

Falcon Heights Church United Church of Christ



2020 Annual Report for Annual Meeting on January 31, 2021

Cor Wilson, Moderator

The Rev. Rick King, Pastor

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Moderator's Report

Coralie Wilson

Officers: Coralie Wilson, Moderator; Marv Fabyanske, Moderator-Elect; Dave Hill, Treasurer; Patti Holmes, Assistant Treasurer; Bryan Seyfarth, Clerk; Lee Barry, Financial Secretary.

Members at Large: Peter Duddleston; Noah Keitel; Ash Koncar; Mark Miazga; Bob Olsen; John Reitan.

To paraphrase Charles Dickens, “It was the worst of times; it was the best of times.” The year 2020 will be remembered as an historically challenging year for all Americans, not just for those of us at Falcon Heights Church in Minnesota. A pandemic, civil unrest, an economic recession and political turmoil all converged to create a stressful and anxious time of uncertainty and loss. Just when we thought things couldn’t get any worse, they did.

But here’s the thing: such extreme challenges summon forth the creativity that is needed to find solutions and to thrive. Because of our involvement in the Crossroads Vitality Program and the Growing Young project in 2019, we were learning to become an agile church, a congregation that could quickly adapt to changing circumstances and still minister to God’s people. We quickly learned how to Zoom for meetings and find our worship services on Facebook. We joined the 21st Century world of online giving, adding more people as e-givers than before. We discovered that our parking lot could be used for more than cars. And we learned that our neighbors cared about us when some volunteered to mow our lawn in the spring.

On Friday, March 13, when our governor locked down the state to try to slow the spread of Covid-19, Rev. Rick, Noah Keitel and Linda Owen immediately pivoted and managed to get our first worship service livestreamed on Facebook in time for our regular service time at 10:30 a.m. on Sunday, March 15. Soon, the Worship Ministry Team – Margot Olsen, Patti Holmes and Marianne Dietzel – took over planning as we moved to prerecorded services on Facebook Premiere, and Office Manager Shannon Kaiser learned to edit the disparate pieces recorded on cell phones at home and on Rick’s laptop at church, adding beautiful images and music to the meaningful content. And, anticipating that we will want to continue online worship services even after moving back into the sanctuary, three Executive Board Members took the lead on raising funds to replace our antiquated audio system, an effort that was augmented by a \$2,000 grant from the Minnesota Conference of the UCC to purchase video cameras.

When the Executive Board suggested that we create an e-giving portal on our website to facilitate contributions to our community programs, Treasurer Dave Hill made it happen. When the worship services and other events moved to the parking lot, At-Large Board Member John Reitan and son Ben were there with the audio equipment. When rioting after the George Floyd killing moved into St. Paul and threatened Falcon Heights, Bob Olsen checked on the church and made sure it was secure. When civil unrest was rumored to occur during the General Election in November, several members of the church as well as Rev. Rick showed up in the parking lot to welcome voters – many of them casting ballots for the first time – to our church as voting site.

While some of our priorities for the year were interrupted and/or delayed by the extraordinary events of this year, we honor and celebrate the ministry teams, congregants, board members and staff who stepped up and demonstrated that the church is much more than a building.

The Executive Board’s Progress Report is included here to give you an overview of our work this year.

Falcon Heights Church Executive Board Progress Report – 2020 Year-end

We celebrate:

- As an agile congregation, we were able to pivot to being an online church immediately after Gov. Walz called for a lockdown on March 15 to stop the spread of the Covid-19 virus.
- Despite the lockdown, we were able to move two new initiatives – the “Is Nothing Sacred” Bible study and a new meditation group – immediately to Zoom meetings.
- Worship services continue to evolve from very basic to more elaborate and meaningful spiritual offerings thanks to the efforts of the Worship Ministry Team and Office Manager Shannon Kaiser.
- We used the parking lot as an outdoor gathering space for both congregational worship and neighborhood activities, such as a Solstice/Father’s Day party, a concert and dance party, and July 4 and Memorial Day carillon concerts.
- We were able to bring another seminary student on board as an intern, despite the pandemic, thanks to a Minneapolis Fund Seminary Internship Grant from the Conference.
- The Executive Board approved our collaboration with St. Anthony Park UCC to raise funds for RIP Medical Debt.
- The financial health of our congregation has remained stable.

We accomplished:

- Our Treasurer was able to create an e-giving portal on our website, making it easy for congregants and others to contribute to support our various missions and special offerings.
- We completed a major revision of the church Constitution and By-laws, including a provision that enabled us to hold an online congregational meeting.
- We decided as a Board in the fall to hold the 2021 Annual Congregational Meeting virtually, on Zoom, allowing us the time to implement and communicate the changes necessary to make this the most inclusive Annual Meeting ever.

What’s working and not working:

Working:

- Dedicated Executive Board members who consistently contribute ideas, engage in discussions and solutions, and volunteer to help with Board projects.
- Holding meetings on Zoom has contributed to much better and more consistent attendance at Executive Board meetings.

Not working:

- Not seeing each other in person. Post pandemic, the challenge will be finding the balance between the ease and convenience of online meetings vs. the need for being together in person.
- Although the Executive Board engaged a realtor to assist in finding a tenant to rent space in our church building, that effort has been put on hold for the duration of the pandemic.

Projects I/we are currently working on or collaborating with:

| Project Task | Point Person | Due Date |
|---|---|-----------------------------|
| Hire a Faith Formation staff person | Rev. Rick | 2021 |
| Enhance online presence, including: <ul style="list-style-type: none">• A/V upgrade for worship• Reconstruct website for audio | <ul style="list-style-type: none">• Bob Olsen, Marv Fabyanske, Peter Duddleston• TBA | 2021 |
| Revise Constitution and Bylaws | Bob Olsen, Marv Fabyanske, Cor Wilson | 1/31/2021 Annual Meeting |

Comments/questions/future agenda items:

- Once the Constitution & Bylaws are approved, develop a plan (or plans) to recruit people to serve on newly-configured ministry teams and committees and Board.
- Make our Church Membership Roster and Leadership Handbook more readily available to members.
- Develop comprehensive administrative policies and procedures.
- Continue work to combine 2019 Crossroads Team recommendations and EB Task Force recommendations and prioritize efforts and resources, seeking feedback/ideas from the congregation as well in small group listening sessions.
- Although our financial health is stable, we have another deficit budget requested for approval. How long can we sustain this? Is it time to consider using a consultant specializing in fundraising for nonprofit organizations?
- Consider planning an all-church retreat.

Lead Pastor's Report

The Rev. Rick King

There's an English expression reputed to be translated from an ancient Chinese curse: "May you live in interesting times."

This curse has turned out to have a blessing buried within it, but when the COVID-19 pandemic reached Minnesota, for most of us it felt like the curse part was coming true. This tricky, fast-spreading virus caused most churches, schools, and organizations that could quickly pivot to move worship, work, learning and even play online as of mid-March; the economic recession that resulted from the pandemic has added joblessness, homelessness and poverty to the health crisis gripping the world; and the killing of George Floyd at the hands of Minneapolis police on Memorial Day brought forth a righteous uprising around the world that has not abated as we confront the "original sin" of racism and white supremacy; and the 2020-21 elections have exposed the corruption, dishonesty and inequality embedded in our politics for all to see, despite the denials of it by those in power.

Indeed, the "blessing" side of the curse has been revealed in the ways our church and other faith traditions have responded with creativity, courage, and hope. I would argue that although COVID and the other events of 2020 have presented us with challenges, fear, and disappointment—and caused us to throw out many of the plans we set down at last year's Annual Meeting and start afresh in response to them—we can look back at our mostly ad hoc response with joy and hope now that vaccines are available and the end of the pandemic is mostly a question of time.

And once the pandemic recedes and people safely begin opening buildings and gathering in person again, we will plainly see how profound are the changes in how we work and learn, relate to each other, and live out our spiritual lives together. In addition, given that we've discovered the benefits of gathering online in all sectors of society, communities and their leaders are rethinking WHY we gather in person if we can conduct business online; there's likely to be a new emphasis on community-building, celebration, and play, if we are creative in this rethinking and re-visioning of our common life. And how do we sustain the transformative energy and creativity once the urgency of the pandemic is gone?

