

BUSINESS OF THE ANNUAL MEETING

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St. Martin's Annual Meeting Agenda 2024

Item	Presenter
Call Annual Meeting to Order	Rev. Leslie Barnes Scoopmire
Procession & Holy Eucharist (includes Priest's Address & Nominations For Vestry and Convention Delegate)	Rev. Leslie Barnes Scoopmire
Reconvene in Park Hall & Close Nominations	Rev. Leslie Barnes Scoopmire
Blessing Over the Food	Rev. Leslie Barnes Scoopmire
Resume Meeting	Greg Andersen, Senior Warden
Minutes From 2023 Annual Meeting	Kim Montgomery, Clerk
Elections for Vestry and Convention Delegates	Greg Andersen, Senior Warden Kim Montgomery, Clerk
Junior Warden Report	Becky Brewer, Junior Warden
Senior Warden Report	Greg Andersen, Senior Warden
Capital Campaign Report	Steve Brunkhorst, Chair
2023 Financial Report	Page Andersen, Treasurer
Stewardship Report	Page Andersen, Treasurer
Presentation of the 2024 Budget	Page Andersen, Treasurer
Report of Elections	Becky Brewer, Junior Warden Kim Montgomery, Clerk
Questions and Answers	Executive Committee Rev. Leslie Barnes Scoopmire
Closing Prayer and Dismissal	Rev. Leslie Barnes Scoopmire
Closing Hymn	All

* Vestry and newly elected vestry members to meet briefly in Upper Laird following the Annual Meeting to welcome new members and select the executive committee members.

**St. Martin's Episcopal Church
Ballot – January 28, 2024**

Vestry: serves for a 3-year term - *Vote for three Candidates.*

___ Chelsea Brewer

___ Nancy Scheibal

___ Scott Shearer

Diocesan Convention Delegate: serves for a 3-year term – *if needed.*

NOTE: See back of this sheet for St. Martin's Episcopal Church Bylaws applicable to voting.

St. Martin's Episcopal Church Bylaws

Article II Section 3

***Electors** are all communicants in good standing at least 16 years of age who are registered members of the Parish of no less than six month prior to the time of election. The Rector of the Parish shall be the initial judge of the standing of the Parish members.*

Article IV Section 1

***Vestry Candidate Qualifications.** Elected members of the Vestry shall be confirmed adult lay Communicants in good standing who have reached 16 years of age.*

Article VII Section 1 - 2

***Convention Delegate Qualifications.** Lay Delegates or Alternate Delegates to the Diocesan Convention shall be confirmed adult lay Communicants in good standing who have been members of the parish at least one year.*

***Election.** At the Annual Meeting the Electors shall elect Lay Delegates for three year terms. The number of Lay Delegates to be elected shall be determined in accordance with the Diocesan Canons.*

St. Martin's Episcopal Church, Ellisville, MO
Annual Meeting – 2023
Sunday, January 29th, 2023
Submitted by: Kim Montgomery, Clerk

Meeting began:10:40

Opening Prayer by Mother Leslie

Vestry candidates and Convention Delegate nominations opened from the floor. No additional members nominated.

Minutes From 2022 Annual Meeting – Motion to accept minutes moved by Kay Fletcher, 2nd by Paula Kelley, all in favor, none opposed. Minutes approved.

Junior Warden Report – Kay Fletcher

Kay gave thanks to Tom Allen for his work as Senior warden, to all who submitted reports, to Mother Leslie and Rev. Shug and the parishioners of St. Martin's for all they do to support our parish.

Senior Warden Report – Tom Allen

It's hard to believe it's been 3 straight years since we have had a full calendar year of uninterrupted services, but that indeed has been the case, and perhaps 2023 will be the year we break the cycle. That being said, I will say 2022 felt as close to a "normal" year than we have seen, with many great milestones and accomplishments. As I reflect on the year, here are some of the primary themes that come to mind.

Return of in-person events. At the outset of the year, your Vestry identified as one of its strategic goals to bring more of our neighbors into our church through planned events, making the most of our space, location, and of course, our great parking.

