

# St. James' Vestry Meeting Minutes

## Thursday, June 13, 2013

**In attendance:** Senior Warden Janet Fischer, Treasurer Lynn Locher, vestry members: Dave Nelsen, Jack Rux, Alison Saichek, Bob Bynum, Gary Gearheart, Ralph Locher, Bev Mosier, Donald Razzolini, Al Casas, and Bud Spalding

**Absent:** Rector Lori Walton, Junior Warden Mike Scrutton, and Vestry Clerk Elizabeth Hart

## Vestry Meeting Agenda

### June 13, 2013

***“How do we make God present in our church, our families, our neighborhood, our town, our world?”***  
*~January 2013 Vestry Retreat*

***“How will what we are doing here affect or involve people living in poverty?”***  
*~October 2012 Diocesan Resolution*

- |      |  |                            |
|------|--|----------------------------|
| I.   | Meeting Called To Order<br>Absent: The Rev. Lori Walton, Mike Scrutton, Elizabeth Hart | Sr. Warden<br>Ralph Locher |
| II.  | Opening Prayer   |                            |
| III. | Approval of May Vestry Meeting Minutes   | Sr. Warden                 |
| IV.  | Financial Report<br>Acceptance of Financial Report                                     | Lynn Locher<br>Sr. Warden  |
| V.   | New and Continuing Business  | Sr. Warden                 |
|      | a. Record email vote for updates to Personnel Handbook                                 | Vestry                     |
|      | b. Termite inspection report   |                            |
|      | c. Update on Madonna painting in LC  |                            |
|      | d. Ministries at StJ   |                            |
|      | e. Parish Retreat in the Fall  |                            |
|      | f. Volunteer Appreciation Sunday June 16   |                            |
| VI.  | Cluster Reports  | Vestry                     |
|      | a. Communications/Welcoming  |                            |
|      | b. Facilities  |                            |
|      | c. Faith Formation   |                            |
|      | d. Parish Life   |                            |
|      | e. Social Ministries/Congregational Care   |                            |
|      | f. Lead Team   |                            |

VII. Rector's Report	As submitted
VIII. Acceptance of Reports	
Meeting Adjourned / Compline	Ralph Locher

Janet Fisher called the meeting to order, and Ralph Locher led the opening prayer.

Janet Fischer thanked Ralph and Lynn Locher for the dinner.

#### Vestry Meeting Minutes

- Motion was made to approve the May, 2013 vestry meeting minutes as submitted. Moved by Dave Nelson, seconded by Bev Mosier. Motion approved.

#### Financial Reports

- Operating cash is \$41,882.56; Building cash is \$47,159.02; Special interest is \$160,262.70 (not including Clergy Housing and Schader Fund); Clergy Housing is \$14,948.99, and the Schader Fund is \$39,045.65.
- Pledges are a bit behind, but not as much behind as last year at this time. Janet put a blurb in the June Window about this.
- We are doing the budget in "other operating income". This includes facilities.
- Income vs. expenses will be shrinking from now on since we hired an administrative assistant. Currently it is \$4,655.
- The Schader Fund has money remaining in an unallocated status waiting for a good reason to spend it.
- One special interest fund shows a negative balance (Event -81 Events, Gifts, Camping etc. = -332.52) because of the purchase of the A's tickets that is still being processed. A check came in to cover it, but it is not reflected here. The negative balance is also leftover from the pancake breakfast. All is well, though. In reality we are in the black.
- There is still an issue with the Diocese regarding \$400-plus they say we owe them because of a payroll discrepancy. We have all the documentation needed to show that we don't owe them anything, but they are still saying we do. See Lead Team report for a more detailed explanation.
- Motion was made to accept the financial reports as submitted. Moved by Bud Spalding, seconded by Jack Rux. Motion approved.

