

Winter Congregational Meeting

First Congregational United Church of Christ



Photo by Mark Morgen

300 West 2nd Street Grand Marais, MN
Annual Report for 2020
Sunday, January 17, 2021

Table of Contents

Meeting Agenda.....	3
Minutes from October 2020 meeting	4-5
Proposed 2021 Budget.....	6-7
Designated Term Pastor's Report	8-9
Board of Director's Report.....	10-12
Finance Committee Report.....	13
Profit & Loss Budget vs. Actual – By Quarter (January through December 2020)	14-16
Balance Sheet (as of December 31, 2020)	17-18
Pastor Nominating Committee Report (Hiring Team)	19
Stewardship Committee Report	19
Pastoral Relations Committee Report	20
Building and Grounds Committee Report.....	20
Memorial Committee Report.....	21
Building Use Report	21
Creating Community and Friendship Through Food.....	22
Thanksgiving Community Meal Report.....	22
Workers on Wheels (WOW) Report.....	22
Discovery Team Report.....	23

First Congregational United Church of Christ - Grand Marais
Winter Congregational Meeting
Sunday, January 17, 2021

A G E N D A

- I. Call to order
- II. Opening prayer
- III. Reading of Mission Statement

First Congregational United Church of Christ is an open, inclusive church that exists to worship God and practice the gospel of Jesus Christ. We welcome all people of goodwill who seek to share the love of God and honor the diversity of creation in a spirit of tolerance and flexibility. As a Just Peace Church, we invite all who seek the reign of God to join us in reaching out in healing ministry, working for justice, witnessing for peace and striving to overcome all forms of oppression. We recognize two sacraments: Baptism and Communion.

- IV. Reading of Bylaws regarding congregational meeting – rules of process
- V. Welcome of new members
- VI. Review of agenda
- VII. Approval of October special congregational meeting minutes
- VIII. Financial report
- IX. Approval of proposed 2021 budget – VOTE
- X. Pastor report
- XI. Moderator report
- XII. Video/audio equipment costs
- XIII. Closing Prayer
- XIV. Adjourn

First Congregational United Church of Christ, Grand Marais

Congregational Meeting Minutes

October 25, 2020

We Begin Together

Jenny Delfs called the Zoom video meeting to order at 1:05PM. Jenny went through the by-laws and the constitution before reading the communication agreement at 1:11pm. Anne Swallow-Gillis led the congregation in prayer before Jenny Delfs read the mission statement.

We Attend to Immediate and Urgent Business/Housekeeping

- Don Davison put forward a motion to adopt the meeting agenda which was Seconded by Barb Bottger.
- Motion to approve June 2020 congregational meeting minutes by Kevin LeVoir and seconded by Nancy Starr.
- Vote for Future of Maple Hill Cemetery Property
 - At the June 2020 Congregational Meeting, Howard Hedstrom proposed forming a non-profit organization to take over operations and management of the Maple Hill Cemetery. However, the fact that GM UCC retains ownership of the land is problematic. He suggested that the church donate the property to the non-profit that will be formed.
 - There was a motion by Nancy Starr to donate the property to the non-profit Maple Hill Cemetery Board that will be formed. This was seconded by Ann Russ.
 - A discussion followed prior to the vote.
 - Don Davison suggested a Reversionary Clause.
 - Pete Harris suggested an amendment to the motion to wait until the Maple Hill Cemetery Board has attained non-profit status before the church transfers ownership.
 - Vote Followed – 24 votes – 22 ayes, 2 nays, 2 opted not to vote. MOTION PASSES.
- Vote for Reversionary Clause within the Cemetery Property Transfer. Don Davison proposed a motion that in the event of the dissolution of the Maple Hill Cemetery Board the First Congregational UCC of Grand Marais is given the option of first refusal to take over operations and maintenance of the cemetery parcels once again. Seconded by Kevin LeVoir. 12 ayes, 8 nays. MOTION PASSES.

We attend to Old and New Business

- Tom Yuhasey thanked the Board of Directors for support and guidance during the planning for the stewardship drive.
- Kevin LeVoir offered a financial report to the congregation. This report will be attached to the minutes. As of September 30, 2020, the total expenses for 2020 was \$94,241.85. The total budgeted expenses for 2020 was \$140,146.00.
- This Congregational Meeting will be Anne Swallow Gillis' last. She took the opportunity to remind the congregation to look outside of ourselves and seek ways to help others and ask questions about where we can be most effective in propagating our mission. This way we will become a magnet for the spiritually hungry members of our community.

