

Church of The Incarnation

Minutes: Special Vestry Meeting - March 15, 2007

Reverend Lawrence called this special meeting to order at 1:30 p.m. A quorum was present. Excused: M. Keene, C. Miller, M. Wager. Also attending: Rev. Patricia Moore

Status of the purchase of the property at 580 Mendocino Avenue: Reverend Lawrence began the meeting by announcing that our offer to purchase the property had been accepted, the contract had been prepared and signed by the Church, and it had been given to the sellers. Once they sign the contract, escrow will open and the title search initiated.

Notice of Bequest: Reverend Lawrence announced that official notice had been received that Church had been left an unrestricted bequest in the amount of \$200,000.00 by Joanne Alva, a parishioner who recently passed away.

Retirement of Reverend Patricia Moore: Reverend Moore announced that she was retiring as Associate Pastor effective Fall of 2007, so there will be a period of approximately six months before she leaves. She gave two reasons for her decision. First, she recently had her 65th birthday. The position of Associate Pastor requires a great deal of time and effort, and while this is not her primary reason for retiring, she has felt it increasingly difficult to keep up with the demands of the position. Second, and more importantly to her, she feels the need to pause and make room for God's spirit to work in her life in new ways. Her current life is so full, she feels there isn't space for anything new. In addition, she has been with this parish for over seven years, and just as in her life, she feels it is time for the parish to make space to allow God's spirit to work in the congregation in a new way.

All of the Vestry Members, while feeling a deep sense of loss at her leaving, expressed their happiness for her as she moves into her new life and asked what they could do to assist her in the transition. Reverend Moore stated that what she needs is to know that she has the support of the Vestry, and hopefully the full parish, as she makes this life change. She will remain in the Santa Rosa area, and she has been meeting with the Numina Board of Directors. She would like to continue working with Numina toward moving it into being its own 501(c)3 non-profit organization. This will allow her to continue working with something that she believes in deeply and to support the parish in her own way.

It was decided that the Vestry would keep the news of Reverend Moore's retirement confidential to allow her to make the announcement after each service on Sunday, March 18th. Reverend Lawrence stated that the Visioning/Listening team established at the Vestry retreat will take this opportunity to begin the listening process in order to learn what parishioners appreciated and valued most in Reverend Moore's ministry. This will give us an idea of what parishioners will be looking for in a new Associate Rector. Announcement will be made this Sunday that beginning, Sunday March 25th, there will be drop-in sessions in the Library after each service to allow parishioners to meet with Reverend Moore and express their feelings about her and her ministry. The Listening

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Team will attend and record those sessions. They will also attend meetings of each of the various committees and functions in which reverend Moore is involved in order to facilitate time for the members of those groups to communicate their feelings about Reverend Moore and her ministry. The information gleaned from the drop-in sessions and the meetings will support process for calling a new Associate Rector.

The search process: Reverend Lawrence stated that if Reverend Moore is retiring in the Fall, we will need to work quickly over the summer to try and complete the hiring process. However, we will need to insure that we involve the parish in an open and transparent way, and make certain that people have to opportunity to provide input and be heard. The goal will be to hire in September in order to have at least one month of overlap before Reverend Moore departs. Reverend Lawrence will appoint a Search Committee and a Transition Committee. Anyone interested in serving one or both of those committees should let him know.

There being no further business, the meeting adjourned at 2:05 p.m. The next scheduled meeting is on March 27th at 7:30 p.m.

Prepared March 24, 2007 by Patrick Lancaster, Clerk.