Annual Report 2022

Presented to the Membership Meeting of Chebeague Community Church March 5th, 2023

CHEBEAGUE COMMUNITY CHURCH

An inclusive, diverse, caring Christian community: worshiping, praying, witnessing, and reaching out to all people on the Island and beyond; daring to grow and change as God calls us.

COMMUNITY FELLOWSHIP ROOTEDNESS CREATIVITY INCLUSIVITY INNOVATION

AGENDA

Welcome

Responsive Call to Worship: Psalm 121

Leader: I lift up my eyes to the hills—from where will my help come?
People: **My help comes from the Lord, who made heaven and earth.**
Leader: He will not let your foot be moved; he who keeps you will not slumber.
People: **He who keeps Israel will neither slumber nor sleep.**
Leader: The Lord is your keeper; the Lord is your shade at your right hand.
People: **The sun shall not strike you by day, nor the moon by night.**
Leader: The Lord will keep you from all evil; he will keep your life.
All: **The Lord will keep your going out and your coming in from this time on and forevermore.**

Unison Prayer

Sovereign God, we look at the things you have made, the works of Your hands, and we stop to consider them with awe. From the intricate immensity of the universe to the specific singularity of a flower, your works astonish us. We offer gratitude for our dear and beautiful island, and we welcome your Presence among us today as we do the work of your church here on Chebeague. Amen.

Hymn: The Church's One Foundation. Hymnal, page xxx.

New Testament Scriptures

Matthew 5:13-15
You are the salt of the earth; but if salt has lost its taste, how can its saltiness be restored? It is no longer good for anything, but is thrown out and trampled under foot. You are the light of the world. A city built on a hill cannot be hid. No one after lighting a lamp puts it under the bushel basket, but on the lampstand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.

Romans 13:8-10
Owe no one anything, except to love one another; for the one who loves another has fulfilled the law. The commandments, "You shall not commit adultery; You shall not murder; You shall not steal; You shall not covet:; and any other commandment, are summed up in this word, "Love your neighbor as yourself." Love does no wrong to a neighbor; therefore, love is the fulfilling of the law.

Reflection: Looking Back (Reports from 2022)

- Finance
- Buildings and Grounds
- Worship
- Communications
- Food Pantry
- Ladies Aid
- Human Resources
- Pastor's Report

If no one objects, these reports will be accepted into our records.

Business

Election of Church Council Members and Affirmation of Committee Members

Reflection: Looking Ahead

- Results of CCC's 2023 Community Feedback Survey
- Pastoral Search Committee Update
- Parsonage Update

Musical Interval – "Rise Up" – Andra Day, UUCR Choir

Closing Prayer (Unison):

Gracious God, you have created us and have chosen us to be in a relationship with you. Through Jesus, you have extended your grace to us, and by grace we have been saved. Day by day, help us to comprehend your grace more and more in our lives. May we go forth today assured of your mercy, grace and abiding love. Amen

Benediction

The Lord bless you and keep you;
the Lord make his face to shine upon you and be gracious to you;
the Lord lift up his countenance upon you and give you peace.
Now and forever more, Amen

Chebeague Community Church Membership Roll

As of 02/01/2022: **52** Full Members, **3** Associate Members, **17** Friends

Full Members

Armstrong, Lola
Armstrong, Bill
Auffant, Chris
Auffant, Steve
Beaupre, Jean Louis
Beaupre, Meredith
Bowman, Cooper
Bowman, Deborah
Boxer, Vivian
Brewer, Dianne Slowik
Brewer, Hartley
Brown, Gloria
Brown, Robert
Burns, Joyce Hamilton
Calder, Kevin
Corson, Karen Weiss
Corson, Jay
Damon, Donna Miller
Doughty, Judith St. Cyr
Doughty, Julie
Dyer, Arlene
Dyer, Chloe
Dyer, Elizabeth
Dyer, Genevieve
Dyer, Mark
Gaston, Betsy
Hamilton, Denise
Hillicoss, Cheryl
Hillicoss, Darren
Hunneman, Pauline Smith
Jackson, Leroy
Jackson, Suzanne
Komlosy, James
MacNeill, Cathy
Mayer, Betts
Mayer, Eldon
McKinnon, Kendra Hamilton
Merrill, Barbara
Muller, Emily
Priest, Lynne
Rent, Sharon
Rent, John
Rice, Malcolm
Rice, Rochelle
Rich, Jonathan
Riddle, Cindy MacNeill
Ross, Sylvia
Stevens, Cheryl
Stevens, David
Tonks-Hartling, Gretchen
Trask, Jacqueline
Wentworth, Polly

Associate Members

Those who retain formal membership in their home church/denomination

Clark, Elaine
Webb, Stacie
Webb, Toby

Friends

Those who express sympathy with the church's purposes and programs and support the life of the church.

