



Vestry Meeting Minutes

May 16, 2021, 4 – 6 PM

Held via Zoom meeting (due to COVID-19 gathering restrictions)

Attendees: Jennifer Allen, Tom Barbour, Kathleen De Mars, Elizabeth Drummond, Mike Koechner, Ilana Poley, Helen Richards, Rodger Hara, Greg Movesian, William McMechen, Rebecca Richardson, Angie Thomson, Michael Vente, Richard Lawson, Broderick Greer, Katie Pearson, Audrey Chapman

Guests: Tina Clark, Fran Trujillo, Mark Wherry

Absent: Leigh Grinstead, Meg Parish

Call to Order: 4:00pm

Summary of actions taken:

- Approved the recommendation that Jennie Creasey move forward in her training to join the diaconate.
- Approved the Finance Committee's recommendation to work with an arborist on trees on the Cathedral's grounds.
- Approved minutes of the February 27, 2021, Vestry Retreat, the March 21, 2021 Vestry Meeting, and the April 18, 2021 Vestry Meeting

Update on St. Francis Center Apartments:

Richard provided an introduction for Fran Trujillo (the Cathedral's liaison to the St. Francis Center Apartments) and the work she does with the residents at the St. Francis Center Apartments. Richard noted that Fran has rolled off Faith in Action (FIA) but will continue to be the liaison to the apartments. He believed that the liaison to the apartments does not always have to come from FIA. Fran will continue to report to FIA but the Dean will appoint the liaison appointment going forward.

Fran said that she is a strong believer in the preposition "with" and that the work done at the apartments with, not for, our neighbors. She noted that building relationships with the residents are key for the best outcomes. She also celebrated 3rd anniversary for the apartment coming up this winter.

Fran provided updates on what has been accomplished at the apartments, including (but not limited to) a meal on Sundays once a month, Friday morning bingo, workshops together on various topics, field trips, volunteer gardens with the residence on 6th floor (the harvest of which is used in meals), writing of notes to residents for connection, and holiday meals individually sent to the resident's door during pandemic. The Cathedral's Music Department has



also donated tickets to attend concerts. She also said that Richard has done some memorial services for the residents who have passed. While it's common that no family attends the services, the building participates as family. She also said that the residents celebrate birthdays every 6-months.

Fran shared some ideas for expanding our work at the apartments going forward. She said that residents could still use donations of small things like toiletries. She also said that expanding field trips to non-essential outings would be helpful. She noted that the Cathedral can seem imposing so Cathedral tours with coffee and donuts might help facilitate connection. She said that 2 or 3 residents regularly attend the Wilderness service. Richard said that one resident attended the Men's retreat.

Vestry members asked about the biggest challenge that Fran faced regarding volunteers at the apartments. She said that making sure volunteers are replaced when someone is no longer available and finding coverage for periods of time when volunteers are in flux can be challenging. The volunteers are strong and there are great organizers on the team who handle the details well. Vestry members also asked if there are any opportunities to better connect residents to human services; Fran will ask the staff if there is anything the Cathedral can do to support that work. However, residents currently meet with a social worker whose job it is to connect the residents with services.

Small Groups Discussion

Richard introduced Tina Clark, Director of Christian Formation, who provided an update on the small group inventory staff has completed. She was impressed with Lay Leadership at the Cathedral before and during COVID-19. She noted the work of Christina Rutland in helping with the infrastructure of small groups going online. She also thanked Robin Paulson and Jennifer Allen for their work with small groups. Jennifer will help to track the small groups. Robin will be a liaison for the Lay leaders to Tina.

Tina explained work that the staff has done to better coordinate small groups under one umbrella. After performing an audit of groups, staff found that there are 74 small group and lay-led ministries demonstrating a rich diversity of purpose and meaning. The small groups make the large parish feel like a smaller community. Tina's focus is to provide support, connection and resourcing while not engaging in micromanagement of the groups. A spreadsheet was designed to track the groups by categories. The website is mutually supportive connection for this large parish which has sustained the church through the pandemic. Some groups have grown due to online option. Some groups want to hybridize when we go back to in-person meetings.

