

January 28, 2018
Parish of St. Mary and St. Jude
2018 Annual Meeting, Part I
Meeting Minutes

1. Opening Prayer and Call to Order
 - Meeting started at approximately 10:30 a.m.
2. Approval of Minutes from June 25, 2017 Annual Meeting, Part II
 - The minutes were reviewed by everyone present. No further discussion on minutes. *Barry Fernald made a motion to approve the minutes. 2nd by Sheila Smallidge. All in favor, no opposed, minutes are approved.*
3. Nominating Committee Report - call for special meeting
 - There was no slate of candidates ready for this meeting. The bylaws allow for us to have a special meeting with the parish. The plan is to get together the slate of candidates then hold a special meeting several weeks from now. The positions that we are electing are for:
 - 2 new Stroud Committee Members
 - Delegates to the Diocesan Convention
 - The current nominating committee members are: Jane Cornman, Ephron Catlin, Beth Renault, and Todd Miner.
4. Wardens' Report - Beth Renault, Ephron Catlin
 - Beth - This was the first year as warden for both Beth and Ephron. Beth is the Senior Warden, but Ephron really took over the role of Senior Warden during the summer months when Beth was busier with her summer job. This worked very well for Beth, and she felt good knowing that Ephron was there to help her out when she needed it.
 - One year ago we were celebrating the end of the Capital Campaign to repair the chapel. Beth thanked Jane for all of the work she did with the building project and working with all of the different contractors and people to get the job done so well. And she thanked everyone else who has worked on this project and made it so great.
 - Ephron - Although Ephron is not a year round resident on MDI, being Junior Warden and part time Senior Warden with Beth worked out really well. Ephron looked forward to meeting with Jane every week, while he was here. He's honored and grateful to have this opportunity to serve this church.
5. Treasurer's Report - Lauri Fernald
 - Lauri talked about the Profit & Loss Budget vs Actual (found on page 12 of the Annual Meeting packet).
 - Lauri thanked the Finance Committee members for all of their work with this as well. They are: Beth Renault, Ephron Catlin, Jane Cornman, Steve Mahoney, Stefan Cushman, and Arthur Keller. Kerry Kenney and Pat Shellnutt also do a lot of work with our finances, and Lauri thanked them as well.
 - Other Operating Income:
 - General Donations was budgeted \$800 for 2017, but the actual was \$10,061.51. This is because of the new way we are itemizing income.

There is \$2,000 budgeted for 2018 because this is such an unknown number for what our donations will actually be.

- Unrestricted Offerings:
 - Pledges budgeted for 2017 were \$135,000, but actual was \$107,392. The amount budgeted for 2018 is \$120,000 to be more conservative.
 - Regular support is budgeted at \$45,000 for 2018 because it's right in between what we actually took in and what was budgeted for 2017.
 - Plate offerings were budgeted the same way for 2018 - it's in between what was budgeted and actual for 2017.
- Expenses
 - Office Equipment, there is \$6,000 budgeted for 2018, and this is because we will need to purchase a new photocopier.
 - Audit Fees - this has been increased to \$4,400 because we will need a full audit this year. The last two years have been partial audits.
 - Buildings and Grounds - Electricity had an increase of 5% because of the unknown expenses for the new building. It will take a full year to get a better idea.
 - The Parish House now uses propane for heat instead of oil, so they estimated what that new expense will be.
 - Repairs and Maintenance - for St. Jude's, this amount has decreased because that church should not need any major repairs or maintenance after the work that was completed last spring.
 - Insurance - this has increased dramatically. It is a package policy which includes workers compensation.
 - Salaries - were increased by 1% for the clergy, administrative staff, and the cleaning sexton. Because of all of the building expenses in 2017, they felt this was the ideal increase for this upcoming year.
 - The Organist salary has also increased for 2018 because we need to pay more to have a choir master in the summers as well.
 - The Maintenance Sexton has increased because we need them to work more hours, and we need to be able to hire a skilled person for the job. This current increase in wage is not sustainable though, unless we can find additional revenue elsewhere. But, we needed to hire someone for this job. It's in our best interest to hire and pay the right person for this job so that our buildings are well maintained, and we don't run into the same issue again where the buildings are in need of major repairs.
- Other Income and Expenses
 - We usually draw 5% from the Endowments, but we needed to take a little more this year because the money we raised for the capital campaign has not yet impacted the three year rolling average so that it yields what we need. This was discussed with our advisors at Wind River Capital Management, and they recommended that we could take an additional \$12,800 to help us meet our expenses this year. As long as we reduce back to a 5% draw once our three year rolling average reflects the gains from our Capital Campaign, we should be fine.
 - The Memorial Fund had its final release and was taken to go toward the new organ at St. Mary's chapel. The Music Fund was also used to cover the costs of the new organ.
 - We received money from the Leadership Fund this year to help pay for the organ and other expenses. This is the first time in the past 3 years that we've received money from the Leadership Fund.

