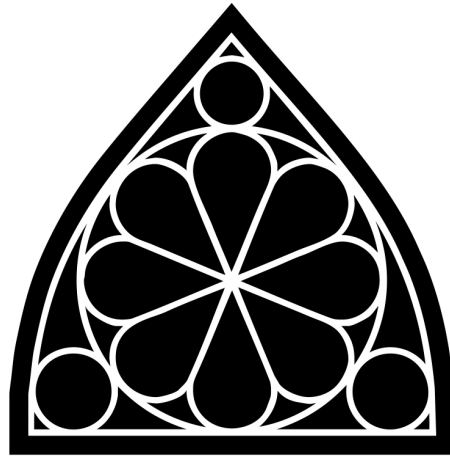


2017 Annual Report

**Annual Meeting
January 21, 2018**



**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 , Associate Minister	abby@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
Hans Peterson , Sunday Evening Music Leader	hanspeterson@firstucc.org
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Mark Fischer , Sexton	markfischer@firstucc.org

Agenda
January 21, 2018

Opening Prayer

Declaration of a Quorum

Approval of the Agenda

Approval of Minutes from 2017 Annual Meeting

State of the Congregation

Our Shared Ministry

Covenant

Values

2016-2019 Priorities

Isaiah

Sanctuary Committee

OWL

Governance Model Feedback

Budget

Nominations

Recognition of Outgoing Leaders

Closing Hymn

Adjourn

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**FIRST UNITED CHURCH OF CHRIST (CONGREGATIONAL)
ANNUAL CONGREGATIONAL MEETING MINUTES
SUNDAY, JANUARY 29, 2017, FOLLOWING LUNCH**

At 11:45 a.m., Moderator Margit Johnson **welcomed** all who gathered in the sanctuary for the Annual Meeting.

Chris Brunelle accompanied the attendees on the piano for **Hymn #576**, “For the healing of the nations.”

Pastor Todd Smith Lippert offered a **prayer**.

With the attendance of 65 members, a **quorum** was easily present, according to the Moderator.

A **motion** to approve the minutes of the 2016 Annual Meeting **carried**.

Matt Forster, Treasurer, invited questions about the **Treasurer’s Report** (p. 24 in the Annual Report). A question about the local use of 10% of Our Church’s Wider Mission (OCWM) funds led to a discussion of the historical and current thinking about how local OCWM funds have been and are now managed.

For many years, local OCWM funds were disbursed by the Service and Social Responsibility Committee (SSR), which met regularly to grant amounts to various organizations. With the advent of the congregation’s new governance system, that committee, among others, became a volunteer team rather than a standing committee. Membership, energy, and focus have waned. Therefore, the Council has authorized the local OCWM funds to be moved into the ministers’ discretionary line in the budget. The intention is to use the funds primarily to support key partnerships and top mission priorities, such as Isaiah MN, the Open and Affirming Coalition of the UCC, and the Northfield Community Action Center. Expenditures will be reported to the Church Council. Other ministries conducted by committed volunteers will continue, with the hope that as current volunteers move on, others will step up or new efforts will be organized.

In response to a question from the floor, Margit noted that not all of our volunteer efforts are present in the budget. The Council is alert to the need to recruit volunteers for opportunities that arise, and the broad range of activities pursued by our congregation will continue to be valued and supported.

A **motion** to accept the Treasurer’s Report, with a friendly amendment to correct a typo, **carried**. Margit and Matt thanked Andrea Pegram, our financial director, and the Trustees for their work in 2016.

A **motion** to approve the 2017 budget was moved and seconded. Questions about the amount in our checking account, remaining campaign funds, and the plan for paying off our boiler loan were handled by Matt and Trustees. The **motion carried**.

Margit directed attention to the slate of nominees for 2017 Council and standing committees (pp. 32-33 in the Annual Report). Jami Reister noted that she is listed as a new member of the Facilities Committee, but her son Jacob Reister is the correct person joining that group, with a term ending in 2019. That correction was accepted.

A **motion** to approve the slate of nominees **carried**.

In preparation for **recognition** for those going off Council and other roles, Margit awarded Scott Richardson, current Vice Moderator, a gold sheriff badge to announce that there's a new sheriff in town. Good-natured chuckles and applause followed.

More formally, Pastor Todd and Margit awarded cards and gifts to Debra Miller, late of Stewardship and incoming Vice Moderator, and Ann Vohs, retiring from the Council. Other notables were absent and will be recognized later: Cathleen Carr from Trustees, Ray Cox, a vital member of Facilities who has shepherded multiple important projects funded by the capital campaign, and Jane McWilliams, who has completed two terms as Clerk. Riotous applause ensued.

