

St. Andrew's Episcopal Church
Vestry Session – July 18, 2007

Present: Deacon Sally Brown, Senior Warden Tim Croasdaile, Junior Warden Greg Geissler, Maryann O'Brien, Mary Buck, and Mike Kornelsen

Absent: Ann Luke, Deb McVicker, Diana Solomon, Susan Backus, Roger Kilgore, and Kevin Fletcher

Attending: Treasurer Kathy Fleming, Clerk Cheak Yee, Search Committee Co-Chairs Jennifer Barker and Sue Kilgore, and Tim Krueger

The meeting convened at 6:35 p.m. with opening prayer. A quorum of the Vestry was not present and therefore no actions could be considered for formal adoption at this session.

Meeting with Nominee. The Vestry met with a nominee recommended by the Diocese possibly to serve as Interim Rector for the Parish and an extensive discussion occurred. Potentially helpful insights on interimship and on the search process, at which the nominee has had significant experience and qualifications, were as follows:

- 1) An interim rector has certain rewards, even joyful opportunities, despite, or because, of the temporary nature of the appointment, such as –
 - 1a. hard truths can be perceived by his/her fresh eyes and can be told;
 - 1b. new freedom exists to experiment or revise accepted practices or assumptions; and,
 - 1c. previous relations and “politics” can readily fade and new possibilities emerge.
- 2) A vigorous lay leadership, especially one in a parish not only undergoing a search process but also bringing to fruition a capital campaign/facilities expansion, ought to focus on keeping up a general spirit of enthusiasm; if it does so, growth in ministry and membership can in fact still occur during such challenging transitions;
- 3) A Vestry in particular needs itself to avoid anxiety; it ought to communicate clearly to the parishioners senses such as “we have a plan” and “there is a careful process”; and, it may be the case that a parishioner who is anxious on some aspect may just be waiting for a call to new role where increased participation alleviates the disquiet;
- 4) One focus for our Search Committee may be to discern in candidates their familiarity with the process of moving from a pastor-centered to a program-centered congregation as that is the overarching major transition our Parish faces, even after the interimship and search concludes successfully; and,
- 5) An interim rector ought naturally to evidence considerable flexibility and a clear focus on the success of the congregation in transition, which is a style of leadership not readily to be assumed generally available.

As the Vestry reflected on these discussions, it was noted that time passes on and the schedule for our interimship and search process is beginning to lag from the pacing previously conceptualized. Senior Warden Tim reassured that the schedule was devised to help clarify the step-by-step processes in terms of timing, but its dates were not ironclad deadlines; Search Committee Co-Chair Sue noted that, indeed, we are really on a schedule of God's time in all this. Mike Kornelsen also expressed confidence that, even should the timeframes protract, the enthusiasm level in our Parish can likely be sustained successfully. Mother Sally commented that

the relationship between an Interim Rector and the Parish needs to be built firmly from the first on mutual trusting, and if so, then both will be mutually forming and transforming even if the duration is relatively short.

The consensus of the Vestry members present authorized the Senior Warden to proceed with negotiations on contract aspects (salary, timing, moving arrangements, etc.) with the nominee, and further developments (such as calling a special meeting of the Vestry) could then be based on definitive information that would be needed in any event.

Report of the Search Committee Co-Chairs. Sue and Jennifer reported delight with the Retreat held on Saturday, July 14, under the able guidance of Deacon George Magnuson, where the Committee members clearly engendered a strong team spirit, elevating excitement and motivation. The Co-Chairs also expressed appreciation for a helpful meeting with the Diocesan Canon to the Ordinary Rev. Bill Martin for clarifying the search process steps. The Committee is aware of its own diversity in membership and of the vital role it will place on clearly hearing the voice of the Parish in this complex process. Accordingly, it deems the self-study aspect in preparing a Parish Profile to be essential; a survey will be made available on-line for parishioners' input/insights and aspirations; a series of meetings will be convened; and these will inform a further subcommittee of members tasked with drafting the Profile. Monday, July 23, will be the first working meeting of the Committee.

