



SAINT MARK'S
EPISCOPAL CATHEDRAL

**December Vestry Meeting
Minutes**

**Tuesday, Dec. 13, 2022 6PM
Leffler House Living Room**

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 all the Coast Salish tribes.

Vestry Members Present

Clara Berg, Junior Warden
Tina Blondino, Diocesan Member (Zoom)
Carmen Brady (Zoom)
Wayne Duncan
Scott Hulet
Kristen Kelly (Zoom)
Emily Meeks, Senior Warden
Justin Mills
Katie Prettyman, Diocesan Member
Chris Rigos, Junior Warden
Walter Stuteville, Junior Warden
The Very Rev. Steve Thomason, Dean

Vestry Members Absent

The Rev. Canon Arienne Davison, Bishop's Representative
Scott Kovacs
Kathy Minsch
Doug Thorpe

Officers Present

Lynne Cobb, Treasurer
Barbara Erickson, Clerk
Re Knack, Chancellor

Staff Members Present

Erik Donner, Executive Assistant to the Dean
Stephen Eddy, Bookkeeper & Scheduler
The Rev. Linzi Stahlecker, Curate

Call to Order, Land Acknowledgment, Prayer

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

Approval of November Vestry Minutes

A motion was made, seconded, and approved to adopt the minutes from the November 22, 2022 Vestry Meeting as published.

STRATEGIC CONVERSATION

Emily Meeks led a conversation and exercise, “Circle of Trust,” to heighten our awareness of implicit bias and how we might diversify our own circles of trust. We were asked to identify 6-10 people who were our “go-to” people sharing similar identifiers/markers, listed on the form, that put them in our circle. Connections made included a) we often associate with people like us, b) increasing our self awareness of our circle can reduce biases c) this was a timely exercise and d) exploring a deeper layer with “trust” in this exercise – confidantes vs. acquaintances. Two questions to be mindful of: 1) How does this reflect on our leadership with decisions made? and 2) How we might diversify our circles more?

OLD BUSINESS

2023 Budget

Dean Thomason thanked Stephen Eddy for his work on the budget and provided the following highlights: projects a 5% increase in the pledge base; includes the 10.1% COLA for the staff; builds in inflationary numbers for facilities and maintenance; assumes program spending is flat and stable; anticipates operating budget deficit of about \$33,000, and stays in line with 2022; 2023 net revenue will be positive.

A recommendation was made by the Finance Committee to adopt the 2023 Budget and the Vestry approved the recommendation.

Property Management Update/Workflows/Staffing

Dean Thomason reported that progress was being made in the contract negotiations with Lori Gill & Associates – franchise of Windermere. Chase Silver, Windermere, is our property manager and point of contact. Contract for the St. Nicholas building is close to being final as is a pared down contract for the Cathedral building, Leffler House, Carriage House, the Deanery, grounds, and operational details of systems and vendor relations. The staffing model for the Cathedral is changing. Erik Donner is assuming additional leadership roles and Chris Brown will be full-time.

Campus Development Study Process

The committee met on December 12 and divided work to be done with information gathering from affordable housing conversation partners in Seattle. At the end of this initial process, if the committee and the Vestry are positive about feasibility, we would move forward. Committee members are John Hoerster, chair, Roberta Nestaas, Scott Hulet, Scott Kovacs, Emily Meeks, Lynne Cobb, Re Knack, and Dean Thomason.

Deanery Repairs Update

Emily Meeks reported the roof repair began this week with anticipated completion by end of week; plumbing issues to be addressed; window measurements on January 6; and pest control continues.

Pre-Design Work

Cost estimates for organ gallery extension received and discussion with architect to take place.

Christmas Eve Parking

Erik Donner reviewed names of Vestry members who volunteered to help with parking on Christmas Eve. Vests and walkie talkies will be available and those volunteering will have reserved seats for the service.

Bylaws Changes

Re Knack reported that the new bylaws are not in effect yet. Announcements regarding the bylaw changes will be made at the January 22 and 29 Sunday services. Announcements will be posted around the cathedral on January 15.

NEW BUSINESS

Spiritual Gifts and the Newcomer

Emily Meeks offered insights from a program at St. Margaret's Episcopal Church in Washington D.C. that invites mutual conversation and self-reflection in context of ministry and the spiritual journey. We are asked how we might change our approach to newcomers. Currently, the Inquirers' Class is one way of engaging newcomers, but a more tangible step may be needed before that class. Some shared how Saint Mark's offers the newcomer a place to heal as well as identify their spiritual gifts. Emily and Canon Wendy Claire Barrie are meeting to look at next steps.

