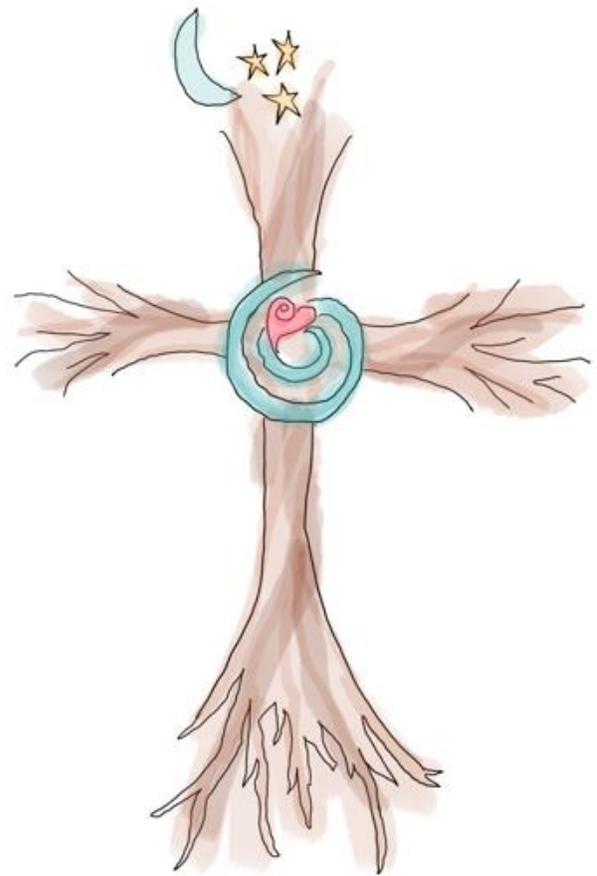


EDGCUMBE PRESBYTERIAN CHURCH

Annual Report 2019

Annual Meeting
February 9, 2020



Agenda

Call to Order & Opening Prayer
Establishment of Quorum
Annual Statistical Report
Report of the Pastors
Review & Approval of Terms of Call for Pastors
Presbytery of the Twin Cities Area Report
Report of the Session & Ministry Teams
Building & Grounds, Backwoods, Deacons, Mission, Personnel
Report of Finance & Stewardship, including 2020 Budget
Review of 2019 Congregational Minutes
Other Business

Adjournment & Closing Prayer

Pastors Report Continued

The conference suggested that the current “church,” like the canoe--it was the right craft for American Christianity when Christianity was the dominant culture. It flowed easy within the landscape, but as the culture has more influences, including the largest set of people who identify as non-religious, the “church,” like Lewis and Clark, needs to re-orient and re-adjust for a different kind of traveling into the future, instead of dragging old models and expectations of the church along.

As the community engaged these ideas, we realized that in many ways, EPC is well underway in the process of letting go of the former structure and patterns of church. What we didn't know 13 years ago was that our shared ministry at Edgcombe Presbyterian was at the top of the Rockies, and our job was to support the communities' evolution into a new way of being. Our Sacagawea has been the Holy Spirit, and we can see now how, over these years, the canoe of the EPC has been slowly unweaving its form, as old committee structures have fallen away. There has always been a good people with great hearts within the community, but as we have centered on worship and deepening spiritually into trust of God, we are now emerging with practice of listening to and following the Holy Spirit. Just last month, our Session recognized that during the transition years there seemed to be a focus of survival, but now as we see the growing freedom in our lives, new folks wanting to be a part of our community, and the strongest church budget in decades, we are thriving! We have evolved through the stress of the process, emerging committed to God, to each other, and to being instruments of God's love and grace.

We also took a deep dive into the practices of forgiveness. We explored new ways to understand and practice forgiveness, with the anchoring in our at-one-ment in God. We find the willingness to practice forgiveness when we recognize that only love is real, and that God is our only goal. God is the Love in which we forgive. Forgiveness is the acceptance of the at-one-ment, knowing nothing could (or has ever) separated us from the Love of God.