It was noted that survey design, administration, and interpretation can be tricky and likely require some careful preliminary research and expert counsel. Mother Sally observed that our self-study discerns the nature of our spiritual DNA as it were, and that a key element for the survey is to address "what do we want to know, and how do we obtain that data." It was suggested that both Susan Backus and Steve Medema may be able to provide rich insights on these aspects.

Report of the Treasurer. Treasurer Kathy reviewed salient aspects of the Parish finances briefly. She and Senior Warden Tim met with the Finance Committee on Monday, July 16, and our overall financial condition is reasonably positive. She will develop and distribute a specific format for the reporting of financial data related to Sacred Vision/Sacred Space and Capital Campaign income and expenses; feedback on its adequacy would be helpful. A distribution from earnings of the Endowment Fund between outreach and capital improvement expenditures will be ready to act on soon. Tim noted that if specific financial actions is required before the next Vestry meeting, he will seek to place the question by a telephone conference call.

Report of the Deacon. Mother Sally reminded that our Loaves and Fishes drive for goods to benefit MetroCaring has been scheduled for later this month. A new outreach effort will focus on helping Sudanese women in the local area gathering at Holy Redeemer with a sewing project; this fits well with the micro-economic improvement element in the Millennium Development Goals, but more sewing machines will be needed.

Mother Sally temporarily is convening the proposed Catechumenate for this autumn, but the catechists have been selected with tasks and teaching areas assigned; the goal is to launch with 15 catechumens for the extensive formation process that is entailed.

Report of the Junior Warden. Junior Warden Greg reported on the replacement of Sofia Yanez who had been our part-time Sexton. On a part-time basis, the chief focus in duties would be to keep both buildings clean and to set-up and clean up for the Sunday coffee hours; work on the

maintenance of the grounds would be added in as feasible. Greg believed that we may readily be able to locate a candidate through our contact working with the Sudanese refugee community; if so, retaining such a Sexton would also simultaneously express our commitment to outreach. The consensus of the Vestry members present encouraged Greg to explore what the possibilities in this approach might prove to be.

Greg also provided a preliminary report on the need to cool the Parish House during the summer months; heat can render any nursery operation on the second floor on Sunday as well as any staff working on the first floor during the week unacceptably uncomfortable. Offhand, it is likely that window airconditioning units would be too expensive both to acquire (in the numbers that would be needed for the space configurations) as well as to operate for electricity costs. He believes that a flat area on the roof of the Parish House, however, may be suitable for a swamp cooler of sufficient capacity to effect general cooling; it is likely that this acquisition would run around \$1,500. The consensus of the Vestry members present endorsed further explorations with the hope to act on this matter soon.

Report of Senior Warden. Senior Warden Tim reminded that the Vestry soon ought to determine how the \$50,000 in the Keeping the Faith Initiative where a generous matching donation from James Vogelzang had been received should be allocated among possible usages previously already discussed.

As of the present time, he reported that the two parking lots immediately adjacent the Church are not yet formally offered for sale, but when they do in fact become available, we have received a strong expression of support from the Denver Urban Land Conservancy to assist the Parish potentially in their acquisition. Should this approach be desirable, we will likely need to establish a non-profit Limited Liability Company on a 50/50 ownership basis that would include aspects of administration and exit strategy. Moreover, of course, we would need to contribute to the down payment involved in any offer made to acquire the lots. Assuming that both the Endowment Committee and the Vestry would be agreeable to authorize such steps, a tentative special Parish Meeting to act upon our recommendations serially adopted could be scheduled as early as August 5.

Tim noted that Vestry members have so far volunteered to be liaison with all the Parish committees but one.

Special events under consideration for the Parish to enjoy itself during the transitional period are a golf tournament and a tailgate party as well, of course, the annual Auction this fall.

Tim reviewed certain aspects related to security for coordination and care required.

It was announced that the Adult Forum scheduled for October 9 will be led by Susan Backus and Sue Torfin on grieving. Another Adult Forum in the autumn could be afforded to Alicia McKim and her daughter Zoe to share their experiences during the summer visit to Malawi.

After a closing prayer, the meeting adjourned at 8:40 p.m.

Respectfully submitted,

Cheak Yee, Clerk