

**TRINITY EPISCOPAL PARISH
MINUTES OF THE VESTRY MEETING
May 22, 2018**

***Our Mission:
To love and serve God more faithfully, to know Christ more fully,
To make Him better known to others through the power of the Holy Spirit***

The following is a recording of the business conducted during the regularly scheduled Vestry meeting of May 22, 2018.

Attendance

Fr. Ken Herzog, Assistant Rector	
John Richardson, Senior Warden	Steve Seibert, Junior Warden
Martha Abstein	Larry Jones
Margaret Alston	Roger Platte
Brenda Anderson	Susan Romanelli
Evelyn Fisher	Mary Topping
Rob Huerbsch	Ernie Wilder

Officers

Larry Jones, Parish Treasurer
Carol Dyckman, Vestry Clerk

Absent

Fr. David Weidner, Rector

Visiting Clergy

Right Rev. Samuel Johnson Howard, Bishop, Episcopal Diocese of Florida	Rev. Canon Dr. Alison J. DeFoor, Canon to the Ordinary
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Guests

Mary Lou Belmont	Maureen Taylor
Bob May	Margaret Wiles
Martha Saffron	Pat Williams
Tara Strickland	

Call to Order

The meeting was called to order at 6:00 p.m. by John Richardson, Senior Warden, who welcomed the guests and reminded them that they were to observe only and not

participate in the Vestry business. He then called on Steve Seibert to deliver the Devotion.

Devotion

The theme of Steve's devotion was *God's Example of Living in Community*, which explored the meaning of living in a church community, that can be both supportive and divisive. He quoted Rowan Williams who compared the church community to *the three divine persons*. A brief discussion was followed by a round table for comments.

Minutes

Action Item: Approval of April 24 Minutes

John continued the meeting with a request for any additions or corrections to the April 24, regularly scheduled Vestry meeting. Steve moved that the minutes be approved as presented. The motion was seconded and passed by voice vote.

Action Item: Approval of May 17 Minutes

John continued with a request for any additions or corrections to the May 17 called Vestry meeting. Martha Abstein moved that the minutes be approved as presented. The motion was seconded and passed by voice vote.

Treasurer and Finance Committee

Action Item: Approval of April 2018 Financial Reports

Larry Jones noted that Trinity's financial position in 2018 is very good and better than this time in 2017.

Speaking for the Finance Committee, he recommended approval of the following April financial reports.

- April 2018 Profit and Loss (P&L) v1
- April 2018 YTD January-April P&L
- April 2018 Statement of Financial Position (SFP)

Roger Platte moved that the financial reports be approved as presented. The motion was seconded and passed by voice vote.

Action Item: Proposal to Re-allocate Balance from Holy Cow! Consulting Payment (Reference Attachment A)

Larry referred to the background information provided by Attachment A, and then proposed, as recommended by the Finance Committee, that the balance of \$694.50 remaining in the Holy Cow! account be transferred to the *Temporarily Restricted Priest Search and Relocation Fund*.

Rob Huerbsch moved that the recommendation as stated be approved. The motion was seconded and passed by voice vote without further discussion.

Action Item: Re-allocation of Staff Pension Earmark Funds

(Reference Attachment B)

Larry referred to the background information provided by Attachment B, and then proposed, as recommended by the Finance Committee, that \$8,093.65 originally

earmarked for settling past years' unpaid contributions to the staff pension matching benefit be transferred to the *Temporarily Restricted Priest Search and Relocation Fund*.

Rob Huerbsch moved that the recommendation as stated be approved. The motion was seconded and passed by voice vote without further discussion.

Guest Presentation: Expedited Rector Search

Presentation

Bishop Howard began his presentation with a prayer asking for guidance as Trinity begins its search for a new rector. He continued with a brief description of a long existing search strategy within the Episcopal church that became popular in the 1970's that was often lengthy and frequently without favorable results. He then offered the suggestion that Trinity consider utilizing a more successful and less time consuming alternative that has come to be known as an *expedited rector search*. (First introduced by Bishop Frank Alexander Juhan, 1924-1956.)

The *expedited search* includes the following steps.

- ✓ The bishop seeks out qualified priests who meet the profile developed by a church. He and his staff provide the background study and then present several candidates to the Vestry for its review. The Vestry, then, becomes the search committee.
- ✓ The Vestry interviews the candidates, makes a selection from the those presented, and forwards their selection to the bishop for approval.
- ✓ The selected candidate then joins Trinity as the *priest-in-charge* assuming the responsibilities of its rector, with the understanding that this is his/her position for 12 months during which both he/she and the Vestry work together to assess the success of the appointment. Assuming that all goes well, at the end of that period the priest-in-charge is installed as Trinity's permanent rector.

Bishop Howard pointed out that no matter what search strategy is used, three things must be in place to install a new rector:

- ✓ The chosen priest wants the position.
- ✓ The Vestry wants the chosen priest.
- ✓ The bishop approves the selection.

Bishop Howard cited several success stories and encouraged the Vestry to use this strategy rather than pursue an extended search on its own. He concluded his presentation, offering his and his staff's assistance, and asking for any questions.

Questions

Various Vestry members asked follow up questions, which were answered by the Bishop and Canon DeFoor.

- Would it be possible to install the priest-in-charge as rector before the 12-month trial period ends?
Can happen, but probably not the best course of action.
- Will the search period be shorter than if the traditional search committee is used?

It should be. As noted, the Vestry becomes the search committee. (John noted that he had talked with a representative of The Church of the Redeemer who emphatically endorsed the method and complimented the Bishop on his participation and support. The candidates the Bishop put forth were all well-qualified. A selection was made from these candidates, became the Rector after the 12 months period, and is still in place. He is well-loved and respected by the congregation.)