Our final deep dive was to explore the ideas around community, and why is community worth our time, attention and intention. Yes, you can have a personal, dynamic relationship with God, but as we live on a planet with others, often our deepest healing comes through community. This seems like a particularly relevant gift as we live in a time where we are saturated by our larger culture to draw lines with our differences. Even as we navigated some disagreements this past fall, we emerged more fully committed to each other. We know that we are each a vital part of the Body of Christ, and we need each other to be whole!

So--whew!! So much evolving, so much growth, and so much beauty in a year!! Personally, this deep evolution is also true at the personal levels in our lives, as well as our children as they age through the teenage years and are now beginning to launch. Also, Pastor Phil's work as faculty of the national Enneagram Prison Project, and Pastor Julie's walking pilgrimage on the Camino de Santiago continue to deepen our own growth and healing.

We simply want to close by saying what an honor it is to serve alongside of you this amazing community of the Living Christ. Holy Spirit, in this holy moment, you be in charge, and we will follow you, trusting that your direction leads to peace. Blessed Be!

Pastors Julie and Phil

Review & Approval of Terms of Call for Pastors

PRESBYTERY OF THE TWIN CITIES AREA—TERMS OF CALL 2020

Edgcombe Presbyterian Church, Saint Paul, MN 55116

Reverends Julie GebbenGreen and Phil GebbenGreen

FULL OR PART-TIME 90% of full-time shared 50/50 between Julie and Phil
TYPE OF CALL Pastor (Co-Pastors sharing one position)
EFFECTIVE DATE January 1, 2020
DATE OF CONGR MTG February 9, 2020

TERMS (all should be annual):

Salary & Housing: \$52,395.60 (Includes housing allowance of \$20,000)

Note: This salary is 90% of \$52,924.86 (the Presbytery minimum salary) plus a 10% increase for experience and merit, as recommended by the Session.

>Vacation: one month

Note: Pastors Julie and Phil share one position, so the position gets this time off—meaning that Julie and Phil take their time off together. They do not each get a separate month of vacation. This same logic applies to Continuing Ed time and Sabbatical.

>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 \$1000

>Medical/Dental Supplemental: Vouchered up to \$4000

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

Session approval of dates and plan required.

Optional Retirement Contribution Yes No Amount \$ _____

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.)

Presbytery of the Twin Cities Area

Executive Presbyter: Jeff Japinga

Building & Grounds

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

For a building that is now 65 years old, we have not had any major catastrophes or system failures for the past few years. We do have a list of concerns and places that need improvement, and 2019 was a year when we saw progress in several areas. Here is a partial list.

- After Spring thawing caused flooding from both the roof and in the basement, we responded with both emergency roof shoveling and downstairs clean-up (thanks to the many helpers!) and re-grading the area outside the church office (thanks to Lorenz and nephew Hung).
- The education wing window sills on grade with the parking lot had been rotting for several years. When those same windows were vandalized this year, it gave us the chance to put in new sills and repair the windows.
- With some concerns for our aging electrical system, we got bids for upgrades between \$10-40,000. Enter electrical engineer Dean, who assured us that things were not so dire and offered his help to solve problems as they arise--thanks, Dean!
- Tom Holt fixed the kitchen sink that had been leaking for 15 years; Lorenz installed a handle in the basement door; Jay hung a railing next to the pulpit; Dean found a replacement door opener; Ron Eggert mowed the lawn; Kathy Young washed windows, cleaned up more sticks than can be counted, and kept the front gardens beautiful Spring through Fall.

Caring for our 3.8 acres of land and aging building is a big job, but this congregation does a wonderful job of working together to make it happen. We are very close to addressing the next big concern, which is replacing the tile flooring in the office hallway and kitchen level, including abatement of the old asbestos tile and glue.

Between church ministry, the Preschool Monday-Friday, Backwoods walkers, and approximately 700 people coming monthly to 12-Step meetings, this little church in the woods gets a lot of use, brings in a fair income to this congregation, and blesses many, many people.

