

Our vision:

- The vision of All Saints' Episcopal Church is to be a vibrant, loving, welcoming community of faith called to serve Christ and to nurture all persons to be fully alive in God.

Our mission:

- With God's help, we will live our vision as a community that welcomes and serves all people through ministries of worship, education, fellowship and aid to those in need.

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From the Senior Warden

Advent and Anticipation. Words filled with expectation

Have you heard of the story of the churchgoer who met with the Rector to put the finishing touches on her last wishes? As they concluded their meeting she said "Oh, and by the way, would you please be sure to put a fork in my casket?" He agreed, but puzzled asked "I have heard of many things to put in a casket before but never a fork... Why?"

"Well," she said "all these years I have been attending church lunches and dinners in the parish hall. The kind people who waited on me would, looking at my place setting, see a fork placed above my plate and remark as they pointed out the fork 'Good things are coming...maybe a piece of pie or cake?' Well, I know good things are coming and I want to be prepared!"

That is how I feel about Advent. Good things are coming...the birth of Christ... another year in the life of the church, in our lives as well. We are filled with anticipation. We think more about family and friends and of those around us. Giving more thought to what we can do for others. There is joyfulness in the air as we make our preparations. It is another opportunity "...to serve Christ and to be fully alive in God." It is our Vision.

Joy to the World! And to you and me!

Eadean Scribner



Consecration Sunday, 2008

I hope everyone who attended Consecration Sunday enjoyed the experience. This year we came together as a community to experience our stewardship process in the context of worship and celebration. Father Paul very eloquently directed us toward generosity and risk in our giving. The Sunday prior to that, Father John spoke about joy in giving.

In response, many of us increased our financial commitment to the life of the church. As we grow in the spiritual discipline of giving, it is my hope that we begin to speak with one another about what stewardship means to us.

I would like to thank all the members of the Stewardship Committee and the Vestry for their help in making Consecration Sunday happen. I would also like to thank everyone who made a commitment to give in 2009. If you were not able to attend, you should have received an Estimate of Giving Card in the mail. Please complete and return it to the church as soon as possible to help conclude this stewardship season.

Kurt Marcks

Rector's Reflection

A Financial Strategy for All Saints



Over the last few months, the Vestry and I have been developing a long-term financial strategy that will allow us to maintain present levels of staffing and continue to grow in ministry to ourselves and others during these challenging times. Much of this has just been in the brainstorming phase so far. But with the progress of our Conditional Use Permit through the City planning process, and with the approval and support of Bishop Bruno for the concept, it seems time to open the discussion further. Let me stress at this time that everything that follows is very tentative and subject to modification over the next year. So your input at the upcoming budget hearings, on Sunday, December 14, is very important.

First, for a bit of recent history: When I was called to be your rector in October of 2006, the parish could not even afford to pay the staff it currently had, let alone pay a salary and benefits for a rector. During that year the parish had already drawn its reserves down to less than \$20,000 and had \$14,000 in bills due, not counting unpaid pension premiums for the former rector and associate. The school was \$14,000 in debt and we were losing about \$18,000 per year on two houses purchased adjacent to the church property. In order for the parish to both hire me at no increase in salary from my previous position and balance the budget, it would have been necessary to lay off the associate rector, the sexton and the secretary.

That didn't seem like a real smart way to start a new ministry to me. Fortunately, the vestry agreed. The vestry adopted a deficit budget to allow us to continue at our present level of staffing, while exploring the potential for new missional and financial opportunities. As we had no cash reserves to fund this deficit, it was agreed that we would fund this with a line of credit secured against our considerable real estate holdings. At our last Annual Meeting, the vestry adopted another deficit budget. So the total draw, against the line of credit, now stands at \$145,000.

