

Annual Meeting of St. Martin's Episcopal Church

January 29, 2012 (for 2011 and 2012)

Mission: We are called to be disciples of Jesus Christ, ministering to all, thereby proclaiming God's love. We strive, both individually and together, to experience a deeper relationship with God and, in changing times, to extend Christ's unchanging ministry to one another, our community, our nation and the world.

1. Call the meeting to order (Shirley)
2. Opening Prayer (Shirley)
3. Going Forward (Roger Hoopengardner, Senior Warden and Dick Mericle, Junior Warden)
4. Treasurer's Report (Leigh Houghland, Treasurer)
5. Rector's Report (Shirley)
6. Question and Answer Discussion (Dick Mericle, Junior Warden)
7. Closing Prayer (Clay)

Rector's Address for the Annual Meeting 2012

St. Martin's Episcopal Church, Williamsburg, Virginia

In this fifth year of our partnership together in ministry, it is my deep pleasure to be able to give this rector's address at our Annual Meeting. I can honestly say that I'm more excited about ministry here at St. Martin's today than I was when I arrived almost five years ago.

This address is made easier by the reports you've already heard from our wardens and treasurer. And this is part of the great good news of St. Martin's. Ministry is done and led by the laity as well as the clergy of this church; in fact, I would say that the huge majority of ministry is done by the laity – staff and volunteers. And this is the way it needs to be. Yes, we will always need clergy to lead the sacramental ministry handed down through our bishops over the millennia. Yes, we, in our Episcopal Church, have appointed the rector as chief in charge of ensuring that the church has a guiding vision that grows the ministries church instead of just sustaining the current operations of the institution. Yes, we depend on clergy to be the ultimate enterprise managers, by virtue of our canons. But truly, the church works best when clergy and vestry and lay leaders are dreaming the dream together, listening to the Holy Spirit together, undertaking the good work of discernment together and doing the work of ministry together.

As I've prayed about speaking to you about the year past and the new year we've embarked on, the image that came to mind is the word "sanctuary." This word sanctuary has been claimed by our vestry in the last two years (Vision Point II), and it is evident to me as I review the last 47 years of St. Martin's history that being sanctuary is at the heart of our core values as a congregation. Let me be clear about what we mean by sanctuary, first by dispelling a notion. By sanctuary, we do not mean a place where people accused of criminal misconduct can hide out from law enforcement. By sanctuary, we also do not limit ourselves to this particular church building in which we worship. The sanctuary that the church offers happens in a variety of places – in the Zig Zag education building, in the offices, the preschool, the parish hall. I would even suggest that many of you, when you do ministries of mercy out in the community – like FISH food pantry, or Grove meals, or Peninsula Jail ministry, or mentoring for wounded warriors – that you carry sanctuary with you and share it with those you serve.

When we say that we intend people to find sanctuary at St. Martin's, we mean this: we intend people to have a special awareness of God's presence that changes the quality of life for them, from one in which they are an isolated person in a competitive society struggling to preserve themselves to a quality of life in which they know they are God's beloved and see that they are recognized as beloved by the community here at St. Martin's. God is always blessing. God is out and about in our world. And yet, we miss it – we miss seeing the blessing and we

don't always see God on our way to the grocery store, or school or the doctor's office or work or the car mechanic. And so we need a place, a concrete, physical place that focus our attention on the God who is blessing us, God who is regarding us as the beloved, and asking us to be agents of grace in the world so that everyone else also may know themselves as beloved.

So, you have to have a place. A place that's safe; a place that's clean; a place where stuff works; a place that will be here for the long-haul; a place where people know that they will reliably find welcoming smiles, appropriate and safe treatment, the grace of God poured out through baptism, eucharist and other sacramental rites, equipping for spiritual growth and renewal and opportunities for serving our community in Christ's name. The vestries and volunteers of this church have worked diligently over the last several years to make sure St. Martin's can continue to be sanctuary – just a few examples to make the point. They have made it safe through being trained to keep children safe from potential child abuse. They have made it safe by maintaining the trees in our wooded lot and taking down trees that threaten to fall because of disease, damage or age. They have made it safe by understanding this fragile spot of land we're on and the Mill Creek watershed of which we're part as the water drains down to the James River and the Chesapeake Bay. They have made it safe by taking every measure to reduce the risk of flooding – the final one of which is being tackled this year as we reconstruct the drain that runs along the north and northeast sides of the office and Miles Hall.