In addition, Pastor Todd commended Margit Johnson for her steady leadership as a manager of our new governance structure; she received a gift certificate and a gift in her name will be donated to a cause of her choice.

Finally, the new **promotional video** was premiered to great enthusiasm. It can be found on our web site: <https://vimeo.com/201063671>

Pastor Abby Henderson offered a **benediction**.

The meeting was **adjourned** at 12:42 p.m.

Respectfully submitted,
Carol Rutz, Acting Clerk

I want to comment on three of the stated priorities the Council has set for the ministries of the church. In addition to the many ministries that are done each week, a few areas of the church's ministry have been receiving extra attention.

Priority #1: Provide opportunities for increased spiritual growth for members of all ages in the congregation.

In 2017, we finished our first year with Connect, a small group experience for adults at First UCC. Connect is designed to help adults explore foundational scriptures for First UCC, build connection and relationship with others at church, and to introduce First UCCers to a basic spiritual practice. Connect has also become our path to membership at First UCC. We are now in our second year of Connect, and we have made some adjustments to the structure, but Connect has been a great addition to our ministries. Last spring, 13 people joined First UCC through Connect, and this fall Connect consists of two groups of a dozen members and prospective members. I'm very grateful to Connect leaders Erin Barnett and Mary Carlson.

Priority #2: Extending and expanding our congregation's outreach on behalf of social and economic justice, environmental stewardship and diversity.

At the beginning of 2017, we put the finishing touches on preparing a sanctuary space at First UCC. We have not hosted an immigrant facing the threat of deportation ourselves, but there are now 53 churches in ISAIAH's sanctuary network and some are hosting immigrants. There are other UCC churches nationwide who are sanctuary churches, and some of them have been hosting immigrants too. Our Sanctuary Team has done a tremendous amount of work, and they are prepared to help our congregation host someone if we are called to do so.

Our work with ISAIAH MN, a coalition of churches working for racial and economic equity and climate justice has truly blossomed in this past year. Northfield is viewed as a leader in ISAIAH's statewide network thanks to First UCC. Please see the ISAIAH team's annual report for more detail.

First UCC, and our partnership with ISAIAH, played a contributing role in the Northfield City Council naming "reducing carbon emissions" as one of its key priorities in its strategic plan.

I'm also proud that First UCC has been living out our Open and Affirming Commitment in a new way through the Safe Space for GLBTQ youth that Pastor Abby has created and has been staffing.

Priority #3: Continuing our commitment to keeping our house in order - our buildings, our facilities, and our foundational programs.

The final stage of our masonry restoration work was completed, and sound panels were installed thanks to your generous support for the Renewing the Faith Capital Campaign. We also made some technical adjustments to our annual stewardship campaign that led to very positive results.

Other Thoughts:

In 2017, I received the gift of a sabbatical. I remain grateful for this time away, and I deeply appreciated time to stop and rest. I returned to First UCC renewed, with fresh ideas, perspective, and energy.

I am grateful to Pastor Abby and to Pastor Bob Griggs who served at First UCC while I was away this summer. I enjoy working with both of them and deeply respect both as clergy colleagues.

I want to thank the First UCC staff as a whole. So much work happens behind the scenes that make our ministries possible, and we are fortunate to have a staff that takes such pride in their work and in the ministry of First UCC.

I also want to thank Scott Richardson who is finishing his year as moderator. I'll miss having his cardboard cutout in my office, his prop for Moderator Office Hours the first Sunday of the month. Scott brought an emphasis on communication to the moderator role, and I hope that we have, and will continue to integrate his insights into our work as a church.

I look forward to 2018 with hope, always grateful for the blessing it is to serve in the midst of such a vital, generous, and faithful church community.

Pastor Todd

REPORT OF THE ASSOCIATE MINISTER

REV. ABIGAIL HENDERSON

Here are some descriptors that come to mind when I think of 2017:

Intense.
Rich.
Exhausting.
Anxious.
Connected.
Faithful.

This has been a hard year on many levels. Pastor friends and colleagues and I often talk about the challenges of being the church in this time. Every week, as we gathered to worship, it felt as though there was a new national crisis to examine through the lens of our faith. And, of course, people's daily lives go on in the midst of it all: the heartbreaks and joys and crises and surprises of daily existence.

