

ST. MARGARET'S
CHURCH



ANNAPOLIS, MARYLAND

Attending:

Peter Mayer+
Anne Sessions, Senior Warden
Julia Droof
Doug Seibert
Tom Wentz
Kathy Polk, Acting Recorder

St. Margaret's Episcopal Church
Westminster Parish
Vestry Meeting
Tuesday, March 17, 2015
Feast of St. Patrick



Sarah Lamming+
Elizabeth Bowers
Karen Engelke
Kirsten Tolley
Liesl Wheeler

Jane Hague+
Doug Castonguay
Trish Schilling
Valery Weekley
Willie Williamson

Absent: Mark Torrence, Jr. Warden; Charlie Lang, Treasurer; Kyle Morgan, Ernie Tucker

Peter Mayer+ opened the meeting with a prayer at 7:05 pm. A sheet was passed around for sign-ups for the opening prayer.

1. The minutes were not ready for approval. They will be ready by April.
2. The **Treasurer's Report** is not available at this time due to the health concerns regarding Charlie Lang. The temporary bookkeeper Michelle is working to recreate Quickbooks. The 2014 close out is not ready yet, but very close. Gordon Piche is also helping. There are no major problems. The budget concerns are in a "manageable" range. We are exploring all staffing options.
3. **CEEP Conference Report:** Doug Castonguay reported that Karen Engelke, Liesl Wheeler, Willie Williamson, and he attended the annual Conference of the Consortium of Endowed Episcopal Parishes (CEEP) along with Peter Mayer+ and Jane Hague+. One of the best parts of the trip was the "bonding" that resulted from sharing time and reflections while staying together in a lodge. During the conference, a speaker looked at the organizational structure: Bishop >clergy >lay and suggested turning it upside down. Place more responsibility on lay leaders. Clergy can act as spiritual leaders. You must have vision, an open line of communication, a line of authority, and accountability. A matrix has been started, but there are many blank spaces. The "two clergy model" needs lay leadership in pastoral duties, training ourselves as leaders, and spotting potential leaders in the congregation. Look for people's "passions".

With regards to Mission and Outreach – what are we doing locally? Lighthouse and Camp Allen. Even in affluent neighborhoods, there are problems (addiction, depression..). St. Margaret's needs to engage the community and ask what can St. Margaret' do for you.

There is also a consideration of the "extended mission model" where one might bring other churches into its mission. (Utilization of a church van, for example.)

Endowment: It was suggested that parishioners include a portion of their pledge towards the endowment. "Generational Giving" needs to be addressed. What are we paying for when we pledge? By including youth in church activities, the church encourages parents and grandparents to come watch their kids in action. The concept of a sustainable youth membership can be possible by adjusting to appeal to younger parishioners. Sewanee has training for different age groups (SUMMA).

Through its school of Theology, the camp engages students in issues current to them and age appropriate.

The Keynote speaker suggested doing things with others, not for others. There was a discussion about open vestry meetings. The current by-laws state that meetings are open with a few exceptions. Change can be difficult, so it should be considered deliberately.

Peter+ related that he was the facilitator of a meeting to make the best use of a vestry. There should be turn-over files for conferences. We should be encouraged to try things and don't be afraid of failure. The goal isn't perfection. "Good enough" may be good enough.