There is good news, however. During the last two years, giving has increased, lowering the deficit. I believe this year total giving will be above what we budgeted. The school has paid off its debt and now has money in the bank. Elsewhere in this Good News you will read about the outstanding results of this year's stewardship campaign—even more good news for next year, further decreasing the deficit. And we have applied to the City for a Conditional Use Permit that will allow us to develop the unused portions of our buildings to expand our school and install non-profit contractors to provide pre-school day care and infant and toddler care. The rental of these facilities to other not-for-profit operators will result in \$48,000-\$60,000 in income for the parish and an additional \$20,000 in income for shared administrative charges. Which means we could have, and should have, a balanced operating budget for 2010.

The lynch pin in all this is securing a long-term mortgage on the Rectory during a time when mortgage lending is difficult. That said, there will be these types of loans made next year and we are confident it can be done. Because of the relative advantages to both the parish and the rector, we are considering entering into what is called a "shared equity agreement" wherein the parish will maintain 100% of it's equity in the rectory, and allow me to acquire half of the increase in equity (should there be any). I would then be a signatory on the note and a loan for a home that is "owner occupied" has a much better chance of success. This approach provides significant financial benefit to both parties and, as I have said, has been approved "in concept" by the bishop.

Now, as I have said earlier, none of this is cast in stone. And I'm sure, at least I hope, some of you have ideas on the subject. I have been told that in times past some of you have felt that financial decisions at All Saints' have been "shoved down your throat." Well those times are indeed past. Your vestry will hear all ideas, and then make the best possible decision, openly and in public. Furthermore, if there is not a consensus of the parish membership, I will not go forward. To that end, please make every effort to attend our first Budget Hearing, Sunday, December 14, after each service and speak your mind. The discussion continues there, and will continue into next year.—JC+



Altar Flowers

By the beginning of the year, there will be a new Altar Flower Chart for 2009 in the Narthex, to the left of the front doors. Giving flowers on a particular Sunday is a wonderful way to honor a special person or a blessing in your life. Flowers may be given in *memory of . . . in thanksgiving for . . . or in honor of . . .* Please take time to look at the chart and sign up for a date that has meaning to you. Envelopes for your \$50.00 donation, to cover the cost of the flowers, are in the pamphlet rack to the right of the front doors or in the pews. Please fill out the front of the envelope so that the information for your "gift of flowers" will be printed in the church bulletin. Envelopes can be placed in the offertory plate or given to Blair in the church office.

Sisters In Spirit

~ Marlene Coverdale

Sisters in Spirit meets at 1:00 on Wednesdays in the library, but our schedule will be changing due to the holidays. We'll meet as usual the first two Wednesdays in December (1:00 on December 3 and 10) to finish the video series *Saving Jesus* and then will discontinue until 2009. On January 7th we'll resume and begin discussing *The Resting Place of the Moon*, a book recommended by Fr. John. All are welcome to join in the friendship and discussion.



As always, God is faithful in answering our prayers and is still in the business of healing. We have had several answers to prayer. For privacy's sake I don't name names, but know we are very grateful to our Lord. Please let one of our prayer chain members or me know of your needs. I'm sure you know requests need not be just All Saints' people. We are blessed when we get new people to join us and pray with us. Thanks to you all. Cathy Porter, 951-687-2197 or catherinepete53@webtv.net

Prayer Shawl Ministry

~Meg Hoffman

Our next prayer shawl meeting will be on Sunday, December 14th, after the 10:30 service (or after the budget meeting) when we will welcome a new member, Miki Eckroth. Last month we saw the blessing of 40 baby hats and 24 baby blankets, now on their way to Holy Family Hospital in Bethlehem. We will continue to make baby hats and blankets, in addition to our prayer shawls. We could **REALLY** use instructions for both knitted and crocheted baby hats, so if someone could send them to me I'll copy them and make them available at the December 14th meeting. Also, there should soon be a few shawls available in the narthex so that people who get chilly during the winter months can wrap up during the service. Meg Hoffman (951) 359-6984



Las Buenas Nuevas – El Rincón latino

~Por Marcela Pan

¡Hola a todos! Empezamos el último mes del año (¿Cómo fue que pasó tan rápido?) con noticias importantes de la parroquia. Alla vamos:

Ayuda para los Sin Hogar. Hemos celebrado el Día de Acción de Gracias, y estamos llegando a la estación de Adviento. El grupo de revisión de los viernes a las 4 de la tarde está trabajando en conseguir efectos personales para la gente sin hogar. Quieren extender la invitación a todos para que compartan esta actividad. Preparan paquetes con elementos de aseo personal y lo distribuyen a los amigos de la calle cuando llegana Todos los Santos pidiendo alguna ayuda. La semana pasada distribuyeron unos 70 paquetes, y necesitarían de su ayuda. Habrá una canasta para contribuciones cerca de la puerta durante Adviento. Muchas gracias por sus donaciones.

