



Edgcumbe Presbyterian Church

*Annual Meeting
January 22, 2012
11:00 a.m.*

2011 Annual Report

**EDGCUMBE PRESBYTERIAN CHURCH
ANNUAL CONGREGATIONAL MEETING**

11:00 A.M. JANUARY 22, 2012

Call to Order and Opening Prayer Moderator Julie GebbenGreen

Establishment of Quorum

Adoption of Agenda

Reviewing 2011

Annual Statistical Report

Report of the Pastors

Report of the Board of Deacons

Reports of Session, including Teams and Organizations

Report of the Clerk

Review of Team Reports

Report of Minutes of the 2010 Annual Meeting

Annual Financial Report

2011 Year End Report

Presentation of 2012 Budget

Other business

Adjournment

Closing Prayer

2011 Actual Cash Flow

(as of 12/31/11)

Accounts:	Checking	*General Savings	Memorial Savings
Begin Year 2011			
	-\$185.43	\$12,163.15	\$3,532.48
Income	(see budget)	\$9,919.71	\$710.58
Expense	(see budget)	\$13,133.00	\$1,135.00
EOY Balance	\$14,597.37	\$8,949.86	\$3,108.06

See FN below

*includes Heifer, Peacemaking, J. Fesler, Flower & Thanksgiving

	Investments	Discretionary Fund	
Begin Year 2011			
	\$9,284.15	\$0.00	
Income	-\$269.27	\$921.00	
Expense		\$1,250.00	
EOY Balance	\$9,014.88	-\$329.00	

12/31/11 - see below

Financial Notes:

\$9014.88 in checking from New Covenant cash out

General Savings Breakdown:		Memorial Savings Breakdown:	
Heifer	\$165.41	Memorials	\$2,602.00
Peacemaking	\$722.33	*Interest	\$24.17
Interest	\$172.43	Unknown	\$481.89
Thanksgiving	\$84.41	Total	\$3,108.06
Flower Fund	\$74.83		
Janet Fesler			
Estate	\$7,730.45		
Total	\$8,949.86		

*Interest from records to '08. Addl interest may be in "unknown"

OUTREACH EXPENSES

	2011	2011	2012
OUTREACH:	Budget	Actual EOY	Budget
Denom Mission	1,000	1,000	1,000
Local Mission/SPACC	250	250	250
Advertising	500	158	500
Outreach Events:	800	157	800
TOTAL OUTREACH	2,550	1,565	2,550

DISCIPLESHIP EXPENSES

	2011	2011	2012
DISCIPLESHIP:	Budget	Actual EOY	Budget
Worship	500	410	500
Music	1,000	1,000	1,000
Education:	1,000	297	1,000
TOTAL DISCIPLESHIP	2,500	1,707	2,500

DEACONS EXPENSES

	2011	2011	2012
DEACONS	Budget	Actual EOY	Budget
TOTAL	350	117	350
TOTAL DEACONS	350	117	350

SESSION EXPENSES

	2011	2011	2012
SESSION	Budget	Actual EOY	Budget
New Officer Books	30		30
Elder Retreat	100		100
Finance/Stewardsh	50		50
Per Capita Paid	1,828	1,828	1,803
Session Exp-Other	50	43	50
TOTAL SESSION	2058	1,871	2,033

Session

2012: Cindy Hanson, Carl Sims

2013: Marilyn Monson

2014: Brian Manwarren

Phil and Julie GebbenGreen, Co-Moderators

Judith Dailey, Clerk of Session

Ron Eggert, Bryan Kingsriter, Co-Treasurers

Deacons

2012: Lorenz Fett, Marge Litman

2013: Margot Dailey

Staff

Phil & Julie GebbenGreen, Co-Pastors

Eleta Pierce, Office Manager/Financial Secretary

Lynn Shackelford, Music Director

Deb Carlson, Vocalist/Children's Choir

Jennifer Diethart, Vocalist

Margot Dailey, Nursery

Marisol Guevara, Janitorial

ANNUAL STATISTICAL REPORT 2011

Active Members as of December 31, 2010	57
Received on Profession of Faith	0
Received on Reaffirmation of Faith	6
Received on Letter of Transfer	3
Restored to Roll	0
Total Number Added to Roll	9

Active Members Transferred	1
Death of Active Members	0
Members removed from Roll	3
Roll Correction	0
Total Number Removed from Roll	4

Active Members as of December 31, 2011	62
Baptized Members:	14
(Vincent I. Hogen, Zarrick L. Humphrey)	
Total Congregation:	76

Deaths:

No member deaths

Note: Due to changes in the PC(USA) Constitution, we no longer have an Inactive Member list.

P.ASTOR'S REPORT:

There are amazing things unfolding at Edgcumbe Presbyterian Church! To understand what it means to grow and deepen not only as an individual, but as a community, we see in Galatians 5:22-23 the description of the movements of the Spirit:

“The fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control.”

As your pastors, we have witnessed the developing of these fruits amongst you as individuals and in the community as a whole. There can be no greater joy as a pastor than to witness the ways the Spirit is moving among us all!!