#### New and Continuing Business

- a. Let the minutes show that the email vote regarding the updates to the Personnel Handbook also passed.
- b. Bud reported that Bruce Roberts compiled four termite inspection reports/bids, none of which referred to repairs. It seems that they only do eradication. Repairs are our responsibility. Bud passed out a diagram of

where the termites are. Bud asked what we should do. Should we eradicate, treat, remove stuff, all three or what? There are dry termites, subterranean termites and fungus. Dave Nelsen suggested that we need another set of bids for the repair work (in addition to the bids we already got for the eradication). Generally, fumigators expect that the repairs would be done first. The termite reports mentioned moisture on the roof, but the roof was not actually inspected. They just found damage, which they *speculated* was from moisture on the roof. Bud Spalding wondered if we could get a contractor for the little church to dovetail with this. Janet Fischer said that the Little Church Committee was not ready to proceed yet. Janet said it sounds like we need three more bids for the repair work. There was a discussion regarding the relative merits of orange oil vs. traditional chemicals for fumigation. Al Casas said orange oil is cheaper, but Dave Nelsen said there are no guarantees with orange oil. Bud Spalding agreed with Dave Nelsen that orange oil can't get into all the places needed. For example, it can't get the termites in the walls. Bud Spalding described what is "under us." There are lots of creatures and a great deal of wood debris. The foundation is also wood. It's "feed and breed" conditions down there. Bud said the Parish Hall is the building that needs it most. Janet said if we're going to treat any part, we have to treat all of it, or the critters will simply migrate. Dave Nelsen said that airflow is key. This will remain an issue if the ventilation problem is not corrected. The general consensus was that we need more bids. Janet asked that a copy of the diagram, etc. be put in Lori's box.

- c. Update on the Madonna painting in the Little Church: Bruce Roberts will be getting bids on restoring it. There are cracks around the edges. If it's too expensive, it will not be done.
- d. Janet passed out a chart listing all the current ministries at St. James' and asked us to review them. Additional information was supplied by several cluster groups. Janet will update the list and email us the revised version.
- e. Janet Fischer reported that a date has been set for the Parish Retreat in the fall. It will be an all day (one day) retreat at St. James on October 5, 2013. The Rev. Dr. Rob Moss will be leading it. He is a Lutheran minister from Lakewood, Colorado. Rev. Dr. Moss has a web blog at LCM.org. Janet suggested that we take a look at the blog to get a feel for what Dr. Rev Moss does. One of his themes is "We will no longer be a welcoming church." According to Janet, he is an intriguing, straightforward and solid guy. His theme for our retreat will be: "Being Disciples in the World." There will be a parallel program for the children. A notice is coming out in the next Window. Rev. Dr. Moss will also preach at both services on Oct. 6<sup>th</sup>. Dr. Rev. Moss will be paid a salary of \$1000 for the retreat and preaching the next day. We will also cover his food, lodging, etc. Additional expenses will primarily be a lunch to be served for everyone attending the retreat. Bob Bynum suggested that it would be cheaper to have a potluck. Allison Saichek and Donald Razzolini both objected saying that then people would be in the kitchen preparing the meal and cleaning up, which would mean they would miss part

- of the retreat. Janet Fischer said no fee should be charged. Attendees will not pay, work or bring food. They will just show up. If the retreat were at the Bishop's Ranch, food would be prepared for us. Allison asked if Nonie could do childcare. Bob asked what would be on the agenda. Janet suggested again that we read the blog to get a feel for what Dr. Rev. Moss does. A motion was needed to authorize the disbursement of \$2288 from the Endowment Fund and \$1212 from the Evangelism special interest fund for this retreat. Ralph moved and Bud seconded the motion. It was approved.
- f. Janet Fischer reported that we are ready for Volunteer Appreciation Sunday on June 16<sup>th</sup>.

### Cluster Reports

- a. The Communications/Welcoming cluster said their report was "as submitted." Janet Fischer added that the Welcoming luncheon at Lori's house was wonderful. She was especially pleased with the fact that there were many new children.
- b. Facilities added to their report that bricks used to prop up doors were dangerous because they could also be thrown through windows, so this practice should be avoided. Bud Spalding also mentioned that when he was touring the buildings with the termite inspectors, he realized that there is a lot of junk piled up in several rooms, which is a fire hazard. Janet Fischer asked Bud to contact Greg Feeney re: the status of the storage unit. Al Casas said Greg was waiting to know which color to paint the unit. Dave Nelsen reported that it has already been primed. Donald Razzolini said that the objective was for it to blend in with the other buildings, e.g., grey and blue. Allison Saichek said the youth might paint a mural on it. Donald said that Lori wants not to draw attention to it. Janet Fischer withdrew her request to Bud to contact Greg Feeney and said she would do it herself.
- c. Faith Formation added to their report that Jan Scrutton has developed a series of activity sheets for children to do in church this summer. Allison Saichek did a "show and tell" with one of the activity sheets, which was then passed around. It was also reported that we have gotten a few applications for the children and youth ministry coordinator's position.
- d. Parish Life first said their report was "as submitted," but then began talking about St. James' Day which is coming up on July 21<sup>st</sup>. There will be a single service at 10:00. Bob Bynum needs a set-up crew and some "pop-ups." Janet Fischer asked Parish Life to write something for the Window. Due tomorrow. Bob Bynum said that our people tend to sit separate from the Filipino parishioners. He would like to see an effort made to integrate more. There was a discussion about the fact that there was no pig roast last year. Bob wondered if we should buy the pig and then the Filipino church could roast it. Lynn Locher asked what fund that would come out of. Bev Mosier suggested that us paying for it might be a sensitive issue. We wouldn't want to take it away from them if they wanted to offer it as a gift. Bev suggested that if we do offer to pay anything – and that should be done delicately – that our offer be for no more than half. Bud Spalding agreed that we don't want

