



St. Timothy's Vestry Minutes

September 7, 2021

Vestry Minutes taken by Katharine Wells, Clerk of the Vestry

Present: Mother Lauren Grubaugh Thomas (Associate Rector), Shawn Murphy (Senior Warden), Bob Fullerton (Junior Warden), Dennis Haugh (Treasurer), Dominic Dezzutti, Tim Mills, Victoria Parker, Ann Pontius, Jennifer Saldanha, Neil Scarlett, Marie Schriefer, Katharine Wells

Absent: Pastor Stephanie Kopsch (Interim Rector), Jessica Ross

Spiritual Reflection

6:30 p.m. – Mother Lauren led a spiritual reflection using the Daily Devotion for Evening from the BCP.

Called to Order

6:42 p.m. – Shawn called the meeting to order. A quorum was present.

Agenda Review

6:42 p.m. – Shawn reviewed the agenda. There were no adjustments made.

Approval of Minutes

6:42 p.m. – For the minutes from the August meeting, Tim moved to approve the minutes as presented, and Marie seconded. Approval was unanimous, with Jennifer and Katharine abstaining.

Treasurer's Report

6:43 p.m. – In advance of the meeting, Dennis shared a memo along with the monthly financial statement documents. Dennis highlighted that our new Finance Administrator, Jill Bryant, is now on staff.

Clergy and Warden Reports

6:44 p.m. – Pastor Stephanie is on vacation, so there was no Rector's report this month.

6:45 p.m. – Mother Lauren emailed a written report in advance of the meeting. Mother Lauren shared the current plans for the Fall Formation. She explained it will take place over four Sundays in October during Coffee Hour until 12:30 p.m. Each week, small groups will discuss a different question with the intention of regathering and reconnecting the community. The group discussed the logistics for these events. At this time, the Diocese's COVID-19 protocols do not allow for eating inside during an open gathering, so any all-congregation events with food/drink must take place outside.

Mother Lauren also shared the plans for the Fall Festival on September 19. The group discussed event logistics and the volunteers needed to set up and teardown the event outside. There will be a bluegrass band and bounce house, and lunch will be catered. Mother Lauren thanked Marie for her work in organizing the Ministry Fair that will take place during the Fall Festival.

7:11 p.m. – Shawn emailed his Sr. Warden's report in advance of the meeting. He shared about the check-in conversations he had with each of the staff members recently.

Shawn and Tim elaborated on the status of the Rector search process. The profile is now posted and accepting applications for the next six weeks. During the six weeks, the Search Committee and Vestry will complete interview training, so they will be ready to receive the candidates. At the end of the six weeks, Canon Vanessa will pass the candidates on to the Search Committee. The Search Committee will conduct the initial interviews and narrow down to two or three candidates for the Vestry to interview. Then, the Bishop will formally call the candidate to St. Tim's. We hope to call someone in January or February and have our new Rector in place by Easter. Pastor Stephanie is available to stay past December, until the new Rector begins.

Shawn presented this Search Committee Resolution:

Whereas, St. Timothy's Episcopal Church in Centennial, Colorado is in transition between rectors;

Whereas, A Parish Profile and Office of Transition Ministry (OTM) Community Portfolio have been created to provide information to potential candidates about the St. Timothy's community of faith, including our history, who we are today, and where we discern God is calling us next;

Whereas, The Parish Profile and OTM Community Portfolio have been posted by the diocese for searching clergy to review; now, therefore, be it Resolved, That St. Timothy's vestry form a Search Committee representative of the congregation, consisting of the following eight members: Tim Mills as Chair of the committee, Erin Blankenship, Dixon Cravens, Ian Gair, Nancy Hough (providing continuity from the Parish Profile committee), Steve Ropa, Ginny Storjohann, and Lyn Zolman, to discern from the applicants provided by the diocese, through interviews, the 2 - 3 of whom to recommend to the vestry for final interviews and election.

Shawn noted that we asked for volunteers and some of the Search Committee members did volunteer. He believes the committee represents a cross section of the congregation. He also acknowledged that the committee does not represent families with young children, however, that population is represented on the Vestry.

Dominic moved to adopt the resolution, and Victoria seconded. Approval was unanimous.

7:37 p.m. – Bob emailed his Jr. Warden's report in advance of the meeting. Bob noted the pothole repairs to the parking lot were delayed due to weather and are now scheduled for completion this Friday.

Rector Search Report

7:38 p.m. – Bob emailed a Profile Committee Report in advance of the meeting. He noted this will be the last report for this committee. The group met 22 times to complete their work. The Parish Profile is now posted. The records from the Profile Committee will be compiled and passed on to Tim and the Search Committee.

Bob noted that one issue to consider in the future pertains to the compensation package that we offer to our next Rector. Whenever there's a transition, the diocese would like Episcopal churches in Colorado to start reimbursing half of the new clergy person's Self-Employed Compensation Assessment, which is like FICA for clergy, since clergy are self-employed under IRS tax law. The assessment is 15%, so if St. Tim's covers half, it would be 7.5% of the new rector's compensation (cash compensation + housing allowance). This is not currently part of the job description. Dennis noted that making this change would create a large difference in clergy vs. lay person compensation. As of now, about 18% of clergy's salary is paid into pension, and for lay persons staff we pay about 16.5% for FICA/Medicare. If we add the SECA for clergy, we would be paying around 25% of salary for clergy. Dennis explained that this is essentially part of the salary negotiation.

New Business

7:46 p.m. – *Stewardship*: Shawn noted that he is in conversation with someone about becoming the year-round Stewardship Chair, but this is not yet confirmed. In the meantime, the Vestry will need to act as the Stewardship Committee. The annual Stewardship Campaign typically begins at the end of September and concludes in November. The Diocese shared several recommendations and practical strategies for the campaign. Dominic and Dennis volunteered to look through the materials and share their recommendations with the Vestry.

Vestry 2020 Retreat Group Reports

7:54 p.m. – The group agreed to remove these Retreat Group Reports from the standing agenda, as the groups have completed their work. New groups can be identified, as needed. Right now, the need is for energy to invite people into ministries. The biggest need is for support on Sunday mornings, such as altar servers, altar guild, etc. Lauren also identified a need for pastoral care. She noted there was previously a committee that provided pastoral care, and she would love to train others in this skill.

Calendar Review

8:18 p.m. – Shawn reviewed the upcoming calendar items.

- Fall Festival and Ministry Fair on September 19
- Vestry Meeting on October 5

Next Meeting

The next meeting of the Vestry will be Tuesday, October 5, 2021 at 6:30 p.m. in the Parish Hall.

Adjourn

The group closed with a prayer from the BCP.

There not being any additional business, Dennis moved, and Dominic seconded the motion to adjourn at 8:08 p.m. Approval was unanimous.

Respectfully Submitted,

Katharine Wells

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Clerk of the Vestry