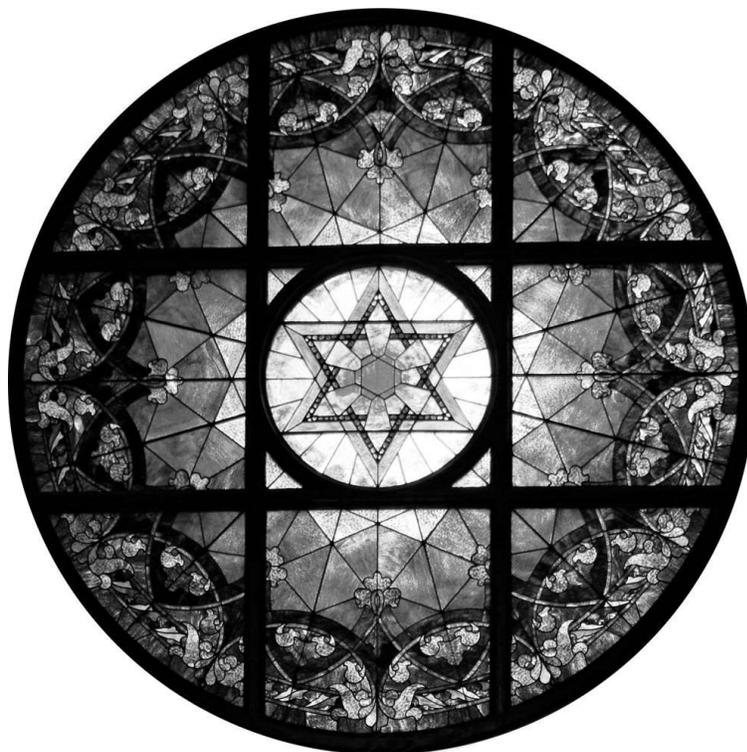


# ST. ANTHONY PARK UNITED CHURCH OF CHRIST



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[www.sapucc.org](http://www.sapucc.org)  
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**Christian Tradition ♦ Progressive Faith ♦ All Are Welcome**

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

## **ANNUAL REPORT - 2022**

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

**ANNUAL REPORT - 2022**

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## REPORT OF THE MODERATOR

If 2020 and 2021 were years of “unprecedented” situations and adaptations, 2022 was a year of establishing new precedents. How do we balance pandemic cautions with individual risk profiles and preferences? Can Boards and Council meet effectively by Zoom? We continue to make tradeoffs and compromises as we work to figure out what it really means to be living in the new normal.

In my role as Moderator, my year has been one of planning and looking forward. In April, a core working group of SAPUCC members met with the Board of Church Growth to explore the idea of “growth” and strategize about what it means for SAPUCC. Our work culminated in an intentional statement that we are using to guide our growth-minded work and investments:

*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.*

Concretely, we have begun work on a redesigned SAPUCC website, have launched the YANKs (Young Adults No Kids) affinity group, and have offered the “No Dumb Questions” human sexuality series to invite engagement with SAPUCC.

In the second half of the year, we conducted a congregational survey designed to guide Pastor Victoria’s priorities for her upcoming sabbatical, as well as further inform the work of the Board of Church Growth. The results are in, and the take-home message is that we value our church community and want to build our relationships both within SAPUCC and outside its walls. The Personnel Committee and I held small-group discussions in January 2023 to gain a deeper perspective. We will host an Adult Forum session in March 2023 to share the overall survey results more broadly.

I am grateful for the opportunities I’ve gotten to work closely with many of you over the past year, and am deeply thankful to be part of SAPUCC’s supportive community.

Submitted by Ellen Freeman

## REPORT OF THE PASTOR

2022 was a turbulent year – the Russian invasion of Ukraine; the January 6<sup>th</sup> Committee’s public hearings about the insurrection at the Capitol; the U.S. Supreme Court’s overturning of Roe v. Wade; no end in sight to gun violence in our country; and year three of the global pandemic.

My extended family and friends often ask me how I, as a pastor, navigate such turbulence with you, my congregation. I answer this way: “The church cannot avoid painful realities, nor can it be consumed by them. Sometimes, the church must name hard truths and actively resist the hate/lies/violence/corruption. Other times, the church must be a place of refuge, offering comfort, safety, hope and delight as an antidote to the pain of the wider culture. My job is to make sure I do both.”

Here at SAPUCC, we started the year still under the weight of Covid and its variants. We reverted back to Zoom-only worship from January 16-February 13, which was weird. But that soon gave way to in-person worship, a gradual return of our faith formation hour at 9:15 AM on Sundays, weekly choir rehearsals, and many in-person gatherings – Alleluia!

In terms of staffing, 2022 was wonderfully stable. Office Manager Jacob Ristow totally “owns” his job and carries a lot of responsibility; I value him as my day-to-day co-worker. Organists Melanie Ohnstad and Michelle Gehrz continue to job-share the position, and their musicianship and humanity enliven our worship services and choir rehearsals in the best possible ways. John Habermann hit the 10 year mark of his tenure as our Choir Director, and oh, how we love him and love to sing for him! Liam Magistad has really taken off as our Director of Children, Youth and Family Ministries, providing enthusiastic leadership and deepening connections with our children and youth, as well as the whole congregation. Yelma Bekle serves well as our Custodian, cleaning and caring for our building. The Nursery is staffed on Sunday mornings by Gabe Hartnett, Aura Hormann, Ben Hormann, and Siri Pattison on a rotating basis. Thanks be to God for all of the above.

Speaking of staffing, I was long over-due for a performance review! The Personnel Committee did an excellent job of combining my review with a congregational survey to receive input and feedback not only about the current state of the congregation but also what we want to prioritize in the next 3 to 5 years.

The Board of Church Growth was cookin’ with gas in 2022. Concentrated effort resulted in a strategic plan that speaks to growth in terms of vitality as well as numbers. Two tangible outgrowths from the strategic plan are the YANKs (Young Adult No Kids) small group and the “No Dumb Questions” education sessions, both of which you can read about in the pages of this annual report.

Sometimes, important work of the church happens quietly. In 2022, that included the crafting of two statements: an updated and revised “Open and Affirming Statement” and a brand new “Land Acknowledgement Statement.” The process of both statements was deliberate, thoughtful and purposely slow, allowing time for input, listening, learning, revising and presenting the fruits of our labors. I am proud of the work we did on these statements and recognize that how we live into them is what matters most.

After many years of profound ministry, we brought the Caregiver and Bereavement Support Groups to an end, including a worship service of closure led by myself and Ted Bowman.

I continued 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 attended the Annual Meeting in June.

I am part of a St. Anthony Park neighborhood ecumenical clergy group that is beginning to explore ways of partnering with one another; and I value my UCC clergy colleagues with whom I meet regularly as part of a “clergy clutch” small group.

Many moments of delight and gratitude punctuated the year: the culmination of one confirmation cohort and the launching of the next; this year’s Holiday Bazaar that was a smashing success; 1:1 conversations that I had with many of you in pastoral care situations; the “Do I Stay Christian?” book groups; the congregation’s financial generosity throughout the year; the faith-based leadership and spiritual growth that I see in you again and again .... Thank you — each of you and all of you together.

And of course, worship, always worship. It’s the heartbeat of who (and why) we are. Especially memorable worship services for me in 2022 were Taize on the First Sunday in Lent; Pride Sunday when we hosted State Rep. Athena Hollins as our guest speaker; preaching a sermon about abortion that I never thought I’d have to preach and then gathering in the Parlor afterwards for conversation about it; and a return to Choral Sunday and the children’s pageant in Advent.

Through it all, the “priestly” functions of the church continued. I presided at the weddings of Jenny Slogar & Adam Rowe-Johnson, and Kristen Evenson & Melanie Harding; and the memorial services of June Estelle, Stewart McIntosh and Louise Mullan.

I am grateful for the leadership of our Council, Boards, Committees, Ministry Teams, and the Minnesota Conference UCC during 2022. Their faithfulness, competence, compassion and integrity shone through.

I am grateful for each and every member of the SAPUCC 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

Now that 2022 has concluded we have entered a new chapter in the life of the church. We have had to learn how to live with Covid and other pathogens while continuing to be church. It has required us to practice being together again in person and while also remaining open to meeting remotely. Our work of learning, connecting, and building continues as we move into what lies ahead in 2023.

