

****Edgcumbe Presbyterian Church****

Annual Report 2021

Two-Part Meeting: January 31 & February 6, 2022



AGENDA

Meeting 1: January 31

Call to Order & Opening Prayer

Establishment of Quorum

**Review & Approval of Terms of Call
for Pastors**

**Treasurer Report, including 2022
Budget**

Closing Prayer

Meeting 2: February 6

Call to Order & Opening Prayer

Establishment of Quorum

Annual Statistical Report

Report of the Pastors

Report of Ministry Teams

Review of 2021 Congregational Minutes

Other Business

Adjournment & Closing Prayer

Annual Statistical Report for 2021

Session:

2022 Connie Howe-Vielmetti, Ingrid Eggert
2023 Meredith Holt (Clerk), Rich Schiferl
2024 Jay McGregor, open slot

Pastors Luna and Phil GebbenGreen, Co-Moderators; Ron Eggert, Treasurer

Staff:

Luna & Phil GebbenGreen, Co-Pastors Jenya Trubnikava, Music Director
Krysta Niznick, Office Administrator Marisol Guevara, Custodian

Annual Membership Report:

Active Members as of December 31, 2020	37
Received by transfer	1
Total number added to Active Roll	1
Active Members removed from Roll	6
<i>[Moved to Friends of EPC]</i>	
Death of Active Members	0
Total number removed from Active Roll	6
Active Members as of December 31, 2021	32
Baptized members (children)	5
Total Congregation	37
NEW CATEGORY: Friends of EPC	15

Pastors' Report

We began the year 2021 with our community theme of unlearning: unlearning, untangling and un-doing from our set beliefs, habits and patterns, which we lived into as we moved out of the critical phases of the covid-19 pandemic. What practices continue to speak to us and enliven our faith? What habits might we release as no longer serving us in our faith and in community? As we are on the edge of another surge of the virus, we recognize that our pre-pandemic lives are gone...and what we have is a new "normal". Our lives are now




different. We now practice anchoring in the Holy Spirit as we discern how to be the Body of Christ in this time and space.

Our Edgcumbe community was greatly blessed and deepened by the Racial Justice and Me (RJAM) and Spiritual Pilgrimage of Anti-Racism (from the PTCA) learnings (and unlearnings!). We were also enriched by the opportunities of the Mission Team who brought us into connection with various programs throughout the Twin Cities working for racial and social justice. Our backwoods continues being found by persons and programs that are allowing us broader connection and relationships in the wider community. And, we began to rethink who are as we moved into a hybrid worship experience, and learned we need new practices and openness moving forward. Through these movements, we have experienced a deeper realization that ***we belong to each other and to the Living Christ.***

Moving ahead, we realize that everything could shift at any moment, so then our communal call and invitation is for even deeper ***presence*** and ***listening to who the Holy Spirit*** to guide our way. Resting in God's grace, learning and practicing Sabbatical, and extending God's love will be our path. As we consent to the Jesus who is Teacher, Healer, and the One Who Wakes Us Up, we ask for the Holy Spirit to be in our minds, and we pray together:

*Holy Spirit, in this Holy Moment, You be in charge,
and we will follow you, trusting that your direction leads us to peace.*

It has been a joy and an honor being in community with each of you! 
Pastors Luna and Phil GebbenGreen

Personnel Report

The following people are on our personnel team: Meredith Holt, Carol Schweickhardt, Pastor Luna, and Pastor Phil. Here is a quick overview of our current staff.

Kyrsta Niznick, office manager, continues to cover the financial and administrative needs of the church with competence. Krysta office hours are very flexible, so if you need something specific from her, your best option is to use her EPC email at epchurch2149@gmail.com.

Marisol (Sol) Guevara, custodian, who has continued to clean the church three times a week. Sol cleans the church on Saturday, Sunday, and Wednesday. For her vacation in summer of 2021, Sol was able to visit her sister, who is fighting cancer, in London.