In many ways, our common life went on as usual, albeit in a "virtual" form, because Christian faith needs community to be fully lived out:

- We still gathered weekly for worship, and even experimented with online worship in such special services as Maundy Thursday Tenebrae and Christmas Eve, in which reinvention might have been unthinkable before. We owe a debt of gratitude for the high quality of these services to Linda Owen, Noah Keitel, Shannon Kaiser, the Worship Ministry Team of Marianne Dietzel, Margot Olsen, and Patti Holmes, John Reitan, Joel and Karen Johnson, seminary interns Edith Bohardt and Carly Gaeth, and the countless readers, musicians, writers and pray-ers who embraced the technology and the challenge of moving our worship life online.
- Likewise, our group life moved quickly online: Bible study, meditation group, virtual gatherings of all kinds formal and informal: The drive to gather, in whatever form, was so strong that we pivoted to Zoom, almost without missing a beat. Our Board, teams, and other small groups accepted this change, made the best, and lived into an online reality that has become almost as normal as mask-wearing and keeping a 6' distance from one another, even outdoors. The Executive Board had decided ahead of the pandemic to subscribe to virtual meeting platforms such as FreeConferenceCall.com and Zoom; adapting to the pandemic realities just made the changes happen sooner than we imagined.

COVID-19 changed everything in one way or another: our outreach had to move to online or socially-distanced expressions, so initiatives such as RIP Medical Debt, drive-through food drives coupled with electronic-giving options continued our partnership with the Department of Indian Work, and our sustaining giving to Keystone Community Services has helped them expand their footprint by opening up new, larger food shelf spaces to meet the increased demands of a growing food-insecure population.

An entrepreneurial spirit in our congregation has birthed new initiatives in other ways too, such as a Little Free Library, which Marv Fabyanske built and which Margee has applied for listing nationally, and FHC neighbor Adine Stokes volunteered to keep stocked and organized with food and books; Susie Risher started a movement to hold a dance party in our parking lot in late March before Minnesota went on a stay-at-home order, and was joined quickly by others planning similar events: a Solstice/Father's Day party, a concert, three worship services, and a movie night, showing the way toward greater use of our outdoor spaces by neighbors and members alike; Margot Olsen and the Worship Ministry Team built a temporary Advent Spiral out of greenery and lights for people to walk on the West Patio; Marv built a Welcome Center for the entryway that we will begin using when we gather in person again; and our building partnership with Outdoor Painters of MN continues to develop.

My own daily schedule has not changed much during the pandemic; I'm one of the lucky ones who gets to safely go to work, because on most days, I'm the only one in the building. Each week, I hold Walk-In Office Hours via Zoom or phone call on Monday and Thursday afternoons from 1:00-3:00pm, sign-ups via SignUpGenius, with other times available by appointment; lead Bible Study on Zoom on

Mondays at 7pm and Tuesdays at 10am (though, for the month of January, Carly is leading Monday nights, as I am taking a J-Term Class at St. Kate's required for the graduate certificate program in spiritual direction that I'm enrolled in); Moderator Cor Wilson and I have a scheduled call each Tuesday at 1:30pm, the second Tuesday with Mod-Elect Marv Fabyanske to plan the monthly Executive Board agenda; I meet with a Team Lead or two each month on the phone to prepare for meetings and manage the team's business between meetings. Most Tuesday mornings at 11:00, I'm participate in a MN Conference UCC clergy Zoom call to share information, ideas, check in and support each other, hosted by Conference staff; I host the Wednesday night congregational Zoom gathering on the 1st Wednesday of the month; Worship is prerecorded on Thursdays, then Premiered on YouTube at 10:30am Sundays; Mondays at 2pm, Intern Carly Gaeth and I meet in supervision. I come to work in the office most days Monday-Thursday to do work requiring quiet and concentration, but do some Zoom and phone meetings from home, especially in the evening; Shannon Kaiser, our Office Manager, and I talk by phone a couple of days a week to ensure communication and workflow; Shannon continues to work remotely from home in Richfield, coming to the office, usually on Fridays, to do video editing of the service, on-site printing and sort mail, which both of us have been taking in and routing mail like offering checks to Lee Barry's box.

Another significant piece of wider-community work I do is with Isaiah MN, a non-profit, multiracial, interfaith coalition organizing communities building a multiracial democracy and a caring economy in our state. A non-partisan group, Isaiah nevertheless organized the largest voter engagement program in Minnesota last year, registering, educating and supporting voters in the last election cycle. At this writing (January 2021), the work has been intensive, with phone and Zoom calls to organize our members who've been involved and organize new ones for Isaiah's biennial launch on Jan. 24 on Zoom, with 3,000 people expected. The purpose of this event is to introduce new people to the organization and its work, and to gear up for the 2021 legislative session, and 2022 midterms. I hope we can build an Isaiah core team at FHC-UCC, to give more people who want the chance to join this effort and put faith into action through the political process.

I hope you'll check out Moderator Cor Wilson's report, the Executive Board report, and others to remember and give thanks to God for all we've been able to accomplish in 2020, and to look forward to pursuing our priorities in 2021, in Online Presence, Faith Formation staffing, reconfigured governance and ministry leadership structure, and looking forward to a safe, orderly opening of our building and in-person gathering when COVID-19 conditions have improved and it's safe to do so.

Intern's Report

Carly Gaeth

"No one belongs here more than you." - Brené Brown

What I've Been Up To...

In the beginning of September I began my internship here at Falcon Heights UCC—it feels like a lifetime ago! Since then, I've had the unique experience of conducting my field education through virtual means due to the COVID-19 pandemic. While there have certainly been limitations in activities, events, and other face to face ministry opportunities, I have been able to participate in the life of the church in many different ways. Before I get into the specific details of my time thus far, I'd like to take this opportunity to thank everyone at Falcon Heights UCC for embracing me in my role as intern. You have all met me with such grace and curiosity, compassion and joy, for which I am deeply grateful.

Specific Engagement at FHC

1. Weekly supervision with Rev. Rick— in these meetings we discuss different opportunities for me to participate in worship, personal strengths and weaknesses, leadership styles, and goals for future ministry placements
2. Parking lot worship service— this occurred in September and was my first introduction to most of the congregation; in this service I offered my musical talents and led the children's message
3. Weekly bible study— since I began at FHC, I've been attending Monday night bible study; in these meetings I not only engage in theological reflection but also have the opportunity to connect with members of the congregation. Due to Rev. Rick's course schedule at St. Kate's I will lead all of the sessions for the month of January.
4. First Hour— in the few scheduled Zoom meetings for youth and parents, I've had the opportunity to participate in a few of them. This gave me a chance to meet some of the young people and other opportunities to connect.
5. Congregational check-ins— due to the COVID19 pandemic there have been fewer opportunities to gather together, so we created a virtual space to check in with each other and be in community. I have attended each of them since my start date which has afforded me the opportunity to meet other people and to have meaningful conversations with others.
6. Epiphany party— on January 10th I attended and participated in the virtual epiphany party. In that meeting those in attendance were able to discuss our hopes and aspirations for the new year; I also provided a musical offering for the occasion.
7. Committee meetings— since September I have attended countless meetings: worship planning, intergenerational and youth committees, pastoral relations, executive board, internship support team, congregational budget meeting, and the outdoor meeting for the purpose of voting on the annual meeting happening over Zoom.
8. Weekly participation in worship— I've participated in every worship service since I began at FHC in various capacities. I've preached twice, have led and written prayers, children's messages, and other components of the liturgy, have led the sacrament of holy communion with Rev. Rick, and have provided musical offerings. Over the course of the past few months I've participated in every aspect of worship.

Ministry Team and Committee Reports

Adult Faith Formation Team

Members: Larry & Bonnie Schumacher

We celebrate:

Surviving 2020.

We accomplished:

- In January, we were joined by Ellie Krug of Gray Area Thinking to discuss transgender issues with us and many people attended.
- In February, Islamic Resource Group speaker Zafar Siddiqui joined us to discuss Islam and community, and was well-received.
- In November, we began hosting virtual Adult Faith Formation gatherings via Zoom once a month.

What's working and not working:

Working:

- Virtual gatherings - casual, open discussion, no predetermined topics.

Not working:

- In-person gatherings, since COVID.

We are reading:

- Anti-racism texts such as "So You Want to Talk About Race?"

Projects we are currently working on:

- Ongoing virtual adult faith formation gatherings.

Submitted by Larry Schumacher

Children's Ministry

Members: Sue Gramith, Carol Meeter, Libby O'Connell

Our team strives to support children and their families in their faith development.