- to be “Big Brother.” Donald Razzolini said that money was not the issue in the first place. It was simply a misunderstanding. The pastor thought someone else would pick up the pig and the others thought the pastor was doing it. Donald doesn’t think it is a problem for this year. Janet Fischer said she would talk to Lori.
- e. Social Ministries was “as submitted,” except for one addition related to Deaf Ministry. Bev Mosier reported that Bill Mosier has become much more active at Fremont Oaks Gardens, the retirement community for Deaf seniors. The art teacher there died recently and Bill has taken over as the teacher of the painting class. He has also done some crafts activities and hopes to build the program into a full-fledged art program. In addition, many of the seniors are grieving the loss of their previous art teacher, so he has been doing some impromptu “counseling”, helping people work through their grief. It feels like he finally really has his foot in the door and that his deacon-ing there is going to take off.
  - f. The Lead Team report was “as submitted.”

#### **Rector’s Report**

The Rector’s Report was as submitted.

Donald Razzolini moved and Gary Gearheart seconded a motion to accept the reports. This motion passed.

The meeting was adjourned at 8:08PM.

### **Appendix: Reports**

Communication and Welcoming Cluster Report, June 13, 2013

Welcoming - A meeting of the Welcoming Committee was held on Monday, May 13. These are the minutes from that meeting:

*In attendance were: Lori, Dave, Adrienne, Alice, Gregg, E.J., Gail and Jack.*

*Excused were; Jan, Donald, Penny and Scott.*

*Greeter program discussion;*

- I. *The narthex and entrance area often become very congested. Greeters and Ushers need to prompt people to move into Church. Ushers should remain inside, Lori and greeters outside. Dave will talk with Burtin regarding this practice.*

*Need to ensure a greeter is in place with Lori by 10:15 (at her right side). Greeter is to find their way to the door before the service ends to stand with Lori.*

*Two greeters would often be helpful. One next to Lori and one "floater" who would help prompt people into Church, aid visitors (with whatever), take note of where visitors sit to facilitate post service greeting, go-for stuff, etc.*

*We need a larger pool of greeters. If a scheduled greeter cannot attend, they need to find a substitute. Having two scheduled each Sunday will help ensure at least one is in place.*

*An email reminder of the greeter schedule would be helpful. Dave will send an email to the greeter team at the beginning of each month listing the dates everyone is scheduled to serve.*

*Current greeters are; Alice on 1st Sunday, Gregg on 2nd Sunday, Jan on 3rd Sunday and Scott on 4th Sunday.*

*New greeters are Adrienne Farrell and Dave Nelsen. We will be seeking a couple more volunteers for the greeter team.*

*Dave will make a comprehensive calendar schedule.*

*Name tags - Please remember to wear yours. New members generally receive a name tag when they are welcomed during a new member lunch.*

*Gregg offered to write a note for the weekly email - Thanks Gregg.*

*New Member Luncheon;*

*The next lunch is scheduled for June 9th at 12:30. Lori will host the luncheon at her home. She will be inviting 4 or 5 people to represent St. James. They will be asked to bring lunch items to share. Lori has sent out invitations and about 10 new members are expected to attend. E.J. offered to follow-up with those who don't RSVP.*

*--- End of minutes ---*

Mary Casas and Jeanne Morris have agreed to join the greeters team bringing our number to eight. For now, Dave is the contact person.

The new-member lunch, which Lori hosted at her house, was a great success. Guests included 8 existing St. James' folk and ~20 new members including 7 children under age 6.