Jenya Trubnikava, choir director and accompanist, rehearses with the choir on the first and third Thursdays of the month and an hour before church each Sunday. She researches the music that is offered, sends out piano recordings for each voice and copies of the score and words. Jenya, unfortunately, spent her vacation in the last weeks of 2021, dealing with Covid. She is recovering nicely and looking forward to returning to in person rehearsals with the choir.

Pastors Luna and Phil GebbenGreen, have been even more supportive to the congregation during 2020 and 2021. During the mandated shut down of non-essential businesses and institutions, they helped us move seamlessly to church services on Zoom, continued to offer established meetings such as Bible Study and Contemplative prayer online, and, also, offered new opportunities for congregational support through the Sunday, after service, and Wednesday check-ins. All of this while still caring for the physical upkeep of the building and supporting the issues of the Montessori and AA groups, who meet in our building. Their vacation in late August and early September of 2021 was extended by two weeks in recognition of all that they have done.

We are very fortunate to have such a great staff team. Their flexibility during Covid has been amazing: continuing to perform their duties seamlessly whether working from home, working in masks, or dealing with the changes that seem to occur weekly. We are so grateful for their support. In recognition of their diligent work and support, the Session has increased all their salaries for 2022.

Building & Grounds

General building maintenance and repairs were accomplished and a few landscape features were added or upgraded in 2021. Updates to the grounds included installation of the parking lot basketball hoop on the existing pole, updating the backwoods-entry bulletin board, planting low-maintenance grass on the berm by the parking lot and adding an information sign on the maple tree near the chair circle.

A list of building maintenance projects was created and a few were completed late in the year. New roof drain screens were fabricated and installed and a number of interior doors were adjusted and repaired. Door repairs included adjusting the closing mechanisms and reattaching the wood veneer where it had come loose due to age and water damage. Funds were donated to fix the hot water heater that services the narthex bathroom and check on the sanctuary heat-tasks that were completed early in January 2022.



The hybrid worship team (Jay, Rich, Jennie, Ron, Dave, Phil) greatly improved the internal WIFI network by purchasing and installing a couple of mesh antennas in the building. In addition, this team purchased and installed a fixed-location, remote controlled sanctuary camera and advanced microphone integration that connects to Pastor Phil's new laptop which greatly enhanced the Zoom experience for online participants during Sunday worship in the sanctuary. More improvements of this hybrid worship technology system are planned for 2022, including exploration of technology that will allow for live interaction with Zoom participants in the sanctuary.



Backwoods

The use of the backwoods stage and grounds by EPC and other groups expanded greatly in 2021. This year we worshiped outdoors more times than in any previous year, allowing us to gather again in-person after our long Covid lockdown. A new backdrop was added to the stage due to the generosity of the folks involved with the Jessa memorial service. About a dozen performances of a locally written and produced play, *Aquelarres*, were given at sundown using this upgraded stage. The Jessa memorial included amazing music

with about 300 friends and acquaintances attending. The Clary's celebrated several graduations in their family with a party. And on a sunny Saturday in July, Marlo McGregor was married in a deeply meaningful and connective celebration. As more people visit our backwoods we expect to receive more interest in using the space for more celebrations and productions in the coming year. Special thanks to Jay McGregor for providing and setting up the outdoor sound system so many times this year and to Liz and Rich Schiferl for coordinating our property use calendar.

The other big news in our backwoods is the decimation of our ash tree population and the large-scale removal of dead and dying trees by Urban Foresters last fall (finishing in the front yard in January 2022), thanks to a couple of substantial donations from the congregation.

And we can't forget all the buckthorn, garlic mustard and burdock that were pulled this past year—thanks to all the invasive species eradicators and their fearless leader Pastor Luna.