It seems much longer ago than usual that we started off the year with our traditional First Hour programming. Our two classes of K-5 were taught by seminarian Edith Bohardt, Sue Gramith, and Carol Meeter using the Deep Blue Rotation curriculum. Our youth class (grades 6-12) was led by Margot Olsen with help from Jeannie Morrison and Reverend Rick using curriculum from Rite 13 and J2A (Journey to Adulthood). We are grateful to parents for making the effort to bring their kids on Sundays, since having a critical mass makes it more fun for everyone.

We continued with Super Sundays, suspending our normal First Hour activities approximately every 4-6 weeks for an intergenerational activity open to all members of the church. For January, we had an excellent session on mindfulness and prayer, with an outside speaker found by Edith Bohardt. In March high school student Lia Meeter-Biggs led everyone in assembling 100 hygiene kits for House of Charity.

Shortly after leading crafts and games at the Mardi Gras party, we closed the church building, switched

to worshipping safely from home, and took a hiatus from Children's Ministry activities. In late spring we held 5 Zoom First Hour sessions, allowing time both to reconnect and to say goodbye to seminarian Edith Bohardt.

This fall, with many families continuing to balance work with distance learning, we held a listening session to determine how best to serve families during this time. It was good to get together (even over Zoom) and we agreed that one First Hour per month for kids was appropriate, at least for the chance to maintain connections. In December we held a Christmas-themed Kahoot trivia game that was enjoyed by all.

Key for 2021 and beyond is finding new members for the Children's Ministry Team, both to bring forward new ideas and to provide a respite to existing team members. The work is rewarding – providing an opportunity to get to know the youngest members of our church community as well as time to reflect on your own faith.

Submitted by Carol Meeter

Friday Fellowship

We were only able to meet twice this year, in January and February, because of COVID19. In November, we met via Zoom to discuss the possibility of disbursing some of our funds to local charities. We chose four organizations to which we sent a total of \$1,000.00.

Below is the financial report for the year:

| | | |
|---|-----------|------------------|
| Beginning balance – Jan. 1, 2020 | | \$6764.90 |
| Income: | | |
| Reception for memorial service | | \$300.00 |
| Disbursements: | | |
| Expense for memorial service | \$ 224.70 | |
| Donations | \$1200.00 | \$1424.70 |
| Balance – Dec. 31, 2020 | | \$5640.20 |

Submitted by Jan Blomberg, Treasurer

Inreach Ministry Team

Members: Marilyn Smith, Margee Fabyanske, and Charleen Prill

Purpose: To coordinate the physical and emotional care-giving for members and friends of the Congregation of Falcon Heights Church, UCC through programs and activities.

While in a year of quarantine, social distancing, facial masks and hand-washing demands has modified our work.

Meals: In previous years, meals were prepared and taken to members experiencing needs for meals. To date, we haven't prepared and served meals physically, but through our financial support to various food providers in the community, we have continued our support.

Visitation: Marilyn Smith stated she could not do much physically but could do phone calls, which I appreciated since late 2019. Early this year, Margee called and we went over our congregants to pick out a list to divide among ourselves. Later we received phone calls from Sue Lillehei and Linda Owen requesting help in making phone calls to many of our congregants.

Transportation: No formal requests were received and questionable about our ability to provide with masks, distancing, etc.

Prayer Team Ministry: Rev. Rick King, Jan Blomberg, Karen Meile, Joyce Riestenberg-Smith, Linda Owen, and Charleen Prill have met via Zoom the 3rd Wednesday of each month. The team offers prayers and concerns for those in need and their loved ones. The ministry team offers prayers, phone calls, and cards initially and continues until progress or lack of occurs. Cards are also sent at Easter, Thanksgiving, and Christmas, showing we have them in our thoughts and prayers.

Submitted by Charleen Prill

Intergenerational Ministry Team

Members: Rachelle Roeckeman and Larry Schumacher

We celebrate:

Before the pandemic, we were able to host our traditional events such the Epiphany party and Mardi Gras. During the pandemic, we were still able to do some activities that brought people together. The virtual events weren't the same as in person, but despite that, people were still able to connect through the events we hosted.

We accomplished:

- Hosted our annual Epiphany party in January.
- Hosted our first Intergenerational Fun Night in February that involved having a meal and playing games. We received feedback that people of all ages really enjoyed it.
- Coordinated with Children's Ministry Team to host our annual Mardi Gras event in February.
- Continued Community Coffee on a quarterly basis through zoom.
- Offered an outdoor movie night in the parking lot.

What's working and not working:

Working:

- Hosting one-time or quarterly events rather than year-round programming.
- Continuing to work independently of the Adult Faith Formation team.

Not working:

- Still only having 2 people on the team. A minimum of 3 on the team would be ideal.
- Many of our events have been limited by the pandemic, so we will be anxious to proceed with the goals we established last year.

We are reading:

- Growing Young—we are continuing to incorporate the book's philosophies by offering events for all ages.
- Agile Church—we have continued with this book's philosophies by being very flexible with our events during this pandemic year.

Projects we are currently working on:

- Intergenerational outreach events: We were unable to have our outreach events, but hope to pursue our plans when the pandemic lifts.
- Mentoring events: Again, the pandemic brought a halt to these events, but we hope to proceed when we are able.

Comments/future agenda items:

The Adult Faith Formation team and the Intergenerational team have continued to operate separately. It may be time to discuss officially separating the teams.

Submitted by Rachelle Roeckeman

Membership Ministry Team

Members: Lynne Bradbury, Cindy Duddleston, and Susie Risher

We celebrate:

- Our spiritual growth through this small group ministry opportunity. The team continued to meet via Zoom and had regular communication via a texting group.
- Adaptability given challenges associated with COVID-19 restrictions

We accomplished:

- Leader training about the newly acquired Lyngblomsten Care Ministry Network membership.
- With the gifted craftsmanship and generosity of Marv Fabyanske, the new “Welcome Desk” was completed and is in the entry way of the Church.
- Planned, designed, made, purchased items for the Welcome Bags to be given to Newcomers.
- Planned and carried out a “Parking Lot Dance Party” in June.
- Completed Membership Audit.

What’s working & not working:***Working:***

- Our guide- using the FHCUCC Vision, Mission, and 2020 Priorities
- We appreciate Rev. Rick’s regular attendance and contribution to our Team Meetings.

Not working:

- It is difficult to track attendance/participation in online worship making it difficult to follow up/check in with visitors, prospective members, and current members.

We are learning/reading:

- Lyngblomsten Care Ministry Network training
- Using Pinterest to collect ideas for the Welcome Center, giveaways, etc.
- Collaboration with other Ministry Teams: Inreach, Worship, Communications

Comments/questions/future agenda items:

- Maintaining the Membership Rolls
- Plan to continue to collaborate more regularly with other Teams such as Worship, Inreach and Communications.
- Continue to explore and experiment with how we can minister to current and prospective members using technology and social media.

Submitted by Lynne Bradbury

Music Department

Joel and Karen Johnson

Because of COVID-19, all churches have been impacted! Here at Falcon Heights ... our faithful, robust Chancel Choir who had inspired the congregation each week ... was put on hold. The triumphant Easter Service with professional brass and choir was not able to go forward.

This interruption has greatly saddened Karen and me ... also the musicians and congregation. Music is such a wonderful vehicle to bring us all together!

However ... required adjustments have been made. Instrumentalists and singers have stepped up to inspire our virtual services. Sound engineer John Reitan has provided past recordings.

Bringing it all together is our Office Manager, Shannon Kaiser. In addition to her excellent managerial skills, Shannon (an accomplished musician – French horn) has *musical sense* and technical know-how to bring it all together. We are so fortunate!!

In that professionally, Karen and I are on furlough ... the Board of Worship has stepped up to coordinate on a weekly basis.

In our 55th year at Falcon Heights, this required isolation has been very difficult. We dearly miss the interaction with our long time church friends ... both musical and the congregation at large.

Stay safe, and much love to you all.

Submitted by Joel Johnson

Outreach Ministry Team

*Members: Mike Bradbury, Nancy Duffrin, Nancy Ellias,
Sara Wright, Chriss Joyce, and Patti Hoffman*

We celebrate:

2020 was a challenging year for Outreach service projects and activities with the COVID-19 pandemic suspending much of our usual in-person involvement in the community. However, as the months of isolation and economic hardship went on, exposing inequities in our society and creating civil unrest in our community, a great need arose for empowering people as well as financial support of those in need.