Tina noted some challenges with the current small group landscape. While the laity have organized many of these groups, this work is not directly incorporated into any specific Cathedral staff person which can lead to problems such as ministries and leaders needing more

nurturing. Some groups feel under supported and separate from the Cathedral. She said a communication process for emails, website, and newsletters for the small groups was needed. One solution could be to no longer use personal emails of lay leaders on the website for small groups. Instead, Robin will monitor a general email that receives requests and will forward the information to the lay leader's personal email. This creates more online security for the lay leader's personal accounts. It was also found that options for pastoral care need to be known parish wide. She said that nurturing new lay leadership can bring creativity to ministry. Katie added that there are a lot of groups which were fragmented silos in the past and that clear connections to a staff person or department need to be developed for small groups. Tina said that a two-part lay leadership summit in planned the fall to foster connections between the lay leaders themselves and between lay leaders and Cathedral staff.

Richard encouraged Vestry members to email suggestions to Tina. Vestry members asked if group would be using a hybrid model for meetings. Tina said that Anam Cara plans to continue to have sessions online as well as in-person but decision on meeting is group dependent. She said there wasn't effective technology for hybrid options for all groups. She also noted that evening prayer numbers had higher attendance than any other parish. Katie noted that someone new to St. John's doesn't have a central contact to help get them plugged in and the process for this is not formalized. Katie did this herself over the period of lockdown. Vestry members also noted that the Cathedral's culture may need to better embrace the idea of welcoming new parishioners.

Diaconate Candidate Vote: - Jennie Creasey

Katie said that she helped facilitate and guide Jennie Creasey through conversations related to joining the diaconate. Katie noted that Jennie has been instrumental in pastoral care ministries and has a very calming presence. Jennie went through the discernment process and the official report was submitted to the Vestry. Jennie's application for the diaconate has the clergy's support. Michael moved that the Vestry approve the recommendation for Jennie to move forward to become a Deacon. Jennifer Allen seconded the motion. The motion passed.

Arborist Recommendation:

Richard and Audrey walked through the Finance Committee's recommendation to move forward with work by an arborist on trees on the Cathedral's grounds. Greg asked what had been decided about 3 trees that we wanted to keep that were outside of the initial recommendation. Richard and Audrey said that the overall recommendation does not include the specific trees, just the money needed for the work. Treatment was recommended for 3 trees we want to keep. Michael moved that the Vestry accept the Finance Committee's recommendation and the arborist plan as outlined. Mike seconded the motion. The motion passed.

Q1 Financials Follow Up Documents:



Tom and Audrey provided an overview of the Q1 financials. They provided an overview of Fund 8, the ways in which money is placed in that fund, and potential expenditures that can be made from that fund. They noted that next year the Cathedral may be getting a new audit firm. The Audit Committee will meet in June and the Vestry will see that audit report at their June meeting.

Senior Wardens Report:

Since Leigh was away, Richard provided a report. Leigh hopes everyone is planning on coming to services as they begin to be in-person again. Cathedral staff continue to work closely with the Office of the Bishop in responding to the CDC's latest guidelines. Bishop Kym is encouraging masks indoors with more flexibility outside. The Office of the Bishop needs more time for recommendations around music/singing. Greg feared that congregations were losing parishioners due to lack of in-person gatherings. Richard said that staff is working hard on reopening plans with a focus on re-engaging with parishioners in a variety of ways.

Junior Wardens Report:

Michael provided an update on the Task Force meeting on the seating options in the nave. The Task Force is comprised of 7 people from Vestry and the Arts & Architecture Committee. The Task Force had their first meeting recently and is still in the process of sorting through the history of the current pews and the potential options available. The Task Force will work to develop a recommendation for the Vestry this summer. Michael noted that there could be a fiscal impact to any change which would need to go through the Finance Committee. Michael encouraged Vestry members to reach out to him if there were any questions or feedback. He also asked that this work be kept confidential until more work was completed.

Consent Agenda:

- a. **Minutes of the February 27, 2021 Vestry Retreat:**
- b. **Minutes of the March 21, 2021 Vestry Meeting**
- c. **Minutes of the April 18, 2021 Vestry Meeting**

Vestry members noted a few minor corrections to the Vestry meeting minutes. The consent agenda was approved.

Closing prayers – Officiant: Jennifer Allen

Adjourn to Executive Session: 6:15pm