To have a place to find sanctuary, you also need things to be clean and need equipment that works. We owe a debt of gratitude to the volunteers on our Kitchen Committee for keeping our food areas maintained; to the building and grounds committee for helping us to come to terms with many of our maintenance obligations and to find ways to do them in economical ways; and to Lora Price, our parish administrator for leading our effort to update our computers, website, printing capabilities and telephone systems. Quite seriously, I can't thank particular individuals because there are simply too many to name.

You may not realize how much people need to encounter the sanctuary of God's presence here at St. Martin's. But if not, let me tell you. I speak with newcomer after newcomer who says things like, "I had no idea there was a church like this." "This is exactly what I need." "I've been looking for a church like this for years." "I can't believe the exciting things that are going on here." Now, we are not perfect, we all know that, but we are providing sanctuary, and I hope you feel allow yourselves to feel the satisfaction of this fact. People can encounter sanctuary here because you each practice hospitality, generosity and invitation toward each other and make room for newcomers.

So being a sanctuary, being a safe place for people to encounter the living God, is a wonderful first step, but it leads to a second step which is about our future. Sanctuary is not only a place of welcoming but it's also a place of transformation – a place where, having

experienced the living God, we become different, we grow – in fact, we grow into the image and likeness of Christ, as the Apostle Paul put it. And we need to grow – individually we need to grow to cope with our lives, whether that’s because we’re aging beyond the “golden years,” or being challenged by being the parents of children, or figuring out how to be ethical Christians in our various workplaces, or wanting to be healers and reconcilers in our families, or being caught up short by the divisiveness in our culture and wanting to be part of a more constructive United States. We need to grow as individuals, and all these things I’ve mentioned are things I see people working on every week at St. Martin’s.

But this growth doesn’t come from participating in worship and doing our ministries alone. The kind of growth that is associated with being remade in the image of Christ requires education, an active prayer life, and the support of a small group of people who will support us in prayer, equip us with knowledge and tools, and sometimes even challenge us in love. At St. Martin’s, now that we have made our physical plant and basic operations stable enough to provide sanctuary, our future needs to focus on how to be transformed in this sanctuary into the image and likeness of Christ. Our vestry has this focus in mind, as you have seen from many of the goals in our Action Plan. And I ask you each to spend some time thinking about how you wish to grow spiritually and look for ways already here at St. Martin’s Church to do that. For it is clear to me, that God’s gift for the larger community in Williamsburg is to find the presence and love of God here, but in the process of providing sanctuary for others, we must hold onto our commitment to grow ourselves in the stature of Christ Jesus.

**Forward in Faith: A Vestry Action Plan for Realizing our Vision
St. Martin's Episcopal Church
2012-2017**

MISSION: We are called to be disciples of Jesus Christ, ministering to all, thereby proclaiming God's love. We strive, both individually and together, to experience a deeper relationship with God and, in changing times, to extend Christ's unchanging ministry to one another, our community, our nation and the world.

I. Vision Point: Equip and challenge ourselves and one another to minister joyfully and faithfully to all who join our journey of discipleship and mission.

Goal A: Staffing Plan

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Review & update 2010 Staffing Plan</i>	<i>Jane</i>	<i>Finance, Treasurer</i>	<i>Apr 2012</i>	
<i>Discern needs and resources for future staff</i>	<i>Jane</i>		<i>Apr 2012</i>	
<i>Consider positions such as p/t organist, p/t receptionist, p/t handyman as well</i>	<i>Jane</i>	<i>2012 Budget</i>	<i>2012</i>	

Goal B: Develop and implement a communication plan.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Create an ad hoc Working Group</i>	<i>Barbette(?)</i>	<i>Lora Price</i>	<i>Feb 2012</i>	

<i>Produce recommendation to Vestry: communication goals (include what kind of experience we expect people to have and what happens at St. Martin's) and tools and procedures for meeting those goals.</i>	<i>Ad hoc Group</i>		<i>May 2012</i>	
<i>Communicate the strategy to the congregation</i>	<i>Ad hoc Group</i>		<i>June 2012</i>	
<i>Train the staff/ministry leaders/congregation to use the new methods</i>	<i>Ad hoc Group</i>		<i>June 2012</i>	

