

2022 Annual Meeting Minutes
STAR ISLAND CORPORATION
April 30, 2022 at 1:00 p.m. EST via Zoom

Call to Order

The meeting was called to order by the President, Rev. Debbie Duval, at 1:01 p.m.

Invocation

The invocation was offered by the Island Minister, Rev. Christana Wille McKnight.

President's Report

Debbie Duval welcomed all Corporation members to the meeting. She began her report by noting that she first came to Star with her family 26 years ago, and they have regularly participated in Star Gathering conferences. Her 11-year-old granddaughter made her first trip in 2021. Debbie is the pastor of a UCC congregation in Auburn, Maine.

Debbie noted highlights from her written report as follows: 2021 was a good year for the Annual Fund and the Permanent Trust. She urges members to join the Legacy Society. The 2021 season was remarkable given the pandemic; excitement and gratitude were palpable. She thanked the board of directors, Corporation committee members, the CEO, the full-time staff, Pelicans, part-time staff, Corporation members, volunteers, and conferees for all they have done. Our village is very strong. She urged members to read all of the reports in the annual meeting packet and reminded them that the board of directors would love to hear from them.

Recognition of Transitions

Christana Wille McKnight acknowledged the following transitions among the members of our community during the past year.

Deaths

Anthony (Tony) Barrand
Anita Bierman
Sandra F. Blum
James Carter
John Coe
Rev. M. Sargent "Des" Desmond
Ellie Duhamel
Polly Dunn
Sally Easter
Martha "Marty" Fletcher
Janet S. Forsman

Peter Green
Sally Hamburger
Julia Howell
Deb Kolbjornsen
Rev. C. J. (Pete) LaSonde
Dick LeSchack
Rev. John Marsh
Rob Meier
Eileen Pratti
Don Schmitz
Gillian Strahlendorf

Marriages

Becky Cressy and Mike Alvarez
Marshall Frye and Kara Simard
Julia Hill and Dave McAndrew
Natael Kapuscinski and Bryan Acker

Jennifer Murray and Ryan Mazur
Lisa Weinert and Barry Sutton
Lia Yanis and Chris Tourloukis

Births

Erin Leigh Allshouse
Gael Jura Williams Eddy
Peyton Alexandra Henrie
Jonathan Louis Junkin

Cayden Guintu McAnall
Marley Jade O’Keefe
Raegan Gray Salb

Greetings and Reports from Affiliated Organizations

Tricia Coleman, President of the Isles of Shoals Association (Unitarian Universalist), began her report by stating that the ISA is solely dedicated to the financial support of Star Island and the conferences. She is grateful for the collaboration between the ISA and Star Island staff. ISA raises funds through the Shops on Star under the leadership of Patti Washburn. Thousands of volunteer hours are involved. Tricia thanked the ISA board of directors. Over 126 years, the ISA has “never failed us yet.” In 2021 the ISA contributed \$20,000 to the Corporation and \$11,500 to conference programs. Tricia is optimistic about the 2022 season.

Keri Mattaliano, President of the Star Island United Church of Christ, presented her report slightly out of order, following the report of the Permanent Trust. She noted that this is her final report as president of the SIUCC. She thanked Joe Watts and the Island staff for their support in 2021 and said that it was an honor to serve on the SIC board of directors. The theme of the UCC conferences in 2021 was Storytelling, although it also was “do more with less,” as the conferences shared ideas on how to make a COVID season work on the Island. Conferees learned to communicate and educate in different ways and demonstrated their dedication to Star. Star Gathering 2 filled in record time. Star Gathering 1 made programs and chapel services available off-Island. SIUCC accepted all requests for financial aid, an unprecedented accomplishment. The Star Gathering theme for 2022 will be Nourishment.

