



JUNE VESTRY MEETING

Tuesday, June 22, 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
Scott Smallwood
Bob Kirkman
Marge Anderson
Stacy Andersen
Katie Bishop
Erik Anderson
Patty Baker
Nancy Jacobs

Vestry Members Absent

Roger Valdez
Joan Anthony, Bishop's Rep
Bishop Greg Rickel
Terry Brandon
Dale Ramerman

Staff Members Present

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

Officers Present

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

Guests

Laura Crandall, director of Brightwater School
Alan Burke
Mary Mullen
Jean Leed

Call to Order and Spiritual Reflection

Rebecca called the meeting to order and offered an opening prayer. Phil welcomed guests.

Resignation of Dennis Andersen

In recognition of proposed bylaws amendments and on-going discussions about the Community Rep. position, Dennis Andersen has resigned. He was honored to have served on the Saint Mark's Vestry. A motion was made and passed instructing Rebecca to send a letter of thanks for his service. After discussion, the Vestry and Canon Missioner decided to leave the slot vacant for the remainder of the term, which expires at the Annual Meeting in January 2011.

Action Items

The Vestry accepted the Consent Agenda consisting of the following:

- Approval of Minutes May 25 Vestry meeting
- Receipt of Reports/Notes/Minutes of Meetings of Vestry Committees
 - Stewardship 5/27
 - Building and Hospitality 6/21

Amendments to Cathedral Bylaws— *John Hoerster, Cathedral chancellor*

Proposed changes to the bylaws were posted at back of the Nave, outside the Cathedral's main offices and on the Saint Mark's website and available for comment for three weeks prior to the vote. No comments were received during that time. Many of the changes will not require changes to the Cathedral constitution. Those that do— particularly the proposal to phase out community reps and replace with parish reps—are in place pending the approval of changes to the Cathedral constitution. Constitutional changes must be voted on at Diocesan Convention, (October 29-30, SeaTac Hilton). In anticipation of either outcome (passing or not passing changes to the constitution), the Nominations and Leadership Committee will be instructed to name two slates for the upcoming election: Plan A will have 4 slots for parish reps; Plan B, if amendments are not approved, will have 3 parish slots. Bob noted that he favors the current Vestry structure with community reps appointed by the Canon Missioner.

A motion to approve Proposed Resolution P10-GO-05 (Changes to Bylaws) was made and seconded. The motion passed with one vote against.

The approved bylaws will be posted in the same places. Cathedral Chancellor John Hoerster will present the proposed amendments to Cathedral's constitution at the diocesan convention.

Nominations and Leadership Committee – *appointed each year*

The members of the committee are: Sallie Bodie (chair); Keith Moore, Diane Stevens, Barbara Erickson, Lynda Hunter, Anita Lammert, Michael Lenington, and Pearl McElheran. Doug Thorpe and Randy Urmston will be the diocesan reps on the committee. Rebecca will serve *ex-officio*. Going forward, the bishop intends to appoint members from other parishes for the diocesan positions.

A motion to approve Proposed Resolution P10-GO-06 (Nominations and Leadership Committee) was made and seconded. The motion passed unanimously.

Transition Process and discussion of Church Assessment Tool (CAT)–*Rebecca McClain*

Melissa Skelton will write the letter for the July 4 *Sundays and Beyond* outlining the transition process. First steps will include a group of consultants and parishioners working over the next eight months to explore the Cathedral's congregational and organizational culture and to begin efforts to strengthen that culture in preparation for the calling of a new dean. Bishop Rickel will be taking a visible role. Rebecca, who will not be on that team, stressed that she and Vestry will stay focused on the Cathedral's day-to-day work.

Rebecca distributed the CAT's executive summary, written by Russ Crabtree, the consultant who has conducted these surveys in congregations across the country. (Phil recommended Russ' book: *The Elephant in the Boardroom: Speaking the Unspoken about Pastoral Transitions*.) The response rate to the survey at Saint Mark's was good, with 324 out of 545 who were invited to participate. Overall, the congregation's level of energy, excitement and satisfaction is above average. Respondents felt our strengths are worship, music, education, service to the community, and openness to those from different walks of life, as well as a high level of spiritual engagement. Russ determined that we are a strongly "rector-centric" congregation—i.e. "If I like this person, I'm happy with everything" or vice versa. Rebecca pointed out the danger of placing such a heavy burden on one person. Russ described our congregation as Progressive-Adaptable: rational, intellectual, efficient; yet aloof, impersonal and unapproachable.

Staff and Vestry are already addressing areas that the report cited as critical to improving morale:

- ongoing pastoral care—Pastoral Care Summit II, *see below*
- having leaders who are representative of the congregation—the work of the governance committee in Vestry restructuring
- leaders showing concern about what people are thinking—the purpose of the work group to be convened by Melissa Skelton.