Mission Report

2021 was a banner year for mission support, and renewed energy for outreach to our neighbors and the community. In early 2021, Edgcumbe formed a Mission Team to address local needs, while continuing to support Presbyterian mission and partners outside of St. Paul. Eleta Pierce continued as our Chair, with support from Pastor Luna. Members include: Rich and Liz Schiferl, Lisa Holden, Ruth Andersen and Dave Vielmetti. We invite members and friends to join us for monthly meetings and projects as moved by the Holy Spirit.



Session approved a monthly donation of \$100, and a yearly Presbyterian unified support for Presbytery and the denomination of \$2,000. Each month a local or national/international organization was then selected and contacted to receive the allocated monthly donation, plus additional offerings and gifts given by the congregation.

The organizations receiving monthly mission gifts were:

Migizi: Minneapolis Native American circle of support organization focused on youth and promoting Native American culture, education and communication. Support Center in South Minneapolis was burned in 2020 protests and rebuilt.

Voices for Racial Justice: In conjunction with EPC's RJAM {Racial Justice and Me} group providing education, communication and ongoing dialogue between twin cities racial groups.

Minnesota Foodshare and Francis Basket Food Market: St Paul organizations distributing food and related items to individuals and families in need of healthy nutrition

EPC Backwoods Project: Continuation of support for our multi-year effort to build an outdoor retreat, meditation place and worship space. Many trees and areas of invasive weeds were cleared with new plantings and prayer stations continue to be developed around the 3.5 acre location behind the church in Highland Park.

Presbyterian Pentecost Offering and 8218 Truce Center: The yearly denominational Pentecost offering supports youth and youth programs. Locally, the 8218 Truce Center is a sanctuary for youth and a center for mediating violence in the community.

Plaster House, Tanzania: EPC's longtime members and medical missionaries Ron and

Ingrid Eggert have been heavily involved in Plaster House in Africa as an important center for medical treatment of birth defects and pediatric genetic conditions over a period of many years.

Project Home: Located in West St. Paul, EPC has long supported collections of food, clothing, bedding and hygiene item distribution for families in nearby suburbs and neighborhoods of St. Paul.

Highland Park Senior High Library: Our nearby neighborhood school used our donation for their library to provide additional reading resources.

Peace and Global Witness Offering: This offering supports global, synod and Presbytery missions.

A Mother's Love in Minneapolis is a support center for single Moms.

Joseph's Coat: Our support of Joseph's Coat consists of a yearlong collection and donation of clothing and household items for this local organization.

Union Gospel Mission: St. Paul's largest outreach support organization for homeless individuals and families. The St. Paul homeless shelter is located at 435 University and provided Thanksgiving meals for several thousand clients in 2021.

A summary of Mission collections and Session-approved giving is in the table below. Total Mission dollars collected and distributed for 2021 by all EPC sources was \$9515. For each \$1 dollar provided by the EPC session budget, an additional \$1.97 was contributed by the

congregation through mission giving. At least 69% of what was distributed by mission collections remained in the local community.

All-in-all a great year for missions at Edgumbe Presbyterian Church. In addition to the short summary of each group supported given above, there are web links to each organization in the Mission page on the EPC web site.