Calder, Tracy
Cox-Chapman, Jim and Mally
Cushman, Mary and Tom
Hackel, Jenny
Lauterbach, David
Leonard, Ann
Leonard, Eddie
McGee, Betsey
Pelton, Ken and Sawyer, Sue
Porter, Barbara and Michael
Rice, Sandra
Webb, Sandy and Jessica

How do I become a Member of the Chebeague Community Church?

Contact the Church office if you are interested in becoming a member or associate member. If you haven't been connected with a faith community in awhile, or if you haven't gone through confirmation in another Christian denomination, we'll have a membership class which covers subjects like the Christian faith, spiritual formation practices, and our church structure.

What does it mean to be a member?

Membership in a church isn't about membership in a brick and mortar institution,but about commitment to a people – that this particular incarnation of the Body of Christ is one's spiritual home, and these people are companions on the journey of faith. Members and Associates are able to serve on the Church Council and vote at our Membership Meeting. Friends can serve on committees and have a voice at our meetings.

The promises we make to each other are as follows:

- As a member of this congregation, will you faithfully participate in its ministries by your prayers, your presence, your gifts, your service and your witness?
- Will you seek to grow in love and understanding, seeking more fully your belovedness as a child of God as well as the belovedness of others?
- Will you strive to lift and build up this congregation - in words and in actions - and seek to follow Christ through the work of this community of faith?

How do I become a Friend of the CCC?

Contact the church office in writing (e-mail, letter, or call) and we will add you to our list. Friends of the church are those who support the work of the church without taking the step of formal membership.

Changes in Membership in 2022

Removed by death:
Bowen, Meredith 11/30/22

Removed by transfer:
None

Removed by Request:
None

Removed by action of the Annual Meeting:
None

Added through Confirmation Classes:
None

Baptisms:
There was one baptism.

We also remember those who were part of our wider Chebeague community and have passed in 2022

01/11/22 Herbert M. Rich
01/16/22 Lisa H. Webber Schumacher
01/22/22 Carter Middleton Bond
01/26/22 James (Jim) Springer
02/01/22 Len Errara
02/03/22 Jodi Lorraine Lefebvre Chamberland
02/03/22 Timothy DeWitt Carned
02/24/22 St. John Merrill Hall III
03/02/22 Charles F. Hilly Jr.
03/04/22 Daniel Wayne Barker
03/20/22 Ashley Alexis Bean
03/27/22 Tyler Patrick Foster Gwillim
04/01/22 Ester Crossman Knight
04/03/22 Harris MacDonald Putnam
05/08/22 Sujata Rose Roy
05/11/22 Gaye Brulley Collins
05/14/22 Bob Dyer
06/03/22 Willoughby Sharp
06/27/22 Pamela J. (Merrill) Doughty
07/03/22 Richard “Poochie” Ross
07/03/22 Edward (Ted) White
07/11/22 Patrycia Lukac
07/15/22 Anne Richardson Brown
07/17/22 William Christian Gabrielson, Sr.
07/22/22 Phillip Harding Jordan, Jr.
08/11/22 Heather Hartling
08/12/22 Bruce Hutchinson
08/15/22 Charlotte Kaster
08/16/22 Mary Lee Richardson Hilly
09/01/22 Celeste Clark Van Fleet
09/12/22 David Porter
09/20/22 Jeremy Putnam
09/25/22 Cevat Erder
09/26/22 Frank “Skip” Mansfield
09/27/22 Scott Wilson Secord
10/12/22 George Alan Clugston
10/13/22 Benjamin A. Prescott
10/27/22 Linda Disston White
11/11/22 Deborah Knight Moulton
11/14/22 Charles Richardson “Dick” Hilly
11/17/22 Jeanne “Jan” Knight Wentling
11/21/22 John Samuel Hunter II
11/26/22 Malcolm Graham Dugliss
11/30/22 Marshall R. Bowen
12/12/22 Christopher B. Howard

Chebeague Community Church Leadership

Proposed 2023-2024 Slate

Terms are for one year. Members and Associate Members are eligible to serve on the Council; anyone is eligible to serve on committees

Church Council

The Church Council functions as the Board of Directors of the Chebeague Community Church. Its responsibilities include establishing goals and objectives for the church and then initiating plans to accomplish those goals. It works to nurture the overall ministry of the church, tend to the church's overall financial health, hire employees, and evaluate and develop the church's ministries. Officers are elected by the Council.