Toward that end, we held our first annual Corvette Show (and will do so again in 2023), revived our Fall Festival, hosted a fun Holiday Boutique, and brought back the Christmas Pageant, among others. Events such as these – especially those that speak to multiple generations – are great ways for us to come together with our neighbors, have some fun, and continue to grow our mission. If you have ideas for additional events, please bring them to anyone on the Vestry.

Finances. First, a special thanks to our Parish Administrator Janet Thiess for all the work she does to keep our finances straight, ensure funds are available to pay our bills, and develop accurate and timely reporting. A second special thanks goes to career Treasurer Page Andersen, who is always on top of the numbers and putting forth ideas on how we can be as efficient and thrifty as possible.

As we wrap up 2022 and look to 2023, we still see many financial headwinds, and we will unfortunately once again run a 6-figure deficit. It goes without saying this is an unsustainable strategy, and even though our pledges were up over last year, and we had more \$180,000 in new or increased pledges (thank you!), we still run the risk of depleting

St. Martin's Investment Fund by the end of this year or early next year. So, bottom line: if you haven't pledged, please do so if you can; if you have, consider revising your pledge upwards by \$1000 annually (or \$19.23 a week). If all our giving units took that step, we would not be burdened with a deficit.

Outreach. Plain and simple, this is our mission – bring Jesus' teachings to the community to help those in need. As an example, we saw the Laundry Love ministry take off this year, and it's a perfect example of Outreach: serving a vital need in the community, witnessing in-person the impacts of our gifts, and helping those who may have run out of people who can help them. This year, we also launched the Blessing Box, thanks to the hard work and generosity of the Montgomery family, and it continues to feed and support those in need in our community. Do you have an idea for how we can better connect with and support our community? Please speak to anyone on the Vestry about it.

Lastly, I want to share that after 2 years in my current role, I will be stepping down as senior warden to take a break and give someone else a chance. I will continue to serve out my 3-year term as a Vestry and look forward to using new-found extra time for other ways to assist the parish community. In closing, thank you for the honor of serving as your Senior Warden, as it has been at times challenging, but always interesting.

Capital Campaign Steve Brunkhorst, Chair

Steve reviewed several highlights of the Capital Campaign. At the end of 2022, campaign contributions totaled \$277K including a \$4K grant from the diocese. A heartfelt thank you to all who have committed and contributed to our capital campaign. We reached 91% of our goal with the Capital Campaign, which is an excellent result for any Capital Campaign. The advertised campaign contribution period was for three years, 2020 through 2022. If you have committed but not yet contributed, it is not too late to catch up. If you met your commitment and want to continue, or if you did not commit but want to contribute, please do so in 2023.

Write "Capital Campaign" on your check memo line and your contribution will be deposited in the special account for Capital Expenditure.

\$184K of Capital funds were expended in 2020 through 2022. The campaign spending period is planned for four years, 2020 through 2023 and will continue during this year.

Heating Ventilation and Air Conditioning \$89K: Repair and replacement of systems that maintain conditions in our Narthex, Undercroft, Nave \$29K, Upper & Lower Laird \$57K, Library & Garage. \$3K.

Safety & Security \$64K: Steve reviewed the updates for indoor and outdoor lighting, particularly in the parking lot, the fire alarm panel, for the main control panel in the Narthex, there were no replacement parts available, this was thus replaced, Replacement Fire Alarm Panel \$26K; Exterior Door Replacement & Repair to ensure our building was more secure \$29K; we rekeyed all of the cylinders for exterior doors, and updated our PIN entry system for either the front or side door, Exterior Lighting 5K; Pulpit & Lectern Rail \$3K.

Plumbing & Other \$17K: Highlights of the repairs made were reviewed, Toilet & Urinal Repair & Replacement \$7K, Replacement of under-slab leaking water line with a new overhead line \$5K Repair Siding & Gutter \$4K

Campaign Expense \$13K: Consultant and mailing cost

Future Spending Plans: Capital Campaign spending will not exceed contributions. Estimated costs are shown for next spending priority. Items include Parking Lot sealing & repair \$27K, HVAC \$24K, Columbarium expansion \$29K, Floor covering replacement \$85K total \$165K. Capital campaign fund balance is \$93K so project scope must be adjusted.