Edgumbe Presbyterian Church 2021 Mission Summary					
Month in 2021	Organization(s) and location	EPC contribution, session approved	Congregation contribution	Total contribution	Comments
January	Migizi, Minneapolis	\$ 100	\$ 275	\$ 375	
February	Voices for Racial Justice, Minneapolis	\$ 100	\$ 160	\$ 260	
February	Presbytery Unified Mission Support Pledge	\$ 2,000	\$ -	\$ 2,000	Annual contribution (this was for 2020 and 2021)
March	MN Foodshare and Francis Basket Food Market, St. Paul	\$ 100	\$ 460	\$ 560	
April	EPC Backwoods, St. Paul	\$ 100	\$ 1,560	\$ 1,660	Also lots of hard work in the backwoods pulling invasives, cutting trees and hauling brush and building community.
May	Youth focus with the Pentecost Offering: 8218 Truce Center, St. Paul (40%), Presbyterian Mission Agency children and young adults (60%)	\$ 100	\$ 485	\$ 585	
June	Plaster House, Tanzania	\$ 100	\$ 1,310	\$ 1,410	
July	Project Home, St. Paul	\$ 100	\$ 430	\$ 530	
August	Highland Park Senior High School library, St Paul	\$ 100	\$ 360	\$ 460	
September	8218 Truce Center, St. Paul snack collection	\$ 100	\$ 315	\$ 415	Also lots of snacks for 8218 Truce Center
October	Peace and Global Witness Offering: A Mothers Love, Minneapolis (25%), Presbytery of the Twin Cities and the Synod of Lakes and Prairies (25%), Presbyterians across the globe (50%)	\$ 100	\$ 400	\$ 500	
November	Union Gospel Mission Thanksgiving Bag Drive, St Paul	\$ 100	\$ 450	\$ 550	
December	Project Home, St. Paul	\$ 100	\$ 110	\$ 210	Donations of lotion and clothing, etc. also collected.
Grand total		\$ 3,200	\$ 6,315	\$ 9,515	
Ratio: Total contribution/EPC contribution				297%	
Total Local Dollars (to Twin Cities Agencies)				\$ 6,604	
Ratio of Total Local Dollars/Total contribution				69%	

RJAM Report

The Racial Justice and Me (RJAM) team completed book discussions of Ijeoma Oluo's book 'So You Want to Talk About Race' in the first half of 2021. Every other week, interested EPC community members met via Zoom to discuss a book Chapter. The discussions focused on how the information in each Chapter personally impacted each of us. The book brought to light the Author's personal experiences with concepts such as White Privilege, Intersectionality, Police Brutality, Microaggressions, the School-to-Prison pipeline, Affirmative Action, and the Model Minority Myth.

Since much of the past year had been spent looking inward, RJAM suggested that the summer be a time for more outward/community exploration including 1) listening to the podcast series: "Be Anitracist", by Ibram X Kendi, 2) volunteering at the 8218 Truce Center in St. Paul, 3) joining the conversations sponsored by Mac-Groveland Antiracism Learning and Action 2021 group which focused on housing inequities in our neighborhoods, 4) investigating volunteer opportunities with the St. Paul Interfaith Action group, and/or 5) getting involved with activities to welcome the Rehoboth Ethiopian Christian Church to our sanctuary.

In addition, several EPC members participated in the PTCA Spiritual Anti-Racism Pilgrimage which broadened the scope of information about racism and white-privilege with a great selection of readings, video information and small group discussions bringing to light the actions and impacts of racism on the local region and the nation.

Small Groups

Besides the RJAM group that met on Wednesday evenings last spring, we had two other groups that met weekly throughout the year.

Centering Prayer - During Covid-19, this group bloomed from 6-8 people meeting in person, to now an average of 15+ people joining Zoom from all over the United States. This group gathers for 20 minutes of meditation, a short reading from a shared book, and brief personal sharings. This past year we finished reading through *Intimacy with God*, by Thomas Keating, and the group selected *Centering Prayer and Inner Awakening*, by Cynthia Bourgeault, as our new literature to read from weekly.



Bible Study - A dedicated group of 6-10 spiritual and textual archeologists gather on Zoom almost every Sunday evening to read scripture and learn and grow together.

Treasurer's Report

It was another unsettled year in so many ways! Nevertheless, our income equaled our expenses for the second year in a row. In addition, there was a substantial carry-forward from 2020 and a second Covid grant from the Presbytery to assist with electronic equipment purchases. And there were additional donations to cover the costs of backwoods clean-up and dead tree removal.

We ended 2021 with \$38,302 in our Associated Bank checking account (current expenses) and \$3,134 in the Associated savings account (donations for specific purposes eg. Holiday

flowers/decorations). In addition, we have an emergency reserve at Vanguard of \$52,945 up from \$46,805 last year thanks to our market investments.

