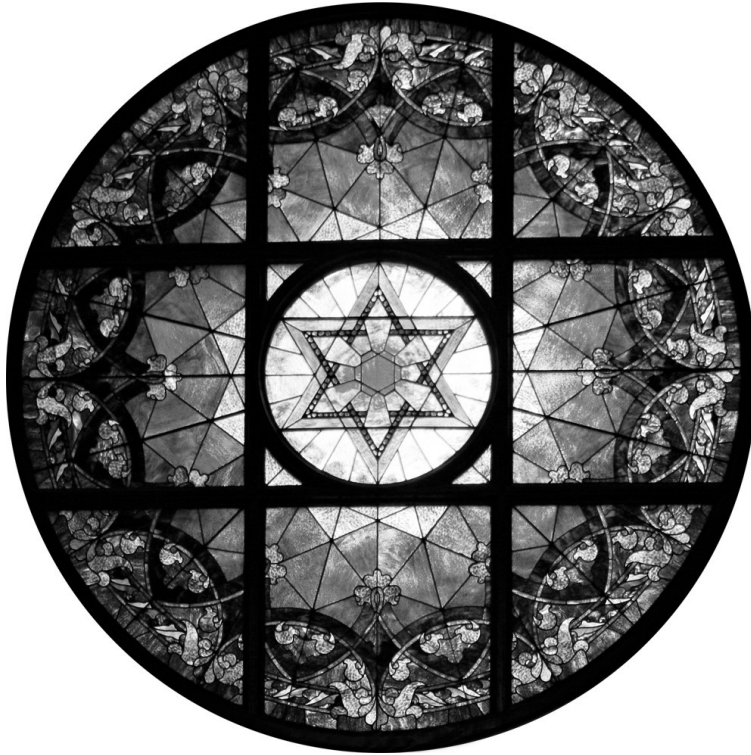


# ST. ANTHONY PARK UNITED CHURCH OF CHRIST



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**Christian Tradition ♦ Progressive Faith ♦ All Are Welcome**

*We are an Open and Affirming congregation  
We are handicapped accessible*

## **ANNUAL REPORT - 2023**

**ST. ANTHONY PARK UNITED CHURCH OF CHRIST**  
St. Paul, Minnesota

**ANNUAL REPORT - 2023**

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## REPORT OF THE MODERATOR

To prepare for the role of Moderator, I researched how to optimize the results of church council meetings and conferred with several church leaders and past leaders. Pastor Victoria also talked with some of her clergy colleagues about their best practices. Based on what we learned, we decided to shift the format of our monthly meetings by foregoing verbal staff reports (these reports were instead submitted as email attachments prior to the meetings), and turning the focus to relationship building and education/training.



The need for pandemic precautions seems to be behind us in many ways. For the first time since 2019, Church Council had all monthly meetings in person, rather than via video-conference. We did take advantage of this technology as needed for other meetings, but as a way to optimize everyone's schedules, rather than as a safety measure. I was grateful to gather with Council in the Parlor this year; I did not take it for granted.

In February and March, I was part of a team that selected a Supply Pastor in preparation for Pastor Victoria's three-month sabbatical. We interviewed two excellent candidates and chose Rev. Glen Herrington-Hall who filled the role well.

I had the honor of presiding over a Special Congregational Meeting in March where we voted to adopt a Land Acknowledgment Statement that had been carefully discerned by a team of SAPUCCers with input from Native Americans. In this statement, we recognize that our building sits on land stolen from indigenous people, and pledge to take action to mitigate the harm we have inflicted.

Another highlight was my work on the Employee Retention Credit Ministry Team. SAPUCC applied for and received a credit in the net amount of \$48,492 from the U.S. government because we retained and fully paid all of our staff during the pandemic (2020-2021). In November, after many meetings and much research and input from the congregation, our team put forward a proposal for spending this windfall that included specific ways of giving to charitable causes that support the church's mission, thanking our staff, and funding some of the church's tangible and financial needs. Council voted to accept the proposal.

In addition to these projects, I embraced the usual Moderator duties of serving on the Budget and Leadership Teams, saying hello to you every month in my *Link* newsletter column, and proudly representing the congregation in many other big and small ways afforded me by this role. I am grateful to all of you for your support and fellowship, and for giving me the opportunity to become more fully immersed in, and knowledgeable about, this church that I love.

Submitted by Geena Mitchell

## REPORT OF THE PASTOR

2023 felt like a turning point ... we were finally out from under the pandemic. All of our worship services and church programming were held in person, on-site for the full 12 months. It felt like "We're back! We're really back!" 2023 was also a year of surprises for me. I'd like to highlight five:

**1. YANKs.** Our "Young Adults No Kids" group took wing this year. Young adults in the congregation came together for food (always a draw) and connection. They talked about gratitude and happiness in their lives; they talked about sorrows, struggles and hardships, too. I led a session called "What Do We Really Know About Jesus?" which was an eye-opener for several of them. The YANKs gathered at Jenny & Adam Rowe-Johnson's home in December for a holiday meal. These young adults are beautiful souls. They are really smart, funny, eager to explore Christianity and are open to deepening relationships with one another.

**2. "Exploring the Bible."** Early in 2023, Reagan and Marty Schirber approached me, asking if Ken Gowdy could lead a new Bible conversation group, and if so, what shape might it take? Every Pastor would be delighted, as I was, for parishioners to step up, ask to spend time with the Bible, and have a devoted "student" of the Bible in Ken to lead the group. It's been a valuable and meaningful new ministry.

**3. Sabbatical.** While going on sabbatical was not a surprise, the experiences and insights I had were. It took being on sabbatical for three months for me to really understand how exhausted I was from holding the church together for 2 ½ years through the global pandemic. So I rested. A lot. I also travelled, spending life-giving time with a childhood friend and a college friend both of whom live in Portland, OR; and time with family in Wisconsin. I travelled to Indianapolis, IN to serve as a delegate at the UCC General Synod – a first for me and full of surprises! I saw the national UCC up close and person, and Wow. Just Wow. Rev. Glen Herrington-Hall served as Sabbatical Supply Pastor, and I had complete confidence in him while I was away. When I returned in July, you welcomed me back, including the "flock" sign which I now keep in my office.



**4. Employee Retention Credit (ERC).** I kept getting notices about this thing called the Employee Retention Credit. It sounded like a scam. I deleted emails about it; I put U.S. mailings about it in the recycle bin. Then, I got a notice from Clergy Financial Resources (CFR). I thought, "Okay... I guess I'll find out more." Clergy Financial Resources explained that the ERC is funded by the U.S. federal government through the IRS for any businesses or non-profits that experienced reduction in income and/or fully paid all of its employees and did not eliminate any staff positions during the pandemic. SAPUCC did indeed remain fully staffed throughout the pandemic, and we paid all of our employees their full compensation levels. So I went to Sunrise Bank and asked their advice. I talked with the Trustees and asked for their input. With the green light from the Bank and the Trustees, I gathered up all of the payroll paperwork and submitted it to CFR. In July, we received a check from the IRS for the net amount of \$48,492. With money in the bank, we created a Ministry Team to discern how to use/spend/save/give away the money. A fascinating and gratifying process!

**5. Trip to the Deep South.** With Mark & Leslie Swiggum as our guides, 15 SAPUCCers travelled to Alabama, Mississippi and Memphis, Tennessee, October 21-28. We visited numerous historical sites of the Civil Rights movement and were awed by the Equal Justice Initiative's "Legacy Museum" and "Lynching Memorial" in Montgomery, AL. Best of all, we got to meet many, many "foot soldiers" – Black Americans who lived through the state-sponsored terrorism of the 1950s and 60s and now are willing to tell their stories. Our time in the Deep South implored us to continue to do our own anti-racism work – individually and collectively – and to share our learnings and convictions with others. It was a life-changing trip. (Photo on p. 5)



2023 was blessedly stable in terms of staffing. Office Manager Jacob Ristow, DCYFM Liam Magistad, Organists Melanie Ohnstad and Michelle Gehrz, Choir Director John Habermann, Custodian Yelma Bekle and Child Care Providers Gabe Hartnett, Aura Hormann, Ben Hormann, and Siri Pattison all continued to serve the church with skill and loving-kindness. We have a marvelous staff.

In partnership with our staff, we have a deep bench of leadership here at SAPUCC. Our Boards, Committees and Ministry Teams served with confidence, competence, good humor and faithfulness.

I continued to prioritize my professional connections and service to the wider church. With the Minnesota Conference UCC, I serve on the Personnel Committee; I am a member of the Board of Directors; and I served on the search committee for a Transitional Conference Minister after Rev. Shari Prestemon announced her resignation. I continue to participate in the “St. Anthony Park Faith Communities” group – Lutheran, Methodist, Episcopal, Catholic and UCC partnering together. And I value my UCC clergy colleagues with whom I meet every month as part of a “clergy clutch” small group.

And of course, worship, always worship – the heartbeat of who (and why) we are. Especially memorable worship services for me in 2023 were hosting Sowah Mensah and the Macalester College African Music Ensemble; returning from sabbatical and ending my sermon with all of us singing and dancing to “Still the One” by Orleans (“*We’re still havin’ fun and you’re still the one*”); Confirmation Sunday, when we celebrated high school students Clyde Berg, Aura Hormann, Victor Wagener and Truman Wilgocki; and Reception of New Members Sunday when the chancel was full of new members.