Desires for the community include reaching new people and attracting families, along with strengthening the ministry of the baptized by helping to understand the call and equipping them for the work. The report also highlighted the desire to "create more opportunities for people to form meaningful relationships."

Committee Reports and Updates

Buildings and Hospitality – *Erik Anderson*

Brightwater School (BWS)/St. Nicholas Courtyard Playground Improvement

Alan Burke, landscape architect and BWS parent, presented plans to create "multi use space" for outdoor play and classrooms in the St. Nicholas courtyard on the NW side of the building. The blacktop will be striped for a basketball court as well as 26 parking spaces for Cathedral use. There are plans for more outdoor play equipment, gardens, quiet space, and small portable buildings. Rebecca noted that the school has been a good tenant (since 2002) and recently signed a 10 year lease. Alan de Puy explained that the parking lot is in bad condition and needs to be repaved regardless. He has received bids from a reliable contractors "not to exceed" \$40K. Jonathan explained that the resurfacing cost would be paid from the St. Nicholas Fund, not Cathedral operating budget. The remainder of the project will be funded by BWS. Laura Crandall said that BWS parents are very excited about the project and have already started fundraising. BWS will provide volunteer labor and more fundraising as needed to

cover the remaining costs. The estimated date for completion of resurfacing is 8/21/10. The goal for completion of entire project is 6/30/11.

After discussion, a motion was made to give approval for

- 1) BWS to seek necessary permits to undertake the St. Nicholas playground/courtyard project;**
- 2) BWS and Cathedral to undertake their portions of the project once necessary permits have been obtained**
- 3) Cathedral to be responsible for the cost of resurfacing the parking lot, at a cost not to exceed \$40K without further Vestry approval**
- 4) The Cathedral to finance its cost of resurfacing with St. Nicholas deferred maintenance funds, provided that such use of the funds would not violate the terms of the Operating Agreement for St. Mark's Properties LLC.**

The motion was seconded, and passed unanimously.

Finance Committee – Bob Kirkman, chair

A motion to approve Clark Nuber as the accounting firm to conduct the Cathedral's upcoming audit was made and seconded. The motion passed unanimously.

The committee did not bring a written budget to this meeting, but Bob indicated that next year's Annual Campaign goal will need to increase significantly in order to stay even with current expenses. Two multi-year grants totaling \$150K will expire at the end of 2010. The committee has agreed that the primary objective for investments will be producing income. He projected the Annual Campaign would need to raise \$1.35MM to avoid staff cuts. He and Jonathan indicated that Variable Expense was slashed heavily to balance the 2010 budget and expenses are proving difficult to control as tightly as they had hoped. Rebecca noted that membership and attendance are stable, which is a good sign during a transition.

Faith Formation and Congregational Life - Rebecca McClain

The Pastoral Care Summits have been going well. The last one was June 13. Deacon Earl Grout will work on organizational structure for the Pastoral Care team, which meets every other month. Rebecca commented that Earl is not paid. Fr. Dan Conklin will continue in his pastoral care and liturgy roles. A pilot program of Christian education for children ages 3-10 will take place on Sundays 10:10 - 10:50 a.m. It is a cross-generational exploration of home and garden with materials focused on Episcopal Relief & Development's 'kitchen garden' program, as well as Saint Mark's connections to Canaday House.

Diocesan Relations—Nancy Jacobs, chair

Patty and Nancy are working with Liz to update and improve display board for the Cathedral's booth at diocesan convention. Convention will be the last Friday-Saturday of October at the SeaTac Hilton and Nancy noted they would like Vestry members to staff the booth. Phil suggested that they bring a signup sheet to the next Vestry meeting, to encourage Vestry members to sign up for 2 hour shifts.

Stewardship – Randy Revelle, chair

Heidi Kim has agreed to join the hardworking committee, which includes many subcommittees. Randy is hoping to have another co-chair for the upcoming Annual Campaign, to join Greg Simon and Rebecca. As part of the campaign evaluation subcommittee, Roger has surveyed late and first time pledgers. He will also survey those who are active but haven't pledged, in hopes of determining how to improve the upcoming campaign. A list of all the Gratitude Gatherings for summer 2010 was distributed. Randy encouraged Vestry members to attend gatherings—more than one if possible!

Foundation Board

The Foundation is feeling the loss of Carl Knirk, who had been on the board since its founding in 1995. At its last meeting the foundation decided to keep the focus of its endowments on supporting the Cathedral's buildings and grounds.

Open Mike

Mary Mullen announced that Canaday House will open on August 1. Erik asked for prayer for him and his wife Kelly, who is pregnant and undergoing tests.

Closing Prayer and Adjournment

Nancy offered a spiritual reflection about the promise of the rainbow, and remembering her friend Carl Knirk. The meeting adjourned at 9 pm.

The next meeting is Tues. July 27 at 6:00 p.m. in Council Room, Diocesan House.

Respectfully submitted,

Virginia Lenker
Recording Secretary and Clerk

Liz Sloat
Vestry Support