A few highlights from 2011: One is recognizing the gift of folk saying "Yes!" to becoming members and our two baptisms. Our Lenten and Easter Spiritual Discipline devoted time to deepening our relationship with the Bible in study and prayer, and a Bible study group has continued out of that time! We are now privileged to have an amazingly adaptable ArtPlayce gallery, which allowed us to show works of art from EPC folk, see photos of the Eggerts' Tanzanian experience, and even continue our connection with Highland Park High School by hosting the International Baccalaureate program artists. This summer we set out colorful chairs on our front lawn, adding a touch of fun and hospitality. Advent time was enriched by a children's program written by our own Deb Carlson.

Edgcumbe Church is one of the churches within the Presbytery of the Twin Cities, and as your pastors, we also contribute to the larger church as well. Phil has shared his deep care of worship by serving on the team that creates worship at the Presbytery meetings, and Julie serves on the Committee on Ministry where she is able to support the health of systems and individuals.

As your pastors, we are deeply grateful to be called to ministry at Edgcumbe Presbyterian. We feel blessed that we work and worship in a community that continues to grow in the Fruits of the Spirit. We invite you to notice the many ways that God is moving amongst us as you look through this booklet. And we join you in

SUPPORT TEAM (PERSONNEL) EXPENSES BREAKDOWN

		2011	2011	2012
		Budget	Actual EOY	Budget
Pastor	Pastor Housing	20,000	20,000	20,000
"	Pastor Salary	15,562	15,562	15,562
"	Pastor Pension/ Medical	9,180	9,612	9,684
"	Continuing Ed	900	897	900
"	Automobile	800	815	800
"	Pastor Misc Allow- ance	1,000	746	1,000
"	Med/Dent Supple- ment	3,000	3,000	3,000
Staff	Music Director Salary	12,731	12,731	12,731
"	Music Team Salary	6,240	4,950	6,240
"	Music Dir-Cont Educ.	200		200
"	Office Manager Salary	15,600	13,472	15,600
"	Office Cont Ed	200		200
"	Housekeeping Salary	8,320	8,180	8,320
"	Handyman	2,000	2,559	3,000
"	Sunday School	780	365	400
"	Nursery		970	1,000
"	Payroll Taxes	3,000	3,259	3,000
"	Staff Supply	1,500	1,385	1,500
"	Staff Advertising	100	111	100
TOTAL PERSONNEL		101,113	98,614	103,237

SUPPORT TEAM (BUILDING & GROUNDS) EXPENSES BREAKDOWN

		2011	2011	2012
		Budget	Actual EOY	Budget
Buildings	Heat & Light	8,000	8,265	8,000
&Grounds	Insurance	4,500	4,940	5,000
"	Repairs/Maint	4,000	1,431	3,000
"	Utilities/Services	10,000	8,253	9,000
"	Assess/Prop Tax	2,500	2,319	2,500
"	B&G Supplies	2,000	2,436	2,300
"	Appliance/ Furniture	500	85	500
"	Garden & Grounds	500	100	200
Office	Computer/Website	500	613	500
"	Telephone/ Internet	1,000	1,340	1,400
"	Copier	750	830	850
"	Postage	450	462	450
"	Tax Bookkeeper	280	840	1,000
"	Office Supplies	1,000	865	0
"	Bank Fees	150	150	150
TOTAL BUILD & GROUND		36,130	32,929	34,850

gratitude for the work that has been done, and also for those places where God is calling us into!

*God's peace be with you!
Pastors Julie and Phil GebbenGreen*

BOARD OF DEACONS

In 2011, we note the leaving of Jim Turnure as his family relocated east, and welcomed Margot Dailey as Deacon along with Lorenz Fett and Marge Litman. Our congregation has begun to explore a model of a Congregational Care team to support and deepen the ministry of the Deacons. As a community, we celebrate the many ways that our members care for each other already through cards, notes and hospitality, and we wonder how to best support families who are aging or might experience some type of crises. Our next steps are to identify persons who would be willing to develop some kind of on-going connection with folk who are not attending worship at EPC. Please prayerfully consider this invitation to be a person who could offer a caring connection to an individual. We are excited to see where the Spirit will lead our congregation as well as deepen our caring for all persons!

*Respectfully submitted,
Pastor Julie GebbenGreen*

DISCIPLESHIP MINISTRY TEAM

Including Sexual Misconduct Policy and reports from the Fellowship Bible Study, Lectionary Bible Study, Edgcumbe Presbyterian Women, and the Music Director.

The purpose of the Discipleship Team is to provide for the nurture and growth of our members in their relationship with Christ as individuals and as a community to worship and serve God.

The Discipleship Team consists of dedicated members Judy Dailey, Margot Dailey, Chuck Neve, Carolyn Neve, Joyce Nelson,

Meredith Holt, Deb Carlson, Lynn Shackelford and Pastor Phil GebbenGreen. The team meets the first Tuesday of each month to coordinate and offer guidance for their distinct responsibilities: worship and music, education and fellowship.

Our year began with several weeks of discussions on what is God's vision for us in implementing our team's programs and we discussed questions such as what is a disciple, what is it like to be a disciple, and what does it mean to be a disciple. We concluded that a disciple is a follower and to be a disciple is to understand that God is love.

Throughout the year, our Sunday worship has been enhanced by the music provided by our choir volunteers and our staff vocalists, Deb Carlson, Jenn Diethart and Loren Brun, who became a volunteer choir member after becoming an EPC member on Easter. We give special thanks to our music director, Lynn Shackelford, for guiding our choir and also providing guest musicians and vocalists on holiday Sundays.

