



Vestry Meeting Minutes

September 16, 2019

Held at Saint John's Cathedral

Attendees: Tom Keyse, Amy Davis, Jennifer Allen, Jack Denman, Bill Finch, Leigh Grinstead, Bryant Harris, Meg Parish, David Rote, Mark Wherry, Richard Lawson, Katie Pearson, Broderick Greer, Audrey Chapman, Michael Vente

Absent: Tom Barbour, Kathleen De Mars, Elizabeth Drummond, Don Wood

Call to Order: 6:01pm

Katie opened the meeting with prayer.

Summary of actions taken:

- Approved the Finance Committee's recommendation regarding the campus landscaping master plan.
- Approved the Finance Committee's recommendation on the grants budget for 2020.

Discussion

Continuing the Demographics Conversation - Moving from Inviting to Inclusion to Radical Welcome (Richard Lawson)

Richard referred the Vestry members to *Moving from Inviting to Inclusion to Radical Welcome*, part of the Online Companion support materials for Stephanie Spellers' book *Radical Welcome*. He discussed the welcoming culture of each parish he has served at over his career. He summarized the different levels of welcome as summarized in the materials and what that looks like at the parish level. He encouraged the Cathedral to embrace the idea of "radical welcome". Vestry members shared their views of the ways that "radical welcome" could look at the Cathedral and the ways the passages in the materials resonated with them. Richard said that the idea of "radical welcome" would be very personal to each individual. He encouraged the Vestry members to think of the ways the Cathedral (and the wider national Episcopal Church) represents an American tradition in terms of worship.

Tom Keyse shared stories from the Community Without the Commute events and how small acts of welcome lead to impactful change for both visitors and regular parishioners.

Richard said that Father Quirino Cornejo (with the Bishop's office and Intercession Episcopal Church in Thornton) will visit the Vestry at its October meeting to discuss his work on Hispanic outreach. Richard said that Father Cornejo encouraged the Cathedral to do targeted outreach to 2nd and/or 3rd generation Hispanic individuals. Laurie Zant (with Our Merciful Savior in the Highlands) will also meet with the Vestry at its October meeting to discuss the ways that efforts at the Cathedral can complement their work. Richard also shared that he and Katie have had conversation with Father Anthony Guillén, Missioner for Latino/Hispanic Ministries and



Director, Ethnic Ministries for the national Episcopal Church. Richard said that Father Guillén also encouraged the Cathedral to reach out to 2nd and/or 3rd generation Hispanic individuals.

Kimberly Update (Mark Wherry)

Mark provided the Vestry with an update on Finance Committee's work regarding the redevelopment of the Kimberly property. Mark shared conversations around proposed changes to the upfront cash and annual revenue schedule and compared that to the current annual revenue from leasing the Kimberly apartments. The committee also continues to balance long term costs associated with renovations for the Kimberly building when deciding the future of the building. The committee continues to work with the potential companies interesting in redeveloping the property. Tom Keyse reminded the Vestry that the Cathedral was not tied to a strict timetable on the decision but that a proposal on the redevelopment of the Kimberly property will be presented to the Vestry within the next few months.

5 Year Plan Update & Discussion (Audrey Chapman/Richard Lawson)

Audrey shared the updated 5 year plans showing current lease payments from the Kimberly and taking into account redevelopment plans. She walked the Vestry through the various variables going into the projections and the impact of actions regarding the Kimberly property on the budget's bottom line. Audrey and Mark discussed the impact of renovations of the Kimberly apartments on the annual revenue that could be realized from the property.

Audrey said that several Vestry members requested that growth in the endowment be factored into the 5 year plan projections. Audrey worked with the Investment Committee to project expected endowment growth. This addition helped reduce projected deficits in future years. Richard added that several other factors were considered in the draft plan.

Draft 1, 2020 Budget (Audrey Chapman/Richard Lawson)

Richard said that the 2020 draft budget took into account several factors in potential change in benefits and salaries. He said that many items in the draft budget were shown in the 5 year plan conversation. Audrey said some savings in insurance and facilities cost were reflected in the draft budget. Tom Keyse thanked Audrey for all her work on putting the plans together.

Nominating Committee Update (Leigh Grinstead)

Leigh said 20 candidates have received letters requesting their participation in the next Vestry election. Additionally, communications have gone out to the parish requesting additional nominations. Leigh said that the following parishioners represented the Cathedral at the recent Diocesan convention:

- Andrew Greenberg
- Chad Morris
- Roz Greene
- Amanda Barker
- Jennie Creasey



- Charles Berberich
- Kathleen De Mars

Bryant Harris and Jennifer Allen served as alternates.

