



The Episcopal Church of the Epiphany

Servants for God, our parish, and the community

47th Annual Parish Meeting January 20, 2019 AGENDA

- I. Call to Order
- II. 2018 Annual Parish Meeting Minutes
- III. Recognize Out Going Vestry and Introduce New Vestry
- IV. Reports
 - A. Treasurer - Chris Abernathy
 - B. Senior Warden - Susan Aten
 - C. Rector - The Reverend Betsy Randall
- V. Adjournment

421 Custer Road
Richardson, TX 75080
972-690-0095
www.epiphany-richardson.org

2018 ANNUAL PARISH MEETING MINUTES

January 21, 2018

A wonderful breakfast buffet was provided by the Honduras Mission team.

Fr. Bill opened the Annual Meeting with prayer.

The minutes from the 2017 meeting were approved. He thanked outgoing Vestry members and welcomed incoming vestry members.

Treasure's Report – Chris Abernathy:

Chris reported that in 2017 Epiphany embarked on a new chapter. We completed the final payments to the contractor for Servants Hall. Our new building allowed us to be more visible to the community, and earned us the Community Revitalization Award from the City of Richardson.

Chris noted that although we were able to completely cover our expenses in 2017, we still owed \$40,000 to the Special Activity Funds. Given that, the Vestry committed themselves to find a way to repay the monies borrowed from the Special Activity Funds.

Debt Service – Our loan agreement calls for the principal balance to reduce to \$1,800,000 by October 28, 2018. At that time our loan payment on the new building will convert to a principal and interest payment increasing to about \$11,630 per month.

In 2017, we received an insurance settlement for hail damage to the roof sustained by the Parish Life Center (PLC) in 2016. Our deductible was \$2500. After the repairs, we experienced significant leakage into the building from a heavy rainstorm, resulting in extensive damage to the interior of the building. The roofer took responsibility and as a result, most of the interior of the PLC was cosmetically redone.

Chris reported that through generous contributions of funds and labor, Founders Hall will be updated by lowering the ceiling, installing new light fixtures, painting, and replacing some of the carpet.

Chris submitted the financial statement showing the 2017 Actuals compared to the 2017 Budget and the Approved 2018 budget.

Senior Warden's Report - Susan Aten

Susan reported the following:

It has been a privilege to serve as senior warden this past year. It is such a joy to be a member of Epiphany as we continue to flourish and become more vibrant in living out our mission as "Servants for God, our Parish, and the Community." 2017 was a remarkable year in our parish life!

We just finished the most successful Stewardship campaign ever. With pledges topping \$748,000, we will be able to enhance our program and ministry offerings. Mother Betsy, John Gibson, Penny Lalanne, Brandon Deloache and Bob McLendon did a wonderful job with the Share Your Gifts Campaign. Through testimonies, we were able to learn more about the faithful walk of many fellow parishoners.

We are so blessed to have such invested, spiritual and dynamic clergy at our helm. We also have such a strong and committed staff to support Father Bill, Mother Betsy, and our myriad of parish programs. Lisa, Fely, Corey, Sarah Jo, Audrey, Temple, Becky and her crew, and Albert all do so much to help make things run so seamlessly. Together they are an incredibly responsive, creative and dedicated team.

It is hard to believe we have already been in our building a year. Servant's Hall continues to be a welcoming hub for so many groups, activities, classes, rehearsals, receptions, and worship services. It has been a joyful and energizing addition to our campus and is already helping us to support our mission.

Our landscaping team, headed by Susan Ufer and Sherry Fuerst did an incredible job with our courtyard, helping to make the space beautiful and appealing. Mike Campbell and his crew help keep it that way. The plantings and benches make this area a such a welcoming one as it serves as another gathering space. Thanks to Curtis Bowden for his insight and implementation of our concrete work, which brought us into ADA compliance.