We celebrated nine new members joining our family and the baptism of Vincent Imholte Hogen on Easter Sunday, and Zarrick Lawrence Humphrey on September 4. On August 7 a ceremony of life-commitment of Cindy Hanson and Brian Manwarren was held during worship.

Sunday worship would not be complete without the support of our ushers Sid Nelson and Dave York, and Frank Alden who prepares our communion elements and keeps the candles oiled. Communion was celebrated each month and on special holidays this past year, either via intinction or passing of the plates. With the initiative and supervision of Cindy Hanson and Brian Manwarren, our youngsters enjoyed opportunities to bake the bread served during Communion. Heartfelt thanks go out to Meredith Holt who coordinates our worship decorations throughout the year, and to Mary Brun who decorates the Communion table, the narthex and church entry way according to the seasons.

With many new visitors and our children growing up, our Sunday School attendance has increased significantly this year. At each of our monthly meetings we discuss the future of our program

ANNUAL FINANCIAL REPORT

Includes the 2011 Year End Report and the Presentation of the 2012 Budget.

	REVENUES		
	2011	2011	2012
	Budget	Actual EOY	Budget
REVENUES:			
Pledge Units	30	31	31
Pledge Payment	63,203	61,178	61,942
Above Pledge	0	5,854	2,000
Per Capita Income	1,828	1,675	1,803
Montessori Rent	40,788	40,788	41,808
Montessori Janitor	2,580	2,580	2,580
AA Rent	15,600	15,600	16,120
Misc - Revenue	0	5,075	0
Invest Income	0	21	0
Unpledged Contrib.	10,000	9,866	10,000
Carry Forward Unpaid Liab.	-185	-185	5,583
TOTAL REVENUES	133,814	142,452	141,836

TRANSFERS TO GEN BUDGET:		
11/29/11 Fesler		5,000

	EXPENSES		
	2011	2011	2012
	Budget	Actual EOY	Budget
EXPENSES			
TOTAL BUILD & GROUND	36,130	32,929	34,850
TOTAL PERSONNEL	101,113	98,614	103,237
TOTAL OUTREACH	2,550	1,565	2,550
TOTAL DISCIPLESHIP	2,500	1,707	2,500
TOTAL DEACONS	350	117	350
TOTAL SESSION	2,058	1,871	2,033
EXPENSES	144,701	136,803	145,520

NET INCOME	(10,887)	5,649	(3,684)
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Lorenz Fett Class of 2012
Marge Litman Class of 2012

Next, Brian Manwarren, representing the nomination committee, placed the names of Marilyn Monson and himself, Brian Manwarren, in nomination to continue to serve on Session. Brian will serve a three year term and Marilyn will serve a two year term.

Brian Manwarren Class of 2014
Marilyn Monson Class of 2013

Currently serving on Session:

Carl Sims 2012
Cindy Hanson 2012

Nominations from the floor were requested. Since there was none, it was MSC to close the ballot and continue with the election.

Congregational Vote

The election of these nominees was held by a voice vote. All were elected unanimously.

Announcement

Pastor Phil announced that Brian Kingsriter and Ron Eggert have agreed to serve as co-treasurers. Having co-treasurers facilitates continuation of the treasurer's work while Ron is serving in Africa.

Adjournment and Closing Prayer

MSC to adjourn the meeting and close with prayer led by Pastor Phil. The meeting was adjourned at 11:20 a.m.

***Chuck Neve,
Temporary Clerk of Session***

and ways we can more successfully educate our EPC children. Special thanks go to Meredith Holt and Joyce Nelson who have dedicated themselves to the leadership of our Sunday School program and who have continued to prepare and teach our children Bible lessons. They very much appreciate the assistance offered by EPC members. Also, thanks to donations there are now two new tables in the classroom. The children's offering was successful in raising more than \$800 for Heifer International, which was enough money to purchase a large animal. Deb Carlson continues to work with the children on learning songs related to their lessons and Deb created and produced our fantastic holiday program. This year saw the addition of a nursery for children less than three years of age which is staffed by Margot Dailey. Chuck Neve presented our only second grader, Christopher Powell, with his Bible this fall.

EPC supported Camp in a Van this summer and assisted with the planning and food for the campers (thanks to Joyce and Meredith) and attendance by two of our own children, Micah and Lydia.

The Session held a new members' class for several prospective members. Following the successful study of the Bible during Lent, Pastor Phil began a twice a month class of studying lectionary verses, which meet in members' homes. A Fellowship Bible Study meets on the second and fourth Tuesday of each month and discusses their lesson over dinner at Bakers Square.

EPC members enjoy fellowship throughout the year. There was a pot luck lunch prior to our annual meeting in January, and on Maundy Thursday we celebrated a special soup supper followed by a Tenebrae service. We held a pot luck lunch prior to Pastor Phil GebbenGreen's adult education program on planning our funerals also in January. We also enjoy camaraderie with outdoor and indoor projects and cleanups.

Many thanks to Meredith and Tom Holt who coordinated the annual Thanksgiving dinner at the Montreal High-rise, a twenty-six year tradition, and to the many volunteers from EPC and beyond who served the residents who otherwise would not have a special dinner on this day.

Each Sunday coffee and cookies are provided by Month of Service persons. The team is responsible for creating the calendar of those who worship at EPC and lists those who are responsible for providing the treats each month. And, a special thanks to Lorenz Fett who makes special coffee for us.

The team welcomes new members and ideas to enhance our discipleship from all.