- Jenny Delfs expressed the gratitude of the congregation for all of Anne's help and guidance. Her talent and experience was such a blessing. Quoted Peter Mayer – *Let Go*.
- Enno and Kileen Limvere were introduced to the congregation.
- Anne Swallow Gillis lead the closing prayer at 2:10pm

Meeting adjourned at 2:12 PM.

Submitted by Mitch Travis
Board Secretary

PROPOSED BUDGET 2021

11-Jan-21

First Congregational Church UCC

		2021 Budget Proposal
Income		
Pledges and Offerings		\$ 95,000
Loose Plate Offerings		\$ 6,000
Building Use		\$ 3,500
Other Cash Assets (Example Endowment)		\$ 53,834
Interest Income		\$ 2,000
	General Fund Income	\$ 160,334
Income Applied to Budget Expenses		
Hospitality Donations		\$ 50
Sunday School Offerings		\$ -
Expenses		
	Mission & Per Capita	
OCWM		\$ 4,000
Per Capita		\$ 975
	Total	\$ 4,975
	Pastor	
Pastor Salary		\$ 42,840
Health and Dental		\$ 24,900
Life and Disability		\$ 835
Social Security Offset		\$ 4,260
Pension Fund Contribution		\$ 7,797
Mileage (@\$0.575/Mile)		\$ 650
Continuing Education		\$ 500
Professional Fees		\$ 500
	Total	\$ 82,283
	Staff	
Office Manger Wages and Taxes		\$ 8,640
Custodian Wages and Taxes		\$ 3,906
Taxes		\$ 705
	Total	\$ 13,251
	Business	
Advertising, Promotion, Website		\$ 685
Banking Charges and Checks		\$ 80
General Liability Insurance		\$ 3,850
Workers Compensation		\$ 950
Equipment Lease (Ricoh Copier)		\$ 3,625
Postage and Delivery		\$ 1,400
Accounting Expense		\$ 2,250
Telephone and Internet		\$ 1,200
Office Supplies		\$ 1,500
Conferences and Meetings		\$ 500
Teacher and Board Expense		\$ 335
Technology Expenses		\$ 500
	Total	\$ 16,875
	Worship	
Musicians		\$ 7,800

Visiting Pastor	\$	1,000
Piano & Organ Maintenance	\$	250
Music, Candles and Other	\$	150
Total	\$	<u>9,200</u>

Fellowship

Hospitality Expenses (Net)	\$	250
Total	\$	<u>250</u>

Education

Adult Education	\$	250
Youth Ministry	\$	100
Books and Teaching Material	\$	250
Local Out Reach	\$	500
Total	\$	<u>1,100</u>

Buildings & Grounds

Utilities, Fuel	\$	11,556
Roof Loan	\$	7,503
SBA Loan Repayment	\$	250
Maintenance and Repairs	\$	575
Grounds, Plowing	\$	2,000
Garbage	\$	1,150
Misc. Expense	\$	680
Total	\$	<u>23,714</u>

Parsonage

Parsonage Utilities	\$	1,800
Parsonage Utility Assessment	\$	1,230
Real Estate Tax	\$	3,356
Chimney and Electrical Inspections	\$	300
Maintenance and Repairs	\$	500
Parsonage Heating Fuel	\$	1,500
Total	\$	<u>8,686</u>

Total Expenses \$ 160,334

Income - Expenses \$ 0

DESIGNATED TERM PASTOR'S REPORT TO THE CONGREGATION

The Rev. Enno Limvere

Let me first begin by saying, "Thank you!" for your inviting Kileen and I to be a part of your community and this church. This morning we were watching the sun rise above the clouds while eating breakfast and what a joy it was. The beauty of Lake Superior and the North Shore is nothing short of amazing. We are also finding the beauty also extends to the people and the hearts that reside here.