Boy Scout Troop 895 continues to support us in various ways. Bennett Broad, Kyle Manning, and Jake Hoodenpyle helped landscape the courtyard as their Eagle Projects. Luke Sandrige is currently in the midst of his project in the PLC. Led by Lyz Worlein, the troop cleaned, painted, and organized the Scout Room. The Scouts also helped with an Epiphany clean up day and sponsor the Austin Street ministry once a year.

The recent renovation of Founder's Hall, spearheaded by Dennis and Lesley Croysdale, Margaret Miller, Wes Hennard, Mike Morrison, and worked on by many others, has turned a dreary under-lit space into another welcoming area of which we can be proud. Our Veteran's Wall, organized by Jim Vineyard, is a welcome addition to this area. What an honor for Epiphany to be recognized as a Veteran Friendly Congregation.

Ernie Gagnon has done a wonderful job as Junior Warden and Chris Abernathy has spent hours keeping us all fiscally responsible. Amanda Garcia is very efficient and timely as our clerk. We will miss having Dave Gibson, Wes Hennard, Donna Scott and Rodney Williams on the Vestry and appreciate their many hours of service. We welcome Curtis Bowden, Sandy Cook, John Gibson and Sarah Engel as new members.

The Epiphany By-Laws require me to provide an accounting for the income and expenses of the parish as well as any improvements. Our Treasurer, ChrisAbernathy's 2017 report provide these details of income and expenses, including our expenditures for the new building and improvements around the campus. As of December 31, 2017, our outstanding loan balance was 1,987,311.20. We completed improvements to the PLC, all of which were covered by the roofing companies insurance company resulting in no expense to us.

One of my greatest joys as Senior Warden is seeing how many "unsung heroes" step up when they see a need in any project, program or ministry at Epiphany. Countless wonderful things are done behind the scenes by so many. The enthusiasm and energy in our worship and ministries is energizing. I am honored to be a part of our vibrant and faith filled community and honored to serve as your Senior Warden. 2018 will be an amazing year! Thanks to God and you all for making this happen.

Rector's Report – Reverend William J. Cavanaugh:

Fr. Bill gave his Rectors Address and submitted the following Rectors Report.

- Number of persons baptized in 2017: 10
- Number Confirmed in 2017: 36
- Number Received in 2017: 7
- Number of Communicants in Good Standing: 586
- Total Families: 409
- Total Individuals: 722
- Funerals – 8
- Marriages – 1
- Number of: Sunday & Saturday Services – 158
- Number of Weekday services-- 77
- Home Communion – 218
- Average Sunday Attendance: 303 / Sunday (318 in 2016, 311 in 2015, 282 in 2014 and 275 in 2013)
- Church School: 105 children taught by 30 teachers; 75 adults in Christian Ed. Classes
- Ministry Funds: The Rector received \$5167.52 in contributions to his Ministry Fund, with the Associate receiving \$2304.15. All of these funds were used to support persons and projects to assist those in need.

*Respectfully submitted,
Amanda Garcia
Vestry Clerk emeritus*

TREASURER'S REPORT

In 2018, we continued new steps in our evolution as Fr. Bill retired and Mtr. Betsy Randall accepted our call as our future Rector. We continue to be blessed with new families across the age spectrum. Our Christian Education continues to expand and diversify. Music at Epiphany sets the standard. We have unprecedented resources to support our missions and evangelistic efforts.

This report continues the format presenting financial information in expense groupings rather than departmentally. Since the bulk of our expenses relate to personnel costs and maintaining our physical campus, presenting the financial statements to the Parish into category-based groupings provides a better picture of how we operate and spend your offerings.

2018 Budget

In 2018, we received a total of 186 separate pledges for \$753,077 (as of budget: \$750,701). We also budgeted for \$88,000 of non-pledge income. The 2018 operating budget provided for \$838,625 in expenses - which broke down in the following key components:

Debt service*	\$102,358
Diocesan Assessment	78,750
Salaries and wages	494,362
Facilities and maintenance	80,664
Insurance and overhead	39,390
Departmental needs	43,100

As you can see, the vast majority of our budget and expenses relate to our Clergy, staff and the operation of our campus. This budget contemplated a nominal surplus.

