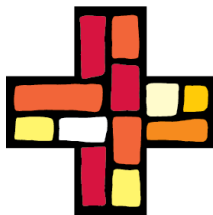




2023 ANNUAL REPORTS



THE CONGREGATIONAL CHURCH

UNITED CHURCH OF CHRIST

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COVER PHOTO by Pat Espeset



January 2023 Annual Meeting Minutes

DATE: 1/29/2023 11:00 to 11:30 am

Hybrid meeting with in-person and online attendance via Zoom

We ACCOMPLISHED

1. Approved the 2023 Annual Meeting agenda. Moved by Tammy Williams, seconded by Cindy Swessel-Hofer, approved by all.
2. Approved the January 2022 Annual Meeting minutes and September 2022 Semi-Annual Meeting minute. Moved by Janet Bartz, seconded by Cindy Swessel-Hofer, approved by all.
3. Approved the 2022 Annual Reports, excluding the 2023 Budget and the Human Resources report. Moved by Neath Folger, seconded by Bill Richter, approved by all.
4. Approved the 2023 Budget as printed in the 2022 Annual Reports with the following addendum: *“After applying the Cabinet approved available net income from 2022 of \$16,735.51, the proposed 2023 budget deficit reduces from \$32,100.49 to \$15,364.98”*. Finance Committee presented the motion, no second needed since the motion came from a committee, approved by all.
5. Approved the Cabinet Officers, Committee members, and Ministry Team members as listed in the 2022 Annual Reports. Moved by Ross Reichard, seconded by Mark Young, approved by all.

We LEARNED

1. Appreciation was expressed for all that was accomplished in the church in 2022 and for the leadership of our co-pastors.
2. Stewardship Campaign results to date include 70 Estimate of Giving responses returned, with \$257,557 generously committed towards the campaign goal of \$314,307 (81.9% of the goal).
 - a. There were two fewer responses than last year, but the total amount committed is \$13,213 more than a year ago.
 - b. Gratitude was expressed for all who support the ministry and mission of the church by being part of the church family.
 - c. The Stew/Ben team was thanked for their work throughout the year and for organizing a successful Stewardship Campaign.
3. Points of clarification from the 2022 Treasurer’s Report include:
 - a. There was not a meeting in 2022 with the church’s financial advisor but it is anticipated that a meeting will occur this year.
 - b. An audit of the church’s finances for 2021 has not yet been completed, but Chris Hoppe has agreed to do this.
 - c. Anyone who is interested in performing a financial review for 2022 is asked to contact the Treasurer or a member of the Finance Committee.
 - d. Finance Committee proposed, and Cabinet approved, a written policy for disbursing any unused net income at the end of a budget year, in the following order:
 - i. Used to offset any deficit in the next year’s budget.
 - ii. Placed in the General Reserves equity account to ensure a sufficient source to cover at least half of budgeted expenses for the following year.
 - iii. Cabinet would consider distributing any remaining net income to three categories of spending: 1) charitable giving, 2) capital maintenance and improvements, and 3) internal programming.
 - e. There is approximately \$16,000 in unspent net income from the 2022 budget that will be applied to the deficit in the 2023 budget, cutting that deficit by about half.

- f. Concern was expressed about the emphasis on using end-of-year unspent net income to pay down the deficit in a subsequent year's budget.
 - i. We were reminded that there have been deficit budgets many times over the past 20 years, ranging from \$15,000 to \$56,000, and the church finances have always ended up in the black. Thus, if past patterns repeat, it is likely that we won't have a deficit by the end of 2023.
 - ii. It was pointed out that there were several large line items in the 2022 budget that were not spent (e.g., \$25,000 in Strategic Projects for exterior signage) which account for most of the net unspent income from 2022.
 - iii. This allocation process for unspent net income can be overridden by Cabinet or the congregation in times of need.
 - iv. It was agreed that not everyone in the congregation will have the same priorities for use of any end-of-year net income. It is good to have a written policy to guide this process and from which to make any necessary adjustments in the future.
- 4. Several items in the 2023 Proposed Operating Budget were highlighted:
 - a. Our investments were down last year by about 15% (around \$20,000). This is in line with fluctuations in the economy.
 - b. A new line item was added for the fund to replace the roof: \$10,000.
 - c. A new line item was added for the real estate fees associated with securing a new renter for the building (Beacon Academy): \$8,400.
 - d. The proposed deficit is decreased by about half by applying the 2022 end-of-year net income to the 2023 budget, as described in item 3d above. (See also addendum as listed in item 4 under We Accomplished.)
- 5. We appreciate individuals who agree to take on elected positions (Tammy Williams as Moderator and Linda Thompson as Membership Clerk) and invite others to consider serving on any of the committees or ministry teams, most of which have openings.
- 6. Sarah Struwe (Church Administrative Assistant) has been doing much of the work of the Financial Secretary, which includes verifying and posting deposited funds and working with the Treasurer on a weekly basis to ensure all contributions are recorded and reported to Cabinet. Cabinet will be reviewing the church by-laws in 2023 to address whether the position of Financial Secretary, among other issues, needs to be revised to better reflect current practice.
- 7. We celebrate the contributions to the life of the church from several long-serving individuals who have stepped down in the past year:
 - a. Steve Gusa was Financial Secretary for 12 years.
 - b. Pat Espeset served on 3 ministry teams for 11 years (Nurture, Stew/Ben, and Worship).
 - c. Cindy Sawyer coordinated flowers for the sanctuary and ordering of pecans at Christmas for over 30 years!

Members in attendance: 48 (43 in person and 5 via Zoom)

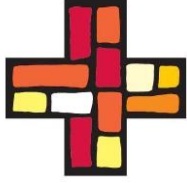
Quorum Reached (over 28 participants): yes

Parliamentarian: Bill McGinnis

Tellers: Mark Young, Jim Nordly, Jean Nordly

Clerk: Vicki Couch

Next Congregational Meeting: September, 2023 with date to be determined



September 2023 Semi-Annual Meeting Minutes

DATE: 09/24/2023 11:00-11:25 am

Hybrid meeting with in-person and online attendance via Zoom

We ACCOMPLISHED

1. Approved the 2023 Semi-Annual Meeting agenda; motion made by Janet Bartz, seconded by Karmen Gusa, approved by all.
2. Approved the 2024 Plan for Ministry; the Stewardship and Benevolence Ministry Team moved to approve, no second needed since the motion came from a Ministry Team, approved by all.

We LEARNED

1. The 2024 Plan for Ministry was presented by Kent Hofer, chair of the Stewardship and Benevolence Ministry Team. Several goals for the ministry of the church in the coming year were highlighted:
 - a. Continue to share worship of God with each other, in person and online, with enhancements including the return of children's choirs and the addition of dramatic and informal elements to worship services.
 - b. Support Christian Education for all ages, with strong Sunday School and youth group programming along with engaging adult faith formation opportunities.
 - c. Maintain and enhance the physical property of which we are stewards - the building, the Memorial Garden and other grounds surrounding the building, and the hillside behind the building. This includes increasing visibility of the church through updated signage and better outdoor lighting.
 - d. Provide educational opportunities on racial, social justice, and LGBTQ+ issues, with increased opportunities for involvement in justice work locally.
 - e. Demonstrate our care for God's creation by stabilizing the wooded hillside behind the church building, focusing on user safety, soil erosion, and control of invasive plant species.
 - f. Provide financial support for the ministries of our church, as well as contributions to support our conference, regional charitable organizations, and disaster relief efforts.
 - g. Nurture our church family and welcome neighbors by encouraging members and friends to volunteer in as many ways as they feel called to participate: assist with Sunday morning ministries such as ushering, serving communion, or hosting fellowship time; help decorate the sanctuary and narthex for the Advent season; join the Care Team to reach out to those who can no longer attend services in person; become part of the Relay for Life team to support the American Cancer Society; help with funeral luncheons; attend adult ed sessions, book club meetings, bible study, or men's group; participate in Trunk or Treat; help with the summer playgroup, or with vacation bible school, or staff a table at Rochester Pride or Juneteenth; or bring forward a new service opportunity that speaks to one's interests and passions.
2. The 2024 Stewardship Campaign target is \$325,898. Campaign materials will be mailed to each household. We are asked to prayerfully consider our ability to contribute financially to the ministries of the church and either maintain or increase our financial support of our church and its goals. Our Estimate of Giving cards should be returned to the church office by November 26, 2023.

3. Information was provided about reorganizing our church governance structure:
 - a. For the past year, Cabinet has been discussing the difficulty in keeping church Committees and Ministry Teams fully staffed. This was the case prior to COVID, but has become more challenging even as the pandemic wanes.
 - b. Under our current governance structure, there are too many Committees and Ministry Teams, perhaps with overlapping areas of responsibility, which require more volunteers than we are able to recruit to serve. It is time to streamline our governance structure.
 - c. It is our intention to increase the ease of access to ministry for members and friends of the congregation - offering opportunities such as teaching Sunday School, starting a new outreach program, assisting with Sunday worship services, and so on - without requiring attendance at monthly team meetings.
 - d. Cabinet's role would be one of oversight, working on areas such as setting the overall direction for the ministry of the church. This involves visioning for the future, setting policy, and planning. Cabinet would be charged with governance functions for the church to help us achieve our ministry and mission goals.
 - e. Ministry work, in its various forms, would be delegated to "staff", both paid employees and volunteers from the congregation, who carry out the mission of the church in many ways. Some examples of ministry that currently occur under this type of organizational model include the Gardening Angels (maintain the plants around the building and in the Memorial Garden) and the Funeral Luncheon Coordinators (organize meals following funeral and memorial services that occur in our building), neither of which involve monthly meetings with minutes or regular reports to Cabinet.
 - f. Cabinet plans to have a year-long trial run of this change in organizational structure beginning early in 2024. As the year progresses, any necessary adjustments will be made, ensuring that the changes align with and support our Strategic Plan and Plan for Ministry. Information will continue to be shared with the congregation as we approach and implement this trial run.
 - g. This transitional year will also require a temporary suspension of our current bylaws. This will need to be approved by a vote of the congregation at our next Annual Meeting in January, 2024.
 - h. Cabinet has used the book *Governance and Ministry: Rethinking Board Leadership* by Dan Hotchkiss as reference for this possible change to a policy-based governance structure. Copies of this book are available for loan in the church office.
 - i. A congregation in Tennessee has used this same resource and revised their governance structure to be policy-based rather than committee-driven. They have posted their bylaws and many of their policies online, which we can use as a template for potential changes to our bylaws and policies. Pastor Andrew plans to contact leadership in that congregation for input and advice about their adoption of a policy-based governance structure.

Members in attendance: 36 (35 in person and 1 via Zoom)

Quorum reached (28 needed): yes

Parliamentarian: Bill McGinnis

Tellers: Mark Young, Jean Nordly, Jim Nordly

Clerk: Vicki Couch

Next Congregational Meeting: January 28, 2024

2023 Total Members – 273

* - friend / non-member

Members Received –

Lauren Nickels – affirmation of faith 4/30/23

Members Lost –

Deaths (6)

David Blattner 1/18/23

Thomas Lawrence 2/1/23

Margaret MacLean 4/14/23

Edith Boller 5/10/23

Karen Canzanello 9/16/23

Sherry Lawrence 9/16/23

By Request (2)

Pam and Greg Geotzmann 10/2023

Marriages (2022)

Ainsley Williams and Shane Organa* 4/28/22





CO-PASTORS REPORT

**Rev. Andrew Greenhaw
Rev. Shannon Smith**

Over the course of 2023, The Congregational Church UCC has done terrific ministry and significantly advanced our strategic plan. We increased our visibility in the community, welcomed many new visitors, and a new member. We involved our entire community in creating meaningful worship services that are accessible to as many as possible. We provided great Christian Education for adults and youth, even producing our own video series that took our name and mission in front of many new eyes. We served our local community and gave generously to those in need both locally and throughout the globe. Finally, we created a proposal for a new structure for our governance and ministry work that we are hopeful will streamline our governance and make our ministries more accessible to volunteers.

One of the most innovative ways that we increased the visibility of our congregation was through the creation, promotion, and use of an educational video series entitled, “How Did We Get...?” Through a partnership with Dr. Sarah Ruble of Gustavus Adolphus University, member Ryan Bliss shot and edited a six-video series engaging with various Christian doctrines and historical events in their original context and exploring their relevance for the present. The Post Bulletin wrote a front page story on the video series, our Conference newsletter featured a story on it, we held a preview with another local congregation at a local art theater, and another at our Conference Annual meeting, and all that before we viewed the series at our own congregation! In addition to this new project, we also continued our many other successful access points to the congregation including our trunk or treat, community playgroup, VBS, and our summer picnic worship.