Financial Report

Jeff Loewer, Treasurer of the Corporation, began his final report as Treasurer with the observation that the 2021 budget barely kept us in the black. The 2021 season was a financial success, with \$795,000 in the Annual Fund, a federal PPP loan and an employee retention tax credit. We had \$635,000 in income and \$1.4 million in cash at the end of the year. The 2022 budget provides for adequate cash and exceeds our need for debt payments. It projects 19,140 bed nights, 90% of the 2019 level, with a significant increase in financial aid, a cost of living increase for employees, and a new Island Minister. The capital budget is \$512,000. There is a 3% increase in room and board rates. The pandemic could cause operational disruptions. Inflation may affect income and increase the cost of providing services. Government support will be trailing off.

Report of the Permanent Trust

David Yermack, Chair of the Permanent Trust, began by recognizing his fellow Trustees and Jeff Loewer, Treasurer of the Corporation. As of December 31, 2021, the value of the Trust was approximately \$5.5 million. The island’s first endowment fund, in 1983, held \$100,000. In 1998 that fund was reorganized as the Permanent Trust. The only blip in the Trust’s growth since then was caused by the island closure in 2007. Return on investment in 2021 was 14%; during a historic year on Wall Street, we trailed the market average because we don’t own petroleum stocks.

The Trust pays income to the Corporation, at a rate of 4.25% in recent years. Last year the Trust contributed \$210,000 to the Corporation's operating budget. Wilkins Investment Counsel has managed the Trust since 1994 and has consistently exceeded benchmark performance over that time. Wilkins is extremely good at selecting investments; the Trust is in the top 1-5% of all similar nonprofit endowments over the past 25 years. The Trust received \$250,000 in new donations in the past year, the largest of which was from the estate of Ellen Brandenburg.

Report of the CEO

Joe Watts, Chief Executive Officer of the Corporation, began his report by stating that the theme of today's reports is gratitude. He thanked everyone for their support, with special thanks to Debbie Duval and Jeff Loewer. He thanked the amazing senior staff for their exceptional work. The annual meeting packet includes wonderful information. 2019 was a very full season with a record investment in the physical plant. In 2021 we kept what was special front and center in new ways without a single case of COVID during the conference season. The collective response to COVID has been outstanding; this takes practice, patience, open minds, and big hearts.

Corporation members are the stewards of Star Island. We have thrived throughout the pandemic. We are positioned well for the 2022 season and the future.

The Corporation owns most of Appledore Island and a bit more in 2021, an undeveloped lot located in the center of the Shoals Marine Lab campus. This acquisition supports our mission statement.

Electronic Voting

Debbie Duval explained how electronic voting by the membership would take place. Tim Dullea, IT Manager for the Corporation, conducted a successful test of the process.

Report of the Membership Committee and Action

Caroline Quijada, chair of the Membership Committee, presented the following 15 nominees for election to membership in the corporation: Jeff Emmons, Martha (McGovern) Estrada, Jessica Hessel, Elizabeth Hutchinson, June House, Aziz Z. Huq, Johanna Jackson, Margaret Ladner, Maura LaRocca, Jodi (Prochaska) Martini, Molly Mansfield, Iyabo Obasanjo, Jackie Trimble Shapiro, Abby Soule, and Theresa St. John-Siegel.

Upon a motion duly made and seconded, the membership

VOTED, with 217 in favor, 1 opposed, and 2 abstentions, to elect these individuals to membership in the corporation.

Approval of 2021 Annual Meeting Minutes

Arlyn Weeks, Clerk of the Corporation, moved to dispense with the reading of the minutes of the 2021 Annual Meeting, which were prepared by her predecessor, Mary Trudeau, and to approve those minutes. The motion was deemed seconded. The membership

VOTED, with 232 in favor, none opposed, and no abstentions, to dispense with the reading of, and to approve, the minutes of the 2021 Annual Meeting.

Upon a motion duly made and seconded, the membership

VOTED to accept the preceding reports, with 232 in favor, none opposed, and 2 abstentions.

Report of the Nominating Committee and Action

Kris LoFrumento, co-chair of the Nominating Committee, presented its nominations for positions on the Board of Directors, as follows:

April Rosario, to fill the remaining year of an unexpired term as a director.

