



SAINT MARK'S
EPISCOPAL CATHEDRAL

January Vestry Meeting
Minutes
Tuesday, Jan. 24, 2023 6PM
Zoom

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
Carmen Brady
Wayne Duncan
Scott Hulet
Kristen Kelly
Emily Meeks, Senior Warden
Justin Mills
Kathy Minsch
Chris Rigos, Junior Warden
Walter Stuteville, Junior Warden
The Very Rev. Steve Thomason, Dean
Doug Thorpe

Vestry Members Absent

The Rev. Canon Arienne Davison, Bishop's Representative
Scott Kovacs
Katie Prettyman, Diocesan Member

Officers Present

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

Staff Members Present

Erik Donner, Cathedral Administrator
The Rev. Linzi Stahlecker, Curate
Michael Seewer, Cathedral Sacristan & Head Verger

Guests

Rose Hazard, Parishioner
Connor Harrison, Parishioner

Call to Order, Land Acknowledgment, Prayer

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

Approval of December Vestry Minutes

A motion was made, seconded, and approved to adopt the minutes from the December 13, 2022 Vestry Meeting as published.

STRATEGIC CONVERSATION

Mutual Ministry Conversation Review.

Emily Meeks provided a summary of the post-it notes exercise providing a review of how “our mutual ministry goals oriented our work together in 2022 as a Vestry.” The successes, challenges and opportunities were gathered for each Mutual Ministry goal and this summary will provide the framework for the next reiteration of our Mutual Ministry conversation.

OLD BUSINESS

Property Management Update/Workflows/Staffing

Dean Thomason reported the Windermere contract has been signed. Chase Silver, our Property Manager, began work on Monday, January 23 with a tour around the St. Nicholas Building. A leak was discovered during the tour, and Chase was put to work – a plumber was scheduled to fix the leak.

Affordable Housing Exploratory Committee Update

The committee, John Hoerster, chair, Roberta Nestaas, Scott Hulet, Scott Kovacs, Emily Meeks, Lynne Cobb, Re Knack, and Dean Thomason, is working intentionally and is holding interviews with potential partners here locally as well as around the country. The committee will meet next week to clarify which partners will be engaging with the committee.

Deanery Repairs Update

Emily Meeks reported the roof replacement project is complete, but mold and rot was discovered, and estimated repair is \$850. The replacement windows are measured and ready for a July installation. The Deanery is included in Property Management agreement.

Pre-design Work

A \$2 million estimate was given for the preliminary design for the organ and fire egress from gallery. The cost is due to structural engineering challenges; the donor of the mean-tone organ is in discussion with the architect on a less expensive solution.

Black Lives Matters Signage

Carmen Brady, Walter Stuteville, Chris Rigos, Emily Meeks, and Dean Thomason met to discuss permanent Black Lives Matter signage, with inclusion in the kiosk signage, but in the meantime the extra vinyl BLM banner may be used. The vestry members discussed future location of the banner and who we see as the intended audience.

Bylaws Changes

Re Knack reported the revisions to the bylaws per the Nonprofit Corporation Act have been properly posted and will be voted on at the annual meeting.

NEW BUSINESS

Employee Handbook Revisions and Revisions to Safe Church Policies

Re Knack explained the changes to the Employee Handbook. Director of Operations references were removed; added language about Appreciation Bonuses for applicable years; and for paid time-off from work for church related business travel. She also reviewed the changes in the Cathedral Employee Handbook for the Safe Church policy. The name changed from “Safe Guarding God’s Children” to “Safe Church Policy”. Policies are based on the forms from Episcopal Church -- universal and specialized training.

Motion was made to approve the revised Employee Handbook which includes Safe Church Policies with the caveat that the alias email address for the Bishop of Olympia would be identified later, was seconded, and carried by the Vestry.

Stewardship Update

Dean Thomason acknowledged that more and more people are feeling economic pressures. Budgeted 5% increase, but in reality will be in the 3 to 3.5% range which is still good. Most pledges did remain flat. Pledges from new members are coming in.

Annual Parish Meeting

Dean Thomason reminded all that the Annual Parish Meeting will be held on Sunday, February 5 at 12:30PM with light snacks provided by Emily Meeks and Marc Aubertin. This will be a hybrid meeting where the election of vestry members and Diocesan convention delegates, bylaws changes, and celebrations and recognitions will take place. Thank you to outgoing Vestry members: Emily Meeks, Clara Berg, Walter Stuteville, and Doug Thorpe will take place.

Vestry candidates:

Bob Carter

Kelsey Herschberger

Sallie Crotty

Peter Snyder

Nancy George

Alexandra Thompson

Greg Hamm

Doug Thorpe

Vestry Retreat February 11

Dean Thomason reported that new vestry orientation will take place on February 6 and the vestry retreat will be held at the Diocesan House Council room, from 9:00 to 3:30PM on February 11, 2023. This will be an in-person meeting. Strategic work in morning, business meeting in the afternoon to include election of the junior wardens and liaisons to the committees.

