

EDGCUMBE PRESBYTERIAN CHURCH

Annual Report 2018

Annual Meeting
February 3, 2019



*Canoeing in
the Mountains*



Agenda

Call to
Order
& Opening Prayer
Establishment of Quorum
Annual Statistical Report
Report of the Pastors
Review & Approval of Terms of Call for Pastors
Report of the Session & Ministry Teams
 Building & Grounds, Deacons, Mission, Nominating, Personnel

Report of Nominating
Report of Finance & Stewardship, including 2019 Budget
Review of 2018 Congregational Minutes
Other Business

Adjournment & Closing Prayer

**PRESBYTERY LEADERSHIP TEAM QUESTIONS
TO CONGREGATIONS**

1. Where do you see hope, energy, and vitality in your congregation's ministries?
2. What are the most significant obstacles to your congregation's ministries?
3. Have you collaborated with other congregations or the Presbytery in your ministries?
4. How can the Presbytery partner with or help you in coming years?
5. How would someone in your community answer this question: How would you describe Edgcumbe Church in one word or a few words?

Annual Statistical Report - EPC 2018

Session

Another powerful event for us was walking with our beloved music director, Deb Carlson, as she was diagnosed with pancreatic cancer and her dying within a few short months. We are so profoundly grateful that we were given the gift of Deb and her ministry among us for the past six years. She even allowed us to be with her in the very intimate experience of her illness and dying, remaining honest and open until her last breath. As a congregation, as we walked through our grief and had our hearts broken open, tending to grief became our work. Grief has a powerful hook reaching back into our lives and picking up any unresolved feelings as well. And we noticed, the more able we were able to care for our grief, it actually allowed to be present in the moment. Present for the grief and sadness, but also open to the beauty and grace within the experience, too.

Over this past year, we noticed that the hours worked between us began to shift. We began our ministry at Edgcombe splitting the call so that Pastor Phil worked 2/3's of the hours, and Pastor Julie worked 1/3 of the call. But as Deb began to be sicker, and increase of attention for the backwoods, as well as Phil's increasing work with the Enneagram Prison Project, the hours ended up settling toward an equal division of hours. With the Annual Meeting, we will be formalizing this division hours which has already been practiced for a majority of 2018.

As we look forward, we are aware that we want to better articulate who we are, not only as individuals, but as a community. In other words, to know our identity, so that as we continue to evolve and transform, we can be anchored in the Holy Spirit as are servants for God's kingdom.

It continues to be an absolute honor to be of service here and serve alongside each and every one of you. This is a community of miracles for healing, connection, and love to unfold.

--Pastors Julie and Phil GebbenGreen

Review & Approval of Terms of Call for Pastors

PRESBYTERY OF THE TWIN CITIES AREA—TERMS OF CALL 2019

Edgcombe Presbyterian Church, Saint Paul, MN 55116

Reverends Julie and Phil GebbenGreen

FULL OR PART-TIME	Part time: 90% of full-time
TYPE OF CALL	Pastor (Co-Pastors sharing one position)
EFFECTIVE DATE	January 1, 2019

TERMS *(all should be annual):*

Salary & Housing: \$49,366 (Includes housing allowance of \$20,000)

>Vacation: one month

>Continuing Education allowance \$2,400 *(cumulative over 3 years to \$7,200)*

>Continuing Education leave: 2 weeks *(cumulative over 3 years to 6 weeks)*

>Pension and Medical: Full family coverage

>Automobile allowance: IRS rate Vouchered up to \$800

>Professional Expenses: Vouchered up to \$1,000

>Medical/Dental Supplemental: Vouchered up to \$4,000

Sabbatical Yes No Length of leave: 3 months; years of service required: six years.

Session approval of dates and plan required.

Building & Grounds

Members: Jay McGregor, Lorenz Fett, Dean Grussendorf, Pastor Phil GebbenGreen, , Kathy Young

We are blessed with a beautiful building and expansive grounds. In 2018, we did not do any major work in our building, while in our backwoods, we installed a meditative pathway and covered it with woodchips. In planning for the coming year, there are a few things on our "To do" list.

We are currently receiving proposals for electrical work. To date, we have received proposals from two of the four companies from whom we have requested proposals. The scope of the work recommended, and the costs estimates have varied substantially. We are now in the process of discerning which work items are a priority and which we will address as less pressing. Priority work will include those elements of our electrical systems that are necessary to prevent a failure that could result in a complete power outage. We will then return to the four companies that we have been working with, and request proposals that include only these priority items. The remaining and less pressing items will be addressed during times when it would be less disruptive to the pre-school (during summer) and as they become necessary.