Now that I've been in the DCYFM role for over a year, I more deeply appreciate the rhythm of the church calendar. It was one of the things I remember from being a child in the Godly Play classroom. The same large felt calendar still hangs on the wall and is updated each week by the kids. I love imagining the score of laps traced by the little felt triangle since the curriculum was first introduced in the mid 2000s.

In January 2022, we were in the midst of a remote pivot fueled by the post-holiday uptick in Omicron cases. We reached out to families safely via U.S. mail and Zoom. Eventually, we were able to return to in-person programs as the surge abated. We have pretty much been running our normal programming face-to-face since then. I appreciate the elements of running a church that can now use Zoom when needed. It has meant I've been able to commute from places as varied as Madison and Ely. Still, I am glad that we are primarily gathering at the church building. It is a space I feel grateful for regularly.

The grades 7-9 OWL cohort was a clear focus in the first half of the year. It took on new significance when the news of the U.S. Supreme Court's decision regarding Roe v. Wade broke. The students had heard many things and wanted to know what it meant. It was a moment I never expected when I took on this role. I chose to say that we would have to wait and see if the leak would prove true. When it did, the OWL cohort had already come to a close. I wrote an opinion piece in support of reproductive rights and freedoms; it was published by both the *Park Bugle* and *MinnPost*. Since then we have launched a series of adult education sessions called "No Dumb Questions" to help folks learn more about current models used to teach human sexuality. We have also undertaken the task of rewriting SAP UCC's ONA statement which will turn 25 years old at the end of January 2023. We believe the new statement is a way of clarifying our position and helping it to align with our current values and understandings.

When the program year wrapped up in May I shifted gears from a weekly cadence to a more spaced-out schedule. SAPUCC was part of the "Settled" cohort, in partnership with St. Paul's UCC, UCC New Brighton, and Falcon Heights UCC. The cohort of students met a half dozen times over the summer and then four more times in the fall. It was an ideal opportunity for our youth to meet other young people from UCC congregations interested in the issue of homelessness. Together we were able to fund and build an entire tiny house for someone who has been chronically homeless. This service-learning ministry allowed students to better understand a current problem in the world around them and make a significant positive impact.

In August I led an all-ages camping trip to Lake Maria State Park. Given my experience with camping, I love seeing how others do with the activity. It was an opportunity for me to spend an extended amount of time with lots of different families and for them to spend time with one another. I will keep finding ways to do outdoor ministry given how much folks seemed to enjoy themselves.

Since Rally Sunday in September, we have had our normal 9:15 AM education hour for Godly Play and 3-5th grade students. I've also met intermittently with the 6-12th grade youth group. Our teachers have been wonderful and do a great job meeting students where they are to make them feel welcome. We have had several students join the Godly Play class, and we often 5-6 kids on Sunday mornings.

Being in the DCYFM for a longer period of time has also meant that I've gotten to know the young folks of the church better. I enjoy hearing about their lives and seeing how they adapt to the various hurdles they face. It is sometimes hard because many young people are in vulnerable situations. They are sometimes hurt or struggling or unsure how to act. I am amazed at how much they know and ways they choose to express who they are. I am looking forward to seeing how each one grows over the coming year.

Submitted by Liam Magistad

## **REPORT OF THE CHOIR DIRECTOR**

In January 2022, the Sanctuary Choir sang once for worship. Then due to the Omicron virus variant, SAPUCC moved to online worship. The choir returned mid-February and sang Mark Miller's "I Choose Love." During Lent, the choir presented "To Dust" by Karen Marroli, a Shaker Song called "Love is Little," David Cherwien's arrangement of "I Want Jesus to Walk with Me," and Undine Smith Moore's "Come Along in Jesus Name." Eastertide offerings included "Cristo Vive," "Mary at the Tomb," "Mothering God, You Gave Me Birth," and "Child of God." Chaz Bowers' "Breathe on Me, O Breath of God" and Howard Helvey's setting of "I'm Gonna Sing When the Spirit Says Sing" were featured on Pentecost Sunday.

With pandemic restrictions waning, the Sanctuary Choir's numbers swelled in September. This compelled me to program (new) challenging music. (Some of this music I had acquired from my former church, Mizpah United Church of Christ, that closed). The choir rose to the occasion with the support of collaborative artists at the keyboards—our organists/pianists Michelle Gehrz and Melanie Ohnstad.

Repertoire in the fall included "We Arise This Day," "Creator, Open Our Hearts," "May the Love of the Lord," "Here I Am, Lord," Robert Hobby's setting of Psalm 121, Undine Smith Moore's "I Will Be True," a Navajo prayer, Gwyneth Walker's "Let the Life I've Lived Speak for Me," and "Be Still" by Karen Marroli. During Advent, we featured the choral music of Minnesota composers Lowell (Rick) Prescott, Marc A. Robinson, Aaron David Miller, Linda Kachelmeier, David W. Lohman, and Paul Manz. Several of these composers were highlighted in the Festival of Lessons and Carols service on December 11.

August 1 marked my ten-year anniversary as choir director at SAPUCC. The choir threw me a surprise party that included musical parody, original limericks, lovely gifts, and tasty treats. I was overwhelmed by the choir's generosity. My heart continues to be full of gratitude for our music-making and the relationships forged over the past decade.

Here's to more joyful singing in the New Year!

Submitted by John Habermann

## REPORT OF THE CHURCH CLERK

**Active membership as of December 31, 2022: 186**

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

By letter of transfer	0	
By reaffirmation of faith	0	
By confirmation	7	
By request from inactive status	0	+ 7 Active members added

### **The following people were added to Active membership during 2021:**

By letter of transfer:	None
By affirmation of faith:	None
By confirmation:	Greta Berg, Gabriel Hartnett, Bennett Hormann, Xander Jacobsen, Frederick Myers, Siri Pattison, Noah Wilgocki
By request from inactive status:	None

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

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

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

By Diaconate	0
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### **The following people were removed from Active membership during 2022:**

By death: June Estelle; Louise Mullan

**Baptisms during 2022:** None

### **Wedding and commitment ceremonies during 2022:**

Melanie Harding and Kristen Evenson; Adam Rowe-Johnson and Jennifer Slogar

**Memorial services / funerals during 2022:** June Estelle; Stewart McIntosh; Louise Mullan

Submitted by Jenny Rowe-Johnson, Clerk

## REPORT OF THE TREASURER

### **Robust Financial Condition:**

St. Anthony Park United Church of Christ finished 2022 in very sound financial health. This report provides a detailed look at important elements of the church's finances as it enters 2023. As with all financial reports, it is a snapshot at a particular point of time.

### **Unrestricted Net Assets (The resources the church can use however it chooses):**

The congregation ended the year with unrestricted assets of \$98,897. The amount is more than double the \$49,168, equal to two months of budgeted 2022 operating expenses, which the congregation strives to maintain as a cushion against unexpected financial need.

As it has in twelve of the previous thirteen years, SAPUCC finished 2022 in better shape than expected based on the annual budget passed by the congregation. For the year, total expenses from all sources exceeded total income by \$12,135. However, the 2022 budget anticipated that expenses would outpace income by an even greater \$15,205. So, the church performed better than the budget in this critical measure. Overall, the year-end [YE] balance of unrestricted assets is 2% greater than the budgeted endpoint.

Increases in the rates for utilities as well as increases in the cost of the church's maintenance contracts and unforeseen building and equipment repairs resulted in approximately \$18,000 of expenses above the budgeted amounts for those categories. These increases have been addressed in the 2023 budget. Due to the generosity of the church members, contributions were about \$20,000 above the budget amount.

The final influence — the generosity of the congregation — is not new. While income exceeded the budgeted amount by \$17,213, individual contributions came in \$19,000 beyond expectation.

### **Temporarily Restricted Assets (Gifts given or set aside for a particular purpose):**

The balance of these accounts, which include Memorials, ended 2022 at \$41,975, down by just \$853 from YE 21. SAPUCC received over \$5,040 in gifts to special accounts, including donations to Loaves and Fishes, the Diaconate Fund, and Memorials. A portion of the assets were spent as follows:

- \$5,585 from Memorial Funds
- \$ 850 from the Diaconate Fund
- \$1,779 from the Loaves and Fishes Fund
- \$ 382 from the Organ Fund for instrument maintenance.

