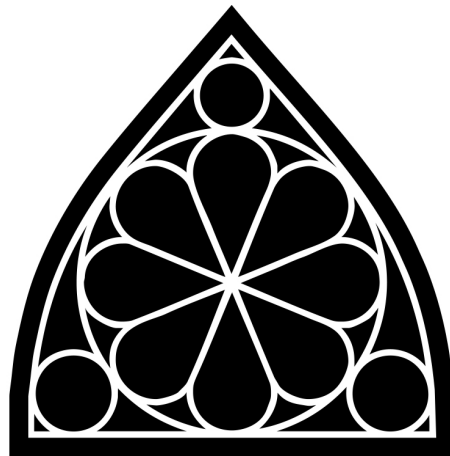


2018 Annual Report

**Annual Meeting
January 27, 2019**



**First United Church of Christ
(Congregational)
Northfield, Minnesota**

300 Union Street
Northfield, Minnesota 55057
www.firstucc.org

Church Covenant

“We covenant together with God and one another,
trusting in God’s continuing guidance,
to seek to understand and do God’s will
to explore the mystery of Christ
and to witness to God’s reconciling love.”

STAFF

Rev. Todd Smith Lippert , Senior Minister	pastortodd@firstucc.org
Rev. Abigail Henderson , Congregational Minister	abby@firstucc.org
Rev. Lauren Baske Davis , Faith Formation Pastor	pastorlauren@firstucc.org
Christopher Brunelle , Director of Music	chrisbrunelle@firstucc.org
Theo Wee , Organist	theowee@firstucc.org
Bob Gregory-Bjorklund , <i>Spirit Voices</i> Choir Director	bobgregory@firstucc.org
Zachary Kubasta , Angel Choir Director	kubast1@stolaf.edu
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Andrea Pegram , Finance Manager	andreapegram@firstucc.org
Gladys Ehn , Office Manager	church@firstucc.org
Tammy Rischmiller , Child Care Coordinator	tammyrischmiller@firstucc.org
Mark Fischer , Sexton	markfischer@firstucc.org

Agenda
January 27, 2019

Opening Hymn

Welcome

Opening Prayer

Declaration of a Quorum

Approval of the Agenda

Approval of Minutes from 2018 Annual Meeting

2019 Budget

Nominations

Recognition of Outgoing Leaders

Closing

Adjourn

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**FIRST UNITED CHURCH OF CHRIST (CONGREGATIONAL)
ANNUAL CONGREGATIONAL MEETING MINUTES
SUNDAY, JANUARY 21, 2018**

Moderator Scott Richardson declared a quorum with the needed number of attendees and opened the meeting at 11: 50. He welcomed all who gathered in the sanctuary for the Annual Meeting.

Chris Brunelle accompanied the attendees on the piano for a hymn and Pastor Abby offered on opening prayer.

A motion to approve the agenda and minutes of the 2017 Annual Meeting was made. Motion carried.

Pastor Todd Smith Lippert gave the State of the Congregation. He stated that the church is strong. He addressed the issues - Where are we having an impact? When are we changing lives? When are we challenging the world? Where does this transformation happen? Attendance at church steadily increases averaging 156 in 2011 and 210 in 2017. The evening service averages 39 in attendance. Donations have increased by \$100,000 from 2017 to 2018. Plus OCWM = \$505,108 donations.

Scott Richardson shared the covenant statement, mission statement, core values, and the 2016-2019 priorities.

Leota Goodney offered that Isaiah is a faith-based organization of action. In this year, Isaiah group will be active in the political process. Carolyn Fure-Slocum offered that she is involved in the group because it gives us the power to put faith-based values to action. As First UCC Northfield became a sanctuary church last year, John Barbour spoke about being involved with the Sanctuary committee. There is a feeling among the committee members of readiness even though no one has asked for sanctuary.

Annika and Siri Hoff spoke about being a part of the OWL group. The program provides a framework of how to have difficult conversations about sexuality. It serves as a place of hope with mentors serving as group leaders. Lives are being changed through this work and program.

Scott shared highlights of the congregational feedback on the governance model. There are active and engaged Trustee, Facility, Stewardship, and Nominating committees. The model defines the lines of authority for management. People can be innovative in starting new projects and also have the opportunity to end older projects. Council spends more time on addressing the big picture issues than solving management issues. Some people gave feedback on feeling less connected from ministries. Council will work on ways to be more transparent in providing information on their work.

Tom Gagnon gave an overview of the 2018 budget. Pledged contributions are up and unpledged contributions are lower. The sabbatical for Abby is budgeted. Insurance cost for Todd increased due to change in age. Money to add a youth director position is included. Maintenance costs are increasing due to the age of the building. Motion to approve the budget was made and seconded. In discussion, a question was asked about including costs to keep the sidewalk clear of snow and a comment to assure that the youth program is sustainable. Motion carried. Scott thanked the Trustees and Matt Forster for their work on building the budget.

A motion to approve the slate of nominees carried.

Pastor Todd recognized the committee members that are ending their terms on their respective committees.

Scott introduced Deborah Ehret Miller as the 2018 Moderator.

A motion was made and carried to adjourn at 12:52.

Submitted by,
Lynne Pederson

FIRST UNITED CHURCH OF CHRIST - NORTHFIELD
SPECIAL CONGREGATIONAL MEETING
SUNDAY, NOVEMBER 11, 2018
MINUTES OF THE MEETING

Jay Moad read his poem in memory of the fallen from the First World War, which ended 100 years ago today.

Pastor Abby gave the opening prayer.

Moderator Debra Miller declared a quorum (around 150 attended)

1. Moved & seconded to approve the agenda. Motion carried.
2. PASTOR Todd's ELECTION. The Moderator acknowledged Pastor Todd and his election on Nov. 6th to the Minnesota House of Representatives. After receiving sustained applause, Pastor Todd addressed the congregation, making two points. First, thank you for going on this journey with him and continuing on, as we find our way together. Second, another dimension of the church was revealed. So many members have long lived out their faith in the community. It was a discovery for Pastor Todd to see that. Further, since May 2018 when he decided to run, there have been questions and he valued members' input. The last 6 years have been the most rewarding of his career. He wants to make space for the grief that comes with change. He is committed to this church's ministry and vitality. He is excited about the staffing plan and open to where God takes us. He will need members' input as we go through the transition period together.
3. STAFFING PLAN. The Moderator walked through the Staffing Plan (see handout) and the history behind it. Four points were made in addition to what is in the handout: 1) The Faith Formation position has been in the works for two years. 2) Pastor Todd remains senior minister while dropping down to 2/3's time. 3) We could not do this without the leadership of Pastor Abby whose ministry we now affirm, and 4) The members are also key to the transition.

MEMBER QUESTION: How often will Pastor Todd preach during the legislative session: Pastor Todd responded: rare (But he will be in attendance most Sundays, and working 5 hours a week, during the session)

4. INTERVIEW COMMITTEE. Jami Reister, member of the Interview Committee, was also on the Personnel Task Force. The latter met often and discussed all of the possibilities for the Faith Formation position. The Interview Committee used the UCC search process. Five applications were received for this unique position. One candidate stood out and met this criteria: ordained, ready to hit the ground running, good preacher, well-rounded, excellent writer and well spoken, relationship-oriented, inter-generational. References were checked and came back in line with these gifts, plus "a natural leader," "well-prepared," and "good at congregational care."

5. MEMBER QUESTIONS.

Moderator thanked those members who offered their input and advice. The Moderator opened the floor for questions.

Moved by member Barb Alstaetter, seconded by Beth Clough, to approve the staff plan. Discussion ensued.

QUESTION: The candidate's gifts did not include Youth Ministry, yet this was the stated need. Reister answered that Candidate is strong in youth and adult ministry, and the Committee felt good about the candidate's answers.

QUESTION: If the candidate is this good, why does a 2/3's time position interest them? Pastor Todd answered: Working full-time does not fit the candidate's current situation and 2/3's time does.

QUESTION: Why is the position 3 years, since the House of Representative's term is 2 years? Moderator answered: If Pastor Todd does not seek re-election or is not voted back in, the candidate would have at least one extra year. We hope it continues, but this is a new position. We want stability for the person in this position and the congregation, with no abrupt change (due to a potential failed election bid). Council is confident we can afford that extra year if needed with all three ministers employed while changes to the model and employment are sorted out.

QUESTION: When the UCC study was done, in moving to a 2-minister model, the UCC considered this church to be on the "low-side" of needing 2 ministers. Pastor Todd answered: We have consulted the UCC office and this is a new situation for them (with a minister in the legislature and moving to 2/3's time). The budget is conservative and we are in a good financial position. Given that, the conference staff is comfortable with this model.

QUESTION: There have been painful decisions on staffing in the past, and this member's hope is that it can be put behind us. (No answer needed.)

6. VOTE on the Staffing Model. The question was called. All voted AYE. Motion carried unanimously. More applause. The moderator reiterated the timeline going forward: A congregational listening session in early December; Faith Formation Minister joining staff in early January; Legislative session begins January 8. Annual Meeting on January 27. And a "Welcome Sunday" for the new minister (unknown date).

