

Vestry Minutes

September 15, 2011

The meeting was opened with prayer by Fr. Paul at 6:30 p.m.

Present: Fr. Paul, Rich Page, Dean Logemann, Yvonne Franklyn, Emily Gustafson, Lee Kulbitski, Joe McCulley, Steve Merrill, Ken Sagendorf, Marilyn Wright, and Diane Dennison

Absent: Linda Council, Allan Creely

Guest: The Rev. Canon Lou Blanchard

REPORTS:

Fr. Paul: The minutes of the August 18, 2011 Vestry meeting were approved as written.

Finance: The financial state of the church remains positive with income approximately \$9k ahead of estimates. YTD expenses are under spent by \$5.4k. We came in under budget on the office renovation. The financial report is attached as Exhibit A.

Transition Issues: The Rev. Canon Lou Blanchard gave a presentation on what to expect during the transition process. She will be back to give the same presentation to the congregation at the adult forum on October 2nd. A copy of the presentation is attached as Exhibit B. She indicated that communication with the congregation is key during this process and she provided a chart showing the *Journey Through the Transition* (Exhibit C). This will be posted on the kiosk and it was suggested that one side of the kiosk be devoted to the transition. A prayer for our church will be added to the weekly bulletins and possibly a bookmark for people to take home as a reminder. Until the time Fr. Paul retires, we should bring closure to his ministry and celebrate the past. As we have three new vestry members coming on board in January, Lou thought it best to return later and have a second vestry presentation on the issue of selecting a search committee. Fr. Paul reported that he has been working with Sally on writing a job description that will be brought to the vestry. He indicated that the rest of the staff may be a little anxious about the transition, but nothing exorbitant. It was suggested that job descriptions be written for all staff members.

Profile worksheet - Rich will fill out the vestry portion of the worksheet that Lou left and the second part of the worksheet has questions that need to be answered by the search committee. These questions are key for us and for the Bishop's office, as this profile worksheet is what they will use to look for candidates through a posting on the nationwide website. Our search committee should have 5 to 9 members including a chairperson. Co-Chairs are acceptable, however, one of them should be designated as the point person for Lou. The search committee should also include two vestry members (not wardens) and the committee should be gender/age balanced. The search committee will report to the vestry and the vestry will make the final call.

She explained the difference between a traditional vs. abbreviated search. With a traditional search we would be given a list of 50 to 60 applicants for us to interview and it would take over a year. With an abbreviated search the Bishop's office narrows the candidates down to 12 to 15 names based on the profile that we give them. The process normally takes about a year. If the search committee does not believe the first candidates from an abbreviated search are a good fit,

additional names will be provided for consideration. There will be travel costs incurred during the process. Lou indicated that face to face interaction with individual candidates is necessary.

A discussion followed on finding a full-time interim rector. The vestry interviews the interim. Interim rectors are specifically trained to deal with transition. The interim's contract is generally for a year and is open ended.

Ministry Teams Reports:

Connecting: The next meeting is Monday, September 26th.

Sending: Joe reported that there are 5 new members and that their next meeting is October 2nd at 8 a.m. We will be hosting our IHN families the week of September 18.

Nurturing: Emily reported that Sunday school attendance is good and that 12 teens are starting the confirmation process. About 30 people have completed the AED training. It was recommended that a listing of these people should be posted for easy access.

Gathering: Their next meeting is October 5th and they will host a church night on October 26th. At the last meeting Trent reported there are two new members of the choir.

Old Business:

St. Michael's Day: The service and brunch will be taking place on September 25th.

Long Range Planning: Dean Logemann will give his report on this at the next vestry meeting.

Diocesan Convention in Grand Junction: This year's delegates are Joe McCulley, Dean Logemann, Lee Kulbitski, Marilyn Wright and Steve Merrill.

NEW BUSINESS:

Church night on November 16th will be an evening of reminiscence.

Fr. Paul's last service is on December 4th. There will be only one service that day at 9:30am, followed by a luncheon.

Meeting adjourned at 8:35 p.m.

Diane Dennison
Clerk of the Vestry

Next Meeting: October 20th at 6:30 p.m.

