



Vestry Meeting Minutes

December 16, 2019

Held at Saint John's Cathedral

Attendees: Tom Keyse, Amy Davis, Jennifer Allen, Tom Barbour, Bryant Harris, Kathleen De Mars, Jack Denman, Elizabeth Drummond, Bill Finch, Leigh Grinstead, Meg Parish, David Rote, Mark Wherry, Don Wood, Richard Lawson, Broderick Greer, Audrey Chapman, Michael Vente

Absent: Katie Pearson

Call to Order: 5:58pm

Richard opened the meeting with a prayer.

Summary of actions taken:

- Approved the nomination of Shirley Traettino to the Finance Committee.
- Approved the nomination of Sandy Mazarakis to the Investment Committee.
- Approved the minutes from the November 18, 2019 Vestry meeting.
- Approved by email vote on December 20, 2019 that \$60,000 of Reverend Canon Katie Pearson's annual compensation in 2020 be designated as a housing allowance.
- Approved by email vote on December 20, 2019 a resolution to allow electronic/online voting for Class of 2020 Vestry nominees, including Leigh Grinstead for Senior Warden and Michael Vente for Junior Warden.

Discussion

Continuing the Conversation, Demographics

Richard gave a brief update on the on-going conversation the Vestry has held around changing demographics at the Cathedral. He said that he has talked with the Rev. Canon Anthony Guillén (Director of Ethnic Ministries in the national Episcopal Church) about ways that Saint John's can best engage different groups in our area. Looking at data from the 3-mile radius around the Cathedral, Mr. Guillén noted that the area around the Cathedral was gentrifying but that there was a sizable Hispanic population in the area. He also said that 11.5 percent of the Hispanic population speak Spanish at home.

Richard also said that he has tasked Broderick with looking at different models that churches around the country have implemented to engage Hispanic and Latinx populations. He will continue this work into the first quarter of 2020.

David noted a Lunar New Year celebration that the San Francisco Cathedral held and the way they promoted the service via social media. Jack said that the Cathedral should engage different community groups in the area to best understand the needs of the community and how the Cathedral can be more welcoming to them. Michael and Meg will begin those



conversations. Meg also said she would try to visit different services at different parishes to see what other congregations do to engage different groups in the community.

Nominating Committee Update (Leigh Grinstead)

Leigh provided an update on the nominating process for the new Vestry class. She specifically thanked Evans for her help in the bios and photos for nominees.

For 2020, Communicants in Good Standing of Saint John's Cathedral will elect a new Senior Warden, a new Junior Warden and 4 new Vestry members. If Leigh Grinstead (a current Vestry member) is elected Senior Warden, the Vestry will nominate and elect her replacement to complete the last year of Leigh's Vestry term, giving consideration to the number of votes received by the remaining Vestry candidates who are not among the 4 candidates elected by Communicants in Good Standing.

Communicants in Good Standing may vote at the Annual Parish Meeting on January 26, 2020 at 9:15 AM in Dagwell Hall, or online beginning on Tuesday, January 7, 2020. Communicants who cannot attend the Parish Meeting may vote online and assign a proxy to vote on their behalf for any subsequent ballots.

Draft 4, 2020 Budget (Audrey Chapman)

Audrey provided an overview of the draft 2020 budget. She said there were no major changes from the draft 2020 budget presented at the November Vestry meeting. She said that changes to benefits expenses was near final. Tom Barbour noted a savings of \$9,000 in utilities expenses were substantial. Audrey said that updates to thermostats and lighting contributes to those savings.

Richard provided a brief update on the transition of Alberto Gutierrez. Alberto announced he will be leaving Saint John's Cathedral as Music Administrator at the end of December. Alberto has accepted an opportunity as General Manager of the Colorado Music Festival and Center for Musical Arts.

5-Year Plan (Audrey Chapman)

Audrey provided an update on the 5-year plan. She noted some changes to mineral lease revenues and work she has done with the Investment Committee on projected revenue from the endowment. Audrey said that revenue from renting the Kimberly property could be affected in the future by deferred maintenance needs, including needed work on the Kimberly roof. Tom and Audrey said that the projections made conservative assumptions in revenue growth.

Kimberly Update (Tom Keyse)

Tom Keyse provided an overview of the negotiations around the redevelopment of the Kimberly property. He said that conversations continue with parties interested in re-developing



the property. He reiterated several points in the original RFP for the property and the importance of recurring revenue and alignment to the Cathedral's mission and vision. He said that the Finance Committee reviewed current offers from all parties. He said that Finance Committee members will continue to work with the parties involved. Time will be available on Tuesday, February 18th for the Vestry to learn more specifics about potential offers.

Don and Tom summarized various options available to the Vestry when deciding on plans for the Kimberly property and surrounding area. Meg asked if the wider parish has been informed about the desire for missional alignment for any re-development of the Kimberly property. Tom said that various conversations have been held over the years on re-development on the property. Additionally, the RFI (approved by the Vestry) summarized many of the desired priorities for the re-development. Tom said he would discuss many of these factors in greater detail at the annual meeting. David said that engagement of the wider parish on potential re-development plans would be vital to the project's success. Richard said that he has had many conversations with diocesan staff on these re-development ideas since diocesan approval (as well as Vestry approval) will be needed for any final decision.