7. Moved and seconded to adjourn. Motion carried.

Respectfully submitted,
Peter Dahlen

REPORT OF THE SENIOR MINISTER

REV. TODD SMITH LIPPERT

2018 was a year in ministry unlike any other I've experienced as a pastor. We have been on a road together that very few congregations have traveled. Looking back, I see the hand of the Spirit helping us through some bumpy terrain. Looking forward, I see exciting possibilities for ministry together.

In January of 2017, I had no idea I was going to be running for office in 2018. I had been thinking about the possibility of running in 2020 and had decided that I needed to give running for office a try or I would always wonder. But it wasn't until David Bly announced his retirement in early February that I started having conversations with staff, leaders, and everyone at First UCC about running for the state legislature in 2018.

As I entered into this discernment and asked for your feedback, I was touched by how respectful you were throughout the process. You were honest about your questions and concerns, but in a way that honored the relationship we've developed over the last six years. The support and encouragement expressed was moving as well.

As I decided to run for the state legislature, I had a few goals for my pastoral work and our life together at First UCC. I wanted our experience of morning worship to stay the same. I wanted our youth to have a powerful experience in Guatemala. I wanted to work with leaders to develop staffing plans that met our needs if I was elected or not elected, and hire staff that was a good fit in a timely fashion. Finally, if I was elected, I wanted to be sure we could fund our new staffing plan so that we were in a strong position as a church moving into 2019.

As 2019 begins, I feel like we've met these goals. We've done this work together. Through plenty of transition and turbulence, our excellent music staff and worship leaders helped Abby and me keep worship rolling. I staffed our trip to Guatemala, but Pastor Abby organized most of it, Regi and Amy Haslett-Marroquin made it possible, and Gina Franklin and Bella Chapman provided all kinds of chaperone fun. Our Council and Personnel Task Force took on the challenge of mapping out a staffing plan, and our Interview Team did the work of sifting through applications and had no doubts when we had a good candidate. Our Stewardship Committee, staff, Gift Planning Team and all of you have done the work of sustaining our ministries so that we are in a great financial position going into 2019.

This year I've been grateful for the leadership of our Moderator Deb Miller. She worked closely with Pastor Abby and me through these many transitions and led the Council with thoughtfulness and care. She didn't expect the responsibilities and challenges of this year, but she handled them with skill. She has served First UCC very, very well.

Our staff has been rock solid this year too, and has been so central to the success of this year in the midst of many changes.

I remain grateful for Pastor Abby's ministry at First UCC. While so much change was happening at First UCC, Pastor Abby and her partner Will were going through a frightening personal crisis. Abby navigated these challenges with honesty, courage, and love. As the demands of the campaign and the transition to the legislative session have increased for me, Pastor Abby has been ready to shoulder more of the ministry load at First UCC. She is already stepping into new leadership among us, and she will serve well in the new roles given her as our Congregational Minister.

I look forward to working with our new Faith Formation Minister Rev. Lauren Baske Davis. I'm grateful the Spirit helped us find one another. It feels like the right fit at the right time for both of us, and I'm eager for all of us to discover the gifts she will bring to First UCC.

Finally, I'm grateful for the leading and the movement of the Spirit in our midst. This has been a year of listening and trust, with leaps of faith. The Spirit has mysteriously opened the doors that needed to be opened at the right time for us at First UCC.

As 2019 begins, I'll enjoy seeing you on Sundays in worship, but I'll miss seeing you during the week. I'll be at the legislature seeking to share the best of the values of our faith until the end of May. While the legislature is in session, I'm confident that First UCC will be in great hands due to Pastor Abby and Pastor Lauren's ministry.

I'm grateful to be on this journey in ministry with you.

In faith and service,
Pastor Todd

so this is the sound of you
here and now whether or not
anyone hears it this is
where we have come with our age
our knowledge such as it is
and our hopes such as they are
invisible before us
untouched and still possible

—excerpt from “To the New Year” by W.S. Merwin

Although I have a new title as of January 2019, this report reflects the year 2018, so I write it in “Associate Minister” mode.

2018 was a year of enormous personal hardship and professional transition for me. I know that my experiences are mirrored in many of your lives, and in the life of this church, too. It was a year of risk-taking. A year of entering into the wilderness. A year of exploring the unknown. A year of grief and loss, a year of surprise and triumph, a year of grace given and received. More than anything, it’s been a year of change.

My spouse Will and I are among those who were grateful to say goodbye to 2018. But it’s important to remind ourselves that the annual calendar is, ultimately, a human invention. We’re in a new year, but in many ways, the season hasn’t changed. We remain in a season of intense change.

As our church lives into these changes, particularly the reality of our new staffing model, there is joy: joy in welcoming Lauren Baske Davis, our new Faith Formation Minister; in witnessing Pastor Todd launch a bold and courageous journey into the world of politics; and in experiencing our church continue to adapt and thrive and grow in the midst of it all.

And along with joy, there may come other—less exuberant—feelings: anxiety (will this model work, and will it be sustainable?); grief (we will miss Pastor Todd’s everyday presence and leadership!); and bewilderment (who is doing what, and how will everything get done?).

I’m aware that my role quite often places me at the center of this web of hopes and fears and dreams. My commitment to myself and to you is that I will try to stay grounded and clear-eyed through the changes that 2018 has brought to my life and my work. I will try to prioritize my health and wellbeing so that I can best serve you and the ministries of this church. I hope that you all will do the same. I’m grateful, as always, for the amazing staff and volunteer leadership of this church, who fuel so many good things.

The poet W.S. Merwin reminds us that, at any given moment, we only have “our knowledge such as it is” and “our hopes such as they are.” And in the untouched, invisible future, so much is still possible. I believe God lives there, in that place. I have faith that this church will travel faithfully in that direction together.

In gratitude for your loving support of Will and me in this last year,
Pastor Abby

REPORT OF THE MODERATOR

DEBRA EHRET MILLER

This past year was the second full year of our congregation's three-year priorities. These are:

- Providing opportunities for increased personal spiritual growth for members of all ages in our congregation.
- Extending and expanding our congregation's outreach on behalf of social and economic justice, environmental stewardship and diversity.
- Continuing our commitment to keep our house in order—our building, our facilities and our foundational programs.
- Exploring our future growth in people, programs, finances and energy.

With Pastor Todd's decision in early 2018 to run for the Minnesota House of Representatives, the primary priority for the year became designing and developing a staffing model that would meet our congregation's needs while discerning how we might continue to be blessed with the gifts of both of our ministers and make room for him to engage in public service in this way.

The council appointed a three-person taskforce to help us focus on this question while maintaining our other governance roles and we are grateful to members Jami Reister, Ben Miller and Margit Johnson for stepping up early on to do so. They and the council worked together to interview staff, ask thoughtful questions and seek consult as needed, facilitate listening sessions, develop job descriptions and tend to many details.

Through the vision and clarity also brought forth with leadership from Pastors Todd and Abby, we proposed a model for a third minister to focus on faith formation that also helps to fulfill our congregation's first priority of spiritual growth for members of all ages. Many of you joined us actively throughout this journey, providing valued input. In November, we approved our new staffing model as a congregation and in December were able to hire Pastor Lauren Baske Davis as Faith Formation Minister. This brings to fruition both a long-term need in our congregation and also transitions us to a new era in the life of our church with new roles for all ministers.

The pages of this annual report document so much of the good work in 2018 that contributed to our other priorities, such as: the continuation of Connect for potential and existing members; steadfast work of our congregation's lay leaders in Isaiah Minnesota; the youth service trip to Guatemala and fundraising for the well at Los Hogares; many ministries that serve our local communities and those in need; the completion of the capital campaign and many necessary building improvements; a renewed stewardship model and a planned giving team; and the launch of fundraising for organ restoration. We also had times to pause and change course, such as when we ended our evening service in order to reassess our needs for worship service opportunities.

We ended the year with our 2019 budget fully funded and an increase in pledged giving. This gives us an opportunity to once again consider our fourth priority to explore our future growth. The next council will work with the congregation to revisit and refresh these priorities, as well as evaluate our staffing model. I look forward to contributing, supporting, and witnessing the beauty of this congregation unfold long after my tenure as moderator is complete.

REPORT OF THE CLERK

LYNNE PEDERSON

Active Full Memberships reported as of 01/01/2018	409
Additions to Full Membership during 2018	+13
Inactive Member restored to Active	+1
Members transferred	-0
Memberships - Inactive	-17
Members – deaths	-4
Active Full Memberships as of 12/31/2018	402
Active Associate Members as of 12/31/18	6

Member Deaths

Charles Messner
Joan Reitz
Edwin Tetreault
Mary Harkness

New Members February 11, 2018

Bob Griggs
Susan Griggs
Kent Freeze
Irene Stoutland
Steve Openshaw
Brian Turek
Laura Turek
David Walters
Debbie Walters

New Members April 29, 2018

Carl Johnson
Donna McMillan
Dale Sheldon
Peggy Sheldon

Baptisms

Kate Josephine Hoffmann, child of Adam Hoffmann and Rachel Egeberg
George Wallace James Kruse, child of Annie and Andrew Kruse
Skyler Leigh Stulken, child of Dena and Ryan Stulken

2018 Pastor's Discretionary Funds -

Jan 23 2018	rental assistance	\$400.00
Jan 25 2018	Cub gift card for family in need	\$250.00
Feb 20 2018	bus for ISALIAH Clean Energy event	\$578.10
Mar 7 2018	"I promise" poster	\$91.27
Mar 18 2018	Donation to Northfield Union of Youth	\$500.00
Apr 5 2018	Donation to Nfld Healthy Community Initiative	\$250.00
May 15 2018	Donation to Nfld Municipal ID program	\$250.00
Jun 7 2018	ISALIAH/Week-long training for Linda Burdell	\$300.00
Jun 13 2018	sponsorship of Greenvale Park school	\$250.00
Jul 13 2018	Los Hogares well project balance	\$2,010.00
Sep 18 2018	Co-sponsorship of Northfielders for Justice in Palestine fall event	\$200.00
Sep 28 2018	Contribution toward TORCH care packages	\$400.00
Dec 18 2018	cash for TORCH care packages	\$200.00
Total:		\$5,679.37

The current balance in the Pastor's Discretionary Fund is \$6,893.13.