The 2022 budget is again bare bones. Almost all of the expense side of the budget is devoted to staff salaries and building maintenance and operation. But note: there are additional expenses this year related to the pastors' sabbatical. The Montessori Preschool income is contractual. The other income projections (AA and unpledged contributions) are conservative.

Thanks to all of you, our finances are stable and our projections for the 2022 budget are looking good. The 2022 budget has been approved by Session. Approval of our pastors' compensation is on the Annual Meeting agenda. The budget is attached. If you have questions, please call 651-998-9450 or email me ireggert@gmail.com or bring them to the Annual Meeting.

Blessings to all, Ron Eggert

2021 Year-End Report & 2022 Budget

ASSETS:				NOTES
Vanguard	52,945			Accts as of 12/31/2021
Associated Checking	38,302			
Associated Savings	3,134			
Backwoods Fund	3,508			Remainder of Grant & giving in 2021
Tree donations	9,000			Remainder of Tree donations
Biz Grant remaining	2,093			Remainder of Biz Grant
	2021	2021	2022	
	Budget	Actual	Budget	NOTES
REVENUES:				
Pledge Units	22		19	
Pledge Payments	91,140	77,852	87,700	
Unpledged Contributions	6,000	6,937	6,000	
Per Capita Income	361	150	0	
COVID Grant	0	0	0	
Montessori Rent/Prop. Ta	49,680	49,680	49,680	\$4180/mo (x12)
AA Rent	5,000	7,500	12,000	\$1000/mo (x12)
Backyard Project	0	0	0	
Misc. Inc.	0	11,553	0	Covid/Biz grant/Ministry Innovation grant/ B&G donation
Special Projects	0	30000	0	2021- tree work
Special Mission		6,315	0	
Carry Fwd Bank Balance	15,000	0	30,000	
TOTAL REVENUES	167,181	189,987	185,380	

	2021	2021	2022	NOTES
	Budget	Actual	Budget	See individual budget items for notes
EXPENSES:				
TOTAL B&G	31,735	47,821	46,396	2021 includes tree donations
TOTAL OFFICE	3,700	3,819	4,205	
TOTAL PERSONNEL	125,056	114,923	134,966	
TOTAL MISSION	4,705	9,060	3,405	Per Capita and Mission giving
TOTAL WORSHIP	1,400	1,685	1,600	
TOTAL EDUCATION	200	200	200	
TOTAL SESS,DEAC	280	280	280	
MISC. EXPENSES	0	6,654	2,093	
TOTAL EXPENSES	167,075	184,441	193,145	
NET INCOME	167,181	189,987	185,380	
BALANCE	105	5,546	-7,765	
BUILDING & GRDS EXP.	2021	2021	2022	NOTES
	Budget	Actual	Budget	
Loan Payments	594	594	0	Paid off! [for sanctuary lighting]
Utilities/Heat, Light, etc.	10,200	9,319	12,000	
Insurance	6,686	7,014	7,288	8-9% increase in rates from Helland
Building Maintenance	4,000	1,679	4,000	
Services	4,000	3,059	4,000	
Assess/Prop Tax	1,405	1,435	1,600	
B&G Supplies/Custodial	3,850	3,074	4,000	
Grounds Maintenance	500	388	500	
Special Projects	0	21,000	9,000	Amount remaining for tree removal
Backwoods Project	500	0	500	
Backwoods Fund	0	261	3508	amount remaining of grant/giving
TOTAL B&G	31,735	47,821	46,396	
OFFICE EXPENSES	2021	2021	2022	NOTES
	Budget	Actual	Budget	
Computer/Software	400	516	535	Quickbooks needs to purchased each year
Telephone/Internet	1,650	1,583	1,700	
Copier	300	373	300	
Postage	220	190	220	
Payroll Services	800	695	800	
Office Supplies	200	56	250	
Bank/Vanco Fees	130	406	400	Increase because of online giving fees. Some fees are paid by donor at the time of donation which will appear in additional income
TOTAL OFFICE	3,700	3,819	4,205	
PASTOR COMP	2021	2021	2022	NOTES
Pastor	Budget	Actual	Budget	
Pastor Housing	32,000	32,000	32,000	
Pastor Salary	21,613	21,613	23,221	2022 PTCA min = \$55,221.27

