



3 Chevy Chase Circle  
Chevy Chase, MD 20815

## Vestry Meeting Minutes June 16, 2020

### ATTENDANCE

A **CROSS** means that the individual was present. An empty box indicates absence.

|   |   |   |   |   |   |
|---|---|---|---|---|---|
| ✝ | Cary Buckingham – '20<br><i>Senior Warden</i>               | ✝ | Cindy Wade – '21<br><i>Assistant Clerk</i>                      | ✝ | Rev. Ed Kelaher<br><i>Rector</i>                  |
|   | Charles Fiegl – '21<br><i>Junior Warden</i>                 | ✝ | Catherine Dunlop – '21<br><i>2<sup>nd</sup> Assistant Clerk</i> | ✝ | Rev. BJ Buracker<br><i>Associate Rector</i>       |
| ✝ | Julie Goodall Dever – '22<br><i>Assistant Junior Warden</i> |   | Thomas Espy – '20   | ✝ | Rev. Matthew Kozlowski<br><i>Associate Rector</i> |
| ✝ | Stefan Awad – '20<br><i>Treasurer</i>                       | ✝ | Elizabeth Wrege – '20   | ✝ | Rev. Brit Frazier<br><i>Associate Rector</i>      |
| ✝ | Rip Wilson – '21<br><i>Assistant Treasurer</i>              | ✝ | Phoebe Miles – '22  | ✝ | Lois McDonald<br><i>Parish Administrator</i>      |
| ✝ | Tony D'Emidio – '22<br><i>Clerk</i>                         | ✝ | Edward Neufville III – '22                                      | ✝ | Smythe Kannapell<br><i>Comptroller</i>            |
|   |   |   |   | ✝ | Todd Miller<br><i>Business Manager</i>            |
|   |   |   |   | ✝ | Teri Ballou<br><i>Communications Manager</i>      |

### EXECUTIVE SUMMARY / ACTIONS AT A GLANCE

|   |   |
|---|---|
| <ul style="list-style-type: none"> <li>✝ A quorum was present</li> <li>✝ Review and approval of minutes</li> <li>✝ Treasurer's report</li> <li>✝ Kingdom Ambassadors</li> <li>✝ Wardens' reports</li> </ul> | <ul style="list-style-type: none"> <li>✝ Rector's report</li> <li>✝ Reports from Clergy in attendance</li> <li>✝ Parish Administrator's report</li> <li>✝ Old and new business</li> <li>✝ Closing prayer and adjournment</li> </ul> |
|---|---|

## **DETAILS OF THE MEETING**

---

**Prayer for Wisdom, Guidance and Grace**

**Rev. Ed Kelaheer**

---

A quorum being present, Father Ed called the meeting to order at approximately 7:03 PM. Father BJ led the Vestry in an opening prayer.

---

**Presentation of Minutes**

**Tony D'Emidio**

---

The minutes from the May 19, 2020 and June 2, 2020 meetings were presented for approval. A draft of the minutes had been circulated in advance of this meeting. After discussion and upon motion duly made and seconded, the members of the Vestry unanimously:

RESOLVED: That the minutes of the Vestry meetings held on May 19, 2020 and June 2, 2020 are hereby approved, with such changes and modifications as were discussed at this meeting, and the Vestry directed that such minutes be placed on file with the Parish records of the other meetings of the Vestry.

---

**Treasurer's Report**

**Stefan Awad**

---

Stefan Awad, Treasurer, led the Vestry through the Treasurer's report.

Stefan reported that the parish's financial situation appears to be stabilizing. Revenues are off \$67k from last year, but expenses are lower as well. Kingdom Campaign giving and pledged donations are holding – people are still honoring their pledges. Only 1-2 people have asked to reduce or delay their pledge.

Lisa Hollingsworth extended the All Saints Preschool (ASP) enrollment deadline to early July, as she is awaiting updates from Montgomery County Public Schools. Each day of distance learning will be a 7.5% discount. Any deposits made are nonrefundable, although the Vestry could decide to make them refundable. ASP will stop doing early drop-off because the children comingle during that time.

Stefan noted that the contract is signed for the playground re-build, and an initial deposit will be made this week.

Finally, Stefan reported that there is \$35k remaining on the PPP loan, which will be applied to parish salaries on June 30. 100% of the loan will have been used for salaries.

---

**Kingdom Ambassadors**

**Cindy Wade, Tony D'Emidio**

---

Tony and Cindy led the Vestry in a discussion about the sin of racism, and how All Saints might fulfill its mission as a Kingdom Church.

Tony noted this conversation was triggered by the events of the past few weeks, notably the deaths of George Floyd and other African-Americans. Tony, Cindy, and Father Ed convened a gathering with a group of ~20 parishioners, clergy, and staff last week.

## DRAFT VESTRY MINUTES JUNE 16, 2020

Cindy emphasized the need to name the sin of racism. The world can't make this change without God. Anything we do has to be based in scripture. Her heart is full of hope and love. Has to come from the Vestry. She also noted that everyone is in different places, and we won't make everyone happy – but we need to do what God wants.

Father Ed noted there is scripture that informs us. Jesus tells us to change hearts. We are not going to wait for everyone to come around, but we need to try to bring everyone along. He also emphasized that this should be an ongoing ministry of the church – we don't want this to be viewed as 'just' a response to recent events, but rather a bedrock initiative that becomes a template that other churches can use. Father Ed has never seen more people alive and aware and ready to take action.

Phoebe noted that individuals see truth, but it's not full truth. The Gospel is the full Truth. Daniel prayed a prayer of lament, and included himself. She also continues to see the many blessings among us.