I am grateful for my flock. I give thanks to God for everyone who claims SAPUCC as their church home in some way, big or small. Thank you, SAPUCCers, for engaging with this faith community and the wider world. What we do, individually and collectively, and why we do it matters. For the solace and comfort, for the laughter and affection, for the hard work and tough decisions, for the confession and forgiveness, for the vulnerability and the joy, for the kingdom of God both now and not yet, for the font, table, pulpit and cross, for your Christian convictions and for the mystery of it all – I rejoice and give thanks again and again. It is an honor to be your pastor.

Rev. Victoria Wilgocki

## REPORT OF THE DIRECTOR OF CHILDREN, YOUTH AND FAMILY MINISTRIES

Dear members and friends of Saint Anthony Park United Church of Christ, 2023 has come to a close and I am looking towards new things in 2024. Despite the obstacles of the last few years the church has been determined to continue fostering spiritual growth and community engagement. As I reflect on the past year, I am struck by how full it has felt while also being more routine again after the upheaval of COVID-19. I am glad we now have more happening around the church for many ages, and that we are seeing some new faces.

2023 began more smoothly than the previous January with a continuation of our regular Sunday morning 9:15 AM education hour offerings. We had Godly Play sessions throughout both the Spring and Fall, for ages 3-7 to explore bible stories creatively and inquisitively. We also had some change-ups. In May, we bid farewell to our "Middler Class" (3rd-5th grade), and on Rally Sunday in September we established the Breakfast Club for 4th-8th graders.

Art has often been a significant part of our community's expression, and in 2023, we embarked on several group art projects, including the "Our Village" installation and the "Woman We Admire" quilt. These projects have not only showcased our collective creativity but also served as a means of building connections and sharing stories within our congregation. I am glad we now have these meaningful pieces of art to revisit again in the future.

In my role as Director of Children, Youth, and Family Ministries, I had the privilege of joining the Minnesota Conference United Church of Christ for various events throughout the year. These experiences included Covenant Day, the Annual Meeting, and a youth advocacy trip to Washington, D.C. We also participated in lobby days with ISAIAH, to call for paid family and medical leave, as well as other grassroots priorities. Each event has enriched my understanding of our wider UCC community and strengthened our church's bonds with others. The work is far from finished but we made incredible progress this year thanks to long-running collective action.

The trip to Washington D.C. was certainly the single most intense part of my work this year. I spent eight days in July with a group of 74 UCCers from all over Minnesota and North Dakota. I witnessed more than 50 youth encounter some of our nation's most significant history, landmarks, and lawmakers. During our advocacy visits, the students chose to call for a reduction in gun violence through a federal assault weapons ban, and for a cleaner environment through an agriculture policy update based on the 2023 Farm Bill. We all got to meet with congressional staffers as well as both of Minnesota's Senators, Amy Klobuchar and Tina Smith. Hearing the students' words and witnessing their impact on these powerful people is something I will never forget. I hope the youth will also remember this experience in the future and seek out opportunities to fight for what they believe in.

At SAP UCC education and dialogue have been central to our efforts in 2023. We concluded the "No Dumb Questions" series with a guest panel in February, offering a platform for open and honest discussions. Additionally, we launched a brand new monthly young adult OWL cohort starting in March. It has provided valuable learning experiences about human sexuality to adults ages 18-40. That complements our long-standing 7-9th grade OWL program offered every other year. We also kicked off a new cohort of 7th-9th graders in September. We are now nearing the end of the young adult cohort and the youth cohort will run into May.

In the spirit of youth engagement, we organized two much-requested lock-ins in February and November. These events would not have been possible without all the folks who volunteered their time to help chaperone the students all night and provide breakfast in the morning. Thank you again to every one of you. All reports indicated that the students had a ton of fun and would like to have more lock-ins in the coming year!

I am excited about opportunities for further connection both within our church community and with the wider world. We remain committed to our mission of nurturing spiritual growth, fostering community, and serving others.

May the year ahead be filled with blessings and grace.

Submitted by Liam Magistad



Liam (far right) and other YANKs (Young Adults No Kids)

## REPORT OF THE CHOIR DIRECTOR

The Sanctuary Choir continues to fine tune their musical expression and vocal technique during Wednesday evening rehearsals and Sunday morning services. The Sanctuary Choir and I are committed to lifting the music off the printed page and creating a musical offering that resonates with the congregation. Musical offerings are a highlight for me and speak to the choir's ability to be responsive and "in the moment."

Guest musicians are a wonderful part of the worship service, and the Sanctuary Choir was fortunate to sing with two trumpeters on Easter and a lovely string quartet for the Festival of Lessons and Carols program in Advent. The choir enjoys collaborating with SAPUCC's Susan Schnasse on flute and Mike Smith on string bass and we continue to be in the good hands of organists Melanie Ohnstad and Michelle Gehrz who lift our singing.

I am amazed by the amount of repertoire the Sanctuary Choir learns over the course of a season. At the conclusion of each program year, I share a list of the repertoire we have sung with the choir. I thought the congregation might also appreciate reviewing the choir's repertoire. Note the number of new pieces the Sanctuary Choir learned in 2023.

I Believe - Mark A. Miller (NEW)  
Psalm 15 - Carolyn Jennings  
Lead Me, Lord - John D. Becker (NEW)  
Nunc Dimittis - Robert Scholz (NEW)  
Light of the World - Karen Marroli  
Return to God - John Helgen (NEW)  
Brother James' Air - arranged Mack Wilberg  
Lift Me Up - Linda Kachelmeier  
Ave Verum Corpus – W. A. Mozart  
Out of the Depths I Cry to Thee - arranged by K. Lee Scott  
This is the Day - Lynn Trapp (NEW)  
Rise Up, My Love, My Fair One - Healey Willan  
Day of Delight and Beauty Unbounded - Giovanni Gastoldi (NEW)  
Shepherd Me, O God - Marty Haugen  
Let Us Talents and Tongues Employ - arranged by Bradley Ellingboe (NEW)  
If Ye Love Me - Thomas Tallis  
The Time for Singing Has Come - Natalie Sleeth (NEW)  
Halle, Halle, Halle - Caribbean song, arranged Hal H. Hopson  
Peace - Shaker tune, arranged by Kevin Siegfried  
Occuli Omnium - Charles Wood  
Bread of the World - Mark Pope  
Sing a New - Heinrich Schütz, arranged by Carolyn Jennings (NEW)  
May God Best on Us Grace - arranged by Aaron David Miller  
I Will Bless the Lord - Victor Johnson  
When Rooks Fly Homeward - Arthur Banyon (NEW)  
Keep Your Lamps- African American Spiritual, arranged by Andre Thomas  
Come, Thou Long Expected Jesus – Mark A. Miller  
Thou Shalt Know Him - Mark Sirrett (NEW)  
Myn Liking - R.R. Terry (NEW)  
It Came Upon the Midnight Clear - setting by Robert Hobby (NEW)  
Joy to the World - arranged by John Rutter (NEW)  
Infant Holy, Infant Lowly – arranged by Gordon Hitchcock (NEW)



I am grateful for the opportunity to serve SAPUCC and look forward to more music-making in 2024. Keep singing!

Submitted by John Habermann



## REPORT OF THE CHURCH CLERK

**Active membership as of December 31, 2023: 202**

### **Accessions – Received into active membership**

By letter of transfer	3	
By reaffirmation of faith	10	
By confirmation	3	
By request from inactive status	3	+ 19 total members added

### **The following people were added to Active membership during 2023:**

By letter of transfer: Jerome Brakke, Marilyn Brakke, Marghe Tabar

By affirmation of faith: Ali Akbari, Michael Cain, Norma Evans, Jim Kachel-Slanga, Carol Kachel-Slanga, Judi Petkau, Lorne Petkau, Marty Schirber, Caitlin Van Hefty, Sam Van Hefty

By confirmation: Aura Hormann, Victor Wagener, Truman Wilgocki

By request from inactive status: Bev Pearson, Charlie Swanson, Melissa Swanson

### **The following people were added to Associate membership during 2023:**

Kerry Campbell, Molly Marshall

### **Losses – Removed from Active membership**

By death	0	
By transfer	1	
By request	1	
Moved to Inactive by Diaconate	0	
Moved to Inactive by request	0	- 2 Active members removed

### **Losses – Removed from Inactive membership**

By Diaconate	14	- 14 Inactive members removed
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### **The following people were removed from Active membership during 2023:**

By death: None

By transfer: Rev. Charlene Johnson

By request: Brian Stevenson

To Inactive by Diaconate: None

To Inactive by request: None

### **The following people were removed from Inactive membership by Diaconate during**

**2023:** Jacquie Avery, Adam Avery, Quinn Heutmaker, Sam Heutmaker, Lindsay Jenson, Arnold Kwong, Katherine Kwong, Karen Marsh, Taylor McCloud, Maggie McGough, Brandy McKay, Peter Stucki, Scot Torkelson, Heather Vietz

**Baptisms during 2023:** Lorne Petkau, Ali Akbari

**Weddings and commitment ceremonies during 2023:** Reagan Mock-Nelson & Marty Schirber

**Memorial services / funerals during 2023:** Mari Jenson

Submitted by Jenny Rowe-Johnson, Clerk

## REPORT OF THE TREASURER

**Robust Financial Condition:** St. Anthony Park United Church of Christ finished 2023 in **excellent financial health**, in large measure due to the extraordinary generosity of members and friends. All forms of personal giving – pledges, unpledged gifts, and anonymous plate offerings – exceeded budget expectations. Additionally, a significant one-time financial boost occurred when the church received payment of an Employee Retention Credit (ERC), a fully refundable Federal tax credit available to tax exempt organizations who continued to pay their employees during periods of mandatory COVID-related shutdown. The remainder of the report provides a detailed look at the most important elements of the church’s finances for 2023.