Elm Tree Removal at St. Nicholas

Dean Thomason reviewed the need for the removal of the big Dutch elm tree located on St. Nicholas property before any injuries occur. The tree hangs over bus and power lines, which makes the removal complex and more expensive. We received two quotes: \$100,000 and one in the \$60,000 to \$80,000 range. Discussion with the City to see if they would reduce some of their costs around this removal.

HVAC Repairs and Upgrades

Dean Thomason shared information that both systems and the main boiler for the Nave are needing maintenance. Chemical treatment systems also needed within next four weeks.

New LGBTQ Affinity Group

Michael Seewer, Rose Hazard, and Connor Harrison were in attendance to talk about the working title for the new LGBT ministry which would avoid using the lettering system. They are proposing the name "Queer in Christ" which may not resonant with everyone. Michael provided background for their name choice and that this umbrella term is used more and more and is accepted by a broader segment of the population. Vestry voiced its support of the ministry name.

College for Congregational Development

Emily Meeks gave background on the College and reported that registration is open for the June 25 – July 1, 2023 session. The Rev. Linzi Stahlecker has attended recently and shared that teams of clergy and lay leaders, from different parishes and dioceses, work together using tools to help develop congregations into more faithful, healthy, and effective communities of faith. Several cathedral leaders and staff have attended CCD.

Seattle Service Corps

Dean Thomason reported that the Episcopal Service Corps program and candidates applying, across the Episcopal Church, has declined. This year there were 22 applicants for 76 spots, six applicants selected Seattle, only one of the six replied to Luke Abdow, Seattle Service Corps Director. The decision has been made to close the program at the end of the current program year (June 30). There were several factors contributing to the decision that this be the last year of the program at Saint Mark's.

LEADERSHIP REPORTS

Senior Warden

- Pilot for a redesign the service leaflet that includes a consistent font size
- Clergy and Wendy Claire Barrie, Canon for Intergenerational Ministries, looking into the Newcomer's Coffee and Inquirers experience
- Livestream added prayer on screen during communion, newcomer form to fill out during livestream – Deacon Earl Grout receives the data
- Martin Luther King event – good attendance
- 20s & 30's revisioning monthly gathering – potluck before Centering Prayer
 - Newcomer – cooking experience – Connor Harrison
 - Collaboration with St. Luke's Ballard for dessert in May
 - St John Baptist Long House Walk
- Increase in Radix participation through the assistance of Dean Thomason and having a table in the nave for registration, revision of the website to add context around what the word is and a new video providing a job description of what the role of the facilitator is
- Women's restroom on landing near room 210 has been converted to an all gender restroom
- Kathy Minsch and Doug Thorpe planning for hospitality table

Dean

- Gratitude expressed to Erik Donner and Chris Brown for their work while the Windemere contract was in process.
- 34 people are going on the Holy Land trip
- Nave lighting transitioning to dimmable LED lights
- May through July 2023 sabbatical was postponed due to staff changes and transition to property management, but a mini sabbatical in late May/early June walking the North Wales pilgrim trail; personal trip to Ireland to prepare for a pilgrimage in 2024
- Thank you for prayers and concerns about his father's health
- Emily acknowledged Steve's work with the challenges and success around the negotiations with the decision to move to the property management, Amistad and facilities
- Installations of Stephen Crippen as rector at St. Paul's on Wednesday, February 1 and Cristi Chapman as priest at St. David's, Friday Harbor on Saturday, February 4.
 - Files of Note
 - Archives Classification System Erik Bauer
 - Thank You note from Staff regarding Bonus and Gift.
 - Thank You from Amistad
 - Threshold Fund reports 20 families in 2022 get into secured housing.

Ministry/Committee Reports

- **Restorative Justice & Systemic Change**— Mental health in Gaza hybrid program
- **Finance** —.December financials will be in the dropbox for Annual Meeting.

- **Creation Care & Carbon Reduction** — Climate Conversation on February 7: How to Reduce Consumption.

REFLECTION: MUTUAL MINISTRY CHECK-IN

- Black Lives Matters signage and the Queer in Christ Ministry
- Mental health challenges: meet needs and community needs
- Reduction of consumption
- Intergenerational leadership from outgoing vestry members – gratitude to each of you

CHECK OUT & CLOSING PRAYER

Check outs were given, and the closing prayer was given by Justin Mills. The meeting was adjourned at 8:23PM

Respectfully submitted,

Barbara J. Erickson
Clerk

Erik Donner
Cathedral Administrator

Dates/Events of note

- 2/5— Annual Parish Meeting
- 2/11— Vestry Retreat
- 2/22 — Ash Wednesday