The Community Playgroup and Vacation Bible School were hugely successful efforts over the summer. Our Community Playgroup created an inclusive community space for families with young children that allowed us to meet and welcome many new people. Four new children that participated in the community Playgroup attended our VBS and five of them and their families have become regular attendees at our Sunday worship services. This has led to an expansion of our Sunday School classes which now range from 4-12 children on a Sunday. To handle this increase in attendance and be prepared for more growth we hired two Nursery Assistants, Kristi Lemois, and Laryssa Marquardt.

Our increased visibility has helped to bring new people into the life of the congregation. Lauren Nickels joined our congregation in the last year and has jumped into congregational life- singing in the choir and attending our Confirmation Refresher courses. We also have a host of returning visitors who have stated an interest in joining and are looking forward to a large new member class in the spring and hopefully a few baptisms!

After adding several new features to our worship in the past year we have settled into our new liturgies and created some excellent worship services week after week. Karmen Gusa did fantastic work leading our chancel and bell choirs, our youth bells, and reviving our children’s choir. Linda Thompson set our psalm responses to familiar and easy to sing tunes helping our congregation

engage with this new piece of liturgy. After Jase Ferguson bravely led the way as our first acolyte last year, we've had 5 other kids serve as acolytes this year. Our youth and confirmands have also been regular participants in worship, serving communion, lighting our Advent Wreath, and serving as liturgists. We continue to livestream these services and have added two new Media Engineers, Camden and Daelyn Williams, to help Ryan Bliss and Ryan Finke run the livestream. All of this hard work has borne great fruit as we had terrific attendance numbers in December- 115 on the third Sunday of Advent and 165 on Christmas Eve!



As mentioned earlier, our “How Did We Get” series was the highlight of our Christian Education this year, but we had a host of other offerings as well. We finished a year-long Confirmation Refresher Series, had a class on praying the Psalms, as well as other offerings. We also began a confirmation course with two new confirmands who will have the opportunity to be confirmed this spring. Our Sunday School class covered the Genesis stories this fall and followed by the Christmas Narratives and put on a great Christmas Pageant. As our Sunday School attendance has blossomed, we are looking at ways to keep our older elementary school kids engaged as we have more young children attending.



We also tried to make Fellowship a priority in the past year. We increased our communal meals, trying to eat together at least once a month. Our 165th Anniversary Potluck and Thank Offering Dinner were both terrific fellowship events. Our Men's Fellowship Group has also begun meeting again every two weeks. Our Youth Group has continued to be a vital and growing ministry: we hosted two lock-ins in the past year, took three youth and two adults on a Boundary

Waters canoe trip, and held weekly meetings throughout the school year. We have 11 youth and adults signed up for our service-learning trip to Tucson this coming summer 2024. Our hope is to continue building community through these communal meals, trips, and other fellowship events.

Our service to the broader community remains focused on the areas of Housing, Food, Racial and LGBT Justice, and Disaster Relief. In the area of housing, we continued our yearly support of Family Promise and hosted a Family Game Night for their families, and have begun regularly scheduling meal service at the Landing, and gave to the Jeremiah Project. We gave to Channel One during Minnesota FoodShare month and had regular volunteer days in their distribution center, and continued our Backpacks for Beacon program. In the area of Racial and LGBT justice, we had several excellent speakers on racial justice topics, and we sponsored a table at PrideFest and Juneteenth. Our response to disasters included a generous offering for the earthquake recovery in Turkey and as well as one following the fires in Maui, and our upcoming trip to Tucson to learn about the humanitarian crisis at our Southern Border.



The final point of our strategic plan involved the strategic use of our building to maximize both the needed space for our ministry work and the important revenue derived from our tenants. After a successful first year of partnership with Beacon Academy we secured a two-year extension on our lease. This allows their vital work to continue and provides financial security for the next two years as we continue to explore options for future tenants or extensions of our lease with Beacon.

In addition to all of the remarkable ministry, we have accomplished in the last year we also spent a significant amount of time working on a proposal to restructure how we organize our governance and ministry. We've struggled to staff all the volunteer positions, committees, teams, and Cabinet for the last few years under our current structure. Our hope with restructuring is to streamline the work of governance, reducing the number of needed volunteer hours to do this work, and to make meaningful ministry work easier to participate in for more of our congregation. After a year of study and drafting, our Cabinet is recommending a one-year trial of our proposed new structure to allow us time to live into it, and evaluate its strengths and weaknesses. We are quite hopeful that this new structure will allow us to continue building our momentum and involve more of the congregation in our ministry moving forward.



In short, it has been another exciting year of meaningful and life-changing ministry at The Congregational Church UCC. We remain incredibly grateful for the opportunity to serve in ministry alongside you all and we're excited about the future of our congregation.

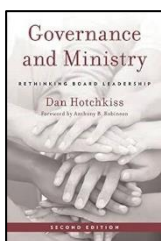


MODERATOR

Tammy Williams

“If I may, it’s time once again, to reflect,” said the mirror.

2023 was a year that brought us back together in a post-pandemic world. We are starting to see more familiar faces each Sunday in the Sanctuary and more fresh faces looking to join us on our faith journey. Reflecting on the past year, our congregation has done much to support one another, and the community as described in the ministry teams annual reports. We have a strong relationship with Beacon Academy, who renewed their lease for the next two years.



As a result of discussions prior to 2023 and building on the work of the Vitality Team, this year Cabinet embarked on a project to explore ways to make it easier to do ministry together and ways to increase participation in the life of the church. This started out with reading the book by Dan Hotchkiss, “Governance and Ministry: Rethinking Board Leadership.” This led us to discussing potential ways to make our ministry more efficient and effective. A subgroup put together a proposal for structuring our ministry work in a more accessible way, including a look at our current by-laws and existing policies as well as creating new policies. The overall goal was to make it easier for the congregation to participate in the multitude of ministry opportunities and limit the number of volunteer hours spent on governance and administration. We are looking forward to the opportunity to evaluate this new structure in 2024 and look forward to your input as we seek ways to better serve our community and each other.



165th Anniversary Potluck →

MUSIC DIRECTOR

Karmen Gusa

“Music speaks what cannot be expressed. It soothes the mind and gives it rest. It heals the heart and makes it whole. It flows from heaven to heal the soul.”

- K. C. Lynn



We are blessed to have so many wonderful people serving in our music ministry at the Congregational Church United Church of Christ. They are here for all the rehearsals and services, sharing their time, talent, and enthusiasm! Our services are enhanced and enriched by all this music!

The Chancel Choir has many returning members and I so appreciate their continued support and dedication! And this fall, we have added some new members who are also new to the church. We have a good balance and I think they sing with great expression which brings out the beauty of all the music we prepare. They are such a great group of people, and it is a pleasure to direct them!

The Bell Choir members are also dedicated to this ministry. It's a wonderful and difficult skill which they continue to master. We ring challenging music, and they approach it with good grace and attitudes! We continue to ring about once a month and we prepare multiple pieces for each service. And of course, for the Nativity Event, which we rang again in December, we rehearsed and performed at least a dozen pieces! It's a busy time and they did a great job! It's always so well received!

The Youth Bell Choir and the Children's Choir do not formally rehearse each week as we have done in the past. Kids' schedules are so busy with family, school, and sports activities that we found we just couldn't sustain weekly rehearsals. However, this fall, we scheduled several Sunday after church rehearsals for both groups and then rang or sang in a worship service. It worked out very well so we will do that again a couple more times during the year. All the youth ringers were great and so fun to work with! We had eight children come to sing and they were very enthusiastic! I am grateful for the support of the parents who encourage them to participate!

Jan Kvam and Emily Roth both are a blessing to the church and to me! They work hard to provide wonderful music for our worship services. I hope they know how much they are appreciated!

Cathy Benscoter and Tommy Rinkoski have been so gracious to share their fine talent with us. They are both so talented and the string music enhances the bell and choral music and the overall worship experience. We are blessed to have them!

I am also so grateful for the kind words and support the congregation gives me! It is a pleasure to be part of a church that honors and appreciates music!

Pictured: The Chancel, Bell and Children's Choirs make music together during Advent.





TREASURER

Clark Anderson

Entering 2023 we planned for an income versus expenses deficit. It was an intentional objective of investing what we expected to receive in 2023 and some of the extra money we have been grateful to accumulate in years past to invest in the future. Last year's annual meeting minutes have the following addendum: *"After applying the Cabinet approved available net income from 2022 of \$16,735.51, the proposed 2023 budget deficit reduces from \$32,100.49 to \$15,364.98."*

At year's end the income to expense deficit ended up being about \$17,500 higher than estimated. Before listing the key factors that caused that larger than expected deficit, let us first address the next logical question. Arguably the most important question, how does that almost \$50,000 deficit in 2023 dollars, or about \$33,000 accounting for the 2022 surplus income and ignoring special giving, impact the church's ability to perform her mission? The answer is in the balance sheet.

The good news is our 'Current Assets' which include all financial related holdings consisting of the checking account, new to this year a Certificate of Deposit (CD) and a Money Market account, plus the investment portfolio, grew overall by \$39,804.89 (6.54%). The strong 11% investment portfolio value growth bolstered that gain.

The unplanned higher deficit lowered overall Current Assets growth rate to 6.54%. Current Assets grew, they did not shrink, but they did not grow at the same rate as desired. Because assets did grow, in my view this deficit will not significantly impact the long-term goals and mission of the church. While a slight course correction in our 2024 budget is prudent, the ability to plan for a new roof (in 2027?), compensate our paid staff, contribute to our community and all programming we do and want to do, need not suffer long term.

If the assets did not shrink, where does that deficit show up in the balance sheet? The \$16,545.44 reduction in "Total Checking/Savings" is the easiest location to recognize for one part of it. Since we have intentionally been keeping more cash in those accounts for liquidity for the imminent roof replacement, cash flow remains healthy. There is no risk of not being able to pay any known upcoming bills. To enable good cash access the Finance Committee created the new CD and Money Market accounts to help grow income in 2024 and keep liquidity when needed.

The other location the deficit is visible is in the investment account. On the asset side of the balance sheet the investment portfolio value rose by about \$56,000 (10.9%) without us adding any money into it. Each year we budget 6 items as expense dollars to sock away for future year projects. The 3 largest of those, Major Maintenance (MM), New Roof and Park Lot, which sum up to \$34,200 for 2023, are stored directly in the investment portfolio documented on the liabilities and equity side of the balance sheet. The deficit halted us from adding those real dollars to the investments. While we elected to spend some of the 2023 MM dollars in 2023, we could have expensed more of it in 2023 to lower the 2023 deficit. Instead, we made a conscious decision to keep growing those 3 sub accounts as much as possible by shifting money from the 'General Reserves' portion of the investment portfolio to those 3 portions. The investment gains softened that shift such that the 'General Reserves' portion dropped by \$15,116.96 instead of closer to \$30,000.

So now that I hope you have a better feel for the deficit's impact to the church's financial footing, let us look at what key factors drove the deficit higher than anticipated, limiting our desired financial growth in 2023. While actual income was up \$29,003 (6%) over budget, if we remove all special giving income but retain the memorial funds received, both of which we do not budget for, the overall income increased by \$6,575 (1.4%). The major factors include:

- We had some members change their giving from 'non-estimated' to 'estimated' which is a wonderful thing. But a lower 'non-estimated' budget income should have been set in the budget and it was not, thus actuals were lower than budget by \$7,360.

- Estimated giving was lower by \$8,362 due to the passing of several members in 2023.
- Better than planned investment income helped offset the giving reduction by about \$5,825.
- Memorial and miscellaneous giving helped boost income by about \$17,515.

On the expense side there were several big factors contributing to the 9% spending increase over budget. The following only lists the items that exceeded \$4000 over or under the budget:

- Since new signage was not implemented yet, the strategic plan section was \$9,039 under plan.
- But,
- Administration costs due to investment, legal, and insurance fees was high by \$6,146.
- Our building maintenance contractor did not bill us for 2 to 3 months of 2022 expenses of about \$10,500 until after the annual meeting. Multiple large projects added another \$8,000 over plan.
- Roof, concrete and electrical repair projects added another \$9,552 over projections.
- Grounds, such as snow removal, mowing and upgrades grew by about \$5,186.