**Unrestricted Net Assets** (The resources the church can use however it chooses): The congregation ended the year with unrestricted net assets of \$120,653. The amount is equal to 4.7 months of operating expenses, more than double the two months of budgeted 2023 expenses which the congregation strives to maintain as a cushion against unexpected financial need. The situation is more nuanced than the simple comparison suggests. The church’s unrestricted net assets comprises monies from three sources: \$19,948 from the unspent portion of the ERC, \$32,900 from the 2021 Payroll Protection Plan loan forgiveness, and the remaining \$67,805 from the church’s ongoing operation. Even when the comparison is limited to the more restrictive \$67,805, the amount still exceeds the required minimum by 30%.

As it has in fifteen of the previous sixteen years, SAPUCC finished 2023 in better shape than anticipated by the annual budget, which the congregation approved last January. For the year, total income from all *normal* sources **exceeded** total *normal* expenses by \$5,809. This year-end [YE] surplus is a very different outcome from the anticipated deficit of \$9,770 in the 2023 budget. Overall, the YE balance of *normal* unrestricted assets is more than **18% greater** than the budgeted endpoint. Both total *normal* expenses and total *normal* income exceeded budget expectations. For the second year in a row, increased utility rates and unforeseen building and equipment repairs contributed to overspending, adding approximately \$6,600 over and above the total of the two categories’ budgeted amounts. The increased costs were more than offset by normal income exceeding the budget by a truly remarkable \$22,160. Two sources accounted for 82% of the unanticipated income: \$8,500 from personal gifts (pledges, unpledged contributions, and anonymous offerings) and \$9,652 from allocation of a modest portion of ERC funds to cover general expenses.

**Employee Retention Credit:** The church applied for and received a one-time payment of an Employee Retention Credit. Since the ERC is not an ongoing source of income, the Church Council appointed a ministry team to recommend how the monies should be used. The team targeted one-time expenditures, recommending spending in three areas: i) church personnel, ii) the wider community in the form of gifts to organizations serving others and support of congregational action promised in its Land Acknowledgement Statement, and iii) a small number of purchases for the congregation. At the end of 2023, \$23,400 had been spent from available funds of \$43,340.

**Temporarily Restricted Assets** (Gifts given or set aside for a particular purpose): The YE balance of these accounts, which include Memorials, is \$28,760. While the balance is down substantially from a year ago, the decrease should not cause any alarm. We expect the balances of the accounts to wax and wane. Unlike pledges, donations occur sporadically. In 2023, we received limited gifts to Loaves and Fishes only. Expenses, too, are irregular. For example, funds from the Sabbatical Leave Fund are used only once every five years. A portion of the assets were spent as follows:

\$ 9,491	from Memorials and related funds,
\$ 4,800	from the Sabbatical Leave Fund,
\$ 1,892	from the Loaves and Fishes Fund,

**The Endowment Fund** (Financial resources where the principal is preserved permanently): The YE balance of the Endowment is \$392,828, which is up \$31,390 from YE 2022. The improvement is driven entirely by the church's investments' recovering from the market downturn in 2022. Despite the excellent result, the Endowment value is still \$4,687 below its all-time high at the end of 2021. Understanding that endowments are managed for consistent, long-term revenue, the church continues to take an annual distribution of 5% of the Endowment value averaged over sixteen trailing quarters, equal to \$16,780 for 2023.

**Memorial Gifts:** Memorial gifts honor members and friends who have passed from this life; the funds are important to enriching the life and work of the congregation. In 2023, St. Anthony Park UCC received no new memorial gifts.

During 2023, existing Memorial gifts helped the congregation to  
enhance worship through guest musicians (\$2,500)  
provide organ maintenance (\$1,785)  
partner with Scout Troop 17 to purchase new folding chairs (\$1,850)  
update and enhance the church's web site (\$ 1,637)  
support youth through intergenerational camp (\$ 760) and the Washington, DC trip (\$ 776).

**Processes and Practices:** In 2023, the church moved from Square to Tithe.ly to maintain an on-line giving option.

**Thank You!** A big thank you to Office Manager Jacob Ristow and the recording team for their great work keeping our financial records accurate and current. I am indebted to the Finance Committee – Jim Snoxell, Howie Tobak, and David Misemer – for their patience and willingness to help out. Finally, thanks to all of you. Because of your generosity, SAPUCC ended the year in great financial shape!

## REPORT OF THE WEBMASTER

Our web site has required only routine maintenance in 2023, and the overall structure has seen only minimal change. That said, the content of pages has, as always, undergone frequent updates. 94 new or revised articles were published throughout the year, a testament to the congregation's commitment to keep both members and other web visitors up to date on what is going on in our community.

We continue to be easy to find in search results, and our increased social media presence has resulted in higher overall visibility – though this is a rather difficult thing to measure with much detail, beyond these numbers:

- ◆ Facebook followers: 329 (up from 317)
- ◆ Instagram followers: 168 (up from 136)
- ◆ YouTube subscribers: 21 (up from 16)

The current web site will be retired in early 2024. A new site, running on a different platform, will provide a very different user experience, more in keeping with modern web design standards and practices. As such, it will be much more able to keep pace with the ever-changing demands of a modern digital presence.

It has been my pleasure and privilege to steward the digital face of the congregation for the past 14 years, since I took over from Gary Clements in 2009. I am grateful to all who have contributed information and suggestions for how the site should look and function, and what information should appear. I am also grateful to Adam Gordon for spearheading the redesign and wish him the best as your new webmaster.

Submitted by Rick Prescott

## REPORT OF THE BOARD OF CHRISTIAN EDUCATION

Members: Gail Engstrom, Bennett Hormann, Elisha Jacobsen (Chair), Gwen Kessler (Council Representative), Phillip Snoxell

We hit the ground running this year with new visitors to church & nursery, a plan with Karen Moe-Cain and her new art projects, a new ping pong table and a return to worm composting. In February held a lock-in for Jr. High & High Schoolers. 6 kids attended and 5 stayed for the night. A second lock in followed in November for 4-8 grades, 6 kids were in attendance. This has been received well and requested again. Liam & Lily Perkel facilitated the first Young Adult (YANKS) OWL Cohort which was also open to the community. They met monthly starting March 11.

Palm Sunday saw the traditional children's procession and waving of palms through the sanctuary followed by Easter with another traditional Easter egg hunt. Our first gardening project was guided by Jacob Ristow and Claire Klein with the planting of seeds, then plants were transplanted and placed in the boulevard with the children taking in active role. Liam led the last 3 confirmation classes while Victoria was on sabbatical.

First ever Toy Swap in May was a great success and brought joy to many. We received \$50 in donations. At the start there were 6 tables of donated toys and at the end there was one table left of toys and games.

We presented a Bible to one 3rd grader this year. June 18th was Graduation Sunday, it included 4 high school grads and 1 Iowa graduate. Truman Wilgocki (10th grade) & Liam went on the trip to Washington, D.C. and met with senators Tina Smith & Amy Klobuchar. Then spoke about their experience as part of the worship service on August 29.

The new OWL cohort is a group of 12! 3 from SAPUCC, 3 from Falcon Heights UCC & 6 from the community. We had 2 SAPUCCers interested in getting trained as OWL facilitators, but the training was canceled due to low enrollment. August 18-20th we had 18 people at the annual camping trip at William O'Brien State Park. Camper Cabins were a new option for our group.

Our 2023-2024 roster of Christian education students, required some rearranging of classes. Currently eliminating the 3,4,5 classroom and combining 4-8 as a Breakfast Club that meets in the kitchen on Sunday mornings.

The Advent Workshop had about 25 attendees, everyone enjoyed soup and continued on with crafts, cookie making and planting plants. Our slam bang finish was the Christmas Pageant, December 17th. 13 children performed a pageant written and directed by Rick Prescott in front of a live captivated audience/congregation.

Submitted by Elisha Jacobsen



## REPORT OF THE ADULT EDUCATION MINISTRY TEAM

Members: Maja Beckstrom, Marilyn Benson, Ted Bowman, Mary Divine Meyers, Lorne Petkau, Annette Spencer, Rev. Victoria Wilgocki

The 2023 Adult Forum began in January with Adam Gordon leading the Welcoming Prayer. The following week Philip Friedman shared his experiences as a volunteer with the DFL in voter registration in Georgia. The ONA Statement Ministry Team led the final Adult Forum of January with a presentation of SAPUCC's revised Open and Affirming Statement.

In February, Siri Pattison and Katie Herman shared their respective wilderness experiences. The next week Matt Wagner of United Church Funds discussed synchronizing money and values. Marilyn Benson and Annette Spencer led a discussion of Richard Rohr videos on contemplative prayer for the final February Forum.

Rachel Niewart of St Catherine's University started off March with a presentation of the university's racial covenant mapping project in the Twin Cities. The next week Kristin Anderson of Augsburg University discussed the history of religious spaces in St Anthony Park. Barb Billington and Carole Smith shared the results of the congregational survey. Ted Bowman led the final Adult Forum of March, discussing the topic of life transitions.

