



March Vestry Meeting

Tuesday, March 23, 2021, 6pm
Zoom Video Conference

Vestry Members Present

Kristen Austin
Clara Berg, Junior Warden
Carmen Brady
Jim Buskirk
The Rev. Canon Arienne Davison, Bishop's Representative
Karla Koon, Diocesan Member
Scott Kovacs
Micah Kurtz, Diocesan Member
Peter McClung, Senior Warden
Emily Meeks
Kathy Minsch
Katie Prettyman, Diocesan Member
Marjorie Ringness
Chris Rigos
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
Jim Pannell, Director of Operations

Guests

John Hoerster, Chancellor Emeritus

Call to Order, Prayer, Review of Agenda

Steve opened the meeting with prayer at 6:00PM.

Consent Agenda

The Vestry accepted and adopted the January 19, 2021 meeting minutes as published.

The Vestry accepted and adopted the minutes from the January 24 and 31, 2021 Annual Parish Meeting as written.

The Vestry accepted and adopted the February 6, 2021 Retreat minutes as published.

OLD BUSINESS

St. Nicholas Redevelopment Update

John Hoerster reviewed the actions taken at the February 6 retreat: Memorandum of Understanding with the development partner was approved with a 120-day due diligence timeframe ending on May 27. An

update to the 2017 seismic report on the St. Nicholas Building to compare necessary upgrades as a school or residential structure was completed for \$4,500. The project will cost the price of the seismic upgrade. The asbestos and lead paint report done by Cornish College of the Arts in 1999 was obtained and requires no updating, which will allow moving directly to identifying the cost of addressing the asbestos and lead paint. Determination of roof requirements is under review. Once foundational materials are assembled, specifics for the updates and cost analysis can proceed. Committee is having internal discussions about what to accomplish with St. Nicholas and the campus. Post COVID-19, affordable housing, tax credits, all “moving parts” to coalesce for presenting at the May Vestry meeting.

Intercultural Development Inventory Updates and Planned Discussion in April

Arienne reported that the one-on-one debriefs would occur before group profile. Anyone wishing to have a one-on-one debrief should make that appointment – Arienne will be sending an email with sign up link. Process is different in that the continuing Vestry members have already seen their intercultural development and had some teachings. She explained that the one-on-one debrief is about the individual, while group profile is about the results of the whole group as a team to better understand ourselves to enable us to work together and goal setting. By the next meeting, one-on-ones will be complete and we will talk about group results.

College for Congregational Development

Steve is encouraging members to look at this program which has been operational for about 15 years with many graduates from Saint Mark's. Key values for church leaders: common vocabulary and resource tools to envision way into leadership and strategies as a group. Arienne described the two sets of options for taking the course. 1) With COVID: four weekend sessions (Friday morning through Saturday) beginning in October and a second session of four weekends in the spring. 2) Weeklong Monday through Friday session that is a hybrid model with five weeks of online at home classes and then the weeklong in-person session at Fort Worden, Port Townsend. Website: [College of Congregational Development | The Episcopal Diocese of Olympia \(ecww.org\)](http://College of Congregational Development | The Episcopal Diocese of Olympia (ecww.org))

Limited In-person Worship Offerings

Steve announced that the Palm Sunday service will be open to 60 worshippers. Livestream of the 11:00AM service will continue, and there will be three services on Easter Sunday. 7:00AM outdoor service for 100 pre-registered worshippers and livestreamed; 9:00AM indoor service with 70 pre-registrations and not livestreamed, and a 11:00AM service with 70 pre-registrations and livestreamed. When asked about current maximum numbers in the cathedral, Steve replied that governor's guidelines permit 50% occupancy (550) which is not a comfortable number for now. Once we can handle 70 comfortably, we will add 9:00AM service back maybe in early May. The 70 number does not include choir members, Hospitality Ministers, Altar Guild, Lectors, the sound and video engineers, or priests.

