



## AUGUST VESTRY MEETING

**MEETING MINUTES**  
**August 26, 2008 6:00-9:00pm**  
**Saint Nicholas Building**

### Vestry Members Present

Randy Urmston, Sr. Warden  
Bob Muglia, Junior Warden  
Margaret Rothschild, Jr. Warden  
Miller Adams  
Kathleen Croston  
Phil Haas  
Carol Hoerster  
Alan Mack, Bishop's Rep.  
Randy Revelle  
Herb Williams

### Vestry Members Absent

Antonio Foglia  
Bishop Greg Rickel  
Terry Brandon  
Sam Fleshman  
Michele Hasson  
Janet McCully

### Officers Present

Virginia Lenker, Clerk

### Staff Members Present

Rev. Ralph Carskadden, Priest-in-Charge  
Mary Coon, Interim COO  
Rev. Marilyn Cornwell  
Betsy Nelson  
Rev. Sue Reid

### Officers Absent

John Hoerster, Chancellor  
Steve Moen, Treasurer

Guests: Louise Kind, Jo Ann Bailey,  
Gerry van Wesep, Penny Reid,  
Rev. Pat Taylor

### Call to Order

Randy Urmston called the meeting to order at 6 pm, reviewed the agenda, and thanked Carol Hoerster and Kathleen Croston of the Hospitality Committee for refreshments. New magnetic nametags were distributed for all Vestry members—contact Liz if you did not get one.

### Spiritual Reflection

Rev. Pat Taylor led the group with reflections about welcoming and showing hospitality to strangers.

### Action Item

#### Consent Agenda – (NO DISCUSSION):

The Vestry accepted the Consent Agenda consisting of the following:

- Approval of Minutes of July 22, 2008 Vestry Meeting
- Receipt of Reports/Notes/Minutes of Meetings of Vestry Committees:
  - Finance Committee meeting notes – 8/13
  - Governance – 8/11
  - Mission & Strategy Committee notes – 8/6
  - Stewardship Committee minutes – 7/24
  - Warden/Priest-in-Charge/COO notes – 8/25

### Priest-in-Charge's Report:

*Birthday of Mary Needham:* Mary Needham, a parishioner of over 50 years, is celebrating her 90th birthday.

**Proposed Resolution #P-08-GO-11 (Congratulating Mary Needham) was moved, seconded and passed unanimously.**

*Gift's from Pat Taylor's:* Ralph shared the news of two gifts to Saint Mark's from Pat Taylor: \$5000 to the operating fund to support the purchase of toilet paper and \$10,000 to underwrite Peter Steinke's visit this fall. Ralph reminded the group of Pat's previous support for building the dumpster enclosure.

*Brazeau painting:* Ralph discussed the history of the large mural "Last Supper" by northwest artist Wendell Brazeau and hanging in Leffler Living Room. He noted the controversial depiction of the only person of color, possibly Judas, sitting apart from the others. The painting has been covered since June 2006. Sensitive to the subject matter, some staff and parishioners felt that the painting was no longer appropriate to hang in a space used for community receptions and meetings. Other parishioners resent that the painting is no longer visible. Midge Bowman, director of the Frye Art Museum and member of the Cathedral, will lead a forum about the painting on Wed., Sept 17, in Leffler Living Room. A committee of parishioners has recommended moving the painting to GAGE Academy of Art in the St. Nicholas Building, where it could be studied as a historical piece of religious art. The painting would remain the property of Saint Mark's and be available for viewing by Saint Mark's parishioners.

*Nomination of the Rev. Dennis Andersen – Community Representative:* Bishop Rickel, in his capacity as Dean of the Cathedral, nominated the Rev. Dennis Andersen to serve as community representative to the Vestry in the class of 2010, to fill the seat left open by the resignation of the Rev. Dr. Sandy Brown. Rev. Andersen is a pastor of Bethany Lutheran Church (ELCA) in Green Lake, and has been an active participant in ecumenical and interfaith dialogue for many years. He has also served on several historic preservation boards and civic committees.