Action Items

Finance Committee Recommendation Re: Campus Landscaping Master Plan (Richard Lawson/David Rote)

Richard thanked David Rote for leading the work of the Arts & Architecture Committee (A & A) to identify a landscape architect to create a plan for changes to the Cathedral campus. David said that A & A coalesced around choosing Connect One for the Cathedral's new master plan and obtained the Finance Committee's recommendation to hire Connect One. A & A wants to engage the wider congregation in this work so that their opinions could be heard and (where appropriate) incorporated into the final plan. Ramps into Saint Martin's Chapel, Dagwell Hall, and the entrance of the Welcome Center will be the first projects in the redevelopment. Meg thanked David for his work on this project and hoped that the master plan would re-invigorate the Landscape and Gardens Committee. The Vestry also discussed ways to increase communications to the congregation on the master plan work. Jennifer asked if there were ways to engage the wider neighborhood in the re-development plans. Richard and David said they would work to find ways to get wider feedback on plans for the green space around the Cathedral.

The Finance Committee's recommendation is as follows:

As presented at the Vestry's August 2019 meeting, the Arts & Architecture Committee (A & A), led by David Rote, has for the past nine months been researching, meeting with, and soliciting quotes from at least four possible Landscape Architects. A couple of items A & A has asked the candidates to address include recommendations for mitigation of anything currently on campus that could be a threat to Saint John's structural integrity (as the memorial pear trees were), and to create a cohesive Campus Landscaping Master Plan. In August, A & A agreed unanimously that the most qualified and best company is Connect One Designs. Currently, A & A is asking for approval to sign a contract with Connect One to create a Campus Landscaping Master Plan.

Recommendation

The Finance Committee understands and appreciates the depth of work and consideration that went into A & A's choosing of a Landscape Architect. As such, the Finance Committee recommends that Vestry approve using Campus Improvements monies (223), up to \$25,000, for Connect One Designs to create for Saint Jon's a Campus Landscaping Master Plan.

Tom Keyse asked for a motion to approve the Finance Committee's recommendation regarding the campus landscaping master plan. Amy made the motion. Jack seconded the motion. The motion was approved.



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Finance Committee Recommendation Re: Grants Budget, 2020 (Tom Keyse)

Tom Keyse explained the Finance Committee's recommendation to approve (as the Vestry did for 2019) contributing 5 percent of 2020 actual plate and pledge revenues to the Grants Committee's work to demonstrate the Cathedral's commitment to external organizations in the wider community. Tom asked for a motion to accept the Finance Committee's recommendation. Amy made the motion. Leigh seconded the motion. The motion was approved.

Information

DO and Treasurer's Reports (Audrey Chapman)

Audrey provided an overview of the Cathedral's quarterly financials. She said that revenues were tracking well to budget year to date with a little increase in expenses. She said that the new Realm software made pulling data on financials much easier. Audrey specifically thanked Tina and Christina for their work around formation. She also reminded all Vestry members to complete their Safeguarding trainings with the Diocese by the end of October.

Dean's Report (Richard Lawson)

Richard shared news on the hiring of Joseph O'Berry as the new Assistant Director of Music. He said that Joseph is an outstanding organist and looked forward to him joining the staff. He will likely start in mid-October. Richard said the whole music team will work to plan out the next year's concert series with the long term plan of making the concerts financially sustainable. He said that Joseph will play a central role in growing the children's choir. Bryant asked if Michael and Joseph have experience in working with children of various skill levels. Broderick said that all the finalists (including Joseph) have experience in supporting children with varying abilities.

Richard said that Bishop Kym Lucas has hired Alex Dyer, the new canon to the ordinary. Richard continues to work with both them on potential changes to the master plan of the Cathedral's campus. Richard also said that work on the basement nears completion. Richard is planning a Vestry and staff event at the Lawson's home on October 26th and asked that members hold that date on their calendars.

Other Clergy Reports (Broderick Greer/Katie Pearson)

Katie said the Cathedral has performed fewer funerals in the past month compared to prior months. She also shared that the final Community Without the Commute will be held soon but the staff is working on ways to continue to connect interested parishioners with other events. She shared that the Care Advisory Board has been working on a series of events regarding dementia including a book study, a virtual dementia tour, and Sunday with sessions with Tracy Lind (retired Dean of Trinity Cathedral, Cleveland, OH) and her wife on their work to highlight the needs of those with dementia.



Broderick said that Mile High Theology has begun its new season. The first 20s and 30s brunch of the season was recently held and attracted about 30 attendees. He hopes to have a 20s and 30s retreat sometime next year. He explained some changes to the Sunday bulletin and the removal of hymn lyrics from the printed bulletin. The change saves a significant amount of paper and printing cost for the Cathedral. Broderick also said that evening prayer has begun again.

Senior Warden's Report (Tom Keyse)

Tom did not have any additional items to report.

Junior Warden's Report (Amy Davis)

Amy said that a focus group will be held at the Cathedral on September 19th and host leaders from various organizations throughout Denver to listen to the needs of the wider community which will inform the work of the Grants Committee. She shared that the grant application deadline for this year is October 1st. She thanked the Vestry for their commitment of 5 percent of pledge and plate to the Grants Committee's work.

Consent Agenda

- Approval of minutes from the August 19, 2019 Vestry meeting

The consent agenda was approved.

Adjourn to Executive Session: 8:31pm