Respectfully submitted,

Dave and Jack

Facilities Report

Good Afternoon Vestry Members:

The following is the monthly report on the achievements, activities, and problems encountered by the Facilities Group in May/June 2013.

Painted safety warning stripes on steps to main door of Little Church and on Parking Lot curb at side door of Main Church

Installed new plug and surge protector on electrical wall plug and connection behind the printer

Vacuum Cleaners in Main and Little Churches repaired and/or serviced

Rearranged the Annual Maintenance Schedule to include inspection and service of Vacuums, and mowers in March or April annually

Established Easter as the time of year to change batteries in smoke alarms

Eliminated Wasp nests from the roof of the children's playhouse

Requested and received four Inspections for termites and pests. Received reports (See attached Interim Report)he

Updated the Emergency call list with the Fremont Fire Department : Spalding and Winter

The next Work Party is tentatively scheduled for next Saturday June 15 at 9:00 AM. There are some important things to be done if enough people turn out.

Respectfully submitted  
Bud Spalding and Al Casas

## **Faith Formation Report June 13, 2013**

**Yours truly has been crazy busy with rehearsals and performances AGAIN this past month, so deep appreciation to Jan Scrutton and Bruce Roberts-Faith Formation Committee for their reports:**

## CTF report for June 2013

Sunday School ended the year with more Heifer Project fundraising. Thanks to the support of the congregation, cookie decorating and penny collecting the kids raised \$300 which translates to a goat, a flock of chicks, some bees, a pig and a share of a llama!

Teachers this year – Lauren and Bob, Penny and Nancy, Jan, Beth, Tom & Chanelle

During this school year Beth, Ami & Chanelle have also supported our nursery.

We plan to start 2013-14 with the same curriculum and have ordered the first quarter but will be open to changes when we appoint a CTF minister. Jan will teach September in Sunday School.

Over the summer weekly kids activity sheets will be available in church for children to do during the service. These are in addition to the color in sheets we provide and have been created to have a story or theme each week. I have developed these with the idea that they show we are trying to be aware of our younger members even when Sunday school is not running.

Youth group has done two sessions on prayer, including some of them making their own Anglican Prayer beads (Thank you Alison for sharing your prayer card) We last did this activity just after Lori arrived, before we started the CnC program. During the summer 4 of the youth group are signed up to help at VBS. They are also hoping to recognize/tidy the youth space.

VBS – planning is going well. We have 19 volunteers (not all doing all week!) and the kids registrations are beginning to come in. We are hoping to encourage people to sponsor a volunteer to cover the cost of volunteer tshirts. (\$10)

We gave books to the three teens in our congregation graduating High School this year. Ami Martinez-Locher, Anthony Pricket and Ian Fuller.

Thanks,

Jan Scrutton

**Faith Formation: From Bruce Roberts, Minutes by Jeanne**

**FAITH FORMATION MEETING June 3, 2013**

May classes

a. Vestry Class May 12 went well - EJ in charge – Mike Scrutton, Donald Razzolini, presented

Janet Fischer - Vestry 2 class when we get close to election, maybe November 3  
Dave Nelsen, Bev Mosier, Gary Gearheart possibly teach the class. (See below class date possibly changed.)

b. May 19 and 26 Nature Spirituality Practice. Janet Fischer - Classes went well, would like to have more attendance.

#### June classes

- June 2 - Introduction to Rumi – Bruce Roberts presented-Well attended.
- June 9 - “The Ecstatic Faith of Rumi” a conversation between Krista Tippett and FatemahKashevarza, one of the Spiritual Hero’s from the CD – Bruce Roberts presented with help from Janet(Well attended – ran out of presentation time.)

#### Fall classes

- Diocesan Resolutions – September 15 EJ in charge –Alternate class possible on the Creeds; have a class on Creed’s and debate the Creed’s September 15th
- Spiritual Heroes CD
- “Brother Thay: a Radio Pilgrimage with ThichNhatHanh” – Need someone to take this on
- “Obedience and Action” – Jeanne to take on this class 9-29-13. (Check timing – can this be completed in one session?)
- Freelance Monotheism of Karen Armstrong – Need someone to take this on.
- Episcopal Resource Center classes- can you borrow or do you have to buy the classes from the resource center? DVD’s, books, - Needs to be checked out.
- Feminist Mysticism and Images of God: a Practical Theology - Janet to present on 9-22-13.
- Labyrinth class – Spring 2014 – No date set.
- Movie Nights – Check availability of “A Place at the Table” (June 25 and book) and the heaven experience of the Hollywood director DVD (unknown at this time). Present these two with “The Way” as possible Lenten or Epiphany series, possibly Tuesday evenings depending on Lori’s classes for this time period.