The Lenten series, led by Pastor Victoria, consisted of 4 sessions: Popular/Secular Music That Touches Our Souls, Shared Stories of Community Service, Prophetic Leadership at the Capitol, and a tour of the Hindu Temple in Maple Grove. Unfortunately, the tour of the temple was canceled due to a big snow storm on April 1<sup>st</sup>!

In April, Ken Gowdy presented the resurrection accounts of the gospels. On the Sunday after Easter, Melanie Ohnstad gave a presentation about the mechanics of the church's Reuter organ. Tim Wulling led the following week's Forum with a presentation on climate change and disconnecting our homes from gas. J. Drake Hamilton of Fresh Energy concluded the month with a presentation on a carbon-free future.

In May, we met for an informal discussion with our sabbatical supply pastor, Rev. Glen Herrington-Hall. The next week Mark and Leslie Swiggum provided attendees with information on the proposed Civil Rights Movement Trip scheduled for October, 2023. We closed out May with a feedback and brainstorming session for future Adult Forums.

The Forum resumed in the fall with Victoria leading a discussion on Routines and Rituals. Ann Schrooten, a certified forest therapy guide, introduced us to the practice of forest therapy. Tim Wulling followed the next week with a discussion of climate change vis a vis our church building. October Adult Forums began with Jennifer Wilgocki (Vic's sister) providing information on a new approach to self-care. The following week Pauline Boss discussed the "Myth of Closure" in grieving. Jessica Chapman-Lape from the United Theological Seminary presented information on Womanist Pastoral Care. Marilyn Benson led discussion on the "Seeing White" TED talk by John Biewan. October Adult Forums closed out with a discussion of potential uses for the Employee Retention Credit (ERC) monies.

In November, Angela Woosley provided information on natural/green options at the end of life. Lorne Petkau gave a presentation on Second Harvest Heartland's food rescue program. The next week congregation members who went on the Civil Rights Movement trip gave their reflections on the trip. Sharon Gowdy Wagner closed out November with a Godly Play story to begin the Lenten season. The final Adult Forum of 2023 was new member Ali Akbari sharing his faith journey.

A new Bible study/conversation group was launched in 2023! Beginning in May, Ken Gowdy led a monthly “Exploring the Bible.” This small group studied a variety of topics including: the origins of the Bible, the Bible as a whole, 5 Biblical acts, what it means the kingdom of God means then and now, the temptation of Jesus, and responses to conservative interpretations of the Bible.

Submitted by Annette Spencer

## REPORT OF THE BOARD OF CHURCH GROWTH

Members: Adam Gordon, Deb Heuwinkel, Cris Lien, Charlotte Osborn (Chair), Adam Rowe-Johnson (Council Representative)

SAPUCC Strategic Plan Statement:

*For SAPUCC at this time, we will grow by telling our stories and identifying particular human needs that we are uniquely poised to meet. We will build on our strengths, be inspired by scripture and embody “All Are Welcome.” We will reach out to people yearning for the life-giving experience of an affirming Christian community and increase the size and vitality of our congregation.*

In 2023, the Board of Church Growth organized, promoted, and/or facilitated:

- making connections with repeat visitors with in-person visits and phone calls by Pastor Victoria;
- increasing our exposure and the frequency of posting on Instagram and Facebook;
- a Newbie-Oldie potluck dinner in August, hosted by Cris and Erik Lien at their home;
- the huge job of redesigning the church’s website by Adam Gordon;
- welcoming SAP Preschool School parents and children at the start of the new school year;
- hosting “Parents Afternoon Out” event in December for 3 to 6 year olds from the SAP Cooperative Preschool and our congregation, giving the gift of time to parents;
- designing and selling SAPUCC t-shirts with a Pride logo and our church motto; presence at the annual Gay Pride Festival in Minneapolis;
- subscribing to paid monthly listings in the *Park Bugle*’s “Church Directory” and display ads during the year for special events;
- prioritizing the YANKs (Young Adults No Kids) Affinity Group to build relationships between post-college young adults;
- initial planning for an outdoor square/folk dance to be held September, 2024, as part of a Fall Festival to include the congregation, neighborhood and passersby.

We received 13 New Members during worship on November 19! Two new members requested a “buddy” and were paired with current SAPUCCers.

Submitted by Charlotte Osborn

## REPORT OF THE BOARD OF COMMUNITY LIFE

Members: JoAnn Army, Sue Grove, Jason Mitchell (Council Representative), Charlie Swanson

Community Life had a great year cooking in the kitchen and hosting in-person fellowship events for the church. We whipped up soup for the Annual Meeting, flipped pancakes for the Easter Breakfast, served egg bakes with a bountiful Harvest Brunch, and most importantly kept the coffee cupboard well-stocked for fellowship. We look forward to another fun year of camaraderie and cooking!

Submitted by Jason Mitchell

## REPORT OF THE BOARD OF DEACONS

Members: Leslie Amundson (Council Representative), Wendy Berg (Chair), Mary Easter, Lynne Krehbiel-Breneman, Erik Lien, Penny Truax

The Board of Deacons works with the Pastor to support worship and special events in the sanctuary, as well as providing spiritual support to the congregation. In 2023, Wendy was chair, Leslie represented the Deacons to the Council, and Lynne served as lector coordinator.

Deacons are responsible for many of the mechanics of each service, including communion. We also provide a greeter at the front door each Sunday morning. We are responsible for arranging pulpit supply in the pastor's absence and assisting with leading worship.

Deacons are involved in welcoming new members, supporting baptisms, confirmation and funerals and memorial services. We organize the Greening of the Church prior to Advent, and we coordinate ordering poinsettias for Christmas and spring flowers for Easter. The Board is responsible for the worship budget, including maintenance of our instruments, music supplies, guest musicians, and Zoom operator. We report attendance numbers for all worship services to the Council.

In 2023, for the first time, we gave \$250 in acknowledgement of our use of African American spirituals, which are not copyrighted. The people who composed the music or wrote the texts were never compensated for their work. We selected Walker West, a non-profit music school serving the African American community in St. Paul, as the recipient of these funds for 2023, and we intend to include this in the Deacon's budget annually.

During Pastor Victoria's sabbatical, Rev. Glen Herrington-Hall preached and led worship, with the Deacons providing support to him as our Sabbatical Supply Pastor. Other guest preachers included Revs. Claire Klein, Ted Bowman, Laura Cannata and Vicki Wunsch.

We were blessed by the music ministry of organists Michelle Gehrz and Melanie Ohnstad, John Habermann and the Sanctuary Choir, Mike Smith and the Handbell Choir, and adult and youth musicians from within the congregation who sang or played. We also welcome guest musicians on trumpet, harp, violin, viola and cello. Two ensembles also graced our worship: Sowah Mensah and the Macalester College African Music Ensemble (pictured), and Bella Lumina, a treble choir directed by Michelle Gehrz.



Submitted by Wendy Berg



## REPORT OF THE BOARD OF MISSION AND WITNESS

Members: Karen Moe-Cain, Mike Cain (Council Rep), Bob Kessler (co-chair), Sara Quinn (co-chair)

In 2023 the Board strived to involve SAPUCCers in initiatives ranging from a gift card drive for immigrant families, advocating for MN families, and helping people experiencing food insecurity. Projects included:

**Loaves & Fishes:** SAPUCC provided financial support and volunteers (shoppers, cooks and servers) in March, June (Swanson family) and October to the Loaves & Fishes program run by Catholic Charities.

**Advocating with ISIAH:** In February, several people from SAPUCC attended ISIAH Rally Day at the Capitol. They met with Gov. Walz and other legislative leaders and encouraged them to use some of the surplus to help all Minnesotans through programs and legislation such as MN Care buy in, drivers licenses for all, expanded transit services, and expanded childcare. In March the Board encouraged a “childcare for all” postcard campaign. We also worked closely with ISIAH on use of the budget surplus to support strong investments in education, health care, and reproductive freedom.

**Interfaith Action of Greater St. Paul:** Our involvement included “School Tools” (SAPUCC was one of 28 organizations that contributed \$36,000 worth of school supplies to fill over 400 backpacks) and ongoing food donations to the Department of Indian Work food shelf in Little Canada, Minnesota. The Board will provide information on several IA volunteer opportunities to SAPUCCers in 2024.

**University Area Sanctuary Coalition:** As a sanctuary supporting congregation, SAPUCC has helped the Coalition provide housing and assistance for families from Honduras, Venezuela and Afghanistan through annual contributions. Several SAPUCCers are active in the Coalition’s operations and volunteered their time providing rides for grocery shopping and various events and supporting the families. A gift card drive was held in November and over \$600.00 was received for food and clothing needs. The Board also worked with Daily Work, another small St. Paul non-profit, that teaches immigrants and refugees how to find and apply for jobs to become independent. The Board also hosted two Coalition potlucks in March and November and helped to establish cooperative relations with several other Sanctuary Coalitions in Minneapolis and St. Paul.

### **Compassionate Christmas**

The Board selected three new non-profit organizations for 2023: Bev and Randy’s Community Project in Philadelphia, Mississippi (inspired by the Civil Rights trip to Mississippi and Alabama by 15 members of SAPUCC); Reclaim!, a small non-profit providing mental health care for LGBTQ+ youth in St. Paul; and Dignity Backpacks for people in Minnesota who have been ordered for deportation. We continued our support for the Heifer Project which provides long term solutions to hunger and poverty both in the U.S. and abroad. In total, SAPUCC raised \$560 for Reclaim!, \$190 for Heifer Project, \$330 for Dignity Backpacks, and an impressive \$3,005 for Bev and Randy’s Community Project.

