Warden **Susan Capinas** began by thanking **Gail Johnson** for all of his hard work in preparing the financial material. He was also an integral part of the 2012 audit. Susan then directed all to the written report in the booklet. The budgeting process in 2013 was particularly challenging due to the transition that we are undergoing, but we did finish favorably, with a net income of \$14,143. Susan highlighted to following from the written reports:

- Our investments benefited from a favorable market.
- Expenditures under the Building Improvement Fund are largely due to the Chapel Window Restoration project.

The Finance Committee was re-established, met regularly in 2013 and engaged in a review and consultation with our Merrill-Lynch advisor to ensure that our investments are well-positioned. This committee includes: Susan, **Beverly Harvey** and **Rob Kavash**.

- The committee will stay in force to support the Vestry and hopes to grow by 2 members (as provided for in the by-laws). Anyone interested in serving is asked to contact Susan.
- A 2013 audit will be conducted shortly. Rob will coordinate this with **Linda Nicholson**.

There were no questions from the floor for Susan.

### **Miscellaneous Topics discussed before moving on to the next agenda item:**

#### **A. Fellowship/Education in the summer – Lyn Werner**

Lyn wanted to give all some preliminary information regarding a summer fellowship opportunity. On the evenings of July 22<sup>nd</sup> and July 29<sup>th</sup>, there will be a chance to participate in dramatic presentations of 2 different Bible stories. Snacks will be served. In addition, Lyn is working with **Deb and Sydney Stoddart, Janet Gilman, Ken Longman** and **Trish Troilo**. More information will follow.

#### **B. Bishop Daniel Visit – Janet Gilman**

Janet is organizing a light luncheon for the bishop's visit next Sunday (May 11, 2014) and is in need of volunteers to provide food and help with both set-up and clean-up.

**VII. Discernment Committee Update:** Chair of the committee, **Bruce Nicholson** provided an update of the actions taken to-date by the Discernment Committee. First, he asked all members present to stand. In addition to Bruce, the committee consists of: **Jeanne Bernosky, Sherry Eichert, Christopher Gilman, Beverly Harvey, Ellen Kavash, Ken Longman, Beth Muller, Maureen Roberts, Trish Troilo** and **Lyn Werner**. This committee has been meeting almost weekly since September 2013 with the guidance of our transition consultant, the **Rev. Dick Ullman**. Much of 2013 was spent in self study. Various tasks were assigned and carried out by the committee members, in preparation for the ultimate task of making a recommendation of a final candidate to the Vestry. The committee is pleased with the quality of the candidates as they now work through the interviewing process. Essentially, they are moving toward the goal of calling the new rector for a start date in the fall 2014. Following Bruce's comments, Alan agreed that this is a very exciting time and that it is necessary to also discuss the financial challenges of calling a new rector. This led to the next agenda item.

### **VIII. Building the Advent of Tomorrow**

Alan, **Karl New** and **Rob Kavash** prepared a blueprint for this project to be shared at this time. A Power Point presentation that touched on Advent's past, present and future was reviewed. To understand where we're at now, some recent history is helpful.

In 2013, Advent lost 18 pledges totaling about \$36,000 for the year. This was due to a variety of reasons (death, job loss, illness and relocation, etc.). Pledge income dropped from \$191,000 in 2013 to \$159,000 in 2014. This loss would have created a substantial deficit however, due to the part-time status of our interim rector, Advent will end 2014 with a balanced budget.

## The Year 2014 and the Now

- The Vestry received the “2014 Clergy Compensation Guide” from the Diocese. It spelled out in detail what Salary & Benefits can and must be extended to Clergy. Benefits must include Healthcare, Dental and Pension. Housing Allowance can be a part of Salary.
  - Advent is considered a Pastoral Type 3 Congregation. Diocese recommends a Full-Time Salary of \$80,415 per year. Diocese allows congregations to move up or down (2) salary scales.
  - The Vestry must continue to manage costs prudently and has no option other than to move down (2) salary scales to the lowest possible scale of a Type 1 Assistant Rector’s Salary which is \$64,274 for a New Full-Time Rector.
  - Vestry hopes our excellent reputation in the Diocese and the potential Advent has for Growth is a stimulus to attract candidates.