Statement of Commitment and Action Update

At the February Vestry Retreat, a subcommittee was formed to review the Statement of Commitment and Action, adopted in 2016, and the Covenant for Anti-Racism developed by Rt. Rev. Deon K. Johnson, Bishop of the Episcopal Diocese of Missouri. Peter provided the report that the Committee has been meeting with The Rev. Canon Jennifer King Daugherty and The Rev. Canon Nancy Ross to align the two documents together. Coalescing around the lament section of the Anti-racism document and reviewing the Covenant to see if new or adjusted concepts need to be added. Review of the original statement found opportunities to add statements and clarify wording to be more inclusive of the BIPOC and LGBTQ+ population and adding the lament; adding context around “we will do these things...” adding statements to reflect and lament and apologize if we have done things to those within our population and define “we” in a different way. Language around Creation Care was also added. Complete for April meeting.

Land Acknowledgment Work

Committee continues work and is almost ready to present to the vestry. Awaiting specific communication from the Duwamish tribe. Draft is ready for review.

Mutual Ministry Goals 2021

Potential goals for consideration:

1. Restorative Justice and Systemic Change: Anti-racism/restorative justice work and internal reflection on changing systems within the church and broader.
2. Creation Care targeting carbon reduction: net carbon zero on cathedral campus footprint by 2030.
3. Intergenerational and Innovative Community: want to further develop ways for the cathedral's generations to be together; coming out of pandemic will require innovative ways of forming community through hybrid technology and with members near and far.

Total of seven areas including those existing goals but will be restructured so that everyone will be involved in the goals – no “silos” but each ministry embraces and includes aspects of the three goals.

The motion to adopt the three Mutual Ministry Goals recommended by the Executive Committee was approved by the Vestry.

NEW BUSINESS

Appointment of Cathedral Foundation Board Member

The Cathedral Foundation Board is structured in a three-party agreement between the Vestry of Saint Mark's Cathedral Parish, the Office of the Bishop of the Diocese of Olympia, and the Cathedral Foundation Board. Each entity appoints one third of the membership of the Board of the Cathedral Foundation. Cathedral Board has asked the Vestry to consider the reappointment of Lynne Markova for another two-year term.

The Vestry approved the appointment of Lynne Markova to the two-year term on the Cathedral Foundation Board.

Parochial Report

Canonically required document of data about all aspects of our church life that is sent to the Diocese of Olympia and then to the Episcopal Church. Impacts from the pandemic, both negative and positive were requested for this past year.

A motion was made, and the Vestry approved the Parochial Report as presented.

Establish a Cathedral Carbon Offset Fund

Creation Care Ministry is requesting the Vestry authorize the designation of account through which people could contribute for the purchase of carbon offsets. Two organizations, Episcopal Diocese of the Southern Philippines and Carbon Offsets To Alleviate Poverty, who are involved with planting trees, would be the recipients.

A motion was made, and the Vestry approved the authorization of a designated account through which carbon offsets could be purchased.

ACLU Projection Project

American Civil Liberties Union of Washington is interested in an outdoor light messaging project that would project messages onto the west façade. This would be shown for two weeks, May 24 through June 3, for a two-hour period, a single message each day, not animated, and the message changing each day. Friendly amendment to include Asian Pacific Islander names to the list of Black victims of police violence.

The motion to approve the project as recommended by the Executive Committee was approved by the Vestry along with the friendly amendment.

Lease Extension for Gage

Seattle Amistad School will be occupying the Bright Water space in August. Gage Academy of Art's lease extension terms will coincide with new terms of Amistad's lease. Proposed terms are under review before negotiations begin with Gage.

Estate Gift Acceptance

Billie Manning, long time member of Saint Mark's, died and left a sizable part of her estate to Saint Mark's Cathedral specifically for music but with no further designation or restrictions. Gift Acceptance Committee (Dean, wardens, Treasurer, and Chancellor) makes recommendations to the Vestry about the use of said funds; and with the Executive Committee proposes placing the \$90,000 gift into the restricted Music Fund where the principal is restricted and 4% is dedicated to the Music Ministry.

The motion to accept the recommendation by the Gift Acceptance Committee to place the Manring gift into the Vestry designated Endowment Fund for the purpose of Music Ministry was approved by the Vestry.

