

ALL SAINTS' VESTRY MINUTES

Location: All Saints' Episcopal Church, Frederick MD

Date: January 18, 2022
7PM – 9:30 PM

Chair: Mark Gibson, Senior Warden

Present: Jill Browning, Mark Gibson, Dan Huebner, Aimee Isaac, Lorraine Kituri, Sharon O'Rear, Roseann Russo, Leslie S kyrms, Jim Filson, Jay Boggs (Cornerstone Financial)

Absent/Excused: Michael King, Darryn Naylin, Hilary Pettigrew, Waymon Wright, Jody Deveney, Scarlett Gibb

Opening Comments: Mark Gibson noted that we may not have a quorum tonight when we get to the **Consent Agenda**, if that is the case, we'll skip those items and utilize email for approval.

Opening Prayer: Jim Filson

Introduction, Rev Ken Howard, Priest in Charge: He has been a priest for 29 years he believes he was selected to shepherd All Saints through this period of healing because in the early years of his priesthood he guided two separate congregations through similar healing journeys. Rev Ken grew up Jewish and as a young man selected the Episcopal faith to continue his faith journey because of its closeness to his Jewish background. Over the years he found himself wanting to share the knowledge he had learned as a Priest and 5 years of consulting for the Diocese of Maryland. He fulfilled that desire by forming FaithX, where he now is the Executive Director of FaithX. Rev Ken hopes he can provide needed pastoral care, clergy involvement and direction. He asked the vestry members to think of some WHY (Vestry) – HOW (Vestry) – WHAT (Staff) objectives he could accomplish in his 6 months with us. He will be available for schedule meetings through the calendar on his website. Both Ken and Linda Kapurch will be at Sunday services and alternate preaching.

Office Hours: Rev Ken, Tuesday and Wednesday, 10AM – 3PM
Rev Linda, Tuesday and Thursday, 10AM – 3PM

Update: Mark Gibson informed the Vestry that a possible interim has been identified and is in conversations with the Diocese. STAY TUNED for further updates.

Vestry Nominations: Below is the list of nominees for vestry. All have been contacted and have agreed to run and serve if elected. We can't approve now but Mark will send out an email for Vestry approval.

Jim Filson
Tom Koerner
Rachel Querry
Don Orcutt
Angie Richards
Toni Serini
Leslie S kyrms
Mark Walker

Annual Meeting: The annual meeting is currently scheduled for February 13, if we meet virtually the only way to vote is by absentee voting and that will take time to set up. Mark asked what was the direction the Vestry thought was appropriate at this time, comments supported proceeding with a virtual meeting. Mark asked that the Vestry then agree to move the Annual Meeting to February 20 to allow the on-line absentee voting to be set up. Members present agreed but Mark will have to send out an email for formal Vestry approval.

The Annual Meeting will be scaled down and contain only those required areas that must be presented to the congregation. Should Mark or Ken reach out to you for assistance, **HELP!**

Communications: Mark made the comment that All Saints' has never been good sharing communication to the congregation, that has become very evident during the past month. Each of us in leadership roles must be more intentional with All Saints' and our own communications to the congregation.

Mark stated that he has received a number of inquiries regarding Tommy Turbyville. He shared that Tommy has been removed from discernment, is under church discipline and no longer has any involvement with the Urbana church plant. Now when someone asks a question each of you are able to provide a truthful and honest answer.

Mark stated that we need to look at written and verbal communications to ensure they are current and correct. There have been a number of instances when phone messages and bulletins contained incorrect information. Keep your eyes open and let Staff know so they can be corrected.

Rev Ken would like to re-start the Urbana church plant if the right person could be found. All Saints' was given a \$30,000 grant for the effort, \$2000 was spent and the remaining \$28,000 will be held for the restart.

Consent Agenda: Because there is not a quorum present the following items listed in the consent agenda cannot be approved.

- Junior Warden's Report
- Treasurer's Report

Treasurer's Report: Our KPM Dashboard ending 2021 is green and we received 101% of expected revenue for the 2021 budget. **GREAT JOB!**

A question was asked regarding the total % of yearly investment income is available for Vestry use? Jay Boggs answered that 4% of the endowment value is the recommended yearly draw, however the last couple of years that figure has been 8%. Not the right answer but we need to review the legal wording associated with each individual fund, one of our goals for next year.

Changing banks and consolidating accounts is a 2022 objective.

2021 Budget closed with a \$80,000 operating loss but the total cash drain was only \$29,000. As we move into 2022, we are looking to further mitigate that loss lower.

Stewardship Report: There has been great feedback from the Thank You notes, Thanks everyone for helping. We have received additional pledges as a result of Vestry members reaching out, thank you.

Building and Grounds: The HVAC repair is moving forward with no new issues. Most of you have experienced or heard about the streaming issues All Saints has been experiencing. Basic issue is that we don't have a team of trained congregation members available to operate the streaming service each Sunday. This is a perfect opportunity to establish a new "mission team" to run the streaming service each Sunday and as needed. Dan is in the process of recruiting members and getting them trained.

Meeting Evaluations:

- Appreciated the opportunity to know Father Ken, his background and thoughts about the next 6 months.
- Sense of community and collaboration developing within the Vestry.
- Dan Huebner's idea of making the AV/Streaming effort a "mission" and involving the congregation. Bell Ringers offers the same opportunity.
- It was great to hear Ken state he wanted to set objectives for his 6 months with us.

Closing Prayer: Jill Browning