Backwoods

edgcumbe presbyterian has long been desired to create space to our broader community to be nurtured. we have lived this out by hosting 12 step meetings, sharing our space with edgcumbe montessori, and now with the development of our backwoods ministry. we have seen such a broad spectrum of folk use this space-12 step folk, people from highland park high school, and our neighbors, as well. it is one of the ways we practice generosity, by developing spaces which nurture the spirits and souls of all people, however they understand the sacred. we also hosted a "pop-up" centering prayer meeting for the mn contemplative outreach this fall, and we hope to continue this as well.

our community has been supported these past few years by gordy rosine, a man who the holy spirit connected with us!! he has personally drafted plans, created stages of work, and helped research what are the best plants to support our backwoods. in addition to this, he has personally been in our woods with shovels, wheelbarrows, and trailers doing the actual hard labor alongside of us. truly, we would be still in our early stages if not for gordy--thank you!!

this past year, our walking meditation path was fully wood chipped by isaac gebbengreen's senior project. and now each prayer site has at least one chair for people to sit and reflect. we also received

the gift of granite markers by connie howe-vielmetti's brother-in-law, steve, which we need to figure out how to best post at each station.

here is where we could use your help directly. please ponder how you might support this ministry in the next year:

- we would like to host a community open house for our backwoods this year. it would be super helpful if someone is identified to chair that event, and help organize the epc community and communicate to the broader highland park;
- any kind of support for the ongoing work such as the pulling of buckthorn, pulling weeds, watering new plants, etc. this might sound like "work", but i have found that simply being in the backwoods, tending the earth, encountering the wildlife has been very nurturing to me personally. i invite you to deepen your prayer practice by being in the backwoods!!

finally, so many places for other gratitude: for the members who have helped and tended to the woods this past year, for pastor phil and his hard labor, for gordy, to our neighbor-dave busch- who allows us access to his watering hose and various other loans of equipment, and to the presbytery of the twin cities for the grant they gave us, for which we are still utilizing for our purchases.

the backwoods are amazing.... i invite you to wander up there regularly and encounter the healing woods yourselves!! pray at a station, swing on the bench, walk the labyrinth, breathe. it is such a nurturing space!!

Original Presbytery Grant (2018)	\$15,820
Amount spent in 2018 & 2019	\$ 9,786
Amount remaining	\$ 6,034

Worship & Music

Choir: Director, Jenya Trubnikava. Members – Carol Schweickhardt, Lisa Holden, Connie Howe-Vielmetti, LaGretta Lunde, Shelley Holden, Isaac GebbenGreen, Pastor Phil GebbenGreen, Meredith Holt.

A year ago the choir joyfully welcomed Jenya Trubnikava as our new director, after the death of former leader, Deb Carlson. Deb, as choir director, and Jenya, as accompanist, had worked closely together choosing and preparing EPC's music. With Deb's death, Jenya was the perfect musician to follow in her footsteps. It has been a year of challenge and learning for all of us. Jenya is an amazing musician with a caring, patient and fun disposition and we all love her dearly. With her guidance throughout the year, the choir sang, almost every Sunday. Advent and Christmas were especially meaningful with outside musicians joining the choir in a beautiful Christmas Eve service that was attended by over 90 people. If any of the congregation has a desire to sing in the choir, we welcome all on the first and third Thursdays of the month at 7:00 pm and at 9:00 am every Sunday morning.

Personnel

Members: Fred Clary, Eleta Pierce, and Pastor Phil GebbenGreen

We continue to have a very stable and competent staff that we celebrate with gratitude. If anyone has any questions or concerns about any staff person or position, please do not hesitate to talk to any one of us.

Mission

Members: Eleta Pierce

To be people of the Good News means to be a people who are generous and open-hearted and kind. Here are some of the specific ways our congregation acted with care and hospitality in 2019:

- March Food Drive for Francis Basket & Wellstone Food Shelves through Neighborhood House (\$475)
- Volunteering with Project Home in July at First Presbyterian Church, South Saint Paul
- School Supply Collection for teachers at Highland Park High School
- Hosting Highland Park High School International Baccalaureate testing in our Library
- Advent Collection of pajamas, socks and warm blankets for families staying with Project Home
- Christmas Eve Offering (\$534) & Presbytery gift (\$500) sent to Project Home Day Center
- \$1000 to support Presbyterian Church (USA) mission and giving around our region and around the world
- Ongoing support of our food shelf and clothes donations to Joseph's Coat

Again this year, we are so grateful to Eleta for leading and coordinating this important ministry at our church, and we invite anyone interested to join her in the coming year.