The Together in Faith Capital Campaign is an opportunity to make a lasting investment in the ministry of St. Martin's Episcopal Church and the Kingdom of God. A commitment to become all we can be and to share God's love with each other and our community.

Stewardship Report – Mike Kelly, Stewardship Leader

Much of the information has already been given in other reports. We did have an increase in pledges by over \$16,000. Mike reminded everyone that the pledging season continues all year, and the Vestry made up this year's proposed budget based on the pledges already made. The Capital Campaign took a huge relief from the overall budget, to make all of the building and grounds repairs. 45 people increased their pledge from last year, there are only approximately 30% people who have not yet returned their pledge cards; Mike encouraged any additional information that parishioners are able to share with regard to pledges to please do so.

2022 Financial Report and Presentation of 2023 Budget – Page Andersen

Page reviewed the information included in the Treasurer's report in detail over the past several years. The deficit from 2020 was \$125,000, this past year's deficit was just a little over \$100,000. She also reviewed trends, the Financial Yearly Comparison the St. Martin's Investment Fund and average expenses by category. If trends continue, based on current pledges, we will need to take another \$100,000, which will essentially deplete the SMIF account.

Special thank you to all of the parishioners who do the weekly counting, Mopsi Hanley, Jim Hankemeyer, Linda, Linda, Steve B and Steve.

Page reviewed the difficult decisions the Vestry has made with regard to the 2023 recommended budget and both Shug's current position and the Diocesan Assessment/Pledge.

I'm grateful to all those who have given bountifully with their time, talent and treasure. Without the support of each and everyone one of you, we wouldn't be able to fulfill the mission of our church. There is still much work to do, all of which requires resources. As of Jan 15 th , our 2023 giving estimates total \$259,040. Other income and support of \$20,000 from the diocese leaves us with a 2023 budget deficit of \$100,047 to meet our planned expenses of \$416,047.

This deficit comes out of our St. Martin's Investment Fund (SMIF). Until last year, we've been able to maintain a balance around \$300k. In 2022 we had to withdraw \$126k from SMIF to pay our expenses. The latest balance of SMIF is \$159,892 and will go down another \$100k in 2023 to cover our projected deficit. Given this trend, we will deplete SMIF in 2024. As I was reading over prior treasurer reports I was reminded that one place where we can improve is with our average annual giving. Year after year we trend below the \$4,000 diocesan average.

This information was a bit of a shock to me as we're such a caring and giving group. I ask that you prayerfully consider what you are able to contribute to our church so we can get to a balanced operating budget and have the resources needed to be the church for you and our community for many years to come.

A financial review of our controls and policies for the fiscal year ending December 31, 2021 was completed by a team from the former Church of the Good Shepherd. In summary, no significant issues were found. As always, Janet Thiess does an exceptional job gathering all of the needed information and keeping the teams organized – thank you! I also appreciate the work from Becky McCoy Brewer to help me complete the review for Church of the Good Shepherd.

The focus of this report is on the operating budget, but I would like to thank Steve Brunkhorst and Lincoln Drake for managing our Capital Campaign funds and sending out status updates. We have been able to rely on this money to do needed capital improvements instead of having to use SMIF funds.

Finally, a financial report would not be complete without thanking Janet Theiss for her timely and detailed efforts week after week. She is a wonderful thought partner and I love her get it done attitude!

Thank you also to our reliable team of counters who ensure that the offering and other income is accurately reported and deposited each week.

The 2023 budget shown at the end of this report was approved by consensus during the January 17, 2023 vestry meeting. Please feel free to call, text or email me with any thoughts, questions or concerns. With your help, I am confident that we will continue to be A Beacon of Christ's Love, Spirit-Fed, Serving Others.