Submitted by Co-Chairs Bob Kessler and Sara Quinn

## **REPORT OF THE BOARD OF STEWARDSHIP**

Members: Ted Bowman (Council Representative), Ken Gowdy and Ralph Pribble

The Board of Stewardship is responsible for providing leadership to the annual stewardship campaign. The theme of the 2023 UCC Stewardship campaign was “Because of You, Our Church Changes Lives.”

On September 24, Pastor Victoria preached a stewardship sermon based on II Corinthians 9:1-8. On October 29, Mary Divine Myers spoke as a “witnessing steward” during worship. Board members made announcements at the start of worship for several Sundays.

We dedicated our pledges on Sunday, November 12, and the board and Pastor Victoria wrote thank you notes to all households who pledged. Board members also made follow-up contact with those people who had pledged in the past but had not yet done so for 2024.

For 2024, SAPUCC has received 87 pledges. This number reflects:

- 7 brand new pledge
- 33 increased pledges
- 15 decreased pledges
- 32 pledges at the same level as the prior year

As always, we are very grateful for the generosity of our congregation!

Submitted by Ted Bowman

## **REPORT OF THE BOARD OF TRUSTEES**

Members: John Blair, Bruce Evans (Chair), Phil Lee, Jim Snoxell (Council Representative), Tim Wulling

2023 was another busy year for the Trustees. The following annual activities were completed:

- Inspection of the elevator, fire alarm system, fire extinguishers, kitchen hood and boiler
- Kitchen Hood Cleaning
- Cleaning and waxing of the downstairs kitchen and dining room floors
- Cleaning of the rain gutters

Service is no longer available for our copy machine in the church office, so we signed a five-year lease for a new copier. The monthly cost will be nearly identical to what we were paying.

The Trustees approved applying to the U.S. Government for an Employee Retention Credit. The cost of applying for this credit was to be subtracted from the funds received. The Church Council appointed a Ministry Team to determine how these funds would be utilized.

Trustees did the following:

- Improved the water flow to the drains on the east side of the church.
- Trimmed the fruit tree in the front yard that was damaged by ice storm
- Installed CO detectors
- Raked leaves and cleaned window wells

A few shingles blew off the church roof. The roof was repaired by Kauffman Roofing. They inspected the roof and said that it is good condition. Hopefully shingles will not have to be replaced for 10 years or more.

We hired Rainbow Landscaping to trim low hanging branches on the basswood. Front cedars and a neighbor's tree that were touching the sanctuary roof were also trimmed. Dan Larson is designing a handrail for the steps on the rose window side of the church. Jim Snoxell will assist with the installation.

AmTrust Insurance Company insisted that we install an automatic fire suppression system for the gas range in the downstairs kitchen. This required installing sprinklers and fire detection sensors in the range hood, and installing plumbing to deliver a chemical fire suppressant. In addition, the gas line plumbing had to be modified so the system could shut off gas to the range. The cost of plumbing, electrical work and the suppression system was over \$7,000. After doing all this work, AmTrust Insurance Company cancelled our insurance (non-renewal) using the excuse that our building was too old. Victoria worked with the Trustees to find a new insurer.

The Trustees are generating a list of possible projects for a capital campaign. Updated quotes for these projects are currently being requested. The Church Council would need to appoint a Ministry Team for this activity. Jim Snoxell and Bruce Evans have volunteered to help with this campaign.

Thanks to all the Trustees and to Office Manager Jacob Ristow for their support of the Board's activities.

Submitted by Bruce Evans

## **REPORT OF SCOUTS BSA TROOP 17**

At the end of 2023, BSA Troop 17 consisted of 20 scouts and 16 adult leaders. Troop membership numbers continue to pick up positively from recent years.

This was a year of significant leadership change for the Troop. Scoutmaster Mike Smith stepped down after five years of leading the scouts and assumed an Assistant Scoutmaster position. We are very thankful for Mike's dedication and commitment that he provided in service to Troop 17 and each individual scout, and are grateful that he remains an active leader for the Troop. Mike is succeeded by new Scoutmaster Chris Jacobsen. Chris transitioned out of his role as Troop Committee Chair and is succeeded in that role by Alex Bollman. In September, Phil Lee became our new Charter Organization Representative from Saint Anthony Park United Church of Christ.

The Troop camped during nine months of 2023! These campouts included a Snow Base outing at Tomahawk Scout Reservation in January, a winter campout in February, and three spring camping trips. We attended the weeklong summer camp at Tomahawk Scout Reservation, and a high adventure biking trip in northern Minnesota and Wisconsin in August. Fall camping included our September fall camporee, and the annual wreath bough cut outing in October.

The troop provided tables and chairs for the annual Saint Anthony Park Arts Fest and staffed a climbing tower that we assembled and allowed community youth to ascend (and also learn about Scouts BSA). We were pleased to be included in WCCO's television coverage of the Arts Fest that evening! The Troop marched in the annual neighborhood Fourth of July parade, and provided that same climbing tower for youth to enjoy the view at Langford Park. We also built our traditional swing bridge for that event, although our testing after a very large morning thunderstorm showed that the bridge was unstable and not suitable for crossing.

The Troop had a very successful fundraiser making and selling wreaths this autumn. We started this endeavor with a bough-cut trip in October, although very cold temperatures curtailed the overnight campout portion of that event. The Scouts contributed plenty of work to the wreath production, crafting the wreaths and decorating them with berries, pinecones, and bows.

Assistant Scoutmasters Mike Smith and Mark Hansen both contributed significant work and leadership in the wreath fundraiser, and we thank them for their efforts! Scouts sold wreaths door-to-door and with a sales rack at Speedy Market. The scouts earn camp credits by selling wreaths and have the ability to completely cover their costs for camping for the year.

The Troop once again supplied neighborhood churches with greens and trees for the Christmas season. We participated in the SAP UCC annual Holiday Bazaar and donated a portion of the wreath sales back to the church.

Three scouts achieved Eagle Scout, the highest rank in Scouts BSA, in 2023. The scouts earning Eagle rank were Alexander Jacobsen, Torte Torstenson, and Hero Czarnik. The total number of Troop 17 Eagle Scouts now stands at 118. We thank St. Anthony Park United Church of Christ for our continuing partnership in Scouting.

Submitted by Alex Bollman, Troop Committee Chair, Troop 17, Scouts BSA

### **REPORTS OF THE IN-COVENANT MEMBERS**

*These reports to the Congregation and the Board of Deacons are part of Jocelyn and Marilyn's covenants with St. Anthony Park United Church of Christ and the Minnesota Conference UCC.*

It has been a very full year for me, personally and professionally. The hospital is as busy as ever, and there is no shortage of work to do. I just passed my 9-year anniversary as the Spiritual Health Program Coordinator/Chaplain at CentraCare, which I can hardly believe, and continue to have a strong sense of calling to serve in that role. I have many ideas of ways I would like to expand my ministry in the year or two ahead. As I discern what those possibilities might look like, I trust God will guide me to the ways I can grow professionally and continue to best serve in that community. It has been wonderful to see more staff return to working on site as I so appreciate the face-to-face connections and support. For personal support I see my spiritual director regularly and attend a peer group monthly. I look forward to exploring several opportunities to engage with SAPUCC in 2024.

Submitted by Rev. Jocelyn Bakkemo

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I continue my Spiritual Direction Ministry, meeting with eight persons monthly. I meet with them in-person or by telephone or Zoom. I also meet once a month in-person with my peer supervision group for three hours. Each peer group meeting includes prayer, case studies, and professional development. Our group went a day retreat in May and an over night retreat at the Benedictine Center in September this past year.

I am active at our church, singing in the choir and serving on the adult education ministry team. I led two Faith Forums this past year: One co-led with Annette Spencer, focusing on Richard Rohr and the other facilitating a response to John Biewen's TED Talk called "Seeing White." In late 2022, I joined two others to plan the annual women's retreat for spring 2023. The retreat, with a focus on the Enneagram, was held at our church March 3-4, 2023. I am currently working with two others to invite a new group of women to organize the 2024 retreat.