Caroline Quijada, for an initial three-year term as a director.

Elizabeth Erickson and Kyle Belmont, for second three-year terms as directors.

Joni Abbadessa, for an initial one-year term as treasurer.

Arlyn Weeks, for a second one-year term as clerk.

Bill Peterson, for a first five-year term as a Trustee of the Permanent Trust.

There were no nominations from the floor. Upon a motion duly made and seconded, the membership

VOTED to close nominations, with 225 in favor, 2 opposed, and 8 abstentions.

Upon a motion duly made and seconded, the membership

VOTED to elect the nominated individuals, with 222 in favor, 3 opposed, and 10 abstentions.

Nomination to the Nominating Committee and Action

Liz Erickson, a member of the Board of Directors, presented on behalf of the Board the nomination of Julie Mellen Jowaisas for a first three-year term on the Nominating Committee. There were no additional nominations from the floor.

Upon a motion duly made and seconded, the membership

VOTED to close nominations to the Nominating Committee, with 225 in favor, 1 opposed, and 7 abstentions.

Upon a motion duly made and seconded, the membership then

VOTED to elect Julie Mellen Jowaisas to the Nominating Committee, with 231 in favor, 1 opposed, and 12 abstentions.

Special Nominating Committee Report

Liz Erickson, a member of the Special Nominating Committee along with Kris LoFrumento and Will Emmons (co-chairs), Arlyn Weeks, Keri Mattaliano, and Tricia Coleman, reported that the Committee will nominate Debbie Duval as President and Tom Kennedy as Vice President to be voted on at the Board's next meeting.

Ratification of Board Actions and Technical Motions

Arlyn Weeks, Clerk of the Corporation, presented the following motions for consideration by the membership:

I move to ratify and approve all acts of the Officers and Directors of the Corporation since the last Annual Meeting, as disclosed in the minutes and other Corporation records. Under the circumstances, I deem this motion to be seconded.

The membership

VOTED to approve the motion with 229 in favor, 1 opposed, and 4 abstentions.

I further move that the Treasurer, the President of the Corporation, and the Chief Executive Officer of the Corporation be authorized to sell, assign, and endorse for transfer certificates representing stocks, bonds, mutual funds, or other securities now registered or hereafter registered in the name of the Corporation. Under the circumstances, I deem this motion to be seconded.

The membership

VOTED to approve the motion with 228 in favor, 1 opposed, and 6 abstentions.

Bringer of Light Award

The Bringer of Light Award is presented by the Board of Directors to recognize extraordinary service to the island, significant island citizenship and active membership in the Corporation. Arlyn Weeks presented the award on behalf of the Board to Steve and Edie Whitney, who were Pelicans in the late 1960s and went on to create the Pelican Reunion Conference, chair the Natural History Conference twice, and attend every week-long conference currently offered at the Island. They served on the steering committee of the Pelican Reunion Conference for decades, and for even longer on the board of directors of the Isles of Shoals Association (Unitarian Universalist). Steve served for many years as treasurer of the ISA, and as treasurer of the Corporation. Edie has made many contributions to the Star Island Gift Shop and to conference fund-raising auctions and has adopted the porch rocking chairs as a personal mission. Steve and Edie have a wide circle of island friends and have contributed in many additional ways to Star and its community.

Board Members Completing Their Service

Tom Coleman: Kyle Belmont presented the following appreciation of Tom Coleman:

“I have the distinct privilege and great honor to speak about Tom Coleman. Tom completed his time on the Board of Directors this past summer when he stepped down as President. Tom previously served on the Board as Vice President, as a director, and in an ex-officio role when he was President of the Isles of Shoals Association (Unitarian Universalist).

“Tom’s relationship with the island – both the physical island and our dynamic community – can be thought of through a lens of hospitality. With this perspective, one appreciates the breadth of activities Tom has engaged in, activities that demonstrate a sincere commitment to and deep love for Star.