### **The Endowment Fund (Financial resources where the principal is preserved permanently):**

The YE balance of the Endowment is \$361,498, which is \$36,017 less than YE 2021. A major contributor to decline in Endowment value was the downturn in investment markets, which resulted in an overall unrealized loss of \$62,000 or 15% of the Endowment's 2021 value. The loss was partially offset by dividends, interest, and, most significantly, a very generous planned gift to the church, which was added to the Endowment. In spite of the poor market conditions, the church continued its practice of an annual distribution, equal to \$15,990 in 2022. Understanding that endowments are managed for the long term, the Finance Committee affirmed the distribution. It recognizes the need to maintain a dependable source of income while trusting that, in time, the Endowment will recover its value.

### **Memorial Gifts:**

Memorial gifts honor members and friends who have passed from this life; the funds are important to sustaining and enriching the life and work of the congregation. In 2022, St. Anthony Park UCC received gifts in memory of three members and friends:

June Estelle, Stewart McIntosh, and Louise Mullan.

We give thanks for their lives and the many ways they enriched our community.

During the year, \$5,585 from past Memorial gifts helped us to

- provide discretionary gifts through Mission and Witness to
  - Minnesota Freedom Fund
  - Second Harvest Heartland
  - University Area Sanctuary Coalition
  - Women's Advocates,
- enhance our worship through guest musicians,
- jump start support for intergenerational participation in the *Settled* program,
- deliver the church's OWL and youth programming.

### **Processes and Practices:**

Early in the year we completed an external review of the church financial actions and processes with the firm of Hudson & Associates, LLC.

### **Thank You!**

A big thank you to Office Manager Jacob Ristow and the team of offering counters for their great work keeping our financial records accurate and current. We are indebted to the Finance Committee – Jim Snoxell, Janet Johnson, and Steve Magistad – for their insights, sound advice, and willingness to help us think through important decisions. Finally, thanks to all of you. Because of your generosity, SAPUCC ended the year in sound financial shape!

Respectfully submitted,  
Jim Woodcock, Treasurer  
with assistance from David Misemer

## REPORT OF THE WEBMASTER

Our web presence has undergone only minimal changes in 2022. 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.

One of the few direct indicators we have is the following increases:

- Facebook followers: 317 (up from 290)
- Instagram followers: 136 (up from 58)
- YouTube subscribers: 16 (up from 5)

With each passing year it becomes more clear that a web site, though still important, is no longer necessarily the focal point of an organization's online activities. That said, our web site continues to receive roughly the same traffic as we have seen in past years. Likewise, the pages with the most traffic have not changed. The home page received the most overall views, by far, followed by the pages for calendar, multimedia/sermons, staff and newsletter (in descending order of views).

The largest change to our web presence this year has been that sermon audio/video is now available on YouTube, Facebook, and all of the primary podcasting services, including Apple Podcasts, Google Podcasts, Spotify, and Amazon (Audible). At this point, these services do not represent a very large audience, but every bit of visibility helps.

All of these added outlets are free, so our costs for the online presence have remained essentially flat from 2021 to 2022.

Submitted by Rick Prescott

## REPORT OF THE BOARD OF CHRISTIAN EDUCATION

Members: Bennett Hormann, Jessica Hormann, Elisha Jacobsen (Council Representative), Gwen Kessler, Sara Schwebs (Chair)

At the beginning of the year, we were still functioning under pandemic restrictions, so we stayed connected with children via U.S. mail and Zoom. Liam offered a three-part series on “Gratitude, Hope and Stewardship” to middle schoolers.

In March, we returned to the in-person 9:15 AM education hour for Godly Play and the 3-4-5–classroom, which continued to use the “Shine” curriculum.

After rescheduling it two times, Confirmation Sunday was finally held in person on May 15th! All nine students participated, and of those, seven chose to be confirmed. Pastor Victoria launched a new Confirmation cohort of four 9th and 10th graders in the fall of 2022.

Diane, Elisha, Gwen and Liam did some major cleaning out and reorganizing of crafts, supplies, costumes, Halloween decorations and other CE related stuff. From time to time, Karen Moe-Cain led the children in some art projects during Gathering Time, and we are grateful for her presence and creativity.

Two other churches sent students to join our OWL cohort this year. Four graduates were from our congregation. An exciting outgrowth of our OWL/ONA priorities were the two "No Dumb Questions" events that were opportunities for adults to learn more about the changing vocabulary of human sexuality, including gender identity, expression and assignment.

Children led the palm parade on Palm Sunday; and Easter was back to its fullness with an egg hunt on the front lawn and worshipping together in the sanctuary.

A wonderful new initiative was our involvement in “Settled” which involves building tiny houses for homeless individuals. We raised over \$9,000 as a church and \$35,000 total for Settled across all four participating churches (SAP, Falcon Heights, New Brighton, St. Paul's.) For our youth, the project included learning about housing and homelessness as well as hands-on construction experience.

Liam led a camping trip to Lake Maria State Park in August. Fourteen youths and ten adults participated. We also had several Youth Group meetings after church both in the spring and fall. Starting in the fall, we moved to a combined middle and high school youth group for 6th-12th graders.

For the first time in a LONG time, we had the Spookghetti Dinner! The evening involved a spooky house (scary and non-scary), games, a costume parade, face painting, decorating pumpkins, water tattoos, a scavenger hunt, and delicious food.

The Advent Workshop moved back indoors this year and was also great fun — starting with pizza from Pizza Luce, and then time to make ornaments, sign Christmas cards to members and friends, and decorate cookies. Rick Prescott wrote and directed another memorable and wonderful children’s pageant that was presented during worship on the 4th Sunday of Advent.

Submitted by Sara Schwebs

## REPORT OF THE ADULT EDUCATION MINISTRY TEAM

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

In-person Sunday Adult Forums were suspended through the spring due to continuing COVID restrictions. Lenten sessions were held via Zoom and included Gentle Yoga, Parenting in the Digital Age, Afghan Refugee Resettlement in Minnesota, and Lectio Divina led by Marilyn Benson.

Five other adult education sessions were held via Zoom. Pastor Victoria led the following: Bible Study: The Story of Noah; Parent Connections: My Kid Is in High School; Read a Poem, Show an Object; Journeying with Aging Parents; and a final bible study of Luke 3:21-4:15, Jesus in the Wilderness.

The Sunday, 9:15 AM Adult Forum resumed in person in September. On September 11, 2022 Victoria led the Forum on "Gratitude as a Way of Life". On September 18, Marilyn Benson and Maja Beckstrom focused on current times as a time of unveiling. Liam Magistad and several of the youth discussed their experience with "Settled" and construction of a tiny house on September 25.

On October 2, Charlotte Osborn and Deb Heuwinkel of the Board for Church Growth facilitated a discussion entitled "Telling Our Stories," in which participants told of how and why they came to SAPUCC. October 9, Victoria turned to Biblical passages that quip and invite us to prioritize church growth. Vicki Wunsch spoke about how to go about evangelism on October 16. Michael and Regula Russelle presented information on Climate Justice and St Anthony Park's participation as a Transition Town on October 23. October closed out with a discussion of Life Transitions, facilitated by Ted Bowman, and with Carole Smith and Anne Fisher speaking about recent life transitions they have experienced.

November Adult Forums began with Jacob Jurss, Visiting Assistant Professor of Indigenous History at Macalester College, presenting Minnesota Indigenous History on November 6. The SAPUCC Land Acknowledgement Statement was presented the following week by Craig Freeman and Wendy Berg. On November 20, Molly T. Marshall, president of United Theological Seminary, was our guest, discussing religious leadership in the 21st century. The final session in November, entitled "Reasonable Hope for Troubling Times," was led by Ted Bowman.

The year closed out with two Adult Forums led by Ken Gowdy. On December 4, he presented "What Did It Mean to be God's People in Jesus' Time?". On December 11 the topic was "What Does It Mean to Be God's People Today?".

Also, during the fall, two groups met for six sessions to discuss Brian McClaren's book "Do I Stay Christian?" yielding rich and meaningful conversations.

Submitted by Annette Spencer

## REPORT OF THE BOARD OF CHURCH GROWTH

Members: Deb Heuwinkel, Cris Lien, Charlotte Osborn (Chair & Council Representative), Lois Poser, Vicki Wunsch

In 2022, the Board of Church Growth organized, promoted, and/or facilitated:

- a Newbie-Oldie gathering, hosted by Beth and Steve Magistad at their home
- discussion about a redesign of the church's website
- "No Dumb Questions" – two sessions about human sexuality, open to the public
- welcoming SAP Preschool School parents and children in the fall
- giving each Preschool family a holiday gift bag in December

Pastor Victoria and members of the board made connections with repeat visitors with in-person visits and phone calls. DCYFM Liam Magistad increased our presence and posting frequency on Instagram and Facebook. SAPUCC had a paid listing every month in the *Bugle's "Church Directory"*; SAPUCC bought display ads during the year in the *Bugle*, as well, for "No Dumb Questions," the Holiday Bazaar, and Christmas Eve worship services.