Lola Armstrong
Jay Corson
Donna Damon
Betsy Gaston
Kendra McKinnon
Emily Muller
Lynne Priest
Rochelle Rice
Cheryl Stevens

Building and Grounds Committee

This committee is responsible for the physical assets of the Chebeague Community Church, including maintaining maintenance logs and records, keeping a current facility assessment of the property, providing for the repair of the buildings and grounds, and preparing recommendations that need Church Council approval.

Jay Corson, Chair
Elaine Clark
Vicki Todd
Gretchen Tonks-Hartling

Finance Committee

This committee works to develop the financial health of the Chebeague Community Church,and develops policies and procedures for handling income and expenses. This committee also looks at long range planning.

Rochelle Rice, Chair
Donna Damon
Lynne Priest
John Rent
Cheryl Stevens

Member Care Committee (formerly called Communications)

This committee works to ensure that members of the church and the wider community are hearing from us on a regular basis. This committee will work closely with the Food Pantry and the Ladies Aid to serve the needs of the larger community.

Kendra McKinnon, Chair
Denise Hamilton
Sharon Rent

TBD
TBD

Human Resources Committee

This committee is responsible for being the bridge between the staff of the church and the wider congregation. This group is responsible for setting compensation for staff, overseeing background checks for staff and volunteers working with children, maintaining our safe sanctuaries policy, and developing and maintaining the employee handbook.

Lola Armstrong & Emily Muller, Co-Chairs

Nominating Committee

This committee is responsible for leadership development and for presenting a slate of leaders to be elected at the Annual Membership Meeting. They also make nominations to fill vacancies that occur on committees throughout the year, with the approval of the Church Council.

Pastor
Rochelle Rice, Chair
Cheryl Stevens, 2nd Chair

Worship Committee

This team focuses on developing worship series, caring for the day-to-day logistics involved with worship and supplies, brainstorming ideas for altar décor and images, and helps with the creative aspect of worship.

Pastor
Betsy Gaston, chair
Denise Hamilton

The Lord himself will go before you and be with you; he will never leave you nor forsake you. Do not be afraid. Do not be discouraged.
-Deuteronomy 31:8

Note from the Council Chair

As the previous two years, 2022 did not disappoint with its challenges – globally and locally. As the world continued to brush off the “COVID cobwebs” we here at CCC continued to adjust cautiously yet optimistically as in-person worship and gatherings continued to unfold.

We held our first gathering since 2019 with the Lobster Roll Luncheon in July. With over 60 people in attendance and music by Melissa Doughty, Dana Bourgeois, and Ruthie Noble, it was like “old times sake” as many in the community enjoyed being together on a beautiful summer day.

We received the resignation letter from Pastor Melissa in the fall and began to adjust our plans for the parsonage once she and her family moved to Firehouse Road on December 31, 2022.

The Chebeague Community Church celebrated its first year as an independent church in September 2022.

The fall saw two of our council members needing to step down to take care of their health. While we remain a small but mighty team, it has become evident we cannot accomplish “everything” and look forward to welcoming broader committees for 2023 – volunteer opportunities where people can assist in a defined, time limited project.

I stand humbly on the shoulders of many generations before me. It never leaves my heart, nor is taken for granted, this role as Council Chair. It carries the responsibility of leading with grace, compassion, and empathy for the entire community. In the year ahead, we will be focusing on the results of our 2023 Community Feedback survey to guide us. We will continue to honor our traditions while remaining open to the possibilities before us.

I am committed to the health and well-being of the council members who serve selflessly and continue to define tasks that could be done remotely to support us in our efforts.

I am always ready to listen – either by phone, text, or email – and I welcome the opportunity to serve the Chebeague Community Church as the Chair of the Council, 2023.

With my sincere thanks to Gloria Brown for her leadership, mentoring and friendship.