Submitted by Rev. Marilyn Benson

**St. Anthony Park United Church of Christ**  
**Comparative Balance Sheet**

	December 31, 2023					
	2023	2022	2021	2020	2019	2018
<b>Assets</b>						
Total Cash in Bank	\$ 72,924	\$ 81,801	\$ 69,916	\$ 92,428	\$ 76,849	\$ 152,794
Operational/Diaconate Checking	\$ 72,924	\$ 81,801	\$ 69,916	\$ 80,163	\$ 47,497	\$ 50,524
2nd Century Fund	-	-	-	12,265	29,352	102,270
Invested Funds						
Money Market & Govt. Securities	\$ 106,541	\$ 79,270	\$ 72,838	\$ 408	\$ 4,935	0
Equity Investments	\$ 239,334	\$ 212,393	\$ 254,800	\$ 371,577	\$ 223,977	\$ 194,616
Fixed Income Investments	\$ 128,911	\$ 135,644	\$ 160,141	\$ 76,877	\$ 186,859	\$ 143,901
Total Invested Funds	\$ 474,786	\$ 427,306	\$ 487,779	\$ 448,863	\$ 415,771	\$ 338,516
<b>Total Assets</b>	<b>\$ 547,710</b>	<b>\$ 509,107</b>	<b>\$ 557,696</b>	<b>\$ 541,291</b>	<b>\$ 492,620</b>	<b>\$ 491,311</b>
<b>Total Liabilities</b>						
<b>Total Liabilities</b>	<b>\$ 5,469</b>	<b>\$ 10,737</b>	<b>\$ 10,281</b>	<b>\$ 44,776</b>	<b>\$ 13,156</b>	<b>\$ 13,528</b>
<b>Equity</b>						
Unrestricted Funds	\$ 120,653	\$ 94,897	\$ 107,071	\$ 62,741	\$ 61,801	\$ 58,587
Temporarily Restricted Funds	\$ 28,760	\$ 41,975	\$ 42,828	\$ 62,196	\$ 80,017	\$ 159,456
2nd Century (Capital) Fund	-	-	-	12,265	29,352	103,520
All Other Funds	\$ 28,760	\$ 41,975	\$ 42,828	\$ 49,932	\$ 50,665	\$ 55,935
Endowment (Perm. Restricted Funds)	\$ 392,828	\$ 361,498	\$ 397,515	\$ 371,577	\$ 337,646	\$ 259,740
<b>Total Equity</b>	<b>\$ 542,242</b>	<b>\$ 498,370</b>	<b>\$ 547,415</b>	<b>\$ 496,515</b>	<b>\$ 479,464</b>	<b>\$ 477,782</b>
<b>Total Liabilities and Equity</b>						
<b>Total Liabilities and Equity</b>	<b>\$ 547,710</b>	<b>\$ 509,107</b>	<b>\$ 557,696</b>	<b>\$ 541,291</b>	<b>\$ 492,620</b>	<b>\$ 491,311</b>

**St. Anthony Park United Church of Christ  
Income and Expense Comparisons**

**December 31, 2023**

	2023	2022	2021	2020	2019	2018
<b>INCOME</b>						
Pledges	\$ 237,988	\$ 233,693	\$ 216,293	\$ 218,772	\$ 204,165	\$ 204,147
Anonymous Cash/Plate Collections	\$ 4,456	\$ 2,791	\$ 1,626	\$ 681	\$ 4,168	\$ 4,324
Unpledged/General Contributions	\$ 25,702	\$ 29,747	\$ 24,696	\$ 15,479	\$ 24,817	\$ 14,971
Building Use	\$ 5,277	\$ 5,945	\$ 4,595	\$ 3,870	\$ 6,399	\$ 6,631
Endowment Draw	\$ 16,780	\$ 15,990	\$ 14,732	\$ 14,010	\$ 14,664	\$ 14,231
Net Proceeds from Fund Raisers	\$ 3,993	\$ 3,133	\$ 1,881	\$ 510	\$ 5,828	\$ 1,386
Expected Use from Reserves	\$ 13,576	\$ 5,757	\$ 9,080	\$ 8,252	\$ 11,019	\$ 15,756
Unexpected Use of Reserves	\$ 2,607	\$ 2,000	\$ 1,263	\$ 14,000	\$ -	\$ 2,459
Interest/Capital gain Income	\$ 1,734	\$ (2,236)	\$ 679	\$ 266	\$ 162	\$ (763)
Miscellaneous Income	\$ 10,961	\$ 195	\$ 33,855	\$ 3,936	\$ 1,488	\$ 1,094
<b>TOTAL INCOME</b>	<b>\$ 323,072</b>	<b>\$ 297,015</b>	<b>\$ 308,700</b>	<b>\$ 279,776</b>	<b>\$ 272,710</b>	<b>\$ 264,237</b>
<b>EXPENSE</b>						
Mission&Witness/Outreach	\$ 18,242	\$ 18,329	\$ 17,911	\$ 16,369	\$ 15,788	\$ 15,579
Christian Education	\$ 5,029	\$ 5,689	\$ 2,092	\$ 3,337	\$ 3,673	\$ 3,654
Ministerial	\$ 112,476	\$ 108,624	\$ 104,119	\$ 101,640	\$ 99,873	\$ 97,808
Personnel	\$ 89,176	\$ 87,474	\$ 78,103	\$ 81,741	\$ 88,599	\$ 90,256
Diaconate & Music	\$ 13,685	\$ 7,048	\$ 5,188	\$ 4,287	\$ 6,078	\$ 9,775
Administrative	\$ 20,861	\$ 18,438	\$ 14,980	\$ 10,473	\$ 9,533	\$ 9,301
Building & Grounds	\$ 53,201	\$ 58,603	\$ 37,124	\$ 54,176	\$ 41,397	\$ 40,965
Church Growth & Stewardship	\$ 681	\$ 1,245	\$ 1,631	\$ 1,210	\$ 1,562	\$ 782
Community Life	\$ 1,031	\$ 1,074	\$ 249	\$ 403	\$ 668	\$ 974
Council Expense/Association Dues	\$ 2,882	\$ 2,627	\$ 2,971	\$ 5,199	\$ 2,326	\$ 2,599
<b>TOTAL EXPENSE</b>	<b>\$ 317,264</b>	<b>\$ 309,151</b>	<b>\$ 264,370</b>	<b>\$ 278,836</b>	<b>\$ 269,497</b>	<b>\$ 271,692</b>
<b>NET INCOME/(EXPENSE)</b>	<b>\$ 5,809</b>	<b>\$ (12,136)</b>	<b>\$ 44,330</b>	<b>\$ 940</b>	<b>\$ 3,214</b>	<b>\$ (7,455)</b>
<b>ERC SUPPLEMENTAL BUDGET</b>						
ERC Net Income	\$ 43,340					
ERC Expenditures	\$ 23,392					
<b>NET ERC INCOME/(EXPENSE)</b>	<b>\$ 19,948</b>					

**2024 PROPOSED BUDGET**

Anonymous Plate Contributions	2022- YE Actual	2023 Budget	2023 YE Actual	Proposed 2024 Budget	Change over 2023 budget	Temp Restricted Funds (TRF)	Percent of Budget	Notes
<b>TOTAL INCOME</b>								
Pledge Income	\$ 297,015	\$ 300,916	\$ 343,020	\$ 303,080	\$ 2,164		78%	.72% increase over 2023 budget
Unpledged Contributions	\$ 233,693	\$ 237,647	\$ 237,988	\$ 236,413	\$ (1,234)		7%	87 pledges; loss of \$1,234 (82 pledges in 2023)
Anonymous Plate Contributions	\$ 29,747	\$ 20,000	\$ 25,702	\$ 20,000	\$ -		1%	
Miscellaneous Charitable Income	\$ 2,791	\$ 2,000	\$ 4,456	\$ 3,000	\$ 1,000			Donor Fund monies received in 2023
Building Use	\$ 5,945	\$ 5,100	\$ 5,277	\$ 5,100	\$ -		2%	
Fundraiser Proceeds	\$ 3,133	\$ 3,500	\$ 3,993	\$ 3,500	\$ -		1%	MTP raffle tickets, Holiday Bazaar
Participation Fees	\$ 195	\$ -	\$ 1,100	\$ 400	\$ 400		0%	Camping fees
Investment Income/(Loss)	\$ (2,236)	\$ 650	\$ 1,734	\$ 1,000	\$ 350		0%	
Miscellaneous Income	\$ -	\$ -	\$ 5,152	\$ 11,800	\$ 11,800		4%	\$10,300 Matching Grant; \$1,500 - Re-imagination Grant MN Conf
Extraordinary Income	\$ -	\$ -	\$ 24,449	\$ -	\$ -		0%	
Endowment Earnings	\$ 15,990	\$ 16,780	\$ 16,780	\$ 17,841	\$ 1,061		6%	5% of the average of 16 trailing quarter values
Release of Temporarily Restricted Funds	\$ 7,757	\$ 15,239	\$ 16,183	\$ 4,026	\$ (11,213)	\$ 4,026	1%	Includes Loaves & Fishes, Memorials, & Board Designated Funds
<b>TOTAL EXPENSES</b>								
Ministerial Salary, Benefits & Allowances	\$ 309,150	\$ 310,706	\$ 317,302	\$ 313,588	\$ 2,882			.93% increase over 2023 budget
Staff Salaries and Allowances	\$ 108,624	\$ 110,843	\$ 112,476	\$ 112,004	\$ 1,161		35%	Percent calculated on salary, housing allowance and benefits
Administration	\$ 87,474	\$ 92,778	\$ 89,201	\$ 93,875	\$ 1,097	\$ -	29%	Percent calculated on salary; TRF Source: Youth Activities Fund
Building and Grounds	\$ 18,438	\$ 17,150	\$ 20,861	\$ 13,275	\$ (3,875)	\$ 500	4%	TRF source: Undesignated Funds
Council Expenses	\$ 58,603	\$ 45,675	\$ 53,214	\$ 54,214	\$ 8,539	\$ -	17%	
Mission and Witness	\$ 2,627	\$ 3,010	\$ 2,882	\$ 3,120	\$ 110	\$ -	1%	
Christian Education	\$ 18,329	\$ 18,250	\$ 18,242	\$ 18,650	\$ 400	\$ 1,800	6%	TRF Source: Loaves & Fishes
Diaconate and Music	\$ 5,689	\$ 4,500	\$ 5,029	\$ 5,900	\$ 1,400	\$ 1,726	2%	TRF: \$326 Youth Activities; \$500 Green Lecture; \$900 Faith Formati
Church Growth	\$ 7,048	\$ 15,400	\$ 13,685	\$ 8,500	\$ (6,900)	\$ -	3%	
Stewardship	\$ 1,195	\$ 1,750	\$ 631	\$ 2,700	\$ 950	\$ -	1%	
Community Life	\$ 50	\$ 50	\$ 50	\$ 50	\$ -	\$ -	0%	
Community Life	\$ 1,074	\$ 1,300	\$ 1,031	\$ 1,300	\$ -	\$ -	0%	
Unrestricted Assets beginning of year	\$ 107,071	\$ 94,936	\$ 94,936	\$ 100,705	\$ 5,769			
Change in Normalized Unrestricted Assets	\$ (12,135)	\$ (9,790)	\$ 5,769	\$ (10,508)	\$ (718)			
Normalized Unrestricted Assets end of year	\$ 94,936	\$ 85,146	\$ 100,705	\$ 90,197	\$ 5,051			
Cushion (2X monthly expense)	\$ 49,165	\$ 51,784	\$ 51,784	\$ 52,265	\$ 480			
(Shortfall)/Spendable Surplus	\$ 45,771	\$ 33,362	\$ 48,921	\$ 37,932	\$ -			