- Jeremy Taylor – JohanneLaRocque in charge - 2-22-14 all day on the calendar. Any discussion put off until next meeting. Faith Formation will look at this in the Fall as to what we need to do to help set this up.

Thanks,  
Alison Saichek

## Parish Life – June 2013

### Bob Bynum and Ralph Locher

#### Goals for 2013

- A. On-going
  - a. Continue support in the following areas...
    - Kitchen
    - Congregational Outreach
    - Congregational Activities...
      - 1. Receptions & Memorials
      - 2. Special Events – lead by outside sources

#### Current Projects & Activities

- § **Volunteer Appreciation Day:** Ralph and Bob met Wednesday afternoon to plan the upcoming volunteer appreciation day on Sunday, June 16. They will provide cake for the post-8:00 AM service coffee hour and ice cream for the post-10: 30 AM service coffee hour. Responsibilities are as follows:
  - Ralph will provide a half sheet cake
  - Bob will supply three gallons of ice cream: Vanilla, Chocolate, and Strawberry
  - Sandra will provide lemonade, coffee, and apple juice
- § **St. James Day:** Ralph and Bob also discussed St. James, which takes place on July 21. Issues discussed were:
  - **Set Up:** We need to start set up around 8:00 AM and recruit volunteers
  - **The Pig:** We need to coordinate with the Filipinos concerning the pig, which was not brought last year but was in previous years. The issue of cost was mentioned. This year we pay, they roast.
  - **Intermingling Between Congregations:** Members of the three congregations should intermingle with one another.

#### Projects & Activities - Updates

- § None At This Time:

#### Upcoming Events

- § **Volunteer Appreciation Day:** This will be this Sunday, June 16.
- § **Holy Hikes:** Bishop Marc Andrus will lead a hike on Saturday, June 29 at Coyote Hills Park which is one of the Holy Hikes
- § **Saint James Day:** July 21 Joint service and potluck between both Filipino congregations and St. James
- § **Men's Trip:** The annual men's trip to Arnold has been planned for August 15-18.

#### Current Projects

- The St. James' Shoe Ministry 2013:

- The Shoe Ministry for the 2013 season is on track..Bev talked with CathyKnotts on Sunday June 09, 2013 about the ministry and it is underway. Cathy has already submitted a blurb to both the weekly and monthly newsletters to start promoting it.
- Donations will be accepted through September so that she can turn over any Payless Shoe Store gift cards donated to Abode's Sunrise Village by the beginning of October.
- The Shoes Outreach traditionally runs over the summer to coincide with the new school year and before winter Thanks, Donald, for doing this
- **LGBT Ministry at St. James':**
  - Donald is working to gather resources and is looking into the need for this ministry in the Tri-Cities area
  - Stay tuned as things develop

### Ministry Updates

- **Sunrise Village Team:**
  - Help was needed for the team that cooks dinner on the third Saturday of even months. Bev Spoke to the team coordinator and they are happy to report that they have found a couple of people to help with the need.
- **Sacred Space:**
  - The ministry continues to thrive and grow.
  - June's date is the 9th, and July's is the 14<sup>th</sup>
  - St James is signed up through December.
- **Food Pantry:**
  - The Food Pantry continues to be a work in progress with foot traffic remaining pretty much the same

The SMCC team is looking into ways the food pantry might become a resource extension for the Abode services new outreach program centering on young adults aging out of the child system but need help getting established.

### **Lead Team Report June 13, 2013**

1. We have secured a speaker for the all-parish retreat in the fall: Rev. Dr. Rob Moss, a Lutheran minister at Lutheran Church of the Master in Colorado. The date is **Oct. 5**, and he will also preach at both services on **Oct. 6**. We are incredibly excited to have him come. The theme will be: Being Disciples in the World. There will be 2 plenary sessions where he will speak, and then we'll have several break-out sessions with a

complimentary track for kids. We're planning on approx. 9-4, all day.

