



# MAY VESTRY MEETING

**Tuesday, May 25, 2010**  
**Council Room, Diocesan House, 6:00-9:00 p.m.**

## **Vestry Members Present**

Phil Haas, Sr. Warden  
Janet McCully, Jr. Warden  
Randy Revelle, Jr. Warden  
Marge Anderson  
Stacy Andersen  
Dennis Andersen  
Erik Anderson  
Patty Baker  
Nancy Jacobs  
Bob Kirkman  
Dale Ramerman  
Scott Smallwood  
Terry Brandon  
Joan Anthony, Bishop's Rep  
Bishop Greg Rickel (*via weblink*)

## **Vestry Members Absent**

Roger Valdez  
Katie Bishop

## **Officers Present**

John Hoerster, Chancellor  
Jonathan Nicholas, Treasurer  
Virginia Lenker, Clerk

## **Staff Members Present**

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

## **Guests**

Sandy McCloud, Hisako Beasley, Cara Peterson,  
Walter Stuteville, Jo Ann Bailey, Tom Weaver,  
Mark Eichinger-Wiese, Midge Bowman,  
Judy Andrews, Kerry Allman, Doug Thorpe

## **Call to Order**

Rebecca called the meeting to order. Phil welcomed guests and Bishop Rickel via video conference call.

## **Action Items**

The Vestry accepted the Consent Agenda consisting of the following:

- Approval of Minutes April 23 Vestry meeting
- Receipt of Reports/Notes/Minutes of Meetings of Vestry Committees
  - Stewardship 4/8
  - Governance 5/10, notes from forum 5/2

## **Transition Process and Timeline Discussion** – *Bishop Greg Rickel via video conference call*

Bishop Rickel reviewed his goals for the interim period that started in spring 2008 when he appointed Ralph Carskadden as Priest-in-Charge and then Rebecca as Canon Missioner. Starting this summer, he will appoint a group of consultants, led by Melissa Skelton, to work on the process to create a healthier congregational culture in preparation for calling a new dean. He stressed the importance—in all congregations, not just ours—of moving from confusion and suspicion toward transparency and trust. Besides reviewing the Steinke, Donovan and other consultants' reports, the group will hold congregational meetings and make regular progress reports to Vestry and congregation. The purpose of using an outside consultant is to allow the Vestry, staff and Rebecca to focus on day-to-day operations. If the process stays to the timeline, the search for a new Dean will start in March 2011 with creation of a Profile Committee, ending with the selection of a new Dean about 12-18 months after that.

## **Amendments to Cathedral Constitution** – *John Hoerster, cathedral chancellor*

John distributed a red-line handout of proposed amendments to the cathedral constitution. The process to amend the constitution starts with Vestry approval this month, and then must be approved by the Bishop before going to this fall's diocesan convention for discussion and vote. Because of this lengthy process, the amendments

create flexibility on Vestry structure: 0 to 3 community reps, 3 to 6 diocesan reps, and 9 to 12 parish reps. The size of the entire Vestry, including Bishop and Dean, could range from 14 to 23 members. Cathedral bylaws, which can be amended by the Vestry without going to Convention, would establish how many of each seat would constitute the Vestry.

There was a suggestion to use the phrase Priest-in-Charge for a Bishop's appointee, even if the Bishop chooses a different title (like Canon Missioner) for the particular individual, because it is a standard term.

There was discussion about the perceived inconsistency of Bishop's rep having a vote—to ensure that he/she is involved and engaged— when the Bishop himself does not wish to be a voting member of the Vestry (potential conflict of interest). In the spirit of flexibility, the amended Constitution would allow the Bishop to choose (elect) whether he/she wants to vote. To maintain consistency, that choice would determine whether the Bishop's rep would have a vote. Randy and others suggested that a Bishop's rep would be engaged and involved regardless of voting status, because he/she must follow instructions from and report back to “the boss.”

**A motion to approve Resolution #P10-GO-04 (Changes to Cathedral Constitution) was made and seconded. The motion passed unanimously.**

### **Amendments to Cathedral Bylaws**

Proposed changes to the bylaws must be posted in the Cathedral for 3 weeks before the Vestry may vote on them. The bylaws, which will be consistent with the amendments discussed above, will be voted on at the next Vestry meeting. After discussion, it was suggested that the Bishop should send a letter to the Vestry indicating whether he/she has elected to vote or not. Nancy noted the decision to require only one nominee per diocesan rep position, due to the difficulty of getting people to stand for that position.

### **Parochial Report (Corrected)**

Rebecca distributed the corrected 2009 Parochial Report (which goes to the national church) along with the Net Disposable Income for Assessment. The latter form determines the amount that Saint Mark's pays the diocese annually (the “assessment”). Dale Ramerman, who is a member of the diocesan budget and finance committee, helped Cathedral staff make necessary corrections to this complex document. Dale recommended that the extensive boiler work should be described as reconstruction, not repair.