*Respectfully submitted,
Judy Dailey*

EDGCUMBE PRESBYTERIAN CHURCH
Sexual Misconduct Policy
Approved by the Session Oct. 14, 2011

POLICY

Edgumbe Presbyterian Church (EPC) has zero tolerance for sexual misconduct. We believe that incidents of sexual misconduct cannot be glossed over or covered up “for the good of the church.” Edgumbe Presbyterian Church hereby proclaims that the good of the church can never be served by overlooking an abuse of power and betrayal of trust. Charges of misconduct must be dealt with swiftly, fairly and with compassion for all parties involved.

Responsibility for maintaining appropriate sexual boundaries belongs to the ordained minister, church officer, church staff person, Sunday School teacher, or other volunteer leader, even if the parishioner, student, client or employee initiates or invites sexual activity. There is no such thing as “presumed consent” among people of unequal authority, power and responsibility.

PURPOSE

The intention of this policy is to protect the members, volunteers, and paid staff of Edgumbe Presbyterian Church from sexual abuse, misconduct or harassment. For the purposes of this policy, a “child” or children are those less than 18 years of age.

Pastors’ Report

Our pastors continue to be “temporary supply” co-pastors. Their contract was renewed August 1, 2010 for another year. They feel that Edgumbe is a God blessed, spirited place. They acknowledged the hard work of the Elders and Deacons and the successful programs offered by our teams.

Adjournment

Since all business was completed, it was **MSC** to adjourn the meeting with prayer at 11:45.

Judy Dailey, Clerk of Session

EDGCUMBE PRESBYTERIAN CHURCH
SPECIAL CONGREGATION MEETING
11:15 Sunday, May 15, 2011

Purpose of the Meeting

The Session of Edgumbe Presbyterian Church called a special meeting of the congregation to hear and act on the report of the nominating committee regarding the election of a Deacon and Elders seeking another term.

Call to Order

A quorum being present, the meeting was called to order by the moderator, Pastor Phil GebbenGreen, at 11:15. The meeting was opened with prayer.

Election of Church Officers

Brian Manwarren, representing the nominating committee, placed Margot Dailey’s name in nomination to serve on the Board of Deacons for a two year term ending 2013. Margot had previously acknowledged her willingness to become a Deacon.

Margo Dailey

Class of 2013

Jim Turnure’s term on the Deacons ended 2011 and unfortunately, he has moved to Washington, DC and was unable to be reelected. On behalf of the congregation, Brian thanked him for his service to EPC.

Currently serving on the Board of Deacons:

reports.

Of note, the Outreach Team reported monetary donations for these specific missions:

- \$1,000 to the Presbyterian Mission Program divided accordingly:
- \$170 to the General Assembly Unified Mission
- \$660 to the Presbytery of the Twin Cities Area Unified Mission
- \$170 to the Synod Unified Mission
- \$532.82 to One Great Hour of Sharing
- \$385 to the Peace Offering
- \$140 to the Crop Walk
- \$250 to SPACC

Financial Report

A review of the 2010 revenues and expenditures was given. The 2011 budget, which was printed in the 2010 annual report, was presented and explained. Treasurer Jenny Turnure answered any financial questions posed. It was reported that our renters were satisfied with their leases.

Annual Statistical Report

Active members as of December 31, 2010	57
Received on Profession of Faith	0
Received on Reaffirmation of Faith	0
Received on Letter of Transfer	0
Restored to the Roll	<u>0</u>
<u>Total number added to Active Roll</u>	<u>0</u>

Members placed on inactive roll	0
Active members transferred	0
Death of active members	3
Roll correction	<u>0</u>
<u>Total number removed from Active Roll</u>	<u>3</u>

<u>Active members as of December 31, 2010</u>	57
Baptized members	13
Inactive members	<u>14</u>
Total congregation	84

Deaths: **Eunice MacLeod – September 9, 2010**
 Sue Danielson – September 17, 2010
 Lois Young – October 10, 2010

DEFINITION

Sexual misconduct is the comprehensive term used in this policy to include: sexual abuse of children or adults, rape or sexual assault, and sexual harassment. Sexual misconduct is an abuse of authority and power, breaching Christian ethical principles by misusing a trust relationship to gain advantage over another for personal gratification in an abusive exploitative and unjust manner.

Sexual abuse includes, but is not limited to:

- sexual acts or sexual contact with a minor.
- sexual acts or sexual contact involving inducement, threat, coercion, force, violence, or intimidation of another person of any age.
- sexual acts or contact between ministers and laity with whom they have a professional relationship, including consensual relationships.
- sexual acts or contact with another person who is incapable of appraising the nature of the conduct or incapable of declining participation in that contact.

Child sexual abuse includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for sexual stimulation of the adult person or a third person. This behavior may or may not involve touching. This behavior is always considered forced when the interaction involves a child and an adult, whether or not the victim has consented.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexually offensive nature when it creates an intimidating, hostile, or offensive environment, whether in person or by other communication device such as phone or computer.

REPORTING

The first person to learn of an incident of sexual abuse or misconduct (either the person witnessing or told about the incident, or the victim) should immediately report this verbally to the staff person supervising the activity and the Head of Staff (Senior Pastor or Co-Pastor). If the incident involves the Pastor, then a report could be made directly to one of the Elders on Session.