### The Full-Time Rector’s Projected Compensation Package (Rector & Spouse)

Salary (New Full-Time Rector)	\$65,000
SECA (Social Security 7.65% of Salary)	\$4,972
Pension (18% of Salary)	\$11,700
Healthcare (Advent’s Portion 85%)	\$16,533
Auto Allowance (\$200/month)	\$2,400
Continuing Education	\$750
<b><i>Interim Rector Total Comp Package</i></b>	<b><i>\$101,355</i></b>

- The Vestry consulted with **Rev. Dick Ullman** on the probability of Advent calling a part-time Rector in lieu of a full-time rector. With Dick’s expert input, the Vestry determined that the calling of a full-time rector is the only strategy to ensure the health of the church. Dick also advised that it typically takes 3 – 5 years to generate growth under a new rector. Thus, the Vestry decided to create a 3 year blueprint to ensure that we are sustainable in the years ahead.
- In conjunction with the compensation package, other yearly expenses have been considered as follows:

### Other Yearly Expenses

Employees (2) Part Time	\$39,854
Building & Grounds (Gas, Electric, Insurance, etc...)	\$29,123
Office Expenses (Copier, Paper, Mailings, etc...)	\$8,114
Program & Fellowship	\$3,657
Outreach Programs Diocesan Assessment \$7,263 (Mandatory) Diocesan Pledge \$9,427 (Somewhat Optional) Advent’s Yearly Outreach Budget \$10,000	\$26,690
<b><i>Total Other Yearly Expenses</i></b>	<b><i>\$107,438</i></b>
<b><i>Total Expenses 2015 (With Full-Time Rector)</i></b>	<b><i>\$208,793</i></b>
<b><i>Total Revenue (Projected Pledges 2015)</i></b>	<b><i>\$167,524</i></b>
<b><i>2015 Proposed Deficit at Current Pledging Levels of \$167,524</i></b>	<b><i>(\$41,269)</i></b>

**The Year 2015 and the Future**

- The Vestry considers a (5) part solution to address the 2015, 2016 & 2017 potential deficits.

Money Not Pledged but still continuously given each year	\$10,000
Advent's Ways & Means Donation per year	\$2,000
Reduce Diocesan Pledge by \$7,000 per year (with Bishop Approval)	\$7,000
Three (3) Year " <i>Building the Advent of Tomorrow</i> " Campaign (per year)	\$15,000
Balance required to be withdrawn from the Endowment Fund per year	\$7,269
<b><i>Total Revenue Required to Offset Deficit</i></b>	<b>\$41,269</b>

- "*Building the Advent of Tomorrow*" becomes the key part of the deficit reduction plan.
  - Goal is to put (100) Parishioners in an empty Church.
  - Each Parishioner we place in the empty Church represents or stands for a commitment of \$450 (over 3 years or \$150.00 per year). If we fill the Church with (100) or more parishioners we will have made our goal and completed the "*Building the Advent of Tomorrow*" campaign.

Participation in this program can be done in a number of ways.

- Donate \$450 one time to place a Parishioner in the empty Church.
  - Donate \$150 each year for the next three (3) years 2014, 2015 and 2016 and that puts a Parishioner in the empty Church.
  - Donate \$3.00 per week beginning January 2015 (or start now) through December 2017 and that puts a Parishioner in the empty Church.
- Fill out a "*Building the Advent of Tomorrow*" form.
- All money donated to this program is tax deductible and will show up on your annual Advent giving statement.
- Closing Points:
  - Success with this plan is predicated on us working together with the new rector to grow membership over time.
  - For over (125) years this church (our church) has faced a multitude of difficult decisions. What defines this place and its legacy is how we come together as a community to face hardships and make difficult decisions with the steadfast faith of God. It goes to the very core of who we are and what we stand for.

