

ALL SAINTS' VESTRY MINUTES

Location: All Saints' Episcopal Church, Frederick MD via Zoom

Date: April 26, 2022
7:03 P.M.

Chair: Jill Browning, Senior Warden
Ken Howard, Priest in Charge

Present: Jill Browning, Scarlett Gibb, Dan Huebner, Michael King, Lorraine Kituri, Sharon O'Rear, Hilary Pettigrew, Rachel Querry, Angie Richards, Toni Serini, Mark Walker, Jay Boggs (Cornerstone Financial)

Absent/Excused: Aimee Isaac, Roseann Russo, Waymon Wright

Opening Prayer and Prayers for others and thoughts: Jill Browning
Check in Question, People don't want to be changed they want to be blessed. Can you remember a time someone offered you a blessing without trying to fix you? What was that like? Discussion happened.

Spirit Tracker: Angie will be our spirit tracker for tonight. The spirit tracker works to reflect on 3 levels: 1) what I am sensing in myself, 2) what I am sensing all of us sharing, 3) what are you sensing in the conversation and how this is part of our vision or moving in a new direction.

Action Item: Jill posting spirit tractor details

Pride Flag: Libby DeVecchi

Action item: There is a request to join and help the All Saints' Pride committee, all our welcome. It is felt that the church needs to be more affirming by displaying their dedication to be affirming. One step Pride Flag. The All Gender Restrooms are in progress for the Great Hall. Motion made by Dan to acquire the most up to date Pride flag to fly in front of the Historic Church all year long and the cost should be covered. This will be referred to B&G and facility manager with consultation of Pride Committee to implement. Toni Seconded. Motion passed.

Action Item: Jill Refer the implementation of the flag to Buildings and Grounds and facility manager to consult with Pride Committee.

Employee Handbook: Jill Browning

Updates to the handbook, Juneteenth was added, the welcome removed with Mtr Adrien's Picture, and the Covid 19 policies were included and updated. Motion was made by Lorraine to accept the changes as stated on the agenda to the Employee Handbook. Rachel seconded. Motion passed.

Action Item: Lorraine will be changes to staff to review

Consent Agenda: Scarlett Gibb

Must have read the documents to approve.

Treasurer's Report (Jay Boggs):

KPI was positive and we are in the green in most categories. Still in watch mode for investments. Report is filed in Trello.

Interim Rector and Associate Rector compensation: Jay Boggs

Question: What value do we believe would be added over and above the diocesan standard amount?

Answer: We are offering the minimum of the TAC diocesan standard and we are very close to what would have been in our budget if we had budgeted for this.

Question: Do we believe or know that they might be pursuing other opportunities.

Answer: We do not think this. Based on their experience we are getting very good match.

Discussion occurred regarding the salary.

Rachel Query motioned that we extend an offer to the interim rector and associate rector candidates. Angie Richards seconded. Motion was passed.

Action Item: Jill will extend offer to the candidates

What the Rector's Warden and the People's Warden mean: Father Ken

Slide was presented with duties divided between Senior and Junior Warden. And it was suggested that the two wardens be appointed by the Vestry after they are elected.

The Bishop will be doing a visitation this Sunday.

Action Item: Rachel will organize time to swear in new vestry members.

Action Item Jill to look at four quadrants and address

Action Item: Remember to invite someone to be next opening and closing prayers and spirit tracker.

Spirit tracking: Curiosity, questions were toned with curiosity and humility. Vision, values and directions really looking to grow and build. Warmth in curiosity. Openness, walking the way we want to be. Clarity, even working through hard parts we really want clarity in all areas.

What went well

Stayed on schedule covering a lot

Good Preparation

Everyone was engaged and prepared to work at the meeting

Felt more connected

Closing Prayer: Mark Walker