

Vestry Minutes Draft  
Church of the Resurrection Vestry  
October 13, 2021

- I. 7:00 pm **Devotion** for Evening: Fr. Birch Rambo
- II. **Attendance:** Fr. Birch Rambo, Nick Crump, Senior Warden, Don Laufer, Co-Junior Warden, Doug Bonham, Co-Junior Warden, Frank Koch, Treasurer, Melissa Whitten, Melissa Handley, Karen Fabiano, Kim Gill, Skip Coburn, Marsha Crosswhite, Parish Clerk.
- III. **Information**
  - a. 7:05 Declaration of Quorum: Confirmed by parish clerk
  - b. 7:06 Approval of agenda
    - i. 7:07 Approval of minutes:  
**Motion duly made, seconded and passed unanimously to approve the September Vestry minutes as submitted.** Many thanks to Melissa Whitten for her work on capturing and submitting these minutes.
  - c. **Reports**
    - i. 7:10 Rector - Formation and COVID
      1. **Adult Formation classes** are up and running with many offered in a hybrid format to accommodate both face to face and zoom. The Zoom Studio is well equipped and working well to meet our needs.
        - a. EFM taught by Dcn. Lauri to start this Sunday. There are members from three different churches involved.
        - b. Episcopal 101 Meetings and the Bible Study group have both commenced with good attendance.
      2. **Children and Youth Program:** Hilary is working with families and teachers on Zoom with an all grade classroom incorporating a transitional approach to classrooms. Youth group activities including vacation bible school are being planned with the hope to join several other episcopal churches in these efforts.
      3. **COvid Update:**
        - CoR is following diocesan guidelines with some adaption for fit our congregation. We are allowing indoor coffee hour—well spaced and masked. We are allowing the priest and lectors to proclaim the work without a mask, but well spaced.
        - We continue to monitor COVID cases and availability of ICU beds in Lane County to guide our decisions. We have hesitated to allow singing even masked yet we are receiving multipole

requests to return to singing, masked and well spaced. We may return to singing by All Saints Day.

- Communion continues in one kind only.

4. **Audit report** is near completion. When completed, it will be sent to the Vestry for review; when approved by Vestry, it will be sent to the diocese. Thank you to Skip and team for this work.

7:15 **Sr. Warden**

**2. Personnel - Music Director Search**

- a. Search is going well Interviews are being planned as early as next week. Will work with Personnel Committee to draw up contract as indicated. Other staff contracts may need to be reviewed and updated as well.
- b. Melissa suggested that a gesture of gratitude be made to thank Lucy for her leadership in our music ministry; if Peggy is stepping down, recognition for her service to be provided as well Melissa will follow up with the choir for next steps.

ii. 7:20 **Property**

1. Lights have been replaced in stair well with significant improvement in visibility and safety.
2. Outdoor garden faucet is repaired with minor work needed.
3. Rotted area of walkway by yurt repaired.
4. Cabinets in kitchen replaced/remounted.
5. Skylight vent stuck open, contractor contacted.
  - a. **Motion duly made and seconded and passed unanimously to approve up to 1000.00 to repair the skylight. Treasurer noted line 3910 Building Fund to be used.**

iii. 7:30 **Finance**

**Summary: “Three quarters in and things are going very well.”** Covid year with plummeted expenses. Pledges on target for the most part. No surprises. Many thanks to Frank for the concise report with easy to read graphs! May need to raise Christian Education line due to some start up expenses.

**IV. Discussion**

- a. 7:35 Singing: Hope to be able to sing soon! Singing is possible with masks. Most when polled are in favor of singing—perhaps by Advent? All Saints Day?

- b. Safe guards continue with distancing, masking, cleaning. Live stream services will continue into the near future, perhaps will become a permanent feature at CoR.
- c. 7:45 Vestry retreat -Wonderful retreat, missed those who could not yet attend in person. Discussed where to prioritize resources in context of congregational health and ability to engage within prolonged covid season. Priorities: Continue CoR's long standing community Outreach and Service focus; Growth opportunities by offering a number of great study and learning groups (currently being both planned and launched); Continue Evangelism with reach that has increased with technology—offering services on Facebook and zoom.

## V. Decisions

- a. 7:50 Budget and stewardship
  - i. Goal to develop a compelling narrative about who CoR is, and who we want to be, for Stewardship campaign: “The Narrative Budget.”
  - ii. Transparency about the costs required to provide our services/mission; answer questions such as “How does our mission transform lives?” And: “Numbers are guesses; stories are life.”
  - iii. Next steps: Form a Stewardship committee; invite a chair; Team of six? Vestry member to chair? Fr. Birch requests nominees’ names for the committee to be emailed to him.
- b. 8:15 Piano:
  - i. Family has requested an offer from CoR, is not interested in selling to community or reclaiming possession of piano. Discussion. Decision to hold on the outcome until the new Director of Music Ministry is able to assess—since the hire is imminent.
- c. 8:25 Egan liaison: Fr. Birch offered to be the Egan Liaison.
- d. Time permitting: Outside group policy, Steven Ministry (Deferred to November meeting.)

VI. 8:30 (Time Certain) - Compline

Next meeting: November 10, 7:00 pm

### Addendum:

Urgently called Vestry Meeting by zoom on 10.28.21: Attendance: Fr Birch, Nick Crump, Marsha Crosswhite, Doug Bonham, Don Laufer, Melissa Handley, Kim Gill. Absent: Melissa Whitten. Fr. Birch recused himself after opening prayer. Sr. Warden Nick Crump then assumed the role of Presiding Officer. Quorum declared by clerk.

Sr. Warden shared the Music Director search lead candidate update and now search committee request for an increase to salary lines for the music program. Robust discussion included prior salaries for choir director roles and the Vestry’s interest in reasonable offers as well as desired time commitment and availability of the successful candidates.

**Motion duly made and seconded to direct the Treasurer to increase the Music Program staff salary line (Line includes Director, Choir Director and Chorister Director)—to 23,160 total. Motion carries unanimously.**