Finance & Stewardship

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

Our finances are in good shape, better than at any time in the past 5 years, thanks to those who have fulfilled their pledges, those who have given more than their pledges, the increasing number of members and attendees, and a fiscally conservative Session and staff. As of this date we have over \$40,000 in our checking (for current expenses) and savings (special projects) accounts and over \$45,000 in our Vanguard rainy-day account. However, a need to replace tile flooring in the library, hallway, back hall, kitchen and part of the nursery school will cost approximately \$20,000. Hopefully some or all of this latter amount can be raised through a special offering, saving our rainy-day fund for a true emergency. Additional projects for me include upgrading our church computers. The 2020 Session-approved budget is included with the Annual Report: if there are questions about it, please ask me.

Ron Eggert January 12, 2020

2020 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 9, 2020.

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, Connie Howe-Vielmetti or Treasurer Ron Eggert.

2020 Budget

	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
REVENUES:					
Pledge Units	21	22	21	22	17
Pledge Payments	80,350	74,848	80,880	66,026	86,680
Unpledged Contributions	6,000	9,094	6,000	10,748	8,000
Per Capita Income	1035	730.8	1071	820.4	1204.5
Montessori Rent/Prop. Tax	48220	47946	46992	46992	48171
AA Rent	18720	18720	19200	19200	19680
Backyard Project	1000	200	550	0	0
Backwoods Grant	15820	15820	14620	8305.56	0
Misc. Inc.	4000	6046.12	4000	3795	4500
Carry Fwd Bank Balance	6500	8000	21000	0	0
TOTAL REVENUES	181,645	181,427	194,313	155,887	168,236
	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
EXPENSES:					
TOTAL B&G	34,831	30,851	36,753	31,034	37,513
TOTAL OFFICE	3,595	3,495	3,735.00	3,112.99	3,700
TOTAL PERSONNEL	121,865	109,132	114,746.36	110,666.94	122,236
TOTAL OUTREACH	2,553	2,861	2,392.30	2,392.30	3,305
TOTAL WORSHIP & ARTS	1,700	674	1700	780.63	1,700
TOTAL EDUCATION	300	27	300	53.37	300
TOTAL FELLOWSHIP	300	0	300	0	300
TOTAL SESS.,DEA., FINANCE	380	0	280	0	280
MISC. EXPENSES	1,000	7,356	4,000	4,178	1,000
TOTAL EXPENSES	166,524	154,396	164,207	152,218	170,334
NET INCOME	181,645	181,427	194,313	155,887	168,236
BALANCE	15,121	27,031	30,106.34	3,669.39	(2,098)
BUILDING & GRDS EXP.					
	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
Loan Payments	1,783	1,634	1,783.00	1,782.24	1,783.00
Utilities/Heat, Light, etc.	9,500	10,001	10,000.00	10,116.73	10,200.00
Insurance	5,750	6,716	6,800.00	6,149.47	6,400.00
Building Maintenance	6,000	909	6,000.00	1,866.71	6,000.00
Services	3,000	3,094	3,500.00	4,000.09	4,000.00
Assess/Prop Tax	3,570	3,399	3,570.00	3,505.18	3,630.00
B&G Supplies/Custodial	3,600	3,959	4,000.00	3,228.78	3,500.00
Appliance/Furniture	500	299	500.00	0.00	500.00