The Pastor (or Elder), after obtaining such professional advice as she/he

deems necessary, shall conduct an investigation of the reported incident or charge and inform the Session. If they find the report or charge to have merit, they shall take such actions as are necessary to investigate and resolve the matter. Those persons involved in the report or investigation should hold information received in strict confidence, subject to such disclosures as are required under Church procedures or required by law. Further action will be taken in accordance with EPC personnel policies, the policies of the Presbytery of the Twin Cities Area and the Book of Order of the Presbyterian Church (USA), and the legal requirements of the State.

PRE-EMPLOYMENT SCREENING

Pre-employment screening includes specific questions related to previous complaints of sexual misconduct. All applicants for employment on the Church staff will complete and sign an employment application which authorizes the Church to conduct prior employment, reference and background checks.

Applicants shall be given an opportunity to correct or respond to information regarding sexual misconduct obtained from a reference check. A copy of this signed policy should be kept in each staff person's personnel file.

EDUCATION

Communication and explanation of this policy will be included in all training and orientation programs for all newly-elected Church officers and newly-recruited volunteers. Written information about this policy shall be sent to all church members and posted in the Church Office. Mention of this policy will be included in New Member Orientation classes.

STANDARDS OF CONDUCT

Paid and volunteer adults and youth helpers shall not touch or interact with children or youth in any way that is intended to be sexually stimulating. Care must also be taken that consenting adults do not act in a sexually stimulating way during any Church activity.

Supervisors of programs involving children should work in pairs; whenever possible, two adults should be present with the children at all activities. Church School teachers and youth advisors should work in pairs when possible; a teacher may work alone when there is visual access to the classroom (door with a window or door open).

7. Co-treasurer Ron Eggert performed a test audit in November and found our accounting to be in order.

Thanks to all who have responded to God's call to be a part of building this community of Faith with your finances this year. If we believe that "...Each one of us should give what they have decided in their heart to give, not reluctantly or under obligation, for God loves a cheerful giver..." (I Corinthians 9:7), then may we listen carefully to our hearts in 2012 as we offer our finances to God through this community.

*Respectfully submitted,
Bryan Kingsriter, Co-Treasurer*

**EDGCUMBE PRESBYTERIAN CHURCH
ANNUAL CONGREGATION MEETING
January 23, 2011 11:30 a.m.**

Call to Order

The annual meeting of Edgcumbe Presbyterian Church was called to order by Pastor Julie GebbenGreen at noon on January 23, 2011 in the fellowship hall of the church following a pot luck lunch. A quorum was declared.

Approval of Minutes and Agenda

MSC to approve the minutes of the 2009 annual meeting held on January 31, 2010, and the special congregational meeting on October 17, 2010 to hear and act on a report from the nominating team to elect Marge Litman as a Deacon, and June 6, 2010 to elect Lorenz Fett as a Deacon.

MSC to approve the agenda.

Reports from Teams

Each team had a comprehensive report printed in the 2010 annual report. However, highlights of the teams' accomplishments for the past year were presented by representatives from the various teams. **MSC** to accept all

FINANCE

The finances at Edgcombe Presbyterian Church moved toward sustainability in 2011. Total revenues slightly exceeded expenses, so that for the first time in several years the Church's savings balance was not depleted.

Some financial highlights:

1. Congregational contributions increased by over 12% from 2010, a critical trend toward sustainability and growth for the church's finances. The pledged amount for 2012 is down slightly from the pledged amount for 2011 and up slightly from the actual pledges received in 2011.
2. Expenses remained stable, primarily due to investments in cost saving items in recent years, such as the new boiler and lawn mower, that offset other predictable expense increases due to inflation.
3. Rental income from the Montessori school and AA continued stable, and a vital part of the church's financial viability, at about 43% of total income.
4. Total church cash and investment assets stand at about \$26,000. The investment holding account is in the process of being changed from New Covenant funds, to Vanguard, to reduce management and service fees.
5. Ron Eggert and Bryan Kingsriter assumed the role of co-treasurers for the church. They will alternate years taking the lead in this position. Bryan will be in the lead role for 2012, and Ron will take over when he returns from his year in Tanzania, in 2013.
6. Eleta Pierce continues to facilitate the standardization of procedures for management and accountability of finances. She organizes the offering counting procedures, handles day to day financial matters, and fields questions from the financial team, helping us with the details needed to continue to improve our financial stability.

ACKNOWLEDGMENT

Volunteers and staff will indicate their acceptance of this policy by reading this document and signing the statement below:

I, _____ (print name), have read the EPC Sexual Misconduct Policy and accept it. I also affirm that I have not resigned from or been terminated from a position for reasons relating to sexual abuse or misconduct, as defined in this Policy Statement.

Signature _____ **Date** _____

FELLOWSHIP BIBLE STUDY

The Tuesday Night Fellowship Bible Study meets on the second and fourth Tuesday of the month at Baker Square. The casual but sometimes serious group hob knobs and takes a look at topics discussed in the Bible. They use study guides produced by Lifeguides Publishing to start the conversation and focus the discussion. The group has talked about *Forgiveness*, *Old Testament Women of the Bible* and is currently using *Growing Older but Wiser*. Each study guide provides a bible chapter to study and asks questions to get the discussion rolling. Non-members and casual observers are always welcome, no experience or pre-meeting study is required. A good dinner at Baker Square is a bonus.