The floor in the Fellowship Hall (which is adjacent to the kitchen and is used by the pre-school), the floor in the kitchen, and the floor in the hallway (adjacent to the office) need to be replaced. We are looking into alternatives and we are anticipating that this summer would be the best time to address these flooring concerns (less disruptive when pre-school is out).

The tool shed on the north-west corner of the building has rotting siding that needs replacement. We have discussed options that have included complete replacement of the siding or replacement of the lower portion of the siding which has been affected by the rot. The door to the shed requires improvement to make it more secure and easier to handle. This project has a proposed schedule to begin in spring of 2019, if not sooner.

We have a couple of items of plumbing, which include the sink faucet and pipe by the refrigerator and the water fountain in the Montessori room by the kitchen. While these do not represent an impending priority, they are items that we have identified for improvement.

Deacons

Members: Ingrid Eggert, Connie Howe-Vielmetti, Todd Barnes, Belinda Clary

Mission

Members: Eleta Pierce

Here are some highlights from our mission work and giving in 2018:

- Project Home volunteering in July and offering on Christmas Eve
- Blessing bag assembly and sharing last fall
- School Tools supplies for teachers at Highland Park Senior High
- Food Shelf and Joseph's Coat donations
- Thanksgiving Dinner at the Montreal Hi-Rise (33rd year!)
- MN Food Share drive in March
- \$250 donation to Plaster House in Arusha, Tanzania

In addition to these individual mission efforts, we also continue to support our denomination through Per Capita and a yearly pledge called Unified Giving.

Again, thank you all for giving!

Personnel

Members: Fred Clary and Pastor Phil GebbenGreen

By far the most impactful event to our staff and church this past year was the death of **Deb Carlson**. Not only did we love Deb and were so blessed by her music leadership, but Deb also acted as a third pastor, or shepherd, of this congregation. Her energy and life and singing and musical empowerment and simply her presence were all inestimable gifts to our congregation over the past five years. We thank God for her life among us, and we miss her very much.

One of the lovely gifts that Deb brought to us was our talented and big-hearted accompanist, **Jenya Trubnikava**. With gratitude and faith, Jenya has agreed to continue on as our Director of Music in a slightly reduced role from Deb's. Jenya will continue to accompany both congregational and choral singing, of course, while also coordinating the Edgumbe Choir and guest musicians.

Also leaving this year was Office Administrator **Lois Glewwe**, who retired at the end of November. Lois was an organized and stabilizing force in our office over the past four years. Overlapping with Lois and taking over the position in December was **Krysta Niznick**, who has had to jump right in to end-of-the-year finances, annual reports, church directory, and learning all the details of the EPC office. She is doing a great job.

Custodian **Marisol Guevara** continues to do consistently excellent work keeping the whole building clean for the congregation our rental tenants.

Pastors Julie and Phil GebbenGreen continue to share a 90% of full-time ministry call to Edgumbe Church. Besides a cost-of-living salary increase, the only change to their position is that they are shifting from a two-thirds (Phil) to one-third (Julie) time split to a 50-50 split to reflect Julie's increased responsibilities in the areas of worship, the contemplative prayer group, and the Backwoods; and Phil's time limits with the increase of his work for Enneagram Prison Project. Pastor Phil also continues to act as the Church Handyman.

Nominating

Members: Eleta Pierce, Lorenz Fett, Todd Barnes, Pastor Julie, Pastor Phil

Finance & Stewardship

Members: Treasurer Ron Eggert, Pastor Phil GebbenGreen, Krysta Niznick, Kathy Young

The year-end 2018 financial report is appended at the end of this Annual Meeting summary. If there are questions about the report, please ask me directly or bring them up during the annual meeting.

Thanks to the generosity of our members and others who contributed in 2018, our financial position has improved considerably during the year. Our current balances are \$37,106 (\$14,620 for the Backwoods grant) in checking, \$3,133 in savings (memorials and dedicated funds) and \$31,260 in the Vanguard (reserve) account.

We have kept a large balance in checking in anticipation of expenses for improvements in our electrical system and needed flooring and heating repairs.

2019 Budget

The congregation is reminded that Session sets the entire budget, with exception of the Pastors' pay package. A budget is not fixed, it is rather a blueprint or a guide and can be changed as the year progresses. The pastors' pay requires a vote from the congregation which will occur at the Annual Meeting on February 3, 2019.

If you have any questions about the budget, we want to hear from you. Please talk with one of the following: Elders Eleta Pierce, Fred Clary, Jay McGregor, Meredith Holt, or Treasurer Ron Eggert.