In summary, the income adjustments are explainable and will happen some years. There is nothing we can do about those. On the expense side, the things we do have more control over, I cannot point to one expense and say that should have been deferred or simply not done.

2024 - Entering 2024, the church is still on sound financial footings. Those footings did grow, just not to the extent we desired. Yet we cannot rely on our investment portfolio to ‘save the day’ in all future years. So 2024 budgeting should be adjusted accordingly, so that hopefully in 2025 we can return to the savings rates we desire to grow the church’s mission.

I believe we can afford to continue investing in the mission of the church in 2024. The Estimate of Giving numbers, even without some key friends no longer with us, look very encouraging. To me this says the benefits the church provides to us individually and collectively as a community are being appreciated. This is evident in the strong support you all give and the new faces being seen on Sunday mornings.

AUDIT REPORT FOR THE YEAR ENDED 2021

Chris Hoppe

A review was conducted of the financial records of The Congregational Church in accordance with the Audit Committee procedures, focusing on July and December 2021. This included the review of receipts, disbursements, payroll and tax, and operational controls. Several items such as insurance were not completely verified and are noted below. Submitted on February 18, 2022, several minor items were found but nothing of major consequence was discovered.

1. Cash: Purchase Request Voucher (PRV), budget value, financial statement and bank statement correlations appeared accurate and reasonable. Petty cash reporting appears reasonable. Did not have a formal reconciliation report to review.

Recommendation: Request reconciliation reports from accountant so that an exact matchup between Balance Sheet with bank statements at end of month can be done for subsequent reviews.

2. Income Received: Overall income amounts, recording in financial statements and bank statements matched and appear reasonable. But donation income was not able to correlate with the giving database since the time of day the review was performed access was not available.

Investments: Review of monthly investment statements matched financial statements.

Safe Deposit Box: There is currently no safe deposit box.

Recommendation: Future reviews should be conducted when access to all financial records is possible.

3. Disbursements: Invoices, PRVs and disbursements appear to have been properly authorized and recorded.

Recommendation: None

4. Property, Insurance, Security, Inventory:

Insurance: It was stated that one Finance Committee member does have a working relationship with the insurance supplier, and they discuss recommended changes as needed. But we weren't able to find the current policy to verify the coverage amounts.

Backup: Financial record backups are handled by the accountant firm McKern Financial Group. Donation database records are backed up online.

Buildings Access: FOB owner list is updated by the Administrative Assistant as they are dispensed or returned.

Access List: Did not see actual list.

Inventory: Not found for review.

Recommendation: Future reviews should be conducted when access to all records is possible.

5. Payroll and Tax Records: Payroll records, payments, and tax reporting documents were reviewed and appear reasonable. One of the payroll reports was not found. Also, the first 3 quarters had varying numbers of employees in the Federal tax submissions. Not sure if that is correct or not, but it does seem unexpected.

Recommendations: Request a copy of payroll reports for July 15, 2021, from the accountant. Get 4 other missing payroll reports as well.

Recommendation: Determine cause of varying number of employees in tax reports.

6. Operational Controls: Internal control structure seems adequate.

Recommendation: None

TREASURER COMMENTS: One theme of the 2021 review is the lack of data. A formal list of documents to fulfill each internal review section should be generated. The items from that list should then be accumulated before a review is performed. This may also shorten the time needed for the review and make its execution easier to perform. We have not yet found the root cause of why the employee count varied on the 2021 tax reports. The suspicion is a typo since a review of reports from 2023 show correct values in those fields.

The Financial Secretary's position oversees income, whereas the Treasurer's position oversees expenses. Without an acting Financial Secretary, we lose the benefit of keeping oversight of income separate from expense. This may need to be addressed in 2024.

The 2022 internal financial review has yet to be performed. We are looking for a volunteer for 2022 & 2023.

2023 BUDGET PERFORMANCE 1 of 4		Actuals	Annual Budget
Income			
Income			
Payment on Estimates			
	4015 - Non-Estimated Giving	24,640.50	32,000.00
	4010 - Estimated Giving (100%)	249,194.89	257,557.00
	Total Payment on Estimates	273,835.39	289,557.00
	4020 - Envelope Reimbursement	30.00	30.00
	4025 - Post Paid Estimated Giving	960.00	
	4030 - Loose Offerings	1,128.00	1,000.00
	4050 - Church Use - RASA	0.00	166,979.51
	4055 - Church Use - Beacon	166,979.51	
	Church Use - Other		
	4060 - AppleTree Dental	4,800.00	
	4070 - AI Anon	167.00	
	4080 - Recitals	680.00	
	4085 - Misc. -Donations for Room Use	1,222.00	
	Church Use - Other - Other	0.00	9,000.00
	Total Church Use - Other	6,869.00	9,000.00
	INT/Invest Income		
	4110 - Investment Income-General	16,813.86	
	4115 - Interest Income-Money Market	10.73	
	INT/Invest Income - Other	0.00	11,000.00
	Total INT/Invest Income	16,824.59	11,000.00
	Special Offerings		
	4150 - Our Great Hour of Sharing	1,005.00	
	4155 - Easter	1,979.00	
	4160 - Neighbors in Need	1,100.00	
	4165 - Stregthen the Church	690.00	
	4175 - Christmas	2,230.00	
	4180 - Care Fund	970.00	
	4185 - Channel/MN Foodshare	4,435.00	
	4205 - Disaster Relief	4,170.00	
	4215 - Good Samaritan	1,962.00	
	4250 - Memorial Fund Undesignated	11,335.00	
	4270 - Memorial Fund Perpetual Care	3,900.00	
	4310 - Miscellaneous/Donations	1,719.80	
	4320 - Youth Donations	560.00	
	4360 - Funeral	1,873.55	
	4370 - Worship Enhancement Fund	2,014.00	
	Total Special Offerings	39,943.35	
	Total Income	506,569.84	477,566.51
Total Income		506,569.84	477,566.51
Expense			
Expenditures			
Stewardship			
	5010 - Church General Support	21,000.00	21,000.00
	5020 - C U E (Seminaries)	2,500.00	2,500.00
	5030 - Local Missions	5,000.00	5,000.00
	5040 - Pastor's Discretionary Fund	2,500.00	2,500.00
	Special Offerings		
	5110 - One Great Hour of Sharing	1,005.00	
	5120 - Easter	1,979.00	
	5130 - Neighbors in Need	1,100.00	
	5140 - Strengthen the Church	690.00	

2023 BUDGET PERFORMANCE 2 of 4		Actuals	Annual Budget
	5160 · Christmas	2,230.00	
	5170 · Care Fund	500.00	
	5180 · Channel One	4,435.00	
	5205 · Disaster Relief	4,170.00	
	5215 · Good Samaritan	1,666.25	
	5230 · Thankoffering Dinner	826.79	250.00
	Total Special Offerings	18,602.04	250.00
	5400 · Electronic Giving	341.17	300.00
	Total Stewardship	49,943.21	31,550.00
	MN Conference		
	5510 · MN Conference Dues	2,800.00	2,900.00
	5520 · MN Conference MTG	50.00	1,200.00
	5530 · Resource Materials	0.00	100.00
	5540 · Pledge Envelopes	102.68	165.00
	Total MN Conference	2,952.68	4,365.00
	Strategic Plan		
	6010 · Strategic Projects	9,897.25	20,000.00
	5370 · Worship Enhancement Fund	2,014.00	
	6030 · Urban Forest	1,050.00	2,000.00
	Total Strategic Plan	12,961.25	22,000.00
	Worship		
	6110 · Supplies	714.71	1,200.00
	6120 · Pulpit Supply	1,343.01	1,500.00
	6130 · Special Programs	249.25	200.00
	6150 · Music Supplies	2,450.23	2,500.00
	6160 · Miscellaneous	232.01	500.00
	6170 · Guest Musicians	3,175.00	3,000.00
	6180 · Innovation & Enhancement	0.00	1,000.00
	6190 · Instrument Maintenance	394.62	2,000.00
	Total Worship	8,558.83	11,900.00
	Christian Education		
	6210 · Curriculum	465.46	200.00
	6220 · Supplies	2,137.46	500.00
	6230 · Bible Presentation	254.19	600.00
	6240 · Confirmation	634.38	300.00
	6250 · Vacation Bible School	106.69	500.00
	6260 · Special Events	439.49	1,000.00
	6270 · Grad Recognition	96.59	200.00
	6280 · Teacher Recognition	0.00	200.00
	6290 · Technology	0.00	500.00
	Total Christian Education	4,134.26	4,000.00
	Youth		
	6310 · Senior High Youth	621.35	1,600.00
	6320 · Middle School Youth	1,368.93	1,000.00
	6330 · Outreach	884.65	1,000.00
	6340 · Conf Youth Events	0.00	600.00
	6350 · Youth Adult Ministry	580.17	400.00
	Total Youth	3,455.10	4,600.00
	Adult Education		
	6400 · Adult Education	1,071.87	1,000.00
	Total Adult Education	1,071.87	1,000.00

2023 BUDGET PERFORMANCE 3 of 4		Actuals	Annual Budget
	Nurture		
	6510 - Membership	181.78	200.00
	6520 - Special Events	323.45	
	6530 - Coffee Hour	556.04	500.00
	6540 - Advent Festival	225.00	200.00
	5360 - Funeral	1,861.17	500.00
	Total Nurture	3,147.44	1,400.00
	Justice and Peace		
	6610 - Education & Outreach	1,306.25	1,500.00
	6620 - Speakers	500.00	500.00
	6630 - Recovery Sunday	0.00	1,000.00
	6640 - Restorative Justice	1,000.00	1,000.00
	6650 - Family Promise	1,500.00	1,500.00
	Total Justice and Peace	4,306.25	5,500.00
	Staff Costs		
	Salaries/HSG/FICA Match		
	7010 - Salaries	163,936.27	
	7020 - Housing	30,000.00	
	7030 - FICA Compensation	7,802.88	
	Salaries/HSG/FICA Match - Other	0.00	203,392.00
	Total Salaries/HSG/FICA Match	201,739.15	203,392.00
	7040 - Sabbatical Leave Reserve	500.00	500.00
	7050 - Benefits	35,971.59	36,370.00
	7060 - FICA Employer Share	6,114.33	5,235.00
	7070 - Vacation Replacements	300.00	500.00
	7080 - Miscellaneous Staff	28.08	1,500.00
	7090 - Mileage Reimbursement	597.88	1,500.00
	7100 - Prof Fees/ Cont. ED	3,820.91	2,500.00
	7110 - Pastoral Purposes	823.24	1,200.00
	7130 - Nursery Support	3,826.35	
	Total Staff Costs	253,721.53	252,697.00
	Administration		
	8010 - Bank Fees	609.66	800.00
	8020 - Investment Costs	6,685.71	6,000.00
	8030 - Stock Sale COMM/TRAN	0.00	150.00
	8040 - Audit Reserve	1,000.00	1,000.00
	8050 - Overall/Umbrella	14,584.15	11,000.00
	8060 - Workers' Comp	0.00	1,500.00
	8080 - Real Estate Fees	12,146.51	8,430.00
	Total Administration	35,026.03	28,880.00
	Office Expenses		
	8110 - Postage	1,793.84	1,800.00
	8130 - Supplies	1,035.60	750.00
	8140 - Printing	1,098.51	500.00
	8150 - Publicity	2,313.47	2,400.00
	8160 - Telephone	920.50	900.00
	8170 - Miscellaneous	468.42	300.00
	8190 - Accountant Services	3,952.83	4,500.00
	Total Office Expenses	11,583.17	11,150.00
	Physical Expenses		
	9010 - RPU	22,269.75	20,000.00
	9020 - Natural Gas	11,228.75	15,000.00
	9030 - Trash Removal	2,588.79	4,000.00
	9040 - Maintenance Supplies	175.78	750.00