Banderas de Conmemoración. El domingo 9 de noviembre, Mary Ellen Gruendyke junto con un grupo de Todos los Santos, familias y alumnos de la Carden Academy, y el Cub Scout Pack 176, solocaron 10.000 banderas en las tumbas de veteranos militares. Las banderas fueron bendecidas en el servicio de las 10.30 por el Padre John, y cubrieron toda una colina parte del Cementerio Nacional de Riverside. Esta ofrenda fue para honrar a los hombres y mujeres que sirvieron al país. Las banderas fueron recogidas el 11 de noviembre, así pueden volver a colocarse el día Memorial.

Ministerio de Chales. La próxima reunión será el domingo 14 de diciembre, luego del servicio de las 10.30. Darán la bienvenida a un nuevo miembro, Miki Eckroth. Están necesitando instrucciones par tejer gorritas de bebe, de modo que si alguine las tiene por favor envíelas a Meg Hoffman antes de esa fecha.

Hermanas en el Espíritu. Este grupo se reúne a la 1 de la tarde los miércoles, pero este horario cambiará durante las fiestas. Se reunirán como de costumbre los dos primeros miércoles de diciembre, pero luego no se reunirán nuevamente hasta el 7 de enero. Este día, comenzarán la discusión de “Resting Place in the Moon”, un libro que recomendó el Padre John. Todos son bienvenidos.

Flores para Navidad. Durante el mes de diciembre habrá sobres en los bancos y en los boletines para las donaciones para las flores de Navidad. esta es una estación en la que recordamos a nuestros seres queridos y damos gracias por las muchas bendiciones que hemos recibido. Por favor hagan sus ofrendas para las flores de Navidad antes del 18 de diciembre.

Decorando. Muy pronto llegará la Navidad con toda su gloria. De modo que una vez es momento de adornar nuestra iglesia para los servicios especiales de navidad. El Comité de Flores siempre da la bienvenida a los que quieran ayudar. Se reunirán el miércoles 24 de diciembre a eso de las 9 de la mañana.

Flores para el Altar. Al comienzo del nuevo año, habrá una nueva pizarra para los donativos de flores. Donar flores para algun domingo en especial es una forma magnífica de honrar a una persona o dar gracias por alguna bendición. Los sobres con la donación de \$ 50. están en los bancos. Por favor completen la información requerida en el sobre, así la razón de su donación puede ser impresa en el boletín del domingo correspondiente.

Nominaciones para la Vestry. ¿Le gustaría servir en la Vestry? Ha llegado el momento de presentar su nombre junto con una breve descripción de por qué quiere pertenecer a la vestry. El término es por tres años. En este momento, se reúnen el tercer domingo de cada mes. Si están interesados, por favor comuníquense con Eadean Scribner.

Una vez más, me retiro hasta el mes que viene. Aquí les dejo el pensamiento del mes.

“La Navidad, amigo mío, es amor en acción. Cada vez que damos, cada vez que amamos, es Navidad.” Dale Evans Rogers.

Parish Nursing Article for December 2008 Monthly Good News

By Judy Riemer, RN

Parish Nurse



Plans Change—Should You Be Changing, Too?

Don't forget, open enrollment for Medicare Part D prescription drug plans begin Saturday, November 15 and runs through December 31, 2008. It's time to take another look at your current plan. If possible, try to make your decision early in December to allow for the timely processing of your applications. Contact your local AARP office if you need help or talk to your pharmacist.

November Health & Safety Fair a Success!