I am your designated pastor for 2 years and together we are to accomplish some goals. The Board of Directors has recognized that these aren't the pastor's goals, but the church's goals. They are not just for the leadership to work, but all who are a part of this fellowship. They are:

1. Maintain/grow church attendance and involvement
2. Continue current communications to maintain consistency
3. Meet with Pastoral Relations Committee monthly
4. Complete discovery process – exploration of shared beliefs, vision, and mission statement
5. Developing youth and intergenerational programs
6. Nurture the congregation
7. Increase fellowship opportunities
8. Expand service opportunities consistent with Open and Affirming statement, Just Peace mission
9. Promote spiritual development
10. Help church adapt to COVID-19 realities through a nimble reimagining
11. Others as my develop in collaboration with the congregation and church leaders

All this besides the regular pastoral stuff of planning and leading worship, visitations, meetings, and community involvement.

The first two months have been a learning curve for myself, leadership, and anyone being involved as we get to know each other, learn how to adapt, and figure this out during a pandemic. All things considered, I believe we have gotten off to a good start.

The two biggest things I can see to work on, besides what we are doing, is to form and develop a Christian Education Team (5. Developing youth and intergenerational programs) and Spiritual/Worship Team (or committees). Though we may not have many youth right now, the phrase "Build it and they will come" comes to mind. I have shared a pretty broad vision with our council (feel free to talk to me about it) of my goals. In many ways, it comes down to this. I don't want to have a Sunday School and Youth Group so that kids can go through it so they might come back to church and might have Jesus planted into their heart. I want to develop a journey where the kids and youth can be the church now, learn how to live a life of faith, and grow into becoming a mature, full of love, Christian who is Spirit-filled and God-centered. The greatest commandment is "To love God with all our heart, mind, soul, and body and our neighbor as ourselves." This, to me, means a little Jesus in the heart and a confirmation certificate is not the way to help our youth or our church grow.

The Spiritual (6. Nurture the congregation) /Worship (1. Maintain/grow church attendance and involvement) Team(s) is also needed so it is more than myself watching over and planning worship. It is

our most central and visible task as a church. We have had good participation of our lay leaders in leading and singing, however though I believe I can put together a solid service, I do not have all the good ideas and the history of what has or hasn't worked.

I am working on visiting with our church families and individuals. This is a lot harder due to the pandemic we are in that I just can't pop by for coffee or meet you at the local gathering place, or sit across the table at coffee hour after worship. If you are wanting to have a time of fellowship and I haven't contacted you yet, please call me and invite me. We will work something out. It is good to listen to each other's stories.

I look forward to this year as the world works slowly back to regular activities, as this church continues to move forward in renewing and building for the future, and as the Spirit blows into our lives, our church, community, and country. May we learn and love and grow.

Peace,

Pastor Enno

BOARD OF DIRECTORS 2020 ANNUAL REPORT

Submitted by Moderator Jenny Delfs

Current Members: Jenny Delfs (Moderator), Chris Silence (Vice Moderator), Kevin LeVoir (Treasurer), Mitch Travis (Secretary), Ann Russ, Lesaann Foris, Kristen DeArruda-Wharton.

Previous members: Tom Yuhasey, Tom Kushner (term up in June)

2020 was a year of big transitions for us and unexpected changes in the world around us.

This Board has worked together well despite all the challenges. We have grown in confidence in our role and in trust in each other. We are dependent on support and input from the congregation. In this year, we were glad to see new leadership emerging as committees got more active.

Since April, due to the COVID-19 pandemic, the Board pivoted from meeting in person to meeting on Zoom. This is not ideal. It makes some discussions harder, but it is a valuable tool in this time. As COVID shut down our building/in-house worship, we worked with our transitional pastor Anne Swallow-Gillis to find new ways to be church together in this new reality. Her ministry with us ended at the end of Oct. We appreciated her creative leadership in this difficult time.

We worked closely with the newly formed Hiring Team. Their recommended candidate for designated term pastor, Enno Limvere, was hired for a 2-year designated term contract. He started his shared ministry with us in November. We welcomed him with joy to this community of faith.

We have continued to work to make the Board of Directors' activities open and transparent.

We have had to find new ways to communicate consistently and predictably with the congregation. Announcements made during weekly taped or parking lot services, documents stored in a new governance section on our website, monthly articles/minutes in the Shining Light, Zoom meetings, weekly emails.

We continued to manage the church's finances, contracts, and properties.

Formal committee policies for the Stewardship Committee, Finance Committee, Grievance Committee and Memorial Committees approved.