Rochelle/Shelly Rice, Council Chair, 2023
Rochelle@RochelleRice.com

Chebeague Community Church Financial Reports

12:49 PM
01/13/23
Cash Basis

Chebeague Community Church
Profit & Loss YTD
January through December 2022

	Jan - Dec 22
Income	
Church Income	
Investment Income	
Interest & Dividends	326.23
Realized Gains	-41,551.73
Unrealized Gaines	-10,693.78
Total Investment Income	-51,919.28
Ordinary Income	
Gifts,Tithes & Offerings	
Loose Plate-Identified	15,057.40
Loose Plate- Non-Identified	1,460.00
Pledged Funds	
Pledged Funds - Other	34,000.85
Total Pledged Funds	34,000.85
Special Days	
Christmas	2,210.00
Easter	240.00
Total Special Days	2,450.00
Total Gifts,Tithes & Offerings	52,968.25
Fund Raising	
Annual Appeal	6,315.00
Events	362.00
Fund Raising - Other	170.00
Total Fund Raising	6,847.00
General Fund Donations	
Building Use Rentals	1,915.00
Chedemption	535.00

Chebeague Community Church
Profit & Loss YTD
January through December 2022

		Jan - Dec 22
Other		
Trustee Income	6,959.59	
Other - Other	13,018.09	
Total Other		19,977.68
Frellick Fund		320.00
PayPal Income		
PayPal Expense	-85.79	
Total PayPal Income		-85.79
General Fund Donations - Other		300.00
Total General Fund Donations		22,961.89
Designated		
Ladies' Aid		
Ladies' Aid - Other	37,705.26	
Total Ladies' Aid		37,705.26
Food Pantry		
Food Pantry - Other	3,961.00	
Total Food Pantry		3,961.00
Keep The Buildings		
Keep The Buildings - Other	1,420.50	
Total Keep The Buildings		1,420.50
Memorials		915.00
Music Ministry		48.00
Other		
Other - Other	375.00	
Total Other		375.00
Total Designated		44,424.76

Chebeague Community Church
Profit & Loss YTD
January through December 2022

		Jan - Dec 22
Reimbursements/Refunds	216.00	
Total Ordinary Income		127,417.90
Miscellaneous Income		
Chior/Music Ministry	205.00	
Total Miscellaneous Income		205.00
Total Church Income		75,703.62
Total Income		75,703.62
Expense		
Investment Expense		
Investment Cost		476.78
Adminstratve Fees		792.00
Total Investment Expense		1,268.78
Grant Expense		
Recompense		
Covid 19 - Testing		
Courier Services	90.00	
Covid 19 - Testing - Other	73.71	
Total Covid 19 - Testing	163.71	
Total Recompense		163.71
Total Grant Expense		163.71
Church Programs		
Worship		
Advertising	0.00	
Licensing/Memberships	150.00	
Supplies	208.14	

Chebeague Community Church
Profit & Loss YTD
January through December 2022

		Jan - Dec 22
Music Ministry		
Piano Repair & Maintenance	205.00	
Music Ministry - Other	263.00	
Total Music Ministry		468.00
Worship - Other		65.38
Total Worship		891.52
Mission/Outreach		
Supplies		
Postage	200.00	
Supplies - Other	996.35	
Total Supplies		1,196.35
Web Expense		288.00
Mission/Outreach - Other		205.00
Total Mission/Outreach		1,689.35
Admin Council		100.00
Fund Raising		
Postage		292.00
Fund Raising - Other		277.53
Total Fund Raising		569.53
Total Church Programs		3,250.40
Adminstrative		
Pastor's Payroll		
Salary		25,261.92
Housing Allowance		0.00
Pastor's Pension		4,431.10
Pastor's Reimbursable Expense		
Business Expense	1,128.45	
Pastor's Continuing Education	1,104.93	

Chebeague Community Church
Profit & Loss YTD
January through December 2022

		Jan - Dec 22
Travel		
Mileage	11.50	
Tolls/Parking	502.20	
Total Travel		513.70
Other		
Child Care	845.00	
Total Other		845.00
Pastor's Reimbursable Expense - Other	727.92	
Total Pastor's Reimbursable Expense		4,320.00
Pastor's Payroll - Other	0.00	
Total Pastor's Payroll		34,013.02
Administrative Assistant		
Wages	3,832.50	
Misc Reimbursable - Assistant	30.81	
Total Administrative Assistant		3,863.31
Custodial Services		3,600.00
Payroll Liability		308.19
Supply Minister		
Supply Minister - Other	400.00	
Total Supply Minister		400.00
Worker's Comp		765.00
Total Adminstrative		42,949.52
Operating Expenses		
Liability/ Property Insurance*		4,910.50
Regulatory Expenses		35.00