Average attendance is five with up to eight occasionally coming. Previous years study has included books of the New Testament (Mark, Matthew, Romans, Hebrews) and topics such as Psalms for Prayer, and God's Love. The topic or book chosen is done by consensus of the group. An average study lasts 3-5 months, with one chapter of the study guide assigned for each meeting.

***Peace and Love,
Chuck Neve***

LECTIONARY BIBLE STUDY

After our Lenten study of scripture using the excellent David Lose book, *Making Sense of Scripture*, a smaller group decided to continue reading the Bible by looking at lectionary passages twice each month. The lectionary is the list of scriptures that form the basis for our Sunday morning worship. Right now the group meets on the first Monday and third Tuesday of each month with Pastor Phil at various members' homes. This group is open to anyone with no special Bible knowledge or preparation required. Personally, I would say that this group is the most engaging, inspiring, and life-changing Bible study I have ever participated in and I strongly encourage you to stop by and try it out.

Phil GebbenGreen

EDGCUMBE PRESBYTERIAN WOMEN

The Edgcumbe Presbyterian Women continued their charity mission by giving monthly to Save the Children in the Philippines. This mission is supported by sales of products from Innisbrook Wraps and Community Day Coupon books from Herbergers. Thanks to all who purchased these products.

In May the women of Edgcumbe also enjoyed brunch at W.A. Frost. EP Women continue to offer their time in the everyday life of the church: cleaning, organizing, donating food, etc.

Meredith Holt

MUSIC DIRECTOR

Our choir this year included Loren Brun, Deb Carlson and Jenn Diethart as our paid vocalists. Russel Kierig, Carl Sims,Carolynn Johnson, Meredith Holt, Joyce Nelson and Marge Litman made up the rest of our choir. They sang on most of the Sundays between September and May and during the summer we usually had solos, duets, women, or guests.

more than once, I thought that Cindy Hanson, Marge Litman,Carolynn Johnson, Brian Manwarren, Judy Dailey, Marcia Fotsch and Warner Gunsell did a great job and I was very thankful for their help.

Speaking of great volunteers, the offering counter team here continues to do a good job of faithfully counting and recording your tithes every week. I thank Faith & Brian Dietz, Cindy Hanson, Brian Manwarren, Marcia Fotsch,Carolynn Johnson, Judy Dailey, and newly added co-treasurers, Bryan Kingsriter and Ron Eggert, for their help in preparing the records for me to enter into our database. One more thank you to Judy Dailey for her assistance in taking the deposit to the bank each week.

Looking forward to an accomplishment for the church office is that we are now starting to handle the filing and paying of our own payroll taxes and yearly W2s, and will start doing this in January 2012. For years we have paid an outside person to file and pay our quarterly payroll taxes and give our employees their yearly W2. We have also been using QuickBooks Payroll to easily create paychecks in-house, (as well as all of our financial tracking). After some exploration, we have decided to upgrade our payroll subscription so that I can now confidently take care of those items through QuickBooks, eliminating the need for an outside accountant and saving the church as much as \$700 for the year.

Although the hub of the church can be a busy one, God must have His blessings upon the office because it always seems to run smoothly and never out of control. I enjoy working for the congregation and for Edgcumbe Church as a whole. I am also very thankful that Julie and Phil are not only great co-workers, but they also teach me a lot, (I am always learning), and lend a good ear anytime I need one.

***Eleta Pierce,
Office Manager and Financial Secretary***

handyman.

We feel deeply blessed by our paid staff and thank you all for your work and dedication. The Session recognizes the work of the staff and reports with regret that there is no money for raises in 2012.

If our population of young people in the congregation continues to grow, we may be looking at additional staff in the children and youth ministry area in the coming year.

Phil GebbenGreen

OFFICE MANAGER/FINANCIAL SECRETARY

As small as it may seem, the hub of the church, (the church office), almost always has something going on. The office handles a lot for both the congregation and the building. Every week there is a bulletin to produce, a building schedule to update and offerings to record. Monthly there is a newsletter to produce, a website to update, an online calendar to keep current, checking and savings accounts to reconcile, paychecks to create, and financial reports and meeting packets to prepare for the Session and other teams. Yearly there is an annual report to compile and prepare, giving statements to prepare and send to donors, accumulated minutes to prepare for a Presbytery review, stewardship letters to mail and track, and a directory of members and friends to keep updated. On top of all of that, there are also pledge and per capita statements that are prepared and mailed a couple of times per year, offering counters to manage, sign-up sheets and flyers to create, supplies to order, vendors and tenants to communicate with, phone calls, messages and email to answer, toddlers to wave at outside of my window, and whatever else a pastor, tenant, member or visitor might throw my way. Speaking of visitors, we even get those into the office every now and then!

Somehow in this busy life of the church office, I managed to take six weeks off from June to July to have a baby. To my delight, (but not surprised), the church was still standing when I came back. And although I heard "I hope I didn't mess anything up,"

Cindy Hanson played the flute with us a number of times, Tim Weiland played the trumpet on Easter and Gary Schulte played the violin with us on Christmas Eve. The Arden Consort recorder group played on a Sunday during the summer.

On Christmas Eve the congregation and choir participated in a program entitled *Kneeling in Bethlehem* by Michael Burkhardt and Ann Weems. The music and readings were donated to the church by Kathy Young in honor of her mother Lois Young.