- IX Questions, Comments and Concerns:** The meeting was then opened up to questions. **Linda McGuigan-Miller** asked if funds intended for the “*Building the Advent of Tomorrow*” would be reflected on a separate statement. **Christopher Gilman** advised that a separate line item would be added to the current statement. **Tony Lawson** inquired about **Rev. Robin Martin’s** status as “self-employed.” Is it possible for the new rector to be considered as “self-employed” also? The answer is no. With changes in employment laws over the past several years and policies set by the Diocese, it is not an option for the new rector to be considered “self-employed.” **Donna McConomy** asked whether or not we might change the “*Building the Advent of Tomorrow*” form so that it is not required to make the payments in January for the yearly donation option. It was agreed that this is definitely an area where flexibility can be exercised. The yearly donation can be made at any time during the year, not limited to January. **Janet Gilman** mentioned that in the area of the health plan, previously this was paid 100% by the church; we are now asking employees to pick up 15% of the cost of that health plan, leading to some savings. **Maryann Cannon** wondered if the candidates are viewing the compensation package as competitive. **Bruce Nicholson** advised that the candidates are aware of the compensation package before they interview, and for all but one, it was not an issue. **Linda Rose** asked where we are at with plans to grow the congregation. It is recognized that this should very much be our collective focus; however, specific plans cannot be made without the input of the new rector, who will bear a large part of that responsibility and may wish to bring ideas of their own to the table. **Dave Cooper** commented that he is pleased to see that a forward-thinking, well-thought out plan (i.e. a marketing goal) has been developed. **Steve Gilman** wanted to clarify that the current plan involves tapping into the Endowment Fund each year. This was confirmed, however it was explained that dipping into that fund is viewed as the last resort. It is preferred that, if other projections turn out more favorably, withdrawals from the fund can be delayed. **Donna Bennett** questioned how the housing allowance would work if the new rector owns their own home. Are we still required to provide a housing allowance? The answer is yes, we must still allocate money toward this expense, since we do not have a rectory. **Jeanne Bernosky** offered that, for the Discernment Committee one of the main takeaways from the October Parish Workshop was the need to find ways to build a church with declining membership. Of the 2 candidates that she has spoken with to-date, both spoke at length on this subject. Lastly, **Beverly Harvey** asked if there was a procedure for submitting the “*Building the Advent of Tomorrow*” forms. The form may be placed in an envelope and left in the office, or it can be given directly to **Karl New** or any other member of the Vestry.
- X. Adjournment:** Alan asked if there was a motion to adjourn. The motion was made by **Christopher Gilman** and seconded by **Ken Longman**. The motion carried and the meeting adjourned at 10:07 a.m. with the Closing Hymn “In Christ There is No East or West.”

Respectfully submitted,  
Sharon Dippre, Clerk of the Vestry

# Rector's Report

## A Year of Discovery

Any time the leadership of an organization changes it affects the nature of things. Sometimes, and this is most often true in business and politics, leadership changes occur because things aren't going so well and a new vision is needed. Sometimes changes in leadership occur more naturally--people retire or move on to other jobs as a part of the natural unfolding of their own lives. Two years ago, a beloved rector of Advent retired and the Church of the Advent began a time of change.

During her time at Advent, my sense is that Robin Martin practiced an important steadying hand in her leadership. One of the most frequent things I hear about Robin is that she was (and this is always said with affection and a smile--never meant as critique) a 'my way or the highway' kind of woman. My sense is that this is exactly what Advent needed at the time. For if you are aware of it or not, Advent experienced over 40 years of tumult during the time of a previous rector. And, after the blossoming but brief time of Randy Williamson's tenure, a steadying hand was needed.

When Robin entered the life of Church of the Advent in 1989, mainline protestant churches had begun what has turned out to be a dramatic decline in attendance and membership. At the time, few church leaders, if any, realized the significance of the sea change that was upon the Church. As we begin our time together as priest and people, the reality of this sea change is one of the most significant factors that the Church is called to address. As a parish, it is one of the most significant factors that we are called to address.

