



Church of the Resurrection Vestry Meeting Minutes  
3/14/2016

Voting Vestry Members					
Stewart Ruch	X	Kevin Engel ('14-'16)	X	Martha McGraw ('15-'17)	X
Margaret Philbrick	X	Sandy Kruse ('14-'16)	X*	Chris Keil ('16-'18)	
Don Dumper	X	Kate Laney ('14-16)	X	Cindy Kiple ('16-'18)	X
Dan Easley	X				

Non-Voting Attendees					
				Amy Patton*	

\*Sandy and Amy left after the first motion

**Prayer**

- We prayed in All Saints Prayer Chapel

**RezGroups Update**

- Amy Patton provided an update on RezGroups.

**Youth Pastor Hiring Process**

- Amy Patton described the process being following for hiring a Youth Pastor. An interim part time Jr. High Pastor and an interim part time Sr. High Pastor are being contemplated in order to allow a more vision-focused, more intentional, less rushed process for hiring the permanent full-time Youth Pastor. This process can receive input from a newly formed Parents Advisory Team, and will accommodate Amy's absence during her maternity leave and Stewart's absence during his Sabbatical. A permanent full-time Youth Pastor hire would be made perhaps around November 1, with the possibility that the interims would overlap the permanent hire by a month or so.

- Motion to create an interim youth pastor position or positions, staying budget neutral for the youth salaries in the 2016 budget.

Motion by Dan, Seconded by Stewart

Unanimously approved by all present

**August Vestry Retreat**

- We agreed to have a Vestry Retreat August 12-13, possibly contingent on the schedules of Chris and Sandy. Kevin will be absent then. Margaret will follow up with Sandy and Chris.

## **Leaving a Legacy of Generosity**

- Dan presented a teaching on leaving a legacy of generosity from the story of the boy who gave Jesus his lunch of 5 loaves and 2 fish (John 6:5-13).

## **Strategic Planning Report**

- Dan described current activity related to strategic planning at Resurrection.

## **Financial Reports**

- Dan presented the financial reports.

## **Moved by Jesus Expand and Improve Fund**

- For accounting purposes, Anne Kessler requested that this fund be created.
- Motion to create a new “Vestry Designated – Moved by Jesus Expand & Improve Fund” to hold and set apart Moved by Jesus Expand and Improve allocated funds.**

Motion by Dan, Seconded by Kate

Unanimously approved by all Present

## **Recommended Changes to the Facility Policy**

- Dan presented some recommended changes to the Facility Policy in order to make our facility more welcoming, yet insuring that the needs of our staff and ministry are put first. In particular, small informal events can use the Narthex, Rez Café, and Activity Center without charge. Event reservations are still needed. Stewart mentioned the desire to make our Facility free of charge for weddings of members; this request may be addressed in the future.

## **Paid Maternity Leave**

- We discussed the current policy in the Personnel Manual, which states that 12 weeks of paid maternity leave will be provided to full time female staff. It does not address whether this policy is contingent on the staff member returning. We reached consensus that we will grant paid leave without regard to whether the person returns to staff.
- We agreed that at our next Vestry meeting we would consider changes to the maternity policy. Dan provided a handout comparing extended leave policies of four other churches in our area.

## **Possible Grant for Mentoring ministry of Replanted**

- Stewart described that the allocation of Moved by Jesus funds will in general wait for the results of our Strategic Planning efforts, so that all potential projects can be evaluated and prioritized fairly and at the same time. However, it will be a long wait for the results of the Strategic Planning effort. Matt Woodley has indicated that a grant of even \$5000 would be a great encouragement to Jenn Ranter who leads our Replanted ministry. The money would be as a one time stipend to start a mentoring ministry to at-risk children under the Replanted ministry. Dan will send an audio of Jenn explaining her vision, and Vestry will consider this request at the next meeting.

**Conclusion**

Kate led us in a closing prayer.

**Amended by Don Dumper on 9/19/2016**

Included Dan Easley as a voting member