Deb Carlson was again our children's choir director and musical Sunday school director. This year she wrote a children's Christmas program entitled *Little Saints*. It was presented on December 18th during our morning service. It was a huge success and I would like to thank Deb and all who helped her with costumes and rehearsals.

As we begin the year 2012 I would like to thank Loren Brun for his years as a paid vocalist. He has always been there for me and all of us for whatever we have needed. He and Mary have now joined the church and he continues to be an excellent baritone in the choir.

I end my report with a thank you to all the congregation for the support and appreciation you give to those of us who contribute to the church through our love of music.

***Lynn Shackelford,
Director of Music***

OUTREACH TEAM

Outreach Team for 2011: Faith Dietz, Julie GebbenGreen, Cindy Hanson, Brian Manwarren, with contributions from everyone at EPC!!

The Outreach Committee of EPC heeds the call to exercise compassion in the world, as God sends the church in the power of the Holy Spirit, corporately and individually!* (*Book of Order 2011-2013, W-7.3000, page 146-7.)

Throughout the year, Outreach has been discerning this call, carrying forth long traditions of service and also exploring new pathways of sharing the light and love of God.

A very special thanks to our outgoing chair, Carolynn Johnson, who has served on this committee and provided strong leadership for the team. Her legacy and teachings will continue to guide us as we move ahead!

Ongoing outreach projects include clothing collection in the barrel by the front door given to Joseph's Coat, a free store on West 7th Street open 2 days per week providing personal and household items for the homeless of St Paul. Approximately 950 persons are served per week.

A food shelf in the Narthex was donated 3 separate ways this year: the first food donation, along with over 100 brown grocery bags, in March, went to Keystone Community Services which offers free food stores at 3 locations in St Paul for families at 200% of the poverty level or below, one time per month, via a client-choice system, 50% of the recipients are children. The second donation, in May, plus \$195, went to the St Paul Area Council of Churches Board of Indian Works' summer food program. The third food donation plus another 100 brown bags and \$100, went to Francis Basket, a food shelf in the Sibley Manor apartments on West 7th, serving many new immigrants and other EPC neighbors in need.

Three EPCers attended the Bread for the World conference, with the theme being Global Hunger Eradication.

We participated once again in Aleena's Movie Brigade, collecting many DVDs and \$25 for St Paul Children's Hospital's oncology unit.

Our Annual Mission Giving went to the projects of the PC(USA)/Synod/Presbytery of the Twin Cities Area of \$1000 once again this year. Here are a couple examples of projects funded in recent years: "Colombia Accompaniment" to provide social ministry to the displaced and victims of human rights violations, reconciliation ministries in Northern Ireland and Peace-making ministries in the Middle East.

All this work around the building has not kept us out of the grounds and property. A good crew kept our lawn mowed and trimmed (thank you Carl, Cindy, Brian, and Duane Held). Brian finally built his dream labyrinth next to the outdoor worship space. Several folk kept our gardens attractive—thank you especially to the Bruns, Neves and Sims. And Phil continues to play with the chainsaw, cutting out buckthorn and dead trees.

Our Handyman (aka Pastor Phil) had a busy year fixing sinks and toilets, painting the preschool coatroom, installing base molding on the stairs and in the kitchen, replacing several outlets and ballasts and switches (only shocked himself once!), fixing shelves, installing sanctuary banner holders, dehumidifying the basement, replacing light bulbs, and installing finger-protectors on preschool doors.

Looking at last year's wish-list of projects, every one was addressed in 2011—praise God! In 2012 we hope to keep improving our kitchen, update our older lighting using Xcel rebates, refresh the paint and base molding in the fellowship hall, and support our building and grounds to be a place where ministry and healing happen every day.

"Handyman" Phil GebbenGreen

PERSONNEL

Right now we do not have a functioning Personnel Team outside of our Session. This is not ideal in case we have a personnel crisis, but is possible because of our excellent and stable staff. Phil and Julie GebbenGreen continue as our Temporary Supply Co-Pastors at 75%-time; Lynn Shackelford is the Director of Music & Organist; Eleta Pierce is Office Manager & Financial Secretary; and Marisol Guevara is the Janitor. Beginning at the very end of 2010, Margot Dailey has covered our nursery on Sunday mornings all year. Deb Carlson wears a few hats as our soprano vocalist, and she coordinates our children's music. Loren Brun moved this year from our most senior staff vocalist to member volunteer when he joined the church on Easter. Several other folk are hired as vocalist throughout the year, most notably Jenn Diethart. Pastor Phil serves as our part-time, hourly

workday!

The Support Team covers the practical operations of Edgcumbe Church, including Building & Grounds, Personnel, and Finance. Here is a summary of our work.

BUILDING & GROUNDS

2011 was a busy and productive year for our property and grounds. As someone said recently, "The building is really coming together!" Thank you to everyone who works to keep our building clean, attractive, usable, and hospitable. Here is a list of some of the projects the Support Team implemented and oversaw:

- Last winter set records for snow, so Phil spent a good deal of time shoveling snow off the roof.
- After a hail storm in late 2010 caused some damage to our roof, we received an insurance settlement that paid for a range of needed projects (big thanks to Carl for coordinating this settlement):
 1. Reroofing the sanctuary and steeple
 2. Painting the outdoor woodwork
 3. Laying new concrete in front of the NW preschool entrance
 4. Refinishing the sanctuary ceiling above the organ
 5. Repairing the NW sanctuary entrance with new doors & trim
 6. Painting the downstairs hallway and kitchen
- In March we had all the tile floors in the church stripped and waxed.
- Thanks to generous congregation donations, we repaired and restriped the parking lot and installed a new hanging system for ArtPlayce.
- Several volunteers have worked to keep our new parlor carpet clean.
- Brian M. painted the south and west-facing outdoor window trim.
- We installed better nighttime lighting in our parking lot.