2023 BUDGET PERFORMANCE 4 of 4		Actuals	Annual Budget
	Service Contracts		
	9110 · Copier	2,517.58	3,000.00
	9120 · MFSI Maintenance	39,086.78	20,000.00
	Total Service Contracts	41,604.36	23,000.00
	Total Physical Expenses	77,867.43	62,750.00
	Monitoring		
	9210 · Telephone (ELEV)	0.00	500.00
	Fire/HVAC/Security		
	9220 · Fire	158.50	
	9230 · HVAC	1,079.78	
	9240 · Alarm Monitoring	3,773.42	
	Fire/HVAC/Security - Other	0.00	2,000.00
	Total Fire/HVAC/Security	5,011.70	2,000.00
	9250 · Elevator	992.15	1,000.00
	9260 · Inspection Elevator	0.00	500.00
	Total Monitoring	6,003.85	4,000.00
	Repairs		
	9310 · Repairs- Bldg and Fixed Equipme	16,551.92	
	Repairs - Other	0.00	7,000.00
	Total Repairs	16,551.92	7,000.00
	Grounds		
	9410 · Lawn Mowing	5,140.00	3,500.00
	9420 · Snow Removal	8,290.00	6,500.00
	9430 · Improvements	5,552.84	3,000.00
	9440 · Entrance Flowers	361.53	700.00
	9450 · Memorial Garden Maintenance	541.27	1,000.00
	Total Grounds	19,885.64	14,700.00
	9510 · Equip/New-Replace	4,813.95	
	9610 · Major Maint 2%		
	9620 · Parking Lot	2,000.00	2,000.00
	9630 · New Roof	10,000.00	10,000.00
	9610 · Major Maint 2% - Other	22,200.00	22,200.00
	Total 9610 · Major Maint 2%	34,200.00	34,200.00
	Communications & Technology		
	Computer		
	9710 · Software	1,680.08	1,600.00
	9720 · Hardware	648.74	1,250.00
	9730 · Support/Upgrades	0.00	625.00
	Total Computer	2,328.82	3,475.00
	9740 · Web Site (Internet)	3,258.43	3,000.00
	9750 · A/V Equipment	413.38	1,000.00
	9760 · Miscellaneous	0.00	500.00
	Total Communications & Technology	6,000.63	7,975.00
	Total Expenditures	556,185.04	509,667.00
	Total Expense	556,185.04	509,667.00
	Net Income	-49,615.20	-32,100.49
	Income w/o Special Offerings + 2022 surplus	\$ 500,876.80	\$ 494,302.02
	Expenses w/o Special Offerings	\$ 533,707.83	\$ 509,667.00
	2023 Net Income w/o Special Offerings + 2022 surplus	\$ (32,831.03)	\$ (15,364.98)

2023 BALANCE SHEET COMPARISON 1 of 2		Dec 31, 22	Dec 31, 23
ASSETS			
Current Assets			
Checking/Savings			
	1010 · Checking-Gen Op-Home Federal	93,440.57	31,884.40
	1011 · Money Market-Gen Op-Home Federa		25,010.73
	1012 · Short Term CDs-Gen Op-Home Fede		20,000.00
	1050 · Petty Cash	150.00	150.00
	Total Checking/Savings	93,590.57	77,045.13
Accounts Receivable			
	1400 · Accts Rec/Other	29.02	29.02
	Total Accounts Receivable	29.02	29.02
Other Current Assets			
	1300 · Investment Portfolio	514,922.09	571,272.42
	Total Other Current Assets	514,922.09	571,272.42
	Total Current Assets	608,541.68	648,346.57
Fixed Assets			
	1500 · Office Equipment	25,547.80	25,547.80
	1510 · Maintenance Equipment	2,192.45	2,192.45
	1520 · Program Equipment	20,702.79	20,702.79
	1530 · Building & Fixtures	3,630,823.25	3,630,823.25
	1540 · Capital Improvement- Building	901,861.11	901,861.11
	1550 · Capital Improvements- Grounds	99,075.40	99,075.40
	1560 · Land	133,560.00	133,560.00
	1570 · Furniture	22,651.78	22,651.78
	1580 · Organ	194,036.00	194,036.00
	1585 · Organ Enhancement	130,928.63	130,928.63
	1590 · Memorial Garden	56,049.16	56,049.16
	Total Fixed Assets	5,217,428.37	5,217,428.37
Other Assets			
	1600 · Prepaid Expenses- Taxi	62.42	62.42
	Total Other Assets	62.42	62.42
	TOTAL ASSETS	5,826,032.47	5,865,837.36
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
	Pension Board Payable	44.94	-188.60
	2200 · Other Reserve/Deposit	10,000.00	10,000.00
	2240 · Def. Income - Prepaid Pledges	23,000.00	41,800.00
	2110 · FICA Taxes Payable	454.89	433.85
	2120 · Medicare Taxes Payable	106.38	101.47
	2130 · Federal WH Taxes Payable	1,650.00	1,634.75
	2140 · State WH Taxes Payable	491.00	485.00
	Total Other Current Liabilities	35,747.21	54,266.47
	Total Current Liabilities	35,747.21	54,266.47
	Total Liabilities	35,747.21	54,266.47

2023 BALANCE SHEET COMPARISON 2 of 2		Dec 31, 22	Dec 31, 23
Equity			
	2230 · Sabbatical Reserve	8,000.00	8,500.00
	2220 · Audit Review Reserve	5,200.00	6,200.00
	2210 · Discretionary Reserve	4,884.19	6,226.58
	3144 · Pecans & Special Purchases Fund	5,046.23	5,046.23
	3020 · Unrealized Gain	113,806.70	113,806.70
	3030 · Undesignated Memorial	2,770.69	12,369.69
	3040 · Designated Donations		
	3108 · Diana Hanke Fund	5,476.06	5,476.06
	3110 · Youth Scholarship Fund	17,726.74	13,734.00
	3111 · Memorial Garden Perpetual	4,801.02	6,801.02
	3114 · Buildings & Grounds	4,525.00	4,525.00
	3115 · Funeral	3,236.88	3,249.26
	3116 · Concert Series	1,600.30	1,600.30
	3117 · Justice & Peace	347.51	347.51
	3121 · Communion	1,000.00	1,000.00
	3123 · Handbells	2,194.40	2,269.40
	3124 · Stew Ben Dinner	70.99	70.99
	3125 · Adult Ed	1,805.89	1,805.89
	3126 · IHN	302.07	302.07
	3127 · Volkmar Library	7,240.17	7,240.17
	3129 · Care Fund	1,729.00	1,729.00
	3131 · Paraments	500.00	500.00
	3132 · Urban Forest Fund	500.00	500.00
	3040 · Designated Donations - Other	85.00	85.00
	Total 3040 · Designated Donations	53,141.03	51,235.67
	3010 · General Reserves	144,722.57	129,605.61
	3050 · Endowment	216,894.53	240,630.31
	3055 · Roof	99,405.08	120,688.36
	3060 · Major Maintenance	29,944.29	51,689.96
	3061 · Parking Lot	10,267.69	13,472.31
	3120 · Music Fund - General	1,787.93	3,285.87
	3130 · Music Fund - Endowment	11,900.00	11,900.00
	30000 · Opening Balance Equity	63,536.62	63,536.62
	3000 · Retained Earnings	4,999,172.48	5,022,992.18
	Net Income	19,805.23	-49,615.20
	Total Equity	5,790,285.26	5,811,570.89
	TOTAL LIABILITIES & EQUITY	5,826,032.47	5,865,837.36

CHURCH USE COMMITTEE

Catharine Bliss



The Church Use Committee continued to help fulfill our strategic plan of reaching out to our community by utilizing our space. We signed another lease with **Rochester Beacon Academy**. They have been a great asset to our building, utilizing our unused spaces and all has been going well. Huge thanks to all who continue to foster this relationship. Having Beacon is a great opportunity for our church to reach this community while gaining some financial help for our church programs and building.

Along with Beacon we were able to approve many community use groups for our space. **Al Anon** meets on Wednesday evenings and **Apple Tree Dental** continues to lease parking from us. We have been able to provide **music instructors, Basia Vander Zanden and Emily Roth**, space for not only music lessons but also for recitals. In 2024 we hope to continue our relationship with Beacon Academy along with forging additional relationships in the community to better use our assets to serve. Part of our ongoing strategic plan is to use our space for the community and these relationships will continue to serve in that way.



URBAN FOREST

Janet Bartz

The church's hillside, sometimes called our urban forest, is in maintenance mode at this time. The maintenance work supports the goals to provide control of invasive species, ensure safety for users of the forest, and prevention of erosion on the hill. To accomplish the goals, the church contracts with Courneya Horticulture, a.k.a. Doug, for consulting service, removal of invasive species especially buckthorn and garlic mustard, rough cut mowing in the fall, and cleanup services to facilitate the mowing. Other work may be initiated based on Doug's assessment. Since we've engaged Doug, we've seen a proliferation of spring wildflowers. They are not grand and showy, but lovely when you take the time to look closely. The fall mowing leaves us with a semi-groomed and organized look and prepares for the emergence of wildflowers. The piles of fallen branches provide habitat for birds and other wildlife. Volunteers provide some minimal weed management on the pathway. Roger Bachman maintains the benches. Our thanks to him for his diligence.

OUR AUDIO-VISUAL TEAM

Ryan Bliss, Ryan Finke,
and Camden Williams



ADULT EDUCATION MINISTRY TEAM

Janet Bartz

The team's mission statement is: *"Equipping members and friends with relevant theological learning so they are empowered to boldly speak their faith and share their gifts for ministries of all kinds."*

The Adult Education Ministry Team seeks to fulfill our adult education mission by offering a wide array of adult education opportunities. A major step was taken this year when we teamed up with Dr. Sarah Ruble, Professor of Religion at Gustavus Adolphus College, to produce an educational video series examining the history of important developments and doctrines in the Christian Faith. Six videos, with accompanying curriculum, made up the series entitled "How Did We Get...?" The topics covered were "How Did We Get the Trinity?", "How Did We Get Christology?", "How Did We Get Original Sin?", "How Did We Get the Separation of the Church from Judaism?", "How Did We Get Justification by Faith?", and "How Did We Get "Conservative" and "Liberal" churches?" The goal was not to get everyone to believe in these doctrines, but rather to help us understand them as parts of our history that continue to shape our present. On April 24 a premier of "How Did We Get the Trinity?" occurred at Pop's Art Theatre in NW Rochester with folks from the Olive Branch, a local worshipping community that is an outreach ministry of Mt. Olive ELCA. In June, Dr. Ruble and Pastor Andrew previewed the Trinity video at the annual meeting of the MN Conference United Church of Christ. Beginning in mid-October the entire series, with discussion led by Pastor Andrew, was shared following Sunday worship. Attendance at each session was excellent. The longer-term intent is to make the series available broadly within the UCC and beyond. Member Ryan Bliss served as the videographer and editor of the videos.



In January, we began a four-Sunday series "Praying the Psalms" based on the book by Dietrich Bonhoeffer entitled: "The Psalms: The Prayerbook of the Bible". In February and March we sponsored an adult Lenten study based on Fleming Rutledge's book "The 7 Last Words from the Cross". Also, in February we began an adult confirmation refresher on 5 select Sunday evenings featuring a light meal followed by discussion and communion.

We continued our weekly Tuesday afternoon Bible study. We completed The Gospel of Luke begun in 2022, took a break for the summer and have begun the Acts of the Apostles which is ongoing. We've implemented a new discussion method to help us engage the multiple meanings of the scriptural text. We frame our discussion within the four senses of scripture: the literal story (what is happening), the typological (identification of other examples with similar meaning seen throughout the Bible), the moral (how the ancient text relates to our lives today), and the anagogical (the mystical or spiritual sense which seeks to explain biblical events so that they relate to the life to come).



A combination of fiction and non-fiction kept the Book Group busy in 2023. Book bags from the Public Library cover many topics and discussions range from exasperations to questions, raves. Each reader comes to these meetings with different experiences and different expectations. Authors certainly present new perspectives in many cases. All members and friends are welcome to participate.

The Justice and Peace Ministry Team also sponsored numerous adult learning opportunities in 2023. Please see their report for details.

BUILDING AND GROUNDS MINISTRY TEAM

Jason Majorowicz



Your 2023 Building and Grounds team includes six members: Jason Majorowicz, Chair; Ryan Bliss, Clerk; Rev. Andrew Greenhaw, Finance Rep; Ross Reichard, Cabinet Rep; Ryan Finke and Matt Johnson.

In 2023 our Buildings and Grounds Ministry Team facilitated numerous maintenance projects on our physical campus.

To aid in the safety of our ground for our members concrete leveling was performed on critical sections of the main entrance walkway. Tree trimming and removal was done for safety and aesthetics, and the large locust on the traffic circle was braced to keep it from splitting.