Pastor Pension/Medical	21,086	17,688	20,228	Based on Salary
Continuing Ed	3,195	3,195	2,400	2021 includes carryover from 2020
Automobile	800	239	800	
Pastor Misc Allowance	1,000	1,008	1,000	
Med/Dent Supplement	4,000	3,239	4,000	
Cell Phone	500	500	500	
Sabbatical		0	7,200	Hoping to set aside \$1200/yr
PASTOR COMPENSATION	84,194	79,482	91,349	
OTHER PERSONNEL	2021	2021	2022	NOTES
	Budget	Actual	Budget	
Music Director Salary	10,500	10,500	11,100	
Music Dir-Cont Educ.	200	0	200	
Office Administrator	6,200	5,353	6,500	
Custodian	15,912	15,698	17,760	
Handyman	2,000	931	1,000	
Payroll Taxes	5,300	2,560	3,807	
Staff Supply	500	150	3,000	Guest Preachers etc, extra for sabbatical in 2022
Staff Misc	250	250	250	
OTHER PERSONNEL	40,862	35,442	43,617	
SESSION	2021	2021	2022	NOTES
	Budget	Actual	Budget	
Books/Miscellaneous	30	13	30	
Elder Retreat	100	0	100	
TOTAL SESSION	130	13	130	
OUTREACH & MISSION:	2021	2021	2022	NOTES
	Budget	Actual	Budget	
Per Capita Paid Out	1,205	1,205	1,205	based on membership of 33
Denom Mission	2,000	2,000	1,000	2021=\$1000 make-up from 2020
Other Mission	1,500	1,100	1,200	\$100 to monthly mission
Special mission		4,755	0	Donations received from members paid out
TOTAL OUTREACH	4,705	9,060	3,405	
WORSHIP & ARTS	2021	2021	2022	NOTES
	Budget	Actual	Budget	
Worship	500	243	500	
Music	500	283	500	
Musicians	300	975	300	
Flowers		184	200	
ArtPlayce	100	0	100	
TOTAL WORSHIP & ARTS	1,400	1,685	1,600	

EDUCATION	2021	2021	2022	NOTES
	Budget	Actual	Budget	
Education Expenses	200	0	200	
TOTAL EDUCATION	0	0	200	
MISCELLANEOUS	2021	2021	2022	NOTES
	Budget	Actual	Budget	
MISCELLANEOUS	0	0	0	
Covid Tech Grant	0	4,453	0	new routers/extenders
Biz Grant		2,200	2,093	Recycling program
TOTAL MISC. EXPENSES	0	6,654	2,093	

TERMS OF CALL 2022 - Edgcumbe Presbyterian Church

Reverends Phil & Julie (Luna) GebbenGreen

Presbytery of Membership: Presbytery of the Twin Cities Area

Co-Pastors, part time: 90% of full-time

Effective Date: January 1, 2022 (original call effective August 1, 2007)

Terms (all should be annual):

Salary & Housing \$55,221 (Includes housing/utility allowance \$32,000)
2022 metro minimum is \$55,221

Free Use of the Manse ____ Yes No

Vacation = 4 weeks including 4 Sundays

Continuing Education allowance \$2,400 (minimum \$1,200) per year, cumulative over 3 years to \$7,200 (minimum \$3,600).

Continuing Education leave 2 weeks, cumulative over 3 years to 6 weeks

Pension Full (37% of Effective Salary)

Automobile allowance, IRS rate, Vouchered up to \$800

Professional Expenses Vouchered up to \$1,000

Social Security Offset ____ Yes No (7.65% of salary & housing)

Medical/Dental Supplemental Yes ___ No Vouchered up to \$4,000 (with half of unused portion at year's end returned to the pastors)

Optional Retirement Contribution ___ Yes No Amount \$_____

Sabbatical Yes ___ No

Length of leave: 3 months; years of service required: 6 years. (Presbytery guideline is 3 months after 6 years of service.) Session approval of dates and plan required.