**A motion to approve Resolution #P10-GO-02 (Corrected Parochial Report) with the above wording change was made and seconded. The motion passed unanimously.**

### **Financial Update – Jonathan Nicholas**

In last month's operating summary report YTD variable expenses were approx \$25K over budget. After going over expense categories and allocations with Deborah Sturm, Jonathan reported that the YTD variable expenses were actually closer to budget due to expenses in the first quarter that are one-time or seasonal.

Looking at the Operating Summary as of 4/30/10, YTD annual campaign and plate revenue are \$79K above budget. Saint Mark's Foundation transferred \$4K to the cathedral, as expected. On the expense side, compensation is \$9K under budget. Variable expenses are approx \$8K over budget. The bottom line shows a deficit of \$27K, which is much less than the budgeted \$103K deficit.

Jonathan reminded everyone that \$150K total in two grants will expire this year. He and Bob noted that the current expense budget is very lean. They suggested that revenue from the upcoming annual campaign must increase or there will be personnel cuts, “because there is no place else to go.” In light of the stewardship committee's policy of asking larger donors to pledge early, and the policy against double-asks, Marge suggested that detailed financial information should be distributed earlier in the campaign. Rebecca agreed, and suggested that Vestry members should start talking with friends in the congregation about the need to replace that revenue. Meanwhile, she and David are working on best ways to utilize current staff's skills and talents.

### **Committee Reports and Updates**

#### **Governance – Janet McCully, co-chair**

Janet distributed a report from the May 2 congregational forum. Along with those who responded to the committee's previous survey, a majority favored eliminating Community Representatives (CR) from the Vestry, or

having CR candidates submitted by the Nominations committee and approved by the Vestry. Currently, CR are appointed by the Dean.

After much discussion, the governance committee recommended shifting the role of future CR from serving on the Vestry governance to serving on committees where they have special expertise or interest. Current CRs (Dennis, Erik, Katie) would serve out their terms.

#### Buildings and Hospitality – Erik Anderson

Erik and Alan have reviewed Bright Water School's proposed playground enhancements, and prioritized the cathedral's deferred maintenance list. They will present details at next month's Vestry meeting.

#### Faith Formation - Rebecca

Lauren Leiker has agreed to stay as director of Saint Mark's Preschool through June 2012, and "Celebrate 20 Years" of the preschool. Lauren is interested in forming an advisory board, to include 2 parents, 2 teachers and Terry Brandon from Vestry. Rebecca noted that the Cathedral has legal and fiduciary responsibility for the preschool.

Church school attendance is up, averaging 49 students per Sunday vs 43 students last year. Unlike most years, where attendance drops off in January and continues to decline, in 2010, attendance gained after January. Overall attendance last Sunday was very high, and included several baptisms. Rebecca noted that no attendance is taken at Compline, which is legally a separate organization from Saint Mark's Cathedral.

#### Church in the World – Marge Anderson, chair

Marge distributed a list of CIW partners and initiatives, with each group's contact person and budget amount. She noted that CIW groups have previously relied on publicity from Sunday morning announcements and are struggling with the new system.

#### Diocesan Relations—Nancy Jacob, chair

The committee is researching cathedral-parish relationships in other dioceses where they have personal contacts—San Francisco, Oregon, Spokane, Chicago and others. They also suggest "spiffing up" the Cathedral's booth at diocesan convention, and locating it next to the Cathedral Shop's booth so it gets a lot of attention. Nancy suggested that Vestry should staff the booth, perhaps entitled "this is your cathedral," and include sign ups for Sundays and Beyond. Dale recommended that the cathedral's delegation should make a point of mingling with other delegations. John suggested that diocesan members could be involved in the Profile committee.

#### Stewardship – Randy Revelle, chair

Randy distributed a current work program along with a complete report of the committee's efforts over the past year. The committee researched 91 households that pledged in 2009 but not 2010, and found that only 8 were "unhappy about something at Saint Mark's." This year the committee will work on: updating the stewardship website and network; helping to update the database and improve volunteer and newcomer ministries; gratitude gatherings; financial education in the current economy; stewardship Sunday; and planning the annual pledge campaign—which will be one week shorter than last year, and about 6 weeks shorter than the year before that. Randy noted that the average pledge is pretty high compared to national statistics. He stressed the importance of expanding the number of pledgers. Rebecca encouraged Vestry to talk with newcomers in Sunday services and other times, to help them feel welcome and involved. Vestry members were encouraged to host gratitude gathering parties this summer.

#### Foundation Board

Rebecca reported that the Foundation board probably will not have a joint meeting with Vestry this summer.

#### **Open Mike**

Jo Ann Bailey thanked Rebecca for modeling outstanding leadership so that we are ready to move forward. Sandy McCloud asked that minutes and financial information be more accessible. Rebecca and others noted that staff is working on the website, with the goal of getting information within three clicks.

**Closing Prayer and Adjournment**

Dennis offered a closing prayer and reflection. The meeting adjourned at 9 pm.

**The next meeting is Tues. June 22 at 6pm in Council Room, Diocesan House.**

Respectfully submitted,

Virginia Lenker  
Recording Secretary and Clerk

Liz Sloat  
Vestry Support