*- Debt service includes \$13,521 of projected principal payments as the Servant's Hall note converted to an amortizing loan in October.

2018 Actuals

We received pledge income for the 2018 year of \$720,272, including \$150 from 2016. We also received \$113,911 of non-pledge income. Actual expenditures were \$788,163 during 2018:

Debt service	\$ 89,377
Diocesan Assessment	78,750
Salaries and wages	448,344
Facilities and maintenance	97,092
Insurance and overhead	39,865
Departmental needs	34,736

Most of our budgeting for 2018 was fairly accurate. We did not anticipate Fr. Bill's retirement in midyear which caused the significant favorable variance (~ \$45k) in salaries and wages. On the other hand, we underestimated repairs and maintenance by \$22.5k as we addressed some deferred maintenance and found some issues in our older facilities. Note that, due to the diligence of our staff, some issues were addressed by our contractor for Servant's Hall and were resolved without cost to the Parish.

The actual surplus for 2018 was \$46,020. We repaid all amounts “borrowed” from the Special Activity Funds at yearend. The Vestry is committed to minimize the borrowings from the Special Activity Funds.

Looking Forward

In 2019 and future years will be more financially challenging for the Parish as we service the debt on our new building and experience continued growth. We began paying principal and interest on our building loan in November of 2018- previously the loan required only interest payments. The principal portion of our debt service requires \$54,100 for the year (approximately \$4,500/ month) in principal above the interest portion of the payment. We will continue to apply all Onward funds received, pledged and unpledged, to make additional principal reduction payments, beyond that required by our loan.

The Parish is significantly dependent on gifts from member families and/or individuals (Pledging Units). Minor amounts of revenues are received through facility usage agreements, interest income and other nominal sources. Historically, approximately 98% of all resources are derived through gifts/giving - consisting of annual pledges and unpledged gifts via bank check and cash.

The final budget is prepared using the actual amounts pledged by Parishioners via the Stewardship Campaign plus estimated amounts for giving via check which is tracked by Parishioner and estimated open plate offerings.

As a function of pledges made vs. the average Sunday attendance (ASA) (a key benchmark in Church size/participation), the following trends are being tracked.

<u>Year</u>	<u># Pledges</u>	<u>ASA</u>	<u>Comments</u>
2011	159	280	
2012	157	276	
2013	170	275	
2014	166	282	
2015	162	305	Saturday service started in 2015
2016	162	318	Saturday service averages 30-40
2017	195	303	Saturday evening service averages 35
2018	186	303	

2019 Budget

The annual budget is developed by the Finance Committee and reviewed with and approved by the full Vestry.

For the 2019 Budget, pledged revenues have been stated at the aggregate pledged amounts for pledges received through January 14, 2019. **Your generosity for 2019 is, once again, unprecedented!** Plate income has been projected for 2019 by using both historical rates over the prior three-year period and estimated receipts from contributing Parishioners who have not/did not complete a formal pledge during the stewardship campaign.

The 2019 budget includes the following revenue estimates:

Parishioner Pledges	\$ 844,455
Plate offerings - checks	80,000
Plate offerings - cash	10,000
Other receipts	5,000

Budgeted expenses total \$935,925 for 2019. Below are the key components.

Diocesan Assessment - The Episcopal Diocese of Dallas assesses the Parish with a “fee” to support the Diocesan budget. This assessment is approximately 11.75% of the 3-year rolling average total receipts of the Parish. Based on this formula and the rolling average calculation (2015-2017), the Parish has received its 2019 assessment at \$91,438.

Debt Service - At December 31, 2018, the Parish has an outstanding loan balance of \$1,781,119, a reduction of \$190,000 from the prior year end. Our loan payment is now a principal and interest payment amounting to \$11,630 per month. This payment is based on 20-year amortization, with a “balloon” payment of the unpaid principal due October 28, 2025. As noted previously, the Vestry remains committed to use all Onward-designated funds received to make additional principal reduction payments on the note balance.