How the Church of the Advent will faithfully respond to the dramatically shifting patterns of spiritual, cultural and demographic life in the United States is the discovery that we are called to make in our coming years. To live faithfully into the challenges of the times will require us to ask some key questions in order that we might discern how best to navigate the waters of a new era in the life of the Church. While some might find this an intimidating task, I believe it to be an exciting and holy task for us to be doing together.

To ask the questions, and make the discoveries required--to discern how best to be a contributing presence in the lives of others in our community--this is a fundamental task of the Church in every age. The great movements of the Church, from the founding of the first Jesus sects of Judaism in the first century, to the monastic movements of the early middle-ages, to the Reformation movement at the end of the middle-ages, have all been born out of the very same challenges we are called to address in this age.

The question is simple: how, in this day and age, do we most faithfully proclaim the Good News of Jesus Christ? Discerning the answer to that question requires us to ask other questions. At their most basic, they are questions about identity, purpose and context.

- Who are we as a particular body of faith, called together at this time? What, as a parish, are our unique gifts? What are our unique challenges?
- The second question required is 'what is our larger purpose?' To answer that question we need to go back to the basics and refresh our understanding of "what did Jesus ask his disciples to do?"

- The answer won't, and shouldn't be, generic. We live in a particular time and place so we must also ask--what is the nature of our context? Or, put more simply, "who are our neighbors?" If we believe that Christianity has something valuable to contribute to the world, how do we contribute it in such a way that it is of value to those who share the world with us?

In the coming year we will begin a process of discovery. In fact, that process begins at our 2015 annual meeting as we gather together to create a visual representation of the life of this parish--a timeline that tells the story of the Church of the Advent from its humble beginnings in the living room of a local woman. I am excited about learning more about how God has been faithful to this place in the past and out of that, beginning to ponder how this parish is called to faithfully walk forward with God into the next generation of the Church. And, most of all, I am excited about doing it with you.

At our retreat in June, the vestry will begin to explore these questions in earnest. Incorporating everyone else into the process will happen in many different ways across the year. So stay tuned. An activity in the spirit of 'the most fun annual meeting you have ever attended' is coming to a Parish Hall near you!

Lynn+

## Rector's Warden's Report

Does it feel like we have had three Rector's in (3) years? I never contemplated this until I began writing this letter and reflecting on my Vestry term over the last three years.

One thing I believe is truly unique about Advent is our ability to accept and adapt to change. I have heard horror stories of congregations imploding because when change came they could not adapt or pull together.

Over the next twelve months or more, the Vestry will be tasked with discussing and finding our unique ministry in this community. I thought when Lynn Hade came on board this would be a relatively easy task, but identifying the right ministry that is a fit for us will take careful consideration, since it probably will involve us to embrace change in some form. I ask your prayers for the Vestry to find or have this ministry revealed to us.

Financially, we are in fairly good shape and had a very strong Stewardship Campaign in the fall. It was probably the most successful campaign we have had in the past (10) years when you consider participation and giving. We still need to consider growth in our pledging base by attracting a few new members long-term, but we have the short-term financial stability we set out to accomplish last year.

We do need to thank Sharon Dippre & Stan Klotzbach whose terms were up this year. Both have served this Vestry and Congregation in a multitude of ways. An extra special thanks to Rob Kavash who ran for re-election to keep consistency at the Accounting Warden's position in which he currently serves.

Basically, I have learned that a Rector's Warden is only effective if the Vestry and Congregation is willing to support them. I cannot thank all of you enough for your support and dedication over the last twelve months. The opportunity to serve this Church has led to growth in many areas of my personal life. I am very grateful for what this position has taught me.

I am not sure what the future holds for us, but I guess that is where faith takes over and will help guide us. From where I am standing right now, the future looks great and should only get better.