As a team, we met monthly to discuss ways that Falcon Heights Church (FHC) could have an impact on local, national, and global issues even as we had to remain physically distant from each other. As a result, many people in our community received food, clothing, shelter, and other household items either through direct donations from FHC or from our support of other organizations.

We accomplished:

1. We collaborated with the Intergenerational Team to support a service opportunity to FHC congregants at Feed My Starving Children on April 18th (the event was cancelled due to the COVID-19 pandemic).
2. We worked with the church office on designing a designated section of the church bulletin for outreach opportunities to improve the visibility of our ongoing or ad hoc projects.
3. We worked with members of the congregation and church leadership in search of a project manager for the Bridging program and agreed to be the main funding source for applications through FHC.

4. We provided funding to the Children's Ministry Team for a Super Sunday youth service project that assembled hygiene kits for the House of Charity.
5. We continued our annual support of The Sheridan Story, Department of Indian Works (DIW), and Minnesota Food Share through monetary gifts and food/item donations.
6. We continued to offer Conversations With Immigrants until the program was suspended due to the COVID-19 pandemic.
7. We made a new monetary donation, as well as delivered donated household items, to McDonough Homes, an apartment community that helps families and individuals with low income by providing affordable housing.
8. We joined with FHC clergy in support of voter engagement and registration through the Isiah Project.
9. We worked with FHC clergy to identify organizations in need of additional monetary support available through the Pastor's Discretionary Fund. The Sheridan Project, DIW, and Kente Circle Training Institute, who provide training to African American mental health professionals, were selected.
10. We collaborated with the Worship Ministry team to conduct a Drive-Thru Food Drive on Giving Thanks Sunday.
11. We supported an initiative to collaborate with other churches in promoting RIP Medical Debt, a national ecumenical program that buys medical debt wholesale and pay it off through donations from churches.
12. For our holiday giving campaign, we sponsored a Reverse Advent Calendar to collect food, clothing, and household items for DIW.

What's working & not working:

Working:

- Team collaboration is a strength of this group. We are able to share our thoughts, feelings, ideas, and interests on how to support outreach ministries without a single member dominating or influencing the agenda.
- Our meeting minutes are detailed, timely, and outlined with action items that keep us moving forward on projects or communication needs.
- Our progress is helped by successful collaboration with several other ministry teams on projects this year.
- We have improved our process for vetting and researching potential community partners and other charitable organizations before endorsing them.
- We continue to be blessed with a congregation that gives generous financial support to outreach missions.

Not working:

- We have had difficulty connecting with Falcon Heights Elementary School in an attempt to pay off school lunch debt and support homeless families in the community.
- Although virtual meetings allowed us to continue our work, our collective energy and enthusiasm seemed to drain throughout the year.
- We continue to be challenged by a lack of congregation and community participation with service projects.

We are learning/reading:

Through sharing our spiritual gifts and passion for helping others, we are learning how to navigate a

world full of inequities by giving and grant others permission to do the same. Poems, prayers, and inspirational quotes have given us guidance this year.

Submitted by Mike Bradbury

Property Ministry Team

Members: Dennis and Marianne Dietzel, Doug and Sue Nelson, John Rietan, Marv Fabyanske, Peter Duddleston, Bob Olsen, Joe Vance

The Property Ministry Team (PMT) oversees the care and maintenance of Falcon Heights Church, United Church of Christ's structure and property. A dedicated group of church members volunteer their time and even personal resources to change light bulbs, plant flowers, shovel sidewalks, and provide maintenance to numerous projects that saves the congregation thousands of dollars throughout the year.

In 2020, we addressed deferred maintenance projects, and added some additional items:

Outside

- Parking lot was professionally plowed
- A local teen shoveled our sidewalks
- Perennial flower gardens in the parking lot islands and other flower beds were prepared, planted and maintained
- Our lawn service kept the grass cut and fertilized, and volunteers helped pull weeds, trim hedges, and rake leaves
- Stumps and overgrown bushes were removed on the west side of the parking lot
- A neighbor volunteered to trim some of our trees and shrubs as a service to the church
- Non-functioning exterior lights were repaired
- A Little Library/food pantry was installed by the entrance

Inside

- Gathering Room kitchen faucet repaired again, twice
- A major pipe leak in the basement was addressed
- Furnaces, filters, and air conditioning units were serviced routinely
- LED bulbs and new lens were installed under the loft, significantly improving the lighting at the back of the sanctuary
- A new welcome center was built and installed in the entryway
- A complete sound system was ordered to replace all of the equipment in the sanctuary

We are grateful to all the hands that help keep up our facilities. New team members are always welcome, and additional volunteers are needed to help with various projects to keep Falcon Heights Church beautiful.

Thank you to everyone that volunteered in 2020, and to Shannon Kaiser for her help!

Submitted by Bob Olsen

Worship Ministry Team

Members: Margot Olsen, Patti Holmes, and Marianne Dietzel

We celebrate that we have been able to provide worship virtually since March, experimenting with different locations for recording worship both in and outside of the church building. I don't have data as far as how many people are attending, but we have been there each week with a service that was both familiar and different.

As a team with Rev. Rick, we have brainstormed different ways of doing things when our building was closed and we couldn't worship together.

- We have taken turns being a worship assistant to Rev Rick to be there for recording sessions and to help and be at least one person in the pews.
- During the summer we scheduled worship recording in parks and the Roseville Arboretum and our own parking lot and patio, and then moved into the church building and used both the gathering room and the sanctuary.
- We tried to support visually the church seasons and themes.
- We recruited readers to record themselves reading scripture and performing music.
- Patti Holmes did a huge amount of work, with Shannon Kaiser's help and John Reitan's music recordings to find music to use for services. Many musicians have been generous with providing us with recordings of music they are playing or singing.
- We also decided to adjust the service: order of worship and length of time because of all the things we couldn't do, not being in person.

During Advent we decided to try an evening vesper service and recorded as the sun was setting, decorating the gathering room with a tree and recording services there. We wanted to encourage lighting an advent candle each week so made some small Advent Wreaths for people who requested one and delivered it to their home. We worked to find a special Advent candle song to sing each week and recorded it, and for Christmas Eve produced a Christmas Pageant with willing volunteers who performed on Zoom. All who were in it had fun and we heard positive comments from those who watched. We also created an Advent Spiral walk on the outside patio and many of the neighbors came to see it and walk the spiral and "light candles" with their hopes and prayers. **We thank every person who has played a role in helping with all of the roles in worship and for those who made the Christmas story come alive in the pageant.**

What's working and not working:

Working:

- Regular Worship planning ZOOM meetings to support Rev. Rick and brainstorm things that can be included.
- Providing someone to help set up for the recording and be there to smile and laugh and be a "congregation of one" for Rev Rick.
- Having people sign up to read with a little nudge from an email.
- Having Carly as an intern adds another voice and many ideas to our planning times.

Not working:

- It is difficult to find ways to make worship the collective experience that it is meant to be, and there is no replacement for being there together, **singing**, reading, praying, thinking, worshipping.

We could not do the online worship without the skills of Shannon, our office manager.

We are currently working on plans for the season of Lent and into Easter. And someday hope to plan our first in person worship together, even in the parking lot, sometime this year.

Respectfully submitted by the Worship team.

Membership Information and Pastoral Records

Members Deceased

Marilyn Baden
Daniel Berke
Dwight Brown
Edward Nicholson

Funerals

February 22, 2020 Edward Nicholson (member)
July 1, 2020 Kathleen Knapp (non-member)
July 8, 2020 Dwight Brown (member)
August 5, 2020 Daniel Berke (member)
August 26, 2020 Carol Meyer (non-member)

Baptisms

November 22, 2020 Amelia Haas

Falcon Heights Church Foundation

Annual Report – 2019-2020

We, the Trustees and Advisors of the Falcon Heights Church Foundation, are pleased to submit this, our **Thirty-Seventh** Annual Report, to the members of the Falcon Heights Church, United Church of Christ. As the Foundation's fiscal year ends June 30th, instead of the calendar year, this report will reflect the status of the Falcon Heights Church Foundation from July 1, 2019 - through June 30, 2020.

