

ALL SAINTS 'VESTRY MINUTES

Location: All Saints' Episcopal Church, Frederick MD
Date: October 19, 2021
7:00-9:15 p.m.
Rector: Mtr. Adrien Dawson

Present: Jill Browning, Mtr. Adrien Dawson, Scarlett Gibb, Mark Gibson, Dan Huebner, Aimee Isaac, Rev. Jessica Holthus, Michael King, Lorraine Kituri, Darryn Naylin, Sharon O'Rear, Hillary Pettigrew, Roseann Russo, Leslie Skyrms

Excused: Jody Deveney, Jim Filson, Waymon Wright

Introductions: Introduced vestry in person to Jay Boggs

Opening Prayer – Aimee Isaac

Welcome Home Mtr Adrien

Truth and Reconciliation – Aimee Isaac

We will discuss Intercultural Development Inventory (IDI) next meeting. Rev Jess asked we come back to the IDI discussion as it is important to debrief from last month. The next week there was a workshop with the Cannon. The email was sent out to ask members of the Vestry to attend. Attendance from Vestry would be appreciated. Low attendanc was disappointing.

Question: What as a vestry prohibited you from attending? Some felt it was a scheduling issue. How much advance notice is needed? Book club meeting is coming up “Waking up White” involvement from Vestry is low on this also.

As IDI is coming as a resource and practice and this is a great opportunity to lead this effort. This is not a new program a lot of the West Coast has deployed it.

Mtr. Adrien spoke to her experience and discussed the instrument. The instrument helps you see where you are in interacting with a multitude of cultures. It gives you two numbers one of your perception of competency and one where you really are. Scores are not set for a lifetime, they may change. If there is a significant gap, harm may occur. This is also a place to start working to help you reduce your gaps. Revisiting the instrument should occur to see progression. Instrument is for all to take. Helps create self-awareness. Consultant is provided to discuss your results and how to take action. There is a group score evaluation. Diocese requires antiracism training. Will this will meet this requirement?

Question: What is the use we have for this when completed?

Consultant did not recommend individual coaching, as this is new to us. Composite average score as a group was suggested and then consultant will give us practical specific advice and plans for progressing.

Will this help develop more diversity in our congregation? Example: disability, will recommendations be to add more braille, or other accessibility needs?

If we like how this tool is working for us, we can pay for individual scoring and consultation down the road. Individual may have private access to your score if you want it. To consult individually it will be a different fee. This tool is not limited to just race, it includes sexuality, disability, and more.

Mtr. Adrien offered to share the recommendations she received during her consultation. The tool offered training and tools and practices to gain skill to recognize where things may be improved.

More detail being offered during this meeting was helpful to understand more about it.

How long does this test take? The instrument takes about 15 mins to take.

Has it been shown to change behavior in the long run? Tangible out comes were given from churches on the West Coast. One very successful outcome was seen after 3 years.

The Vestry will take this and pray for a month, The decision will be take the IDI as a group and work to improve the vestry and in the end the community. Aimee and Mtr. Adrien will be available to answer questions.

Commitment will be framed by Aimee on a card in Trello.

Consent Agenda –

The Vestry approved the following consent agenda by acclamation unanimously.

- Rector's Report
- Assoc. Rector's Report
- Senior Warden's Report
- Junior Warden's Report
- Treasurer's Report
- Minutes from the September 21, 2021, Regular Vestry Meeting

Discussion from the consent agenda: Discussion on edits for the September minutes occurred and approved with changes.

Treasurer's Report – Sharon O'Rear, Jay Boggs

Our budget is in the green. Revenue is 86% to plan, Expenditures 91% to plan for August. Church Contributions has been flagged with a watch as a small change has been observed. A further analysis will be done on contributions during the month of October. Investments are also in a green watch state due to market fluctuation.

Budget planning is occurring now to have completion in November. Preliminary plan is posted in Trello. Cola discussion of being realistic of how we can address the need to meet the reality of what is occurring in the world.

May need a vestry meeting that just discusses budget. Budget categories are changing as we transform to a more transparent and mission-based budget.

Important to start the new year with a budget. **Question:** 8% increase over forecast or actual? Forecast Discussion regarding mission/budget occurred. Space revenue was discussed.

Stewardship Request – Scarlett Gibb

Please as leaders pledge now on Tithly

Buildings and Grounds – Dan Huebner

All operations are moving along, nothing big happened in the month of September. The Buildings and Grounds committee is back up and running, The over the hill gang is back in activity.

Historic Church space visioning update – Hillary Pettigrew

Have met 4 times this week. Defining scope of work, gathering information from staff. Timeline was being worked on. Nov 1 start and meeting every two weeks. Will have congregational listening sessions in person. Will investigate adding zoom to this. Will be more congregational sessions and evaluation of the need for outside consulting. End point April 2022.

Question: Is there a timetable for communications? Will work with Alysia to put out regular updates. Timeframes are still to be determined. Co-chairs have offered to have their emails published but this has not been determined. Proposed every other Friday we have a communication and website updates. Shared google drive has been set up for the team to communicate internally. **Question:** has any of their work been added to the upcoming budget? **Answer:** Not yet so it was requested.

Assigning a Chaplain to the committee to help base this work on worship and mission. This is an opportunity to create and envision space. This church can move forward to community vision and use of the church.

Evaluations – Energy in the room was appreciated. Appreciated Aimee's determination consistency. People were open and respectful. Timing could be different.

Closing Prayer - Aimee Isaac