DIRECTOR OF MUSIC

CHRISTOPHER BRUNELLE

When we are singing, I can feel the better world coming,
and if I get to be a part of it, you do too . . .

Linda Thompson lives in Tennessee, and the two lines above come from her marvelous new poem “I go to sing.” It’s a great, extensive, and loving description of why we sing in church: to help make ourselves “collectively better than we ever thought possible.” Music brings us together and lifts us up, and for that I am profoundly grateful.

Thank goodness for the stability and quality of our musical staff and volunteers. Theo Wee began at First UCC in early 1969 and is now entering her second half-century of committed, consistent, and beautiful work. Bob Gregory-Bjorklund continues to lead the Spirit Voices on a monthly basis and to contribute engaging and creative scripture interpretations. Zachary Kubasta and Isabella Gentleman, now seniors at St. Olaf, keep up their lovely work with the children’s choirs, and while we will need to find new leaders after their graduation in the spring of 2019 we are very grateful to have them in their second year with First UCC. Shana Hodel has reintroduced a series of contemplative Taizé services, which will continue on an occasional basis in the new year. Hans Peterson led the Welcome Table on Sunday evenings until May, when those services were discontinued, and he also led the Christmas Eve 8 p.m. music service, as he did in 2017 as well. Thanks also to the faithful members of the Senior Choir and the Spirit Voices as well as the many musical volunteers among the congregation this year: Marty and Shana Hodel, Andrea Een, Mark and Holly Fischer, Ann Gregory-Bjorklund, Will and Henry Beimer, Emmett Forster, Mary Carlsen, Becka Coates, Carol Trosset, Kathy Szydlo, Arthur Campbell, David Hougen Eitzman, and Alden Cristofaro-Hark. And continued thanks to Mark Fischer for keeping our pianos in good shape and to John Severson for taking care of the sound system and organizing the team of youths who run it during our services.

The musical riches of Northfield and beyond continue to bless our church as well. Lori Dokken and Steve Jennings led our Pentecost service on May 20, and Consecration Sunday (October 28) featured the Northfield Handbell Choir and Myrtle Lemon along with Kathy Szydlo. Myrtle and a good number of St. Olaf musicians were featured in a medley of Bach cantatas on December 16, and our summer musicians ranged far and wide, including Carleton faculty and staff (Yaron Klein, Lori Pearson, Mary Dunnewold), Northfielders (the Northfield Wind Quintet), St. Olaf students (the St. Olaf Brass Quintet), and musicians from other UCC churches (Byron Almén, from First Congregational in Minneapolis). Our church hosted local musicians at other times as well, including the new Justice Choir (run by Dan Kallman, whose anthems we also sang at several points throughout the year) and the annual summer organ concert series.

I’ll close as I have done for the last several years of reports: Music is a gift from God, and the best way to enjoy God’s gift is to give it right back and to share it with each other. All of our church’s musical groups are grateful for the volunteers who give so generously of their time and talents, and they’re eager for more volunteers to join in the rich musical life of our beautiful church. Come share your gifts.

REPORT ON ORGAN RE-FURBISHING PROJECT

"When we are singing I can feel the better world coming"... These opening words of music director, Chris Brunelle's annual report, reflect what I continue to believe is a church organist's primary role in worship: to support and enhance the community's song as the Word is preached. That is what the historic organ in our sanctuary has been such a vital part of--However the organ is now experiencing some major problems which will only increase in time if neglected. So I write this report with a grateful heart, that the project to fund a re-building of the organ's wind chests and replace some of the electrical innards of the instrument has been a success. This is truly gratifying and I wish to thank all who have contributed to the project. When the work is completed (in about 4 months time after starting) the result will be having the same organ, but a much enhanced organ, an instrument that will continue for years come to inspire and enhance our community's song!

Our pipe organ was built in 1876 for a Buffalo, New York Methodist Church and then in 1992 purchased by 1st UCC (after that congregation had to be closed), moved, and put in temporary storage until it was installed in 1994 in its new location here in Northfield. Roland Rutz, organ builder from Morristown, Minnesota did that installation and his firm will be finishing the next chapter in this organ's life!

Theo Wee, Organist

MINISTRY REPORTS

ARCHIVES TEAM

Thanks to Cynthia Lund, Jane McWilliams, Bill Poehlmann, Jane Scott, and Shari Wadleigh for their diligent work in 2017-2018 sorting and sifting through reams of sermons, *Chronicles*, Council minutes, treasurer's reports, and even older artifacts from the very earliest years of this church.

1st UCC Northfield is an historic church that has played an important role in Northfield's history from the 1850's to the present. Many of Northfield's "movers and shakers" were members of the Congregational Church, now 1st UCC. Preserving our church history and making it accessible to the wider community is important. Therefore, the Archives Team recommended and the Church Council approved that our church archives be moved in 2019 to the Northfield Historical Society where they will be stored and maintained according to archival best practices. With time they will also be cataloged as part of the Northfield History Collaborative, <http://northfieldhistorycollaborative.org>, where they will be more easily accessed by members of the church and anyone else interested in our church's and Northfield's history.

- Margit Johnson

MEMBERSHIP TEAM

Current Team Members are: Pat Kriesel, Marsha Kitchel, Heather Cannady, Jean Haslett, and Rev. Todd Smith Lippert.

Team members printed and assembled "Welcome Pad" inserts periodically and collected "Welcome Pad" pages with entries of worshipers each week. Visitors and potential members were recorded in the computer CDM+ database by Gladys Ehn who notified Pastor Todd and the Membership Team when there were first-time and third-time visitors.

Notes were mailed by Pastor Todd to first-time visitors to welcome them. The Membership Team wrote visitors after their third visit and included a Church magnet, a brochure about our church, and if there were children in the family, a Christian Education flyer. Todd sent a 'welcome' e-mail to first-time visiting St. Olaf and Carleton students and the Membership Team sent them an e-mail after their third visit.

We prepared Nametags for members and frequent visitors.

A list of 17 newly Inactive Members was compiled. One person was reinstated to Active Membership from Inactive.

Names of new members, reinstated, and deceased members are listed in the Clerk's Report in this Annual Report.

A new process was begun in the fall of 2016 for exploring membership at First UCC--the *Connect* program. In the spring of 2018, there were two groups that met on Wednesdays, one at 4:30-5:30 pm facilitated by Erin Barnett and one at 6:15-7:15 pm facilitated by Mary Carlson. Those attending were encouraged to share supper at WFFF at 5:30pm (before or after their session). Sponsors were recruited for each new member.

Two New Member Sundays were held--one on February 11, 2018, with a Reception following for those who had participated in *Connect* session that started in the fall of 2017 and one on April 29, 2018, for those who participated in the Spring 2018 *Connect* session with a 'Reception' in conjunction with the Fighting Apostles French Toast Breakfast. A total of thirteen new members were received into membership. Photographs of the new members taken by John Severson are displayed in the New Member photo frame in the Assembly Room.

Connect sessions began again in November 2018. In addition to the two groups meeting on Wednesday evenings, a third session was added that met on Sunday mornings, facilitated by Marian McKone. Current members were encouraged to attend, as well as potential new members. These sessions ended on December 19. A new member orientation session will be held after Worship on January 13, 2019 and new members will be received into membership during Worship on January 20, 2019, followed by a Reception in the Assembly Room after the Worship Service.

Connect sessions will be scheduled for spring and fall of 2019 for current members and those who wish to explore becoming members.

Jean Haslett, Chair
Membership Team

CHILDREN'S FAITH FORMATION

2017-18 has been another steady year in Faith & Service Together (F.A.S.T.), our Children's Faith Formation (preK--grade 5) program. The Holy Moly/Connect curriculum continues to be a hit with kids. If you happen to be in the Assembly Room at about 9:30 a.m. on Sundays, you'll hear kid voices yelling "Holy Moly!" as the well-designed videos from Spark, a Lutheran publishing house, are shown. With the arrival of Pastor Lauren, our new Faith Formation Minister for all ages, it will be exciting for her to get a sense of where we have been and where we might go with faith formation programming. Many thanks to our teachers in 2017-18: Linda Burdell, Matt Eastvold, Irene Stoutland, Erin Janssens, Marja Cox, Angela Rosendahl, Sara Lippert, and Daisy Christopherson, as well as Laura Turek for being an amazing volunteer coordinator, and Alicia Stencel for giving the bulletin board a makeover!

MIDDLE SCHOOL YOUTH GROUP

The Middle School Youth Group (MSYG) is composed of our amazing youth in grades 6th - 8th and is being led by Jami Reister.