A BRIEF HISTORY

The objective of a separate charitable foundation is to provide a vehicle by which the congregation may make gifts that remain in the principal account and only the income generated will be paid out annually to the church; thus, the concept of a "gift that never stops giving." In August of 1982, Chuck Webber, Jerry Meigs, Thor Lyford, Wes Potter, Bob Carlson, Bill Helms and Marion Short (all members of Falcon Heights United Church of Christ) authored the statement of purpose and a set of by-laws. On December 19, 1982, a resolution for the establishment of a Falcon Heights Church Foundation was submitted to the Executive Board of the church and approved. The congregation approved this resolution on January 23, 1983.

A checking account was opened on May 5, 1983, and was funded with seed money from the

Foundation's board members. The first Foundation officers were: Chuck Webber, President; Jerry Meigs, Vice-President; Thor Lyford, Treasurer, and Marion Short, Secretary. A rotation of five-year terms for each board member was established.

Incorporation papers for the Foundation were filed in late 1983. Gifts totaling \$9,500 were received from 44 Charter Members of the Foundation whose names appear on a permanent plaque in the church.

Initially, the Trustees and Advisors of the Foundation made all of the investment decisions by using the "Prudent Investor's Rule." This meant all monies were invested in safe securities, with the exception of some donations that were earmarked to be placed in mutual funds. At that time, it was not felt "prudent" to invest in equities. As the Foundation's net worth increased, the board members and advisors investigated the possibility of using an outside investment firm (investment advisor). After interviewing several firms, C. C. Dunnavan & Company of Minneapolis was chosen as the investment firm to work with the Foundation in February of 1993.

A summary of C. C. Dunnavan & Company's performance accompanies this 2019-2020 Annual Report. Additionally, an audited report from the Foundation Treasurer, Bonnie Russ, is attached.

2019-2020 IN REVIEW

During the past year, three new memorials were established and eight existing memorials received additional contributions. This brings the total number of memorials in the Foundation to 262. \$9,308.74 was received in contributions to memorials and general contributions for fiscal year 2019-2020. A total of 40 families or individuals contributed to the Foundation this past year. A listing of new memorials and persons contributing in 2019-2020 is attached. If any were inadvertently missed, please contact any Trustee or Advisor.

At the annual Foundation Sunday service, a check for \$22,206.82 will be presented to Falcon Heights Church, United Church of Christ. This check represents earned income from investments (less expenses) for the past fiscal year. (The first earnings check was \$442.10, and presented to the church in 1984.) The Foundation earnings presented to Falcon Heights United Church of Christ over the past 37 years now totals \$376,533.17. On June 30, 2020, the Foundation's total net worth was \$690,899.75 as compared to \$728,877.89 on June 30, 2019.

DISBURSEMENTS TO FALCON HEIGHTS UNITED CHURCH OF CHRIST

| YEAR | AMOUNT | USE |
|-------------|---------------|--|
| 1983-86 | 2,441.81 | General Church Budget; 3-year Landscaping Fund |
| 1986-87 | 2,294.87 | Salary Support for Assistant Minister |
| 1987-88 | 2,328.85 | Search Committee Expenses (for New Senior Minister) |
| 1988-89 | 3,381.57 | New Copy Machine; Other Administrative Expenses |
| 1989-90 | 5,306.73 | Church Debt Reduction |
| 1990-91 | 7,833.61 | New Furnaces; Church Debt Reduction |
| 1991-92 | 6,419.28 | Search Committee Expenses (hiring of new Senior Minister) and New Church Signage (outside) |
| 1992-93 | 6,290.76 | New Office Computer; Church Sign Fund |
| 1993-94 | 5,411.05 | Seed Money for Youth Rainbow Certificate Program |
| 1994-95 | 5,476.96 | Repairs to Child Care Room; Outside Church Sign |
| 1995-96 | 6,408.00 | New Copy Machine; Capital Dev. Fund; Sidewalk Repair |
| 1996-97 | 7,771.68 | Architect Fees |
| 1997-98 | 10,146.34 | Architect Fees; New Computer Equipment |

| | | |
|--------------|---------------------|---|
| 1998-99 | 11,300.80 | Street Assessment from City of Falcon Heights |
| 1999-2000 | 11,086.23 | Architect fees, PA system and other building repairs |
| 2000-2001 | 9,808.59 | New phone system, Parish Nurse Program |
| 2001-2002 | 11,688.22 | Parish Nurse Program, transportation of furniture donation from Denver, new computers, furnishings for new office suite |
| 2002-2003 | 13,487.69 | Video Projector; portion of electronic keyboard, Parish Nurse. |
| 2003-2004 | 9,401.19 | Parking lot sealing/stripping; carpet; photos; mortgage reserve. |
| 2004-2005 | 8,556.49 | Mortgage interest and Search Committee Expenses |
| 2005-2006 | 8,548.66 | Mortgage interest and Lyngblomsten Care Team Ministry |
| 2006-2007 | 11,101.38 | Mortgage interest |
| 2007-2008 | 13,115.75 | Mortgage interest |
| 2008-2009 | 8,709.34 | Mortgage interest |
| 2009-2010 | 8,803.93 | Mortgage interest |
| 2010-2011 | 8,470.27 | Mortgage interest |
| 2011-2012 | 10,272.51 | Mortgage interest |
| 2012-2013 | 11,135.36 | Mortgage interest |
| 2013-2014 | 19,572.91 | Mortgage interest |
| 2014-2015 | 20,448.11 | Mortgage payments, furnace replacement; roof repair |
| 2015-2016 | 20,571.95 | Mortgage payments; bathroom remodel partial funding |
| 2016-2017 | 20,816.18 | Mortgage payments |
| 2017-2018 | 21,943.48 | Mortgage payments |
| 2018-2019 | 23,975.80 | Mortgage payments |
| 2019-2020 | 22,206.82 | |
| TOTAL | \$376,533.17 | |

2019-2020 FOUNDATION OFFICERS, TRUSTEES, AND ADVISORS

Officers:

President - Lee Barry
Vice-President – Jerry Meigs
Secretary - Nancy Ellias
Treasurer - Bonnie Russ

Trustees:

Lee Barry
Charlie Rose
Jerry Meigs
Marvin Fabyanske
Bonnie Russ
Joe Vance
Nancy Ellias

Advisors:

Nancy Read Hendricks
Dwight Brown
Doug Nelson

SUMMARY

A gift to the Falcon Heights Church Foundation is a gift that keeps on giving - year after year. Only the interest earned on the total investment is returned to Falcon Heights United Church of Christ for their use. We thank all contributors who have helped make the Foundation such a continuing success over the past 37 years.

Please contact an officer, Trustee, or Advisor for further information or comment.

Respectfully submitted,

THE OFFICERS, TRUSTEES, AND ADVISORS
FALCON HEIGHTS CHURCH FOUNDATION
September 2020

Financial Secretary's Report

| | |
|---------------------------|---------------------|
| 2020 PLEDGES PAID: | \$258,539.66 |
| Loose Plate Collections: | \$4,575.24 |
| <u>2019 PLEDGES PAID:</u> | <u>\$35,440.00</u> |
| TOTAL FUND | \$298,554.90 |

PLEDGES RECEIVED FOR 2021 = \$248,944.00

Respectfully submitted,
Lee Barry
Financial Secretary, Falcon Heights Church

Treasurer's Report

David Hill, Treasurer and Patti Holmes, Asst. Treasurer

General Notes on 2020

- Revenue from all sources was greater than expenses by \$22,633 compared to a budgeted shortfall of \$19,499. Combined revenue was \$335,156, about \$35K more than budgeted. Pledge contributions were \$257K, only \$5K less than budgeted.
- Revenue includes \$26K raised for an audio/video system upgrade and \$15K of Foundation gift funds used for mortgage payments and an LED lighting project.
- Expenses were \$312K, less than the \$320K budgeted for the year. Expenses include an unbudgeted \$20K spent on the audio project, \$15K set aside for a future pastor sabbatical and \$15K set aside for future major maintenance needs. The music staff was not paid after March, at their request, resulting in lower staff expense.
- Non-staff expenses were lower than budgeted for 2020, as many activities of the church were on hold. Similarly building expenses were lower than budgeted.
- Budgeted direct outreach spending was \$17,713 as budgeted. This was an 17% increase over the past year. Other outreach funded through non-budget special offerings and the pastor's discretionary fund totaled \$10,736.
- No funds from the parking lot sale were spent in 2020. The current balance from the sale is \$102,226. A portion of these account funds is held in Cornerstone CDs.