2019 Budget

	2017	2017	2018	2018	2019
	Budget	Actual	Budget	Actual	Budget
REVENUES:					
Pledge Units	19	26	21	22	22
Pledge Payments	64,720	54,933	80,350	74,848	81,420
Unpledged Contributions	6,000	27,286	7,089	8,644	6,000
Transfers from Vanguard	0	1,195	0	0	0
Per Capita Income	1,000	934	1,035	731	1071
Montessori Rent/Prop. Tax	47,573	45,980	47,938	47,946	49,084
AA Rent	18,240	18,240	18,480	18720	19,200
Backyard Project	0	1,000	1,380	1,380	550
Backyard Grant					14,339
Miscellaneous Income	4,000	4,834	4,424	4,984	4,000
Carry Fwd Bank Balance	6,000	6,612	6,500	6,500	8,000
TOTAL REVENUES	147,533	161,014	167,196	163,753	183,681
	2017	2017	2018	2018	2019
	Budget	Actual	Budget	Actual	Budget
EXPENSES:					
Misc. Expenses	1,000	4,675	1,000	7,356	4,000
Building and Grounds	30,510	28,516	35,203	32,332	51,823
Office	4,485	3,467	3,595	3,495	3,735
Personnel	113,714	111,570	121,865	106,667	114,546
Session, Deacons, Finance	430	250	430	0	280
Outreach	2,836	2,586	2,803	0	1,392
Worship & Arts	1,700	1,147	1700	674	1,700
Education	300	44	300	27	300
Fellowship	300	0	300	0	0
TOTAL EXPENSES	155,275	152,255	167,196	150,551	177,776
NET INCOME	147,533	161,014	167,196	163,753	183,681
BALANCE	(7,742)	8,759	0	13,202	5,906
BUILDING & GROUNDS EXP.	2017	2017	2018	2018	2019
	Budget	Actual	Budget	Actual	Budget
Lighting Loan Payments	1,800	1,782	1783	1,634	1,783
Utilities/Heat, Light, etc.	9,400	9,295	9500	10,001	10,000
Insurance	5,100	5,665	5750	6,716	6,800
Building Maintenance	3,000	1,090	6000	909	6,000
Utilities/Services	3,000	2,380	3000	3,094	3,500
Assess/Prop Tax	4,400	4,180	3570	3,399	3,570
B&G Supplies/Custodial	2,810	3,308	3600	3,959	4,000
Appliance/Furniture	500	0	500	299	500
Grounds Maintenance	500	402	500	352	500
Backyard Project	0	414	1,000	488	550
Backwoods Grant					14,339
TOTAL B&G	30,510	28,516	35,203	30,851	51,542

OFFICE EXPENSES	2017	2017	2018	2018	2019
	Budget	Actual	Budget	Actual	Budget
Computer/Software	820	160	160	441	300
Telephone/Internet	1,535	1,431	1,375	1,249	1,375
Copier	300	295	300	228	300
Postage	300	147	200	199	200
Payroll Services	960	838	960	975	960
Office Supplies	570	596	600	403	600
TOTAL OFFICE	4,485	3,467	3,595	3495	3735
PASTOR COMPENSATION					
	2017	2017	2018	2018	2019
Pastor	Budget	Actual	Budget	Actual	Budget
Pastor Housing	20,000	20,000	20,000	20,000	20,000
Pastor Salary	23,450	23,450	26,961	26,961	29,366
Pastor Pension/Medical	17,600	17,587	19,008	19,008	20,000
Continuing Ed	1,200	1,200	1,200	1,852	2,400
Automobile	800	752	800	736	800
Pastor Misc Allowance	1,000	1,000	1,000	1,104	1,000
Med/Dent Supplement	4,000	4,000	4,000	3,236	4,000
Pastors Compensation	68,050	67,989	72,969	72,897	77,566
OTHER PERSONNEL	2017	2017	2018	2018	2019
	Budget	Actual	Budget	Actual	Budget
Music Director Salary	13,576	13,576	14,003	7002	8,000
Accompanist Salary	5,000	4,013	5,000	6,850	2,000
Music Dir-Cont Educ.	200	200	200	0	200
Office Administrator	7,725	7,708	8,201	5,913	5,500
Housekeeping Salary	10,343	10,331	11,492	11,362	12,480
Handyman	2,800	2,124	2,800	2,097	2,800
Nursery/Sunday School	0	0	0	0	0
Payroll Taxes	5,000	4,779	6,000	2,465	5,000
Staff Supply	1,000	550	1,000	675	1,000
Staff Misc	200	300	200	0	0
TOTAL OTHER PERSONNEL	45,844	43,581	48,896	36363	36980
SESSION AND DEACONS	2017	2017	2018	2018	2019
	Budget	Actual	Budget	Actual	Budget
Books and Materials	30	0	30	0	0
Elder Retreat	100	0	100	0	30
Finance/Stewardship	100	100	100	0	100
Session Exp-Other	50	0	0	0	0
Deacons Expenses	150	0	150	0	150
TOTAL SESSION & DEACONS	430	100	380	0	280
OUTREACH & MISSION:	2017	2017	2018	2018	2019
	Budget	Actual	Budget	Actual	Budget

