

**St. Alban's Episcopal Parish  
Minutes of the Vestry Meeting  
Saturday, February 27, 2016  
Rectory**

**Vestry Officers Present:** The Rev. Dr. Deborah A. Meister (Rector), Deborah Potter (Senior Warden), Rich Turner (Junior Warden).

**Vestry Members Present:** Mark Edwards, Marcy Fisher, Marcus King, Sandy Kolb, Tomás Montgomery, Ann Morrison, Ken Patterson, Joan Phalen.

**Call-to-Order:** A meeting of the Vestry was called to order at 4:30 pm by The Rev. Dr. Deborah Meister. An opening prayer was offered by Rev. Meister.

**Move to Executive Session:** Ms. Fisher moved that the meeting go into executive session. The motion was seconded by Marcus King. All Vestry members voted in favor.

Following executive session(s), the Vestry voted on several MOTIONS.

**Settlement agreement:** Sandy Kolb moved that the Vestry authorize the Rector and Wardens to sign a settlement agreement with Sonya Sutton, reflecting the terms discussed in executive session, which are to remain confidential. The MOTION was approved by voice vote.

**Interim music director:** Tomas Montgomery moved that the Vestry authorize the Rector and Senior Warden to sign a Letter of Agreement with Laura Weiss as Interim Music Director reflecting the terms discussed. The MOTION was approved by voice vote.

The Rector noted that this appointment will be bittersweet for many in the parish. She added that given Ms. Weiss had no contact with anyone at St. Alban's before seeing the parish job posting, she brings no views on recent events, and her lack of involvement should make it easier for her to heal divisions in the music program. Ms. Weiss will lead rehearsal on March 2 and will formally join the staff on March 9. She will face a couple of immediate issues, the Rector noted, because before she left the parish, the former director of music had acted unilaterally to release musicians already booked for Easter services and encouraged them to find other work. In addition, the planned choir pilgrimage to Durham, England, had also been canceled by the former music director.

**Petition for special parish meeting:** The Vestry discussed a request for a special parish meeting submitted by 57 members of the parish. Some Vestry members argued against holding such a meeting, but the Rector made clear that under the bylaws the request was made appropriately and would be honored. She noted that the Senior Warden had reached out to the sender of the petition to discuss timing for the meeting in order to avoid holding it during Holy Week or during Spring Break so as to maximize participation; she is awaiting a response. Ms. Potter noted that well before the petition was submitted, the Rector and Wardens were already

working toward a town hall meeting with the participation of Bishop Mariann Budde. The timing of such a meeting would depend on when a settlement agreement was reached with Ms. Sutton, but the Rector and Wardens wished to hold a town hall as soon as possible. As the rector put it, "We want to address issues that have been festering and now that we have a settlement we can do that." Potential dates were discussed with the Bishop, who agreed to be present for a town hall the evening of Wednesday, March 9.

The Vestry was informed that at least some petitioners requesting the special meeting have suggested they want all Vestry seats to be up for election at the annual meeting in June, not just the four seats of members whose terms will have expired. There was discussion of a potential motion to be introduced at the March Vestry meeting requesting all continuing Vestry members to step down and to run again, if they so wish, for the remainder of their terms. If the motion does not go forward, the effort could be renewed at the special parish meeting. Ms. Potter reported that she had shared this possibility with the nominating committee, whose members generally felt such a move would be unwise. They noted the importance of continuity on the Vestry, in part because of the learning curve for new members on such issues as the budget. One committee member pointed out that the continuing members had all been selected in competitive elections by the voting membership of the parish at large, and deserved to continue representing the parish on the Vestry.

The meeting concluded with prayer at 6:30 pm.

Respectfully submitted,  
Deborah Potter, Acting Secretary