

St. Mark's Episcopal Church, Troy
Vestry and Search Committee Meeting Minutes
September 30, 2020

Meeting held: St. Mark's Parish Hall at 7:00 PM

In attendance: Fr. Massey Gentry, Judy Dye, Diane Porter, Joanna Taylor, Jean Orendorff, Kathy Omasta, Teri Williams, Donna Schubert, Jessica Pollack, Dan Dawson, Michelle Armstrong, Tom Davis, and John Jinright

Opening Prayer was offered by Massey Gentry

- Fr. Gentry
 - shared that there is a clergy shortage across the country
 - has spoken to four clergy people who are interested in St. Mark's
 - suggested 45 day timeline to develop a profile based on the Ministry Portfolio template provided
 - urged us to contact Babcock or Weinstein to price out insurance
 - vestry needs to decide on the gross amount available to pay a priest: insurance, pension, and salary
 - no candidate is in the process until the search committee reaches out to a priest the diocese sends to us based on a match of our profile and theirs
 - those who wish to be considered will be asked to send their OTM profile, resume, picture, copy of something they've written, audio version of a sermon in a format the search committee chooses,
 - Fr. Gentry reviewed the OTM profile template and explained various items related to clergy compensation package
 - clergy may be called as 'priest in charge' for one year and then named rector at the discretion of all parties
 - Fr. Massey only likes to look outside of the southeast if necessary
 - Zoom interviews are possible, but we should visit the clergy and he/she should visit us before calling a priest
 - Fr. Massey asked if the search committee had any qualifications that they would refuse to call a priest based upon and none were shared
- Judy Dye asked the vestry if anything had come up in vestry meeting that should be shared now. Nothing was shared.
 - Search committee will send one name to the vestry based on consensus of the group.
 - The senior warden and the treasurer will negotiate the package with the priest selected. Fr. Massey will write up the letter of agreement.
 - Typically parishes conduct a survey of parishioners before writing both the narrative for the website and the OTM profile document, but Fr. Massey is suggesting we move more quickly with the OTM to avoid the risk of losing out on the four names he currently has listed as interested in our parish

- Teri Williams suggested that the search committee meet soon after this joint meeting to determine what questions should be sent to the parish at large to get input for the profile
 - suggested that the parish get together the OTM profile by the end of October
 - vestry needs to quickly set the compensation package
 - the four interested clergy people will be sent the last 3 years' parochial reports now to give them some information while the OTM profile is being developed
- Donna Schubert will work on entering the information in the database for OTM. Tom Davis offered to support her in the work of the writing needed to answer the narrative questions to help things move along as quickly as possible
- Jessica Pollack asked about the need for confidentiality. Fr. Massey said that as names are discussed in the search committee they should be held strictly confidential until a single candidate is selected. The search committee will tell candidates when they are no longer being considered but parishioners should not be told
 - suggested asking if candidates are in other search processes as well as ours and giving them only 24 hours to respond once an offer is made.
 - the second choice candidate will not be called if the first choice turns down the offer