



## October Vestry Meeting

Tuesday, October 27, 2020, 6pm  
Zoom Video Conference

### **Vestry Members Present**

Kristen Austin  
Clara Berg  
Carrie Davis  
The Rev. Canon Arienne Davison, Bishop's Representative  
Karla Koon, Diocesan Member  
Micah Kurtz, Diocesan Member  
Julia Logan, Senior Warden  
Peter McClung, Junior Warden  
Emily Meeks  
Kari Nasby  
Michael Perera  
Marjorie Ringness  
Robert Stevens  
Walter Stuteville, Junior Warden  
The Very Rev. Steve Thomason, Dean

### **Officers Present**

Barbara Erickson, Clerk  
Re Knack, Chancellor  
Phil Lloyd, Treasurer

### **Staff Members Present**

Erik Donner, Executive Assistant to the Dean  
Michael Kleinschmidt, Canon for Cathedral Music  
Jim Pannell, Director of Operations

### **Guests**

John Hoerster, Chancellor Emeritus

### **Call to Order, Prayer, Review of Agenda**

Steve opened the meeting at 6:00PM with the liturgy for the Interfaith Election Prayer Vigil.

### **Consent Agenda**

**The Vestry approved the September 22, 2020 meeting minutes as published.**

### **Special Order of Business**

John reported that the schedule for the exploratory process for the St. Nicholas property redevelopment has changed with 75 developers signing nondisclosure agreements. More time is required for potential developers to study the situation. Deadline for responses has been extended to the end of October which will extend all other deadlines. Results of the Executive and Summit Committee meetings will be brought to the November 24 Vestry meeting.

## **OLD BUSINESS**

### **Reopening Planning**

Steve reported that an amendment that includes the pastoral need for indoor weddings and funerals for small groups of 10 or less with all precautions outlined was added to the Reopening Plan.

### **Update on Duwamish Acknowledgments**

The Committee experienced the Duwamish Longhouse in West Seattle a couple weeks ago, which enabled them to come up with ideas for the next steps. Being intentional with the connections to be established, as part of the goal to keep the relationship a long lasting one. Steve modeled this by acknowledging the "traditional and ancestral Duwamish land" the cathedral sits upon at the October 24 diocesan diaconal ordinations.

### **Nominating Committee Update**

Julia and the nominating committee are working hard and reaching out to potential nominees. Seven convention delegates and two vestry candidates have been identified. The committee presented Jim Buskirk's name to fulfill the unexpired Vestry term. Jim, having previous vestry experience, will be asked if he would like to begin his term earlier than January 2021.

**The Vestry approved the motion to appoint Jim Buskirk to the unexpired term on the Vestry, ending in January 2022.**

## **NEW BUSINESS**

### **Proposal for Commissioning of Anthem by BIPOC Composer**

Michael Kleinschmidt, Canon for Cathedral Music, brought forward a proposal to commission an anthem for the 2021 O Antiphons from a Black, Indigenous, and People of Color (BIPOC) composer.

**The Vestry approved the recommendation by the Executive Committee to allocate \$2,500 to engage a BIPOC composer to commission an anthem for the 2021 O Antiphons service.**

### **Real Rent for Duwamish**

The Vestry was asked to consider adding an annual amount of \$1,200 into the Cathedral's budget for Real Rent to be paid to the Duwamish Tribe. An announcement of the rent payment will be made to the parish and they will be invited to participate.

**Motion was made and approved by the Vestry to include \$1,200 Real Rent for the Duwamish Tribe in the 2021 budget.**

### **Stewardship Update**

Robert reported the campaign is going well, videos and materials are coming together well. Pledges are coming in ahead of last year at this same time. As of October 23, 177 commitments totaling \$785,000 for 2021, and looking positive for now with many challenges still ahead. Steve reminded the Vestry that 100% Vestry participation is an example for the parish.

### **Bright Water School Developments**

Steve shared that Bright Water Waldorf School would be closing at the end of this school year. The pandemic is leaving them with no financial margin. The cathedral's \$110,000 in rent deferment will not be recouped. Rent for \$360,000 per year is lost over the next three years. There are a couple of schools interested in picking up the lease, but nothing but interest has resulted to date.

### **COLA for Staff and Clergy**

At the Diocesan Convention, the clergy were given a 0.9% cost-of-living adjustment. The Vestry is asked to adopt that same number for the staff.

**A recommendation from the Finance Committee to adopt a 0.9% cost-of-living adjustment for the staff for 2021 was approved by the Vestry.**

### **Budget Planning**

First draft of the budget reflects a \$240,000 loss due to a decrease in rental (inquires for space rental exist, but not knowing when we will reopen, no reservations can be made) and plate income as well as an 8% increase in insurance, the COLA, and property insurance. Facilities and utilities will be reviewed to see where reductions can be made. A balanced or nearly balanced budget will be presented at the

November Vestry meeting. The wardens and Steve have developed contingencies related to staff structure and associated finances.

## **LEADERSHIP REPORTS**

### **Senior Warden**

- Busy with Stewardship and the Nominating Committee. Spent a happy two hours in Bloedel stuffing stewardship mailers – “felt really nice to be home.”
- Attended a webinar presented by The Society for the Increase of the Ministry (SIM) on “What Will It Take for the Episcopal Church to Become an Anti-Racist Organization. <https://simministry.org/sim-news/what-will-it-take-for-the-episcopal-church-to-become-an-anti-racist-organization>
- Dr. Catherine Meeks and Presiding Bishop Michael Curry discussion on his book *Love is the Way*. <https://www.youtube.com/watch?v=gsT0hBJtRnI>
- Diocesan Convention was virtual this year, so “no bugging about baking cookies”.
- Spirited Women Retreat on Saturday, November 7, co-facilitating a Radix group which is going well and still participating on a Discernment Committee.