Some highlights of my ministry in 2017 included:

- Working with children and youth. There is work that I feel I am called to do with young people, and I am grateful for the ways that Todd and the leadership at First UCC has encouraged me to pursue that work: especially the Our Whole Lives (OWL) sexuality education program (with 20 First UCC youth currently enrolled in two classes); and the community-based LGBTQ Youth Group (CYAN) I helped start, which meets at First UCC and has an average twice-monthly attendance of 12 youth. It is also so wonderful to see the amazing things that happen when adult volunteers and children & youth connect (see: Moses, the Bigly Middle School Musical, a viewing experience I will never forget).
- Pastoral Care. I am grateful for the ways that my relationships with First UCCers have deepened since I arrived in 2013, and it is always an honor when you share your stories and struggles with me. I am also very grateful for the all the ways that people in this community care for one another, and for the leadership the Care Ministry Team provides; it has been a privilege working with them, and I think our sense of mission will only deepen over time.
- Worship. Todd and I have remarked that the scriptures and stories of our faith feel more and more relevant every week! I know that I'm counting on hearing the Good News in ways I never thought I would. Being part of a faith community has helped me so much this past year; I hope you have felt the same!

Coming up on my five-year anniversary at First UCC, I'm looking forward to taking a Sabbatical this summer. I am thankful for this gift, and for the opportunity to work with Todd, our incredibly gifted Senior Minister, as well as our incredibly talented music staff, our incredibly competent admin staff, and every volunteer who keeps this place running. Thanks be to God and to you!

Pastor Abby

REPORT OF THE MODERATOR

SCOTT RICHARDSON

Based on the “Strengthfinders” personality inventory, the 2017 Church Council could be characterized as maximizers. Our focus was on faithfully building on the work of previous councils and the work of the larger congregation to make our ministries as meaningful and effective as possible.

The four congregational priorities identified in 2016 provided the framework for most of our work. As a reminder, these priorities are:

- To provide opportunities for personal spiritual growth for members of all ages in our congregation.
- To extend and expand our congregation’s outreach on behalf of social and economic justice, environmental stewardship, and diversity.
- Continue our commitment to keep our house in order – our building, our facilities, and our foundational programs.
- To explore our future growth in people, programs, finances and energy.

We worked with the Senior Minister to develop strategies to advance these priorities and received monthly reports on our progress. These priorities will be revisited in 2019.

Stewardship received a lot of discussion at our meetings. We discussed how to make our stewardship campaign less an annual event and more an ongoing conversation with our members. To that end a new Gift Planning Committee was formed and is helping us develop a comprehensive approach to stewardship that focuses the conversation on our ministries and mission.

In late 2016, the congregation voted to become a sanctuary church. This past year, we took steps to identify resources and protocol that guide our decision-making and communication around this ministry, while minimizing the church’s legal exposure.

The council also agreed to be the fiscal agent for a new Northfield Supporting Neighbors fund. This is a resource created by a self-organized community group that includes several members of our congregation. It is designed to support those who encounter financial challenges with immigration issues that cannot be addressed through the usual human service channels. The church will be the custodian of the funds and make disbursements at the direction of the committee. We will review the relationship annually.

Now several years into the new governance model we adopted in 2015, the council asked the congregation to share their observations on the new organizational structure. Sarah Carlsen and Don Perkins facilitated a series feedback sessions in the fall to learn how the new model has performed. Twenty-five members of the congregation shared their observations. The council will use the feedback to build on the model’s strengths and make adjustments that will best support our ministries.

Early in the year, the council approved a new Trustee policy for determining how returns from long-term reserves and endowments can contribute to our operating budget year to year. They adopted a formula used often in higher education that averages returns over the previous three years. This policy allows our programs to benefit from the product of our investments in a more predictable and responsible way.

The council formally acknowledged the need for dedicated archival space, with modest budgetary support, to preserve our documents and artifacts of significance.

And, I almost forgot, Todd had a summer sabbatical. In his absence, Associate Minister, Abby Henderson, and our sabbatical supply minister, the Rev. Bob Griggs, filled in admirably.

I want to thank our Facilities Committee and Trustees for their great work in bringing our wildly successful “Renewing the Faith” capital campaign to a close. And I also want to thank church council members for their thoughtful deliberation over the past 12 months. They have given collective wisdom a good name.

Scott Richardson
Moderator 2017

Governance Model Review

When we adopted the new governance model in 2015, there was an expectation that we would review how effectively the change has supported our church ministries and the conduct of church business. We’ve now done that.

This past fall, Sarah Carlsen and Don Perkins facilitated four focus groups around this topic. Twenty-five people participated. Some were long-time members. Some were new to the church. Some had been involved in leadership roles. Some hadn’t. We also asked for staff comment.