The flat roof over the office and parlor continue to be an area of focus. In 2023, due to drastic temperature swings and melting snow and rain conditions, several roof fasteners came loose resulting in water intrusion into the church office area. Emergent repairs totaling \$962 were affected to repair the situation. A new outlet with a reset button located within the church was placed on the roof along with new heat tape lines to go down all our downspouts. This should help prevent buildup of water during periods of freezes and thaws. In addition to this Schwikert's Roofing made some needed repairs to that area following our annual inspection.

Schwikert's Roofing continues to help us plan for when the two sections of flat roof will need to be replaced in the coming years. Our current estimate for the largest segment is that it will need to be replaced in 2027 and the cost remains approximately \$206,055. The smaller segment will need to be replaced in 2030 and will cost approximately \$37,000. With the estimate remaining steady from last year and our additional saving to Major Maintenance and the Roof Fund last year we are in a much better position to afford these replacements. We're recommending only \$2,000 directly to the Roof Fund this year. We're also recommending that we continue to slowly raise our annual major maintenance savings moving from 1.5 % of the replacement value of our building to 1.75%.



CHRISTIAN EDUCATION MINISTRY TEAM & YOUTH

Pastor Shannon Smith

2023 has been a vibrant and exciting year for our ministry with children and youth. We have seen increased participation in all our programs as well as a deepening of relationships between our youngest members and the rest of the congregation as they are included in all aspects of our communal life. We see more children in worship as they acolyte and read. Our youth are showing up to volunteer and pitch in regularly. Our confirmands listen and learn from conversations in adult education. It has been a year of blessings.



Programming for our youngest continues as Sunday School continues to meet on Sunday mornings during worship. Attendance has increased enough across our age groups that we hope to split them by age into two classes in the future for age-appropriate instruction. Youth Group continues to meet weekly during the school year for fellowship, spiritual practices, and “big” conversations on issues in their lives and the world. We have two confirmands working through the process alongside our newest youth volunteer, Nancy Richardson. We skated and snow tubed and got to know one another better.



We have reached out into the community to serve children through our community playgroup and Trunk-or-Treat. These events help us become known in the community as a place where children are welcome as they are, creating opportunities to share God’s love with folks who might never come to worship. With the help of Katie Lawrence and Colleen Hofer, we are actively working to make the congregation more welcoming to children and families with disabilities.



I am proud of our congregation this year and grateful for all of the support the children and youth receive. We have been able to offer genuine welcome where they are free to be children and encouraged to grow and stretch in their faith. Thank you for taking the time to get to know the children and youth and making them always feel welcome here. I am excited for what 2024 will bring in our service to children, youth and families.



JUSTICE AND PEACE MINISTRY TEAM Nancy Zaworski

The mission of the Justice and Peace Committee of the Congregational Church UCC, Rochester, Minnesota is to “provide opportunities for awareness, education, and action in response to God’s call for peace and justice in our community and the world. We seek to empower each person to walk in the footsteps of Jesus as agents of God’s power of peace, justice and love that binds instead of divides.”



We had exciting and informative educational justice events. James Rock was invited to speak about the Land Project for Makoce Ikikcupi, a land recovery and reparative justice program to reestablish their spiritual and physical connection with their homeland. James Rock is a professor of physics and engineering at the University of Minnesota Duluth and is Director of Indigenous programming who is also a member of the All Nations Church, UCC. In addition to sharing about their important project, he shared about the Dakota Sky charts and the Dakota religion and its parallels to Christianity with fascinating information and stories generating thoughtful discuss and reflection.

Warren Read, author of “The Lyncher in Me” joined us with a very interesting perspective on the mob lynching of three black men, Elias Clayton, Elmer Jackson, and Isaac McGhie, in Duluth Minnesota in 1920. The mob of 10,000 included his great-grandfather (and instigated by his great-grandfather) and his book explores the perspective of all involved and his discovery about his family’s past and this dark piece of Minnesota history and its injustices. We also heard his perspective about the subtitle of his book “A Search for Redemption in the Face of History.” He has since established a reparative relationship with the descendants of Elias Clayton at the Pennytown Freewill Baptist Church in Missouri.

Our final education event for the year was guest speaker Sandy McLaughlin from First Unitarian Universalist who leads actions with local activism for legal immigrants and she shared about her numerous trips to the border with programs welcoming immigrants arriving with nothing but their hopes and dreams upon entry to the U.S.

The annual peace service in January was richly served with music selected by Music Director Karmen Gusa with readings and a sermon by Pastor Andrew and Pastor Shannon. Many of our activities throughout the year reflected on our words “No matter who you are or where you are on life’s journey, you are welcome here”; and that we are an Open and Affirming Church.

The congregation has generously shared their blessings throughout the year with their giving and donations to Channel Food Shelf, our December collection for the Women’s Shelter, and our annual collection drive for Hawthorne Helps. (*photos on next page*) We thank Stew/Ben for considering a donation request on behalf of Hawaiian UCC congregations affected by the wildfires in Maui.



In May we had a crew of members who staffed a table at the Pridefest Event sharing about our congregation and programs and offerings. This was followed in June by an equally enthusiastic group who reached out to attendees at the Juneteenth celebration introducing the community to our church and programs.

Thanks to Colleen Hofer for her justice work in ministering to the sick with her wonderful organization of our participation in the Relay for Life- the fundraising event for the American Cancer Society serving the needs of those impacted by cancer.



Thanks to Cheryl Roediger for coordinating the efforts for volunteers at the Channel One Food Shelf. We supported Channel One Regional Food Bank by donating both money and muscle. We raised \$2,555 during the annual March MN FoodShare campaign and \$1,880 during July's Think Bank match, which came to \$3,760 with the match. In August we had a Paint-A-Bowl event where our artists shone as they painted delightful and beautiful bowls to be fired and used for the Empty Bowls event. We also encouraged people to



buy soups from Channel One's October Empty Bowls fund-raiser. In July we resumed our monthly 2-hour volunteer sessions. Over 6 sessions, our members and friends filled 556 boxes with food for the Commodity Supplemental Food Program (CSFP), administered by Channel One, and high-rise delivery programs, re-packaged 1,512 pounds of cereal into one-pound bags for food shelves, and put labels on 1,992 cans.

In April we coordinated a Family Fun Night with two families at Family Promise with a delicious dinner served to our guests and fun, games, and activities in Fellowship Hall. We extended greetings to our Muslim neighbors with our signs throughout the month of Ramadan.

Greg Caucutt worked to resume our participation in the Partner Kids mentoring program at Elton Hills Elementary School. COVID caused a big break in the continuity the program had with all the players: we lost mentors, students moved up and out, and there was teacher turnover. Starting back up in 2022, the program changed to focus on second grade reading, with each mentor having two students for 30 minutes back-to-back. For school year 2023-2024, we have 5 mentors, each working with two students.

This January 2024, Katie Lawrence coordinated workers to serve a provided meal for two weekdays this January to the clients at the Landing. The Landing provides support and guides its clients, our homeless brothers and sisters, toward stability.

The contributions of time and efforts of our wonderful members who serve as partners in justice work, along with all the generous donations, make all of these important outreach efforts possible and exhibit walking in the footsteps of Jesus and go well beyond the mere words of our strategic goals. For the last several years our justice work could not be done without the numerous congregation members offering to assist and lead on various offerings in the example of the partnerships that will be used in the new governance structure and unbound by a formal committee structure. We look forward to partnering and joining with you for upcoming Justice work for 2024!



STEWARDSHIP AND BENEVOLENCE MINISTRY TEAM

Kent Hofer

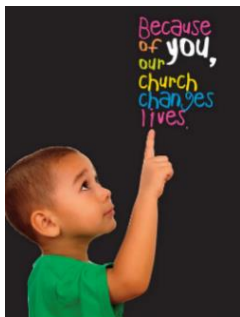


The Stewardship and Benevolence Ministry Team is responsible for coordinating the church's stewardship and benevolence activities. Good **Stewardship** means prayerfully managing the gifts of time, labor, love, and money that God has given you. **Benevolence** is a tangible expression of your generosity and faith, shown by your gifting of **both** your time and money. Our church shows its generosity and faith by the gifting of monies to the ministries of local, regional, national, and international organizations. This ministry team conducts offerings to fund both our church and those charities and organizations that our church supports.

Our church is a **5 for 5 church** which means that we are a leader in providing support to **Our Church's Wider Mission** and the Special Mission Offerings: **One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and The Christmas Fund.**

Our church members and friends of the church have shown God's love and compassion through generous gifts. The following is a summary of the church's benevolence in 2023.

Benevolence Recipient	Amount	Funding Method
Turkey/Syria relief	\$2,310	Special Offering
Hawai'i wildfire relief	\$1,860	Special Offering
Good Samaritan offering	\$1,240	Special Offering
Channel One:		Special offering
March MN Foodshare (sponsored by Justice & Peace)	\$2,555	
Think Bank matching grant opportunity	\$1,880	
Jeremiah Program	\$1,000	Easter Offering of \$1,979 plus
Elder Network	\$1,000	\$21 from Local Benev. line item
Local Charities:		Budget line item –
Family Service – Meals on Wheels	\$1,000	Local Benevolence \$5,000
The Landing MN	\$1,000	
Community Food Response	\$1,490	
Bear Creek Services	\$1,000	
Channel One	\$489	
Easter Offering round-up (see above)	\$21	
Chicago, United, Eden (CUE):	\$2,500	Budget line item –
Seminaries of UCC		Seminary
UCC – Supports domestic and international ministries – disaster, refugee, & development	\$1,005	Special Offering –
UCC – Support the expansion of ministry and growth of UCC congregations	\$690	One Great Hour of Sharing
UCC – Support ministries of justice and compassion throughout the U.S.	\$1,100	Special Offering –
UCC – Support Veterans of the Cross Fund (retired clergy) and Clergy Emergency Fund	\$2,230	Strength the Church
UCC – Our Church's Wider Mission – supports work done in Conferences and in the national and global church	\$21,000	Special Offering –
		Neighbors in Need
		Special offering –
		Christmas Fund
		Budget line item –
		OCWM



“Because of You, Our Church Changes Lives” was the theme for this year’s Stewardship Campaign. The Campaign results as of January 15, 2024, are 71 responses with \$264,616 generously committed towards our goal of \$325,898 (82% of goal). For your reference, the total amount for supporting the 2024 Plan for Ministry is \$515,950 to be funded by the Stewardship Campaign estimates of giving, un-planned gifts, rental, and investment income.

In addition to the stewardship and benevolence results previously listed, our ministry team provided or assisted with the following:

- Coordinated input for the 2024 Plan for Ministry
- Drove the Stewardship Campaign
- Reviewed and approved various fundraising activities from other ministry teams
- Hosted a fabulously attended Thank Offering Dinner

This year’s Stewardship and Benevolence Ministry Team included Kim Henderson, Patrick Hill, Kent Hofer, Mike Nevin, Vreni Reichard, Nathan Stacy and non-voting member Pastor Andrew Greenhaw.

We would like to **THANK YOU** for all your volunteer hours that support our church and our community, and for your generous support in 2023. We wish you God’s blessings for a happy and **HEALTHY 2024!**

NURTURE MINISTRY TEAM

Vicki Couch



The Nurture Ministry Team works to provide a warm, welcoming atmosphere for members and friends of our congregation and for visitors to our church. We hope to offer opportunities for fellowship and support, creating friendship opportunities that nurture a sense of belonging for all and enhance our spiritual growth.

Our activities this year included:

- Organizing and serving Coffee Time following Sunday morning worship services, and providing special treats for celebration Sundays such as Easter, Children and Youth Sunday, and both Christmas Eve services
- Coordinating the decorating of the Sanctuary and Narthex for Advent, including raising the large wreath on the outside of the church building



We were a small team this year and could not have completed these tasks without the willing assistance of many in the congregation, for which we are very thankful! Truly, providing a warm welcome to all is a role that every member and friend of the congregation is able to help us fulfill.

2023 members of our team were Deb Ernster, Audrey Richter, Rev. Shannon Smith and Vicki Couch.

WORSHIP MINISTRY TEAM

Cheryl Roediger

2023 was a wonderful year! We were able to continue our momentum of updated, vibrant and meaningful “regular” worship services, and special occasions too. Some highlights from the year:

The New Century hymnals we acquired late in 2022 from the closing of the UCC church in Montevideo have enhanced our hymn selection. The hymnals also contain the Psalms that are part of our liturgy each Sunday.