Presentation of the 2023 Budget - Page Andersen, Tom Allen, Mother Leslie Scoopmire

Report of Elections - Kay Fletcher, Junior Warden, Kim Montgomery, Clerk
Approval of New Vestry Members – Mother Leslie Scoopmire
3 candidates for 3-year term – Greg Andersen, John Limbaugh, Kim Montgomery
Move to approve the slate of candidates – All in favor. None opposed.
Becky Brewer convention delegate. All in favor and none opposed.

Questions and Answers – Mother Leslie, Executive Committee

M. Leslie addressed the items the Vestry has managed over the past several years, the history of the SMIF account and the Diocesan Pledge. She mentioned that we are not Congregationalists, but we are part of a Diocese, which provides various Ministries both in the greater St. Louis metropolitan area, the State of Missouri as well as the World. The Episcopal Church provides care and support to many groups and individuals. In making our full Diocesan Assessment, we are also able to maintain our 4 Diocesan representative and have a "seat at the table" in the Diocese and making those decisions. M. Leslie pointed out that although "Ministries", from an accounting point of view, there are so many part of our overall budget that actually go towards Ministries and other nuances related to the budgeting process.

The recommended budget was made with the information we had on January 17th; it is able to have changes made and updated but the Vestry needed to be responsible to make up a proposed budget based on the information we had. There are several Ministries that are part of the Budget, which we often will make appeals of support for (e.g. the Laundry Love Ministry) and which are then supported through the generosity of parishioners, which is such a blessing. We do however need to keep the amounts budgeted to support the Ministries, since giving is not something we are able to count on to fully support our Ministries.

Jeanne King addressed the Meeting regarding the UTO/United Thank Offering and spoke to Gratitude. Jeanne mentioned that there is a box of UTO blessing/Prayer books available in Park Hall and reminded everyone of the multiple ways to ask for prayers and blessings.

Judi Batch - ask for clarification about the Diocesan grant to support Rev. Shug's salary through July vs. if we raise additional money to cover Shug's salary through the end of the year.

M. Leslie's response was the in fairness to Rev. Shug, we need to be able to give her adequate time to prepare for any possible changes. We need to be able plan to operate without a deficit and pay her salary for the next several years, not just thinking short term to fill the salary gap from July - December. With a \$100,000 deficit, we simply cannot afford 2 priests. The other question is if we can afford NOT to have 2 priests, given the time requirements. If everyone would simply give \$19 per week more, we could close the deficit.

Leslie Pattengill spoke to how much of a blessing Rev. Shug has been to us and made an appeal for everyone to prayerfully consider helping to close the gap. M. Leslie reminded everyone that out of fairness to planning for Rev. Shug, this would also need to be a sustained additional giving amount, not just for this year. M. Leslie also spoke to how the deficit prevents us from engaging in a wide variety of Ministries which we are unable to fund.

Jim Fischer mentioned that in our previous Pledge Campaigns, we were very successful in contacting a higher percentage of Parishioners in getting their pledge cards. Steve Brunkhorst asked about the \$100,000 deficit and each pledging unit with approximately 40 units present at the meeting but those present are additional members who are not present at the meeting; we would need to reach out to the additional members

to meet the deficit just for next year. With only \$158,000 left in the SMIF fund, if we plan to spend \$100,000 that over the next 12 months, that we would find ourselves at just a little less than \$60,000 left in SMIF; Steve asked about any possible legal obligation related to the building, if we are not able to sustain our expenses.

M. Leslie told the story of one of the first funerals over which she presided when she started here as Priest; the reason the person over whose funeral she presided no longer had a Parish was a member of a parish which folded. If we would allow our parish to fold, it would be up to the Diocese as to what would happen to the building and grounds and where we would be "folded" into as members of another parish. Leslie pointed out that this is a discussion which we have been having since she became a supply priest in September in 2017. She reminded us that we should have the ability to meet our expenses, be disciples of Christ's Love as a Parish based on the number of Parishioners.

Bev Kinkade discussed the motto of the Ovarian Cancer Society of Fighting Like a Girl, and asking how many pledging units in the room approximately 35. She made an impassioned plea for all of us to increase our pledges. Leslie pointed out that when we cover our deficit monthly, with funds from the SMIF account, we are taxed on that additional money, so we are paying a penalty each month. The SMIF account should be regarded as a "Rainy Day" fund rather than something we are using each month.