Here’s what we learned. For the most part, the model has delivered on its promise. Members reported that it has energized ministries, allowing people to follow their passions. It has created opportunities for people to innovate. It has clarified the roles and responsibilities of standing committees (trustees, facilities, nominations and stewardship) and created space for the council to focus on big-picture, strategic issues that will shape the future of our church.

We also learned that with the change some feel less connected to our ministries and to church business. For instance, some worry that some work of the church is being overlooked. Others said fewer people were in the know about our governance activity. They didn’t always know who is doing what and where they should go with an idea or a concern. Others are concerned that certain ministries are devalued because they no longer were attached to a standing committee. It was suggested that our current model places too much responsibility and too much authority in the hands of the senior minister.

To maximize the benefits of the new model, church leadership will need to continue to improve in the areas of communication and transparency with the larger membership

The council is committed to continued improvement in these areas, learning how best to share information about the work we are doing. Currently, minutes are physically posted on bulletin boards and electronically available on our website. The Chronicle is a must read for all who want to know what is happening as well. In addition, the bulletin, the Chronicle, and Sunday services will be used more intentionally to inform members of the work being done in their behalf.

First UCC remains congregational in its governance, bottom-up and democratic. The power and the authority reside with the membership, and this power is exercised at the Annual Meeting and special congregational meetings of the church. The Council, the Trustees, and Senior Minister are charged with implementing the will of the congregation. Committee and council work is dedicated to working on the priorities developed from our conversations about church values and church priorities. The Council, the ministers and staff work to advance the ministries identified by the membership.

Our success as a congregation has always been and always will be dependent upon the engagement of our members. We need your ideas, your vision and your commitment to our values and ministries. We need your energy and your participation.

The ministry of First UCC is vital because so many at First UCC are sharing their gifts and talents. This will continue to be true in 2018 and beyond.

Scott Richardson
Church Moderator
1/2/2018

REPORT OF THE CLERK

LYNNE PEDERSON

Active Full Memberships reported as of 01/01/2017	442
Additions to Full Membership during 2017	+10
Members Re-instated	+2
Members – Confirmation	+10
Members transferred	-2
Memberships - Inactive	-48
Members Reinstated	+2
Members – deaths	-5
Active Full Memberships as of 12/31/2017	409
Active Associate Members as of 1/1/17	5
Addition to Associate Members	1
Active Associate Members as of 12/31/2017	6

Member Deaths

Dick Scott - January 25, 2017
Nancy Casper – February 3, 2017
Betty Armstrong – July 3, 2017
Frank Wright – August 3, 2017
Ray Cox – November 3, 2017

New Members April 23, 2017

Annie Kramer	Letter of Transfer
Dianne Latterell	Reaffirmation of Faith
Jeffrey Latterell	Reaffirmation of Faith
Linda Burdell	Confession of Faith
Linda Larson	Reaffirmation of Faith
Marian McKone	Reaffirmation of Faith
Mary Easterling	Reaffirmation of Faith
Mary Rosenberg	Reaffirmation of Faith
Sam Steinberg	Reaffirmation of Faith
Susan Evans	Letter of Transfer

New Associate Member April 23, 2017

Tim McKone	Reaffirmation of Faith
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Transferred Out

Rev. Gary and Diane Titusdahl

Reinstated

Marja Steinberg	Reinstatement of Membership
Katherine Baker	Reinstatement of Membership

Baptisms

Calvin Richard Steinberg, child of Sam and Marja Steinberg	May 21, 2017
Leo Raymond Steinberg, child of Sam and Marja Steinberg	May 21, 2017
Winston Edward Steinberg, child of Sam and Marja Steinberg	May 21, 2017
Asher Joseph Heinz, child of Anne Sawyer-Heinz and Joseph Heinz	November 12, 2017

Wedding

Adrianna DiStalo and Matthew Sonnek

September 2, 2017

Confirmands April 30, 2017

Emmett Forster
Stafford Handlang
Julia Kallestad
Max Kasten
Halle Maki-Waller
Saija Maki-Waller
Grace Muth
James Muth
Dylan Nuebel
Ben Reister

Pastor's Discretionary Funds -

1/25/17 - \$1000.00	Medical expense assistance for church member
2/17/17 - \$4,600.00	2017 ISAI AH dues
2/20/17 \$630.76	bus charter for January ISAI AH event
3/6/17 - \$500.00	Donation for Standing Rock
3/8/17 \$467.90	room dividers for Safe Sanctuary space
3/8/17 \$80.40	curtains for Safe Sanctuary space
3/14/17 \$121.00	hotel lodging for a homeless person who approached the church
3/14/17 \$ 66.00	bigger bus needed for bus charter for January ISAI AH event.
4/13/17 \$11.98	clock for Sanctuary space
4/26/17 \$250.00	T.L. Luedke rental for rental assistance
5/3/17 \$150.00	Reuben Menk, donation to MN Epilepsy Foundation
9/19/17 \$5.00	LegalCorps application fee
9/21/17 \$200.00	Northfielders for Justice in Palestine and Israel event sponsorship
10/11/17 \$312.53	Graphic Mailbox, postage to mail hurricane relief kits

The current balance in the Pastor's Discretionary Fund is 3,487.08.