Per Capita Paid Out	1,586	1,586	1,553	1,277	1,392
Denom Mission	1,000	1,000	1,000	1,000	1,000
Budgeted Mission-Plaster House	0	0	250	250	250
TOTAL OUTREACH	2,586	2,586	2,803	2527	2642
WORSHIP & ARTS EXPENSES	2017	2017	2018	2018	2019
	Budget	Actual	Budget	Actual	Budget
Worship	500	412	500	172	500
Music	700	335	700	6	700
Musicians	300	300	300	300	300
ArtPlayce	200	100	200	0	200
TOTAL WORSHIP & ARTS	1,700	1,147	1,700	479	1,700
EDUCATION	2017	2017	2018	2018	2019
Education Expenses	300	44	300	27	300
TOTAL EDUCATION	300	44	300	300	300
MISC. EXPENSES	2017	2017	2018	2018	2019
Miscellaneous Expenses	1,000	4,675	1,000	7,356	1,000
MISC. EXPENSES	1,000	4,675	1,000	7,356	1,000

Congregational Minutes from 2018

Annual Meeting Minutes for Edgcumbe Presbyterian Church Sunday February 4, 2018

Held in the Sanctuary during and after worship.

Call to Order: The meeting was moderated by Pastor Phil GebbenGreen and was called to order at 10:13am. Members were asked to prayerfully remember ways in which they had encountered God at Edgcumbe in the past year. These were written out and then read aloud.

A **quorum** was declared with a moderator, secretary, and over 1/10 of the active membership of 39.

Adoption of the Agenda: The congregation approved the agenda as printed in the 2017 Annual Report booklet.

Annual Statistical Report for 2017: (page 5 of the booklet)

Session

2018 Fred Clary, Carol Schweickhardt

2019 Open slot, open slot

2020 Eleta Pierce, Meredith Holt

Phil and Julie GebbenGreen, Co-Moderators; Ron Eggert, Treasurer; Meredith Holt, Clerk

Deacons

2018 Todd Barnes, Belinda LeClair

2019 Ingrid Eggert, open slot

Active members as of December 31, 2017 37

Received on Profession of Faith/Baptism 8

Received on Reaffirmation of Faith 3

Received on Letter of Transfer 1

Total number added to Active Roll 12

Active members removed from Roll	2
Death of active members	1
Members moved to Inactive Roll	7
Total number removed from Active Roll	10
Active members as of December 31, 2017	39
Baptized members	11
Total congregation	50

Deaths: Robert Ekstrand (August)

Committee Reports Overview: Each report was presented with a short question and answer period. Overall there is a more optimistic view of Edgcumbe Church's future.

Review of the Terms of Call for the Pastors and Vote:

The Pastors left the room and moderation of the meeting was passed to Rev. Deb DeMeester. After a short discussion, there was a unanimous yes, with gratitude, to the Terms of Call as written in the Annual Report booklet, raising the shared pastoral call from 85% to 90%, effective January 1, 2018.

Adjournment: The meeting was adjourned at 12:28 p.m. with a closing prayer.

Respectfully submitted, Meredith Holt, Clerk of Session

Congregational Meeting to Nominate and Elect Elders and Deacons April 29, 2018

A meeting of the congregation was held after church for the purpose of nominating and electing deacons and elders. Pastor Phil GebbenGreen opened the meeting with a prayer and declared a quorum. Elder Eleta Pierce, who was in charge of nominations, read the list of nominees and requested other nominations from the floor.

Elders (3 year terms)

2019: Open slot; open slot

2020: Meredith Holt, Eleta Pierce

2021: Fred Clary, open slot

Deacons (2 year terms)

2019: Ingrid Eggert, open slot

2020: Todd Barnes, Belinda Clary

MSC to accept Fred Clary for an additional 3 year term and Jay McGregor for a 3 year term as Elder.

MSC to accept Todd Barnes and Belinda Clary to additional 2 year terms and Constance Howe-Vielmetti to a one year term as Deacon.

The congregation welcomed these new officers and the meeting was closed with a prayer.

Respectfully submitted, Meredith Holt, Clerk of Session

Other Business

Adjournment & Prayer