Chebeague Community Church
Profit & Loss YTD
January through December 2022

		Jan - Dec 22
Church		
Electricity		916.63
Heating Fuel		4,964.19
Internet		601.60
Repairs & Mtc		338.50
Total Church		6,820.92
Parsonage		
Electricity		2,455.43
Internet		601.60
Telephone		719.88
Sat. TV		764.88
Heating Fuel		3,314.18
Property Tax *		2,395.52
Septic Pumpout*		575.00
Repairs & Mtc		
Repairs & Mtc - Other	1,874.63	
Total Repairs & Mtc		1,874.63
Total Parsonage		12,701.12
Parish House		
Propane Stove		218.50
Electricity		1,034.01
Heating Fuel		3,477.45
Septic Pumpout*		575.00
Supplies		
Supplies - Other	465.70	
Total Supplies		465.70
Repairs & Mtc		
Repairs & Mtc - Other	400.00	
Total Repairs & Mtc		400.00
Total Parish House		6,170.66

Chebeague Community Church
Profit & Loss YTD
January through December 2022

		Jan - Dec 22
Office		
Internet	601.58	
Telephone	719.88	
Computer/Equipment/Software	149.90	
Printing and Reproduction		
Paper	85.47	
Toner & Ink	949.23	
Printing and Reproduction - Other	134.97	
Total Printing and Reproduction	1,169.67	
Supplies		
Supplies - Other	938.55	
Total Supplies	938.55	
Postage and Delivery	717.31	
Total Office		4,296.89
Finance		
Software Update	706.85	
Total Finance		706.85
Repairs & Mtc		
Snow Removal/Lawn Care	2,450.00	
Total Repairs & Mtc		2,450.00
Automobile Expense		
Automobile Insurance	375.24	
Automobile Gasoline & Expenses	819.29	
Automobile Repairs	289.00	
CTC Parking Permit	850.00	
Registration	70.52	
Total Automobile Expense		2,404.05
Total Operating Expenses		40,495.99

Chebeague Community Church
Profit & Loss YTD
January through December 2022

	Jan - Dec 22	
Misc. Expenses		
Ladies' Aid Expense	6,467.17	
Total Misc. Expenses		6,467.17
Designated Disbursements		
Food Pantry		
Freight	16.25	
Food Pantry - Other	7,562.16	
Total Food Pantry		7,578.41
Keep The Buildings Expense		
Keep The Buildings Expense - Other	470.00	
Total Keep The Buildings Expense		470.00
Trustees		
Trustees - Other	0.00	
Total Trustees		0.00
Total Designated Disbursements		8,048.41
Total Expense		102,643.98
Net Income		**-26,940.36**

Chebeague Community Church
Fund Report
As of December 31, 2022

	Dec 31, 22
ASSETS	
Current Assets	
Checking/Savings	
Bath Savings Bank - CCC	
Fund Accounts	
Ladies Aid	35,921.53
Food Pantry	34,263.02
Keep the Buildings	5,879.50
Music Ministry Fund	493.62
Pastor's Discretionary Fund	1,870.35
Recompense - Covid Testing	5,148.37
Total Fund Accounts	83,576.39
Bath Savings Bank - CCC - Other	18,767.80
Total Bath Savings Bank - CCC	102,344.19
Total Checking/Savings	102,344.19
Other Current Assets	
MCF- Cheb Community Church Fund	29,030.32
MCF-CCC Complex Building Fund	216,167.89
Total Other Current Assets	245,198.21
Total Current Assets	347,542.40