DIRECTOR OF MUSIC

CHRISTOPHER BRUNELLE

We will march by the millions. We will tremble and grieve.
We will praise and weep and laugh. We will believe.

We will be courageous with our love. We will risk danger
As we sing and sing and sing to welcome strangers.

That's how Sherman Alexie's new poem "Hymn" ends, and that's how I'd like to begin this year's report, with gratitude for the shared activities of making music and making the world a better place through music.

This fall we were glad to welcome several new faces to the music staff. Hans Peterson took up the role of leading music at the Sunday evening services (including on Christmas Eve), and his engaging compositions have been featured in several of the morning services as well. After the graduation of Mary Kate Maney and Amy Erlandson in the spring, Zachary Kubasta and Isabella Gentleman, both juniors at St. Olaf, have done a lovely job with the children's choirs. On May 7 the children, including quite a few from beyond the ranks of the choirs, staged a magnificent rendition of *Moses: The Musical*, incorporating several songs (ever so slightly altered!) from *Hamilton* and all under the stellar direction of Janet Muth and Jami Reister. For their part, the Senior Choir joined the children's choirs in performing Alice Parker's cantata *The Day-Spring* (with Lori Pearson on flute) on December 10, and a quartet of young instrumentalists joined in on the hymns on May 28.

The Psalmist asks us to make a joyful noise to God—but without volunteers we would be a lot less joyful and noisy. In addition to the dedicated and talented members of the Senior Choir, the Spirit Voices, and the Rainbow and Angel Choirs, the musical life of the church has been particularly enriched by the contributions of many from its own congregation: Marty Hodel, Andrea Een, Mark and Holly Fischer, Ann Gregory-Bjorklund, Shana Hodel, Will Beimers, Emmett Forster, Mary Carlsen, Becka Coates, Brian Borovsky, Carol Trosset, Arthur Campbell, Annika Reister, Ben Reister, Jacob Reister, Clara Lippert, James Muth, Jonathan Newton, Irene Stoutland, David Hougen-Eitzman, and Alden Cristofaro-Hark. Thanks to all of them! Thanks also to Mark Fischer for keeping our pianos in good shape and to John Severson for taking care of the sound system.

As always, our church was blessed with talent from beyond our own walls. Lori Dokken led the Spirit Voices on May 21, and Marc Robinson sat in at the piano with them on Jan. 8 and Nov. 12. The Northfield Handbell Choir, the Northfield Wind Quintet, and (from St. Olaf) the soprano Myrtle Lemon and the Polaris Brass all contributed to morning worship, and we were very grateful for the help of Joanne Rodland, who took over several times at the organ bench when Theo was out of town. Olivia Skaja, Julia Porter, and Mary Ann Aufderheide filled out the orchestra for part of a Bach cantata on November 5.

Also as always, the communal effort of music-making is made all the more delightful and easy by the excellence of the church staff with whom I am privileged to work: Todd and Abby, Bob Gregory-Bjorklund, Hans Peterson, and the incomparable Theo Wee. (To celebrate her eightieth birthday [!], several dozen of her fondest fans gathered at her house early on September 1 and serenaded her with song and breakfast.)

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.

Christopher Brunelle, Director of Music

MINISTRY REPORTS

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 worshippers 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, as needed, for members and frequent visitors.

A list of 49 newly inactive members was compiled. Letters will be sent to them if they continue to be inactive for another year.

Names of new members, re-instated and transferred members and member deaths are listed in the Clerk's Report in this Annual Report.

New dark red Welcome Pad covers were purchased this fall to replace the old black covers. Happily, they are the same color as the pew Bibles.