Salaries, Wages & Labor – For 2019, Mtr. Betsy has engaged Canon David Petrash to support her through the first half of the year while she conducts a search for Curate/Associate, with a targeted start date of June 1st. In addition, Sara Jo Skinner will assume an expanded role as our Director of Christian Ed and Marriage/Family ministries and become full-time. For budgeting purposes, the 2019 budget has calculated staffing expenditures based on nominal 2.8% increases for clergy and staff. Further, the 2019 budget includes the use of the current published rates for health, dental and life insurance premiums, pension contributions, payroll taxes and workers compensation premiums. For 2019, the total overhead for payroll taxes and benefits burden on our gross payroll is approximately 20%, or \$88,000...meaning that each \$1.00 of salary to an employee costs the Parish almost \$1.20 in cash.

The 2019 budget was developed using our 2018 experience, with reference to historical expenditure patterns. The Parish has experienced an historical average expenditure level for repairs of approximately \$21,000 from 2011-2017. Actual repairs in 2018 exceeded that average significantly and we have budgeted \$40,000 for repairs in 2019. We hope to address some deferred maintenance items that will avoid future, more costly repairs and may seek to perform selected upgrades to improve usability and safety. The 2019 budget is set to reflect our growth and expanded outreach and evangelism, while moderating the controllable expenses.

Parish Operations - As expected, Servants Hall has resulted in an increase the overall costs of the Parish operations.

Parish Overhead - Insurance represents approximately 60% of the overhead expense. We have budgeted a 15% increase over 2018 for insurance.

All other overhead costs are estimated to be consistent with historical amounts, with the exception of an increase in bank fees caused by an anticipated increase in the use of PayPal and similar services by parishioners to remit pledges and other commitments.

Departmental Operations

Not all departments are discussed in detail at this point, here are some key issues that were considered and are brought to your attention.

Clergy - Clergy outreach and interaction is an important component of parishioner contact and communication of overall Parish health. As noted above, we will engage a Clergy Assistant in the front half of the year while Mtr. Betsy searches for a Curate or Assistant. The 2019 budget for direct clergy expenses has remained at \$1,200. This excludes Clergy discretionary funds which are handled through Special Activities Funds.

Music -We have added a line item for Saturday service music, as that service has become part of our regular schedule. We have added additional funds for musicians and music purchases for Feast Day services and specials. We will also allocate some funds to hand bells.

Christian Education - For Christian Education budgeting, both historical levels and a departmental request for 2019 expenditures were taken into account. We have increased the budget for Safe Church (training and background checks to guard the safety of our youth). The budget continues funding levels for the Junior Daughters of the King chapter and Vacation Bible School, as well as a slight increase for EYC. Other Christian Education line items are maintained at approximately historical levels.

Outreach - We have significantly increased our Outreach budget and added "seed money" for new opportunities.

The 2019 Budget was approved by the Vestry at the December 17, 2018 meeting. ***It is balanced*** and we have repaid the funds due to the Special Activity accounts. We ask for not only your prayers; but, your continued commitment to the financial support of the Parish.

Accompanying this narrative is a financial statement showing the 2018 Actuals compared to the 2018 Budget and the Approved 2019 Budget.

Other Matters

Although my term on the Vestry ends today, I will continue as the Church's Treasurer. If you have questions or concerns about our financial matters, please feel free to contact me.