4. **Rector's Report:** With regards to staffing and visioning, Peter+ is not feeling secure in St. Margaret's financial situation at this time. He cannot currently hire. Jane+, Janice Roper-Graham, and a committee have been working on personnel job descriptions, analyzing what we have, and what is recommended. They are also working finances. It was suggested that we first look at what are our needs. Don't start with what we can afford. We need a Facilities Manager. We need to keep the congregation informed about what we want to achieve.
5. **Budget Report:** Willie Williamson stated that the Finance Committee cannot meet without Charlie Lang. They are hoping to meet in April. The question arose of who should be on the Finance Committee: Charlie Lang, Treasurer; Mark Torrence, Junior Warden; Willie Williamson, Chair. The committee is open to suggestions but would like to keep it to 5-6 members. It was recommended that someone on Stewardship should be on Finance. The Finance Committee has looked at other churches with endowments and their use of them. There should be a culture change at St. Margaret's – change the concept of a single donor's endowment to say it is *OUR* endowment.
6. **EFPC Progress Report:** Anne Sessions said that the capital campaign status is strong. Fifty percent of donations have been collected. Jim Burnett will take over tracking capital campaign collections. A question arose about when to plan for additional funding. Those plans are already in place. The Day School is contributing to the project. Tricia McVeigh is working in tangent with the design group to assess needs for the building. She is encouraging parent participation and support.
7. **Warden's Reports:** Mark Torrence sent a copy of his report to all vestry members. Anne related that she has been on board for one month and has had tremendous support both physically and spiritually. She has set a goal to have meetings with groups. There is a lot to learn and discern. She is working with Susan Roberts, the liaison with the Day School. Anne would like a representative from each of the six missions to report monthly. Working together we can enhance communication.
8. **Youth Formation:** Sarah Lamming+ said the average full time youth minister stays three years while a part time stays 13 months. Can we change our model? The lay leaders are getting burned out. Jeanne Nardi has turned over much of her responsibility to Dalyn Huntley. St. Margaret's is not able to move towards sustainable youth ministry at this time.. Changing the culture is hard, and right now St. Margaret's is not in a stable position. We have to think about what is realistic. We need to move to a church funded program, not a proposition. We need to switch the pyramid. There is a tremendous need to focus, be realistic, solicit volunteers, and budget the effort. Volunteers need training, motivation, and supervision. The Youth Council is a vehicle for communication. They could be a part of the search committee because they best know their needs. Naturally, there are budget concerns so St. Margaret's should figure out what we do well and formulate a plan. We need to state our priorities. The high school kids have their priorities; their parents may have others. The FORMA conference is excellent and motivating, but it requires funding. A meeting with parents to find out how to best support these programs was advised. There was mention of a "gold", bronze", and "silver" plan with regards to the budget. People should be encouraged to visit the Sunday School classes.

Young people should be encouraged to participate in services. In September, there needs to be a functioning Sunday School. Sarah+ passed out a grid assessing different needs and expense/time costs. Sarah+ recommended the book "Sustainable Youth Ministry" by Mark DeVries as an excellent source of information.

9. **Vestry Retreat:** The vestry retreat will be Friday, April 17 from 5pm – 9pm at the Podickory Point Yacht and Beach Club located at 2116 Bayfront Terrace, Annapolis. Dinner will be served at 6pm. The meeting will continue on Saturday, April 18 from 8am – 1pm. A light breakfast and box lunch will be served. (Directions: use the north "access road" – East College Parkway – towards Sandy Point State Park. Just prior to the park turn onto Log Inn Road. Follow the road for approximately one mile. The road changes names and becomes Tydings Road. Turn right onto Bayfront Terrace and follow the road around. The yacht club entrance is on the right.) The Lighthouse will provide catering.

Friday night the agenda will be a discussion of the roles and responsibilities of vestry members. On Saturday, the vestry will be visioning. Write down your mission. Doug Castonguay said the vestry should prepare by considering:

- leadership and accountability
- being proactive
- inverted pyramid
- set direction and guidance
- maintain realistic goals with a timeline
- lay leadership should determine the course of the church

Harry Caldwell and the Long Range Planning Committee will be a strategic arm of this goal. Once you set goals, talk to commissions and look at budget priorities. Figure how to fund these goals.

Anne will have a task check-list for the retreat.

The vestry was asked in subsequent meetings to write "thank notes" to a member of the parish for something you are thankful for.

The meeting closed at 9:15 with the singing of the Doxology.

Respectfully submitted,

Kathy Polk
Acting Recorder