**Proposed Resolution #P-08-GO-09 (Filling Vestry Vacancy/Approve nomination of Dennis Andersen as Community Rep) was amended to clarify that the Rev. Andersen will serve as Community Representative to the Vestry for the remainder of the unexpired term, effective immediately. A motion to approve the amended motion was seconded and passed unanimously.**

*Peter Steinke's Visit:* Ralph and Margaret Rothschild distributed paperwork with information about the Rev. Dr. Peter Steinke's visit on September 19 & 20. Appointed by Bishop Rickel, he is a nationally known consultant who will work with the Saint Mark's community on foundational systems and issues. Margaret, Randy Urmston, Barbara Erickson and Diane Stevens are planning various aspects of the visit. Margaret is seeking someone to serve as "Action Planning Coordinator," as well as others willing to serve as committee members. Several Vestry members suggested that the purpose, goals and details of the Steinke visit should be explained clearly to the congregation. In addition, questions were asked about having a consultant for the Vestry itself, as recommended by the Donovan Report, and how the Steinke visit will mesh with ongoing efforts of the Mission and Strategy Committee.

### **Senior Warden's Report:**

*Community Supper, Weds. Sept 3:* Randy asked for volunteers to set up, serve and clean up. Bishop Rivera will speak after supper and Evensong about her recent trip to Lambeth.

*Vestry Commissioning:* Because several Vestry members will be out-of-town on Homecoming Sunday, the Vestry's official commissioning before the congregation will be held on Sunday Sept. 14,<sup>th</sup> at both the 9:00 and 11:00 services.

*Vestry & Staff Social Gathering:* Randy Urmston will host this annual dinner at his home, on Monday September 29 at 6pm. Liz will email details.

*Vestry Work Day:* The work day is scheduled for Sat. October 25 at Randy Revelle's home on Hood Canal. There is a possibility of the date changing to accommodate the new Canon Missioner's schedule; Liz will follow up if that happens.

*Resignation of Michele Hasson:* **With regret, the Vestry accepted Michele Hasson's resignation as community representative.** Randy acknowledged and appreciated Michele's wisdom, perspective, experience and sense of humor. He will write a letter of appreciation and send her a gift from the Vestry. Michele served 2 ½ years on the Vestry, and decided to step down now that the Canon Missioner is almost on board. Michele agreed to meet with Herb and Randy in an "exit interview" and to pass on her thoughts about the community representative position, including her opinion that the representative should feel comfortable worshipping at Saint Mark's. There was discussion about filling the remaining months of her term.

### **Committee Chair Highlights**

*Mission and Strategy Committee – Bob Muglia, chair:* The Mission and Strategy Committee has completed and reviewed the critical issues survey. Their report is on the Saint Mark's website, including themes which will be addressed in congregational meetings this fall. The committee will work with the Canon Missioner to form the Strategic Plan, probably in the beginning of 2009.

*Governance Committee – Margaret Rothschild, chair:* Margaret referred to the summer's three Governance Committee meetings, and asked the Vestry to be diligent in reading emailed summaries. The committee suggests improving "institutional memory," and creating better systems for retaining and retrieving information, especially as new people come on staff and on the Vestry To address a recurring pattern at Saint Mark's—recognizing a problem, forming a task force and writing a report, then losing the report over time, and starting the cycle all over again in 5-10 years--. Margaret recommends more mentoring by previous Vestry members. The committee is suggesting that the Nominating Committee increase its involvement in selecting candidates for Diocesan and Community representatives. These candidates are appointed by the Bishop and/or Dean, according to the bylaws. The committee thought the nominating process should include an educational program before any candidates are selected.

**The Vestry expressed its support for the Governance Committee's suggestions for the Nominating Committee in the upcoming nomination process, including: managing the selection of nominees in all three Vestry categories; hosting a forum on the role of Vestry and Convention; and holding a follow-up session for those truly interested in discerning governance service.**

*Finance Committee – Phil Haas, chair:* The committee recommends moving the lay employees' pension plans to the Church Pension Fund. The current company has notified us that they are no longer accepting new accounts and will no longer accept deposits as of Dec. 31, 2008. Clergy at Saint Mark's—and throughout Episcopal Church USA—use Church Pension Fund with excellent results. The diocese is also moving pension plans for their lay employees to Church Pension Fund.

**The motion to approve Proposed Resolution #P-08-FI-11 (Pension Plan) was made, seconded and passed unanimously.**

The Proposed 2009 "Status Quo" Operating Budget—which is not ready to be approved yet—is based on the assumption that the Operating Budget should be fully funded by Annual Campaign, plate, major gifts and grants already pledged, and grants from the Diocese and Foundation. Justice or Church in the World ministries will be funded by Saint Mark's Celebrates Seattle and designated gifts and grants. The Stewardship and Finance Committees feel that the Church in the World ministries are more attractive areas for new (major) gifts and grants. Finally, the Finance Committee believes that deferred maintenance and repair issues cannot be ignored any longer. The plan is that \$1.2MM of deferred maintenance expenses (\$400,000 per year for 3 years) will be completed by the time a new Dean is on board, and before a new capital campaign is considered. Other assumptions include no new hires, and 5% increase in staff salaries, (which is consistent with Diocesan guidelines). Kathleen mentioned the need for increased clergy staff support, which is not included. The Status Quo budget has a \$16,000 surplus.