*In His service and yours,
Chris Abernathy, Treasurer*

**Episcopal Church of the Epiphany
Final Year-End 2018 Comparison and 2019 Budget**

	2018 budget	2018 actual	Approved 2019 budget
Income			
Pledges	\$ 750,701	\$ 720,272	\$ 844,455
Non-pledged - plate checks	61,000	98,238	80,000
Non-pledged - plate cash	11,000	10,459	10,000
Other	12,000	5,214	5,000
Total Income	834,701	834,183	939,455
Expenses			
Diocesan Assessment	78,750	79,172	91,438
Debt Service			
Debt Service - Interest	91,061	89,377	85,500
Debt Service - Principal	11,297		54,084
Total Debt Service	102,358	89,377	139,584
Salaries, Wages and Benefits			
Clergy	230,355	184,865	141,089
Christian Education	19,672	19,672	45,223
Youth	20,604	19,544	20,000
Music	71,819	74,283	58,893
Office	64,101	63,792	61,237
Facilities	12,598	12,858	13,218
Nursery	33,023	32,105	29,300
Newcomers	14,231	12,787	13,087
Payroll Taxes	18,791	15,359	19,248
Health Insurance			40,668
Retirement/Pension			25,945
Workers Compensation	1,967	1,410	1,800
Musicians - special services	6,000	6,320	8,000
Music Substitutes	1,200	750	1,200
Saturday Service Musician	0	2,047	7,800
Operations Substitutes	0	2,550	3,000
Total Salaries, Wages, Labor and Benefits	493,969	448,344	489,708

	2018 budget	2018 actual	Approved 2019 budget
Parish Operations and Overhead			
Utilities	31,182	29,890	31,500
Telecommunications	9,058	5,570	8,640
Repairs/maintenance/upgrades	5,000	27,414	40,000
Facilities care	23,944	15,980	16,800
Office supplies	6,000	10,454	10,800
Kitchen supplies	3,000	6,507	6,000
Insurance	23,000	21,095	23,205
Office equipment lease/maint.	7,600	6,449	7,500
Computer	5,500	4,855	5,500
Postage	1,500	1,498	1,800
Bank/PayPal fees	1,050	1,017	1,200
Other	3,220	3,067	5,400
Parish Operations and Overhead	120,054	133,796	158,345
Departmental Operations			
Vestry	250	0	300
Clergy	1,200	2,384	2,700
Music	5,600	4,788	6,600
Christian Education	13,700	9,548	14,350
Newcomers	2,650	1,711	2,700
Stewardship	0	0	1,000
Altar Guild	3,000	5,661	3,000
Flower Guild	2,700	2,687	2,700
(Less contributions)	(4,000)	(5,580)	(2,700)
Outreach	14,000	16,275	26,200
Total Departmental Operations	39,100	37,474	56,850
Total Expenses	834,624	788,163	935,925
Excess (Shortfall) of Income over Expenses	\$ 77	\$ 46,020	\$ 3,530

SENIOR WARDEN'S REPORT

It has been a great honor and privilege to serve Epiphany on the vestry and as your Senior Warden these past two years. When Fr. Bill asked me to be his Senior Warden our new Servant's Hall was complete, landscaping and furnishings were in place, plans were in the works for an "extreme makeover" to Founder's Hall and our incredible staff were continuing to build on and expand programs to better serve our Epiphany community. Under the strong leadership and spiritual guidance of Fr. Bill and Mtr. Betsy, Epiphany was growing and thriving. I anticipated my last year would be smooth sailing and a piece of cake-and then Bill called me in to tell me of his plans to retire. He let me know he had already shared his plans with the Bishop. Yikes! Many prayers and fitful days and nights followed.

One strong program Bill initiated at Epiphany was to meet two to four times per year with the Former Senior Wardens (FSW). During these meetings he would share what his goals were, ask for feedback, suggestions, and use the group as a "sounding board". At the spring meeting he announced his plans to retire and asked for confidentiality. The FSW and I met several times to discuss this matter, possible scenarios and ramifications for Epiphany. We subsequently met with Bishop Sumner and Canon Gilton to lay some groundwork, see what options were available to us and discuss future possibilities. We expressed to Bishop Sumner that we felt the best option would be for us to have Mtr. Betsy as our Rector and we presented a very good case as to why. The Bishop told us the diocese has a policy against an assistant succeeding the priest. We left the meeting under the impression that we had not heard a definite no and we all committed to continue praying.