Cathedral Conversations Logo at MLK Jr. March

Emily Meeks and The Rev. Canon Eliacín Rosario-Cruz are introducing the use of the rose window with a multicolored fist as the logo for a banner for the Martin Luther King Jr. March. This logo is currently used by the Cathedral Conversations About Race podcasts. The use of the fist image was a concern. Carmen Brady stated that the Black community sees this imagery as standing for power and unity versus the fist as power as co-opted by white supremacists. The banner and logo will be used in this context and for this specific event only.

Motion was made and seconded to use the rose window and fist logo for the Martin Luther King march banner and approved by the Vestry with one abstention.

Standing Committees of the Vestry – Resource Document

Emily Meeks reported the intent of this living document was to provide a high level description of the standing committees for future vestry members as well as an aid to help current members decide what committee they might be interested in serving on.

Quick Links Resource Document for Vestry

Emily Meeks also reviewed the Quick Links and Resources document – created in collaboration with Kathy Minsch – which contains questions along with answers to questions previous vestry members have had. It is also a living document.

Parish Hospitality

Dean Thomason invited the Vestry to consider and model, with staffing transitions and a move to a property management structure, how we intentionally introduce hospitality as a ministry, not just a duty that must be filled. If seen as ministry, it is hoped they find the joy that comes from it.

Estate Gift – Marge Anderson

Dean Thomason reported that the estate of Marge Anderson left a gift of \$100,000 specifically directed to the Endowment Fund where the principal is not used. The Vestry guides the spending policy from this fund which amounts to 4% draw from the funds. The Gift Acceptance Committee concurs, and gratitude was expressed for Marge's faithful way of being in this community for decades.

LEADERSHIP REPORTS

Senior Warden

- Shared gratitude for the lovely "O" Antiphons service.
- 20s/30s Spreadable Hope event resulted in 200 decorated cookies for Edible Hope.
- Shared gratitude for organic 20s/30s connections forming such as informal Sunday brunches.
- Leadership dinner planning for 20s & 30s group in January.
- Receiving many questions about a 20s & 30s group for those in their 40s prompted a survey with high engagement. The group will meet initially in January with support from Michael Seewer and The Rev. Linzi Stahlecker.
- Exploring connections with the mutual ministry goals and the Statement of Lament and Commitment to Action.
- Opportunity for letters of appreciation to be signed by vestry members to include with Staff Appreciation Bonus.
- Recognized Erik Donner's 10-year anniversary working at Saint Mark's Cathedral.

Dean

- December is a time when there are many opportunities for pastoral care and clergy are making dedicated visits during this month.
- Holy Land Pilgrimage group met via Zoom, five openings now exist, contact Steve if interested in going
- Bishop Greg Rickel finishes his work in the Diocese on Sunday and Archbishop Melissa Skelton, effective January 1, 2023, becomes Bishop Provisional of the Diocese of Olympia.
- Radix Project 9 is forming with the theme, "Hope in Hard Times."
- The February issue of *The Rubric* will contain an interview of Bishop Rickel by the dean, and an article by The Rev. Canon Mary Crist, Ed.D., about how a predominantly white congregation goes about this work of engaging Indigenous relationships and theology without it becoming an appropriated process.
- Wisdom School offering, January 11 – 6:45pm to 8:15pm, "Addiction and Love: Reclaiming Our True Identity," facilitated by Killian Noe
- Shared an experience of pastoral care with a family who recently lost a beloved member of their family unexpectedly
- Files of Note
 - Thank You note from The Rev. Dr. Hillary Raining
 - Thank You note from Buddhist Meditation Group

Finance — The monthly financial report (November) will be sent out.

Stewardship — Plans for 2023 were discussed with Dean Thomason to include a video thank you in the newsletter.

Restorative Justice & Systemic Change — Minutes are in Dropbox. Recent meeting included a meaningful discussion about how we build relationship in an authentic way with the Duwamish and Coast Salish tribes; Statement of Lament and Commitment to Action – possibility of an upcoming initiative a model Creation Care used to provide a way both to communicate and an opportunity for steps to action.

REFLECTION: MUTUAL MINISTRY REVIEW

Emily Meeks led an exercise to reflect on what had been accomplished in the past year. Using newsprint and sticky notes, Vestry was asked what were the ways we saw success, challenge, and new opportunities/ideas. Sticky notes placed on newsprint topics for review and comments for the January vestry meeting.

CHECK OUT & CLOSING PRAYER

Checkouts were given, and the closing prayer was given by Scott Hulet. The meeting was adjourned at 8:07PM

Respectfully submitted,

Barbara J. Erickson
Clerk

Erik Donner
Executive Assistant

Dates/Events of note

- 12/18—Comfort at Christmas (FKA Blue Christmas)
- 12/20—Pageant of the Nativity
- 12/24—4 pm, 7:30 pm, and 11 pm Eucharists
- 12/25—10 am Eucharist