Rev. Shug spoke to the parish about how richly blessed she feels and has been by the Parish. She's been in the Diocese for 25 years and has never felt so loved by a community of people. Rev. Shug's contract is for 20 hours a week, but she typically puts in 36 - 40 hours; if she leaves, that time will need to be taken on by Mother Leslie.

Chelsea Brewer spoke to the parish 3 years ago about how she has worked 2 jobs in her life, working 60 - 70 hours a week and it put her into the hospital. She said that that level of work is not sustainable for anyone to work at that level. If we can not meet our deficit, we would not only cause Rev. Shug to lose her livelihood, it would also put Leslie into a position to risk her health. She implored the Parish to do what we can to keep Rev. Shug here and meet the deficit.

M. Leslie spoke to what we believe in as the Gospel of Christ, and the ability allow God's Love to "Be Enough" and her frustration over not ever being able to make budget, her frustration over all that we do as a Parish and the miracles we see here everyday, all we COULD do if we didn't constantly have to look for ways to cut spending. She asked that this be the last time she have to make the plea to not run on a deficit.

Gary Harstick appreciated what Steve B had to say, having been in banking for 40 years, agreed that working on a budget based on Hope is not a strategy, he asked if the Vestry might consider talking with the Diocese about having another Parish might merge with us, based on having more than enough building, parking and grounds. He agreed that he is willing to pledge more to keep Rev. Shug.

M. Leslie's response is that it is typically the Parish that is not able to make its budget is the one that merges with another church; the Parishes around us are paying their bills. Our

geographic location and community is in an ideal situation to welcome new members and additional people but having potential new members come in and hear/see where we stand with a deficit, it becomes a harder sell to keep new families and new members.

Steve B mentioned that merged Parishes share a Priest. Leslie responded that those were 2 Parishes of 40 - 50 people each. Based on us recently updating our building and our Ministries, we are a vibrant Parish. It is up to us to pay our bills, to spread the Gospel, to provide Ministries and to continue our Unique Voice in the Community.

Bill Scoopmire mentioned that this is one of the most animated meetings he's been to; he agrees that we are all in agreement. He passed out additional pledge cards.

Bev Kinkade offered to call other Parishioners who are not present.

M. Leslie responded to make sure that we are all healthy spiritually, that we are all healthy as a parish and that we not simply focus on money. We can reach out to Parishioners who are not attending and check in with them emotionally, spiritually, mentally because we as a Parish Family are strong.

Dick Gilbert asked for guidance about what is needed on the newly handed out Pledge Cards.

Page responded that you are specific saying what the NEW/REVISED pledge amount. Julia asked if it is easier to pledge online? The response is that while it is easier, if we're asking the church to pay the additional fee, that adds up; she asked that people make sure to "cover the fee" of processing the payment on line.

Page suggested that we set up a box for people to put any updated pledges into a basket and then put it the safe for confidentiality.

Dick Gilbert spoke to reallocating what he's already giving to other organizations and will do what he needs to do to help support our church.

Mother Leslie spoke to the number of Parishioners who are on fixed incomes to not feel guilty if they are not able to give more. If people could consider giving what they can; the average is \$19 more per week, but people should give what they are able.

Mike, a second time visitor spoke to the theory that if you provide, God will bless. If you treat the poor as you treat me, God will reward you.

The church is about Ministry and blessing others, not ourselves. We can't not do the Ministries we should be doing if we're not able to sustain our Parish. We do SO much good, we are such a blessing in the Community.

Denise Marsh asked if our Children's Group could come up to sing This Little Light of Mine, which they did - the congregation joined in for the last 2 verses.

Mary Drastal gave thanks to the Capital Campaign leaders and is so grateful for all they did to make the first Capital Campaign in 22 years, during a pandemic, so successful.

Closing Prayer, Blessing and Dismissal – Mother Leslie

Meeting ended at 12:20pm