



**SAINT MARK'S**  
EPISCOPAL CATHEDRAL

**January Vestry Meeting**  
**Minutes**  
**Tuesday, January 25, 2022 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  
Kathy Minsch  
Chris Rigos  
Marjorie Ringness  
Walter Stuteville, Junior Warden  
The Very Rev. Steve Thomason, Dean

**Vestry Members Absent**

Katie Prettyman, Diocesan Member

**Officers Present**

Lynne Cobb, Treasurer-elect  
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 a prayer followed by the Land Acknowledgment at 6:00PM.

**Consent Agenda**

**The Vestry approved the minutes from the January 4, 2022, Vestry meeting as published.**

**OLD BUSINESS**

**Stewardship Update**

Erik relayed the good news that the 2022 Stewardship Campaign resulted in \$1.79 million in pledges – which is up from last year. There are still households who have not yet turned in their pledges. Steve thanked Erik for his work in keeping track of the pledges made and pledges anticipated.

**St. Nicholas Redevelopment Update**

The Redevelopment Committee continues to meet. January's meeting resulted in a significant turn in events and the February meeting brings a sense of completion of their work. There will *hopefully* be a special report to the parish on the evening of Sunday, March 27, 2022.

### **St. Nicholas Crack Repair Permitted**

The settlement repair is scheduled for February 7 or 14 depending on the arrival of the major concrete drill bits. The work moves forward with planning to ensure preparations are ready.

### **St. Nicholas Roof Replacement**

This is a two-pronged approach. 1) Engaged a contractor for the replacement of the roof on the historic section of the building. 2) Phil Lloyd is working on financing through Banner Bank. This would be a separate loan, underwritten by the Cathedral for \$500,000 and cash flow income from our rental tenants. The application has been completed and could be repaid within two to three years.

### **Annual Parish Meeting plans**

The Annual Parish Meeting will be held on February 6 following the 11:00am service. It will be a hybrid session with in-person gathering in Bloedel Hall and accessibility via Zoom. The election voting process will use both paper ballots and electronic links. There will be one tally that is certified by the Junior Wardens and the Dean and announced by the Nominating Committee Chairperson.

### **Reports from Postulants and Aspirants**

Steve reminded all that financial support is given to the postulants and aspirants and they will be asked to join us twice a year – January and in the summer – to share how they are doing. Phillip Lienau and Robert Stevens are in their first year of seminary; Lisa Graumlich is in her second year of Iona School; Kelly Moody and Lynne Markova will be going to seminary in the fall. Karla Koon, postulant, sponsored by St. Andrew's, may be heading to seminary this fall.

### **Appointment to One-year Vestry Term**

There is a 5<sup>th</sup> position opening on the Vestry for the unexpired term of Peter McClung, Senior Warden who resigned for personal reasons. The Vestry has the prerogative to fill it now by appointment or the Vestry can appoint the candidate with the 5<sup>th</sup> highest vote (at the Annual Meeting on February 6) for the one-year term. Discussion took place about the possibility of someone interested in a one-year term. But with no candidates expressing an interest to stand, it was decided that the option to appoint the 5<sup>th</sup> highest vote would be used.

**A motion was made, seconded, and approved by the Vestry to appoint the person receiving the 5<sup>th</sup> highest number of votes at the February 6 Annual Meeting to fill the one-year unexpired term.**

## **NEW BUSINESS**

### **Employee Handbook Revisions**

Steve highlighted a few of the significant changes to the Employee Handbook. 1) Inclusion of a remote work policy, 2) Vacation accrual, rollovers, and payouts. Rollover from one year to the next will be capped at 80 hours beginning in 2023. Payouts when leaving the Cathedral will be limited to no more than 80 hours, and 3) Addition of flex time for holidays with supervisor approval that would encourage employees to use their vacations. The revisions were recommended by the Executive Committee.

**A motion to approve the recommendation to adopt the revisions to the Employee Handbook was passed by the Vestry.**

### **Report of Grants**

Adam Conley, as grant writer for Saint Mark's Cathedral, is valued for his work in this area which helps to round out the budget. The grants we have received in the past year are: The underwriting in part of the Theologian-in-Residence position, the hybrid connectivity, Visual Arts, Seattle Service Corps program, the water bottle filling stations, EV charging station, and FEMA grant for campus security.

### **Clergy Discretionary Fund Report 2021**

The funds, which are funded by the parish, help individuals and organizations, locally and globally, and will be fully audited for 2021.

## **Appointment of Diocesan Member of the Vestry**

The Diocesan Member of the Vestry serves a three-year term. Micah Kurtz, St. Columba, Kent, has served his three years and is rotating off. The Nominating Committee has considered several names, and has selected Tina Blondino, St. Michael & All Angels, Issaquah, with Bishop Rickel's consent.