Our biggest undertaking was concentrated time in April on creating a Strategic Plan. Cris Lien provided excellent leadership for the process! We recruited congregants to participate; conducted two strategic sessions to develop and articulate our goals and objectives; and formed a vision of growth for our church. Here is the group's 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.*

The following SAPUCCers participated: Maja Beckstrom, Michael Dai, Deb Heuwinkel, Cris Lien, Liam Magistad, Steve Magistad, Shayne Miller, Charlotte Osborn, Lois Poser, Ellen Snoxell

As a result of the Strategic Plan,

1. Adam Gordon started the process of redesigning our website; Council approved use of up to \$5,500 in PPP "windfall money" to fund church growth initiatives, including paying outside professionals (design, and video) for their work on the new website.
2. Pastor Victoria and Liam launched the YANKs Affinity Group (Young Adults No Kids) as a way to build relationships between post-college young-adults.
3. We built on our strength of human sexuality education in a faith context and offered the two "No Dumb Questions" sessions, free and open to the public.

The Board led a three-part Adult Forum series on evangelism in October:

- Telling Our Stories: How did you come to SAPUCC and why did you stay?
- Scripture Shows Us How and Why
- Reclaiming Evangelism: Equipping and Encouraging Each Other

While we did not offer new member/inquirer classes or receive new members during 2022, Pastor Victoria will offer new member classes in 2023 after she gets back from sabbatical.

Submitted by Charlotte Osborn

## REPORT OF THE BOARD OF COMMUNITY LIFE

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

The pandemic prevented us from having an in-person Annual Meeting, so we did not serve lunch as in years past. By late winter/early spring, we were gathering in person again, so we hosted the Easter pancake breakfast in April and provided a fancy fellowship hour with cake for Confirmation Sunday in May. During the summer, we often gathered for “coffee hour” out on the front lawn. In October, the Spookghetti Dinner was back and so was the spaghetti! We hosted a bountiful Harvest Brunch in November in conjunction with the stewardship season. Last but not least, we purchased a new 100-cup coffee maker and got rid of the old one that had stopped functioning.

Submitted by Mark Hughes

## REPORT OF THE BOARD OF DEACONS

Members: Wendy Berg, Mary Easter, Craig Freeman (Chair), Lynne Krehbiel-Breneman, David Leitzke, Penny Truax (Council Representative)

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 2022, Craig was chair, Penny was representative to the Council, and Lynne served as lector coordinator.

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

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

In addition to our regular duties, we undertook three major items this year:

- 1) We drafted a Land Acknowledgement Statement, presented it to the congregation, and brought it to Council. A Ministry Team will be formed to determine actions steps for the congregation to live into the statement
- 2) In an effort to increase equity in music, we investigated charitable giving as residuals for the singing of Negro Spirituals. Most songs we sing result in someone being paid for the rights, but as these songs do not have copyright holders no one is paid for them. In response, we will be making an annual donation to an organization involved in BIPOC music making. For 2023, that organization will be Walker West Music Academy; and
- 3) Led by Melanie Ohnstad, we began the process of engaging the services of Patrick Fischer to do organ tuning and significant repairs. This will be a multiyear process and led to an increase in the Deacon’s budget for instrument repair. So far, the organ has been fully tuned and sounds fantastic.

Craig completed his second two-year term and is stepping off, David is stepping off after a two-year term, and we welcome two new Deacons — Leslie Amundson and Erik Lien — in 2023. We are so grateful for the commitment of past and present members. We look forward to another year of service! Submitted by Craig Freeman

## REPORT OF THE BOARD OF MISSION AND WITNESS

Members: John Blair, Gail Engstrom (Chair), Bob Kessler (Council Representative), Glenn Poser, Sara Quinn

In 2022, the Board strived to involve SAPUCCers in initiatives ranging from donation drives, to actively supporting refugees, to helping people experiencing food insecurity. Projects included:

**Loaves and Fishes:** SAPUCC provided financial support and volunteers (who shopped for, cooked and served meals) on March 27, June 26 (generously covered by the Swanson family), and October 23.

**Interfaith Action:** (1) “Beloved Community Community Safety” project: three meetings were held to gather SAPUCCers’ views and recommendations about the intersection of faith and policing in specific scenarios (e.g., use of deadly force; (2) August’s ‘School Tools’ drive brought in 18 backpacks, 12 bags of school supplies, and cash; (3) Department of Indian Work food shelf: October’s ‘Toiletries and More’ drive yielded many bags full of high-priority items; (4) Opportunity St. Paul; in-person tutoring and other volunteer opportunities returned in fall 2022 following a pause during Covid, and the Board is considering how to encourage SAPUCCers to resume or begin involvement.

**University Area Sanctuary Coalition:** In May, a gift card drive yielded \$1,900. Refugees receiving support from the Coalition (four individuals from Afghanistan and a family from Central America) used these cards for food and other necessities. Several SAPUCCers are active in the Coalition’s operations and/or volunteer their time (e.g., providing rides and English Language tutoring). The Board continues to consider how SAPUCC might increase our support. One step in that direction: in February 2023 we will host a meal for refugees and Coalition volunteers.

**Feed My Starving Children:** on June 8 and November 14, inter-generational volunteers from SAPUCC packed bags of dehydrated food to send abroad.

**Settled:** in May through October, SAPUCC youth (led by Liam) along with youth from three other churches learned about causes of homelessness, fundraised, and helped to build a tiny house. John Blair and Jason Mitchell also helped with construction. Several SAPUCCers toured the Mosaic tiny house community in the fall, and the plan is for the new house to be part of a similar community.

**Lake Como Clean-Up:** Five SAPUCCers participated in this city-sponsored event in October.

**Compassionate Christmas:** SAPUCCers donated \$1,900 in honor of loved ones to four non-profit organizations (Heifer Project, Project Home, Save the Boundary Waters, and the University Area Sanctuary Coalition)

Submitted by Gail Engstrom

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

Members: Carl Army (Council Representative), Ken Gowdy, Emma Radtke (Chair)

The Board of Stewardship is responsible for providing leadership to the annual stewardship campaign. The theme of the 2022 UCC Stewardship campaign was “From Bread & Cup to Faith & Giving.”

Beth Magistad spoke as a “witnessing steward” during a worship service. Members of the board made announcements at the start of worship. On Stewardship Sunday, Pastor Victoria preached a sermon entitled “From Bread & Cup to Faith & Giving.” Following Stewardship Sunday, the board members 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 2023.

As of January 12, 2023, SAPUCC has received 82 pledges. This number reflects:

- 1 brand new pledge
- 35 increased pledges
- 7 decreased pledges
- 39 pledges at the same level as the prior year

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

Submitted by Emma Radtke

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

Members: Bruce Evans (Chair), Tom Feintheil, Phil Lee, Gil Sem, Jim Snoxell (Council Representative)

2022 was busy for the Trustees. Leaky plumbing was repaired. The water heater for the downstairs bathroom was replaced. The heat tapes in the gutters were tested and were no longer functional, so they were replaced. The window sill below the stained-glass windows on the front of the church was caulked and repainted. Some of the vertical boards at the bottom of those windows were also repainted. Paint was peeling along the edge of those windows on the inside of the church. The plaster was still intact, so there was apparently no moisture problem. The peeling areas were repainted. The outside round ring of wood around the circular window on the east side of the church was caulked and repainted.

The expense for the above projects was covered by the Building Maintenance and Repairs and Equipment Replacement budgets.

Unfortunately, the following unexpected repairs caused expenses beyond the scope of those budgets:

1. A masonry contractor found loose bricks and eroding mortar in the two vertical brick columns outside of the stained-glass windows on the front of the church. The contractor had a lift that was used to repair these problems. In addition, they tuck pointed the masonry in the cracks in the stairway below those columns.
2. Buzzing would intermittently occur in the fire alarm system. After several attempts by the fire alarm company, the cause was found to be a disconnection between a horn in the Fellowship Hall and the control panel. This wire was replaced.
3. The blower motor in our five-year-old boiler system failed and was replaced. The motor warranty was only one year.
4. The "position indicator" in the elevator had to be replaced.

