



# JANUARY VESTRY MEETING

**Tuesday, January 19, 2010**  
**Council Room, Diocesan House, 6:00 – 9:00 p.m.**

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## **Vestry Members Present**

Phil Haas, Sr. Warden  
Randy Revelle, Jr. Warden  
Margaret Rothschild, Jr. Warden  
Bob Muglia, Jr. Warden  
Erik Anderson  
Marge Anderson  
Dennis Andersen  
Patty Baker  
Sam Fleshman  
Bob Kirkman  
Janet McCully  
Joan Anthony, Bishop's Rep.

## **Vestry Members Absent**

Nancy Jacobs  
Terry Brandon  
Bishop Greg Rickel

## **Officers Present**

Virginia Lenker, Clerk

## **Officers Absent**

John Hoerster, Chancellor  
Jonathan Nicholas, Treasurer

## **Staff Members Present**

Rev. Rebecca McClain, Canon Missioner  
Liz Sloat, Vestry Support

## **Guests**

Jean Leed,  
Keith Moore,  
Tom Cashman

## **Call to Order and Spiritual Reflection**

Rebecca called the meeting to order, and gave a spiritual reflection on the upcoming Week of Christian Unity. Rebecca thanked Margaret, Bob, and Sam whose terms on the Vestry are finishing this month. Janet, who filled an unexpired term that ends this month, is running for re-election at the upcoming Annual Meeting. Rebecca welcomed Joan Anthony, Canon to the Ordinary and Bishop's rep to the Vestry.

## **Action Items**

The Vestry accepted the Consent Agenda consisting of the following:

- Approval of Minutes of January 5, 2010 Vestry Meeting
- Receipt of Reports/Notes/Minutes of Meetings of Vestry Committees
  - Stewardship: 11/10, 12/1, 12/10, 12/16
  - Governance: 1/12/10

Proposed Resolution P09-FI-07 (Approved 2010 Budget) with attachments was distributed for information. This resolution was approved at the Jan. 5, 2010 special Vestry meeting.

## **Canon Missioner's Report**

### **Attendance Statistics**

Rebecca distributed a line chart of monthly Sunday attendance statistics from Sept 08 – Jan 10, broken out by service. The numbers come from ushers' actual counts. Christmas attendance was not included in the chart, as it was not a Sunday. Rebecca is pleased that combined attendance is trending upward, and is slightly above last year. Generally, attendance takes 1-2 years to recover after a crisis. She also noted that the 2<sup>nd</sup> lesson, the psalm, the creed, and more organ music was introduced to the 9a.m. service in September to enrich the liturgy.

### **Annual Meeting plans – Sunday Jan. 31 (after 11am service), Bloedel Hall**

To reduce the cost of paper and printing, most of the report at the Annual Meeting will be displayed via PowerPoint and be available on-line. A brief financial report will be printed and distributed. A brochure with

Vestry candidate bios is available in hardcopy and on the website. Rebecca asked Vestry to assist in setting up on Sat. Jan 30, 4-5:30pm. At the Annual Meeting, the cathedral will provide entrée and drinks. Parishioners will be asked to bring side salads and desserts.

### Congregational Assessment Tool (CAT)

The Vestry will receive an email invitation to fill out this survey of the climate of 'health' at the Cathedral.

### Budget Conversations with Staff

Rebecca has discussed the 2010 budget with everyone on staff. Because some individual details are not yet firmed up, she will ask the parish to be understanding and patient. Staffing reductions or changes have not been publicized. Those staffers whose positions are reduced to less than 100% will have their responsibilities decreased as well. Parishioners and lay leadership will need to pick up some of those duties.

### Committee Reports

#### Stewardship Committee – Randy Revelle, Chair

Randy distributed a comparison chart of 2009 and 2010 Annual Campaigns. The two campaigns tracked together until the last two weeks, when this year's campaign took off with 97 pledges and \$172K. The average pledge is about twice as high as the national average. There was discussion about ending sooner to meet the Bishop's goal of ending the campaign at Advent. Last week, the committee sent a letter to 66 parishioners who haven't filled their 2009 pledge, reminding them to pay the balance, if possible, by Jan. 31. Feedback on the letter has been positive.

The 15 current members of the committee have agreed to serve another year. Randy hopes to add three more members, including a newly-elected Vestry member. The committee will have a retreat at his vacation home in Gilberton, WA on Feb. 27, one week after the Vestry's retreat.

#### Mutual Ministry Review (MMR) -- Tom Cashman, a consultant recommended by Bishop Rickel. Tom is a member of the College for Congregational Development.

Tom distributed a handout explaining that MMR is an opportunity to assess and reflect on the relationships between the Vestry/congregation and Canon Missioner. It is not about complaining, blaming or judging, nor is it a corporate type evaluation. Joan explained that generally rectors have MMR written into their contract when they are hired. MMR is strongly recommended by Bishop Rickel, and it is important to do before calling a new dean. Joan recommended focusing on no more than three goals per year.

Tom led a Mutual Expectations exercise to help determine goals and expectations, and identify where they are aligned. Each party (Rebecca and the Vestry) went into separate rooms to brainstorm answers to "what I want/need from you" and "what I think you want/need from me." The lists were then compared, matching up expectations and imagined expectations of each party. (Complete lists are available in a separate document). Many answers were similar but expressed differently. Both parties agreed on the importance of clarity, support, and leadership. At February's retreat the Vestry will discuss next steps toward designing an MMR plan, with an eye toward addressing the strategic plan and targets.

#### Vestry Orientation—Nominations & Leadership committee, Margaret Rothschild, chair

All vestry members, new and continuing, are invited to attend the Vestry orientation dinner meeting on Tues Feb. 9 in Leffler House living room. The meeting will cover Vestry roles and responsibilities, the Bishop's goals for Saint Mark's, and will include time for socializing. There will be two more orientation meetings, dates TBD: 1) presentation by diocesan chancellor (and Saint Mark's parishioner) Judy Andrews on national, diocesan and cathedral canons and by-laws; and 2) evening with Diana Gale, former senior warden and expert in community-centered leadership models. This continuing education is aimed toward helping the vestry work together in a more collegial and powerful way.

#### Vestry Retreat – Sat. Feb 20, Randy Revelle's vacation home in Gilberton WA

Phil distributed an agenda for the one-day retreat. Besides building relationships, members will discuss and develop objectives to address the strategic targets. The meeting is an opportunity to determine the top three

goals that will be addressed in the MMR. Randy will distribute maps and other information. Carpooling is encouraged.

**Meeting Evaluation**

Phil and others praised the hard work of the retiring members, (Margaret, Bob and Sam). All agreed that “this place has come a long way.”

**Closing Prayer and Adjournment**

Patty asked for God’s blessings for those who are leaving the Vestry, and for those who are coming on. The meeting adjourned before 9 pm.

**The next meeting is the Annual Meeting, Sunday Jan 31 at 12:30pm.**

Respectfully submitted,

Virginia Lenker  
Recording Secretary and Clerk

Liz Sloat  
Vestry Support

**Upcoming meetings:**

**Annual meeting: Sun. Jan. 31, 2010**

**Vestry orientation: Tues. Feb. 9**

**Vestry retreat: Sat. Feb. 20**