The middle school youth group meets weekly on Sunday mornings and utilizes the Spark House Reform curriculum, focusing this year on the "Reform: Ancestors" Old Testament program. Each week, we concentrate on a various Old Testament character and reflect upon how her or his faith journey may or may not be similar to our own. Our overriding message is one of love, acceptance, and belonging; our focus is one of creating

community within our peer group while affirming the importance of youth in our greater church family. In addition to our basic curriculum work, the MSYG is hoping to create and carry out a community service project this year and looks forward to beginning work on a middle school youth group musical to be performed this spring under the direction of Janet Lewis Muth.

Submitted by: Jami Reister

OUR WHOLE LIVES/CONFIRMATION

In 2017-18, First UCC offered two Our Whole Lives (OWL) classes, one for middle school and one for senior high school, with a total of 20 participants. OWL helps participants make informed and responsible decisions about their relationships, health and behavior in the context of their faith community's values. It equips participants with accurate, age-appropriate information in six subject areas: human development, relationships, personal skills, sexual behavior, sexual health, and society and culture. It provides not only facts about anatomy and human development, but helps participants to clarify their values, build interpersonal skills and understand the social, emotional and spiritual aspects of sexuality. This is a vital ministry that First UCC is uniquely poised to offer our youth. Many thanks to John Saurer who co-facilitated middle school OWL and Lisa Moore who co-facilitated senior high OWL with Pastor Abby. Both programs received very positive feedback from participants. We are experimenting with a condensed month-long version of Sr. High OWL in February 2019. The students who took Middle School OWL last year will take Confirmation in spring of 2019 with Pastor Lauren and Pastor Abby. A new session of Middle School OWL is planned for 2019-20.

HIGH SCHOOL YOUTH GROUP

Thanks to Amy Haslett-Marroquin and Shawn Nuebel for developing programming and gatherings for our high school youth in this transitional time. As we live into our new staffing model, we hope to clarify the best ways to serve our high school youth going forward.

CYAN (LGBTQ Youth Group)

The LGBTQ youth group continued to meet in 2018 at First UCC twice a month with an average participation of 13. A team of four adults, co-led by Pastor Abby, helps convene the gatherings, which include check-ins, education, peer support, craft activities, and guest speakers. In light of Pastor Abby's family medical crisis and changing responsibilities in her role, the frequency of meetings was reduced and we are going on temporary hiatus, but plan to regroup and resume in March 2019.

GUATEMALA SERVICE-LEARNING TRIP

In July 2018, a group of First UCC youth and adults made a successful trip to the Los Hogares Orphanage in St. Apolonia, Guatemala, where they helped install a water filtration system. Participants included Regi and Amy Haslett-Marroquin and Pastor Todd (leaders), Emmett Forster, Grace Muth, James Muth, Saija Maki-Waller, Halle Maki-Waller, Julia Kallestad, and Lars Haslett-Marroquin (youth), and Gina Washburn and Bella Chapman (adults). Thank you to First UCCers for their incredibly generous support of this trip and the clean water project.

JUNIOR WORSHIP TEAM

The Jr. Worship Team (JWT) is in its fifth year and was created by Jami Reister and Lynne Severson in order to more fully and intentionally incorporate children into the worship experience.

JWT members are first grade and older and meet each fall for an orientation and a training pizza party. Each Sunday, these team members perform the following duties: hand out children's and adult bulletins, light and extinguish the candle, and collect, present, and count the children's offering. On communion Sundays, two JWT members help distribute the communion bread. The JWT team is often called upon for additional tasks, such as special Advent and Christmas candle lighting.

JWT members play a vital role in our worship experience. Not only do they fulfill important and meaningful roles each week, but they continually remind us of the significance of children in our church family and congregational life. We are fortunate to have such a dedicated team of youth eager to contribute to our faith experience.

Submitted by: Jami Reister

MEMORIAL GARDEN

Thanks to Amanda Eastvold, Garda Kahn, Ed Langerak, and Elizabeth Olson for their help in maintaining the lovely Memorial Garden, that quiet oasis in the midst of our busy church life. The plants have fully recovered from having been flattened by scaffolding during much-needed tuck pointing in the summer of 2016. Several new plants including a magnolia tree, a dogwood, and chokeberry bushes have settled in with the Japanese silver maple, cranesbill and other thriving perennials. The chair and bench invite anyone to sit awhile in warm weather and remember the shoulders upon which we stand as a congregation.

- Margit Johnson

MEMORIALS COMMITTEE

I continue to serve as the Memorials Committee. This involves writing notes of thanks to those who send memorials to UCC as well as preparing and presenting a brief remembrance of those who died the previous year.

This year, All Saints Day was on November 4. At that time, we remembered 8 individuals who had ties to our UCC community. They were:

Ray Cox
Charles Messner
Joan Reitz
Donald Lehman
Edwin Tetreault
Dale Newton
Dennis Easley
Mary Barbara Harkness

Respectfully,
Barb Howe

CARE MINISTRY

In late 2016, the Care Ministry Team informally adopted this mission statement to help guide our work: The Care Ministry Team at First UCC is a group of people dedicated to being God's feet, hands, heart, and mind to all people in our community. We seek to increase awareness of and witness to one another's struggles, foster connections among people, and provide ways for mutual support.

In 2017-18, we continued to pursue this mission by maintaining a regular ministry of visitation, meals, rides, card-writing, and book and discussion groups. We also focused on raising the profile of the Care Ministry Team in the congregation, through regular communication of our ministry in the bulletin and Chronicle and a "Ministry Moment" in worship. Finally, the Care Ministry Team was available to provide extra support to the congregation during a transitional summer when Pastor Abby was on sabbatical and then family medical leave.

The Care Ministry Team is also a ministry of care to its members, who enjoy connecting around a circle of care and support for one another. Many thanks to regular participants Bill Poehlmann, Amanda Eastvold, Kellee Tussing, Barb Altstaetter, Barbara Crouter, Linda Larson, Jan Shoger, Gina Washburn, and Bonnie and Larry Fowler, as well as to the many volunteers on our meals and rides list. If you'd like to join this ministry, please speak to any of these folks or Pastor Abby.

LANDSCAPING TASK FORCE

In 2018 Leif Knecht donated a Royal Star magnolia tree by the church sign in the front yard in memory of Ray Cox. The tree was cared for by his family.

This spring the landscaping/gardening task force, with the help of faithful volunteers, deepened the mulch on all the gardens, planted replacement grasses by the window wells, transplanted three donated grasses around the Mary Lou Street amur maple tree in the triangle by the parking lot, and watered the new and moved plants. Volunteers also continued to improve the landscaping in and around the daycare, trimmed the dogwoods in the rain garden, donated new and improved hosing, and periodically tackled the weeds that have a way of getting out of hand. Most of the garden plantings were left untrimmed to provide winter interest (e.g., three blue-stem grasses and Woehrlin hydrangea tree by the south entrance) as we wait for the red bud tree and the lovely new magnolia tree to announce the arrival of spring.

Respectfully submitted by Elizabeth K. Beery Olson, chair

SPECIAL FUNCTIONS TEAM

The Special Functions Committee assisted with the memorial services for Don Lehman, Joan Reitz, and Dennis Easley. We hosted the October birthday party at the Northfield Retirement Community and the November birthday party at the Three Links Care Center. We regularly maintain and clean the church kitchen. Members: Sarah Dennett, Garda Kahn, Connie Nuebel, Jan Mitchell, Bobbie Peterson, Lynne Severson, Janette Stromley, Linda Wagenbach

Submitted by Bobbie Peterson, chair.

HOSPITALITY TEAM REPORT

Thank you to all who contributed to our First UCC hospitality ministry this year through hosting coffee hour and bringing our community together for conversation and sharing time together. Those who volunteered this year – many multiple times! – are listed below.

The core planning team is in real need of volunteers to help organize and recruit volunteers - contact Sarah Forster if you are interested in joining this team (note: currently Sarah is a team of one!).

Coffee hour hosts may sign up online at <http://tinyurl.com/firstucccoffeehr>, and volunteers may choose to have Brick Oven quick breads delivered. The new automatic coffee system also makes hosting easier. Instructions are available at the Signup Genius sign-up website and also in the kitchen, and training is available from a number of "coffee hour regulars."

Thanks to our 2018 Coffee Hour Hosts: Jane And Loy Jeffrey, Laura Funke, Lynne Pederson, Dianne and Jeffrey Latterell, Membership Team, Garda Kahn, Sarah Forster, Beth Kallestad, Lois and Ed Langerak, Guatemala Service-Learning Trip, Kaara Maki, Marsha Kitchel, Fred Rogers, Fightin' Apostles, Parents Of Seniors, Church Council, Linda Larson, Jami Reister, David Beimers, Bobbie Peterson, Judy Kinstad and Garda Kahn, Sue Evans and Annie Kramer, Linda Burdell, Liz Hankins and Gretchen Gillis, Jodi Doeden, Jean Parsons, Pat Kriesel, and Linda Wagenbach.