- We have budgeted to receive a much greater amount from Leadership for the 2018 year. Once we have expended those funds, we will no longer have a Leadership Fund. We really are going to have to look at what we are going to do in coming years to make up for this.
- Questions from parishioners
 - What's the process for compensation (salary increases)?
 - We have a contract and guidelines that we follow. The Junior and Senior Wardens do an annual review. Jane was comfortable with the 1% increase for this year. We'd like to be able to offer her and the other staff more, but with the building expenses in 2017, this is what we were comfortable with.
 - Does the maintenance person get health insurance?
 - No. They are currently working 20 hours per week. People who work over 20 hours per week are offered health insurance and other compensations.

6. Rector's Report

- Jane is happy to report that this is her 4th year with our parish!
- This has been a very busy year with the building projects. St. Mary's Chapel is technically not done, but there are just a few minor details remaining (paint touch-ups, installation of media center, the correct soap for the new dishwasher, etc.)
- This year, Jane wants to focus on: Why are we here? Why did we do a major project on these buildings if our parish is only getting smaller?
 - Jane's answer: We are here to serve as agents of reconciliation in the world. We are here to promote, share and spread God's love.
- Jane has been consumed with the building projects. It has been a lot of work, but it is a huge accomplishment, for all of us.
- Jane's favorite thing that happened this year has been the small discernment group that was started. There are currently 7 people who meet on a regular basis. They support each other, and help each other with decision making. They're reading a book by Parker Palmer called "Let Your Life Speak".
- Discernment has been a big focus for this year. The Vestry had a Vestry Retreat where they discussed discernment as well.
- Changes to note this year:
 - Our Bishop is going to change soon. Bishop Lane announced his retirement. We are going to be asked as a parish to give feedback to the Diocese on what we're looking for in a Bishop. (The delegates we elect for convention this year will actually be going to two conventions. One will be the annual convention next October, and the second will be a special convention in February of 2019 where we're going to elect our next Bishop.)
 - The other three Episcopal parishes on MDI are not as sound as we are. (We are more sound because we have great endowments.) The warden's and treasurer's from these other parishes have been getting together and talking about what's going to happen next. There are currently four clergy on the island, and there is a strong chance that between one and three of them will be leaving. There's a lot of talk about how these churches can work together. Four times a year, there is a fifth

Sunday in one month, and on these Sunday's we're gathering to all worship together. The other three Episcopal churches are rotating priests once a month, so that they can create closer bonds with the other parishes and clergy, in case they do need to combine. The more we work together with these other parishes, the better off we will be, in the long run.

- A few people have had an idea that we should plan and sponsor a mission trip, to help those who have been through the major hurricanes in the past year. There is talk about planning a trip to Puerto Rico next fall to help with reconstruction. This will hopefully be open to anyone on the island who wants to go with us. This will hopefully be a big focus for the next year.

7. Parish discussion on vision and our future

- Jane asked: What is going well in our church right now?
 - The Discernment Group. Creating those close relationships.
 - Jane would like to create more small groups like this.
 - The Stroud Fund has supported some really great things over the past year.
 - ECW is a great part of our parish. It's very engaged and active.
 - Prayer Shawl Ministry. It's a great time to connect with others, and they're creating something special for so many different people.
 - Our church is becoming more and more a family. People are staying longer at coffee hour and talking, really wanting to get to know each other. Our attendance has actually gone up over the past year.
 - There is so much that people are doing outside our church. We should create a list of these things, so that if others are interested in volunteering also, they know who to ask. This would also be another way to support each other with what we're doing, and to nurture our relationships with each other.
 - Even though we're all so busy in our regular lives, we still make time to make a commitment to this church and be on committees, and to continue with outreach outside the church.
 - A parishioner asked Jane what trends she sees on the Island, that we should be considering as a church.
 - There are a lot of families on the island who are atheist or agnostic and have no interest in organized religion, but they are looking for community and finding it in other places, or making a community to be a part of. How can we connect with these people? Another trend seen is that we don't have an economy that supports all of our people very well. We cannot easily support year round families.
 - Other trends: Prevalence of drugs (cause and effect of economy struggles). Food pantries are overwhelmed with the amount of people in need. Income inequality - it is a problem, but also a blessing. There are a lot of wealthy families who give so generously and are genuinely concerned with the well being of the island and its residents.
 - For such a small community, there are so many groups/organizations/individual initiatives to support the island and are hoping to make changes for good. Maybe this is where some

people are finding their community. And the best thing we can do is to be there beside these organizations, showing our support as well.