Formation Consultant

Steve and the wardens have been reflecting on a revisioning of Formation while maintaining the current good work being provided. Pandemic provides an opportunity to strategically envision formation as we move forward. There is money in the budget to cover this through other cost savings. Proposing Vestry authorize funding Jamie Martin-Currie, who has consulted around the country and is recommended by the Presiding Bishop's Office. She would be hired after Easter for 60 to 90 days to interview stakeholders and individuals.

The motion to retain Jamie Martin-Currie as a consultant, spending up to \$10,000, as recommended by the Executive Committee was approved by the Vestry.

Tent City 3 Request

Jim Pannell reported that Tent City 3 would like to stay at Saint Mark's from June 15 through September 15, 2021. He is looking at updating the current Memorandum of Understanding to have TC3 residents trained by the City of Seattle to handle their own trash and recycling. They will occupy the same space on the grounds as last year with 40 – 45 residents. Jim will investigate providing a water system vs asking for donations of plastic bottles of water.

The Vestry approved the endorsement of Tent City 3 being onsite at the Cathedral for the three-month period June through September 2021.

Kleinschmidt Sabbatical Proposal

Steve announced that Canon for Cathedral Music Michael Kleinschmidt is eligible to take a Leave of Absence. His sabbatical will begin in early May for three months. This is a time for renewal, but he will be working on area of interest that serves his ministry and people as well. He will be focusing on learning the meantone organ (potential gift from a donor) at Oberlin College in Ohio and mastered new organ repertoire he has never played before and refreshing his spirit while backpacking in the Cascades. Sabbaticals are currently for clergy and Michael as canon and is not extended to staff members. The Vestry indicated an interest in offering paid sabbatical leaves for staff, and Steve and Jim Pannell will be investigate it along with other employee retention and appreciation ideas.

LEADERSHIP REPORTS

Senior Warden

- Reached out to almost every ministry listed in the Ministry Guide booklet to attend their meetings and has met with the 20s/30s Group, Thursday morning prayer, Mideast Focus Ministry, Facilities, Eucharistic Visitors, Creation Care, and Hospitality. Scheduling meetings with Justice Ministries Coordinating Team, Stewardship, and Seattle Service Corps.
- Attended the Doctrine of Discovery with The Rev. Rachel Taber-Hamilton. The Rev. Canon Nancy Ross arranged a subsequent class on the Doctrine of Discovery with Bexley Seabury Seminary and The Rev. Dr. Mary Crist, Indigenous Theological Education Coordinator for the Episcopal Church.
- Reminding all that the Clergy Retreat is May 2 – 5 and asks everyone to remember to honor the clergy sabbath days.

Dean

- Holy Week begins March 28, staff working hard and diligently at re-opening and Holy Week, thank the staff.
- Radix groups ended, great feedback, next Radix groups begins the last week of April.
- Presiding Bishop's Office has asked that Saint Mark's Cathedral be one of four host sites for a Pentecost Creation Care-focused worship style event. Also the Presiding Bishop's Office, Philadelphia Episcopal Cathedral, and Christ Church Cathedral in St. Louis, MO.
- Tasked a small group to review office space utilization after Easter.
 - Files of Note—
 - Thank you notes for contributions—TEC, AFEDJ, Oikocredit, ERD
 - Resolution on Vestry Size

- PPP Loan Forgiveness Letter (payback a small amount due to error)

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

- 1) Discussion of the light projections by the ACLU
- 2) Mutual Ministry Goals
- 3) Doctrine of Discovery follow-up class
- 4) Indigenous land acknowledgments
- 5) What to put on
- 6) Restorative vs Retributive Justice
- 7) Return of Tent City 3
- 8) Commitments - things done a different way, done to people
- 9) Mutual Ministry Goals existing culture focuses on silos, desire to be a part of a culture where everyone has responsibility to take into consideration the total set of goals.

Check out & Closing Prayer

Checkouts were given and Jim Buskirk gave the closing prayer, and the meeting was adjourned at 8:27PM.

Respectfully submitted,

Barbara J. Erickson
Clerk

Erik Donner
Executive Assistant

Dates/Events of note

3/28 Palm Sunday
4/2 Good Friday
4/4 Easter Day