Many thanks to all who attended and to all who worked so hard on our Health & Safety Fair on November 9! Thanks to help from our Azusa Pacific University parish nursing students, Lynne Roy of the Redlands Community Hospital Pastoral Care/Parish Nursing Office, and several community organizations, our church family received valuable information on several health and safety topics, including earthquake and disaster preparedness. Our very own Katherine Kendrick Graham gave a fascinating audiovisual presentation on what to expect during and after a major earthquake and shared useful earthquake preparedness advice. In addition, we screened 35 parishioners for blood pressure and 41 parishioners for cholesterol and blood glucose levels. Stay tuned for additional news on our disaster/emergency/pandemic preparedness efforts and plans to keep our church and school families safe at home and in the community.



Five Wishes

Did you miss The Five Wishes presentation at the Adult Forum on November 23rd? We discussed ways in which you can communicate your wishes about medical treatment and/or end of life care in the event you are someday unable to speak for yourself. With holiday family gatherings ahead, this is the perfect opportunity to discuss this topic with your family and to give them the precious gift of knowing your Five Wishes. Please contact Shari Wolf, Parish Nurse for more information.

CHRISTMAS PAGEANT

The children & youth of All Saints' will again bring us good news at 4pm on Christmas Eve! In order to do this, all children & youth who would like to be in the pageant are asked to prepare by attending rehearsals. The schedule will be as follows:

November 30 during Sunday School (10:30am): getting acquainted with the pageant

December 7 during Sunday School (10:30am): assigning parts & practicing songs

December 14 during Sunday School (10:30am): focus on learning the music

December 21 A one-hour dress rehearsal following the 10:30am service.

There will also be an evening meeting for all interested in helping to prepare costumes at 7pm on Tuesday, December 9th. All are welcome! Now is a good time to invite your friends to participate. Questions? Talk to Pastor Karen - (951) 522-8296 or RevKarenTiegs@gmail.com



Christmas Flowers and Greens

During December, special envelopes will be in the pews and in the Sunday bulletins to place your offering for Christmas Flowers and Greens. This is a season when we remember those who have been dear to us and give thanks for the many blessings that we have been given. Please have your Christmas Flower offering in by December 18th. As we move from Advent to the birth of Jesus, let us walk into our church Christmas Eve where once again we welcome Jesus into our hearts and lives with glory.

Decking the Halls—Christmas Flowers and Greens

Christmas with all its glory will soon be upon us. So, once again it is time to adorn our church in its festive garb for the special Christmas services. Wreaths and garlands need to be hung, poinsettias need to be placed, and flowers need to be arranged. The Flower Committee always welcomes anyone who has the time and inclination to assist in this effort. We will be doing this on **Wednesday, December 24th around 9:00 AM**. When there are many hands to help it goes quickly. If this is not something you care to do, you might want to help by making a donation towards the Christmas flowers in the name of someone you wish to honor. We thank you for supporting this



All Saints' Gift Shop

Take note of our new name! We have become much more than a “bookstall” so felt a new name was in order. All Saints' Gift Shop is a place to buy gifts for others as well as yourself. Our inventory includes prayer books, bibles, books, photo note cards, fair trade coffee and tea, reusable shopping bags, and gifts from around the world. We can also help with special items, such as large print bibles and prayer books. If you have a special request please contact Penny Ellien at (951) 276-4920 or pellen@charter.net.

CHRISTMAS FAIRE - All Saints' Gift Shop

On November 23rd and December 7th we will be having our Christmas Faire at all three services. This is an opportunity to buy unique gifts for others, and perhaps yourself. Our inventory is increasing this year to include children's books, brightly colored crosses and nativities from El Salvador, ceramic crosses from Mexico, angel ornaments, jewelry and olive wood ornaments from Bethlehem and beautifully embroidered purses that are made by Palestinian women. We hope that you will enjoy our new selections and remember that proceeds from our gift shop will help fund projects through Episcopal Relief and Development that support women, children and families.

