

**Trinity Episcopal Church**  
**Minutes of the Vestry Meeting**  
**Tuesday, May 19, 2009**  
**Rector Search**

**Present:** The Right Reverend Dean Wolfe (Bishop of Kansas), The Reverend Canon Mary Siegmund (Canon to the Ordinary), Ellen Tracy (Senior Warden), Tom McCoy (Jr. Warden), Margaret Bearse, Dave Edington, Donna Griffin, Mark Holmberg, Nancy Kelley, Garth Myers, Debbie Pitts, Joan Ring, Micah Seybold, Marty Smith, Matt Lord (Treasurer), Maria Thompson (Clerk)

**Call to Order and Opening Prayer**

The meeting was called to order by Bishop Wolfe at 7:10 p.m. He led a prayer to open the meeting.

**Bishop's Comments**

- Many thanks to Fr. Jonathon Jensen for his work at Trinity. We are blessed that he is leaving us in good shape.
- Lawrence and Trinity are known to be good places, and with an energetic search process we can expect to draw many good applicants for the rector position.
- We need to keep in mind that priests will be interviewing us as much as we are interviewing them, so we will have to show ourselves off.

**Interim Rector**

The interim rector helps the parish with the separation process and the transition to a new rector, which is why it is best for the interim to be unconnected to the previous rector. For this reason, it will be best if Fr. Paul is not named to the interim position. Additionally, if called to serve as interim, Fr. Paul would have to leave once a permanent rector is named, which would interrupt his curacy.

It is not necessary that the interim possess all the qualities we hope to find in a permanent rector, as the interim will be here a short time and will not be eligible to apply for the permanent job. However, it will be important to find someone who will continue the things that are important to the parish, such as the Solemn High Mass and Fr. Paul's curacy.

**Interim Search Process**

The vestry will conduct the search and decide whom to hire. We hope to have the interim in place by August 1, which means we need to move quickly to find and hire the right person. The bishop and canon have a suggestion regarding someone to interview. A resume was passed around and there was a very brief discussion of the person's qualifications.

Debbie made a motion to authorize Ellen to call the candidate proposed by the bishop and canon to fill the interim rector position, and arrange for him to visit with the vestry about the job. Joan seconded. The motion passed by unanimous vote.

**Transition Chair**

The transition chair is the person who will chair both the Profile Committee and the Search Committee.

**Profile Committee**

The profile committee will be appointed by the vestry, and will complete the parish profile. The profile will be used to tell applicants who we are as a parish, so its development will require reflection on the needs and wants of the congregation. The committee membership should be made up of people who possess good analytical skills. The committee will need to have its work completed and ready to present at the parish's annual meeting in January 2010.

## **Search Committee**

The search committee will be appointed by the vestry and will conduct the search, including preliminary interviews and travel to the home parishes of the candidates, then make recommendations to the vestry. The committee membership should be made up of people who possess good social skills.

## **Search Overview**

- It will be important that the vestry leave the search committee to do its job. We should pay attention to the process, but not interfere.
- Communication with the parish throughout the process will be important. Nothing regarding the process itself should be kept secret, though candidate names must not be divulged.
- The search will, by necessity, be a cooperative process:
  - The search committee will find the best candidates and present them to the vestry.
  - The vestry will decide whom to call.
  - The bishop will extend the call.
    - The bishop has the right of refusal, and may find himself in the position of refusing a candidate without telling the vestry why. There are two situations where this is likely to happen: 1) he receives information that is confidential, but leads him to believe the person would not be a good fit in this parish; 2) he has reason to believe the candidate might choose to lead the parish away from the Episcopal Church or this diocese.
  - The vestry will negotiate the terms of the contract.
- It is hoped that we will have someone in place by fall 2010.

## **Immediate Tasks**

- Interview and hire an interim rector.
- Appoint a transition chair, as well as the members of the profile and search committees.
- Determine the parameters within which the profile and search committees must work, i.e., decide what is important enough to ensure that it is taken into consideration, such as the Sunday evening high mass service and Fr. Paul's curacy.
- Develop a budget. The estimated cost of this search is \$25,000. This includes expenses incurred for search committee members' travel to the home parishes of candidates, as well as candidates' travel to Lawrence.

## **Other Items**

- The next vestry meeting will be on Tuesday, May 26, at 7:00 p.m. If you have anyone in mind to serve on the profile and/or search committees, please send the name(s) to Ellen before this meeting.
- Be aware that the vestry will be meeting more frequently during the search.
- Ellen asked that all vestry members check their calendars and let her know their availability to meet with the first interim rector candidate. We are looking for a Friday-Saturday visit that can happen as soon as possible.
- Bishop Wolfe asked that every member of the vestry pray throughout the search process for discernment, for the senior warden and for the committee members. He also asked that we promise one another that problems, anxieties or frustrations will only be discussed in vestry settings – not with other parishioners.

## **Adjournment**

The meeting adjourned at 9:20 p.m.

Respectfully submitted,  
Maria Thompson, Clerk