In May we bade farewell to our old baptismal font and welcomed a new one. Changes in the sanctuary had eliminated a permanent space for our font, and it was very heavy and therefore difficult to move so it could be used. The new one is smaller, beautifully crafted, easy to move, and matches the sanctuary wood. Nigon Woodworks custom-designed and created the base for our new alabaster bowl. Thank you to the gracious donors of both the new bowl and base! During the service on May 14, we blessed the font and renewed our baptisms by sprinkling. We have several baptisms occurring in 2024 and we look forward to using our new font!

We held great outdoor services followed by a picnic and games on June 14 and August 9. The Worship team provided ice cream desserts for the June event, in honor of Dairy Month. Our outdoor service scheduled for July 12 was unfortunately canceled by rain.



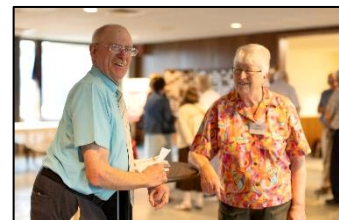
The Worship Team recommended that we celebrate our congregation’s 165th anniversary and we did so on Sunday, October 1. We had a terrific service including an excellent message reflecting on our journey with God – both in the past and into the future; plus inspiring music from our adult bell choir, accompanied by Cathy Bencoter on violin, and Amy Adamson on cello. We had 88 people in worship including 18 under the age of 18! Afterwards, we had a delicious potluck lunch with a variety of dishes brought by our members and friends, and enjoyed by all. (*photo on page 8*) Thank you all for helping us celebrate!



For Advent, we were fortunate to have Jani Mahle’s piano composition “A Tender Shoot” to use during the Advent candle lighting each service.



We are blessed to have Pastors Andrew and Shannon and Music Director Karmen Gusa, without whom none of this would be possible. Special thanks to the rest of the 2023 Worship Team: Ellen Bolterman, Jean Nordly and Mark Young. As we move into a new format for church governance, we should also be grateful for all those who served on the Diaconate and the Worship Ministry Team over the years.



2024 PROPOSED OPERATING BUDGET

	2021	2022	2023	2023	2024
	ACTUAL	ACTUAL	BUDGET	ACTUAL	BUDGET
I. ANTICIPATED INCOME					
A. PAYMENT ON ESTIMATES					
1. ESTIMATED GIVING (100.00%)	\$ 241,094.00	\$241,404.00	\$ 257,557.00	\$ 249,194.89	\$ 264,616
2. ENVELOPE REIMBURSEMENT	\$ 25.00	\$30.00	\$ 30.00	\$ 30.00	\$ 30
B. NON-ESTIMATED GIVING	\$ 34,139.00	\$32,167.00	\$ 32,000.00	\$ 24,640.50	\$ 25,000
C. POST PAID ESTIMATED GIVING		\$250.00		\$ 960.00	
D. LOOSE OFFERINGS	\$ 731.00	\$1,407.00	\$ 1,000.00	\$ 1,128.00	\$ 1,000
E. SUNDAY SCHOOL OFFERINGS					
F. CHURCH USE - RASA/BEACON	\$ 164,083.39	\$164,099.71	\$ 166,979.51	\$ 166,979.51	\$ 169,484
G. CHURCH USE - OTHER	\$ 5,544.55	\$7,184.00	\$ 9,000.00	\$ 6,869.00	\$ 6,500
H. INT/INVEST INCOME	\$ 10,297.34	\$16,996.82	\$ 11,000.00	\$ 16,824.59	\$ 17,000
I. SPECIAL OFFERINGS	\$ 16,821.26	\$24,169.26		\$ 39,943.35	
J. MISCELLANEOUS	\$ -	\$1,049.73			\$ 1,000
TOTAL INCOME	\$ 472,735.54	\$ 488,757.52	\$ 477,566.51	\$ 506,569.84	\$ 484,630.27
II. ESTIMATED EXPENDITURES					
A. STEWARDSHIP					
1. CHURCH GENERAL SUPPORT	\$ 20,000.00	\$ 20,000.00	\$ 21,000.00	\$21,000.00	\$ 17,000.00
2. SEMINARIES	\$ 1,000.00	\$ 2,250.00	\$ 2,500.00	\$ 2,500.00	\$ 500.00
3. LOCAL MISSION	\$ 4,500.00	\$ 4,500.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
4. PASTOR'S DISCRETIONARY FUNDS	\$ 2,000.00	\$ 2,000.00	\$ 2,500.00	\$ 2,500.00	\$ 2,000.00
5. SPECIAL OFFERINGS	\$ 55,447.78	\$ 20,643.19	\$ -	\$ 17,775.25	
5a. THANK OFFERING DINNER		\$ 456.35	\$ 250.00	\$ 826.79	\$ 300.00
6. ELECTRONIC GIVING	\$ 399.25	\$ 356.54	\$ 300.00	\$ 341.17	\$ 300.00
TOTAL MISSION GIVING	\$ 83,347.03	\$ 50,206.08	\$ 31,550.00	\$ 49,943.21	\$ 25,100.00
B. MN CONFERENCE					
1. MN CONFERENCE DUES	\$ 2,900.00	\$ 2,780.00	\$ 2,900.00	\$ 2,800.00	\$ 2,800.00
2. MN CONFERENCE MTG	\$ 150.00	\$ 1,190.00	\$ 1,200.00	\$ 50.00	\$ 1,200.00
3. RESOURCE MATERIALS	\$ 39.95	\$ 49.99	\$ 100.00	\$ -	\$ -
4. PLEDGE ENVELOPES	\$ 111.26	\$ 93.65	\$ 165.00	\$ 102.68	\$ 125.00
TOTAL	\$ 3,201.21	\$ 4,113.64	\$ 4,365.00	\$ 2,952.68	\$ 4,125.00
C. STRATEGIC PLAN					
1. STRATEGIC PROJECTS	\$ -	\$ -	\$ 20,000.00	\$ 9,897.25	\$ 7,000.00
2. WORSHIP ENHANCEMENT		\$ 5,500.00	\$ -	\$ 2,014.00	
3. URBAN FOREST	\$ 3,160.00	\$ 1,385.00	\$ 2,000.00	\$ 1,050.00	\$ 1,000.00
4. DISABILITY MINISTRIES					\$ 1,000.00
TOTAL	\$ 3,160.00	\$ 6,885.00	\$ 22,000.00	\$ 12,961.25	\$ 9,000.00
D. WORSHIP					
1. SUPPLIES	\$ 1,333.09	\$ 988.36	\$ 1,200.00	\$ 714.71	\$ 1,000.00
2. AV PRE & POST PRODUCTION	\$ 7,020.00	\$ -	\$ -		
3. IMAGE BANK LICENSE	\$ 221.85		\$ -		
4. PULPIT SUPPLY	\$ 850.00	\$ 1,700.00	\$ 1,500.00	\$ 1,343.01	\$ 1,500.00
5. SPECIAL PROGRAMS	\$ 395.74	\$ 955.91	\$ 200.00	\$ 249.25	\$ 200.00
6. TRANSPORTATION	\$ -	\$ -	\$ -		
7. MUSIC SUPPLIES	\$ 2,038.35	\$ 1,974.02	\$ 2,500.00	\$ 2,450.23	\$ 2,300.00
8. MISCELLANEOUS	\$ -	\$ 65.70	\$ 500.00	\$ 232.01	\$ 500.00
10. GUEST MUSICIANS	\$ 2,125.00	\$ 2,550.00	\$ 3,000.00	\$ 3,175.00	\$ 3,000.00
11. INNOVATION & ENHANCEMENT	\$ -	\$ -	\$ 1,000.00	\$ -	\$ -
12. INSTRUMENT MAINTENANCE	\$ 1,805.96	\$ 230.18	\$ 2,000.00	\$ 394.62	\$ 2,000.00
TOTAL	\$ 15,789.99	\$ 8,464.17	\$ 11,900.00	\$ 8,558.83	\$ 10,500.00

	2021	2022	2023	2023	2024
	ACTUAL	ACTUAL	BUDGET	ACTUAL	BUDGET
E. CHRISTIAN EDUCATION					
1. CURRICULUM	\$ 37.67	\$ -	\$ 200.00	\$ 465.46	\$ 200.00
2. SUPPLIES	\$ 646.83	\$ 358.38	\$ 500.00	\$ 2,137.46	\$ 500.00
3. BIBLE PRESENTATION	\$ 98.48	\$ -	\$ 600.00	\$ 254.19	\$ 200.00
4. CONFIRMATION	\$ 399.00	\$ 208.02	\$ 300.00	\$ 634.38	\$ 300.00
5. VACATION BIBLE SCHOOL	\$ -	\$ 222.80	\$ 500.00	\$ 106.69	\$ 500.00
6. SPECIAL EVENTS	\$ 1,059.71	\$ 1,261.90	\$ 1,000.00	\$ 439.49	\$ 1,000.00
7. GRAD RECOGNITION	\$ 72.06	\$ -	\$ 200.00	\$ 96.59	\$ 200.00
8. TEACHER RECOGNITION		\$ 160.95	\$ 200.00	\$ -	\$ 200.00
9. TECHNOLOGY		\$ -	\$ 500.00	\$ -	\$ 500.00
TOTAL	\$ 2,313.75	\$ 2,212.05	\$ 4,000.00	\$ 4,134.26	\$ 3,600.00
F. YOUTH					
1. SENIOR HIGH YOUTH	\$ 596.18	\$ 1,009.18	\$ 1,600.00	\$ 621.35	\$ 1,000.00
2. MIDDLE SCHOOL YOUTH	\$ 217.21	\$ 861.98	\$ 1,000.00	\$ 1,368.93	\$ 1,000.00
3. OUTREACH	\$ 452.43	\$ 808.73	\$ 1,000.00	\$ 884.65	\$ 1,000.00
4. CONF YOUTH EVENTS	\$ -	\$ 97.28	\$ 600.00	\$ -	\$ -
5. YOUNG ADULT MINISTRY	\$ -	\$ 327.82	\$ 400.00	\$ 580.17	\$ 400.00
TOTAL	\$ 1,265.82	\$ 3,104.99	\$ 4,600.00	\$ 3,455.10	\$ 3,400.00
G. ADULT EDUCATION					
1. ADULT EDUCATION	\$ 503.37	\$ 1,332.38	\$ 1,000.00	\$ 1,071.87	\$ 500.00
H. NURTURE					
1. MEMBERSHIP	\$ -	\$ 52.91	\$ 200.00	\$ 181.78	\$ 200.00
2. SPECIAL EVENTS	\$ 24.00	\$ -	\$ -	\$ 323.45	\$ -
3. COFFEE HOUR	\$ 18.96	\$ 173.41	\$ 500.00	\$ 556.04	\$ 500.00
4. ADVENT FESTIVAL	\$ 97.10	\$ -	\$ 200.00	\$ 225.00	\$ 200.00
5. FUNERALS	\$ 1,025.63	\$ 1,899.69	\$ 500.00	\$ 1,861.17	\$ 100.00
TOTAL	\$ 1,165.69	\$ 2,126.01	\$ 1,400.00	\$ 3,147.44	\$ 1,000.00
I. JUSTICE AND PEACE					
1. EDUCATION AND OUTREACH	\$ 819.83	\$ 832.16	\$ 1,500.00	\$ 1,306.25	\$ 1,000.00
2. SPEAKERS	\$ 200.00	\$ 2,178.58	\$ 500.00	\$ 500.00	\$ 500.00
3. RECOVERY SUNDAY	\$ 900.00		\$ 1,000.00	\$ -	\$ 500.00
4. RESTORATIVE JUSTICE			\$ 1,000.00	\$ 1,000.00	\$ 500.00
5. FAMILY PROMISE			\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
TOTAL	\$ 1,919.83	\$ 3,010.74	\$ 5,500.00	\$ 4,306.25	\$ 4,000.00
J. STAFF COSTS					
1. SALARIES/HSG/FICA MATCH	\$ 178,561.25	\$ 191,730.40	\$ 203,392.00	\$ 201,739.15	\$ 213,699
2. SABBATICAL LEAVE RESERVE	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500
3. BENEFITS	\$ 29,718.19	\$ 33,952.21	\$ 36,370.00	\$ 35,971.59	\$ 43,175
4. FICA EMPLOYER SHARE	\$ 5,203.96	\$ 5,845.90	\$ 5,235.00	\$ 6,114.33	\$ 5,779
5. VACATION REPLACEMENTS	\$ 50.00	\$ -	\$ 500.00	\$ 300.00	\$ 500
6. MISCELLANOUS STAFF	\$ -	\$ 1,179.45	\$ 1,500.00	\$ 28.08	
7. MILEAGE REIMBURSEMENT	\$ 125.78	\$ 934.92	\$ 1,500.00	\$ 597.88	\$ 600
8. PROF FEES/CONT. ED	\$ 317.84	\$ 1,482.05	\$ 2,500.00	\$ 3,820.91	\$ 2,500
9. PASTORAL PURPOSES	\$ 806.89	\$ 1,637.43	\$ 1,200.00	\$ 823.24	\$ 900
10. SETTLED PASTOR EXPENSES	\$ 1,652.51	\$ 12.20			
11. NURSERY SUPPORT	\$ 2,203.78	\$ 2,373.47		\$ 3,826.35	\$ -
TOTAL	\$ 219,140.20	\$ 239,648.03	\$ 252,697.00	\$ 253,721.53	\$ 267,654.00