Parental Leave - When an installed teaching elder or spouse is to give birth, or to adopt a child, family leave shall be offered under at least the following terms: Eight weeks family leave at 100 percent of pro-rated annual salary and full housing allowance, or twelve weeks at 75 percent of pro-rated annual salary and full housing allowance. (See full Presbytery Policy on Family Leave for more details.)

Moving Expense ___ Yes No Vouchered up to \$_____

Congregational Meeting Minutes from 2021

Edgcumbe Presbyterian Church

Annual Meeting Minutes

Sunday February 7, 2021

Call to Order: The meeting, moderated by Pastor Phil GebbenGreen, was called to order at 11:05 a.m. and opened with prayer. A quorum was declared with a moderator, clerk of session, and over 1/10 of the active membership of 37.

Bylaw Update and Vote:

It was proposed that statements #2 and #12 be amended so that church members may meet and make decisions **electronically (virtually)** as well as in person.

The amended bylaws would read as follows (changes in bold):

2. There shall be an annual meeting of the congregation in the church edifice **or electronically (virtually)** as scheduled and called by session within the first six weeks of the calendar year, but no later than the second Sunday in February. The annual meeting will include the transaction of any business properly coming before such meeting.

12. Session and church committees may meet and make decisions in-person or electronically (virtually).

MSC to approve amending the bolded items in the above bylaws #2 and #12 to allow congregational meetings and decision making electronically (virtually) as well as in person.



Annual Statistical Report for 2020:

Session:

2020 Eleta Pierce, Meredith Holt (clerk of session)

2021 Fred Clary, Jay McGregor

2022 Connie Howe-Vielmetti, open slot

Deacons:

2020 Todd Barnes, BelindaClary 2021 Ingrid Eggert, open slot

Pastors Phil and Luna GebbenGreen, Co-Moderators; Ron Eggert, Treasurer

It was noted that Elders Eleta Pierce, Meredith Holt and Fred Clary and Deacons Belinda Clary, Todd Barnes, and Ingrid Eggert's terms of service expired in 2020 and 2021.

Active Members as of December 31, 2019	33
Received on Profession of Faith/Baptism	5
Received on Affirmation of Faith	1
Total number added to Active Roll	6

Active Members removed from Roll	0
Death of Active Members	2
Total number removed from Active Roll	2

Active Members as of December 31, 2020	37
Baptized members (children)	7
Total Congregation	44

Deaths: Kathy Pedersen (Aug. 5, 2020) Dorice Van Vorst (Nov. 8, 2020)

Pastors Report:

Both Pastor Luna and Pastor Phil commented on the adaptability of the congregation in what will be remembered as the first year of the Covid 19 pandemic. They both declared their appreciation for the members of Session who worked alongside them. Pastor Phil said that adaptability is a sign of a healthy society and promotes a deeper spiritual depth and Pastor Luna added that we should keep listening for God's word and anchoring in Him. If we deepen in our relationship with God, we will build a foundation which He will use. Nothing is impossible.

Terms of Call:

Elder Eleta Pierce was the moderator for the Terms of Call discussion. It was explained that the Session sets the budget and it was already approved. It was also explained that Session discussed the Terms with the pastors and they, again, agreed to the minimum salary as suggested by the Presbytery which reflects a 90% position.

MSC to accept the Terms of Call as presented. The discussion was closed with prayer.

Committee Reports Overview:

Building and Grounds:

Replacement of the tiles in the hall outside of the office and the downstairs hall, kitchen and first Montessori room was completed at the end of March.

The second large project of the year encompassed replacing the old shed, repairing broken brick by the Montessori door, and improving the drainage in the same area to avoid future leakage problems.