“Beyond the Board of Directors, Tom also volunteered time as chair of Membership, Financial Grants, and the Committee on Appointments, along with volunteering on the Finance, Strategic Facilities, and Health Committees. His involvement also stretched beyond these spaces of governance and addressed the practical experience of being on Star Island. He fiercely believes in the gift that is Star, this gift being our interconnected nature.

“He expressed hospitality through sponsoring and overseeing the replacement of the Summer House and the refurbishment of the Well House. He improved the Chapel path so that more people could better access the spiritual confines of the Island’s highest point. He helped plan Star’s centennial celebrations over 2015 and 2016. And he co-founded the Star Union conference on a foundation of Beloved Community. His conference starting projects demonstrate his activism as a board member and island citizen incredibly interested in making sure Star Island met its financial goals through increased registrations done in a way sustainable for the island. As the past president of the Isles of Shoals Association, he helped lead that organization’s financial support of Star Island and grants to individual conferences.

“One of his fellow board members described him this way: ‘He has his eyes open for the little things that are actually kind of big things.’

“If you have had the chance to share time on island with Tom, you might recall seeing him and his wife Tricia at a fellowship or social hour in which you shared a wonderfully deep conversation while enjoying a snack you later found out they helped make. His idea of hospitality involved being in a community, a community that was well fed, both by delicious food, but also scrumptious conversation. With Tom, you had – and still have – a friend who is genuinely interested in you and how you are doing.

“In the words of Henri Nouwen, ‘when we keep claiming the light, we will find ourselves becoming more and more radiant.’ Tom, you are and have been a radiant part of this community. What you offer in hospitality to all of us illuminates a path forward. Thank you so very much, Tom.”

Louise Williams: Tricia Coleman presented the following appreciation of Louise Williams:

“I am honored to reflect on the tenure of my friend, Louise Williams, as she steps down from her work on the board of directors.

“Louise has served on the Board since 2016, and I would like to attempt to capture the quality of her participation which I think is unparalleled and uncommon. On all matters before the board, she broadened perspective, using her voice to ensure that all sides of an issue were scrutinized and discussed. Actively engaged and always prepared, Louise addressed each subject with an economy and beauty of language that would often astonish us with its power. Ever kind, she would often ask questions which would yield great insights. Her perspective was clear and honest and while she took no joy in voicing minority opinions, she has always one so with integrity, and grace. She reminds us that the board members are people on a shared journey together, sometimes engaging in challenging discussions, and she often expressed her affection for all of us.

“Her talent and skill were invaluable assets to the Board and the Corporation. Louise is a lawyer with a particular strength for communication and negotiation. She actively supported and participated in small-group discussions of Star’s overall business plan, its administration of the CEO evaluations, island fundraising, the COVID crisis response team, and as a liaison to the Facilities Committee.

“We have been very impressed by Louise’s advocacy on behalf of the conferee experience, especially through her support of the revitalization of the Council of Conferences, to which Louise has served as board liaison. In recent years, the CoC has brought in new participants in its

own leadership, strengthened its inter-conference conversations about knowledge sharing, and increased its regular communications to the board about conferee priorities and concerns. They also worked hard during the summer of 2020, through a new and dynamic Facebook page, to support the spirit of Star when the island was closed. They contributed to the Beloved Community handbook and continue to support intra-conference dialogue about integrating welcoming practices into all aspects of their conference programming. Understandably, knowing her passion and commitment to this topic, Louise has asked me to remind you that CoC will meet via Zoom on the afternoon of May 15 – for more information see the CoC Facebook page.

“Louise’s work on behalf of Star Island does not begin and end with her service on the board of directors. Prior to joining the board and early in her board career, she was a member of the Finance Committee, serving as the recording secretary and participating in important discussions about island sustainability. She valued working among people who understood that love for Star Island can be expressed, among other ways, through regular scrutiny and protection of its bottom line, coupled with a vigilant commitment to Star’s affordability and accessibility.