Mortgage

| | |
|------------------------------------|----------|
| Principal Balance 1 January 2020 | \$53,254 |
| Principal paid in 2020 | \$10,759 |
| Principal balance 31 December 2020 | \$42,495 |
| Interest paid in 2020 | \$2055 |

The mortgage was refinanced August 2019 at 4.1% annual rate. 3.7 years remaining on mortgage.

Assets/Liabilities and Fund Balances

- The year ended with \$320,311 current assets, and \$276,290 combined liabilities
- Balance in the US Bank general checking account is \$156,780. \$106K of general funds are held in Cornerstone CDs.
- The church has no stock assets.

Permanently Restricted Funds

- The permanently restricted Outreach Trust fund, \$22,384, is invested at Edward Jones. The dividends (\$983 in 2020) were used to support 2020 and future 2021 Outreach projects.
- The Handbell Fund CD (base value of \$5000) and Carillon Fund CD (base value \$5000+ \$4000 interest) are in CD's held at Cornerstone. Earned interest is held in US Bank checking.

2021 Budget

- The budget is presented as an expected, "Covid", budget. This budget assumes regular church operation starting in Fall of 2021. The "2021 Budget" presents figures for full year church operations. The operating budget submitted by the Executive Board shows expenses \$19,000 greater than expected income.
- Budgeted pledge and regular giving are \$250K, about \$7K less than received in 2020.
- The 2020 budget includes funding for a Faith Formation leader(\$20K), outsourcing of financial support (\$12K for Treasurer responsibilities), 2% staff raises, and a 10% increase in outreach contributions
- Spending for deferred expenses - future building maintenance and funding for pastor sabbatical, was not included in this budget.

Submitted by David Hill

Statement of Financial Position

| <u>Account</u> | <u>YTD Current</u> | <u>Beginning of Year</u> | <u>Difference</u> |
|--|------------------------|------------------------------|----------------------|
| ASSETS | \$0.00 | \$0.00 | \$0.00 |
| 10100 US Bank General Checking | \$156,779.87 | \$87,986.53 | \$68,793.34 |
| 10200 North Star Checking | \$5,970.68 | \$6,025.68 | (\$55.00) |
| 10500 North Star Checking - SCRIP | \$18,976.44 | \$19,504.47 | (\$528.03) |
| 10550 Scrip Card Inventory | \$1,636.95 | \$2,627.48 | (\$990.53) |
| 11000 Edward Jones | \$16,835.59 | \$24,511.65 | (\$7,676.06) |
| 11800 Cornerstone Fund - CD | \$106,095.11 | \$104,277.39 | \$1,817.72 |
| 11805 Cornerstone Fund CD (Handbell) | \$5,006.12 | \$5,079.40 | (\$73.28) |
| 11810 Cornerstone Fund CD (Carillon) | \$9,011.02 | \$9,142.91 | (\$131.89) |
| TOTAL ASSETS | \$320,311.78 | \$259,155.51 | \$61,156.27 |
| ACCOUNTS PAYABLE | \$0.00 | \$0.00 | \$0.00 |
| 20500 US Bank VISA Payable (used in CC Module) | \$760.51 | \$827.71 | (\$67.20) |
| LONG TERM LIABILITIES | \$0.00 | \$0.00 | \$0.00 |
| TOTAL ACCOUNTS PAYABLE | \$760.51 | \$827.71 | (\$67.20) |
| 22750 Mortgage Payable | \$42,495.35 | \$53,254.20 | (\$10,758.85) |
| TOTAL LONG TERM LIABILITIES | \$42,495.35 | \$53,254.20 | (\$10,758.85) |
| PERMANENTLY RESTRICTED | \$0.00 | \$0.00 | \$0.00 |
| 23010 Handbell Fund | \$5,000.00 | \$5,000.00 | \$0.00 |
| 23020 Carillon Fund | \$5,000.00 | \$5,000.00 | \$0.00 |
| 23030 Outreach Trust | \$22,383.77 | \$22,383.77 | \$0.00 |
| TOTAL PERMANENTLY RESTRICTED | \$32,383.77 | \$32,383.77 | \$0.00 |
| TEMPORARILY RESTRICTED FUNDS | \$0.00 | \$0.00 | \$0.00 |
| INTEREST AND DEDICATED FUNDS | \$0.00 | \$0.00 | \$0.00 |
| 23040 Handbell Fund Interest | \$577.30 | \$425.73 | \$151.57 |
| 23050 Carillon Fund Interest | \$4,823.02 | \$4,632.84 | \$190.18 |
| 23060 Outreach Trust Interest | \$485.56 | \$2,127.88 | (\$1,642.32) |
| 23061 Outreach Trust Growth | (\$5,548.18) | \$0.00 | (\$5,548.18) |
| 23065 Cornerstone CD Interest | \$6,095.11 | \$4,277.39 | \$1,817.72 |
| 23070 Scrip Proceeds for Distribution | \$8,837.89 | \$10,356.45 | (\$1,518.56) |
| 23075 Dedicated Housing Fund | \$3,500.00 | \$3,500.00 | \$0.00 |
| TOTAL INTEREST AND DEDICATED FUNDS | \$18,770.70 | \$25,320.29 | (\$6,549.59) |
| OUTREACH FUNDS, OFFERINGS | \$0.00 | \$0.00 | \$0.00 |
| 23150 Christmas Fund - UCC | \$205.00 | \$376.00 | (\$171.00) |
| 23160 Food Shelf Donations | \$470.00 | \$0.00 | \$470.00 |

| <u>Account</u> | <u>Current</u> | <u>Beginning of Year</u> | <u>Difference</u> |
|--|--------------------|--------------------------|---------------------|
| 23165 Ministers Discretionary Aid Fund | \$1,230.84 | \$6,274.00 | (\$5,043.16) |
| 23170 Communion Table | \$5,175.10 | \$5,163.27 | \$11.83 |
| 23175 Outreach Misc Fund | \$1,466.00 | \$1,466.00 | \$0.00 |
| 23176 Special Recognitions | \$44.97 | \$44.97 | \$0.00 |
| 23190 Habitat for Humanity Fund | \$0.00 | \$280.00 | (\$280.00) |
| TOTAL OUTREACH FUNDS, OFFERINGS | \$8,591.91 | \$13,604.24 | (\$5,012.33) |
| FAITH EDUCATION FUNDS | \$0.00 | \$0.00 | \$0.00 |
| 23210 Church School Collections | \$2.26 | \$2.26 | \$0.00 |
| 23220 CE Special Events | \$40.00 | \$40.00 | \$0.00 |
| 23240 Education Fund | \$1,445.06 | \$1,445.06 | \$0.00 |
| 23250 Adult and Interger. Ed Books | \$72.69 | \$72.69 | \$0.00 |
| 23260 CE Facilities Fund | \$163.79 | \$163.79 | \$0.00 |
| TOTAL FAITH EDUCATION FUNDS | \$1,723.80 | \$1,723.80 | \$0.00 |
| SPECIAL PURPOSE FUNDS | \$0.00 | \$0.00 | \$0.00 |
| 23405 Mens Breakfast | \$685.72 | \$670.72 | \$15.00 |
| 23410 Prayer Group | \$70.46 | \$70.46 | \$0.00 |
| 23430 Young at Heart | \$833.76 | \$833.76 | \$0.00 |
| 23440 Easter Plant Sale | \$1,185.91 | \$2,243.26 | (\$1,057.35) |
| 23445 Altar Flowers | \$0.00 | (\$602.60) | \$602.60 |
| 23470 Music Fund | \$10,107.88 | \$8,092.88 | \$2,015.00 |
| 23471 Organ Fund | \$1,866.50 | \$1,866.50 | \$0.00 |
| 23472 Other Special Music | \$150.00 | \$150.00 | \$0.00 |
| 23480 Youth Program Donations (Ded) | \$5,753.25 | \$5,753.25 | \$0.00 |
| 23540 Audio System Fund | \$7,449.68 | \$1,049.68 | \$6,400.00 |
| 23550 Office Furnishings Fund | \$359.50 | \$359.50 | \$0.00 |
| 23560 Technology Upgrade Fund | \$2,133.68 | \$133.68 | \$2,000.00 |
| 23570 Newspaper Advertising Fund | \$30.74 | \$30.74 | \$0.00 |
| 23620 Wedding Income/Expense | \$411.48 | \$411.48 | \$0.00 |
| 23690 Anniversary Fund | \$209.00 | \$209.00 | \$0.00 |
| 23700 Memorials | \$6,478.56 | \$5,228.56 | \$1,250.00 |
| 23701 Handbell Memorials | \$3,234.33 | \$3,234.33 | \$0.00 |
| TOTAL SPECIAL PURPOSE FUNDS | \$40,960.45 | \$29,735.20 | \$11,225.25 |
| ADMINISTRATIVE FUNDS | \$0.00 | \$0.00 | \$0.00 |
| 23812 Pre-Paid Pledges | \$3,550.00 | \$750.00 | \$2,800.00 |
| 23820 Deferred Maintenance | \$15,000.00 | \$0.00 | \$15,000.00 |
| 23821 Sabbatical/Search Fund | \$15,000.00 | \$0.00 | \$15,000.00 |
| 23825 Misc. Non-budgeted | \$0.00 | \$178.00 | (\$178.00) |
| 23910 Contingency Reserve Fund | \$559.12 | \$559.12 | \$0.00 |
| 23920 Building Funds Special Gifts | \$60.00 | \$60.00 | \$0.00 |
| 23930 Capital Development Fund | \$1,665.00 | \$1,665.00 | \$0.00 |