**2024 Personnel (Salaries and Benefits) Budget**

		2022 YE Actual	2023 Budget	2023 YTD Actual	2024 Proposed Annual Budget	Actual Increase after Rounding up to whole dollars per pay period	2024 Use of TRF
Anonymous Plate Contributions							
<b>Total</b>		\$ 196,098	\$ 203,621	\$ 201,677	\$ 205,879		
Pastor Compensation & Expense		\$ 108,624	\$ 110,843	\$ 112,476	\$ 112,004		
			\$ 67,355	\$ 67,354	\$ 67,465	0.16%	
Salary	5061-001	\$ 30,956	\$ 32,202	\$ 32,202	\$ 32,304		
Housing Allowance	5062-002	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000		
<b>BENEFITS</b>		\$ 46,136	\$ 46,441	\$ 46,584	\$ 48,000		
Annuity	5063-003	\$ 8,551	\$ 8,708	\$ 8,723	\$ 8,723		
Medical	5064-004	\$ 31,612	\$ 31,647	\$ 31,775	\$ 33,182		
Medical Insurance		\$ 26,571	\$ 28,297	\$ 29,262	\$ 29,832		
Health Savings Account		\$ 2,950	\$ 3,350	\$ 2,513	\$ 3,350		
Pastor's Disability	5065	\$ 916	\$ 933	\$ 935	\$ 935		
FICA Offset	5066	\$ 5,056	\$ 5,153	\$ 5,152	\$ 5,161		
<b>EXPENSE ALLOWANCES</b>		\$ 1,532	\$ 2,200	\$ 3,689	\$ 1,700		
Professional Expenses	5067	\$ 610	\$ 1,200	\$ 727	\$ 700		
Mileage/Travel Expense	5068	\$ 342	\$ 300	\$ 297	\$ 300		
Continuing Education	5070	\$ 581	\$ 700	\$ 2,665	\$ 700	cont. ed 2023 incl. trip to Deep S	
<b>Other Staff Salary and Allowances</b>		\$ 87,474	\$ 92,778	\$ 89,201	\$ 93,875		\$ -



<b>Music Staff</b>			\$ 29,448	\$ 30,698	\$ 27,973	\$ 31,104	
	Organist Salary		\$ -		\$ -		
	Contract Organist Payments	5082	\$ 13,725	\$ 14,830	\$ 12,205	\$ 15,060	
	Organist Continuing Education	5084-002	\$ 181	\$ -	\$ -		
	Choir Director	5081-003	\$ 15,442	\$ 15,768	\$ 15,768	\$ 15,944	1.12%
	Choir Director Continuing Education	5084-003	\$ 100	\$ 100	\$ -	\$ 100	
	<b>Director of CYF Ministries</b>		\$ 24,553	\$ 26,632	\$ 26,424	\$ 26,926	
	Salary	5091-001	\$ 24,330	\$ 25,482	\$ 25,482	\$ 25,826	1.35%
	Other					\$ -	
	Mileage	5093	\$ 139	\$ 200	\$ 218	\$ 250	
	Continuing Education	5094	\$ -	\$ 100	\$ 100	\$ 350	
	Professional Expenses	5095	\$ 85	\$ 850	\$ 624	\$ 500	
	<b>Office Manager</b>					\$ 19,950	
	Salary	5155	\$ 19,282	\$ 19,718	\$ 19,718	\$ 19,950	1.18%
	Other						
	<b>Bookkeeper</b>		\$ -	\$ -	\$ -	\$ -	
	Salary						
	<b>Custodian</b>						
	Salary	5086	\$ 7,117	\$ 7,260	\$ 7,260	\$ 7,360	1.38%
	<b>Fica &amp; Medicare</b>						
		5305	\$ 5,079	\$ 5,220	\$ 5,258	\$ 5,285	
	<b>Childcare</b>						
	Sunday Event	5192	\$ 1,660	\$ 2,400	\$ 1,965	\$ 2,400	
		5195	\$ -	\$ 100	\$ 40	\$ 100	
	<b>Instant Recognition</b>	5270-005	\$ 217	\$ 500	\$ 500	\$ 500	
	<b>Other Expenses</b>						
	Advertising/Search	5931	\$ 86	\$ 150	\$ -	\$ 150	
	Background Checks	5932	\$ 32	\$ 50	\$ 63	\$ 100	
	Miscellaneous Personnel	5933	\$ -	\$ 50	\$ -	\$ -	

**2024 Administration Budget**

Anonymous Plate Contributions		2022 YE Actual	2023 Budget	2023 YTD Actual	2024 Budget	2024 Use of TRF	Notes
<b>ADMINISTRATION</b>							
Broker/Bank charges/Payroll service	5420	\$ 3,230	\$ 2,900	\$ 2,417	\$ 2,300		
Office supplies/postage/bulletins	5430	\$ 7,028	\$ 6,000	\$ 7,627	\$ 6,000		
Nursery supplies	5450	\$ -	\$ 50	\$ 33	\$ 50		
Telephone/Internet	5517	\$ 1,967	\$ 2,000	\$ 1,806	\$ 2,000		
Web development & maintenance	5526	\$ -	\$ 2,500	\$ 1,637	\$ 775	\$ 500	2023 & 2024 include website re-design. TRF: Undesignated memorial fd.
Furniture/equipment	5530	\$ -	\$ 100	\$ 1,998	\$ 400		
Computer Hardware & Software	5572	\$ 3,181	\$ 2,600	\$ 408	\$ 1,000		
Computer Technical Support	5574	\$ 531	\$ 1,000	\$ 434	\$ 750		includes annual fees: PowerChurch \$280; MailChimp \$156
Financial Review Costs	5470	\$ 2,500	\$ -	\$ 4,500	\$ -		

2024 Building and Grounds Budget

Anonymous Plate Contributions	2022 YE Actual	2023 Budget	2023 YTD Actual	2024 Budget	2024 Use of TRF	Notes
<b>BUILDING AND GROUNDS</b>						
<b>UTILITIES</b>						
Electricity	\$ 58,603	\$ 45,675	\$ 53,214	\$ 54,214	\$ -	
Gas	\$ 18,303	\$ 17,700	\$ 18,913	\$ 19,300	\$ -	
Water	\$ 6,652	\$ 6,000	\$ 8,032	\$ 7,500		
Waste	\$ 9,121	\$ 9,000	\$ 8,233	\$ 9,000		
	\$ 1,040	\$ 1,100	\$ 1,035	\$ 1,100		
	\$ 1,490	\$ 1,600	\$ 1,612	\$ 1,700		
<b>BUILDING MAINTENANCE</b>						
	\$ 29,573	\$ 14,600	\$ 20,304	\$ 16,300		
Janitorial & Cleaning Supplies	\$ 710	\$ 800	\$ 932	\$ 800		
Building Repairs	\$ 11,256	\$ 6,000	\$ 8,008	\$ 5,500		
Maintenance Contracts	\$ 8,011	\$ 4,800	\$ 7,206	\$ 5,500		Snow removal, pest control, fire alarm, boiler, elevator
Equipment Repairs	\$ 9,315	\$ 3,000	\$ 4,159	\$ 4,500		
<b>INSURANCE</b>						
	\$ 8,936	\$ 12,375	\$ 12,513	\$ 16,835	\$ -	
Building Insurance	\$ 7,610	\$ 11,087	\$ 11,195	\$ 15,635		new insurance - UCC Insurance Board
Worker's Compensation	\$ 1,326	\$ 1,288	\$ 1,318	\$ 1,200		new insurance - Travelers
<b>GOVERNMENT ASSESSMENTS and FEES</b>						
	\$ 1,790	\$ 1,000	\$ 1,484	\$ 1,779		
Saint Paul City Assessments	\$ 489	\$ 750	\$ 506	\$ 750		
Ramsey County Assessments	\$ 829	\$ -	\$ 797	\$ 829		
Licenses and Fees	\$ 473	\$ 250	\$ 181	\$ 200		