FIRST UCC'S WORK WITH ISAIAH MN IN 2018

Isaiah's faith-based community organizing took a big jump this year through its sister organization, Faith in Minnesota. Because of its different non-profit designation, Faith in Minnesota is able to be more engaged in the electoral process, enabling us to strengthen our work with candidates and elected officials on issues of racial, economic, and environmental justice. A large number of First UCCers went to their precinct caucuses, bringing forward Isaiah's values-based resolutions, and many members got elected as delegates to their county and district conventions. A few First UCCers even went on to the state convention as well, helping to shape who was nominated to run for statewide office. In the fall, many First UCCers helped to doorknock in Northfield, talking with residents about their concerns and getting people out to vote. These powerful approaches for Isaiah and Faith in Minnesota have catapulted the organizations into a new role in state politics and given us a seat at the table in helping to make decisions that affect everyone in the state. First UCC members played a critical part in this work and we will continue to bring the many concerns of a racially, religiously, and economically diverse coalition forward in a variety of ways in the political sphere.

Meanwhile, First UCC members continued to work on local issues, including helping to implement the Northfield City Id, meeting with our congressional representative on health care concerns, beginning to help address affordable housing and homelessness in Northfield and immigration issues in Rice County. These issues were coordinated through monthly Northfield Isaiah meetings that brought together members of the involved local congregations at First UCC. Several First UCCers were also part of monthly statewide Isaiah Central Leadership meetings through video conferencing. And this fall, quite a few First UCCers were involved in the first southern MN Isaiah gathering, helping to coordinate Isaiah's work across the area.

Isaiah continues to help our members develop their skills in many areas of their lives. Isaiah/Faith in Minnesota engaged First UCCers and others in trainings and strategies regarding how to be involved in the precinct caucuses and conventions. This summer, First UCC members developed a voter engagement survey and a church forum on "What values will you bring to your voting?". One First UCCer attended the impactful week-long Isaiah leadership training in Rochester this summer and another attended an advanced leadership training in Chicago this fall.

For further information on the work of ISAIAH, please contact Leota Goodney, Carolyn Fure-Slocum, or Shari Wadleigh.

Respectfully submitted, Carolyn Fure-Slocum

STANDING COMMITTEES OF THE COUNCIL

FACILITIES COMMITTEE

Members: Lynne Severson (chair), Vince Granquist, Christie Hawkins, Nancy Lehman, Greg Muth, Mark Fischer (sexton), Pastor Todd Smith Lippert.

The Facilities Committee is responsible for maintaining the church building and surrounding grounds. In addition to the routine maintenance, upkeep and repair, we followed up on the last few projects designated in the capital campaign. We work closely with the trustees to get approval before moving ahead with a project.

Summary of 2018 activities:

- Our 3-year contract with Eickhoff of Faribault for lawn care and snow removal ended in March and we decided not to renew it. We signed a contract with Matt Garlie of G&G Roofing in Northfield for that work and we will renegotiate the terms of the contract at the end of one year.
- We made arrangements for someone from Enerchange to come and do a free full facility energy audit. They recommended that we upgrade the lighting and fixtures in the building to LED. We have finished the paperwork with Guth Electric for rebates and financing on this and the lights should be changed early in 2019.
- Keith Pumper Plumbing was contracted to replace the three toilets in the bathrooms on the main level with institutional quality toilets.
- We set up a contract with Plunkett's Pest Control to manage pests in the building. They recommended that we have the spaces between the double doors on the south and east entrances fixed. Northfield Construction Co. came and removed and replaced the astragals and door sweeps, and put new weather stripping on those entry doors.
- After many meetings with Marvin Windows and Northfield Construction Company, we are moving ahead with the project to replace windows in the kitchen, assembly room, parlor and library. We are going to have one window made and installed to see what is involved with this major project. They are going to replace the first window on the south side in the assembly room. This should happen early in 2019.
- Reynolds Asphalt Maintenance in Faribault was hired to resurface the parking lot and repaint the lines.
- We worked with EMI Audio to remove our old sound system in the sanctuary and install a new one. This includes microphones and speakers and an upgrade of the pulpit mic and pastors' microphones. In addition we worked with Nest Woodworking to design a desk for the new audio equipment and wood boxes to encase the white speakers in the front of the sanctuary.
- There has been damage to some of the inverters in our solar panels and we have lost 1/3 of our input. All Energy says that due to the poor design of these panels, they cannot be repaired. The committee will continue to check on our production.
- There was a major water problem with the gutters on the north side of the building. Integrity Services came to clean the gutters and then we had John Felton from Building Restoration Corp. come out to look at the problem. The gutters needed to be repaired with commercial grade tin and the pitch of the gutters had to be changed.
- In September the elevator was not functioning; doors would not close. Schindler Elevator was called and they discovered the sensors were not functioning. The sensors were replaced.
- The committee approved ordering a commercial dehumidifier for the mezzanine level. This will be a plug in type model with piping that would tie into an existing plumbing line. Keith Pumper Plumbing will install the dehumidifier early in 2019.
- ChemDry was contacted to clean the carpets in the building in October.
- Windows were washed in September.

- We continue to work with Blesener Roofing to discover the cause of the water damage to the ceiling in the hallway.
- Plans have been made for the shed to be remodeled; ramp will be removed, door on north side closed off, siding panels and trim replaced, move the light switch, build a new wall on the east side with a door and deadbolt. We accepted Scott Swanson's bid to do this work.
- We signed a contract with Mark Lang of Careful Painting to paint and repair the windows on the south side, the courtyard (Memorial Garden), and the lower windows on the west side (nursery school area). The work is scheduled to be done in spring 2019.
- Elizabeth Olson and the landscaping/gardening task force continue to do an excellent job of planning and caring for the church grounds.

Respectfully submitted,
Lynne Severson

ARTS COMMITTEE (SUB COMMITTEE OF FACILITIES)

Members: Nancy Lehman, Lynne Severson, with assistance from Christie Hawkins, Janette & Gary Stromley, Margit Johnson, and Dam Nguyen.

The committee meets as needed.

Working with the Facilities Committee, we are responsible for the visual appearance of the church. This includes purchase and maintenance of furniture, plants, flowers and candles for the sanctuary. It also includes selection and placement of art in other areas of the building, including seasonal decor. In carrying out these responsibilities, we continue to be mindful of the primary goals established in Paul Bedker's 2006 Report; warmth, energy, serenity, neatness, and a sense of place.

Summary of 2018 activities:

- Purchased, installed and maintained Advent, Christmas, Lent and Easter decorations for the sanctuary.
 - Purchased a large pre-lit artificial Christmas tree.
 - Purchased new entry mats for outdoor area.
 - Placed requests and acknowledged donors in bulletins to the Flower Power fund, used for purchasing plants and flowers throughout the year.
 - Had speakers for the new sound system covered with wood to coordinate with chancel hand rail.
 - Purchased two tall stools for use at new sound system equipment area.
- Purchased three small wooden tables for use as needed in the sanctuary.
Replaced activity table for assembly room.

Plans for 2019:

Continuing to research design for new nametags and holder at east door.

Submitted by Nancy Lehman

STEWARDSHIP

The 2018 Stewardship Committee met in August to start planning for consecration Sunday on October 28th. Our stewardship theme was “Generosity.” Members of the congregation were recruited to speak at our Sunday services about the importance of First U.C.C. in their lives. Mailings with “estimate of giving” cards were sent to the Congregation in September and October. On consecration Sunday, members submitted and blessed the “estimate of giving” cards followed by celebratory sundaes in the assembly room.

In accordance with our “generosity” theme, our 2019 estimates of giving are \$435,000 compared to \$423,000 for 2018. Additionally, we expect to have \$81,000 for Our Church’s Wider Mission. The number of households pledging for 2019 was 176 including 20 new households compared to 179 (including 20 new) households in 2018.

The committee is thankful to all who participated so generously this year in faith talks and estimates of giving.

Linda Gagnon
Erik Warren
Seth Hurias
Meleah Follen

TREASURER

TOM GAGNON

The trustees had another busy and eventful year monitoring the church's financial matters. Highlights of our activities include:

1. Monitoring the conclusion of the capital campaign which resulted in a residual of approximately \$20,000 which will be used to partially fund the replacement of windows in the assembly room and kitchen area.
2. Recommending that the church council approve a fundraising campaign for restoration of the church's pipe organ.
3. Continue working with the facilities committee on a long term capital budget for future replacement and renovation projects.
4. Preparing budget scenarios to affirm the viability of adding a staff member for faith formation and to augment the ordained staff while Senior Pastor Todd Smith Lippert is serving in the legislature. This was presented to the congregation when the new staffing model was approved in November.

Financially, the church met all of its financial obligations for 2018 and has ended the year with a surplus. This is due to the continuing generosity of all the members of the congregation. Contributions, particularly unpledged contributions, were significantly greater than budget. Expenses were also lower than budget due to ending the Sunday night service last spring and not bringing the Faith Formation Minister on board until January 2019. As a result personnel expenses were \$36,000 under budget. In addition, building maintenance was under budget as a result of some projects being deferred until 2019, and other completed projects not being billed to the church by December 31. Annual financial statements for 2018 and 2019 budget are included in this report.

The trustees express our thanks and gratitude to Financial Manager Andrea Pegram for her great work.

Tom Gagnon, treasurer

Trustees: Dan Sullivan, Wes Kinstad, Kathy Sandberg, Adam Hoffman and Chuck Follen. Pastor Todd Smith Lippert and Finance Manager Andrea Pegram support the trustees in an *ex officio* capacity.