A new process was begun in the fall of 2016 for exploring membership at First UCC: the Connect program. It is designed in two phases. The initial seven sessions--Connect: Inquiry--began in November 2016 and met approximately twice a month, ending on February 15, 2017 and Connect: Covenant sessions for those planning to join First UCC, along with their recruited mentors, were held on the Wednesdays during Lent of 2017. There were two groups, one meeting at 4:30-5:30 pm facilitated by Erin Barnett and one at 6:15-7:15 pm facilitated by Mary Carlson. Those attending are encouraged to share supper at WFFF before or after their session. New Member Sunday was held on April 30, 2017 in conjunction with the Fighting Apostles French Toast Breakfast. Ten new members were received into membership and one former member was re-instated. Another former member was re-instated after returning to Northfield later in 2017. Photographs of the new members taken by Hans Muessig were displayed in the New Member photo frame in the Assembly Room.

Connect sessions began again in November 2017. Current members were encouraged to attend as well as potential new members. These sessions will end in Spring 2018 and new members will be received into membership the Sunday after Easter.

Jean Haslett, Chair
Membership Team

CENTERING PRAYER GROUP

The Centering Prayer group continued to meet during part of the noon hour four times a week throughout 2017. Our numbers are slowly growing and this fall we regularly had 3-6 people in attendance. We continue to look for more ways to invite members of the church and wider community to the practice of contemplative prayer. All are welcome to join this group Tuesdays through Fridays from 12:10 - 12:30 in the Big Room. On the first Tuesday of each month we offer a brief introduction to the method of Centering Prayer at 12:00.

CHILDREN'S FAITH FORMATION

2016-17 saw steady participation in the Children's Faith Formation (preK–grade 5) program. The Holy Moly/Connect curriculum continues to draw solid attendance on Sunday mornings. We pushed to make registration a little easier in 2017 with an online pre-registration option, and also tried to move to a “co-op” model that encourages more parent volunteering. We are still finding our footing with this approach and will seek feedback. The Service Sunday program continues as well, with the first Sunday of the month devoted to an all-ages service project. There are many challenges that come with planning and executing these projects, and we continue to seek enthusiastic adult volunteers who can help make them happen! A highlight of the year was our December Service Sunday project, which had us decorating Christmas cookies and then delivering them, while singing carols, to some very appreciative First UCCers who cannot make it to church. It was a truly beautiful moment of church in action. Many thanks to our teachers in 2016-17: Tamara Detert, Tommy Kline, Maddy Kline, Sara Lippert, Angela Rosendahl, Shari Wadleigh, Erin Janssens, Linda Burdell, Irene Stoutland, Matt Eastvold, and Clara Lippert; and our Children's Faith Formation Team leaders who served at various times in 2016-17: Laura Funke, Shawn Nuebel, Lisa Percy, Angela Rosendahl, and Laura Turek.

MIDDLE SCHOOL YOUTH GROUP

The Middle School Youth Group (MSYG) is composed of our amazing youth in grades 6th - 8th. Jami Reister and Janet Lewis Muth led the MSYG during the 2016 - 2017 academic year; Jami and Beth Kallestad are spearheading the program for the 2017 - 2018 year.

The middle school youth group meets weekly on Sunday mornings and utilizes the Spark House Reform program, including the Foundational Theology and Old and New Testament programs. Each week, we focus on various topics: the Bible, disciples, Jesus, other beliefs, or Old or New Testament characters.

During the spring of 2017, the MSYG practiced and performed an incredible Moses musical directed by Janet Lewis Muth that included youth ranging from preschool through middle school. The performance was a great success!

Submitted by: Jami Reister

OUR WHOLE LIVES

Starting in fall 2017, First UCC is offering 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 to co-facilitates middle school OWL and Lisa Moore who co-facilitated senior high OWL with Pastor Abby.

CONFIRMATION

In April of 2017, First UCC confirmed 10 wonderful youth as members of the church! These youth went through a year of Middle School OWL with Pastor Abby and Don Perkins and a St. Olaf student volunteer, and then a year of Confirmation class with Pastors Abby and Todd.

HIGH SCHOOL YOUTH GROUP

Developing programming for high school youth beyond confirmation and OWL continues to be a challenge, particularly given our current staff capacity. Parent volunteers, including Kristen Twichell and Dutch Handlang, are trying to provide some opportunities. Council is aware of these challenges and interested in what the future of youth ministry at First UCC could look like with expanded staffing.

CYAN (LGBTQ Youth Group)

The LGBTQ youth group has continued to meet at First UCC twice a month, with over forty unique attendees and an average participation of 12. 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. The group is also led by youth, including First UCC youth, and was recently awarded a grant by YouthBank for 2018. Thank you to First UCC for providing this safe space for youth in greater Northfield.