Catherine thanked Cindy and Tony for taking this on. She said it would be nice to see a real action plan, with tangible things we as a parish can do.

Teri noted that two ministries (Coracle and The Repentance Project) could be helpful and relevant here. Coracle is located in the Shenandoah Valley, located on a former slave graveyard. Their mission it to bring people of God together for the purposes of racial reconciliation. They will be hosting a Service of Lament this Friday (Juneteenth) at 3:00pm, and a 50-day 'American Lament.'

Elizabeth shared that she has been heartbroken. The last few weeks have hit home in a different way than the past. God is speaking to her and to us. It's time for everyone in the parish to play an active role, which can mean different things to different people. This is important work.

Father BJ expressed his gratitude that this conversation is happening. He has had several conversations with friends who've been directly affected. Racism needs to be confronted. He also acknowledged that he has a lot to learn.

Stefan thanked Cindy and Tony for leading and helping the parish come up with a direction. He also thanked Father Ed for his video and e-mail to the parish, noting that a lot of people needed that. He is also grateful to the clergy for their love and guidance.

Tony and Cindy shared the emerging principles and ideas, which were fully supported by the Vestry.

---

### Senior Warden's Report

Cary Buckingham

Cary expressed her thanks to Cindy and Tony. She noted this is an amazing opportunity to effect some change on the Circle, and she is excited to be a part of that.

She is also grateful to Father BJ for the prayer vigil over the past weekend. There have been wonderful changes with the additions of Morning Prayer and Compline, and it's great to come together as a community.

---

### Junior Warden's Report

Charles Fiegel

In Charles's absence, Cindy noted that we unfortunately did not receive the Maryland houses of worship grant. Funds may have dried up. We will probably apply again.

Julie noted that the Building & Grounds Committee did not meet last month.

---

**Rector's Report****Rev. Ed Kelaher**

---

Father Ed had nothing additional to report.

---

**Reports from Clergy in Attendance****All**

---

Father BJ noted that 46 unique individuals took up 79 hours of prayer for the vigil. This is the first time where there was more than one person praying at 3am. It was a collaborative effort with Dan Buckingham, Peter Crisafulli, Brit, Cynthia Bryant, Shireen, and others.

BJ noted that multiple prayers have already been answered as a direct result of this prayer vigil. Thanks be to God!

Mother Brit expressed gratitude for the Vestry's response to the devastating history of hate and racism in this country. She has also been in a mode of planning with Lois, David Reeve, and others for re-opening the church. They are speaking with the Diocese and other churches, and want to do this in the safest way possible. She is optimistic to have more concrete updates.

Father Matthew shared ideas on what children need to hear in this time:

- They need to hear you are loved and adored by the grown-ups in your life and by God.
- They need to hear you are unique because God made you unique, and God loves your uniqueness. Jesus would say we are all precious and unique.
- They need to hear about fairness and kindness. They understand these

---

**Parish Administrator's Report****Lois McDonald**

---

Lois reported that David Reeve has launched 5 'tiger teams' for the re-opening: (1) Requirements, (2) Worship, (3) Logistics, (4) Staffing/personnel, and (5) Communications. Three of the teams have met and given their reports. Lots still in flux, many unknowns.

Lois is hopeful that the parish will be able to start live-streaming in the next few weeks, without people in the congregation. If the dry run goes well, there will be live streaming on June 28. In 1-2 months, she is hopeful to have a small re-gathering in compliance with the Diocese, State, and County requirements.

---

**Old Business/New Business****All**

---

Catherine has noticed that the Strategic Plan comes up in every Vestry meeting, which is wonderful. It is guiding and leading us. Elizabeth noted that when things calm down, we would like to more formally take stock of progress against the Strategic Plan.

Todd noted that we may have a way forward for the annual meeting. We will likely have a physical meeting with a small number of people, and then a large number of people joining by Zoom. The key next step is to decide on a meeting date, and send a physical mailing to notify the parish 30 days in advance of the meeting.

**Adjournment and Prayer****Rev. Matthew Kozklowksi**

There being no further business to discuss, Father Matthew lead the Vestry in a closing prayer. The meeting adjourned at approximately 8:32 PM.

**Action Items****All**

Following is the current list of action items.

| <b>No.</b> | <b>Action Item</b>  | <b>Lead</b>                    | <b>Date assigned</b> | <b>Target Date</b>        |
|------------|---|--------------------------------|----------------------|---------------------------|
|            | <b>Carry-over items</b>   |                                |                      |                           |
| 1          | Develop plan for a 'Volunteer Day' in the Spring                              | R. Wilson, J. Dever            | 12/17/19             | TBD<br>(pending Covid-19) |
| 2          | Report on plan to pay off the line of credit                                  | S. Awad                        | 7/16/2019            | As soon as practicable    |
| 3          | Communicate to the Parish the status of the Organ Project                     | C. Wade<br>C. Fiegl<br>S. Awad | 6/18/2019            | Annual Meeting            |
| 4          | Search for candidates to serve as Chancellor                                  | T. Espy                        | 5/21/2019            | As soon as practicable    |
| 5          | Review implications of indemnification provisions under ASP and Parish bylaws | R. Wilson                      | 3/19/2019            | As soon as practicable    |
| 6          | Provide bids to refurbish organ for consideration and approval by Vestry      | C. Fiegl                       | 2/19/2019            | April Vestry meeting      |
| 7          | Document B&G information from Bill Garner                                     | E. Kelaher                     | 1/15/2019            | As soon as practicable    |