BUDGET OVERVIEW

Item	Description	2015 Actual	2016 Actual	2017 Actual	2018 Actual	2019 Budget
INCOME						
Donations	Annual pledges and offerings	378,875	453,570	412,846	469,444	447,968
Other Income	Income & building use fees	23,728	26,191	37,414	37,426	33,888
Missions Income	OCWM pledges & other special offerings	87,248	80,388	82,242	83,290	TBD
TOTAL OPERATING INCOME		402,603	479,760	450,260	506,870	481,856
EXPENSES						
Personnel, Compensation	Salaries & benefits for ministers and staff	260,053	271,588	293,793	291,498	336,368
	Includes the following:					
	Senior Minister Compensation	93,993	95,037	104,709	108,441	82,834
	Associate Minister Compensation	73,400	76,845	83,733	82,284	96,772
	New Ordained 2/3 Staffperson Compensation	0	0	0	0	60,746
	All Other Staff Compensation	92,660	99,706	105,351	100,773	96,017
Personnel, Other	Auto expenses, continuing education, other professional expenses, worker's compensation, and future sabbatical	8,741	6,548	7,090	31,065	10,025
Administration	Printing, copier maintenance & supplies, office supplies, phone, postage, computer maintenance & software.	13,545	13,476	15,042	20,115	18,710
Building Operation	Utilities, building & organ maintenance, insurance, and future maintenance	71,923	79,182	87,791	77,204	85,579
Committees & Programs	All Boards & Committees	15,874	17,043	13,933	14,008	18,085
Dues & Seminary Support	Conference Dues & seminary support	7,110	7,510	7,470	11,975	13,090
TOTAL LOCAL EXPENSES		377,246	395,346	425,118	445,865	481,856
Missions Expense	OCWM (100%)	66,913	69,621	64,815	68,786	TBD
	OGHS, NIN, Christmas Eve, and other Special Offerings	20,335	10,768	17,427	14,504	TBD
TOTAL MISSIONS EXPENSE		87,248	80,388	82,242	83,290	TBD
TOTAL OPERATING EXPENSE		377,246	395,346	425,118	445,865	481,856
OPERATING INCOME LESS EXPENSE		25,357	84,414	25,142	61,004	0

Balance Sheet

First United Church of Christ
300 Union Street
Northfield, MN 55057
507-645-7532

Dec 31 2018

ASSETS

	First National Bank Checking	319,250.02	
	UCF Long Term Reserves	415,741.74	
Total			734,991.76
TOTAL ASSETS			<u><u>734,991.76</u></u>

LIABILITIES AND FUNDS

FUND BALANCES

SHORT TERM RESERVES

	Operating Fund	97,048.07	
SHORT TERM RESERVES Total			97,048.07

INTERMEDIATE RESERVES

	Capital Campaign Fund Balance	24,602.83	
	Intermediate Reserves	32,445.00	
INTERMEDIATE RESERVES Total			57,047.83

LONG TERM RESERVES

	Long Term Reserves	415,741.74	
LONG TERM RESERVES Total			415,741.74

RESTRICTED RESERVES

	90% OCWM	12,136.66	
	Pastor's Discretionary Fund	5,679.46	
	One Great Hour of Sharing	30.00	
	Neighbors in Need	30.00	
	Food Share	30.00	
	Christmas Eve Offering	3,694.98	
	CAC and Christmas Sharing	25.00	
	Strengthen the Church	30.00	
	Misc. Designated Contributions	1,565.14	
	Children's Offering	4,004.61	
	Adult Ed Projects/Events	683.74	
	Youth Mission Trip	1,593.44	
	LGBTQ Group	741.37	
	Prayer Shawls	16.62	
	Congregational Care	796.24	
	WFFF	802.97	
	Flower Power	2,078.43	
	Courtyard Memorial Garden	1,252.20	

Dec 31 2018

Special Functions	2,028.99	
Softball Team	63.52	
Pilgrim Point Retreat	1,341.17	
Minister Sabbatical	4,500.00	
Organ Restoration	35,545.00	
Northfield Supporting Neighbors	2,441.22	
Prepaid Local	76,347.59	
Prepaid OCWM	7,695.77	
RESTRICTED RESERVES Total		165,154.12
TOTAL FUNDS		<u><u>734,991.76</u></u>
TOTAL LIABILITIES AND FUNDS		<u><u>734,991.76</u></u>

	A	B	I	J	K	L	M	N	O	P	Q	R
	T000: 2/3 TIME		2015 Budget	2015 Actual	2016 Budget	2016 Actual	2017 Budget	2017 Actual	2018 Budget	2018 Actual	2019 Budget	Notes
1	INCOME											
2												
3												
4	4,01,001	Pledged, Current Year	348,101	291,370	367,168	301,478	375,000	314,043	421,023	346,239	437,102	2019 Estimate of funding as of 01/07/19
5	4,01,002	Pledged, Previous Year	500	3,783	1,000	304	1,000	70	500	2,890	500	
6	4,01,003	Allowance for Unpledged Pledges	-	56,295	-	45,947	-	54,149	-	70,301	-	
7	5,01,275	Subtotal Pledged Donations	(20,896)	327,115	(22,030)	347,128	(20,000)	368,262	(15,157)	419,430	(14,934)	
8		Unpledged Gifts	20,000	23,679	28,800	82,321	25,000	38,689	14,000	22,188	22,500	
9	4,01,004	Estate Gifts	-	3,748	5,000	1,450	5,000	4,915	2,500	2,955	2,800	
10	4,01,005	Unrestricted Memorial Gifts	-	-	-	-	-	1,000	-	-	-	
11	4,01,006	Senior Minister Healthcare Contribution	-	-	-	-	-	1,000	-	-	-	
12	4,01,008	Subtotal Unpledged Donations	20,000	27,427	31,800	106,441	31,000	44,594	16,500	50,014	23,300	
13		SUBTOTAL DONATIONS	347,115	378,875	377,938	453,570	387,000	412,846	422,563	469,444	447,398	
14		Investment Income	8,000	2,326	2,300	2,664	9,310	9,310	11,942	11,942	15,978	
15		SUBTOTAL INVESTMENT INCOME	8,000	2,462	2,300	2,664	9,310	9,310	11,942	11,942	15,978	
16		Day Care Rent	12,480	12,480	12,480	12,480	12,980	12,980	12,980	12,980	12,980	
17		Miscellaneous Building Rent	2,200	2,021	2,000	3,595	2,500	1,925	1,010	1,010	1,500	
18		SUBTOTAL BUILDING INCOME	14,680	14,501	14,480	16,075	15,480	14,885	14,990	13,970	14,480	
19		Miscellaneous Income	300	449	1,133	1,015	1,000	835	1,000	873	875	
20		Credit Card Transaction Income	150	42	100	63	-	-	-	-	-	
21		New Initiatives Grant Income	400	400	4,441	6,373	1,200	780	700	388	375	
22		Seip Income	6,200	542	4,441	-	-	119	-	-	-	
23		Realized Gain on Contributions	6,200	4,499	4,441	-	-	8,000	8,000	8,000	-	
24		Substantial Supply Income from Non-Operating Fund	400	-	-	-	3,499	8,000	3,000	2,253	2,200	
25		1-year Intermediate Reserves contribution	-	-	-	-	8,000	8,000	3,000	2,253	2,200	
26		Solar Panel Incentive Reliable Income	-	5,932	5,674	7,451	13,699	12,719	12,700	11,514	3,450	trend - solar panel issue needs to be fixed
27		SUBTOTAL MISCELLANEOUS INCOME	7,050	833	-	-	-	-	-	-	-	
28		Street Family Fund	800	833	-	-	-	-	-	-	-	
29		SUBTOTAL STREET FAMILY FUND INCOME	800	833	-	-	-	-	-	-	-	
30		TOTAL OPERATING INCOME	378,245	402,803	400,392	479,760	425,989	450,280	482,466	506,670	481,856	
31		EXPENSES										
32		Associate Minister Salary	37,500	41,115	44,605	44,613	42,479	50,942	43,320	50,781	51,532	90% of Todd's 2019 salary
33		Associate Minister Housing	17,280	17,612	19,280	19,280	19,000	19,027	18,380	19,372	19,961	3% increase
34		Associate Minister Social Security Offset	4,491	4,445	4,382	4,383	4,709	4,697	4,723	4,791	4,669	auto calc, 7.65% of salary + housing
35		Associate Minister Retirement	7,689	7,689	8,030	8,032	8,507	8,754	8,779	7,359	10,009	auto calc, 14% of salary + housing
36		Associate Minister Disability	4,146	2,329	4,691	537	8,544	313	9,300	-	9,500	not enrolled
37		Subtotal Associate Minister Compensation	70,788	73,400	76,777	76,845	83,333	83,733	86,091	82,284	86,772	Per Adv. use same as 2018 for now
38		Senior Minister Salary	46,410	47,167	47,720	47,720	52,943	52,842	55,560	55,539	36,167	(677*47.975)+.03, plus State family healthcare rates Feb-Dec
39		Senior Minister Housing	19,280	19,651	19,651	19,280	19,985	19,972	20,377	19,323	19,323	6728*0.00103
40		Senior Minister Social Security Offset	5,025	5,111	5,134	5,126	5,579	5,670	5,812	5,808	4,245	auto calc, 7.65% of salary + housing
41		Senior Minister Retirement	9,197	9,426	9,432	9,426	10,210	10,417	10,535	8,970	7,769	auto calc, 14% of salary + housing
42		Senior Minister Disability	955	991	1,011	1,010	1,034	1,116	1,140	961	832	auto calc, 1.5% of salary + housing
43		Senior Minister Health & Dental	10,614	11,827	12,225	12,475	19,748	14,792	21,005	16,786	14,439	2019 per family Jan-Feb, 11 family coverage, plus single coverage Feb, 12 Dec
44		1-yr Intermediate Reserves Contribution	-	-	-	-	-	-	5,000	-	-	
45		2/3 Obtained Stairperson Housing	-	-	-	-	-	-	-	-	29,815	57*544.500 (per conference guidelines)
46		2/3 Obtained Stairperson Social Security Offset	-	-	-	-	-	-	-	-	14,067	per contract
47		2/3 Obtained Stairperson Retirement	-	-	-	-	-	-	-	-	3,357	auto calc, 7.65% of salary + housing
48		2/3 Obtained Stairperson Disability	-	-	-	-	-	-	-	-	6,143	auto calc, 14% of salary + housing
49		2/3 Obtained Stairperson Health & Dental	-	-	-	-	-	-	-	-	6,591	auto calc, 1.5% of salary + housing
50		NEW ACCT	-	-	-	-	-	-	-	-	6,705	single coverage for 2019