| <u>Account</u> | <u>YTD Current</u> | <u>Beginning of Year</u> | <u>Difference</u> |
|---|------------------------|------------------------------|--------------------|
| 23935 Building and Landscape Fix-up | \$536.66 | \$358.66 | \$178.00 |
| 23950 Foundation Income Fund | \$35,262.88 | \$28,003.70 | \$7,259.18 |
| 23955 Parking Lot Sale | \$52,226.39 | \$52,226.39 | \$0.00 |
| 23956 Parking lot sale - reserved | \$50,000.00 | \$50,000.00 | \$0.00 |
| 23970 Transfer/Holding Account | \$0.00 | \$1,131.00 | (\$1,131.00) |
| TOTAL ADMINISTRATIVE FUNDS | \$173,860.05 | \$134,931.87 | \$38,928.18 |
| TOTAL TEMPORARILY RESTRICTED FUNDS | \$243,906.91 | \$205,315.40 | \$38,591.51 |
| NET ASSETS | \$0.00 | \$0.00 | \$0.00 |
| 30110 Operating | (\$21,866.72) | (\$32,625.57) | \$10,758.85 |
| Operating-Current Year | \$22,631.96 | \$0.00 | \$22,631.96 |
| Operating-Current Year-Total | \$765.24 | (\$32,625.57) | \$33,390.81 |
| TOTAL NET ASSETS | \$765.24 | (\$32,625.57) | \$33,390.81 |

2020 Budget and Proposed 2021 Budget

| | <u>Acct # Description</u> | <u>2020 Budget</u> | <u>2020 December</u> | <u>2021 Budget</u> | <u>COVID Budget</u> | <u>2021 Comments</u> |
|----|---------------------------------------|------------------------|--------------------------|------------------------|-------------------------|---|
| 1 | BUDGETED INCOME | | | | | |
| 2 | 45010 Current Year Pledges | 261,992 | 257,083 | 250,000 | 250,000 | \$246,000, n=66 Lee 12/31/2020. |
| 3 | 45020 Prior Year Pledge Payments | 150 | 35,000 | 500 | 500 | |
| 4 | 45030 Loose Plate Collections | 3,000 | 3,392 | 3,000 | 3,000 | |
| 5 | 45035 Program Contributions | 1,800 | 121 | 1,800 | 600 | |
| 6 | 45050 Facility Use Contributions | 3,000 | 2,013 | 3,000 | 1,000 | |
| 7 | 45090 Interest and Dividend | 2,000 | 0 | 2,000 | 2,000 | Cornerstone interest will be distributed |
| 8 | 45105 Scrip Income Transfer | 3,000 | 0 | 5,000 | 3,000 | |
| 9 | 45110 Special Gifts and Fund Transfr | 4,000 | 22,600 | 14,000 | 14,000 | \$10K from Audio Systems Fund, \$4000 from others |
| 10 | 45175 Foundation Inc. Fund Use | 22,000 | 14,948 | 28,000 | 28,000 | \$22K plus unused 2020 |
| 11 | TOTAL BUDGETED INCOME | 300,942 | 335,156 | 307,300 | 302,100 | |
| 12 | EXPENSES | | | | | |
| 13 | STAFF | | | | | |
| 14 | SENIOR MINISTER | | | | | |
| 15 | 56110 Senior Minister Salary | 54,377 | 54,425 | 55,512 | 55,512 | +2% |
| 16 | 56130 Senior Minister Housing | 27,589 | 27,615 | 28,164 | 28,164 | +2% |
| 17 | 56135 FICA Reimbursement | 6,270 | 6,276 | 6,401 | 6,401 | 7.65% S+H |
| 18 | 56140 Senior Minister Annuity | 11,475 | 11,307 | 11,715 | 11,715 | 14.0% S+H |
| 19 | 56150 Senior Minister Insurance | 28,074 | 28,582 | 30,011 | 30,011 | +5% |
| 20 | TOTAL SENIOR MINISTER | 127,785 | 128,204 | 131,803 | 131,803 | |
| 21 | ADMINISTRATIVE STAFF | | | | | |
| 22 | 56310 Office Manager Salary | 26,770 | 26,787 | 27,322 | 27,322 | +2% |
| 23 | 56350 Office Manager Medical Allow | 3,569 | 3,569 | 3,666 | 3,666 | +2% |
| 24 | MUSIC STAFF | | | | | |
| 25 | 56410 Music Director Salary | 11,374 | 3,791 | 11,601 | 5,000 | +2% |
| 26 | 56420 Organist Salary | 11,888 | 3,963 | 12,126 | 5,000 | +2% |
| 27 | SUPPORT STAFF, TAXES | | | | | |
| 28 | 56510 Child Care Worker Salary | 2,076 | 373 | 2,200 | 900 | +2%; 150 hrs |
| 29 | 56515 Faith Formation Leader Salary | 5,000 | 2,833 | 20,000 | 5,500 | May be more on an annual basis |
| 30 | Out Sourced Financial Services | | | 12,000 | 12,000 | 20 hrs per month @ \$50/hour. |
| 31 | 56535 Staff Recognition | 300 | 300 | 300 | 300 | |
| 32 | 56980 Church Share Federal Taxes | 4,600 | 4,944 | 4,000 | 3,000 | Lower payroll |
| 33 | TOTAL STAFF | 193,362 | 174,764 | 225,018 | 194,491 | |
| 34 | FAITH EDUCATION | | | | | |
| 35 | 57005 Children's Education Curriculum | 400 | 200 | 400 | 400 | |
| 36 | 57010 Special Programs and Teache | 100 | 0 | 100 | 100 | |
| 37 | 57020 Expendable Supplies (Faith Ec | 150 | 8 | 150 | 90 | ???? Options for online education in Covid scenario |
| 38 | 57040 Teacher Training and Recogni | 50 | 0 | 50 | 40 | ???? Options for online education in Covid scenario |
| 39 | 57045 Background Checks (Faith Ed) | 150 | 0 | 150 | 50 | |
| 40 | 57048 Confirmation Class Expenses | 200 | 0 | 200 | 100 | |
| 41 | 57050 Youth Program and Activities | 150 | 0 | 150 | 100 | |
| 42 | 57060 Baptismal & Graduation Gifts | 50 | 0 | 50 | 50 | |
| 43 | TOTAL FAITH EDUCATION | 1,250 | 208 | 1,250 | 930 | |