Funds Available for this use in 2024

\$ 200 Memorials - Facilities

Funds Shared Among All Programs

\$ 14,965 Memorials - Greatest Need

2024 Mission and Witness Budget							
Anonymous Plate Contributions		2022 YE Actual	2023 Budget	2023 YTD Actual	2024 Budget	2024 Use of TRFs	Notes
		\$ 18,329	\$ 18,250	\$ 18,242	\$ 18,650	\$ 1,800	
		\$ 11,000	\$ 11,000	\$ 11,000	\$ 11,250		
<b>OCWM Support</b>	6011						
<b>SPECIFIC DONATIONS</b>		\$ 7,329	\$ 7,250	\$ 7,242	\$ 7,400	\$ 1,800	
United Theological Seminary	6012	\$ 750	\$ 750	\$ 750	\$ 800		
Interfaith Action	6014	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000		
Joint Religious Legislative Coalition	6015	\$ 300	\$ 100	\$ 100	\$ 200		
Loaves and Fishes	6018	\$ 1,779	\$ 1,900	\$ 1,892	\$ 1,800	\$ 1,800	L and F Fund
Discretionary Giving	6029	\$ 1,200	\$ 1,200	\$ 1,200	\$ 1,200		
UCC GLBT Concerns	6021	\$ 100	\$ 150	\$ 150	\$ 200		
SAP Area Seniors	6025	\$ 200	\$ 150	\$ 150	\$ 200		

Funds available for Mission and Witness in 2024

\$ 3,279 Memorials - Justice, Peace, and Mercy  
 \$ 1,938 Loaves and Fishes

Funds shared among all programs

\$14,965 Memorials - Greatest Need

2024 Christian Education Budget							
Anonymous Plate Contributions		2022 YE Actual	2023 Budget	2023 YTD Actual	2024 Budget	2024 Use of TRF	Notes
<b>Christian Education (Faith Formation)</b>		\$ 5,689	\$ 4,500	\$ 5,029	\$ 5,900	\$ 1,726	
General Expenses	6110	\$ 712	\$ 1,000	\$ 802	\$ 1,100		
Training and Leadership	6112	\$ 500	\$ 500	\$ 250	\$ 700		
Youth Programs	6120	\$ 322	\$ 600	\$ 572	\$ 650	\$ 326	Youth Activities fund
Intergenerational Events	6125	\$ 494	\$ 600	\$ 1,429	\$ 1,200	\$ 600	includes camping trip; Faith Formation fund
Adult Education	6130	\$ 450	\$ 800	\$ 372	\$ 500	\$ 500	Patrick Green Lecture fund
Confirmation Class	6140	\$ 83	\$ 100	\$ 42	\$ 50		
OWL	6150	\$ 1,128	\$ 400	\$ 987	\$ 1,200	\$ 300	includes \$850 for paying OWL facilitator; Faith Formation fund
CE Events/Projects/Trips	6160	\$ 2,000	\$ 500	\$ 575	\$ 500		In 2022: \$2000 to "Settled" tiny house project In 2023: Washington D.C. trip, partial support for one student. TRF -\$500 from Youth Activities; Faith Formation

Funds available for Christian Education in 2024

\$ 326 Youth Activities  
 \$ 3,907 Faith Formation  
 \$ 1,517 Patrick Green Lecture Fund

Funds shared among all programs

\$ 14,965 Greatest Need

**2024 Diaconate Budget**

Anonymous Plate Contributions		2022 YE Actual	2023 Budget	2023 YTD Actual	2024 Budget	2024 Use of TRF	Notes
<b>DIACONATE</b>							
<b>WORSHIP EXPENSES</b>							
Sanctuary Supplies	6211	\$ 362	\$ 500	\$ 393	\$ 400		
Pulpit Supply	6215	\$ -	\$ 500	\$ 550	\$ 500		2 at \$250
Zoom Operator	6212	\$ 800	\$ 1,100	\$ 725	\$ 800		32 services at \$25
Sabbatical Leave Fund	6219	\$ 1,200	\$ -	\$ 1,200	\$ 1,200		
Sabbatical coverage	6216-111	\$ -	\$ 6,000	\$ 4,800	\$ -		Please do not budget into this line for 2024. It is used when we pay
<b>MUSIC EXPENSES</b>							
Substitute Organist	6221	\$ 225	\$ 450	\$ 1,005	\$ 450		2 at \$225
Guest Musicians	6222	\$ 2,300	\$ 2,500	\$ 2,500	\$ 2,500		
Copyright Fee	6223	\$ 277	\$ 300	\$ 290	\$ 300		
Music Supplies	6224	\$ 550	\$ 850	\$ 437	\$ 850		2023, 2024 includes \$250 for acknowledgement of our use of music with African-American roots
Instrument Maintenance	6225	\$ 1,334	\$ 3,200	\$ 1,785	\$ 1,500		

Funds available for Worship & Music in 2024

\$ 1 Memorials - Music and Worship

Funds shared among all programs

\$ 14,965 Memorials - Greatest Need

**2023 Stewardship, Church Growth, and Council Budgets**

Anonymous Plate Contributions		2022 YE Actual	2023 Budget	2023 YTD Actual	2024 Budget	2024 Use of TRF	Notes
<b>CHURCH GROWTH</b>							
Advertising	6310	\$ 1,195	\$ 1,750	\$ 631	\$ 2,700	\$ -	
Prospective & New Members/Commun	6314	\$ 242	\$ 500	\$ 54	\$ 1,700	\$ -	Fall Dance & Festival. The \$1,500 grant from the MN Conf. UCC will off-set this expense
<b>STEWARDSHIP</b>							
Annual Campaign	6410	\$ 50	\$ 50	\$ 50	\$ 50	\$ 50	
Miscellaneous		\$ -	\$ -	\$ -	\$ -	\$ -	
<b>COUNCIL EXPENSES</b>							
Conference Dues	5941	\$ 1,810	\$ 1,860	\$ 1,860	\$ 2,020	\$ -	202 members at \$10
Delegate Expenses	5942	\$ 399	\$ 400	\$ 200	\$ 300		
Moderator's Fund	5943	\$ 190	\$ 200	\$ 154	\$ 200		
Ministry Teams	5944	\$ 228	\$ 500	\$ 557	\$ 500		Bazaar expenses
Leadership	6461	\$ -	\$ 50	\$ 112	\$ 100		

Funds available for purpose in 2024

Funds shared among all programs

\$ 14,965 Memorials - Greatest Need

**2024 Community Life Budget**

Anonymous Plate Contributions		2022 YE Actual	2023 Budget	2023 YTD Actual	2024 Budget	2024 Use of TRF	Notes
<b>Community Life</b>		\$ 1,074	\$ 1,300	\$ 1,031	\$ 1,300	\$ -	
Kitchen Supplies	6451	\$ 181	\$ 100	\$ 293	\$ 100		
Fellowship and Hospitality	6452	\$ 592	\$ 1,200	\$ 738	\$ 1,200		Includes young adult/YANKs group
Young Adult Group	6457	\$ 234	\$ -	\$ -			
Miscellaneous - C Life	6454	\$ 67	\$ -	\$ -			

Funds available for Community Life in 2024

\$ 152 Memorials - Community and Caring

Funds shared among all programs

\$14,965 Memorials - Greatest Need



## 2024 SLATE OF LEADERSHIP

**+ = Membership required**

**\* = Council Representative**

Moderator+	Mike Smith	
Moderator-Elect+	Glenn Poser	
Clerk+	Jenny Rowe-Johnson	year 3
Treasurer+	John Blair	year 1
Members-At-Large+	Ali Akbari	year 1
	_____	year 1
Christian Education+	Elisha Jacobsen*	year 4
	Gail Engstrom	year 2
	Phillip Snoxell	year 2
	Jessica Hormann	year 1
	Aura Hormann	year 1
Church Growth	Deb Heuwinkel*	year 4
	Adam Rowe-Johnson	year 2
	Lena Oyanagi, Chair	year 1
	Travis Michaels	year 1
	Emma North	year 1
Community Life	Charlie Swanson*	year 4
	Jason Mitchell	year 3
	Sue Grove	year 3
	JoAnn Arny	year 3
	Marghe Tabar	year 1
Deacons+	Lynne Krehbiel-Breneman	year 4
	Wendy Berg, Chair	year 3
	Penny Truax	year 3
	Leslie Amundson*	year 2
	Erik Lien	year 2
	_____	year 1
Mission & Witness	Bob Kessler, Chair	year 3
	Mike Cain*	year 2
	Karen Moe-Cain	year 2
	John Buschette	year 1
	_____	year 1

Stewardship      Ted Bowman      year 2  
Ralph Pribble      year 2  
David Leitzke\*      year 1

Trustees+      Phil Lee      year 3  
Tim Wulling, Chair      year 2  
Don Breneman      year 1  
Cassie Iverson\*      year 1  
Scott Radtke      year 1

Personnel Committee+      *Members of Personnel serve a three-year term*  
Beth Magistad      year 2  
Betsy Radtke      year 1  
Ellen Freeman      year 1

Leadership Committee+  
Geena Mitchell      (Past Moderator)  
Mike Smith      (Moderator)  
Glenn Poser      (Moderator-Elect)  
\_\_\_\_\_      (Member-at-Large)

Finance Committee+  
*John Blair*      *Treasurer*  
Phil Lee      Trustee  
Howie Tobak      Member-At-Large, year 2 (of 4)  
David Misemer      Member-At-Large, year 2 (of 4)

Women's Fellowship

Rep. to Interfaith Action of Greater St. Paul  
Pam Barnard

Delegates to MN Conference UCC Annual Meeting, **Fri-Sat, June 7-8, 2024**

Delegate:      Mike Smith  
Delegate:      Craig Freeman  
Youth delegate:      Liam Magistad

*Anyone age 13 to 29 may serve as a youth delegate.*