Phil and Mary proposed paying the remaining 11 months of the former Dean's severance package, approximately \$185,853.90 out of a special fund in the Saint Mark's endowment that is under Vestry approval. Taking care of the severance expenses in this way would help the Stewardship Committee meet the major gifts and grants goals in the 08 and 09 budgets and offer assurances that new gifts would be covering the operating budget.

**After discussion, the Vestry proposed a Resolution of Intent to pay the remainder of the former Dean's severance package, starting September 1, 2008 thru December 31, 2009, out of Fund 16A in Saint Mark's Endowment. The motion was moved, seconded and passed unanimously.**

**Main Thing – 2009 Annual Stewardship Campaign—“Growing Together, Sharing God's Bounty”**

This year's Annual Campaign will have 3 co-chairs: Marilyn Cornwell (clergy), Penny Reid (parish), and Randy Revelle (Vestry). A printout of the PowerPoint presentation was distributed.

In Phase One, August 17-October 11, the committee will make personal contacts with Vestry, clergy, staff, stewardship and finance committees, other vestry committees, Saint Mark's Foundation Board and 2008 major donors—about 130 people. Historically, this group has contributed about 50% of the total funds raised in the Annual Campaign. This year's Annual Campaign faces major challenges of new leadership—the Canon Missioner will arrive this fall—and uncertain economic times. **Marilyn and Randy stressed the importance of 100% commitment by the Vestry, as a show of leadership and support, by October 1.**

Phase Two, October 12-November 23, is the public phase, which will include 2008 donors, ministries, newcomers, new pledgers, and other friends from the parish mailing list.

Phase Three—“clean up”—includes remaining 2008 donors, remaining newcomers and additional new pledges, and runs through January 25, 2009. The committee intends to thank all donors within 5 days of receipt of pledge.

The campaign will distribute a one-page flyer during Phase One. During Phase Two, the committee will create and distribute a brochure, as well as communicate via mailings and telephone calls. There will be Rubric articles, guest preachers, Sunday updates and personal testimonies during the campaign. Marilyn and Penny will be reading a Collect for Stewardship each Sunday. Penny has already started making personal contacts with former pledgers who did not pledge in 2008—each person thanked her for calling! The campaign will have a booth at Homecoming Sunday, September 7.

Several events are planned, including: a Vestry budget forum in late September led by Finance Committee chair Phil Haas; an event with Bishop Rickel on November 12; “Celebrate Abundance” at the end of the Phase Two, on November 23; “Awakening the Dreamer” symposium on living sustainably in Advent; and a stewardship workshop with Canadian Archbishop Douglas Hambidge in Epiphany.

The Stewardship Committee is not ready to state a goal for the campaign at this time. A “status quo” budget needs \$1.35MM, which is a 8.3% increase, and a “bountiful” budget would be \$1.7MM, which is a 36.4% increase. The “status quo” budget needs at least 600 pledges, and the “bountiful” budget needs about 700 pledges. Randy reminded the Vestry that the campaign's goal in Phase Two, the public phase, will reflect the success of Phase One. Phil explained that the status quo budget would avoid layoffs, cover utilities and current programs only, but would not have funds for deferred maintenance, hiring support staff for clergy, or anything else.

The Stewardship Committee requested that the Vestry formally support their work on the Annual Campaign.

**A motion to endorse the 2009 Annual Campaign's Themes, Goals and Objectives was made, seconded and approved unanimously.**

**Open Mike**

Sue Reid made an announcement about “Sharing Our Stories: Understanding Where We’ve Been and Where We’re Going”—on Sat. Sept. 13, 9:00-4pm. The workshop will be led by Kate O’Sullivan, Doug Thorpe and others who led community conversations last spring. They will discuss next steps in leadership development. From 10A-noon, there will be storytelling and tours by long-time parishioners about the history of Saint Mark’s. Some interesting topics will include why there is a traffic light on 10<sup>th</sup> Ave, why there are no locks on the front doors of the nave, etc.

**Executive Session**

Vestry members went into Executive Session at 9:00pm. Officers and staff left the meeting.

**The next meeting will be Tuesday, September 23, 2008 at 6pm.**

Respectfully submitted,

Virginia Lenker  
Recording Secretary and Clerk

Liz Sloat  
Executive Assistant to the Priest in Charge