

**Vestry Minutes
St. Timothy's Episcopal Church
September 27, 2011**

PRESENT: Shawn Murphy, Rev. Michael Carney, Ann Pontius,
Nancy van Hall, Bob Rushforth, Patty Lewis, Mary Carr, Simon Caddick, Kent Wagner,
Cammie Houpt, Shanda Velisek, Bruce McCrea, Lindsay Leaman, Joyce Culwell

ABSENT

Whitney Thomas, Nick LeCuyer

CALL TO ORDER: 7:05

SPIRITUAL REFLECTION: Philippians 2: 1-16

AGENDA ADJUSTMENTS – None

APPROVAL OF MINUTES

Aug 23, 2011: Amended spelling and Approved

CALENDAR REVIEW

Sept. 29	Spirituality Presentation at Cathedral 6:00 pm, Richard Foster, Bishop O'Neil
Oct. 6 – 8	Diocesan Convention
Oct. 8	St. Francis Center Gala
Oct. 21	Interfaith Choir Concert at St. Tims
Oct. 23	Convention outbrief after 10am service
Oct. 23	Safeguarding God's Children
Oct. 25	Vestry Meeting
Nov. 13	Consecration Sunday
Nov. 29	Vestry Meeting
Dec. 20	Vestry Meeting
Jan. 29	Annual Meeting

TREASURER'S REPORT

No significant concerns – income still ahead of expenses. New balance sheet by Fund report.

Report filled with clerk – see attached.

COMMITTEE REPORTS

None

UNFINISHED BUSINESS

Diocesan Convention Delegates

Lay delegates should be approved by vestry

Delegates are:

Shawn Murphy, Pat Jackson, Bob Fullerton, Marian and Dennis Haugh, Mickey Jackson (alternate), Nan Fullerton (alternate)

Motion to approve delegates, Seconded and unanimous approval

Hazard Insurance Deductible – Defer

Lindsay not sure that we can raise the deductible on our insurance will report later. Information will be provided before budget is formulated.

2011 – 2012 Goal Setting Process – Defer

Michael suggested that we refer back to last years goals before our next vestry meeting.

NEW BUSINESS

For the following discussion see attached documents

Review Input from Congregational Meeting

Approximately 65 parish members attended the congregational meeting held on September 10, 2011 to participate in the reconciliation process begun earlier in the summer.

Ruth promised at the end of the meeting the current markers from the meeting would be reviewed to see what new learnings or issues to be addressed, along with the letters from the congregation to vestry.

Present Day Markers & Descriptors

Learnings: The vestry should be representative of the entire congregation
 Would like to see a more cohesive team in parish leadership
 Commented that under Fr. Michael St. Tim's has moved away from
 a more traditional worship service
 Love always brings us back together
 Bible study with Sandy was appreciated and perhaps should be
 reinitiated.

New Issues: None

Letters to Vestry

Learnings:

- Educate the parish about responsibilities of priest, vestry, parishioners, staff
- Would like to know more timely news and decisions in the parish
- Be supportive of the priest needs by providing people with needed expertise
- Capture what happened and document for future vestry
- Vestry should reflect on lessons learned
- Always return to a Christ-centered focus
- Keep up transparency
- Fr. Michael could improve interpersonal skills, office and management skills
- Take time on decisions
- Clearer paths to communication
- Vestry people on call or vestry members hang out at coffee hour

New Issues: None

Michael observes the letters were very praising of his ministry – how did we come to such a negative focus in April. Michael heard from the congregation and wants to know how he can use his gifts to lead the parish in cooperation with vestry. Shawn responded that we hope to build better processes so that we can evaluate our pinches before they become crunches. Ann wants to make sure we affirm that Michael is doing a good job and that we support his ministry,

Vestry review key learnings from facilitated process

The Vestry reviewed the key learnings it developed in August and determined there was nothing new to add. Simon noted that having gone through this process he doesn't think the parish as a whole lacked or lacks trust in Fr. Michael.

Determine whether credible allegations exist to forward to Diocese

Shawn made a resolution addressing the lack of allegations to carry forward to the diocese. The resolution was seconded. In discussion the Vestry made minor modifications for clarification. The final form of the resolution is presented here:

Whereas, The Vestry determined at its May 2011 meeting to pursue a facilitated process of truth and reconciliation (as recommended by the national church canons) to address concerns regarding the Rector brought forward by members of the congregation, that were precipitated by the dismissal of the Rev. Sandy Blake, and to discern through this process what other concerns may exist.

Whereas, The Vestry participated in this process over the course of the summer, discerning markers and descriptors for the present day period as well as for the parish's entire history, and developed key learnings from this process.

Whereas, The congregation participated in this process at a Congregational Meeting on September 10, 2011, and provided Present Day Markers and Descriptors, as well as personal letters to the Vestry.

Whereas, The Rector and Vestry are committed to address our learnings out of this process.

Whereas, The Vestry has reviewed the input from the Congregational Meeting and has discerned no new issues to be addressed.

Whereas, The Vestry has reviewed the Canons of the National Church regarding Ecclesiastical Discipline; now, therefore, be it

Resolved, That the Vestry of St. Timothy's Episcopal Church in Centennial, Colorado finds there to be no credible allegations of misconduct regarding the Rector to forward to the Diocese of Colorado for investigation.

Motion to accept amended resolution passed unanimously.

Determine go-forward actions to address key learnings and communication with parish

Long Term

Formation of Michael's advisory group

Communications with parish

Personnel policies and procedures

Leadership development

Roles, Accountability, Authority of vestry, priest parishioners, staff using the
Cannons/Bylaws

Support for Michael as a rector to do his job effectively

Strengthen relationships among parish leaders

Capturing vestry lessons learned as well as document history and patterns

Immediate To Do

How to communicate back to Parish about congregational Meeting

How do we respond to letters to vestry

How to respond to Fr. Warner and Fr. Darrow

Do we need to communicate thanks and appreciation of Carl Andrews and Ruth

Response:

- Report from vestry for front page of Epistle to include affirmation and be clear that we did not find any allegations to carry forward to the dioceses.
- Shawn to make announcement to parish during services on October 9th reporting out on actions taken since Congregational Meeting
- Respond to individuals directly upset by the situation.
- Affirm vestry's support of the priest

During discussion of how to accomplish the immediate to dos: the Vestry agreed that a resolution should be formulated affirming our support of Michael. Simon and Ann make the following motion:

Motion:

This vestry notes the entirely constructive engagement shown by the Rev. Michael Carney in the process of reconciliation that has happened this year. This vestry also notes the overwhelming support shown toward Michael at the congregational meeting held on September 10, 2011. In light of the above this vestry expresses its full confidence in Michael's leadership as Rector of St. Timothy's. It further recognizes its ongoing responsibilities in supporting Michael in his ministry in carrying out God's mission in St. Tim's.

Motion Seconded and Passed unanimously.

CLERGY AND WARDEN REPORTS

Rectors report: see attached

Senior Warden report: see attached

Deacon Cammie Hought's report: see attached

ADJOURN: 9:44

**Respectfully submitted by Mary Carr
Clerk of the Vestry**