Alternative Christmas Giving: GIFTS FOR LIFE

~ Penny Ellien

On Sunday, December 7, 2007, the Bookstall Committee will have a table available for our congregation to participate in Alternative Christmas Giving through The Gifts for Life program of Episcopal Relief and Development. This opportunity gives each of us a chance to think about our Christmas giving and what to do about “those who have everything” or to help teach our children, grandchildren and even ourselves about giving to those in need. For example, a gift of \$30.00 will provide one duck or goose whose eggs will provide an ongoing source of income and protein to a family. For you fishing people, a gift of \$25.00 will help families to raise and sell fish by providing training, poles, hooks and other fishing equipment. \$35.00 will provide a mother and child basic medicines, nutrition and hygiene. \$15.00 will provide one person with immunizations and medicines through a mobile health clinic. These are just a few of the gifts available. Brochures for the Gifts for Life program are available in Smith Hall and we will have the information, forms and gift cards available for you on the 2nd. Please take time to seriously consider how his program might enter your life and those you love.

HELP FOR THE HOMELESS

We have celebrated the Thanksgiving Holiday for 2008 and are approaching Advent. The 4:00 PM Friday Revisioning Group is active in providing the personal items for the homeless. We extend an invitation to join us as we share, eat together and keep in contact with one another. We prepare the packets of toiletries and towels in plastic bags (Ditty Bags) for the church to distribute as our friends on the street stop by All Saints' and ask for help.

We are grateful for the blessings we have received this year. Housing foreclosures have altered lifestyles for many and credit is basically a 'no' for the average person or simply unattainable because of increased rates. We still rely on each other each day. Our outreach to the homeless is a hopeful sign to them as Christ is our hope.

Storage of the contents of the packets is usually done by those who provide the gift they bring. We can provide towels and wash cloths or shampoo, deodorant and a razor – with each item we reach out with a small glimmer of hope for someone.

Last week we delivered the packets (so far more than 70 have been provided) for Trish to hand out. We will continue this ministry and ask for your help. There will be a basket for contributions near the door throughout the Advent Season. Thank you for your gifts.

Don & Patricia Richmond, Members of the 4PM Friday Group

Important Announcements

Christian Life Beyond Sunday Morning

Thursday night Eucharist & Bible Study is cancelled for the next two Thursdays, November 27th and December 4th. Classes & Eucharist will resume on December 11th.

10:30 COFFEE HOUR SIGN UP ROSTERS FOR DECEMBER

You will find sign-up schedules for the month of December on the refreshment table. One is for volunteers to clean up after the coffee hour and the other for those willing to contribute refreshments. Please take a moment to choose a Sunday and enter your name. Thank you for your contribution to furthering All Saints' reputation for hospitality and generosity in service. Peggy Rose-Stewart

Hospitality Rides

There are sign up forms located in Smith Hall for parishioners who are in need of transportation to church and also for parishioners who are able and willing to provide transportation. If you have any questions, please see Carol Nathanson.

All Saints' Riverside Concert Series

All Saints' Riverside Concert Series presents the **Lyric Opera of Los Angeles' Christmas Concert** on December 13, 2008 at 6 pm. Suggested donation: \$ 15 ; \$ 10 for students and seniors; special discounts for groups of 10 and more. For reservations and information call 951-313-1835 or write to ASRconcerts @aol.com.

VESTRY NOMINATIONS

Would you like to serve on the Vestry? The time has come to submit your name along with a short description of yourself and the strengths you would bring to the governing body of the church. Terms are for 3 years. Presently the Vestry meets the third Sunday of the month at noon. If you have any questions, are interested and want to submit your name and description please contact me. ~Eadean Scribner, Senior Warden

Important Announcements cont...

TEENAGERS IN NEED

I had a conversation with Frank Jefferson Gilpa, Director of Services for Transitional Aged Youth at Riverside County Department of Mental Health. In our conversation he explained the Transitional Aged Youth Program is an intensive program where people ages 16-25 receive services to assist them in returning to society. This population generally has a mental health diagnosis as well as other difficulties. Generally they have problems with drug addiction, have either been in a lock-down mental health facility or jail in the past year. Generally they are homeless and usually have no family ties. Often times they are kids who have processed out of foster homes. In a word, they are very vulnerable.