During the year, TK Elevator Company informed us that elevator control system circuit board was becoming obsolete and would not be available in a few years. They proposed an upgrade of the elevator and the equipment in the elevator room. This upgrade would cost about \$90,000. The fire alarm control system also needs to be replaced soon at a cost of about \$20,000. Upgrading the organ and doing more tuck pointing are other projects that need to be done soon. The Trustees are working with the Church Council to use grants and a fund raiser to fund these projects. In addition to everything else, in November, Grinell Insurance cancelled the Building and Worker's Compensation Insurance for our church because of the age of the building. The Trustees and Victoria worked with our insurance agent and obtained new coverage at the same level and nearly the same cost.

Thanks to all of the Trustees for their efforts this year. A special thanks to Gilmore Sem who has taken minutes of our meetings for the past four years; Tom Feintheil, the guy who can fix anything; and Tim Wulling, a de-facto Trustee who has provided valuable knowledge and assistance in resolving building problems.

Submitted by Bruce Evans

### **REPORT OF BOY SCOUT TROOP #17**

At the end of 2022, Troop 17 consisted of 16 scouts and 17 adult leaders. Troop membership numbers have stabilized after several years of decline, which were driven in part by the COVID-19 pandemic. This year the troop was able to return to pre-COVID levels of in-person meetings and activities, which was a welcome relief after two years of reduced activities. Scouts are happy to return to normal activities and we are hopeful it will help improve membership numbers over time.

The troop camped during seven months of 2022. The campouts included two spring camping trips, summer camp at Tomahawk, a wilderness adventure trip to Glacier National Park in August, fall Camporee, and the annual bough cut campout. This was a return to nearly normal levels of camping after two years of reduced activities.

The majority of the community events that the troop supports that had been cancelled the past two years returned in 2022. The troop provided tables and chairs for the annual art festival and participated in the annual neighborhood Fourth of July parade. The troop was able to build their traditional swing bridge and lookout tower this year, which is always a hit with kids at Langford Park on the Fourth. The troop once again supplied neighborhood churches with greens and trees for the Christmas season. Finally, the troop participated in the church's annual Holiday Bazaar and donated a portion of the wreath sales back to the church.

The troop had a successful wreath-making and –selling fundraiser again this year. The troop started off this project with two trips in October and November to cut boughs. The scouts were able to return to making and decorating all of the wreaths this year, with considerable help from Assistant Scoutmaster Mark Hansen and Scoutmaster Mike Smith. This was followed by door-to-door sales and 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.

In 2022, two Troop 17 scouts achieved Eagle Scout, the highest rank in Scouts BSA. The scouts earning Eagle were Alex Honebrink and Gavin Dobson. The total number of Troop 17 Eagle Scouts stands at 115. 2022 was an outstanding year for Troop 17 and marked a welcome return to normalcy. We thank St. Anthony Park United Church of Christ for our continuing partnership in Scouting!

Submitted by Chris Jacobsen, Charter Organization Representative, Troop 17, 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.*

I continue my work as the Spiritual Health Program Coordinator/Chaplain at CentraCare-Monticello. It has been a busy year at the hospital that has kept me on my toes. I continue to serve on the Committee on Ministry for the MN Conference UCC as part of the DPAM (Discernment and Preparation for Authorized Ministry) subcommittee. I have served on this committee for almost 6 years and will "term out" this June. It is such an honor to walk with our Members in Discernment as they explore their calls to ministry. For personal support I see my spiritual director regularly and attend a peer group monthly.

I have been attending the SAPUCC church services via Zoom, and am so grateful for the option. Thanks to all who continue to make the Zoom option possible! I hope to start attending services in person more regularly in 2023 and look forward to exploring opportunities to engage more fully with the congregation in the near future.

Submitted by Rev. Jocelyn Bakkemo

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I continue my Spiritual Direction Ministry, meeting with eight persons monthly. During COVID I met with them via telephone or Zoom. This fall, I began to meet with several of them in-person. Others are still meeting via phone 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. Because of COVID, our group has not gone on retreat this past year.

I am active at our church, serving on the Adult Education Ministry Team, occasionally leading a Faith Forum, and singing in the choir. In November 2021, I joined three others to plan the annual Women's Retreat which was held at our church in March 2022. I am currently meeting with two others to plan our 2023 Women's Retreat which will focus on the Enneagram. During the fall of 2022, I facilitated two in-person book groups which discussed Brian McClaren's book "Do I Stay Christian?" over six sessions.

Submitted by Rev. Marilyn Benson

St. Anthony Park United Church of Christ  
Comparative Balance Sheet

	December 31, 2022					
	2022	2021	2020	2019	2018	2017
<b>Assets</b>						
Total Cash in Bank	\$ 81,801	\$ 69,916	\$ 92,428	\$ 76,849	\$ 152,794	\$ 249,036
Operational/Diaconate Checking	\$ 81,801	\$ 69,916	\$ 80,163	\$ 47,497	\$ 50,524	\$ 64,623
2nd Century Fund	\$ -	\$ -	\$ 12,265	\$ 29,352	\$ 102,270	\$ 184,413
Invested Funds						
Money Market & Govt. Securities	\$ 79,270	\$ 72,838	\$ 408	\$ 4,935	\$ 0	\$ 15
Equity Investments	\$ 212,393	\$ 254,800	\$ 371,577	\$ 223,977	\$ 194,616	\$ 240,568
Fixed Income Investments	\$ 135,644	\$ 160,141	\$ 76,877	\$ 186,859	\$ 143,901	\$ 145,712
Total Invested Funds	\$ 427,306	\$ 487,779	\$ 448,863	\$ 415,771	\$ 338,516	\$ 386,295
<b>Total Assets</b>	<b>\$ 509,107</b>	<b>\$ 557,696</b>	<b>\$ 541,291</b>	<b>\$ 492,620</b>	<b>\$ 491,311</b>	<b>\$ 635,331</b>
<b>Total Liabilities</b>	<b>\$ 10,737</b>	<b>\$ 10,281</b>	<b>\$ 44,776</b>	<b>\$ 13,156</b>	<b>\$ 13,528</b>	<b>\$ 15,557</b>
<b>Equity</b>						
Unrestricted Funds	\$ 94,897	\$ 107,071	\$ 62,741	\$ 61,801	\$ 58,587	\$ 66,042
Temporarily Restricted Funds	\$ 41,975	\$ 42,828	\$ 62,196	\$ 80,017	\$ 159,456	\$ 252,009
2nd Century (Capital) Fund	\$ -	\$ -	\$ 12,265	\$ 29,352	\$ 103,520	\$ 184,413
All Other Funds	\$ 41,975	\$ 42,828	\$ 49,932	\$ 50,665	\$ 55,935	\$ 67,595
Endowment (Perm. Restricted Funds)	\$ 361,498	\$ 397,515	\$ 371,577	\$ 337,646	\$ 259,740	\$ 301,724
<b>Total Equity</b>	<b>\$ 498,370</b>	<b>\$ 547,415</b>	<b>\$ 496,515</b>	<b>\$ 479,464</b>	<b>\$ 477,782</b>	<b>\$ 619,774</b>
<b>Total Liabilities and Equity</b>	<b>\$ 509,107</b>	<b>\$ 557,696</b>	<b>\$ 541,291</b>	<b>\$ 492,620</b>	<b>\$ 491,311</b>	<b>\$ 635,332</b>