*Submitted by Karl New*

# ACCOUNTING WARDEN'S REPORT

## FOR THE YEAR ENDING 12/31/2014

2014 was another year of transition for the Church of the Advent as we said farewell to Lou, our part time interim rector and welcomed Lynn as our new full time rector. This transition had both a positive and a negative impact on our financial outlook. Our pledge income for the 2014 budget year was \$158,792, which was about \$18,000 less than what was pledged for 2013. By the end of 2014 an additional \$14,619 was received in pledges, which significantly closed that shortfall. Combined with plate giving of \$6,768 and other revenue sources, the total operating income for 2014 was \$186,538. Coupled with the significant reduction in expenditures for a part time rector and careful management, we achieved a net operating income of \$6,827 for 2014.

We fortunately ended the year 2014 in a reasonably strong financial position, however, 2014 continued a recent trend of smaller budgets to match reduced pledging. The Vestry became cognizant of the financial requirements for a new full time rector during the discernment process and, as a result, developed and approved the Building the Advent of Tomorrow campaign that was presented at the 2014 Annual Meeting. The very enthusiastic and generous response of the congregation to this campaign enabled the Vestry to confidently make an appropriate financial offer to call Lynn and to prepare a balanced budget for 2015 at a level that will indeed help us in our transition into the next phase in the life and mission of the Church of the Advent.

We ended 2014 with total assets (excluding real estate) of \$413,606. This is an increase from December 2013 of \$38,303.

**Operating Expense** totaled \$179,711 divided as shown below. Transition includes the interim rector's salary, all expenses related to the Discernment process, and all costs associated with the startup and moving of our new rector.

Payroll	\$64,048	35.6%
Buildings & Grounds	\$37,772	21.0%
Outreach	\$29,113	16.2%
Office	\$8,126	4.5%
Transition	\$35,881	20.0%
Program	\$3,729	2.1%
Designated Expense	\$1,043	0.6%

### **Building Improvement Fund**

For the year the Building Improvement Fund increased by \$2,803. There were a number of small improvement projects but no major capital projects during 2014. The activity is outlined below:

Opening Balance	\$47,849
Pledges	\$6,238
Gifts	\$4,070
Interest	\$86
Expenditures	(\$7,591)
Closing Balance	\$50,652

### **Restricted Cash**

For the year our restricted accounts had a combined increase of \$10,392 and both accounts ended the year with capital gains (unrealized).

	<u>Endowment</u>	<u>CC Young</u>
Opening Balance	\$192,821	\$55,730
Capital Gains	\$5,139	\$2,363
Earnings	\$4,231	\$1,018
Distributions	-	(\$2,134)
Fees	(\$80)	(\$145)
Ending Balance	\$202,111	\$56,832

### **Cash Balance**

We ended 2014 with total cash of \$154,663 and no outstanding liabilities. Our cash balances by account are shown below. Giving to the Building the Advent of Tomorrow Campaign accounts for \$15,050 of the funds in the Fellowship Accounts.

Checking Account TD Bank	\$51,036
CD's Hatboro Federal	<u>\$20,637</u>
Total Operating Funds	\$71,673
Fellowship Accounts	\$29,745
BIF Money Market –Hatboro Fed	\$48,746
BIF Checking-Hatboro Federal	<u>\$1,906</u>
Total BIF	\$50,652
ECW	\$1,447
Men of Advent	\$1,146
Total Cash	\$154,663

- An internal audit for the year 2013 was completed in the fall of 2014. We are in the organizing stage for conducting an audit for 2014.

*Robert W. Kavash*, Accounting Warden, April 22, 2015

# CLOSING SONG

1 Now thank we all our God, with heart, and hands, and voice,  
2 O may this bounteous God through all our life be near us!  
3 All praise and thanks to God the Father now be given,

who wondrous things hath done, in whom his world rejoices;  
With ever joyful hearts and blessed peace to cheer us;  
the Son, and him who reigns with them in highest heaven,

who from our mother's arms hath blessed us on our way  
and keep us in his grace, and guide us when perplexed,  
eternal, Triune God, whom earth and heaven adore;

with countless gifts of love, and still is ours to-day.  
and free us from all ills in this world and the next.  
for thus it was, is now, and shall be, ever more.