In my conversation with Frank, some of the immediate things we can do to assist Transitional Aged Youth would be to help with donations for Christmas. These would be raffled off during Holiday gatherings. Some of the things we discussed providing were movie passes, Castle Park tickets, bus tickets, fast food gift cards, and so on. Since many people in this population are out in the elements, I think if we threw in some socks, scarves, gloves or mittens, and warm hats, they would be welcomed.

In addition, some of the long-term things this group is in need of are instructions in arts and crafts, including writing. They are also occasionally in need of maternity, infant and children's items, as well as items to set up housekeeping.

Let me know if there is anything I else I can do to share this information with our family at All Saints'.

Blessings,
Shari Wolf

TEEN THEATER NEEDS VOLUNTEERS

Riverside Teen Theater is looking for volunteers to help with supervision, costuming, etc., and will be having a rehearsal 11/29 from 10:00 a.m. to 4:00 p.m. at All Saints'. We are looking specifically for a rehearsal accompanist. We will also be performing at the Canyon Crest Town Center on December 6th at 7pm. Please contact Micah Justice if you have any questions at 951-217-6782 or email her at mjustice@mvusd.k12.ca.us.

Memorial Flags

On Sunday, November 9th, Mary Ellen Gruendyke--with the help of many All Saints' members, Carden Academy families and students, and Cub Scout Pack 176--placed 10,000 flags on the graves of military veterans. The flags, blessed at the 10:30 service by Fr. John, covered an entire hill and part of another section of Riverside National Cemetery. This offering for Veterans' Day was a true labor of love to honor the men and women who have served their country. The flags were gathered up again on the evening of November 11th so that they can be placed again for Memorial Day.



Note from the Editors

A special thanks to all who contributed to this issue of the monthly Good News and for your timely submissions (that helps us out a lot!). If you participate in a church function or event, or have some thoughts to share about your life in faith, write a short article for us to publish. We'd like to hear from you!



In Search of Our Kneeling Places

In each heart lies a Bethlehem,
and inn where we must ultimately answer
whether there is room or not.

When we are Bethlehem-bound
we experience our own advent in his.

When we are Bethlehem-bound
we can no longer look the other way
conveniently not seeing stars
not hearing angel voices.

We can no longer excuse ourselves by busily
tending our sheep or our kingdoms.

This Advent let's go to Bethlehem
and see this thing that the Lord has made known to us.

In the midst of shopping sprees
let's ponder in our hearts the Gift of Gifts.

Through the tinsel
let's look for the gold of the Christmas Star.

In the excitement and confusion, in the merry chaos,
let's listen for the brush of angels' wings.

This Advent, let's go to Bethlehem
and find our kneeling places.

Ann Weems ~ (poem submitted by Marlene Coverdale)

At long last, our parish directory is available online! www.allsaintsriverside.org. You'll need an Adobe (PDF) reader and a password to open it. The password is communityoffaith. There's a link to it from our homepage, www.allsaintsriverside.org

The online version is in color, and it's even more up-to-date than the printed version now available in the church office. Enjoy! Pastor Karen+

ALL SAINTS' EPISCOPAL CHURCH**Vestry Meeting****October 19, 2008**

Members Present: John Conrad, Eadean Scribner, Merrill Darlington, John Briggs, Carol Nathanson, Ann Capell, Jim Boyer, Diane McMorris, Alanna Wilkinson, Marcela Pan, Ralph Wilkins

Members Absent: Matt Stowe, Mary Sue Berkley

Staff: Karen Tiegs

Meeting called to order at 12:00 p.m. by Sr. Warden, Eadean Scribner.

1. **Opening Prayer:** Opening Prayer by John Conrad.
2. **Approval of Agenda:** By general consent the agenda was approved as written
3. **Action Items**

- a. **Approval of September 21, 2008 Vestry Meeting Minutes**

There being no corrections or additions the minutes we approved by general consent.

