



November Vestry Meeting
Minutes
Tuesday, November 23, 2021, 6pm
Zoom Video Conference

Saint Mark's Cathedral acknowledges that we gather on the traditional land of the first people of Seattle, the Duwamish People, who are still here, and we honor with gratitude the land itself and the life of the Duwamish Tribe.

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
Emily Meeks
Peter McClung, Senior Warden
Kathy Minsch
Marjorie Ringness
Chris Rigos
Walter Stuteville, Junior Warden
The Very Rev. Steve Thomason, Dean

Vestry Members Absent

Katie Prettyman, Diocesan Member

Officers Present

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

Staff Members Present

Erik Donner, Executive Assistant to the Dean

Call to Order, Land Acknowledgment, Prayer, Review of Agenda

Steve opened the meeting with the Land Acknowledgment and a prayer at 6:00PM.

Consent Agenda

The Vestry approved the meeting minutes as written from the October 26, 2021 meeting.

OLD BUSINESS

Nominating Committee Update

Steve read the report from the Nominating Committee that stated five of the eight positions for Vestry are identified, and seven potential candidates are in discernment for the three remaining positions. The nominations for the 12 Diocesan Convention delegates are complete and will be presented at the February 2022 Annual Meeting.

Worship Planning

Those attending the O Antiphons service, the Pageant of the Nativity, and the three Christmas Eve services will be required to pre-register and to show proof of vaccination or a negative polymerase chain reaction (PCR) COVID test within 72 hours in compliance with the King County Health guidelines. Clarity about the vaccination guidelines for children aged 5 and up was discussed.

The Vestry approved the motion to continue to exempt children, 12 and under, from following the King County vaccination guideline to attend the five major services of Advent and Christmas.

Stewardship Update

Erik reported the upward trend with pledging continues and plans are being made to contact those who had pledged in 2021, but who have not yet made their 2022 pledge.

St. Nicholas Redevelopment Update

Redevelopment Committee continues to review two development options: 1) affordable housing opportunity at St. Nicholas or elsewhere on the Saint Mark's campus or 2) keeping the building for our own use and over time, allocating space for parish life use as well as tenant occupancy.

St. Nicholas Crack Repair Permitted

The west stair tower has a settlement issue, and the structural engineers felt this needs to be address now. Emergency permitting from City of Seattle has been obtained for the repair. RAFN will serve as general contractor to provide expertise and coordination of the work.

St. Nicholas Roof Replacement

A subgroup of the Redevelopment committee met to look at financial forecasting for the roof replacement, \$1 million. The subgroup recommends the replacement of the roof in the summer of 2022 and delaying the seismic issues (City of Seattle has not yet determined what the codes will be) until there is more clarity on the codes and the development direction. Phil shared various funding approaches; action by the Vestry will be requested at the next Vestry meeting.

NEW BUSINESS

Proposed 2022 Budget

Recommendation from the Finance Committee is to adopt the 2022 Budget as constructed. The budget reflects expense increase due to a 5.5% Cost of Living Adjustment for staff, market-based adjustments for a few staff, and 6% increase in insurance benefits. Revenues are projected for a 10% increase in the pledge drive and a \$75,000 increase in rental income. There is a small deficit which the Finance Committee feels can be managed by the end of 2022.

The Vestry approved the 2022 Budget as recommended by the Finance Committee.

Clergy Housing Resolution

IRS directive to identify individual clergy who can exclude from their annual gross income a church-designated housing allowance.

The Vestry adopted the motion to approve the clergy housing resolution for 2022, #21-FI-05.

Year-end Staff Bonuses

The Executive Committee is recommending a staff year-end Christmas bonus of \$200 to full-time staff and \$100 to part-time staff to acknowledge their hard work this past year. The net total cost is about \$3800.

The Vestry approved the Executive Committee recommendation to grant year-end bonuses to the staff.

Proposed Vestry Calendar 2022

The Vestry motion to adopt the 2022-23 Vestry Calendar as proposed was made and approved.

Planning for Annual Meeting and Elections

A hybrid meeting is being planned in Bloedel Hall for the 2022 Annual Meeting to be held on Sunday, February 6. Discussions will take place with Chancellor Re Knack about holding the elections in a hybrid meeting.

Afghan Family Support

We are expecting the arrival of two families in the Seattle area from Afghanistan; details are not available. Steve has committed money from the Dean's Discretionary Fund for emergency housing. An appeal will be made for additional needs as they are identified.

Executive Session—MMA

The Vestry went into executive session regarding the Dean's mutual ministry agreement.

The Rev. Canon Arienne Davison gave the closing prayer. The meeting was adjourned at 7:13pm.

Respectfully submitted,

Barbara J. Erickson
Clerk

Erik Donner
Executive Assistant

Dates/Events of note

11/28 O Antiphons
12/21 Pageant of the Nativity
1/5 Twelfth Night
1/16 Bishop Jennifer Baskerville-Burrows preaches
1/30 Rabbi Daniel Weiner preaches
2/6 Annual Parish Meeting
2/7 New Vestry Orientation
2/12 Vestry Retreat
2/13 Vestry Installation