Our prayers were answered when several months later Canon Gilton called and left me a message saying they had a "unique and confidential opportunity" for Epiphany. When I returned his call, he told me that they were willing to let Betsy serve in a "Priest in Charge" role for 2 years if it was a mutually agreeable arrangement. I shared this joyful news with the FSW and we laid out a plan with different options to take to Betsy and to the Vestry, who would be the ones to vote on the matter. Through the strong power of prayer and God's will the way was opened for us to have Mtr. Betsy at our helm. I could write a novel about the events leading up to her calling. After Betsy agreed to be considered as our Priest in Charge, Jeff Stilling agreed to head her discernment committee. Sandy Cook, Ashley Graeber, John Macaulay, Andrea Roberts and Bob McLendon all served with him and met many times with Betsy. When the time came for a letter of agreement to be drawn up Don Candy agreed to oversee this faith filled document. The vestry met multiple times in Executive sessions to be sure all proper procedures were followed. On March 19, 2018 I made the motion to call Betsy as our Priest in Charge contingent upon the successful completion of a letter of agreement between Betsy and Epiphany. The vote by the Vestry was unanimous. After 10 drafts we had a completed letter of agreement, which we happily signed.

While many of us were working on the transition behind the scenes, Epiphany continued to live out our mission as Servants for God, our Parish and the Community. Our Stewardship team of John Gibson, Brandon DeLoache, Kerry Nason, Susan Ufer and Bob McLendon were once again on fire-inspiring us to Live Generously. The Single Serving initiative encouraged us to try new ministries at Epiphany. Many were hooked and took on new responsibilities. The spirit filled campaign resulted in pledges of \$844,445-another record. This will enable us to expand our ministry and outreach programs even further.

Seeing a need in our parish, Margaret Miller and Sandy Cook took intensive training and taught a class for those grieving-Walking the Mourner's Path. I saw the life changing benefits first hand in the transformation of one of my patients who joined the class. God had a mighty role in starting his journey of healing through this class.

Sherry Fuerst took the helm at ensuring the safety of our children on the playground. We refurbished our worn out Wallcano and added much needed mulch. Thanks to a generous family new toddler equipment was procured and installed. Curtis Bowden helped out greatly with his frontend loader-even teaching Betsy how to drive it! We would still be spreading mulch if he and his crew had not stepped in to help. Many thanks to all who helped that day, including members of Boy Scout Troop 895 who meet at Epiphany. In the past three years 10 members of the troop have attained their Eagle Awards, which is quite an accomplishment.

Curtis Bowden continues to help us with campus improvement. Due to his generosity we will soon have much needed outside lighting around the church. He also helped us get ADA compliant with our sidewalks and concrete ramps and update our sanctuary lighting. Many thanks to Curtis (and Chellie!) for taking the initiative when you saw the need for these projects!

Lisa Farrell continues to do an incredible job as our Parish Administrator. She goes above and beyond in ensuring Epiphany's many services, programs and events run smoothly and she helps keep our campus in great order. Under her initiative we will soon have our new pictorial directory. We can't thank her enough for all she does for us to help make our church run so efficiently.

I could go on and on acknowledging the many folks at Epiphany who work so enthusiastically, diligently, and tirelessly behind the scenes to help support our church programs and ministries. The energy and momentum just keep growing. The strong presence of God is pervasive in all we do.

I want to thank my fellow vestry members. During the transition process we spent much quality time together in additional meetings to help make the right decisions for the good of the church. As I step off the vestry with Andrea Roberts, David Lanman and Chris Abernathy please know your service and contributions to Epiphany are appreciated. Our vestry will remain strong with the addition of John Gibson, Elizabeth Luginbyl, Stacey Little and Chris Frank. Chris Abernathy has agreed to be our treasurer one more year. What a great job he has done in this role. We start 2019 on the best financial footing ever and owe no money to the Special Accounts. This was a goal both Chris and I hoped for and thanks to your pledging generosity we achieved it. Our current loan balance for Servant's Hall is \$ 1,781,119. We paid down over \$90,000 in principal last year. Any additional payments to Onward go straight to principal reduction on the loan, which lowers our interest payments.