“Louise will continue to support Star Island in many ways, including becoming the new Annual Fund representative for All Star 1.

“At a recent board meeting, Louise reflected on her and her family’s history with Star Island and All Star One. Listening to her I felt a deep sense that her work was dedicated to her family, as a daughter and as a mother. She honors the incredible contributions of her mother, Lois Williams and the memory of her beloved father Peter in her work on behalf of Star, as well as ensuring the future for her daughter Pelicans, Anna and Evie (and the cousins!). Louise is such a loyal and steadfast woman engaged by the love of her family, love of justice and fairness, and a love for Star Island. We are blessed by her and immeasurably enriched by her formidable presence in our community.

“Louise, on behalf of the membership of the Star Island Corporation, thank you for your service to the board of directors and for all that you have and will continue to do on behalf of Star Island.”

Jeff Loewer: Debbie Duval presented the following appreciation of Jeff Loewer:

“It is an honor to be the one to celebrate our outgoing Treasurer and Acting Vice President, Jeff Loewer. It is also a bit daunting as Jeff is such an amazing human and I am supposed to sum that all up in less than 2 minutes.

“I asked my colleagues to chime in on what makes Jeff so special, and this is some of what I heard:

“Our CEO said, Jeff has excellent leadership qualities and a sound understanding of our finances. He frequently provides key insights and advice that has shaped our organization’s pandemic and strategic approaches in a way that has bettered our organization in significant ways. He is a visionary/big picture thinker. Jeff makes me a much better CEO.

“Kate Brady said, ‘As a member of the Crisis Response Team, I was endlessly impressed with Jeff’s participation in that group. During a time of crisis, he stepped up for the organization, going above and beyond to show up at every meeting – always arriving early, always bringing

with him articles that he read, research he had done, or examples of what other organizations were doing during the pandemic. He additionally met with the finance subgroup of the CRT each week, spending countless hours trying to ensure that Star had a stable financial outlook during the pandemic. He has gone above and beyond in a way that is reminiscent of how Board members stepped up in 2007 when the island closed. He only further proved his support to Star by stepping up to be Acting Vice President during our unanticipated leadership transition.'

"Louise Williams, a fellow Board member, said this:

'Jeff's sheer competence and commitment to his Board-related tasks produced tangible results that made Star's operations stronger. When I was on the Finance Committee, I was struck by how effectively he ran our meetings and ensured that, prior to the committee voting on any recommendations to the Board, all side of a matter were considered. I especially appreciate how Jeff took an idea that had long been discussed – the creation of a financial dashboard – and turned it into a simple tool for spotting trends, gaps, and opportunities related to Star's financial management.

'Jeff's competence has long made the All Star 1 conference better, and his caring spirit has led to so many moments of pure joy. For many years, Jeff's musical contributions have brought out the best in people he plays with, from professional musicians to enthusiastic amateurs. As a percussionist, he is always forming groups to try new things, bring in new voices, and make music accessible to all. Some of the pieces he has pulled together are the most moving I have ever heard in my life.

'Mostly, what I treasure about Jeff is that he is just one of the most sensitive, caring people I have ever met. He has been a giving friend to my family, whether paying special attention to my mother or treating me and my daughter to Ben & Jerry's on our way to summer camp, or hosting my sister and brother-in-law in his home. Jeff's sensitivity means that he keys in quickly to pain or hurt experienced by others, and he is unusually capable of taking on those feelings with compassion and honesty. He walks the walk of a true friend.'

"And these are my own words:

"Even as we dealt with some very difficult and hard to understand circumstances this year, Jeff continued to put the work of the island before his own feelings. He showed up always prepared, always ready to do more, always offering guidance and wisdom.

"On a personal level, I am beyond grateful for Jeff. Jeff, when asked by me, stepped into the role of Acting Vice President in October and supported, guided and buoyed my work and that of the Board. I am forever indebted to him for saying yes to this role and gifting us with his time, wisdom, and fervor for all things Star. Jeff has truly gone above and beyond on behalf of our Spirit's Home, and I will always be deeply appreciative for his efforts, his knowledge, his kindness and his amazing tv and movie recommendations.