In 2020 the congregation voted for:

1. A Constitution change to allow for the formation of a hiring team rather than a search committee. (Jan)
2. The 2020 budget (Jan)
3. A Bylaw change regarding how to handle conflict and disagreement referring to a new grievance policy. (June)
4. Election of 2 new board members and 2 renewing board members (June)
5. Transfer ownership of our Maple Hill Cemetery properties to a newly forming non-profit Maple Hill Cemetery Board. (Oct special congregation meeting)

2021 has many promises to keep. The Board of Directors will continue the work we have begun. I am encouraged by the pledges in response to our increased budget needs. I am excited by new energy and ideas Pastor Enno brings to our mutual ministry. I hope we can continue to find ways to learn together, to encourage and care for each other and to discover where we are called to serve. I dream of the joyous day when we can again gather safely in our sanctuary. Till then, air hugs for all.

Summary of monthly Board meetings and congregational meeting decisions 2020:

(Look to minutes in monthly newsletters on website for details)

Jan – Congregational meeting to approve the 2020 Budget and bylaw change allowing formation of a Hiring Team to interview for a designated term pastor. New lease for parsonage rental. Hiring new office manager, Carol Morgen. That job description formalized.

Feb – Fee increased for bookkeeper. Hiring team formed.

March – Review of building use agreement. Plans to celebrate graduates. Plans to extend Anne Swallow Gillis' contract past June till a new pastor can be hired. Building maintenance needs report.

COVID shut down. Services and Wednesday evening prayer are taped. Building is closed. Care Team formed to phone congregational members and check on needs/concerns. Meetings move to Zoom.

April – First Zoom meeting. Decided not to apply to payroll grant program at this time. Grievance policy approved. 2 Board members indicated willingness to continue and 2 will step down. Nomination committee will need to find new members. Added governance link on web site. Discussions with Maple Hill Cemetery Board group that wants to restructure.

May – Renewal of Anne Swallow Gillis' contract. Updates from hiring team. Discussions about how to continue church work in new realities. Approval of language for Bylaw change referring to grievance policy. Added lay member to nominating committee (John Bottger).

June – Change Anne Swallow Gillis' pay from every 2 weeks to twice a month. Direction to Finance Committee to refinance our loan to take advantage of lower interest rates. Decision to hold a Service of Remembrance Prayer and Lament for George Floyd and other victims of racial injustice. Hiring team update. New COVID-19 safe protocols for building use. Plans for outdoor worship for summer. Tom Yuhasey and Tom Kurschner's last meeting.

June 28 congregational meeting: election of 2 new Board members, Mitch Travis and Kristen DeArruda-Wharton, and re-election of Ann Russ and Lesaann Foris. Approval of a new bylaw referring to new grievance policy as way to handle conflicts. Howard Hedstrom visited meeting with request from newly forming Maple Hill Cemetery Board for ownership of property owned by church.

July – New Board members welcomed. Approved refinancing our building loan (5.25% to 5%). Standing grievance committee formed. Work on updated church directory.

July Board retreat – team building, orientation and dreaming. Vision statement ideas.

Aug – Approval of Stewardship Committee policy and procedure. Board members to introduce themselves in the newsletter. Decision to redirect funds from reconciliation fund to hiring

expenses/moving costs for new pastor (after discussion with major donors to this fund). Application for Small Business Administration relief loan. Goals for stewardship drive discussed with realities of increased cost for full-time pastor. Goals for mutual ministry list from Hiring Team introduced.

Sept – Small Business Loan for \$10,000 received. Loss of parsonage renter. Finance Committee formalized their committee policy – passed by board. Board votes to recommend to congregation to cede the cemetery property to Maple Hill Cemetery Board – will need congregational vote. Custodian job description approved. Committee formed to discuss feasibility of annual community Thanksgiving meal in times of COVID-19 pandemic. Building and Grounds Committee report of outdoor workdays. Joint meeting BOD and Hiring Team regarding recommended candidate for hire as designated term pastor.

2nd Board meeting to discuss new designated pastor contract. Parsonage internet discussion (without resolution).

Oct – Work starting on 2021 budget. Exit interview with Anne Swallow Gillis planned. This was Pastor Anne's last meeting with the Board. Ongoing work on directory. Ongoing work on plans for COVID-19 safe Thanksgiving take out meal. Discussion of technology needs. Need for Safe Church policy per Security State Insurance review. Work on parsonage update.