	A	B	I	J	K	L	M	N	O	P	Q	R	
			2015 Budget	2016 Actual	2016 Budget	2016 Actual	2017 Budget	2017 Actual	2018 Budget	2018 Actual	2019 Budget	Notes	
2		Subtotal Senior Minister Compensation	91,511	93,993	95,192	95,037	100,558	104,709	119,572	108,441	143,880	Notes	
67													
68	5,01135	Organist Salary	10,400	11,081	10,608	10,594	10,820	10,800	11,145	11,112	11,479	3% raise	
69	5,01138	Music Director Salary	12,080	12,800	12,322	12,273	12,569	12,718	12,946	12,801	13,324	3% raise	
70	5,01141	Junior Choir Director Salary	2,930	2,753	3,000	3,000	3,000	3,000	3,090	3,000	3,000	contracted	
71	5,01142	Spirit Voices Director/Asst Coordinator Salary	5,305	5,305	5,411	5,435	5,519	5,519	5,684	5,684	5,855	3% raise	
72	5,01143	Evening Service Music Leader Salary	1,600	6,400	9,600	10,800	9,792	9,696	11,000	5,650	-	no Medicare Table in 2019	
73	5,01144	Evening Service Music Leader Salary	-	-	2,400	10,800	9,792	9,696	11,000	5,650	-	no Medicare Table in 2019	
74	5,01144	Evening Service Music Leader Salary	-	-	2,400	10,800	9,792	9,696	11,000	5,650	-	no Medicare Table in 2019	
75	5,01151	Office Manager Salary	14,711	14,918	16,200	16,067	16,616	16,720	17,114	16,974	20,800	5% of salary	
76	5,01152	Office Manager Pension	17,151	17,420	19,345	19,227	19,724	19,724	20,324	20,308	23,400	5% of salary	
77	5,01153	Finance Manager Salary	2,058	1,420	1,461	1,172	1,189	1,190	1,279	1,028	1,404	5% of salary	
78	5,01154	Finance Manager Pension	2,058	2,850	3,084	3,081	3,172	3,412	3,559	2,650	3,594	3% raise	
79	5,01171	Child Care Coordinator Salary	3,270	3,270	3,355	3,385	3,402	3,402	3,504	3,504	3,504	3% raise	
80	5,01174	Senior Salary	10,060	12,833	12,800	12,899	12,899	12,833	12,989	1,175	1,299	3% raise	
81	5,01175	Senior Salary	11,347	6,804	5,608	1,924	-	-	-	8,009	-	3% of employee + taxes	
82	5,01176	Contingency Expense	-	-	-	-	-	-	-	-	-	-	
83	5,01178	Subtotal Supply Salary	-	-	-	-	-	-	-	-	-	-	
84	NEW ACCT	Part Time Youth Programming Position	-	-	-	-	-	-	-	-	-	budgeted 2/3 ordained staff/person (cell: R61:65)	
85	NEW ACCT	Subtotal Other Compensation	87,266	86,784	94,911	93,231	100,656	98,832	112,108	94,619	89,322		
86	5,01181	FICA/ Employer Portion	5,434	6,875	6,393	6,475	6,516	6,519	6,781	6,161	6,535		
87	NEW ACCT	SUBTOTAL COMPENSATION	254,999	260,053	279,273	271,588	300,063	293,793	324,542	291,498	336,368		
88	NEW ACCT	2/3 Ordained Staff/Person Mileage	-	-	-	-	-	-	-	-	-	402 67 * Albany's mileage	
89	NEW ACCT	2/3 Ordained Continuing Education	-	-	-	-	-	-	-	-	-	335 67 * Albany's continuing ed	
90	NEW ACCT	2/3 Ordained Staff/Person Professional Expenses	-	-	-	-	-	-	-	-	-	503 67 * Albany's professional expenses	
91	NEW ACCT	Associate Minister Mileage	750	606	750	741	1,000	483	600	323	600		
92	5,01208	Associate Minister Continuing Education	500	186	500	95	500	631	750	20	500		
93	5,01209	Associate Minister Professional Expenses	750	1,118	750	1,807	1,750	1,386	1,750	199	750	1,173 decrease by one-third	
94	5,01210	Senior Minister Mileage	500	500	500	457	500	500	500	520	503	335 decrease by one-third	
95	5,01211	Senior Minister Continuing Education	750	497	750	644	750	388	750	520	503	450	450
96	5,01212	Senior Minister Professional Expenses	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500	
97	5,01213	Future Sabbatical	-	-	-	-	-	-	-	-	-	-	
98	5,01270	Consultant Services	300	-	300	(379)	-	-	-	436	-	Chad Aldrich computer consulting	
100	5,01272	Personal Searches	300	-	300	-	-	-	-	1,975	-	1,975 2019 rate	
101	5,01273	Workers Compensation Insurance	1,650	3,137	1,650	892	1,877	1,628	1,650	92	-	92	
102	5,01274	Workers Compensation Insurance	-	197	-	-	-	124	-	-	-	-	
103	5,01276	Realized loss on Contributions	-	-	-	-	-	-	-	-	-	-	
104	5,01277	Transfers to UCF Long Term Reserve	-	-	-	-	-	-	-	-	-	-	
105		SUBTOTAL OTHER PERSONNEL EXPENSES	8,450	8,741	8,450	6,548	9,627	7,090	9,000	31,065	10,025		
106													
107	5,01301	Telephone	1,056	1,437	1,200	1,040	1,180	1,439	1,440	1,440	1,440		
108	5,01302	Mailing	1,000	995	1,000	884	1,082	1,082	1,000	1,212	1,000		
109	5,01303	Copier	1,240	1,481	1,580	1,791	1,890	1,735	1,925	1,616	1,825		
110	5,01304	Paper/Printing	1,000	1,010	1,000	1,363	1,700	1,309	1,700	2,153	2,000		
111	5,01305	Office Supplies	900	881	900	1,539	819	1,800	1,800	2,043	2,000	includes \$500 for archival supplies	
112	5,01306	Washing Supplies	150	-	-	-	-	-	-	-	-	-	
113	5,01307	Computer Software (CDM+)	1,680	1,880	1,680	1,825	1,690	1,680	1,680	1,880	1,680		
114	5,01309	Office Equipment	-	-	-	-	-	-	-	2,950	-	laptop for Pastor Lauren	
115	5,01310	Internet/Email	625	593	560	723	680	1,059	820	866	960		
116	5,01311	Advertising	2,000	2,139	3,000	1,743	2,440	2,300	2,000	1,975	2,300		
117	5,01312	Background Checks	50	96	60	138	138	36	300	180	190		
118	5,01313	Subscriptions	275	260	275	174	-	-	-	-	-		
119	5,01320	FRT Costs	1,000	1,199	1,000	1,097	1,200	996	970	900	970		
120	5,01322	ASL Interpretation	-	-	-	-	-	-	-	1,275	-	-	
121	5,01380	Other Administrative Expense	1,000	581	1,000	959	1,323	1,323	1,000	1,860	1,850		
122		SUBTOTAL ADMINISTRATIVE EXPENSES	11,976	13,545	13,175	14,476	14,870	15,042	19,015	20,115	16,710		
123													
124	5,01401	Organ Maintenance	1,800	1,225	1,800	2,348	1,800	2,288	1,916	2,848	2,500	trend	
125	5,01402	Insurance	13,535	14,841	17,959	18,048	18,489	18,647	19,095	19,286	19,859	2019 rate	
126	5,01403	Gas	7,000	6,896	8,000	4,960	6,500	5,971	6,725	6,604	6,725	trend	
127	5,01404	Electricity	4,800	5,604	5,700	6,579	6,500	6,887	7,265	7,538	7,500	trend	
128	5,01405	Trash	878	913	878	878	878	890	878	878	878		
129	5,01406	Water/City Utilities	1,300	1,617	1,617	1,514	1,600	1,547	1,540	1,639	1,540		