I have had the unique experience of serving as the Senior Warden for two incredible and dynamic priests and have been honored by the trust they put in me. Under Fr. Bill's parish leadership we developed the Master Plan for our campus and built Phase One, which is Servant's Hall. This Master Plan is one we should continue to work toward completing. With Mtr. Betsy now leading us, I feel assured we will continue to grow in our faith and enthusiasm to spread God's word in bringing others to know Christ. I can't wait to see what other ways God uses our parish in the future.

Respectfully submitted,

Susan Aten

Senior Warden

RECTOR'S REPORT

As you read the other reports in this document and those posted online, you will get a picture of the life and witness we share here at the Church of the Epiphany. Below are several numeral and statistical indicators of where we stood at the end of 2018:

- Number of persons baptized in: 10
- Number Confirmed: 16
- Number Received: 0
- Number of Communicants in Good Standing: 483
- Total Families: 330
- Total Individuals: 712
- Funerals— 16
- Marriages— 4
- Number of: Sunday & Saturday Services—178
- Number of Weekday services-- 68
- Home Communion— 123
- Average Sunday Attendance: 300 in 2018 / Sunday (303 in 2017, 318 in 2016, 311 in 2015, 282 in 2014 and 275 in 2013)
- Church School: 130 children in Sunday School and 100+ adults in Christian Ed. Classes
- Ministry Funds: The Rector received \$5,667.74 in contributions to his Ministry Fund, with the Associate receiving \$1,076.98. All of these funds were used to support persons and projects to assist those in need. (Sent email to Fely, waiting to hear)

Respectfully submitted,
Rev. Betsy Randall

JUNIOR WARDEN REPORT

Thanks to a great deal of volunteer work coupled with wise spending many maintenance projects and upgrades were completed in 2018. A special thanks to Wes, Mike and Ernie for their massive contribution of time and talents.

We are blessed by:

- The PLC renovation which cost us nothing but renovated the entire building due to an oversight by a contractor and settlement by his insurance.
- The upgrades made in Founders Hall. Improvements like the chair cushions, drop ceiling, paint, carpet, and continuing into the café and bathrooms. The Founders Hall Improvement committee deserves our gratitude for a job well done.
- We were able to have a professional come, fix and clean our antique stove.
- Recently upgrades to the Annex in new floor tile, cove base and paint.
- Sidewalk Repairs made by Accord Construction to help eliminate trip hazards and replace failing pieces.
- Volunteers refurbished the Gift Shop as well as the Old Chapel – now the Wellness and Health Center. Don't you love the smell of new paint.
- Our children's Playground was renovated with new mulch. We even replaced the skin of the volcano with all new hand holds.
- The lights were upgraded in the Sanctuary to LED with 10 year estimated life spans. This include the spot lights at the front, the spot lights over the choir, the side wall lights in the choir loft, and the emergency exit lights.
- New LED lights also replaced the North wall lights on the PLC facing the North parking lot and the South light of the Sanctuary outside which shines on our Cross.
- Exterior Parking lot lights are still in progress with the poles and fixtures shipping on January 18, 2019 from Arkansas. We should have new parking lot lights by the end of January installed. Each pole will also have an electrical outlet we can use for outside parties and functions such as the Crawfish Boil, Trunk or Treat, etc.
- All annual inspections are current and ongoing.

Thank you again for all the volunteers and financial contributors, which made this all possible.

2019 looks bright with projects planned to address:

- The North parking lot sidewalk
- The North parking lot pot hole repair and striping.
- The South parking lot pot hole and striping.
- The South parking lot sidewalk by the garden.
- Repairs to the pews in the Sanctuary.
- Cove lighting transition to LED in the Sanctuary.
- Playground fence renovation.
- Thermostat upgrade to Wi-Fi.
- A/C compressor replacement on the Sanctuary Breezeway unit.

If you would like to volunteer, contribute your talent or treasure. Please contact Curtis Bowden at 972 375-6393. Thanks again for a wonderful place to worship, and the volunteers which maintain God's house.

Faithfully,

Curtis Bowden, On Behalf of Ernie Gagnon, Junior Warden