Oct 25 Special Congregational Meeting – cemetery property vote – congregation approved transfer of ownership of 2 parcels of cemetery land to newly forming Maple Hill Cemetery Board. Farewell and thanks to transitional pastor, Anne Swallow Gillis. Introduction of new designated term pastor, Rev Enno Limvere, and his wife Kileen.

Special Board meeting to discuss transition issues and a small thank-you bonus for outgoing transitional pastor.

Nov – First meeting for Pastor Enno. Set timeline for quarterly reviews of mutual ministry - first in Feb. Stewardship drive report.

Later in month, decision to cancel our Thanksgiving meal due to increased local COVID activity and MN restrictions.

Dec – approved proposed 2021 budget – to be taken to congregational meeting in January for vote. Discussion of technology needed for taping/streaming worship. Discussion of Christmas bonuses for staff.

Submitted by Moderator Jenny Delfs
Jan 2021

FINANCE COMMITTEE REPORT

Written by Kevin LaVoir, Tresurer

The Finance Committee met throughout 2020 to review the Financial System used by the Church. A new Chart of Account was developed for use in 2020. The Committee reviewed the Chart and how it was used and offered additions to make the Chart as transparent as possible. The Committee spent considerable time on developing an accurate and complete 2021 Budget for the church. A listening session for the congregation was held 10 January 2021 to discuss the proposed 2020 budget. The Finance Committee members are Kevin R LeVoir, Jeff Kern, Jerry Slomkowski, Chris Silence and Pastor Enno as Ex Officio.

First Congregational United Church of Christ
Profit & Loss Budget vs. Actual - By Quarter
 January through December 2020

	Jan - Dec 20	Budget
Ordinary Income/Expense		
Income		
Pledges and Offerings	98,787.20	80,000.00
Loose Plate Offerings	2,402.00	4,500.00
Building Use	1,914.00	2,775.00
Income from Outside Funds	1,930.77	35,763.00
Interest Income	1,893.99	2,000.00
Hospitality Offerings	6.00	
Parsonage Rental	8,400.00	15,108.00
Total Income	115,333.96	140,146.00
Expense		
UCC Contributions		
UCC Support - OCWM	4,000.00	4,000.00
UCC Support - Per Capita	975.00	975.00
Total UCC Contributions	4,975.00	4,975.00
Pastor		
Pastory Salary	35,090.00	31,200.00
Housing Allowance	13,650.00	15,600.00
Social Security Offset	3,842.62	3,580.00
Ins Health & Dental - Pastor	8,802.10	6,468.00
Ins Life and Disability	614.25	702.00
Pension Fund Contribution	5,733.00	6,552.00
Travel (Mileage)	0.00	650.00
Continuing Education	0.00	150.00
Professional Fees	158.59	150.00
Total Pastor	67,890.56	65,052.00
Staff		
Custodian Wages	3,960.14	3,906.00
Office Manager Wages	6,323.90	8,640.00
Taxes	786.73	705.00
Total Staff	11,070.77	13,251.00
Business		
Advertising, Promotion, Website	117.97	685.00
Banking Charges and Checks	228.78	80.00
General Liability Insurance	3,704.00	3,690.00
Worker's Compensation Insurance	1,057.00	927.00
Equipment Lease (Copier)	4,755.69	3,625.00
Postage and Delivery	1,272.16	900.00
Accounting Expense	2,142.70	2,250.00
Telephone and Internet	1,469.71	1,200.00
Office Supplies	801.72	1,500.00
Conferences and Meetings	0.00	500.00

First Congregational United Church of Christ
Profit & Loss Budget vs. Actual - By Quarter
 January through December 2020