- Jane wanted people to participate in an exercise that the Vestry did on their retreat. HOPE. 20 years from now, what are you hoping this church will be?
 - That there will still be people here.
 - Youth will discover the church.
 - More young families will get involved.
 - A hope that the church will still be relevant so that young people and families will continue to find community and spiritual life here.
 - What are we offering to include these young families in our services? Some churches have 2 services, Sunday School every Sunday, Youth Choir, Youth Group, etc. Maybe we need to change our service to be more inclusive for families with children.
 - Our HOPE for this is that we find new ways of doing church that address some of these challenges that we have. Find ways to make it work for everyone.
 - We also need to remember that MDI is a retirement destination. Maybe we need to reach out to the older families as well. What can we do to attract *all* generations?
 - MDI is also a vacation destination. Maybe with our new building, we can create a hostel in the summer, for people to stay in. Create a spiritual/pilgrimage/retreat site for people to visit.
 - That we continue to do more outreach and be more socially involved.
 - Jane said that at their retreat, the Vestry said that they hope there will still be people here; that our buildings will still be here; that there will be a rector that people like; that there will be a Sunday School teacher and children here to teach; that we will have a sense of purpose and mission; that Northeast Harbor will have the same aura; that the year-round community will be more prosperous; that this will be a place of community and comfort and sharing and experiencing God; that people will be spiritually alive in discerning God's call actively; that this would be a place that encourages, nurtures and inspires mutuality, listening to each other, and being together.
- What do you think is the reason we exist as a church? Why are we here?
 - The practice of going to church, and that commitment, is meaningful. It's habitual, sort of like a discipline.
 - It's a place to worship with like-minded people. Even though we may have our differences, it's our common interests that keep us together.
 - The gospel of Jesus Christ. The real message is about Love.
 - Comfort. Coming to church regularly creates a sense of comfort and warmth.
 - Jane said that at their retreat, the Vestry said that we're here to worship together. It gives ourselves time and space to reset. And it gives people who are out there serving a place to come in and receive and be fed. We're here because we want to serve. We're here to be a community anchor. We're here to be community for each other. We're here to share the gospel, and that gospel is one of love, hope, healing and welcome. We're here to be who we're called to be, and to actively challenge people's justified negative perceptions of religion.
 - We're NOT here for politics, or to be on a committee.

7. Questions on Submitted Reports

9. Celtic Cross Award and other recognitions

- Jane wanted to thank her staff:
 - Kerry Kenny does so much for Jane and for the entire church
 - Lise Wallace, our organist
 - Angela Logan, our cleaning sexton
 - Stuart Siddons, our new maintenance sexton
- Jane also wanted to thank our Vestry. They all work really hard for our parish.
- Recognition of new leadership and leadership changes:
 - Ailsa Foulke is on the Vestry for the first time this year.
 - There were new delegates to the Diocesan Convention this year: Ephron Catlin, Leanna Greene, and Todd Miner.
 - Janet Stratton has returned to the Vestry. She is very active with the church and does a lot behind the scenes.
 - Since Janet returned to the Vestry, Martha Bucklin is leading the ECW on her own this year.
 - Linda Lewis is ending her term as Chair for the Stroud Committee. She has done a wonderful job organizing and communicating with this committee.
- The Celtic Cross Award this year goes to:
 - Ephron Catlin. He does so much for our parish as well as for our larger community. He is not a year round resident, but he is so engaged with this parish. Ephron has a way of being prophetic with Jane. They have an ability to be very real with each other. He challenges her, but also lifts her up. He's so creative and is always thinking outside of the box. He works with Island Connections, he does Hospice ministry, he reads to children at the library, he does so much in our larger community.
- Jane thanked everyone who cooked for today and helped to get everything set up for the meeting.

10. Adjournment

- Sheila Smallidge made a motion to adjourn the meeting. It was seconded by Nancy Stanley. The meeting was adjourned.