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

	December 31, 2022					
	2022	2021	2020	2019	2018	2017
<b>INCOME</b>						
Pledges	\$ 233,693	\$ 216,293	\$ 218,772	\$ 204,165	\$ 204,147	\$ 209,494
Anonymous Cash/Plate Collections	\$ 2,791	\$ 1,626	\$ 681	\$ 4,168	\$ 4,324	\$ 3,259
Unpledged/General Contributions	\$ 29,747	\$ 24,696	\$ 15,479	\$ 24,817	\$ 14,971	\$ 16,538
Building Use	\$ 5,945	\$ 4,595	\$ 3,870	\$ 6,399	\$ 6,631	\$ 5,538
Endowment Draw	\$ 15,990	\$ 14,732	\$ 14,010	\$ 14,664	\$ 14,231	\$ 13,044
Net Proceeds from Fund Raisers	\$ 3,133	\$ 1,881	\$ 510	\$ 5,828	\$ 1,386	\$ 2,901
Expected Use from Reserves	\$ 5,757	\$ 9,080	\$ 8,252	\$ 11,019	\$ 15,756	\$ 9,254
Unexpected Use of Reserves	\$ 2,000	\$ 1,263	\$ 14,000	\$ -	\$ 2,459	\$ 6,421
Interest/Capital gain Income	\$ (2,236)	\$ 679	\$ 266	\$ 162	\$ (763)	\$ (3)
Miscellaneous Income	\$ 195	\$ 33,855	\$ 3,936	\$ 1,488	\$ 1,094	
<b>TOTAL INCOME</b>	<b>\$ 297,015</b>	<b>\$ 308,700</b>	<b>\$ 279,776</b>	<b>\$ 272,710</b>	<b>\$ 264,237</b>	<b>\$ 266,447</b>
<b>EXPENSE</b>						
Mission&Witness/Outreach	\$ 18,329	\$ 17,911	\$ 16,369	\$ 15,788	\$ 15,579	\$ 24,614
Christian Education	\$ 5,689	\$ 2,092	\$ 3,337	\$ 3,673	\$ 3,654	\$ 3,104
Ministerial	\$ 108,624	\$ 104,119	\$ 101,640	\$ 99,873	\$ 97,808	\$ 97,810
Personnel	\$ 87,474	\$ 78,103	\$ 81,741	\$ 88,599	\$ 90,256	\$ 83,231
Diaconate & Music	\$ 7,048	\$ 5,188	\$ 4,287	\$ 6,078	\$ 9,775	\$ 6,280
Administrative	\$ 18,438	\$ 14,980	\$ 10,473	\$ 9,533	\$ 9,301	\$ 7,406
Building & Grounds	\$ 58,603	\$ 37,124	\$ 54,176	\$ 41,397	\$ 40,965	\$ 36,451
Church Growth & Stewardship	\$ 1,245	\$ 1,631	\$ 1,210	\$ 1,562	\$ 782	\$ 699
Community Life	\$ 1,074	\$ 249	\$ 403	\$ 668	\$ 974	\$ 705
Council Expense/Association Dues	\$ 2,627	\$ 2,971	\$ 5,199	\$ 2,326	\$ 2,599	\$ 2,096
<b>TOTAL EXPENSE</b>	<b>\$ 309,151</b>	<b>\$ 264,370</b>	<b>\$ 278,836</b>	<b>\$ 269,497</b>	<b>\$ 271,692</b>	<b>\$ 262,395</b>
<b>NET INCOME vs. EXPENSE</b>	<b>\$ (12,136)</b>	<b>\$ 44,330</b>	<b>\$ 940</b>	<b>\$ 3,214</b>	<b>\$ (7,455)</b>	<b>\$ 4,052</b>

**2023 PROPOSED BUDGET**

version: Approved by Council: Approved at Annual Meeting:	2021 YE Actual	2022 Budget	2022 YE Actual	Proposed 2023 Budget	Change over 2022 budget	Temp Restricted Funds (TRF)	Percent of Budget	Notes
<b>TOTAL INCOME</b>	\$ 308,700	\$ 279,797	\$ 297,015	\$ 300,266	\$ 20,469			3.9% increase over 2022 budget
Pledge Income	216,293	\$ 228,526	\$ 233,693	\$ 237,647	\$ 9,121		79%	82 pledges as of January 11 (88 pledges in 2022)
Unpledged Contributions	24,696	\$ 16,700	\$ 29,747	\$ 20,000	\$ 3,300		7%	
Anonymous Plate Contributions	\$ 1,626	\$ 2,000	\$ 2,791	\$ 2,000	\$ -		1%	
Miscellaneous Charitable Income	\$ 55	\$ -	\$ -	\$ -	\$ -			
Building Use	\$ 4,595	\$ 4,700	\$ 5,945	\$ 5,100	\$ 400		2%	
Fundraiser Proceeds	\$ 1,881	\$ 2,000	\$ 3,133	\$ 3,500	\$ 1,500		1%	MITP raffle tickets, holiday bazaar
Participation Fees	\$ 450	\$ -	\$ 195	\$ -	\$ -			
Investment Income/(Loss)	\$ 679	\$ -	\$ (2,236)	\$ -	\$ -			
Miscellaneous Income	\$ 450	\$ -	\$ -	\$ -	\$ -		0%	
<i>Extraordinary Income</i>	\$ 32,900	\$ -	\$ -	\$ -	\$ -			
Endowment Earnings	\$ 14,732	\$ 15,990	\$ 15,990	\$ 16,780	\$ 790		6%	5% of the average of 16 trailing quarter values
Release of Restricted Funds	\$ 10,343	\$ 9,881	\$ 7,757	\$ 15,239	\$ 5,358	\$ 15,239	5%	Includes Loaves & Fishes, Memorials, & Board Designated Funds
<b>TOTAL EXPENSES</b>	\$ 264,370	\$ 294,990	\$ 309,150	\$ 310,706	\$ 15,716			5.8% increase over 2022 budget
Ministerial Salary, Benefits & Allowances	\$ 104,119	\$ 108,875	\$ 108,624	\$ 110,843	\$ 1,968		35%	Percent calculated on salary, housing allowance and benefits
Staff Salaries and Allowances	\$ 78,103	\$ 90,490	\$ 87,474	\$ 92,778	\$ 2,288	\$ 550	29%	Percent calculated on salary; TRF Source: Youth Activities Fund
Administration	\$ 14,980	\$ 15,610	\$ 18,438	\$ 17,150	\$ 1,540	\$ 2,500	6%	TRF Source: Undesignated Funds
Building and Grounds	\$ 37,124	\$ 40,705	\$ 58,603	\$ 45,675	\$ 4,970		15%	
Council Expenses	\$ 2,971	\$ 2,760	\$ 2,627	\$ 3,010	\$ 250	\$ -	1%	
Mission and Witness	\$ 17,911	\$ 18,350	\$ 18,329	\$ 18,250	\$ (100)	\$ 1,900	6%	TRF Source: Loaves & Fishes
Christian Education	\$ 2,092	\$ 6,200	\$ 5,689	\$ 4,500	\$ (1,700)	\$ 500	1%	TRF Source: Youth Activities + Faith Formation Funds
Diaconate and Music	\$ 5,188	\$ 8,550	\$ 7,048	\$ 15,400	\$ 6,850	\$ 9,500	5%	TRF Source: Organ Fund, Worship, Undesig. Funds, Sabbatical Leave Fund
Church Growth	\$ 1,592	\$ 2,100	\$ 1,195	\$ 1,750	\$ (350)	\$ -	1%	
Stewardship	\$ 40	\$ 50	\$ 50	\$ 50	\$ -	\$ -	0%	
Community Life	\$ 249	\$ 1,300	\$ 1,074	\$ 1,300	\$ -	\$ 289	0%	
Unrestricted Assets beginning of year	\$ 62,741	\$ 107,071	\$ 107,071	\$ 94,936	\$ (12,135)			
Change in Unrestricted Assets	\$ 44,330	\$ (15,193)	\$ (12,135)	\$ (10,440)	\$ 4,753			
Unrestricted Assets end of year	\$ 107,071	\$ 91,878	\$ 94,936	\$ 84,496	\$ (7,382)			
Cushion (2X monthly expense)	\$ 46,317	\$ 49,165	\$ 49,165	\$ 51,784	\$ 2,619			
(Shortfall)/Spendable Surplus	\$ 60,754	\$ 42,714	\$ 45,771	\$ 32,712	\$ -			