	A	B	I	J	K	L	M	N	O	P	Q	R
2												
130	5.01407	Water Softener	150	150	150	155	150	130	125	260	200	
131	5.01408	Snowplowing/Lawn Care (combined in 2016)	3,250	2,835	5,100	5,100	5,100	5,100	5,100	5,690	5,100	Notes
132	5.01409	General Maintenance	20,789	20,988	23,000	24,465	23,000	30,729	26,000	17,491	26,000	contract needs renewing in 2019
133	5.01410	Fire/Safety Inspections	1,000	644	1,000	800	800	790	800	712	800	per Todd, keep same as 2018
134	5.01411	Elmwood/Boiler Maintenance	1,000	790	1,000	887	823	875	875	1,130	1,094	includes new boiler maintenance contract with Keith Pumpco
136	5.01414	Custodial Service	10,200	10,197	10,300	10,206	10,500	10,887	10,500	9,441	10,500	combined with Snowplowing 5.01.408
137	5.01415	Lawn Care	2,327	2,550	-	-	-	-	-	-	-	-
138	5.01416	Electricity Savings From Solar Panels	-	-	-	-	-	-	-	-	-	-
139	5.01417	Gas Savings From New Boiler	4,000	-	-	-	-	-	-	-	-	-
140	5.01418	Boiler Mortgage Interest	4,031	3,863	3,205	3,134	2,346	2,229	1,450	897	-	loan paid off August 2018
141	5.01419	Air Conditioning Maintenance Contract	-	-	-	-	-	650	1,725	2,790	2,893	per amended Dulin contract
142		SUBTOTAL BUILDING EXPENSES	79,660	71,923	79,709	79,162	78,494	87,791	83,497	77,204	85,579	
143	5.01482	Guest Pastries	300	300	300	175	350	500	500	389	500	
146	5.01483	Misc	1,500	1,892	1,500	1,449	1,500	1,798	1,500	2,198	1,750	trend
147	5.01486	Piquet Point Retreat	2,000	2,000	2,000	2,000	-	-	-	-	-	
148	5.01501	Visas Team	1,200	1,210	1,200	1,150	650	474	522	710	700	
149	5.01504	Waship Team	350	513	500	968	1,000	809	652	700	775	
151	5.01507	Hospitality	1,800	1,729	3,600	1,952	2,000	1,530	1,550	1,891	1,900	
152	5.01510	Congregational Care	190	515	500	366	500	348	390	137	390	
153	5.01511	Children's Education	2,950	3,015	3,000	3,533	3,000	2,767	3,000	2,908	4,373	
154	5.01512	Confirmation	-	-	-	-	500	289	-	-	-	
155	5.01515	Youth Ministers	1,300	1,544	1,600	1,574	2,000	1,282	2,000	1,450	3,972	
156	5.01519	Adult Education	500	663	500	171	400	275	400	182	400	
157	5.01521	Stewardship	1,500	1,172	1,200	1,347	1,350	2,425	1,450	2,313	2,400	
158	5.01522	Annual Meeting Delegates	1,600	916	1,400	1,604	1,600	932	1,600	957	1,000	
160	5.01524	Minister's Discretion	500	-	500	525	-	-	-	-	-	use Pastor's Discretionary Fund instead
164	5.01528	Picture Directory	-	-	-	90	120	-	90	-	-	
165	5.01529	Membership	400	705	-	139	475	537	475	252	475	
166		SUBTOTAL COMMITTEE & PROGRAM EXPENSES	16,650	15,874	18,275	17,043	15,445	13,933	14,440	14,008	18,035	
167												
168	5.01601	UCC Minnesota Conference Par Capita Dues	4,110	4,110	4,510	4,510	4,470	4,470	4,150	4,150	4,990	current headcount
169	5.01602	ISALM Dues	-	-	-	-	-	-	4,825	4,825	5,000	cap at 5% in 2019 based upon 2018 ISALM guidelines
170	5.01603	United Theological Seminary Support	3,000	3,000	3,000	3,000	3,000	3,000	3,000	3,000	4,000	per Todd
171		SUBTOTAL DUES & SUPPORT	7,110	7,110	7,510	7,510	7,470	7,470	11,975	13,090	13,090	
173		TOTAL OPERATING EXPENSE	378,245	377,246	400,391	395,347	425,989	423,118	462,469	445,865	481,856	
174		SURPLUS/(DEFICIT)	0	25,357	1	84,413	0	25,142	(0)	61,004	0	
176												

CAPITAL CAMPAIGN FUNDS

Capital Campaign Fund Status as of 12/31/18

	12/31/18 update	Comments
Income		
Pledges	892,368	Capital Campaign pledges
Other Income	266,379	boiler loan, estate gifts, stock liquidation, misc. designated gifts & memorials
Air Conditioning Unit Donation	100,000	in-kind donation from Daikin
Unfulfilled Pledges	17,840	as of 12/31/18
Total Income	1,240,907	
Expenses To Date		
Acoustic Panels for Assembly Room	7,605	
Sanctuary Sound System	35,225	
Feasibility Study/Marketing/Misc. expenses	30,298	funded by "other income"
Solar Panels	57,864	funded by "other income"
Stained Glass Window Restoration	100,163	
Boiler	229,467	
Air Conditioning Unit and Installation	337,252	
Exterior Masonry Restoration	418,430	
Total Expenses	1,216,304	
Remaining Balance Available to Spend	24,603	
Remaining Expenses		
Microphone for Pastor Lauren	1,568	EMI Audio
Wooden boxes for sanctuary speakers	770	Nest Woodworking
Total Committed Remaining Costs	2,338	
Net Remaining Balance After Committed Costs	22,265	

What is OCWM?

OCWM stands for “Our Church’s Wider Mission.”

During our annual stewardship time, we invite you to divide your financial pledge into two amounts: a local estimate of giving and an OCWM estimate of giving. A suggested contribution to OCWM is 10-30% of your total annual church giving.

OCWM funds the work the UCC does in its associations and conferences, and in the national and global church. OCWM funds are invested in programs, resources, and tools needed to keep local UCC churches strong, effective, and growing. OCWM is the shared funds of the United Church of Christ that makes all the UCC does at the state, national, and global levels possible.

Local congregations make important decisions about how much OCWM they will give to support the wider ministries of the United Church of Christ, and from there (in Minnesota) OCWM dollars are split between the Minnesota Conference and the national setting. The Minnesota Conference keeps 65.25% of all OCWM gifts received from our local churches, and shares 34.75% of all OCWM gifts received with the national setting.

At First UCC Northfield, 90% of OCWM funds collected are passed to the Minnesota Conference UCC. Here are examples of OCWM dollars in action at that level:

- When one of your church staff or members attends a leadership training, congregational vitality workshop, a faith formation seminar, or a compassionate service or prophetic witness event.
- When a Conference staff person helps a congregation that is experiencing hard times, a conflict, or other crisis.
- When you see the prophetic work of the UCC around social justice issues like LGBTQ rights, anti-racism, immigration, hunger, peace, and environmental quality locally, nationally, and internationally.
- When you have prayed for the critical mission work of people working on behalf of the UCC in countries all across the globe, providing critical presence in places of undeniable need.

The remaining 10% is kept by our congregation. Historically, a social justice committee was in charge of the disbursement of these funds. As that committee became inactive in recent years, the Council voted in December 2016 to shift these dollars to the Pastors Discretionary Fund. The detail of this spending is included in the monthly ministerial reports provided by the pastors to church leadership for Church Council meetings. The Pastors’ Discretionary Fund supports a variety of local and global projects and concerns, as well as individuals in crisis.

OCWM and the Pastor's Discretionary Fund are both non-operating funds which appear on First UCC's balance sheet. It should also be noted that OCWM is a separate offering from First UCC’s five special annual collections: MN Food Share, One Great Hour of Sharing, Strengthen the Church, Neighbors in Need, and the Christmas Eve Offering.

We are very proud that First UCC Northfield is among the strongest givers to OCWM both in Minnesota and nationally. Thank you for your generosity.

FIRST UCC NOMINATING COMMITTEE REPORT

The Nominations Committee met in-person and communicated via email throughout the Fall of 2018. Their mission, which they chose to accept, was to find congregants willing to serve as:

- Vice Moderator,
- Council Position,
- Nominating Committee,
- Facilities Committee,
- Board of Trustees,
- Stewardship.

Towards that end the following individuals have answered the call (or in some cases the email):

- Janet Muth – Vice Moderator,
- Judy Bond – Council Position,
- Mary Carlson – Nominating Committee,
- Kathryn Jamison and John Menk – Facilities Committee,
- Nalani McCuthen – Board of Trustees,
- Marie Gery – Stewardship.
-

We look forward to the contributions they will make on behalf of our congregation.

Kind regards,
Brad Hoff

**APPENDIX A - OUTSIDE GROUPS THAT USED THE FIRST UCC BUILDING
IN 2018:**

A+ Community Club – Hats with Hearts Project
American Friends of the Asian Rural Institute
American Red Cross
Cannon Valley Regional Orchestra
Citizens Climate Lobby
City of Northfield
Climate Action Planning
Earth Day Planning
Faith in MN: Healthcare for All MN
Girl Scout Troop 25410
Going Deeper Retreat
ISAIAH
Northfield Arts Guild
Northfield Handbell Choir
Northfield Reads
Northfielders for Justice
Park Pointe Association
Bob Entenmann Retirement & Birthday
Stepsisters of Northfield #113
Vintage Band Board of Directors