	2021	2022	2023	2023	2024
	ACTUAL	ACTUAL	BUDGET	ACTUAL	BUDGET
K. ADMINISTRATION					
1. BANK FEES	\$ 737.97	\$ 795.60	\$ 800.00	\$ 609.66	\$ 800.00
2. INVESTMENT COSTS	\$ 6,827.41	\$ 6,395.13	\$ 6,000.00	\$ 6,685.71	\$ 6,500.00
3. STOCK SALE COMM/TRAN	\$ -	\$ -	\$ 150.00	\$ -	\$ 50.00
4. AUDIT RESERVE	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 500.00
5. OVERALL/UMBRELLA	\$ 10,958.84	\$ 12,611.69	\$ 11,000.00	\$ 14,584.15	\$ 15,166.00
6. WORKERS' COMP	\$ -		\$ 1,500.00	\$ -	\$ 1,575.00
7. REAL ESTATE FEES	\$ -	\$ 7,965.80	\$ 8,430.00	\$ 12,146.51	\$ 8,500.00
TOTAL	\$ 19,524.22	\$ 28,768.22	\$ 28,880.00	\$ 35,026.03	\$ 33,091.00
L. OFFICE EXPENSES					
1. POSTAGE	\$ 1,727.44	\$ 1,979.57	\$ 1,800.00	\$ 1,793.84	\$ 2,000.00
2. SUPPLIES	\$ 651.31	\$ 845.02	\$ 750.00	\$ 1,035.60	\$ 800.00
3. PRINTING	\$ 492.00	\$ -	\$ 500.00	\$ 1,098.51	\$ 2,000.00
4. PUBLICITY	\$ 567.80	\$ 1,834.94	\$ 2,400.00	\$ 2,313.47	\$ 2,600.00
5. TELEPHONE	\$ 760.32	\$ 864.28	\$ 900.00	\$ 920.50	\$ 900.00
6. MISCELLANEOUS	\$ 142.44	\$ 3,141.11	\$ 300.00	\$ 468.42	\$ 500.00
7. ACCOUNTANT SERVICES	\$ 3,708.38	\$ 3,849.94	\$ 4,500.00	\$ 3,952.83	\$ 4,000.00
8. IMAGE BANK LICENSE	\$ 221.85		\$ -		\$ 90.00
TOTAL	\$ 8,049.69	\$ 12,514.86	\$ 11,150.00	\$ 11,583.17	\$ 12,890.00
M. PHYSICAL EXPENSES					
1. RPU	\$ 19,318.10	\$ 19,247.65	\$ 20,000.00	\$ 22,269.75	\$ 23,000
2. NATURAL GAS	\$ 6,624.34	\$ 11,506.03	\$ 15,000.00	\$ 11,228.75	\$ 14,500
3. TRASH REMOVAL	\$ 5,885.68	\$ 9,144.40	\$ 4,000.00	\$ 2,588.79	\$ 2,500
4. MAINTENANCE SUPPLIES	\$ 827.74	\$ 595.55	\$ 750.00	\$ 175.78	\$ 200
5. SERVICE CONTRACTS					
a. COPIER	\$ 2,247.72	\$ 2,518.84	\$ 3,000.00	\$ 2,517.58	\$ 2,500
b. MFSI MAINTENANCE	\$ 13,161.67	\$ 12,749.40	\$ 20,000.00	\$ 39,086.78	\$ 20,000
N. MONITORING					
1. TELEPHONE (ELEV)	\$ -	\$ -	\$ 500.00	\$ -	\$ 500
2. FIRE/HVAC/SECURITY	\$ 2,555.68	\$ 3,637.60	\$ 2,000.00	\$ 5,011.70	\$ 3,000
3. ELEVATOR	\$ 1,207.60	\$ 1,119.58	\$ 1,000.00	\$ 992.15	\$ 1,000
4. INSPECTION ELEVATOR	\$ -	\$ -	\$ 500.00	\$ -	\$ -
O. REPAIRS	\$ 7,854.39	\$ 12,203.17	\$ 7,000.00	\$ 16,551.92	\$ 7,500
P. GROUNDS					
1. LAWN MOWING	\$ 3,860.00	\$ 3,900.00	\$ 3,500.00	\$ 5,140.00	\$ 3,500
2. SNOW REMOVAL	\$ 4,075.00	\$ 4,295.00	\$ 6,500.00	\$ 8,290.00	\$ 6,000
3. IMPROVEMENTS	\$ 1,461.50	\$ 1,404.48	\$ 3,000.00	\$ 5,552.84	\$ 3,000
4. ENTRANCE FLOWERS	\$ 301.81	\$ 788.01	\$ 700.00	\$ 361.53	\$ 400
5. MEMORIAL GARDEN MAINTENANCE		\$ 275.00	\$ 1,000.00	\$ 541.27	\$ 1,100
Q. EQUIP/NEW - REPLACE	\$ 101.95	\$ 874.70		\$ 4,813.95	
R. MAJOR MAINTENANCE	\$ 6,700.00	\$ 14,808.00	\$ 22,200.00	\$ 22,200.00	\$ 25,900.00
1. PARKING LOT	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
2. NEW ROOF			\$ 10,000.00	\$ 10,000.00	\$ 2,000.00
TOTAL	\$ 78,183.18	\$ 101,067.41	\$ 122,650.00	\$ 159,322.79	\$ 118,600.00
S. COMMUNICATIONS & TECHNOLOGY					
1. COMPUTER					
a. SOFTWARE	\$ 1,194.08	\$ 1,997.84	\$ 1,600.00	\$ 1,680.08	\$ 1,700
b. HARDWARE	\$ 10.62	\$ -	\$ 1,250.00	\$ 648.74	\$ 700
c. SUPPORT/UPGRADES	\$ -	\$ -	\$ 625.00	\$ -	
2. WEB SITE (INTERNET)	\$ 2,617.99	\$ 2,983.11	\$ 3,000.00	\$ 3,258.43	\$ 3,662
3. A/V EQUIPMENT	\$ 1,815.11	\$ 517.76	\$ 1,000.00	\$ 413.38	
4. MISCELLANEOUS	\$ -	\$ -	\$ 500.00	\$ -	
TOTAL	\$ 5,637.80	\$ 5,498.71	\$ 7,975.00	\$ 6,000.63	\$ 6,061.65
TOTAL EXPENDITURES					
	\$ 443,201.78	\$ 468,952.29	\$ 509,667.00	\$ 556,185.04	\$ 499,521.65
(INCOME-EXPENSES)					
	\$ 29,533.76	\$ 19,805.23	\$ (32,100.49)	\$ (49,615.20)	\$ (14,891.38)
Income w/o Special Offerings + 2022 surplus			\$ 494,302.02	\$ 500,876.80	
Expenses w/o Special Offerings			\$ 509,667.00	\$ 533,707.83	
2023 Net Income w/o Special Offerings + 2022 surplus			\$ (15,364.98)	\$ (32,831.03)	

2024 CHURCH OFFICERS AND OTHER ELECTED POSITIONS

<u>Officers</u>		<u>Other Elected Positions</u>	
Tammy Williams	Moderator	Ross Reichard	Past Moderator
_____	Vice Moderator	Kent Hofer	Cabinet Member at Large
Vicki Couch	Clerk	Mark Young	Cabinet Member at Large
Clark Anderson*	Treasurer	Linda Thompson	Membership Clerk
_____	Finan. Secretary	_____	Historian

*Cabinet approved nomination (1/16/24) per the Bylaws on consecutive terms for Treasurer

Delegates to the Minnesota Conference Annual Meeting:

In-person on June 7-8 at College of St. Benedict in St. Joseph, MN

(3, any age): Nancy Zaworski, _____, _____ **(1, age 13-29):** _____

2024 COMMITTEES UNDER CABINET

<u>Personnel Committee</u>		<u>Finance Committee</u>	
Tammy Williams	Moderator	Ross Reichard	Past Moderator
_____	Vice Moderator	_____	Vice Moderator
Clark Anderson	Treasurer	Clark Anderson	Treasurer
Bill Richter	Member at Large	_____	Financial Secretary
Bill McGinnis	Member at Large	Mark Klarich	Member at Large
		Bill McGinnis	Member at Large
		Andrew Greenhaw	Building/Grounds Rep.
		Mike Nevin	Stewardship/Benev. Rep.

Human Resources Committee

2023– (6) _____, _____, _____, _____, _____, _____

Funeral Luncheon Coordinators

2017 – Janet Bartz, Cindy Swessel-Hofer

Church Use Committee

2022 – Catharine Bliss

2020 – Janet Bartz

Communication and Technology Committee

2021 – Scott Bauman, Andrew Greenhaw

2018 – Catharine Bliss

2014 – Clark Anderson, Ryan Finke, Chris Hoppe, Sarah Struwe

2024 MINISTRY TEAMS

5-9 members with a 1 year commitment renewable for 5 years, for a possible total of 6 consecutive years.

**Cabinet approved nomination (1/16/24) to exceed maximum 6 consecutive years of service stated in By-Laws

Adult Education Ministry Team – need minimum of 5 to be a MT

2024 – (5) _____, _____, _____, _____, _____
Non Voting Member – Rev. Andrew Greenhaw

Buildings and Grounds Ministry Team

2022 – Ryan Bliss, Ryan Finke, Matt Johnson, Jason Majorowicz

2021 – Ross Reichard

Non Voting Member – Rev. Andrew Greenhaw

Christian Education Ministry Team

2024 – (3) _____, _____, _____

2022 – Erin Finke

2020 – Catharine Bliss

Non Voting Member – Rev. Andrew Greenhaw, Rev. Shannon Smith

Justice and Peace Ministry Team

2024 – (4) _____, _____, _____, _____

2017 – Nancy Zaworski**

Non Voting Member – Rev. Andrew Greenhaw, Rev. Shannon Smith

Nurture Ministry Team

2024 – (4) _____, _____, _____, _____

2021 – Vicki Couch

Non Voting Member – Rev. Shannon Smith

Stewardship & Benevolence Ministry Team

2024 – (1) _____

2022 – Vreni Reichard

2021 – Kim Henderson

2020 – Kent Hofer

2018 – Mike Nevin**

Non Voting Member – Rev. Andrew Greenhaw

Worship Ministry Team

2024 – (1) _____

2023 – Ellen Bolterman

2021 – Jean Nordly

2019 – Cheryl Roediger

2017 – Mark Young**

Non Voting Member – Rev. Andrew Greenhaw, Rev. Shannon Smith

RESTRUCTURING OF CHURCH GOVERNANCE AND MINISTRY

The Congregational Church UCC of Rochester, Minnesota

GOAL OF RESTRUCTURING:

To increase congregational participation in ministry and accomplish governance with greater efficiency.

THE PLAN – SEPARATE MINISTRY AND GOVERNANCE

Trim Down Cabinet

- Cabinet to consist only of officers and 2 members-at-large, without representation from ministry teams
- Role of Cabinet to create policy, set goals, and provide oversight

Delegate Ministry to Co-Pastors

- Cabinet delegates all ministry work to the Co Pastors, who have responsibility for meeting set goals in accordance with policy

WHAT IT LOOKS LIKE – CABINET

Cabinet to Consist of:

- Moderator
- Vice Moderator
- Past Moderator
- Treasurer
- Clerk
- 2 at large members
- Co Pastors (non voting members)

All officers (with exception of ministers) are elected to a one year term.

Members may serve 4 consecutive one year terms at any one position.