- Do you (the Bishop) already have names of qualified priests in mind?

No. May take a few months and will include not only himself, but his staff, in his search.

- Can a suggestion of a possible candidate come from Trinity?

Yes.

- Can/Will the search for qualified candidates go beyond the Diocese of Florida?

Yes

- Is it possible to visit a potential candidate in his/her current church to listen to a sermon?

Possible, but not necessary since the Vestry will have complete background information and an opportunity to interview candidates. No decision will be made without the concurrence of the Vestry. (The Bishop assured the Vestry that the candidates will be qualified and part of God's plan for Trinity.)

- How soon will the church know who the interim priest will be?

An interim priest will be named quickly.

- What will Fr. Ken's status be during the time there is a priest-in-charge?

Fr. Ken will continue as Assistant Rector just as he is currently until the end of the 12-months trial period of the priest-in-charge. When the new rector is installed, he/she is then free to choose his or her own staff. (Note that the goal of the expedited search is to have the priest-in-charge in place on January 1, 2019.)

At the conclusion of the Q&A, Bishop Howard reiterated that he wants to be part of Trinity Parish's life going forward and will gladly help choose its next rector.

Action Item: *Discussion and Proposal to Use the Expedited Search Process*

A discussion followed the departure of Bishop Howard and Canon DeFoor to determine if an expedited search was the best strategy to follow. Vestry members agreed that it is best for Trinity Parish to avoid an extended search that may or may not have a positive outcome. The following points were voiced:

- The Bishop has a vast network of colleagues and resources from which to choose qualified candidates.
- Whomever is presented as a candidate should have qualities as described in the Holy Cow! survey.
- The new rector should be young and have the energy and vision to maintain not only Trinity in its present situation, but seek out other possible opportunities for expansion.

- The new rector will not be the family minister that was requested earlier.
- No matter what strategy is used to select a new rector, there will always be those who disagree with the selection.
- It is important that everyone involved stay positive and excited as the process moves forward.
- The Bishop wants what is best for Trinity and will look only at candidates who he thinks will continue to move the church forward.

Motion to Approve Expedited Search

There was a consensus of Vestry members that the expedited search strategy was the one to be used. To that end, Martha Abstein moved that the Vestry use the expedited search process as described. The motion was seconded and passed unanimously by voice vote without further discussion.

Vestry Reports

Rector

Fr. David's did not submit a May report.

Assistant Rector

There were no additions to Fr. Ken's May report, and no questions for him.

Senior Warden

There were no additions to John's May report. He did note that at least one parishioner misinterpreted the announcement concerning Fr. David as a move by the Vestry to ease Fr. David out of his position.

Junior Warden

There were no additions to Steve's May report and no questions for him.

Commission/Liaison Reports

Christian Formation

There was no May Christian Formation report due to Wanda Nelson's departure.

Communications

There were no additions to Rob's May Communications report.

Outreach/Evangelism

There were no additions to Roger's May Outreach/Evangelism report.

Parish Life

There were no additions to Brenda Anderson's May Parish Life report.

Parish Resources

There was no May Parish Resources report.

Worship/Pastoral Care

There were no additions to Martha's May Worship/Pastoral Care report.

Youth

There were no additions to Jouana's May Youth report.

Other Business/New Business

Action Item: *Proposal to Move \$60,000 from the Overflow Account to Fund an Interim Priest*

With the expectation that an interim priest will be assigned following Fr. David's departure, Larry moved to earmark an amount not to exceed \$60,000 currently available in the BBVA Overflow account to fund the salary and benefits of the interim priest from September 1, 2018 through December 31, 2018. The motion was seconded and passed by voice vote without discussion.

Project Updates

Resurfacing of the Parking Lot

A survey of the parking lot is required to move forward with the project. A qualified surveyor will be hired and a survey will be presented to the Historical Architectural Review Board (HARB).

Sanctuary Interior

Ken Smith has provided a list of work that is needed. Jim Paron is working on the associated costs and which of the items should be pursued.

Wrap-up

Calendar/Adjournment

John reviewed the June calendar. There being no further business, he called for a motion to adjourn the meeting. Roger moved as requested. The motion was seconded and passed by voice vote. The meeting was adjourned at 7:25.

Respectively submitted

Carol B. Dyckman, Vestry Clerk

Attachment A: Proposal to Re-Allocate Holy Cow Funds

Background: On October 2017 the Vestry approved setting up a Temporary Restricted fund for the purpose of engaging Holy Cow! Consulting to help provide a Parish Profile. \$3000 was taken from the BBVA Operating Overflow account for the funding of this.

We have completed our contract with Holy Cow! and have a balance of \$694.50 remaining in the TR fund.

Proposal: It is the recommendation of the Finance Committee that this balance be transferred to the Priest Search and Relocation Fund.

Respectfully Submitted,
Laurens (Larry) Jones

Attachment B: Proposal to Re-Allocate Staff Pensions Earmarked Funds

Background: In December of 2017 \$16,000 was earmarked from the BBVA Operating Overflow account for the purpose of settling past years unpaid contributions to Staff Pension matching. On February 15, 2018 a check in the amount of \$7,906.35 was issued to Fidelity Investments for what we thought was a partial payment of the obligation. We were under the impression that another smaller payment would follow. It has now come to our attention that the earlier payment covered the entire balance. This leaves \$8,093.65 in funds that were previously earmarked.

Proposal: It is the recommendation of the Finance Committee that the amount of \$8,093.65 be deposited in the Temporary Restricted "Priest Search and Relocation Fund".

Respectfully Submitted,
Laurens (Larry) Jones