| | <u>Acct # Description</u> | <u>2020 Budget</u> | <u>2020 December</u> | <u>2021 Budget</u> | <u>COVID Budget</u> | 2021 Comments |
|----|--------------------------------------|------------------------|--------------------------|------------------------|-------------------------|---|
| 44 | ADULT AND INTER-GENERATIONAL | | | | | |
| 45 | 57064 Adult & Intergenerational Ed | 300 | 150 | 350 | 175 | |
| 46 | 57066 Growing Young Initiative | 1,000 | 0 | 1,000 | 500 | New programming initiative support |
| 47 | 57075 Events/Festivals | 2,100 | 54 | 2,100 | 1,000 | |
| 48 | TOTAL ADULT AND INTER-GENERAT | 3,400 | 204 | 3,450 | 1,675 | |
| 49 | COMMUNICATIONS AND MEMBERSHIP | | | | | |
| 50 | 57101 Membership Expenses | 300 | 165 | 300 | 300 | |
| 51 | 57107 Outdoor Banners and Signs | 1,500 | 886 | 1,500 | 1,500 | |
| 52 | 57108 Special Mailings and Postcard | 100 | 0 | 100 | 100 | |
| 53 | 57110 Coffee Hour | 2,000 | 115 | 2,000 | 600 | |
| 54 | 57115 Web Hosting | 330 | 420 | 450 | 450 | Website redesign coming |
| 55 | TOTAL COMMUNICATIONS AND ME | 4,230 | 1,586 | 4,350 | 2,950 | |
| 56 | MUSIC AND WORSHIP | | | | | |
| 57 | 57205 Sheet Music Purchase | 720 | 331 | 720 | 300 | |
| 58 | 57210 Summer Organist | 1,625 | 0 | 1,600 | 1,200 | \$125/wk for 13 weeks |
| 59 | 57215 Other Music Substitutes | 500 | 125 | 125 | 125 | |
| 60 | 57220 Organ/Piano Maintenance | 500 | 0 | 500 | 500 | |
| 61 | 57222 Special non-choir Music | 3,600 | 170 | 3,800 | 2,500 | December orchestra |
| 62 | 57225 Music Copyright Permissions | 225 | 277 | 300 | 300 | |
| 63 | 57230 Worship Supplies & Sanctuan | 1,600 | 1,196 | 1,600 | 900 | |
| 64 | TOTAL MUSIC AND WORSHIP | 8,770 | 2,099 | 8,645 | 5,825 | |
| 65 | BUILDING & GROUNDS | | | | | |
| 66 | 57305 Gas/Heating | 6,626 | 4,469 | 6,500 | 5,000 | |
| 67 | 57310 Electricity | 7,500 | 4,275 | 7,500 | 5,000 | |
| 68 | 57315 Outdoor Lighting | 365 | 278 | 300 | 300 | |
| 69 | 57320 Telephone Service | 1,442 | 1,167 | 1,680 | 1,680 | |
| 70 | 57321 Broadband Internet | 803 | 1,042 | 708 | 708 | |
| 71 | 57323 Fire Systems Monitoring | 1,013 | 685 | 750 | 750 | |
| 72 | 57324 Elevator Maintenance & Mon | 794 | 860 | 880 | 880 | |
| 73 | 57325 Water/Sewer Service | 3,419 | 3,078 | 3,120 | 3,120 | |
| 74 | 57326 Trash Collection | 659 | 583 | 600 | 600 | |
| 75 | 57330 Exterior Maintenance | 5,000 | 615 | 5,000 | 5,000 | |
| 76 | 57335 Interior Maintenance | 5,000 | 2,799 | 5,000 | 5,000 | |
| 77 | 57338 Major Maintenance Projects | 1,000 | 22,178 | 15,000 | 15,000 | Remainder of sound system Plus additional projects |
| 78 | Deferred Maintenance | 0 | 15,000 | 0 | 0 | ADDED LINE; Don't budget for 2021 |
| 79 | 57340 Custodial Supplies | 250 | 52 | 250 | 125 | |
| 80 | 57345 Snow Plowing | 2,500 | 930 | 2,500 | 2,500 | |
| 81 | 57350 Lawn Service | 1,500 | 859 | 1,500 | 1,500 | |
| 82 | 57355 Custodial Service | 10,908 | 3,747 | 11,000 | 4,000 | |
| 83 | TOTAL BUILDING & GROUNDS | 48,779 | 62,617 | 62,288 | 51,163 | |
| 84 | INREACH | | | | | |
| 85 | 57610 Care Team training & support | 200 | 195 | 195 | 195 | Lyngblomsten Care Ministry Network membership - Ren |
| 86 | TOTAL INREACH | 200 | 195 | 195 | 195 | |
| 87 | OUTREACH GIFTS | | | | | |

| | <u>Acct # Description</u> | <u>2020 Budget</u> | <u>2020 December</u> | <u>2021 Budget</u> | <u>COVID Budget</u> | 2021 Comments |
|-----|--------------------------------------|------------------------|--------------------------|------------------------|-------------------------|---|
| 88 | 57705 OCWM | 12,100 | 12,100 | 13,500 | 13,500 | Plus 10% |
| 89 | 57710 United Theological Seminary | 1,100 | 1,100 | 1,250 | 1,250 | Plus 10% |
| 90 | 57715 Interfaith Action | 1,430 | 1,430 | 1,550 | 1,550 | Plus 10% |
| 91 | 57716 Sheridan Story - FHES | 1,044 | 1,543 | 1,600 | 1,600 | 50% incr. based on 2020 gifts |
| 92 | 57749 Outreach Fund Interest | 1,000 | 1,100 | 1,100 | 1,100 | |
| 93 | 57750 Open and Affirming Coalition | 440 | 440 | 500 | 500 | Plus 10% |
| 94 | TOTAL OUTREACH GIFTS | 17,114 | 17,713 | 19,500 | 19,500 | |
| 95 | | | | | | |
| 96 | WIDER CHURCH | | | | | |
| 97 | 57810 Conferences and Meetings | 600 | 0 | 600 | 300 | |
| 98 | 57820 MN UCC per Capita Dues | 2,000 | 2,000 | 2,000 | 2,000 | \$10/member |
| 99 | 57850 Refreshments for Clergy Mee | 100 | 0 | 100 | 50 | |
| 100 | TOTAL WIDER CHURCH | 2,700 | 2,000 | 2,700 | 2,350 | |
| 101 | ADMINISTRATION AND EQUIPMENT | | | | | |
| 102 | 57906 Copier Lease | 1,728 | 1,782 | 1,800 | 1,800 | |
| 103 | 57910 Office Supplies & Paper | 1,500 | 386 | 1,500 | 750 | |
| 104 | 57915 Office & Bulk Rate Postage | 700 | 480 | 725 | 475 | |
| 105 | 57920 Miscellaneous Expenses | 450 | 268 | 450 | 300 | |
| 106 | 57935 Computer Software & Suppor | 3,000 | 2,684 | 3,060 | 3,060 | |
| 107 | 57936 Computer Repairs & Replacer | 500 | 0 | 1,000 | 1,000 | Upgrade computer in business office &/or Shannon's offi |
| 108 | 57937 Audio & Video equipment suj | 400 | 50 | 400 | 400 | |
| 109 | 57955 Executive Board Leadership T | 300 | 535 | 500 | 200 | |
| 110 | 57960 Church Property & Liability In | 12,000 | 12,547 | 14,760 | 14,760 | \$3690/qtr |
| 111 | 57965 Workers' Compensation Insur | 1,692 | 1,096 | 1,214 | 1,214 | \$607/6 mo |
| 112 | 57971 Stewardship and Financial suj | 500 | 794 | 500 | 500 | |
| 113 | 57980 Bank, Vanco, Stock Charges | 500 | 504 | 500 | 500 | |
| 114 | TOTAL ADMINISTRATION AND EQU | 23,370 | 21,125 | 26,409 | 24,959 | |
| 115 | PASTORAL EXPENSES | | | | | |
| 116 | 58010 Senior Minister Prof. & Cont. | 2,500 | 1,797 | 2,500 | 2,500 | |
| 117 | 58025 Senior Minister Mileage | 750 | 326 | 750 | 350 | |
| 118 | Sabbatical Fund | 0 | 15,000 | 0 | 0 | ADDED LINE; Don't budget for 2021 |
| 119 | 58080 Pulpit & Pastoral Care Tempo | 1,200 | 75 | 1,200 | 1,200 | 6 weeks @\$200/wk |
| 120 | TOTAL PASTORAL EXPENSES | 4,450 | 17,198 | 4,450 | 4,050 | |
| 121 | MORTGAGE | | | | | |
| 122 | 58110 Mortgage Principal | 10,440 | 10,759 | 11,000 | 11,000 | |
| 123 | 58120 Mortgage Interest and Fees | 2,376 | 2,055 | 2,000 | 2,000 | |
| 124 | TOTAL MORTGAGE | 12,816 | 12,814 | 13,000 | 13,000 | |
| 125 | | | | | | |
| 126 | TOTAL EXPENSES | 320,441 | 312,524 | 371,255 | 321,088 | |
| 127 | Revenue | 300,942 | 335,156 | 307,300 | 302,100 | |
| 128 | | -19,499 | 22,633 | -63,955 | -18,988 | |