Action Items

Finance Committee Member Nominee, Shirley Traettino (Tom Keyse)

Tom Keyse said that Shirley Traettino has been nominated to serve on the Finance Committee. She has served as an assistant treasurer with the Finance Committee. Tom asked for a motion to approve the nomination of Shirley Traettino to the Finance Committee. Amy made the motion. Elizabeth seconded the motion. The motion passed.

Investment Committee Member Nominee, Sandy Mazarakis (Tom Keyse)

Tom Keyse said that Sandy Mazarakis has been nominated to serve on the Investment Committee. Tom asked for a motion to approve the nomination of Sandy Mazarakis to the Investment Committee. Leigh made the motion. Kathleen seconded the motion. The motion passed.

Information

DO and Treasurer's Reports (Audrey Chapman)

Audrey provided a brief overview of pledges, revenues, and expenses. She said that all items tracked well year-to-date. Audrey said that Georgie Brooks-Myrtle has been settling well into her role as the new Cathedral Administrator. Audrey also provided a quick update on IT upgrades approved by the Vestry. Tom Barbour thanked the Vestry and the Finance Committee for their work on the re-development of the Kimberly property and hoped both groups could focus on other important topics in 2020.



Dean's Report (Richard Lawson)

Richard said that staff transitions have gone well over the last month. He also said that Don will continue to help on the Building and Grounds Committee for a few months into 2020. Richard said that conversations will continue regarding potential repairs at the Kimberly property. Richard said that the Arts and Architecture Committee investigated a proposal to install a cell phone tower on the Saint Francis Center apartment building. The proposal was rejected, and Richard will inform the Saint Francis Center apartments of the decision. Richard said that David Rote will share an update on work with the landscape architect at the annual meeting.

Richard said that pledges for next year continue to come in and were tracking close to the same rate as last year. Richard shared that Poulson Reed (former sub-deacon at Saint John's) was elected as the new Bishop of Oklahoma. Richard also shared Lyn Lowie has accepted a new position in Philadelphia.

Other Clergy Reports (Broderick Greer, Richard Lawson)

Broderick provided an update on the lighting upgrades for Saint Marin's Chapel. The new fixtures will be available in early spring next year. He also said that Nadia Bolz-Weber will preach again at the Wilderness service on February 9, 2020. He re-iterated his research into ways that churches around the country have engaged Hispanic and Latinx ministries. Broderick said a one-time giving day will be held on January 24, 2020 to engage the wider community who has interest in Saint John's but may not regularly give. The engagement will largely be via social media.

Broderick shared areas the diocese has identified as ways to live out our baptismal covenant. These areas include climate change, racial inequality, LGBTQIA diversity, and the suicide crisis. He said the diocese has asked the Cathedral to host a service in memory of those who have suffered from suicide. Those plans will continue and take place in the new year.

Richard provided some updates from Katie, who was out of town. He said that the Formation Booklet for spring is completed and will be placed in all of the usual places by Christmas Eve. Offerings on both Sundays and Wednesdays will be thematically linked and framed by The Way of Love. Jonathan Reckford, CEO of Habitat for Humanity, will be doing Dean's Forum on April 19, 2020 and the Cathedral will work to join in a house build on Saturday, April 18, 2020.

Richard also said that the Services in Denver Map which highlights services for individuals experiencing homelessness and other insecurities is complete. Most of the services are within walking distance of Saint John's. This was a project of the Care Advisory Board and will be available in the Welcome Center to those who walk in looking for assistance. Additionally, copies will be placed in a clear weather-proof bin outside the Welcome Center for those who come when the Cathedral is not open. Richard gave thanks to Gaile Koehler and Evans Ousley for leading the effort.



Amanda Barker has been made a postulant. Bishop Lucas has approved her to begin her formal journey to Holy Orders. She and Katie met with the bishop on December 3rd and discussed the next steps including seminary options and applications. Richard noted that there was one funeral last month. Two funerals have already been scheduled for January.

Senior Warden's Report (Tom Keyse)

Tom said that conversations around additional development at Cathedral Ridge continue and said that the response from the committee leading that works was positive. Tom thanked Meg for contacting him regarding Vestry members' individual roles and encouraged others to do the same. Tom also thanked Jack Denman for his service to the Vestry during his terms (since he will not be at the January Vestry meeting). He said that Jack's contribution on various building projects at the Cathedral has been invaluable.

Junior Warden's Report (Amy Davis)

Amy said that communications continue with the organizations chosen to receive grants from the Grants Committee. She noted that the Harm Reduction Action Center will receive a grant this year and believed the Center serves a vital need to support mental health services in Denver. Amy said she and Tom Barbour would share the full list of grantees at the annual meeting. Amy also said that the collection from the 5th Sunday in December will go towards Episcopal Relief and Development.

Consent Agenda

- November 18, 2019 Vestry Meeting Minutes

The consent agenda was approved.

Adjourn to Compline: 7:47pm