12:50 PM
01/13/23
Cash Basis

Chebeague Community Church
Fund Report
As of December 31, 2022

	Dec 31, 22
TOTAL ASSETS	**347,542.40**
LIABILITIES & EQUITY	0.00

Chebeague Community Church
2023 Budget Overview
January through December 2023

	Jan - Dec 23
Income	
Church Income	
Ordinary Income	
Gifts,Tithes & Offerings	
Loose Plate-Identified	13,500.00
Loose Plate- Non-Identified	1,500.00
Pledged Funds	34,000.00
Special Days	
Christmas	1,500.00
Easter	500.00
Total Special Days	2,000.00
Total Gifts,Tithes & Offerings	51,000.00
Fund Raising	
Annual Appeal	4,000.00
Events	200.00
Total Fund Raising	4,200.00
General Fund Donations	
Building Use Rentals	2,100.00
Chedemption	600.00
Ladies' Aid	3,000.00
Other	14,000.00
Total General Fund Donations	19,700.00
Total Ordinary Income	74,900.00
Total Church Income	74,900.00
Total Income	74,900.00
Expense	
Church Programs	
Worship	
Licensing/Memberships	200.00
Supplies	300.00
Music Ministry	0.00
Total Worship	500.00
Mission/Outreach	
Supplies	

	Jan - Dec 23
Postage	250.00
Supplies - Other	500.00
Total Supplies	750.00
Web Expense	300.00
Total Mission/Outreach	1,050.00
Admin Council	2,100.00
Fund Raising	
Postage	300.00
Fund Raising - Other	300.00
Total Fund Raising	600.00
Total Church Programs	4,250.00
Adminstrative	
Pastor's Payroll	
Salary	14,756.00
Pastor's Pension	2,212.00
Pastor's Reimbursable Expense	
Business Expense	600.00
Pastor's Continuing Education	500.00
Travel	
Mileage	200.00
Tolls/Parking	100.00
Total Travel	300.00
Other	
Ferry & Barging Etc.	500.00
Total Other	500.00
Total Pastor's Reimbursable Expe...	1,900.00
Total Pastor's Payroll	18,868.00
Administrative Assistant	
Wages	5,400.00
Total Administrative Assistant	5,400.00
Custodial Services	3,500.00
Payroll Liability	40.00

Buildings & Grounds Report

The Buildings and Grounds Committee became a Parsonage Ad Hoc Committee and was charged with exploring the possibilities for the Parsonage once the Yosua-Davis family moved to Firehouse Road. At the announcement of Pastor Melissa's resignation, the committee needed to pivot – understanding CCC may need to maintain the Parsonage as a residence for a new minister. The Ad Hoc Committee has now transformed back to Buildings & Grounds with a focus on making updates to the Parsonage.

CCC had a successful year renting the Parish and the Church for events and meetings thanks to the diligence of Deb Bowman.
The Committee has recognized the need for a master checklist of seasonal tasks for all three buildings.

Respectfully submitted,
Rochelle Rice, Chair
Jay Corson
Elaine Clark
Cheryl Stevens
Gretchen Tonks-Hartling

Worship Committee Report

- Met regularly with pastor to plan future worship services
- Provided the Lenten study "Good Enough" by Kate Bowler
- Provided worship support during pastor's sabbatical in the fall 2022
- Started planning for pastoral care and worship services during 2023 interim
- period without pastor

Respectfully submitted,
Betsy Gaston, Chair
Denise Hamilton
Cathy O'Neill

Communications Report

The Communication Committee was originally created to do exactly that – communicate with our island community at large. What became evident was our lack of systems and consistency. While we did well with a small team, we recognize the need for more automated systems and consistency with our yearly calendar so in times of crisis, we are able to rise up without all other communications falling to the wayside.

Communications during 2022:
-Happy Summer Season Postcard, May 2022
-Lobster Roll Luncheon, July 2022
-CCC coffee mugs “Never Lose Faith”, July 2022
-Numerous text messages to members at different times during the year
-Listening to people “where they are” and their thoughts on CCC (transfer station, stern of the Independence, Doughty’s market for example)
-Deb’s Quilt

Moving into 2023, this committee will be called Member Care with the purpose of truly paying attention to the members of our community and doping our best to care for them. This includes the Food Pantry and the Ladies Aid – both groups adding to the comfort, care and well-being of our island community.

Respectfully submitted,
Rochelle Rice, Chair

Food Pantry Report

The food pantry typically has served families/individuals with food insecurity. As some of our neighbors were also finding it increasingly difficult to navigate getting to the store to meet their nutritional needs the pantry started providing monthly boxes in November of 2021 and this continued through April of 2022 for families and individuals to help support them with fresh produce and protein. Discussion has continued regarding whether the pantry should again start providing monthly boxes but at this time there is no plan to start the monthly box service again.