JUNIOR WORSHIP TEAM

The Jr. Worship Team (JWT) is in its fourth year and was created by Jami Reister and Lynne Severson in hopes of more fully and intentionally incorporating children into the worship experience.

JWT members are first grade and older and meet each fall for an orientation and training pizza party. Each Sunday, these team members perform the following duties: hand out children's bulletins; light and extinguish the candle; and collect, present, and count the children's offering and report to the church office. Each month, two JWT members also help serve communion. The JWT team is often called upon for additional tasks, such as 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

MEMORIALS COMMITTEE

The duties of the Memorial Committee continue to be easily handled by one. I have two main duties. One is to send thank you notes to those who have sent monetary donations in memory of an individual to UCC. The second is to review information found in the funeral bulletin and/or newspaper obituaries and compile a brief memorial of those who have died within the November to November year. This memorial presentation is then shared during the service on All Saints Sunday.

This past year there were seven memorials presented for: Ralph Henry Rutz, Anne Jansen Aby, Mary (Molly) Odell Duff Woehrlin, Richard (Dick) Scott, Nancy Carolyn Peterson Casper, Betty Jean Baldwin Armstrong and Frank Wright.

Submitted by Barb Howe

CARE MINISTRY

In late 2016, the Care Ministry Team informally adopted this 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 2016-17, we lived out this vision in various ways: through the organizing of meals and rides, through the writing of notes and check-in emails, through numerous regular visits with members of First UCC who are homebound or living with limited mobility, and finally through a meaningful Advent book group centered around Quinn Caldwell's *All I Really Want: Readings on a Modern Christmas*. We continue to challenge ourselves to draw out and enhance the culture of caring that already exists at First UCC.

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, and Pat Sary, 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.

HOSPITALITY TEAM

The coffee hour corps of volunteers is growing! The Hospitality Team is grateful for the nearly 50 volunteers who have helped build community through caffeine and cookies by hosting coffee hour this year. The core planning team is in need of volunteers to help organize and recruit volunteers - contact Sarah Forster if you are interested in joining this team.

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 any of the core planning team.

SPECIAL FUNCTIONS TEAM

The Special Functions Committee assisted with the memorial services for Molly Woehrlin, Nancy Casper, Dick Scott, Betty Armstrong, and Ray Cox. Many other members of the congregation helped with each of these.

Additional “special functions” in 2017 included hosting the October birthday party at the Northfield Retirement Community and the November birthday party at the Three Links Care Center.

Our group regularly maintains and cleans the church kitchen.

Members: Sarah Dennett, Garda Kahn, Jan Mitchell, Connie Nuebel, Bobbie Peterson, Lynne Severson, Janette Stromley, Linda Wagenbach

Submitted by Bobbie Peterson, chair

ISAIAH TASK FORCE

First UCC’s work with Isaiah MN in 2017

We kicked off the year with an Isaiah summit, “For Such a Time as This: Building our Prophetic Resistance” at Shiloh Temple in North Minneapolis on January 28th. Over 50 First UCCers (and many others from Northfield) attended, among the 2000 people present. Pastor Todd was one of the speakers, along with Northfield Mayor Rhonda Pownell. First UCCers also participated in the preceding Greater MN Isaiah meeting that helped us think about our common agendas as “outstate” Minnesotans.

The summit meeting kicked off “100 Days of Prophetic Action” with people encouraged to take action on a range of issues each day. This included First UCCers lobbying at the Capitol, making phone calls to elected officials, meeting with officials, and holding prayer vigils at their offices.

In the spring, several First UCCers began attending the monthly Northfield Immigration Coalition meetings at Emmaus Baptist Church, which included people working with the sanctuary churches, a rapid response phone tree network, and a legal defense fund. Isaiah, including many First UCCers, supported the Neighbors United’s work for a Municipal Id., turning out large numbers for the presentations and votes at the City Council throughout the fall. Northfield became the first city in Minnesota to pass a Municipal Id ordinance on Dec 12th.

On May 2nd Pastor Todd spoke to the City Council in support of Northfield setting a goal to be a Carbon Neutral City by 2030. Thanks to the work of many at First UCC and the support of Northfield ISIAAH, Northfield named reducing carbon emissions as a strategic priority in its strategic plan. On October 24th, ISIAAH MN partnered with MN Interfaith Power and Light and Lutheran Advocacy to train MN clergy to support the effort to create a 50% Clean Energy MN by 2030. Pastor Todd was one of the speakers at the press event and he was interviewed by Channel 5 News and Minnesota Public Radio as a representative of ISIAAH MN and First UCC.