- b. **Approval of next Vestry meeting at 12 noon on Sunday, November 23, 2008**

Motion Nathanson/Second Capell that the November Vestry meeting be changed from November 16 to November 23 due to Consecration Sunday being November 16th. **Carried.**

4. **Discussion: 2009 Budget Groundwork**

-Meeting with Rob Work was very informative. Rob was encouraged by and welcomes future meetings. Vestry invited to join these meetings, or email Rob with any questions they may have.

-Line of credit, now at \$85,000, needs to be rested by May 2009. In order to do this we have three options:

- 1) Cut Expenses
- 2) Increase Income
- 3) Liquidate Assets
 - a) Sell rectory to Fr. John out right with option to buy back
 - b) Fr. John rent out rectory, and buy somewhere else
 - c) Shared equity with Fr. John in the rectory. Borrow against equity to meet our needs. (We pay the mortgage, Fr. John gets the tax benefit, repairs and updates to rectory would be Fr. John's expense). Diocese would compose a Buy/Sell Agreement.

-Vestry in favor of exploring Buy/Sell Agreement.

5. **Reports:**

- a. **Unfinished Business**

-Church Security: Ralph has not looked any further into security. It currently does not seem to be a problem.

-Capital Campaign: Ann has not yet made contact with prior committee. She requested a rundown of pledges made and paid to date. Fr. John recommended that a lay person take over the record keeping for the Capital Campaign, relieving Blair of that responsibility.

Vestry Minutes cont...

-Revision: 1 & 3 Year Goals

In the first year we will strengthen our own community through:

- 1) Ministries of education to adults and children
- 2) Growth of the Revision Groups into small-group Ministries
- 3) Developing regular visitation and transportation for shut-ins
- 4) Developing a more integrated practice of corporate prayer
- 5) Increasing opportunities for cross-congregational contact
- 6) Maintaining our current outreach to the community and the Dioceses of Jerusalem

In the following two years we will expand our membership and mission through:

- 1) An organized method and program for new member incorporation
- 2) The development of an intentional youth ministry
- 3) The development of after-school programs
- 4) Funded scholarships and camperships
- 5) Improvement of our facilities and playground areas
- 6) Establishment of Steven's Ministry to train lay pastoral care givers
- 7) Establishment of a new hands-on ministry to care for the less fortunate
- 8) Implementation of an aggressive and effective advertising campaign
- 9) Increased mission to Israel/Palestine and a direct relationship with parishes there
- 10) Expansion of our bookstore and shop

b. Senior Warden Report:

-Eadean expressed her very good feelings about the openness and honesty of the Vestry.

c. Curate Report:

-Pastor Karen attended and Air Quality Institute, and was challenged to think of what we can do as a parish to improve our air quality.

-Acolyte training was held. She is working with Mary Ellen Gruendyke to bring acolytes together to place flags at the National Cemetery on November 9th

-There will be an Acolyte Fair held in January.

d. Rector Report:

-All Saints Day Potluck Picnic will be held on November 2. One service, jumper for kids, someone will check with Matt Stowe about activities for kids.

-Fr John stressed the importance of getting everyone to their service and RSVPs for meal after each service.

-Vestry members and spouses will meet at Spaghetti Factory on November 9th, 7:00 p.m. A list of all parish members who have not RSVP'd will be divided for personal calls on the 10th.

6. August Financial Reports

-There being no questions or comments on the August Financial Reports, they will be filled for review.

GOOD NEWS

From the Rector, Churchwardens And Vestrymen of
All Saints' Church

-Episcopal-

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December, 2008

Vestry Minutes cont...

7. Good of the Order:

8. Announcements:

- All Saints Day Service: 10:00 a.m. November 2
- Stewardship Dinner: Sunday, November 9
- Consecration Sunday: November 16 (brunch to follow each service)
- Good News Deadline: November 21
- Next Meeting: **Sunday, November 23, 2008, 12:00 Noon**
- Reminder: Only 3 more months to complete Job Descriptions

9. Closing Prayer/Adjournment: Meeting adjourned with prayer by Fr. John at 1:30 p.m.

Faithfully Submitted

Laura L. McMorris