	<u>Jan - Dec 20</u>	<u>Budget</u>
Teacher and Board Expense	0.00	335.00
Technology Exp	347.09	
Total Business	15,898.82	15,692.00
Worship Expenses		
Musicians	3,900.00	7,800.00
Visiting Pastors	400.00	1,000.00
Piano & Organ Maintenance	39.00	250.00
Music, Candles, Other	259.43	150.00
Total Worship Expenses	4,598.43	9,200.00
Fellowship		
Hospitality Expenses	38.31	250.00
Total Fellowship	38.31	250.00
Education Expenses		
Adult Education	15.00	250.00
Youth Ministry	73.65	100.00
Books and Teaching Materials	133.01	250.00
Local Outreach	0.00	500.00
Total Education Expenses	221.66	1,100.00
Buildings & Grounds		
Utilities	8,779.65	11,556.00
Loan Interest Expense	5,340.20	7,850.00
Maintenance and Repairs	1,088.45	1,150.00
Grounds, Plowing	1,460.00	2,000.00
Garbage	1,287.00	1,150.00
Misc Expense	317.89	680.00
Total Buildings & Grounds	18,273.19	24,386.00
Total Expense	122,964.74	133,906.00
Net Ordinary Income	-7,630.78	6,240.00
Other Income/Expense		
Other Expense		
Parsonage Expense		
Parsonage Utilities	277.63	
Parsonage Utility Assessment	1,229.02	1,230.00
Parsonage Insurance	0.00	654.00

First Congregational United Church of Christ
Profit & Loss Budget vs. Actual - By Quarter
January through December 2020

	<u>Jan - Dec 20</u>	<u>Budget</u>
Real Estate Tax	3,324.98	3,356.00
Repairs and Maintenance	0.00	1,000.00
Total Parsonage Expense	<u>4,831.63</u>	<u>6,240.00</u>
Total Other Expense	<u>4,831.63</u>	<u>6,240.00</u>
Net Other Income	<u>-4,831.63</u>	<u>-6,240.00</u>
Net Income	<u><u>-12,462.41</u></u>	<u><u>0.00</u></u>

First Congregational United Church of Christ
Balance Sheet
As of December 31, 2020

	Dec 31, 20
ASSETS	
Current Assets	
Checking/Savings	
Checking - GMSB	45,663.35
Savings - GMSB	6,094.20
Total Checking/Savings	51,757.55
Other Current Assets	
Investment Assests	
E. Jones Stock	1,108.88
UCF Investments Balanced Funds	87,110.49
Total Investment Assests	88,219.37
Total Other Current Assets	88,219.37
Total Current Assets	139,976.92
Fixed Assets	
Church	567,500.00
Building Renovations	119,297.98
Parking Lot	41,900.00
South Cemetery Property	52,400.00
North Cemetery Property	25,600.00
Parsonage	236,812.74
Furniture and Equipment	347.74
Total Fixed Assets	1,043,858.46
Other Assets	
PrePaid Donations	-7,500.00
Total Other Assets	-7,500.00
TOTAL ASSETS	1,176,335.38
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
SBA Loan	10,000.00
Payroll Liabilities	405.80
Total Other Current Liabilities	10,405.80
Total Current Liabilities	10,405.80

First Congregational United Church of Christ
Balance Sheet
As of December 31, 2020

	Dec 31, 20
Long Term Liabilities	
LOC - GMSB - Renovation	100,891.97
Parsonage 2008 Util Assessment	8,717.02
Total Long Term Liabilities	109,608.99
Total Liabilities	120,014.79
Equity	
Unrestricted Net Assets	-21,061.69
Opening Balance Equity	9,027.28
Unrestricted Equity Balance	1,050,756.05
Church Impr Accum Prior Yr Int	-5,499.86
Restricted Equity Accounts	
REA - Thanksgiving	531.43
REA - Chiapas	3,875.97
REA - Church Repairs	475.21
REA - Memorial	2,225.00
REA - Piano & Sanctuary	3,205.77
REA - Pastor Search Expenses	2,192.88
Workers on Wheels	
WOW Balance Carried Forward	889.22
WOW - Current Deposits	6,231.35
WOW - Current Disbursements	-5,400.00
Total Workers on Wheels	1,720.57
Unresolved Restricted Equity	21,334.39
Total Restricted Equity Accounts	35,561.22
Net Income	-12,462.41
Total Equity	1,056,320.59
TOTAL LIABILITIES & EQUITY	1,176,335.38

PASTOR NOMINATING COMMITTEE REPORT (HIRING TEAM)

Written by John Bottger

The Pastor Nominating Committee was appointed by the Board in January 2020. The committee's role was to recommend an individual to the Board to serve as Designated Term Pastor for two years. Members of the committee were John Bottger, Mike Carlson, Jenny Delfs, Diane Fitzgerald, Chris Silence, Gwen Mattice, and Melissa Wickwire. The committee met every Sunday morning through October. Diane Fitzgerald resigned early in the process.