II. Vision Point: Open our hearts, doors, resources and altar to all who seek sanctuary with us.

Goal A: Redefine hospitality and fellowship and describe for the congregation how it functions. [collect all the fellowship activities under the umbrella]

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Establish a core team for coordinating hospitality fellowship</i>	<i>Nellie, Kerry, Bill</i>	<i>Shirley</i>	<i>May 2012</i>	
<i>Redefine the term fellowship and how it fits with other functions</i>	<i>Nellie</i>	<i>Jane, Ann, Frank Starman, Kerry</i>	<i>May 2012</i>	<i>ONGOING</i>
<i>Determine how newcomer procedures fit under this umbrella.</i>			<i>May 2012</i>	
<i>Develop food allergy (peanuts, e.g.) procedures</i>			<i>May 2012</i>	
<i>Annually coordinate with Rector to schedule fellowship events</i>	<i>Nellie</i>		<i>Feb 2012</i>	

Goal B: Prepare for 50th Anniversary celebration.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Create committee using “new” parishioners and honoring our founding and long-standing members</i>	<i>Geoff, Kerry</i>	<i>Lois</i>	<i>Q1 2012</i>	
<i>Deliver a report/budget for the activity to the vestry</i>	<i>50th Anniv Committee</i>			
<i>Document the history of the church (archivist?)</i>	<i>Jane</i>	<i>Meredith Poole, Dani Jaworski</i>		
<i>Explore opportunities to tie 50th celebration with a community outreach event</i>	<i>Committee & Outreach Commission</i>			

III. Vision Point: Plan with faith for our future, building upon our legacy of Eucharistic worship, outreach, and inclusive fellowship.

Goal A: Develop long-term facility plans.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Create Needs Assessment committee</i>	<i>Dick and Rene</i>	<i>Volunteers</i>	<i>Q1 2012</i>	
<i>Update 2009 Needs Assessment including a Capital Needs Assessment</i>	<i>Rene and Leigh</i>	<i>Committee</i>	<i>2012</i>	
<i>Evaluate the accessibility of the church walkways, remote parking</i>	<i>Shirley</i>	<i>Andy McNeil, Steve Kaufman, Jim Yatzek</i>	<i>2012 Budget</i>	
<i>Train lectors and ushers on sound board</i>				

Goal B: Discern expansion of worship opportunities to meet needs of those for whom Sunday morning does not work.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Form a working group to understand and support the spiritual/worship/community needs of persons, particularly those in their 20's (young adults).</i>	<i>Shirley</i>	<i>Erin Brady (diocesan resource), Shirley</i>	<i>Q1 2012</i>	<i>In progress</i>
<i>Run pilot project with this group</i>	<i>Shirley</i>		<i>Q2 2012</i>	
<i>Explore expansion of Saturday evening services</i>	<i>Jane</i>		<i>Q2 2012</i>	

Goal C: Continue Use of Miles Hall as an arts venue for the community.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Expand number of events from 2 to 4</i>	<i>Geoff Wade, David Feldman</i>	<i>performers</i>	<i>June 2012</i>	
<i>Create a flyer describing the venue</i>	<i>Geoff Wade</i>	<i>David Feldman</i>	<i>Q1 2012</i>	

Goal D: Consider a Verger Ministry for St. Martin's.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Educate staff members on activities and uses of a Verger Ministry</i>	<i>Roger</i>		<i>June 2012</i>	
<i>Identify areas that are right for St. Martin's</i>	<i>Roger, Interested Vergers</i>		<i>Q3 2012</i>	

Goal E: Evaluate the Commission Structure at St. Martin's.

Goal F: Explore how to use neighborhood groups as a potential place for pastoral care.

IV. Vision Point: Be both grateful and wise stewards of all that God has given us by nurturing and sharing our gifts and talents.