2023 Personnel (Salaries and Benefits) Budget										
version: Approved by Council: Approved at Annual Meeting:	2021 YE Actual	2022 Budget	2022 YE Actual	2023 Proposed Annual Budget	Actual Increase after Rounding up to whole dollars per pay period	2023 Use of TRF				
<b>Total</b>	\$ 182,222	\$ 199,364	\$ 196,098	\$ 203,621						
Pastor Compensation & Expense	\$ 104,119	\$ 108,875	\$ 108,624	\$ 110,843						
		\$ 66,005	\$ 66,012	\$ 67,355	2.04%					
Salary	\$ 29,592	\$ 30,956	\$ 30,956	\$ 32,202						
Housing Allowance	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000						
<b>BENEFITS</b>	\$ 43,725	\$ 46,144	\$ 46,136	\$ 46,441						
Annuity	\$ 8,343	\$ 8,534	\$ 8,531	\$ 8,708						
Medical and Dental	\$ 29,521	\$ 31,646	\$ 31,612	\$ 31,647						
Medical Insurance	\$ 26,571	\$ 28,696	\$ 28,662	\$ 28,297						
Health Savings Account	\$ 2,950	\$ 2,950	\$ 2,950	\$ 3,350						
Pastor's Disability	\$ 894	\$ 914	\$ 916	\$ 933						
FICA Offset	\$ 4,968	\$ 5,049	\$ 5,056	\$ 5,153						
<b>EXPENSE ALLOWANCES</b>	\$ 802	\$ 1,775	\$ 1,532	\$ 2,200						
Professional Expenses	\$ 439	\$ 700	\$ 610	\$ 1,200						
Mileage/Travel Expense	\$ 111	\$ 375	\$ 342	\$ 300						
Continuing Education	\$ 252	\$ 700	\$ 581	\$ 700						
<b>Other Staff Salary and Allowances</b>	\$ 78,103	\$ 90,489	\$ 87,474	\$ 92,778						
<b>Music Staff</b>	\$ 26,950	\$ 30,667	\$ 29,448	\$ 30,698						
Organist Salary	\$ -	\$ -	\$ -	\$ -						
Contract Organist Payments	\$ 11,850	\$ 14,925	\$ 13,725	\$ 14,830						
Organist Continuing Education	\$ -	\$ 200	\$ 181	\$ -						
Choir Director	\$ 15,100	\$ 15,442	\$ 15,442	\$ 15,768						2.11%
Choir Director Continuing Education	\$ -	\$ 100	\$ 100	\$ 100						
<b>Director of CVF Ministries</b>	\$ 20,322	\$ 25,230	\$ 24,553	\$ 26,632						
Salary	\$ 19,873	\$ 24,330	\$ 24,330	\$ 25,482						4.73%
Other	\$ -	\$ -	\$ -	\$ -						
Mileage	\$ 32	\$ 200	\$ 139	\$ 200						
Continuing Education	\$ 325	\$ 100	\$ -	\$ 100						
Professional Expenses	\$ 91	\$ 600	\$ 85	\$ 850						
<b>Office Manager</b>				\$ 19,718						
Salary	\$ 18,540	\$ 19,282	\$ 19,282	\$ 19,718						2.26%
Other										
<b>Bookkeeper</b>	\$ -	\$ -	\$ -	\$ -						
Salary	\$ 5,708	\$ 7,117	\$ 7,117	\$ 7,260						2.01%
<b>Custodian</b>										
Salary	\$ 4,541	\$ 5,063	\$ 5,079	\$ 5,220						
<b>Fica &amp; Medicare</b>										
Childcare	\$ 1,395	\$ 2,280	\$ 1,660	\$ 2,400						
Sunday	\$ -	\$ 100	\$ -	\$ 100						
Event	\$ 325	\$ 500	\$ 217	\$ 500						
Instant Recognition										
<b>Other Expenses</b>										
Advertising/Search	\$ 266	\$ 150	\$ 86	\$ 150						
Background Checks	\$ 56	\$ 50	\$ 32	\$ 50						
Miscellaneous Personnel	\$ -	\$ 50	\$ -	\$ 50						

\$550 is TFR from Youth Activities to cover DCYFM cost of Washington Trip.

**2023 Administration Budget**

version: Approved by Council: Approved at Annual Meeting:	2021 YE Actual	2022 Budget	2022 YE Actual	2023 Budget	2023 Use of TRF	Notes
<b>ADMINISTRATION</b>	\$ 14,980	\$ 15,610	\$ 18,438	\$ 17,150	\$ 2,500	
Broker/Bank charges/Payroll service	\$ 2,410	\$ 2,300	\$ 3,230	\$ 2,900		
Office supplies/postage/bulletins	\$ 6,193	\$ 5,000	\$ 7,028	\$ 6,000		
Nursery supplies	\$ 13	\$ 50	\$ -	\$ 50		
Telephone/Internet	\$ 1,847	\$ 1,860	\$ 1,967	\$ 2,000		
Web development & maintenance	\$ -	\$ -	\$ -	\$ 2,500	\$ 2,500	New website design. Undesignated memorial fund
Furniture/equipment	\$ -	\$ 400	\$ -	\$ 100		
Computer Hardware & Software	\$ 3,787	\$ 2,600	\$ 3,181	\$ 2,600	\$ -	
Computer Technical Support	\$ 729	\$ 900	\$ 531	\$ 1,000		includes annual fees: PowerChurch \$280; MailChimp \$156
Financial Review Costs	\$ -	\$ 2,500	\$ 2,500	\$ -		

**2023 Building and Grounds Budget**

version: Approved by Council: Approved at Annual Meeting:	2021 YE Actual	2022 Budget	2022 YE Actual	2023 Budget	2023 Use of TRF	Notes
<b>BUILDING AND GROUNDS</b>	\$ 37,124	\$ 40,705	\$ 58,603	\$ 45,675	\$ -	
<b>UTILITIES</b>	\$ 11,299	\$ 13,800	\$ 18,303	\$ 17,700	\$ -	
Electricity	\$ 4,680	\$ 5,500	\$ 6,652	\$ 6,000		
Gas	\$ 4,790	\$ 6,000	\$ 9,121	\$ 9,000		
Water	\$ 900	\$ 1,000	\$ 1,040	\$ 1,100		
Waste	\$ 928	\$ 1,300	\$ 1,490	\$ 1,600		
<b>BUILDING MAINTENANCE</b>	\$ 10,065	\$ 12,600	\$ 29,573	\$ 14,600		
Janitorial & Cleaning Supplies	\$ 936	\$ 1,200	\$ 991	\$ 800		
Building Repairs	\$ 4,065	\$ 4,000	\$ 11,256	\$ 6,000		
Maintenance Contracts	\$ 4,129	\$ 4,400	\$ 8,011	\$ 4,800		Snow removal, pest control, fire alarm, boiler, elevator
Equipment Repairs	\$ 935	\$ 3,000	\$ 9,315	\$ 3,000		
<b>INSURANCE</b>	\$ 14,054	\$ 12,405	\$ 8,936	\$ 12,375	\$ -	
Building Insurance	\$ 12,299	\$ 10,955	\$ 7,610	\$ 11,087		new insurance - AmeriTrust
Worker's Compensation	\$ 1,755	\$ 1,450	\$ 1,326	\$ 1,288		new insurance - AmeriTrust
<b>GOVERNMENT ASSESSMENTS and FEES</b>	\$ 1,707	\$ 1,900	\$ 1,790	\$ 1,000		
Saint Paul City Assessments	\$ 733	\$ 750	\$ 489	\$ 750		
Ramsey County Assessments	\$ 860	\$ 900	\$ 829			street assessments deemed no longer legal (MN state law)
Licenses and Fees	\$ 113	\$ 250	\$ 473	\$ 250		

Temporarily Restricted Funds Available for this use in 2023

\$ - Building Contingency  
 \$ 16,560 Memorials - Use where need is greatest  
 \$ 200 Memorials - Facilities

2023 Mission and Witness Budget							
version: Approved by Council: Approved at Annual Meeting:	2021 YE Actual	2022 Budget	2022 YE Actual	2023 Budget	2023 Use of TRFs	Notes	
	\$ 17,911	\$ 18,350	\$ 18,329	\$ 18,250	\$ 1,900		
<b>OCWM Support</b>	\$ 10,500	\$ 11,000	\$ 11,000	\$ 11,000			
<b>SPECIFIC DONATIONS</b>	\$ 7,411	\$ 7,350	\$ 7,329	\$ 7,250	\$ 1,900		
United Theological Seminary	\$ 750	\$ 750	\$ 750	\$ 750			
Interfaith Action	\$ 2,500	\$ 3,000	\$ 3,000	\$ 3,000			
Joint Religious Legislative Coalition	\$ 600	\$ 300	\$ 300	\$ 100			
Loaves and Fishes	\$ 1,648	\$ 1,800	\$ 1,779	\$ 1,900	\$ 1,900	L and F fund	
Discretionary Giving	\$ 1,663	\$ 1,200	\$ 1,200	\$ 1,200			
UCC GLBT Concerns	\$ 100	\$ 100	\$ 100	\$ 150			
SAP Area Seniors	\$ 150	\$ 200	\$ 200	\$ 150			