Grounds Maintenance	500	352	500.00	384.49	500.00
Backwoods Project	628	488	100.00	0.00	1,000.00
TOTAL B&G	34,831	30,851	36,753.00	31,033.69	37,513.00
OFFICE EXPENSES	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
Computer/Software	160	441	300.00	16.17	400.00
Telephone/Internet	1,375	1,249	1,375.00	1,492.00	1,500.00
Copier	300	228	300.00	290.77	300.00
Postage	200	199	200.00	220.00	200.00
Payroll Services	960	975	960.00	685.50	800.00
Office Supplies	600	403	600.00	337.55	400.00
Bank Fees				71.00	100.00
TOTAL OFFICE	3,595	3,495	3,735.00	3,112.99	3,700.00
PASTOR COMP	2018	2018	2019	2019	2020
Pastor	Budget	Actual	Budget	Actual	Budget
Pastor Housing	20,000	20,000	20,000.00	20,000.00	20,000.00
Pastor Salary	26,960	26,960	29,366.36	29,365.86	32,395.60
Pastor Pension/Medical	19,008	18,268	20,000.00	18,556.32	20,000.00
Continuing Ed	1,200	1,852	2,400.00	2,069.91	2,730.09
Automobile	800	736	800.00	1,012.40	800.00
Pastor Misc Allowance	1,000	1,104	1,000.00	914.13	1,000.00
Med/Dent Supplement	4,000	3,236	4,000.00	3,478.62	4,000.00
Pastors Compensation	72,968	72,156	77,566.36	75,397.24	80,925.69
OTHER PERSONNEL	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
Music Director Salary	14003	7,002	8,000.00	8,000.00	8,500.00
Accompanist Salary	5000	6,850	2,000.00	1,750.00	2,000.00
Music Dir-Cont Educ.	200	0	200.00	0.00	200.00
Office Administrator	8201	5,913	5,500.00	4,295.00	5,900.00
Custodian	11492	11,362	12,480.00	13,290.00	15,360.00
Handyman	2800	2,097	2,800.00	2,376.00	2,800.00
Payroll Taxes	6000	2,465	5,000.00	4,908.70	5,300.00
Staff Supply	1000	675	1,000.00	400.00	1,000.00
Staff Misc	200	0	200.00	250.00	250.00
TOTAL OTHER PERSONNEL	48,896	36,363	37,180.00	35,269.70	41,310.00
SESSION & DEACONS	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget

Books and Materials	30	0	30.00	0.00	30.00
Elder Retreat	100	0	100.00	0.00	100.00
Deacons Expenses	150	0	150.00	0.00	150.00
TOTAL SESSION & DEACONS	280	0	280.00	0.00	280.00
OUTREACH & MISSION:	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
Per Capita Paid Out	1553	1276.5	1,392.30	1,392.30	1,204.50
Denom Mission	1000	1000	1,000.00	1,000.00	1,000.00
Other Mission					1,100.00
TOTAL OUTREACH	2,553	2,277	2,392.30	2,392.30	3,304.50
WORSHIP & ARTS EXPENSES	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
Worship	500	172.37	500.00	529.63	500.00
Music	700	6.14	700.00	251.00	700.00
Musicians	300	300	300.00	0.00	300.00
ArtPlayce	200	0	200.00	0.00	200.00
TOTAL WORSHIP & ARTS	1,700	479	1,700.00	780.63	1,700.00
EDUCATION	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
Education Expenses	300	27	300.00	53.37	300.00
TOTAL EDUCATION	300	27	300.00	53.37	300.00
FELLOWSHIP	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
Fellowship	300	0	0.00	0.00	0.00
TOTAL FELLOWSHIP	300	0	0.00	0.00	0.00
MISCELLANEOUS	2018	2018	2019	2019	2020
	Budget	Actual	Budget	Actual	Budget
MISCELLANEOUS	1000	7355.89	1,000.00	1,677.75	1,000.00
TOTAL MISC. EXPENSES	1,000	7,356	1,000.00	1,677.75	1,000.00

Congregational Minutes from 2019

Annual Meeting Minutes for Edgumbe Presbyterian Church Sunday February 3, 2019 - 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 10:45am. He opened the meeting with a prayer.

A quorum was declared with a moderator and clerk of Session present.

Adoption of the Agenda: The congregation approved the agenda as printed in the 2018 Annual Report.