Goal A: Articulate Vestry Budget Priorities.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Provide for realistic Staff salary increases</i>	<i>Exec. Committee</i>		<i>Apr 2012</i>	
<i>Increase amount going to Outreach activities</i>	<i>Exec. Committee</i>		<i>Apr 2012</i>	
<i>Increase Diocesan Pledge to 10% of total Budget</i>	<i>Exec. Committee</i>		<i>Apr 2012</i>	

Goal B: Develop lay leaders.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Finalize Lay Ministry Handbook (equip leaders for already-defined tasks with the ministry handbook (1, 2, 4)</i>	<i>Polly Foote, Shirley</i>		<i>Q2 2012</i>	
<i>Raise up new leaders. Develop a strategy for mentoring people toward taking leadership roles in the church (one on one and group/peer group) and consider having a leadership retreat.</i>	<i>Shirley, Susan Axtell, Richard Ambler</i>		<i>October 2012</i>	

Goal C: Provide better communication with congregation.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Provide regular updates on Vestry activities (forums, Cloak articles, weekly newsletter updates)</i>	<i>Lora (Cloak)</i>		<i>ongoing</i>	
<i>Annual meeting - after Vestry retreat - Successful?</i>	<i>Shirley</i>		<i>June 2012</i>	

Goal D: Make stewardship a parish-wide, year-round, multi-tool approach.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Evaluate and improve the new parish-wide strategy for stewardship.</i>	<i>Jane, Roger</i>		<i>July 2012</i>	
<i>Evaluate current implementation plan and recommend a three-year plan</i>	<i>Jane, Roger, Shirley</i>		<i>September 2011</i>	

Goal E: Nurturing of Clergy.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Encourage use of leave and continuing education benefits</i>	<i>Wardens</i>	<i>Supply clergy</i>	<i>June-November 2012</i>	

V. Vision Point: Discern the future needs in the greater Williamsburg area to fulfill St. Martin's Mission

Goal A: Explore our interest in helping to plant a new church.

Action Steps	Assigned to	Resources Needed	Projected Timeline	Progress
<i>Review results of revised Needs Assessment to determine future steps</i>	<i>Wardens, Shirley</i>		<i>June-November 2012</i>	

Points to consider as we review this document:

- We need to understand how to nurture new leaders
- Develop prospective leaders
- Invite participation
- Incorporate evaluation, modification and training
- Avoid burnout and encourage wellness
- Consider where redundancy is appropriate and necessary
- We want to prepare seasoned leaders to invite, welcome and mentor new leaders
- How do we ensure good relations across generations?
- Commissions get their authority from the Vestry

**St. Martin's Episcopal Church
2011 Budget**

Expenses

	<u>2010 Budget</u>	<u>2010 Actual 12/31/2010</u>	<u>2011 Budget</u>	<u>2011 Actual 12/31/2011</u>	<u>2012 Budget</u>
Administraton	14,100	14,904	14,100	21,939	24,400
Buildings and Grounds	93,200	82,027	84,500	84,701	83,359
Christian Formation	19,700	23,335	19,700	20,627	16,900
Executive Council	376,875	363,728	388,204	364,609	415,176
Fellowship & Hospitality	2,900	1,892	1,900	1,803	1,200
Finance	23,050	22,281	22,350	23,278	23,761
Outreach	20,000	19,835	20,000	20,011	20,000
Worship	7,885	7,301	6,860	7,195	5,710
Mortgage	65,000	65,000	65,000	65,000	65,000
Capital Replacement Study					Out of bldg. fund
Diocesan Pledge	45,000	45,000	45,000	45,000	46,000
	667,710	645,303	667,614	654,163	701,506

Income

	668,000	671,708	649,751	666,310	660,511
Surplus (Deficit)	290	26,405	(17,863)	12,147	(40,995)

St. Martin's Episcopal Church 2011 Budget

<u>Account</u>	<u>2010 Budget</u>	<u>2010 Actual 12/31/2010</u>	<u>2011 Budget</u>	<u>2011 Actual 11/30/2011</u>	<u>2012 Budget</u>
	-		-		
Current Year Pledge Pmts	607,700	591,376	582,951	592,138	598,711
Prior Year Pledge Pmts	0	7,481	0	2,765	3,000
Non-Pledge Contributions	34,000	45,201	34,000	42,419	37,000
Loose Plate Offering	9,500	8,051	8,200	8,794	8,600
Building Use Donations	14,000	13,600	13,600	10,830	11,000
Interest Dividend Income	2,800	6,131	1,000	2,208	2,200
Miscellaneous Income	0	0	0	0	0
Gain (Loss) on Sale of Stock	0	-132	0	-144	0
From Restricted Funds	0	0	10,000	7,300	?
Total	668,000	671,708	649,751	666,310	660,511