Hannaford gift cards are available to assist those who experience food insecurity. The pantry remains open to the community in order for them to "shop our shelves" for shelf stable items such as pasta and soups. The Food Pantry continues to be available for any and all in our community should they find themselves in need.

Respectively submitted,
Denise Hamilton

Ladies Aid Report

The Ladies Aid provides a supportive gathering for many in our community – both seasonal and year-round. They meet on Thursdays from 11am-2pm. There was a successful Ladies Aid Fair in August at the Hall Community Center and a successful Fall Fair in November at the Parish House. Wreaths were decorated and sold as well as many crafts and sweets! The Ladies Aid continues to be a strong group who are committed to the island's well-being.

Respectfully submitted,
Sharon Rent

Human Resources Report

- Prepared Safe Sanctuary Policy
- Modified Employment Contract and Job Description
- Prepared Volunteer Form
- Prepared Incident Report Form
- Accepted the Pastor's resignation
- Accepted the Administrative Assistant's resignation
- Advertised the Administrative Assistant's position
- Recommended Betsy Waters to lead Discernment and preparation of profile for pastoral
- search

Respectfully submitted,
Lola Armstrong & Emily Muller, Co-Chairs

Chebeague Community Church Pastor's Report

"My hope for 2022 is that this is a year of deep listening - to the community, to eachother, and to God." -Pastor Melissa Yosua-Davis, Annual Report 2022

There was indeed a great deal of listening in 2022 – to the community, to each other and to God, thus setting the stage for 2023. Pastor Melissa conducted her last service on Christmas Eve 2022 and completed her service on December 31, 2022. She and her family successfully moved from the Parsonage to Fire House Road on December 31, 2022.

Before her departure, a transitional interview was conducted. Below are the highlights from that interview.

Transitional Interview Report
December 20, 2022

The HR Committee met with Melissa to discuss her time at the Chebeague Church, and her thoughts about what the church needs in a pastor.
According to Melissa a new pastor must:

- Be given clear expectations about our hope for his/her ministry
- Be clear about the relationship of the pastor and the church council
- Be clear about the supervisory accountability in the church
- Work with the laity to create a sense of community and communal ownership
- Learn how the community communicates

1. Clear Expectations:

a. **Worship**:
1) Work together to create preferences for the **type of worship**,
2) Discuss how varying needs will be met,
3) Determine important issues for the new pastor to prioritize.

b. **Parsonage**:
1) Expectation for a pastor to **live in the parsonage**
a) Connect with the community by being present on the island,
b) Experience the community in a way you don't if you're not living there,
c) Opens up times for meetings, making evening meetings easier.
2) Allow pastor to commute

c. **Sense of Vision**:
1) Annually fill out a profile for missions and ministry
2) Discuss issues to work on

2. **Relationship between the Pastor and Church Council:**
a. Where is the Pastor's authority in relation to the Church?
b. Where does the Pastor fit into the Church Council?

c. Should the Pastor be part of the Co-Chairs office hours?
d. The pastor needs to be present to articulate the spiritual questions raised by the decisions being made.

3. Supervisory Accountability:

a. Lacking supervisory accountability of denomination, who provides supervision?
b. Who is the Church Council accountable to?
c. Who is the Pastor accountable to?
d. Where is the accountability for the finances?

4. Involve the Laity:

a. The work of the church is the work of the whole congregation together.
b. The church loves projects.
c. The church performs well in times of crisis to provide comfort.
d. How do we address the issue of burn out?
e. How do we incorporate more lay people into the weekly work of the church?
    1) Administratively?
    2) In the worship services?
f. When a direction is taken, laity needs to support each other and the pastor.

In conclusion,

- Clarify your expectations of what you want the pastor to do for you.
- Clarify your expectations of what you want your pastor to do with you.
- Clarify your expectations of what you want to do with the support and encouragement of your pastor.

One final thought:
In the early church, the people gathered in homes for the reading of scripture, for listening to others speak, for praying together, and for providing for each other's needs. Melissa finds a simplicity in that which we've forgotten in thinking about what we think we need to be a church.

We just need to be together.

Submitted by Emily Muller and Lola Armstrong, Co-Chairs

Those who wish may remain after worship to discuss any questions, comments, or concerns about the material covered in the meeting