The committee had great support from the UCC conference throughout the process. The committee described the church, defined the goals for the pastor, defined the pastor's skill set and theology, reviewed 7 ministerial profiles that were received, conducted Zoom and/or in-person interviews with 6 candidates, and set up site visits. Through the process the committee members were fully committed and were faithful in their responsibilities.

In October the committee recommended Enno Limvere to the Board for the position of Designated Term Pastor.

Thank you to the committee members for their hard work.

STEWARDSHIP COMMITTEE REPORT

Written by John Bottger

The theme for the stewardship campaign for 2021 was "God is our rock". For the campaign we sent letters to the congregation noting the progress that we, as a church family, made in 2020 with our transitional pastor as we prepared for a new pastor. We also welcomed our new pastor, Pastor Enno, in the letter. We followed up the letter with weekly notes, articles in the newsletter, and comments from the pastor and the board chair.

The congregation responded generously with 33 households pledging a total of \$96,879.00 as of the week of this meeting. We thank the congregation for their generous support as we move forward with God as our rock. Members of the Committee were Tom Yuhasey, Chris Silence, and John Bottger with assistance from Kevin LeVair.

PASTORAL RELATIONS COMMITTEE REPORT

Written by Sandy Stover, Chair

The Pastoral Relations Committee has the charge to provide a confidential environment for both Pastor and Congregational representatives to meet and reflect on the role of the Pastor. We meet monthly on a mutually chosen date.

At the most recent meeting we reviewed the process and the purpose of the Committee with Pastor Enno and will continue with the current outline of the reflective process.

The current members of the Committee include Bob Carter, Jerry Lilja and Sandy Stover. Ideally the Committee should include 4 congregational members. We will address having an additional member added to the group after the New Year.

BUILDING & GROUNDS COMMITTEE REPORT

Written by Barb Bottger

Committee Members: Barb and John Bottger, Jeff Kern, Ranna LeVoir, Gwen Mattice, Mitch Travis, Jerry Slomkowski.

This committee was formed last May in order to support Jeff who has been the lead person in taking care of all things related to the buildings and grounds of the church and parsonage properties. We have continued a lot of the work Jeff had started including work on setting purpose, values, and priorities.

Church Building and Grounds: The committee made sure the lawn was mowed and garbage set out for pick up. Many folks showed up on scheduled work days to help paint the exterior, clean windows and do some wood repair. This winter we took on the project of creating an outdoor Advent Wreath.

Parsonage: Many folks showed up on scheduled days to get the parsonage ready for Pastor Enno and Kileen. A lot of work was done including deep cleaning, interior painting, window washing, carpet cleaning, light fixture replacement, deck repair, lawn mowing, and tree trimming. We also had a group to help Enno and Kileen on move-in day. The committee submitted a Parsonage Housing Agreement for board approval.

We will be working with the board in deciding on project priorities for 2021.

MEMORIAL COMMITTEE REPORT

Written by Jodi Yuhasey

The hard work of Pastor Anne Swallow Gillis and the board brought about the revamping of the Memorial Committee in the late summer of 2020.

The Memorial Committee will receive guidance from the Board of Directors to the needs of the church that can be addressed by memorial gifts and communicate the needs to the appropriate family members/representatives.

The Treasurer is tracking memorial gifts and sharing information with Memorial Committee members and recording of all gifts. The Memorial Committee will write thank-you notes to donors and will maintain paper records of all gifts in file at church office.

During 2020 First Congregational United Church of Christ received 23 donations totaling \$2,225.00 in memorial gifts in remembrance of two individuals.

Respectfully,

Memorial Committee – Helen Carter, Jodi Yuhasey

BUILDING USE REPORT

Written by Jenny Delfs

The Food Shelf expanded use of the lower level to help with COVID-19 safety protocols during distribution days. Use of the building by other groups was very limited this year with many groups pivoting to meeting online. The Board instituted COVID-safe building use policies for groups who did want to continue meeting in person. Furniture arrangement changed in the Fireside Room to aid in appropriate social distancing and cleaning protocols. We will be following public health recommendations closely in 2021 regarding potential reopening of building use.

