

ALL SAINTS' VESTRY MINUTES

Location: All Saints' Episcopal Church, Frederick MD

Date: August 23, 2022
7:05 P.M.

Chair: Rev. Amy Richter, Interim Rector; Rev. Joe Pagano, Interim Associate Rector; Jill Browning, Senior Warden

Present: Jill Browning, Scarlett Gibb, Dan Huebner, Michael King, Lorraine Kituri, Sharon O'Rear, Rev. Joe Pagano, Hilary Pettigrew, Rachel Querry, Angie Richards, Rev. Amy Richter, Roseann Russo, Toni Serini, Mark Walker, Waymon Wright

Guests: Marc DeOcampo, Lynn Price,

Absent/Excused:

Opening Prayer: Jill Browning

Spirit Tracker: Rachel Querry 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.

Sign ups for Spirit tracking and prayers in the meeting were passed.

Permission was requested to allow the Associate Rector to attend vestry and have a voice but no vote. Motion was carried.

Rector's Report: Rev. Amy Richter

Written report was passed out and will be filed on Trello. Discussion of the programs that will be featured in the future. Forums on heritage and history. Keeping the Sunday schedule of 8:00 a.m. Eucharist, 9:00 a.m. children's formation, 10:00 a.m. Eucharist, 11:00 a.m. adult formation.

Renovation Plan Next Steps: Marc DeOcampo

It was discussed that the Interim clergy did not and will not make the decision on what/how to approve the space plan.

We need time to see what pieces of the improvements may be done independently and what cannot. There is a goal to have the majority of the parish understand the proposals through transparency and feedback. Churches have a high number of individuals that feel ownership. Some attend regularly and some do not. Buy in is important. By not developing a process could have the effect of making stewardship a referendum about the proposal. Process should be put in place to allow for people to participate in many various ways, including virtually. History should be included. FAQs should be developed to answers questions and trust is mandatory and building trust will take time. No right answer about whether this should be completed before the new rector is called. The gifts of the new rector should be considered depending on how this moves forward. We should not surprise the new rector.

The vestry will not be making any decisions during this meeting.

Marc DeOcampo gave the presentation. This is a synthesis of many thoughts to put they were put into an illustration for consideration. Marc will not be the architect on this project. He will be glad to assist in obtaining one and helping with other consultants. There are misconceptions that our current situation may or may not be permanent. The story behind these concepts is important to share with the whole congregation. This process occurred during the winter and many events have taken precedence. Would be nice to see the space in a positive light. It is important that we keep in motion with this idea and not let it stop. Not to accept this plan but to move forward with the process.

Question: The Historic Building renovation committee did have many meetings and group discussions. The music director was consulted, and some work does need to be done. What is the next step?

Discussion: A lot of work has been done and we appreciate the work done. With the pandemic and rector departure this may have not been in focus. So now people are paying attention and the conversation needs to take place. A lot of the narrative is on the part of their "loss" of memories and places. Listening is a big piece of this. This may include making phone calls to everyone in the parish. Gathering people in small groups where they live. We have some leadership positions that need to be involved in this. There are two forces one that want to move faster, one that doesn't feel a part of the decision.

The renovation group was not responsible for the current physical changes that already occurred. Felt a failure in communication to the parish as to why physical moves occurred for Covid purposes. And for AV systems to installed.

Next Steps: To put a plan together to communicate discuss what next steps will be. Processes to continue to move forward in the planning. Toni, Angie and Marc have volunteered to start the process planning. Will have something posted the week before for the next vestry meeting.

Rachel, Jill and Waymon will work on a communication of how the current situation became the way it is. Use multiple avenues; mail, facebook, email. For both of these efforts. Will be drafted and sent by the 10th of September.

Election of Junior Warden:

The by-laws currently are specific that the Jr. Warden takes care of Buildings and Grounds. Mark Walker was proposed to become Jr. Warden and Dan Huebner will be his consultant. The time frame would be until the first vestry following the next annual meeting which is the second Sunday in February.

Vote was unanimous.

Election of Provisional Delegates to the Convention:

The bylaws ask that we have these elected 6 months ahead of the convention. This has passed. The deadline, however, is not passed for the convention and we need to have delegates to be part of the Bishop selection.

Friday November 11 and Saturday November 12 are the convention dates.

Randy Querry and Waymon Wright will be delegates. Toni Serini and Hilary Pettigrew will be alternates.

Unanimously approved

In the future we may need to make a change to the by-laws and elect these delegates in other ways (like at annual meeting)

Approval of Clergy Housing Allowance

Budget and Finance /Treasurer's Report (Sharon O'Rear):

Reports are available on Trello.

We are in watch mode for revenues. We are keeping the spending down. Some pledges have not been fulfilled and some are slow coming in. Giving has slowed. Additional expenses: clergy and moving costs and music directors' severance. Some pick up in investment.

Some discussion regarding reaching out to the pledges that are not coming in.

Work on something now and see who might not be up to date and give personal reach out.

Vestry Action Items: Jill

Ministry leads continues to be updated and we hope to complete soon

Stewardship action items mentioned above

Still in need of fellowship help

Need assistance with getting nursery staff trained and put in place.

Seminarian fund – Toni and Waymon

Consent Agenda:

Must have read the documents to approve.

Senior Warden's Report

Budget and Finance Report

Investment Committee Report

July Vestry Minutes

Approved without and one abstention.

Rev Amy will be in touch with the diocesan delegates

Completion of Action item: Hilary reported that the closet mentioned in the last meeting is in in the Great Hall to left of organ to store the rotary furniture. The work has not been started or charged. This means we will probably not spend the 16k for the closet.

Historic Renovation comments that will be posted.

Spirit Tracker: Hopefulness in the new planned programs. Sensing joy with Mark being the new Jr. Warden and gratitude to him and Dan to assist. Concern and attention during the conversation about renovations and budget. Great exchange of ideas and eager to volunteer. Chaos occurred during the end of the meeting during the consent agenda.

Closing Prayer: Rev Joe

Adjourned: 8:48 p.m.