

## The Church of the Nativity

### Minutes of the Vestry

October 17, 2023

Attending: Sarah O'Connor, Beth Crow, Helen Moses, George Douglas, Allison Martin, Bill Sena, Perry Suk, David Dykes, Charles Malone, Anne Krouse, Bishop Sam Rodman, Catherine Massey: Canon for Transition, Anne Stokes: Clerk

The meeting was called to order at 7:03 p.m.

1. Bp. Sam opened the meeting with prayer.
2. Catherine Massey: Her job involves working with congregations in transition. She asked each Vestry member to ask questions.
  - a. What should the Vestry/congregation expect?
  - b. How should the Vestry respond to anxiety?
  - c. What is the responsibility of the Vestry vs. the Search Committee?
  - d. How will the search process unfold?
  - e. What will the parish profile look like?
  - f. How long will the process take?
  - g. How will the Vestry balance communication with confidentiality?
  - h. Can we expand the pool to speed things along?
  - i. How can we keep spirits up and maintain Nativity's identity during the process?
  - j. What are the diocesan views on a parish profile?
  - k. What is next?
  - l. How will the next Senior/Junior Wardens be chosen in the absence of a Rector?
3. Bp. Sam: Nativity is ready to enter the process. Catherine is constantly improving the process.
4. Catherine: The diocese employs "best practices" to drive the transition.
  - a. The average call is only 5-7 years so Nativity has had a long and good relationship.
  - b. The parish should focus these last weeks on saying goodbye
  - c. The Vestry should identify roles for clarity during the transition, and for making decisions for the future.
  - d. The transition process can take as much time as the parish needs.
5. The vestry received two packets
  - a. Job Description
  - b. The discernment process is not an HR project
  - c. If there is a Search Committee 1/3 of the Vestry will be on it.
  - d. Interim: will not be a candidate, will be a "Mary Poppins" to keep things in order and leave when it is time, Interim is not a candidacy.
  - e. In today's market the parish website can substitute for a parish profile. Begin updating and readying the website for this time.
  - f. Plan a parish meeting with a diocesan leader to facilitate four questions:
    - i. When were you doing God's work?
    - ii. What do you value?
    - iii. Two other questions.
  - g. You can survey for those not at the meeting, but the quality of the answers will differ.
  - h. The Search Committee, if there is one, will meet weekly.
6. Other items discussed:
  - a. What does an Interim look like?

- b. What is the compensation for a new priest?
  - c. What is the interim time?
  - d. What is the Benefit Package?
7. Timeline:
- a. Choose a Search Committee (if wanted)
  - b. 1<sup>st</sup> meeting with Canon for Transition
  - c. Plan a parish meeting
  - d. Post the position—anyone can share the posting with candidates
8. Search committee requirements?
- a. Must be a member
  - b. Minimum age for member is 16
9. Bp. Sam closed with prayer
10. Vestry will meet next on October 22, 2023
11. There was a brief description of Stephanie’s farewell—on track.
12. There was a brief description of the Stewardship Campaign—there will be a draft letter submitted at the next meeting.

The meeting adjourned at 9:44 p.m.

Respectively submitted,

Anne Stokes

Clerk of the Vestry