CREATING COMMUNITY AND FRIENDSHIP THROUGH FOOD

Written by Ann Russ

The food team organized monthly second Sunday potlucks pre-COVID. In November we briefly reconvened on two Sundays to safely offer hot apple cider and carrot cake while saying goodbye and thank you to Reverend Anne Swallow Gillis and Chris Gillis, and welcoming Pastor Enno and Kileen Limvere.

Ann Russ, Nancy Starr, Ranna LeVoir, Helen Carter, Carol Bennett

THANKSGIVING COMMUNITY MEAL REPORT

Written by Jenny Delfs

Thanksgiving Community meal 2020 was cancelled. With the COVID-19 pandemic, it was clear that we could not offer our traditional community Thanksgiving meal in the usual way. There was work in October and early November on a plan to provide delivered and take-out meals from the church, partnering with a local caterer, volunteers, the Senior Center Hub and North House staff to make parts of the meal. As Thanksgiving week approached, there was an increase in local cases of COVID-19 infections and increased restrictions on who could gather from MN Department of Health that made our plans more problematic. With regret and out of an abundance of caution, the decision was made to cancel our event. Money collected in support of the event was used to purchase gift cards for local grocery stores and distributed. Board members Lesaann Foris, Chris Silence and Lesaann's coworkers at My Sister's Place were able take up the cause. They successfully made and delivered 100 meals Thanksgiving Day. Some of the donated funds were directed to this community effort. Hopefully 2021 will bring us the opportunity to safely gather in fellowship and offer this community meal.

WORKERS ON WHEELS (WOW) REPORT

Written by Jenny Delfs

Only a few bikes were loaned out this year to workers from Puerto Rico, as other international workers were not able to come due to travel restrictions during the COVID-19 pandemic.

DISCOVERY TEAM REPORT

Written by Gwen Mattice

The Discovery team was established in 2019 by the Board of Directors to help our Transitional Pastor guide us through some important tasks. The tasks included reviewing our history as a congregation, identifying our core values and basic beliefs that we share as a congregation, looking at who is our “neighbor” now, how can we serve our “neighbor,” and clarifying our vision and mission as a church.

Current members of the Discovery Team (end of 2020) are: Barb Bottger, Nancy Cihlar, Carol Harris, Jeff Kern, Jerry Slomkowski, Ranna LeVoir, Gwen Mattice and Reverend Enno Limvere (ex-officio). We welcome our newest member, Ranna LeVoir, who joined us in the summer, and say a heartfelt thank-you to Diane Fitzgerald and Jay Arrowsmith-Decoux who are no longer on the Discovery Team, for your valuable time, insight and discussion. Another heartfelt thank-you goes to our Transitional Pastor, Anne Swallow Gillis, who led this team for the majority of 2020, for getting this group going, guiding and prodding us in our discussions, for your patience, your honesty and your confidence in us. We wish you well.

In January of 2020 we facilitated small groups exploring Core Values. Four values – Trust, Respect, Inclusivity and Compassion – rose to the top from the small group discussions. Then in February and early March we “dove deeper” into each value, talking about one value each week in a discussion group after each week’s church service. See the April 2020 edition of The Shining Light newsletter for a summary of the comments. Also, in February a group facilitated by a couple members of the Discovery Team talked about lessons learned from the past.

In March the Discovery Team was addressing how to facilitate discussions on our beliefs which was to be held on April 19 when COVID-19 hit and disrupted the schedule. The Discovery Team took a break and in June reconvened via Zoom. In July and August, the Discovery Team facilitated discussions via groups (outdoors) and phone calls to help the Pastor Search Committee find out more from individuals in the congregation on what they expected from a pastor and what could a pastor expect from them. Highlights of the comments can be found in the October 2020 edition of The Shining Light newsletter. A final meeting with Anne Swallow Gillis was held in October and we started anew with our new designated term pastor – Reverend Enno Limvere – in December.

All of the meetings that have been facilitated by the Discovery Team are NOT meant to be a one and done deal. It is to help us think and be in conversation with one another about what God is calling this church to do and be now. Please contact any of the Discovery Team members and/or Reverend Enno Limvere if you have any topics, ideas or would like to revisit lessons learned from our History Sunday or Values Sunday. The Discovery Team values your input.