Funds available for Mission and Witness in 2023

\$ 4,478 Memorial Funds for Justice, Peace, and Mercy  
 \$ 3,464 Loaves and Fishes

2023 Christian Education Budget							
version: Approved by Council: Approved at Annual Meeting:	2021 YE Actual	2022 Budget	2022 YE Actual	2023 Budget	2023 Use of TRF	Notes	
Christian Education (Faith Formation)	\$ 2,092	\$ 6,200	\$ 5,689	\$ 4,500	\$ 500		
General Expenses	\$ 635	\$ 1,100	\$ 712	\$ 1,000			
Training and Leadership	\$ -	\$ 750	\$ 500	\$ 500			
Youth Programs	\$ 285	\$ 600	\$ 322	\$ 600			
Intergenerational Events	\$ 86	\$ 650	\$ 494	\$ 600			
Adult Education	\$ 411	\$ 1,700	\$ 450	\$ 800			
Confirmation Class	\$ 113	\$ 100	\$ 83	\$ 100			
OWL	\$ 563	\$ 1,300	\$ 1,128	\$ 400			
CE Events/Projects/Trips	\$ -		\$ 2,000	\$ 500	\$ 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 this purpose in 2023

- \$ 1,082 Memorials - Youth Activities
- \$ 1,335 Memorials - Faith Formation
- \$ 1,517 Patrick Green Lecture Fund
- \$ 16,560 Memorials - Wherever needed

2023 Diaconate Budget							
version: Approved by Council: Approved at Annual Meeting:	2021 YE Actual	2022 Budget	2022 YE Actual	2023 Budget	2023 Use of TRF	Notes	
<b>DIACONATE</b>	\$ 5,188	\$ 8,550	\$ 7,048	\$ 15,400	\$ 9,500		
<b>WORSHIP EXPENSES</b>	\$ 2,338	\$ 3,600	\$ 2,362	\$ 8,100	\$ 4,800		
Sanctuary Supplies	\$ 838	\$ 800	\$ 362	\$ 500			
Pulpit Supply	\$ 300	\$ 600	-	\$ 500		2 at \$250	
Zoom Operator		\$ 1,000	\$ 800	\$ 1,100		44 services at \$25	
Sabbatical Leave Fund	\$ 1,200	\$ 1,200	\$ 1,200				
Sabbatical coverage				\$ 6,000	\$ 4,800	TRF for sabbatical leave fund	
<b>MUSIC EXPENSES</b>	\$ 2,850	\$ 4,950	\$ 4,686	\$ 7,300	\$ 4,700		
Substitute Organist	\$ 200	\$ 450	\$ 225	\$ 450		2 at \$225	
Guest Musicians	\$ 1,450	\$ 2,400	\$ 2,300	\$ 2,500	\$ 2,500	\$311 from Memorials - Music and Worship \$2189 from Memorials - Wherever needed	
Copyright Fee	\$ 291	\$ 300	\$ 277	\$ 300			
Music Supplies	\$ 52	\$ 800	\$ 550	\$ 600			
Instrument Maintenance	\$ 857	\$ 1,000	\$ 1,334	\$ 3,200	\$ 2,200	\$3,000 organ; \$200 piano, \$365 TRF Organ Fund; \$1835 Memorials - Wherever needed	
African-American music				\$ 250		to support Walker West Music Academy	

Temporarily restricted funds available for use in 2023

\$ 311	Memorials - Music and Worship
\$ 365	Organ Fund
\$ 16,560	Memorials - Wherever needed
\$ 1,222	Diaconate Fund

2023 Stewardship, Church Growth, and Council Budgets							
version: Approved by Council: Approved at Annual Meeting:	2021 YE Actual	2022 Budget	2022 YE Actual	2023 Budget	2023 Use of TRF	2023 Notes	
<b>CHURCH GROWTH</b>							
	\$ 1,592	\$ 2,100	\$ 1,195	\$ 1,750	\$ -		
Advertising	\$ 1,228	\$ 1,650	\$ 953	\$ 1,250			
Website	\$ -	\$ -	\$ -			see administration	
Prospective & New Members/Communi	\$ 364	\$ 450	\$ 242	\$ 500			
<b>STEWARDSHIP</b>							
	\$ 40	\$ 50	\$ 50	\$ 50			
Annual Campaign	\$ 40	\$ 50	\$ 50	\$ 50			
Miscellaneous	\$ -		\$ -				
<b>COUNCIL EXPENSES</b>							
	\$ 2,971	\$ 2,760	\$ 2,627	\$ 3,010	\$ -		
Conference Dues	\$ 1,840	\$ 1,810	\$ 1,810	\$ 1,860		186 members at \$10	
Delegate Expenses	\$ 100	\$ 250	\$ 399	\$ 400			
Moderator's Fund	\$ -	\$ 200	\$ 190	\$ 200			
Ministry Teams	\$ 1,031	\$ 500	\$ 228	\$ 500		bazaar expenses	
Leadership				\$ 50		leadership retreat	

Funds available for purpose in 2023

\$ 2,289 Community and Caring  
\$ 16,560 Memorials - Wherever needed

**2023 Community Life Budget**

version: Approved by Council: Approved at Annual Meeting:	2021 YE Actual	2022 Budget	2022 YE Actual	2023 Budget	2023 Use of TRF	Notes
<b>Community Life</b>	\$ 249	\$ 1,300	\$ 1,074	\$ 1,300	\$ 289	
Kitchen Supplies	\$ -	\$ 100	\$ 181	\$ 100		
Fellowship and Hospitality	\$ 249	\$ 1,200	\$ 659	\$ 1,200	289	Includes young adult group; TRF Community/Caring \$289
Young Adult Group	\$ -		\$ 234			

Funds available for purpose in 2023

\$ 2,289 Community and Caring  
\$16,560 Memorials - Wherever needed

## 2023 SLATE OF LEADERSHIP

+ = Membership required

\* = Council Representative

Moderator+	Geena Mitchell	
Moderator-Elect+	Mike Smith	
Clerk+	Jenny Rowe-Johnson	year 2
Treasurer+	Jim Woodcock	year 3
Assistant to the Treasurer+	David Misemer	year 1
Members-At-Large+	Cassie Iverson	year 2
	_____	year 1
Christian Education+	Elisha Jacobsen, Chair	year 3
	Bennett Hormann	year 2
	Gwen Kessler*	year 2
	Gail Engstrom	year 1
	Phillip Snoxell	year 1
Church Growth	Charlotte Osborn*	year 4
	Deb Heuwinkel	year 3
	Cris Lien	year 2
	Adam Gordon	year 1
	Adam Rowe-Johnson	year 1
Community Life	Charlie Swanson	year 3
	Jason Mitchell*	year 2
	Sue Grove	year 2
	JoAnn Arny	year 2
	_____	year 1
Deacons+	Mary Easter	year 4
	Lynne Krehbiel-Breneman	year 3
	Wendy Berg, Chair	year 2
	Penny Truax	year 2
	Leslie Amundson*	year 1
	Erik Lien	year 1

Mission & Witness

Sara Quinn, Co-Chair	year 4
Bob Kessler, Co-Chair	year 2
Mike Cain*	year 1
Karen Moe-Cain	year 1
Vickie Woodcock	year 1

Stewardship

Ken Gowdy	year 2
Ted Bowman	year 1
_____	year 1

Trustees+

Bruce Evans, Chair	year 4
Jim Snoxell*	year 4
Phil Lee	year 2
John Blair	year 1
Tim Wulling	year 1

Personnel Committee+ *Members of Personnel serve a three-year term*

Carole Smith	year 3
Barb Billington	year 3
Beth Magistad	year 1

Leadership Committee+

Ellen Freeman	(Past Moderator)
Geena Mitchell	(Moderator)
Mike Smith	(Moderator Elect)
_____	(Member-at-Large)

Finance Committee+

Jim Woodcock	Treasurer
_____	Trustee
Howie Tobak	Member-At-Large, year 1 (of 4)
David Misemer	Member-At-Large, year 1 (of 4)

Women’s Fellowship: Penny Chally

Rep. to Interfaith Action of Greater St. Paul: Bob Kessler

Delegates to MN Conference UCC Annual Meeting, Fri-Sat, June 9-10, 2023

Delegate: Geena Mitchell

Delegate: Leslie Amundson

Youth delegate: \_\_\_\_\_

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