Cabinet Committees:

- Personnel, Finance, Stewardship and Benevolence, and Building and Grounds Committees are standing committees required by the by-laws.
- Cabinet may create any standing committees or working groups they desire.

WHAT IT LOOKS LIKE – MINISTRY

Ministry Work structured to match Strategic Plan:

- The Co Pastors have responsibility for implementing the ministry of the church in accordance with the goals set by the congregation in the strategic plan.
- Under our current strategic plan this work is divided into 3 categories: Ministries of Invitation and Welcome, Ministries of Justice and Service, Ministries of Worship, Education, Fellowship & Care.

Ministries of Invitation and Welcome:

- Pastor Andrew will have responsibility for the Ministries of Invitation and Welcome.
- A Working Group will be created to strategically invite people to worship and church events both broadly and personally, establish a protocol for following up with visitors, focus promotion of specific access points/events, and invite and organize new member classes and Sundays.

- Some of this work was previously handled by the Nurture Team, most of it did not previously have a particular home.

Ministries of Justice and Service:

- Pastor Andrew will have responsibility for the Ministries of Justice and Service.
- Nancy Zaworski will serve as Justice and Service Ministry Facilitator, reporting to Pastor Andrew.
- The focus areas for Justice and Service ministry will be Housing, Food, Racial/LGBT Justice, Disaster Relief.
- All service work previously done in these areas will continue as before: eg. Channel One Volunteer Days, Pridefest, etc... Pastor Andrew and Nancy will facilitate this work through recording and reporting on the work, providing relevant educational opportunities, exploring new ministries and potential partnerships, and helping to promote, recruit for, and otherwise assist with all justice and service ministries.

Ministries of Worship, Education, Fellowship & Care: Worship

- Pastor Shannon and Pastor Andrew will share responsibility for the Ministries of Worship.
- Jodi Williamson will serve as Worship and Care Associate and report to Pastor Shannon.
- The Worship Planning Team will be responsible for planning and implementing all services of worship. It will consist of Pastors Andrew and Shannon, Music Director Karmen Gusa, and Worship and Care Associate Jodi Williamson.
- The Sunday Morning Ministries team will be responsible for recruiting volunteers to serve as ushers, communion servers, and fellowship hosts through coordination with Administrative Assistant Sarah Struwe. It consists of Ellen Bolterman, Jean Nordly, and Mark Young.
- Different portions of this work were previously done by the Worship Team, the Nurture Team, and the Co Pastors and Music Director.

Ministries of Worship, Education, Fellowship & Care: Education

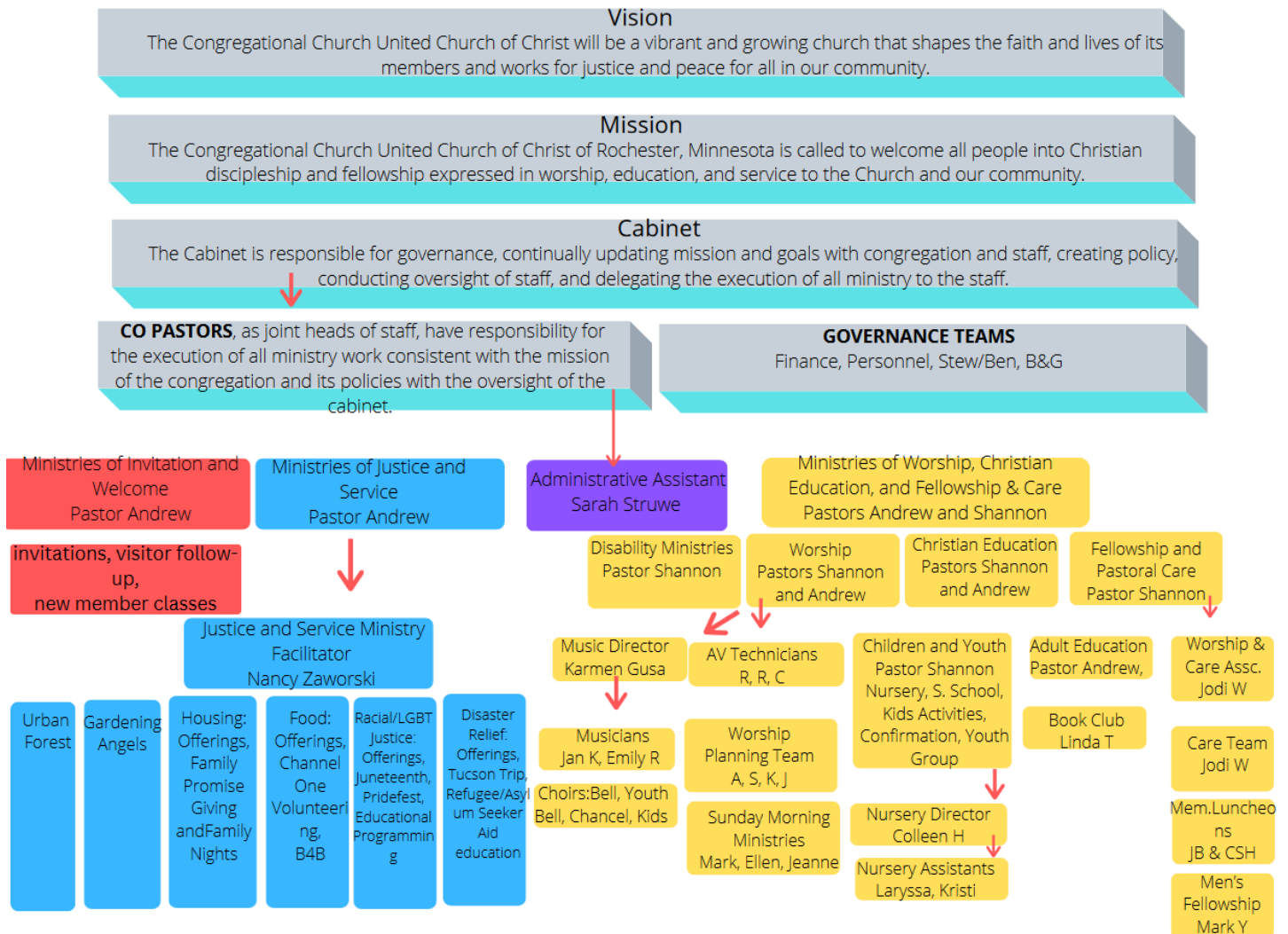
- Pastor Shannon will have responsibility for Sunday School, Confirmation, Youth Group, and Kids Activities. Semi-annual meetings will be held with all youth and children ministry stakeholders to provide information, opportunities for suggestions and feedback, and a list of needed volunteer work.
- Nursery Director Colleen Hofer will report to Pastor Shannon. Nursery Assistants Laryssa Marquardt and Kristi Lemois will report to Nursery Director Colleen Hofer.
- Pastor Andrew will have responsibility for Adult Education. This work will continue to be planned with congregational volunteers.
- Portions of this work were previously done in the Christian Education and Adult Education Ministry Teams.

Ministries of Worship, Education, Fellowship & Care: F & C

- Pastor Shannon will have responsibility for the Ministries of Fellowship and Care.
- Worship and Care Associate Jodi Williamson will organize the Care Team and generally assist with the ministries of Fellowship and Care. She will report to Pastor Shannon.
- Care Team will continue to operate as before with Jodi now scheduling and organizing the work.
- Memorial Luncheon Ministry will continue to be led by Janet Bartz and Cindy Swessel-Hofer.
- Mark Young will have responsibility for the Men's Fellowship Group.
- A Potluck and Party Planning Committee will be formed to plan and lead potlucks and parties.

PLAN FOR IMPLEMENTATION

- Present plan to Cabinet and solicit feedback on 12/19/23
- Present Plan to congregation at informational meetings on 1/14/24 and 1/21/24
- Congregation votes to approve one year trial of new structure under current by-laws on 1/28/24
- Pending congregational approval, Cabinet implements new structure at its February 2024 meeting.
- Evaluation of Restructure in November 2024.
- Suggested changes to restructure collected in December 2024.
- Final Plan for Restructure presented to the congregation in January of 2025.
- Final Plan for Restructure voted on in Annual Meeting in January of 2025.



WITHOUT OUR MINISTRY TEAMS, WHERE DOES ALL THEIR WORK GO?

Worship Ministry Team -

Becomes Sunday Morning Ministry Team and Worship Planning Team

Sunday Morning Ministry Team-

Members at present: Jean Nordly, Mark Young, Ellen Bolterman

Areas of Responsibility-Recruiting volunteers for usher, communion server, fellowship hour host

Worship Planning Team:

Members: Co Pastors Andrew and Shannon, Karmen Gusa, Jodi Williamson

Areas of Responsibility- Planning worship for each Sunday and season

Opportunities to volunteer:

Members and friends are encouraged to serve on the Sunday Morning Ministry Team to help recruit volunteers, or to serve directly as ushers, communion servers, fellowship hour hosts, liturgists, cantor, or special musician. Music Director Karmen Gusa will recruit liturgists, cantors, and musicians.

Christian Education Ministry Team -

Becomes Sunday School Team, Confirmation, Youth Group, and Kids Activities led by Pastor Shannon.

Sunday School Team:

Co Pastors Andrew and Shannon, Colleen Hofer, Kristi Lemois, and Laryssa Marquardt

Confirmation Team:

Co Pastors Andrew and Shannon, Nancy Richardson

Youth Group:

Co Pastors Andrew and Shannon

Kids Activities:

Co Pastors Andrew and Shannon

Opportunities to Volunteer:

Members and friends are encouraged to volunteer as regular, occasional, or substitute Sunday School teachers or helpers, Confirmation mentors or assistant teachers, Youth Group regular, occasional or substitute leader, and kids' activity planning and support.

Two children and youth stakeholder's meetings will be held each year, one in the late summer and one near the beginning of the year, to lay out plans for the coming months, detail opportunities for volunteering and assistance, and provide an occasion for feedback and suggestions on children and youth ministries.

Adult Education Ministry Team -

Becomes **Adult Education Team**-Pastor Andrew

Opportunities to Volunteer:

Regularly or occasionally help plan, and/or lead and facilitate Adult Education events and series in collaboration with Pastor Andrew.

Nurture Ministry Team -

Becomes the **congregation's work of Fellowship and Care** led by Pastor Shannon with Worship and Care Associate Jodi Williamson.

Sunday Morning Ministries - (fellowship hour host)

Invitation and Welcome team - work with new members under Pastor Andrew

Care Team - organized by Jodi Williamson

Men's Fellowship - organized by Mark Young

Potluck and Party Planning Team - not yet staffed

Opportunities to Volunteer:

Members and friends are encouraged to serve on the Sunday Morning Ministry team, the Invitation and Welcome team, the Care Team, or The Potluck and Party Planning Team. Those identifying as men are welcome to join the Men's Fellowship.

Justice and Peace Ministry Team -

Becomes **Justice and Service work of the whole congregation**, led by Pastor Andrew with Justice and Service Facilitator Nancy Zaworski. Focus of work is Housing, Food, Racial/LGBT Justice, and Disaster Relief as indicated in our strategic plan.

Opportunities to Volunteer:

Members and Friends are encouraged to volunteer for all Justice and Service ministries: e.g. PrideFest, Channel One, Juneteenth, Paint a Bowl, serving at The Landing, etc. Members and friends interested in starting a new ministry of justice and service are encouraged to meet with Nancy Zaworski and/or Pastor Andrew for approval and assistance beginning the new ministry.

Building and Grounds Ministry Team -

Becomes Building and Grounds Team under governance rather than ministry. B&G is thus a Cabinet created committee like the Finance Team. They report not to the Co-Pastors but to the Cabinet. Co Pastors will remain involved in the work of Building and Grounds, they just won't hold ultimate responsibility for it.

Opportunities to Volunteer:

Members and friends are encouraged to run for election to the Buildings and Grounds Committee. The Building and Grounds Committee will also be encouraged to solicit volunteer help with smaller projects.

Stewardship and Benevolence Ministry Team -

Becomes Stewardship and Benevolence Team under governance rather than ministry. Stew/Ben is thus a Cabinet created committee like the Finance Team. They report not to the Co Pastors but to the Cabinet. Co Pastors will remain involved in the work of stewardship, they just won't hold ultimate responsibility for it.

Opportunities to Volunteer:

Members and friends are encouraged to run for election to the Stewardship and Benevolence Committee. Members and friends are also encouraged to bring forward ideas for recipients of the church's benevolence funds to the committee.