### **Dean**

- Arienne: Workshop for wardens and clergy will be held on Saturday, November 14 on the topic “Clergy Wellness for Lay Leaders: Caring for Your Clergy During Covid Times.” Visit: <https://ecww.org/event/clergy-wellness-for-lay-leaders-caring-for-your-clergy-during-covid-times/>
- Other dates of note:
  - All Saints’ Day – four services: 9am Baptism for two people outside on the labyrinth and livestream; 11am regular service; 4:30pm Choral Evensong; 9:30pm Compline. Co-sponsor pre-election prayer vigil 6:30pm from St. James Cathedral.
- Presiding Bishop Curry’s *Love is the Way* book discussion on Monday, November 9.
- Looking into bringing the “Doctrine of Discovery” film to the cathedral.
- Hymn Sing on Sunday, November 15.
- Diocesan confirmations to take place on Saturday, November 21.
- 10am Thanksgiving Day service.
- O Antiphons on November 29 – remarkable grace-filled service. Planning Advent and Christmas.
- Solarc Energy Group’s work is moving forward.
- Files of Note—
  - Baptism and Necrology Lists – 16 deaths and six baptisms.
  - Addendum to Reopening Plan
  - Cyber Insurance Rider
  - Global Mission Grant Application was approved, awarded \$3,000 to deepen our relationship with parishioner and missionary, Elizabeth Hawkins, who is doing work in El Salvador.
  - Bank of America Deed Reconveyance (St. Nicholas)

## **MINISTRY/COMMITTEE STRUCTURE AND REPORTS**

### **Worship and Music**

Peter and Walter: Quarterly meeting saw much creativity and a lot of energy in providing services that are meaningful through Advent season.

### **Faith Formation**

Youth/Children, Kristen and Kari: Lot of energy in making things meaningful. An event was held with youth that combined vespers and leaf raking in which 20 people attended.

Adult Faith Formation, Emily: Seeking ways to help with Creation Care.

### **Justice (JMCT)**

Micah: Presentation by Carolyn White about Creation Care.

## **Communications**

Michael: Electronic version of *The Rubric* well received, stewardship videos, emails have been well received. Livestream has capability of new camera angles with a new portable camera.

## **Finance**

Phil reported the PPP loans helped with the budget this year, but the 2021 budget faces challenges without the rental income. He reminds us “there will always be enough.”

## **Facilities**

Walter reported the committee is meeting next month, the painting of the cathedral has been completed, benches are around the labyrinth, and the garden looks good. Regarding the vandalized Black Lives Matter sign, a new sign has been ordered.

## **Diocesan Members of the Vestry**

Micah, St. Columba's, Kent: survey to assess comfort level of having limited venues inside, a budget town hall zoom meeting will be held this coming Sunday along with a baptism.

Karla, St. Andrew's, Seattle: Bishop Rickel will be with them on November 1 to confirm, receive, or reaffirm 10 people, first resuming in-person reopening plans.

## **Canon to the Ordinary**

Arienne: The Bishop's Office has been focused on the convention, working hard to provide the virtual conference and now back to normal life.

## **Chancellor**

Re: Ordinary work with and reviewing contracts.

## **Cathedral Foundation**

Steve: Board presses on to be responsive to unbudgeted buildings and grounds and facility items out of their resources.

## **Creation Care**

Marjorie: Coordinating carbon tracker sign ups – 56 households and more than half of the vestry. Carbon offset program, Carbon Offsets To Alleviate Poverty (COTAP), will be suggested to receive offset donations. Survey for parish being prepared to find out what the parish wants to hear and how they want to hear it. More forums with Adult Faith Formation, possibility of showing *Awakening the Dreamer* to the congregation. Diocese of Olympia, Grace Episcopal, Bainbridge and Saint Mark's will hold a Project Drawdown workshop on November 8.

## **Reflection: What was intercultural about our agenda and conversations today?**

- Commissioning of the anthem with BIPOC composer and paying appropriate sum for a person's talent.
- Support for Malcom McLaren's ordination.
- Relationship with Duwamish and our relationship with the tribal land.
- Black Lives Matter sign defacement – reminder of cultural differences in Seattle.
- John Hoerster's comments about Seattle vs Eastside developments
- Reparations and ongoing conversation to partner with other local groups
- Interfaith Election Prayer Vigil with hope of continued collaboration and dialogue with First AME.
- Presentation at convention to have statement that Steve offered on Duwamish at the ordination.

## **Check Out & Closing Prayer**

Checkouts were given, and Walter gave the closing prayer. The meeting was adjourned at 8:28PM.

Respectfully submitted,



Barbara J. Erickson  
Clerk

Erik Donner  
Executive Assistant

Dates/Events of note

- 11/1 9:00am Baptisms via livestream (outdoors)
- 11/1 6:30pm Pre-election Vigil (livestream)
- 11/9 7:00pm PB Curry Book Discussion (Zoom)
- 11/15 Hymn Sing (Zoom)
- 11/26 10:00am Thanksgiving Day Svc (Livestream)
- 11/29 7pm O Antiphons (Livestream)
- 12/5 9:30am Mirabai Starr—Grief, Loss and Hope (Zoom)
- 12/24 4pm, 7:30pm, 11pm services (Livestream)