We asked him based on a series of blog posts that he recently wrote on "We Will No Longer be a Welcoming Church." See:

<http://daelcarev.wordpress.com/2013/03/12/we-will-no-longer-be-a-welcoming-church/>

Please check out Rob's blog and his church's website at <http://www.lcmonline.org/>. More information will follow in due course.

2. The Wardens are preparing to serve ice cream at volunteer appreciation Sunday, June 16.
3. The position of CTF Coordinator is still open. Applications have been slow. We have broadened the scope of where we are placing the ad.
4. The LT, especially Lynn along with the help of Jan Brandt and Mary Casas, have been working to resolve an ongoing financial dispute with the Diocese. They insist that we owe them an additional \$465.68 for payroll. We hope to have this resolved soon.
5. Rev. Lori held a Welcome lunch for new attendees at her home on June 9, and Janet also attended.

Respectfully submitted,

Lori Walton, Rector  
Janet Fischer, Sr. Warden  
Mike Scrutton, Jr. Warden

**Rector's Report**  
**Vestry Meeting, June 13, 2013**

**Worship**

**Celebrated the Feast of Pentecost with an interactive reading of Acts, the Holy Spirit Dove at 8:00, and the gift of many tongues at 10:30. The congregation wore culturally-relevant clothing, including prom dresses, and the 10:30 service shared an international pot-luck. Thank you to Bob Bynum for helping with the drinks, setup and cleanup. Thank you to Bob and Bruce Roberts for taking pictures. Thank**

you to Greg and Elaine Miller for hanging the flags. Thank you to EJ Hilliard for coordinating the many tongues and to Laura Winter for flying the dove.

Officiated at an off-site wedding on May 25.

Continued pre-marital counseling for a wedding at St. James' in July. Began planning with another couple for an off-site wedding in March 2014.

Co-celebrated with the Philippine Independent Church at their annual patron feast celebration on May 18. Celebrated with the Reverend Efren Picart, the Reverend Mandy de Mesa, and the Right Reverend Tobias, their bishop.

Prepared the Reverend Tom Jackson to preach/preside on June 16 in my absence. Prepared a Volunteer Appreciation Thank You flyer for service on June 16.

### **Children & Youth**

Posted the CTF Minister position at the Berkeley seminaries (Roman Catholic, Lutheran, Episcopal, and non-denominational), as well as with the Diocese and on craigslist. Also sent the posting to the University Campus Ministry programs (UC Berkeley, Stanford and SF State) as well as to a well-connected Christian Educator on the peninsula.

Led the Liturgy of the Word for the children on May 12 in the Little Church.

### **Pastoral Care**

Supported a few parishioners and one non-parishioner facing medical/personal issues.

### **Welcoming**

Met with the Welcoming Committee on May 13 to discuss Greeter Program and New Member Lunch. Scheduled the Lunch for June 9 and sent invitations to 23 people (11 families). Coordinated with parishioners who would attend, who would bring food, who would support.

### **Finance/Administration/Staff**

Continued working with David Goldstein on job functions. David is doing great and picking up on things quickly.

Documented and communicated our decision to pay for state holidays for our hourly employees.

### **Other**

Participated in a conference call with the Standing Committee on May 30.

Attended the Diocesan Standing Committee meeting on June 4.

Continuing with Spiritual Direction and meeting with my colleague group.

Attended the Equipping the Beloved Community event on May 11 where I attended a workshop on “Connecting with your Neighborhood” and “Talking with Nones”.

Coordinated accommodations for traveling seminarian Twila Smith. Twila is embarking on a walking pilgrimage through the Diocese of California. Alice Johnson and the Tuesday Bible Study group hosted a dinner on June 4. The Miller’s hosted her overnight, and I met her for coffee on June 5. She then walked to St. James’ and was given a tour by Jan Scrutton and David Goldstein before going on her way.

Contacted and began planning an all-parish retreat with Lutheran pastor Rob Moss. The Reverend Doctor Rob Moss is the pastor of the Lutheran Church of the Master (ELCA) in Colorado, and recently served as the ELCA’s interim director for Evangelical Mission and Team Leader for Expanding Vision. He writes about moving from being a “Welcoming Church” to an “Inviting Church” in his blog, Neighborhood Church (<http://daelcarev.wordpress.com/2013/03/12/we-will-no-longer-be-a-welcoming-church/>). Thanks to Janet Fischer for finding and recommending Rob.