## **The Vestry approved the recommendation from the Executive Committee to appoint Tina Blondino as a Diocesan Member of the Vestry.**

## **Security Issues on Campus**

A discussion occurred about the random break-ins that have taken place on the Cathedral campus during January as well as the vandalism that has occurred. All agreed that there is a delicate balance between being a "fortress" and adding security to be safe. Discussion about safety of staff who may be working late and what safety measures are available. Question was asked about Leffler House. The old Cathedral Shop alarm is available and could be resurrected if needed.

## **Senior Warden Appointment**

Senior Warden is appointed by the Dean, whose practice has been to invite the vestry to identify that person at the Vestry Retreat following the Annual Meeting. The Dean would then appoint that person. This year, the Dean plans to make the announcement of the appointment at the February 6 Annual Meeting.

## **Junior Warden for Stewardship**

Discussion had about the benefit of having a third Junior Warden for Stewardship. Our bylaws do permit a third Junior Warden which would broaden leadership as well as highlight and raise up the importance of Stewardship. There is positive support for the idea, and it will be discussed at the Vestry Retreat.

## **Land Acknowledgment Six-month Review**

Conversation about – current acknowledgment sufficient? At beginning of meetings appropriate? Need to adapt? Deepening relationship with Duwamish continues with a visual art exhibit coming during the Easter season.

Vestry shared their thoughts – popularize what we are doing with the Duwamish; people hearing the Acknowledgment for the first time feel it is powerful and compelling; most effective at the beginning of services; Owen Oliver workshop at the Washington State Cultural Congress suggests using language of permission; guidelines for how readers should read the statement; spread the reading outside just the vestry members, if this is done, guidelines should be developed. Kathy Minsch, Re Knack, Emily Meeks, and Kristen Austin will work on guidelines.

## **Leadership Reports**

### **Dean**

- Thank you to Kristen Austin, Jim Buskirk, Marjorie Ringness, Micah Kurtz, and Phil Lloyd as this is their last vestry meeting.
- Introduction of new staff members Canon Eliacián Rosario-Cruz; Wendy Claire Barrie, Canon for Intergenerational Ministries; Mainza Tonga, Event Support & Facilities Associate; Linzi Stahlecker, Curate; and Kathy Wickward, Director of Operations, who will begin on January 31, 2022.
- Madeleine Stephens has resigned from her part-time position here as Music Administrator to take a full-time marketing development position at a community theater.
- Theologian-in-Residence for 2022 is Rev. Dr. Hillary Raining.
- Several funerals – Mac Brown, February 5; Don Lewis, March 3; Polly Bates, April 2.
- Continues FaceTime with grandbaby, Ila, and will see her in person in March.
  - Files of Note—
    - Faith Action Network thank you note
    - *Christianity Today* article—reading the Bible and hopefulness of reading the Bible during the pandemic.

## **Ministry/Committee Reports**

### **Worship & Prayer**

Met on January 9 and recapped Christmas and Advent online registration which went fairly well, Bishop Rickel's sermon compelling and personal; Blue Christmas service overlapped with the choir rehearsal, some choir members were unable to attend; Christmas Day service was joyful; Pageant – baby was born actor; discussion on an article on consideration on prayer book revisions; January 27 – liturgy planning meeting.

### **Facilities**

Met January 11; regular review of projects with David Wagner and Steve; upgrades to offices taking place as offices are vacated, refurbished, and then reassigned. Kathy Wickward joined the committee; Walter recognized the staff for how much they are doing and the good work happening.

### **Finance**

Phil's last report: strong operationally at the St. Nicholas Building, good investments in carbon reduction; "in the black" for 2021.

### **Creation Care & Carbon Reduction**

Read the Annual Report to see all the good things that happened with Creation Care. The Rev. Canon Jennifer King Daugherty is their clergy liaison.

### **Innovative & Intergenerational Community**

85 people have signed up to participate in a Radix group. Instagram had 333 reviews.

### **Restorative Justice & Systemic Change**

The Rev. Canon Eliacín Rosario-Cruz is well needed addition and is trying to set up meetings with the different groups within Restorative Justice.

### **Reflection: Mutual Ministry Check-in**

- Suggestion to open Land Acknowledgment reading to youth
- Suggestion to have a junior warden for stewardship to broaden involvement
- Questions and intention around security cameras
- Question of justice and security for staff and members in the building at different hours
- Land Acknowledgment getting out and its restorative justice goal

Checkouts were given and Phil gave the closing prayer. The meeting was adjourned at 8:20PM.

Respectfully submitted,

Barbara J. Erickson  
Clerk

Erik Donner  
Executive Assistant

### **Dates/Events of note**

2/6	Annual Parish Meeting	2/12	Vestry Retreat
2/7	New Vestry Orientation	2/13	Vestry Installation