Annual Statistical Report for 2018:

Session:

2019 two slots open

2020 Eleta Pierce & Meredith Holt, clerk of session

2021 Fred Clary & Jay McGregor

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

Deacons:

2019 Ingrid Eggert & Connie Howe-Vielmetti

2020 Todd Barnes & Belinda Clary

Active members as of December 31, 2017	39
Received on Reaffirmation of Faith	1
Total number added to Active Roll	1
Active members removed from Roll	5
Death of active members	0
Active members as of December 31, 2018	35
Baptized members	7
Total congregation	42
Deaths:	No member deaths
	Director of Music, Deb Carlson (June)

Committee Reports Overview: Each report was presented with a short question and answer period. Most of the questions concerned the pastor's division of time with EPC from 1/3 and 2/3 to 50-50 and the state of the building as it ages. Ron Eggert, the treasurer, reiterated EPC's healthy balance sheet. In the Pastor's reports, Julie is hopeful that we learn to grow as a community of joy and love; while Phil challenged us to think about why we are here and what is our purpose: Connection to God in every moment.

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

The Pastors left the room and moderation of the meeting was passed to Elder, Fred Clary. After a short discussion, **MSC** to accept the Pastor's Call as presented.

Adjournment: The meeting was adjourned at 12:10pm with a closing prayer.
Respectfully submitted, Meredith Holt, Clerk of Session

DISCUSSION QUESTIONS FROM THE 2018 CONGREGATIONAL MEETING

A. Where do you see hope, energy, and vitality with EPC?

1. Realness and beauty of worship
2. Place to be honest
3. Participation: working and worshipping together
4. Backyard project: open to anyone
5. Affordable and welcoming to 19 AA groups
6. Centering prayer group
7. Place for healing and relearning who God is: relearning that God is love.
8. Music
9. Smallness makes us flexible and intimate
10. Montessori school and AA groups
11. Participation by newer members
12. Vitality: aliveness in the style of worship
13. Shared leadership
14. Welcoming
15. Free of systemic anxiety
16. Spirit of openness and trust
17. Growing spiritually
18. Art: gifts of the spirit shared through creativity
19. Outreach projects to larger community
20. Members have a lot of freedom to be ministers themselves
21. Beautiful building and grounds
22. New staff

B. Where do you see obstacles in EPC?

1. How do we share the feelings we have about our church?
2. Hard to find the words to share what we feel about the church
3. Feeling of "It's too good to be true."
4. What are our own insecurities about talking of the church?
5. There can be no promotion of the church when talking to people about their recovery.
6. Grief when someone leaves
7. No place to share unhappiness before someone reaches a decision to leave the church.
8. Need space for issues to be discussed safely, Honesty in difficult conversations
9. Changes in culture
10. Worship length and structures
11. Lack of diversity
12. Are we chasing people away?
13. EPC is not for everyone-intimate and intense
14. Hard to check out
15. Sitting in circle too intimidating and exposing
16. Small groups
17. Tension between comfort and challenge
18. We are not a corporate church.
19. More pie socials
20. Location
21. Denominational decisions

Congregational Meeting to Nominate and Elect Elders and Deacons May 19, 2019

At 11:03 a meeting of the congregation was held during worship for the purpose of nominating and electing deacons and elders. Pastor Phil GebbenGreen opened the meeting with a prayer and declared a quorum.

Our current slate of Elders and Deacons are:

Elders (3 year terms)

- 2020 – Eleta Pierce, Meredith Holt
- 2021 – Jay McGregor, Fred Clary
- 2022 – ***Connie Howe-Vielmetti**, open slot

Deacons (2 year terms)

- 2019 – ***Ingrid Eggert**, open slot
- 2020 – Belinda Clary, Todd Barnes

*up for election

Pastor Phil GebbenGreen read the list of nominees and requested other nominations from the floor. **MSC** to accept Connie Howe-Vielmetti for a 3 year term as Elder and Ingrid Eggert for an additional 2 year term as Deacon.

The congregation welcomed these new officers and the meeting was closed at 11:09 with a prayer.

Respectfully submitted, Meredith Holt, Clerk of Session

Other Business

Adjournment & Prayer