

Vestry Meeting Minutes for February 10, 2019:

Front matter:

Prayers by Carrie

Timekeeper: Sue

Consent Agenda/Updates:

January vestry meeting minutes accepted by acclamation

Any items to be added to the agenda, none.

Annual meeting minutes will be voted on during the 2020 annual meeting

Rector's Report - Ian

We are have a working directory which should be completed soon. Ian suggests that we contact our reach-out assignments quarterly.

Ministry booklet will be updated by the end of February.

Exit Interview/Report:

- a) How we can move forward:
 - Some perceived issues include communication which tends to be through third parties, casting blame and an avoidance of direct communication.
 - Need to speak to the good of ministries: acknowledge works, appreciate efforts of ministries and rewards results.
 - Make sure to make room for the next person be be himself/herself
 - Staff as church members: can be difficult to change perceptions and not have the staff involved in parish politics.
 - Cultural silos: willingness to embrace new ideas and accept new members.
 - Connection with people outside of Trinity: positive progress with Guiding harbor and Friday Fill-up. Continue with outside-in/inside-out church.
 - Consider bringing back the search committee.

Canon Jim Gettel

Jim is meeting with the vestry to discuss the next steps in transitioning the church in locating our next pastor.

Prayer and reading from 1 Samuel: Cyndi

- Our goal is to work together to see whom God will send to Trinity.
- We will need to take steps during the transition process:
 1. Saying goodbye to Ian
 2. Strengthen the community by getting an interim Priest, identify interpersonal relationships, leadership and operations. Begin a budget for supply priests and the search process.
 3. Discern God's plan: Holy conversations, ministry review, congregational assessment tool, create a profile team and office of transitions ministry. Create a community portfolio to reflect the true identity of the congregation.

4. Calling a priest
- What are the next steps?
 1. Wardens schedule supply clerk: Cyndi has already made contacts and she and Ian will create a Google document with a list of supply priests.
 2. Make time to say goodbye to Ian and communicate regularly with the congregation.
 3. Create a brief profile of Trinity
 4. Prepare a budget
 5. Identify the interview team.
 - Can also use the Priest in Charge method in which the Bishop will assign a candidate. This Priest can be called with a three year term and then the vestry can decide to keep the Priest or not after the time has expired.
 - Jim recommends that the vestry be visible during this transition time. We may do this as assigned vestry members available after services for rotating weeks.

Cyndi has created *four* Google docs to share with the vestry, secretary and Ian.

#1 A transition plan doc: supply priests, etc...

#2 Administration and operations doc: catch day to day items

#3 Schedule for the supply clergy: includes the contact information for those supply clergy who have been contacted.

#4 Outline for a formalized communication plan.

- Questions:
- Closing prayer

Parish Calendaring: main calendar is updated. Clear all dates through Dana and wait for confirmation from her before planning activities such as showers/graduation parties.

Conclusion:

Action items:

- Renting of the kitchen is going to need a team, Harry VanGelder is going to assist.
- We have 2 bids for the furnace and A/C and are waiting on the third. Kraig will look into other companies by the next vestry meeting for some other bids.
- Sean is working on getting access to all accounts.
- Harry VanGelder would like to donate sausage to the pancake supper.
- Ian will complete the directory by the end of February
- The vestry will contact their members quarterly

Next meeting will be on February 24th

Meeting adjourned at 2:15

Respectfully submitted by your secretary,

Erica Fulton