In the spring, Jay McGregor will install a new, sturdier backboard for the existing basketball hoop on the edge of the parking lot. This was donated by his company, MSS.

Backwoods:

The development of the backwoods is close to completion and has become part of a significant outreach to the greater community with paths for walking and areas with socially distanced seating that are used for prayer, meditation, and visiting. As we look to the future, we need to focus more on creating a healthy ecosystem of local, native plants and trees and making sure invasive species are kept in control.



Music:

The EPC music program was another area that required adaptability due to recommended safety regulations related to the spreading of the Covid virus. As a congregation, we value in person music making and congregational participation. As of now, that is no longer possible with Sunday services on Zoom. Choir rehearsals are now on Zoom, also. Each member of the choir became a soloist, first a capella and then with recorded music or music accompanied by themselves.

This has required a lot of outside prep work for music director, Jenya Trubnikava. Along with leading rehearsals, she has chosen music suitable for Zoom, recorded multiple rehearsal and performance tracks, rearranged scores, and done it all with a smile, words of encouragement and continued support. We are blessed to have her as music director.

Jenya reminds the congregation that the choir will take requests for favorite songs.

Mission:

It was noted last year that Elder Eleta Pierce was a Mission Committee of one. This year she has been joined by Pastor Luna GebbenGreen, Ruth Andersen, Rich Schiferl, Dave Vielmetti, and Lisa Holden.

The committee has decided to sponsor a different charity every month and, with that in mind, requested a budget of \$1,500.00 to help support that goal. The first two charities of 2021 were Migizi, which supports Native American youth and Voices for Racial Justice, which is “committed to building power through collective cultural and healing strategies for racial justice across Minnesota using organizing, leadership training, community policy and research.”

Racial Justice and Me:

After the death of George Floyd at the hands of Minneapolis police, a committee was formed to explore the ramifications of racism in our society. Due to Covid, outreach has been confined to Zoom meetings, reading and discussing, So You Want to Talk About Race, by Ijeoma Oluo.

The committee has drafted a “Statement of Intentions” which is available on the church website. A congregational meeting will be scheduled in the future to discuss and vote on whether to accept this statement.

Treasurer:

Covid also affected church revenue as the Montessori school had fewer children and the AA groups discontinued in-building meetings. However, we were able to end the year with a balanced budget. Members gave 96% of their original pledges, the Montessori continued to pay, although at a reduced rate, and AA donated money even though they weren't using the building. There was a substantial carry-forward from 2019, Presbytery gave a Covid grant for technology, and there were significant donations by church members for the tile flooring and the shed project. We ended the year with almost \$80,000 between two bank accounts.

The budget for 2021 has most of the expenses going to salaries and building and grounds. Pledges increased for 2021, the Montessori school has increased its attendance and 4-5 AA groups have returned to the building.

Other Business:**Election of Officers:**

Session presented the following for continuation in the role of Elder:

Meredith Holt 2023

Jay McGregor 2024

Session presented the following to be considered as Elders for a 1, 2 or 3 year term. (The term will be determined after discussion with the candidate.)

Todd Barnes [declined commission before taking office]

Ingrid Eggert

Rich Schiferl

MSC to elect the whole slate as members of Session to guide us in spiritual and community life.

MSC to adjourn the meeting. The meeting was adjourned at 12:40pm with prayer.

Respectfully submitted, Meredith Holt, Clerk of Session

EPC Congregational Meeting

May 23, 2021, 11:24 a.m.

After Church Service

On May 19, 2021, Session voted to recommend to the congregation that there be an addendum to the pastor's Terms of Call just for the year 2021 that would give them two extra weeks of vacation. This was recommended because the Sabbatical, due to be taken in 2020, was put off because of Covid.

After a brief discussion with a quorum of 14 members, the congregation voted unanimously to amend the Terms of Call for 2021 only, to give the pastors two extra weeks of vacation.