2011 turned out to be the end of Southwest Area Meals on Wheels. EPC's team of volunteers gathered once a month to deliver hot meals to area residents for many years. A big thank you to Sid Nelson, our coordinator!

This year's One Great Hour of Sharing fish banks netted a whopping \$571! These coins were donated to provide Presbyterian global disaster response, refugee assistance and resettlement and community development projects.

EPC's bike rack that was obtained through a PTCA Outreach grant last year was featured in the Presbytery's publication of E-Merge and also was requested to be published in a national publication!

Outreach oversaw a new expression of the Spirit at EPC, a cooperative effort of many, with financial support of Marilyn Monson, the creation of ArtPlayce! 2011 brought several exhibits to our spaces. Celebrated with Easter Vigil worship in prayer and song, artwork has included the original works of many congregants and their families over Lent, followed by a rare and special collection of photographic work by Ron Eggert of the Hadza tribe of Tanzania, Africa, with magnificent close-up views of wildlife of the region. Next came the premier showing of the works of Highland Park High School students' art from recyclables. Then Advent artistic symbols of our waiting and wondering about the coming of Light to our world were displayed in the sanctuary as well as throughout the building. Then the diverse, inspired/inspiring and delightful Santons came to visit the newborn Babe!

Our annual mission giving to St Paul Area Council of Churches this year was once again \$250, supporting area projects.

After the melting of the snow in the big backyard, another Outreach project emerged, the construction of a Labyrinth, designed and built as a space for churchgoers and others to take part in an ancient symbolic form of pilgrimage with the Spirit. A large maze-like circle in our woods is constructed of organic materials arranged and embellished to be a pathway toward the calming the mind and invitation of the walker to a place of meditation.

Three intergenerational groups from EPC rolled up their sleeves in June, August and October to work with Feed My Starving Children filling bags with high protein/nutritious food which is sent to locally based food programs in regions with most severe hunger circumstances. We were joined in October by some HPHS students as well! EPCer, Marge Litman, quickly became a weekly participant!

Our first annual Bike-Walk to Worship took place June 5, with many EPCers biking and walking and communing with nature on the way to and from church that Sunday and then other Sundays as well. The bicycles received a blessing and send-off for the season.

Summer outdoor worship was followed by a sweet Outreaching treat as a gesture of welcome to visitors, guests and regular worshippers of EPC.

The return to school at the end of summer meant the collection of School Tools for the St Paul Area Council of Churches delivered, including backpacks, jump drives, pencils, crayons, notebooks and other necessities for children in need.

We welcomed the opportunity to connect with our neighbors at Highland Park High School by hosting monthly faculty leadership meetings in our narthex. This was made possible by the donation of new tables! A big thank you the generosity of Kathy Young.

In October, money was raised for Church World Service, an ecumenical program that partners with local self-development and disaster relief programs around the world, through the CROP Walk. Individuals at EPC sponsored one family which represented us in the annual walk.

The Presbyterian Peacemaking Offering was held on the celebration of World Communion Sunday. Each congregation retains 25% of the offering to use for their own peacemaking efforts, 25% s used by presbyteries and synods, and 50% is used by the General Assembly ministries through Presbyterian Peacemaking Program. Outreach chose to send the 25% from this year's offering along with carryover from previous offerings and prayers of blessing upon these dear children, totaling \$250,

to Plaster House, a health care facility in Tanzania serving child- patients who have had orthopedic surgeries at the hospital and require after-care prior to returning to their villages. This is the hospital where our EPC member, Ron Eggert, teaches medicine.

Under the skillful direction of Meredith Holt, with donations of turkeys and grocery money from EPC, 70+ residents of the Montreal High Rise were served a hearty Thanksgiving meal by parishioners and friends volunteering. Meals were family-style or delivered by staff to resident's rooms.

This year's Christmas Tree was adorned with children's pajamas, socks and undergarments which were donated to Project Home, which provides emergency shelter for Ramsey County homeless families with children, last year serving over 12,000! Each child receives the gift of pajamas, socks and undergarment.

The festive Christmas Eve Worship included a special offering to Bill's Pantry, a program serving 47 Twin Cities families living with HIV/AIDS. Besides the donation of many brown grocery bags for the weekly delivery of nutritious food designed to meet the particular needs of these families, \$387 was gathered to support this program. Our hope is that this gift will help renew this effort.

Many, many thanks to all in EPC who participate with generous and loving hearts in the diverse and diligent efforts of this ministry. We ask for your prayers for this team's works and for the guidance of the Spirit as we discern our call and our path for the year to come.

***Respectfully submitted,
Cindy Hanson***

SUPPORT TEAM

Team Members: Brian Manwarren (chair), Brian Dietz, Marilyn Monson, , Carl Sims, Eleta Pierce (staff), and Pastor Phil GebbenGreen (also Handyman Phil). Affiliate members (generally helpful folk) include: Mary & Loren Brun, Marcia Fotsch, Carolyn & Chuck Neve, and whoever shows up for