"From the bottom of my heart, thank you, Jeff. Blessings and peace to you, dear friend.

"Tom, Louise, and Jeff, please know that a small token of our love and appreciation, in the form of a silver star, is being mailed to you this week."

The meeting was in recess between 2:15 p.m. and 2:25 p.m.

Facilities and Development Update

Peter Squires, Director of Development, reported that our fundraising efforts enjoyed remarkable success in 2020 and 2021, and to date in 2022. The 2020 Annual Fund realized \$1,055,000, compared to \$575,000 in 2019. The goal for the Annual Fund in 2021 was \$590,000 and \$795,800 was realized. In 2021, 70% of donors increased their contributions over 2019. We did not need to ask the Permanent Trust to make an extraordinary disbursement to the Corporation. Contributions to the Trust in 2021 exceeded its disbursement to the Corporation. The Gosport Regatta will resume on September 18, 2022.

Jack Farrell, Facilities Consultant, reported that some tweaks to the wastewater treatment plant were completed this year. We are also working with the State of New Hampshire on the water reclamation and reuse portion of the project. Repairs to the Chapel tower and weathervane were completed. This spring, we will replace the siding on the gable ends of the Chapel. Cottage D has been resided and new windows were installed. A new water system was installed in the Marine Lab. Broadband capacity has been increased and a new antenna installed. New windows were installed in Newton Centre. This year, we will replace siding on Newton Centre and replace siding, roofing and windows on EMB (the largest project this year). This fall, we will be upgrading the cottage boardwalk and making upgrades in the fire system.

The biggest future project is renovation of the hotel Underworld, for which planning is underway. The Army Corps of Engineers has completed planning and design for replacement of the breakwaters at the Isles of Shoals and the work will probably be done in 2023. There might be some improvements to Star's infrastructure during the process.

We can approach 100% reliance on solar energy. We are creating a plan for this, with the assistance of outside expertise. It will involve expansion of the solar array and replacement of the battery supply.

Gosport and Caswell need siding, roofing, windows, and weatherproofing. There is new flooring in some of the Units this year. Doctor's Cottage needs attention.

Beloved Community Project Update

April Rosario, Board member and Beloved Community Project chair, reported that the Beloved Community Project Task Force had worked on four tracks over the past year. The first track created a job description for the position of Beloved Community Project Manager and Island Minister. After two rounds of interviews, Rev. Christana Wille McKnight was chosen from a field of numerous applicants.

The second track involved implementation of the Beloved Community Guidebook for conference leaders. For 2022 the focus will be on intentional welcome. A Zoom training session was held on this topic. On-island programming will include three specific offerings: a worship service, a workshop and a book group.

The third track was the creation of a new Grand March island song.

The fourth track focused on financial grants for conferees, implementing improved communication and application forms, making the availability of financial assistance more obvious on the registration form and including more demographic questions on the form.

Questions from Membership

Joe Watts and Debbie Duval answered questions from members, moderated by Kyle Belmont, a member of the Board. Information provided in response to questions included the following: the Art Barn will be roofed in May; the lot purchased on Appledore was less than an acre, located right off the deck of the Shoals Marine Lab dining hall, and at a price of \$150,000 was expensive but beneficial both to the lab and to Star; COVID requirements on-island for 2022 will need to be flexible but will include mandating full vaccination for all eligible overnight guests and employees, and conferees should bring masks to the Island; sludge at the wastewater treatment plant is tested for PFAs but not for PFPs.

There was no other business to consider.

Closing Words, from a meditation by Belle Hooks, were offered by Lucia Green-Weiskel, a member of the Board.

The meeting adjourned at 3:28 p.m.

A recording of the meeting is available at www.starisland.org/membership.

Submitted by
Arlyn Weeks, Clerk