This summer and fall, several First UCCers were part of statewide discussions about creating an arm of Isaiah that could be more engaged in political advocacy, such as being able to create voter guides that compare candidates’ positions on our issues. “Faith in Minnesota” is now a separate but related organization (a 501(c)(4) in tax terms), and Pastor Todd is its first statewide chair.

On July 15th, several First UCCers attended a gathering at Hamline that initiated what is now “Our Minnesota Future” (OMF), a diverse statewide coalition of 22 organizations that pledge to work together to bring our values more clearly and powerfully into political action. The coalition was officially launched at the OMF’s People’s Gathering in Brooklyn Center on Dec. 3rd, with several First UCCers and other Northfield Isaiah members participating among the 1,000 people present.

Throughout the year, First UCCers helped Isaiah staff work with other churches in Northfield and the surrounding area to understand Isaiah’s work and the importance of putting faith into action. This included adult education forums at a number of churches. In late summer and throughout the fall, Isaiah held trainings on how to have small group conversations in our churches and homes about how our struggles connect with many others, our vision for our communities, and how to put that vision into action in the political arena. First UCCers helped to lead some of those training sessions and hosted 7 small group meetings. The issues that people raised in those small group meetings were gathered together to craft a unified agenda for the upcoming legislative session and the 2018 election cycle. Honing these issues began at an Isaiah membership gathering on Nov. 28th and continued in the monthly Isaiah Central Leadership meetings, attended through videoconferencing by several First UCCers.

Isaiah Northfield meets monthly at First UCC. 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), Matt Eastvold, Vince Granquist, Christie Hawkins, Nancy Lehman, Nathan Stencil, Jacob Reister (youth representative), Mark Fischer (Sexton), Pastor Todd Smith Lippert.

The Facilities Committee was formed in 2013 when it assumed responsibility for maintaining the building and grounds from the Trustees. We continue to work closely with the Trustees to get approval before moving ahead with a project. This year, in addition to taking care of routine maintenance and repair, we oversaw several Capital Campaign projects.

Summary of 2017 activities:

- Remodel of the daycare kitchen was completed in February. The kitchen now meets all of the standards for a commercial snack kitchen and a craft room area. The cost of the remodel was shared by the church and the daycare.
- A bathroom on the mezzanine level was remodeled to be a family/gender neutral bathroom with a shower, Koala baby changing station, and a door that can be locked.
- Building Restoration Company finished their work on the west side of the building. All of the masonry repair work has now been completed on the building.
- We met with Sarah Kaul, daycare director, to negotiate an increase in rent for 2017.
- The committee consulted with the sanctuary team in preparing the Big Room downstairs as a living space for someone seeking sanctuary.

- There was a request for additional handicap parking spaces since it was difficult for those with mobility problems to find parking near the south entrance. Three new handicap spaces have been added, so the church now has six parking spots with the handicap sign.
- A ladder to the roof was built for easy access to the air conditioning unit. The ladder was made by L MFG & E, Inc. and installed on the north wall of the memorial garden.
- After several consultations with Daikin, the air conditioning controls were finally set up and the church has signed a service contract with Daikin.
- Cynthia Lund and Margit Johnson volunteered to be the Archives Ministry Team. They will sort and maintain the church archives. Classroom #105 has been designated as the place they will do the work of organizing all of the materials that have been stored. The archives were moved out of the sacristy when that area was remodeled. A large metal cabinet was donated by the senior center to store the archives in room #105.
- The committee has been dealing with water problems in the building all year. Water is coming through the ceiling in the hallway and also runs into the classroom and resource room downstairs. A representative from Daikin and someone from Blesener Roofing have been out to look at the air conditioning unit and at the seams on the roof, but we still have water issues. We are also looking at problems in the northeast corner of the memorial garden which could be causing water to come into the classroom and resource room.
- The door at the north entrance was replaced and the foundation under the door was repaired. Northfield Construction put in a new threshold, a new door and had to redo the footings. They also installed new paneling inside around the door.
- The annual tasks of carpet cleaning, window washing, and cleaning the gutters were completed. We also had the bell tower cleaned for the first time in years and repaired two of the steps to the tower.
- Twenty-four acoustic panels from Netwell Noise Control were installed in the assembly room by Northfield Construction at the end of November.
- The committee continues to try and obtain a bid from Marvin Windows for replacement of windows in the kitchen, assembly room, parlor, and library.
- Elizabeth Olson and the landscaping/gardening task force do an excellent job of planning and caring for the church grounds.

In the spring of 2017 Leif Knecht donated two trees. A hydrangea tree was planted in the west garden in memory of Molly Woehrlin and an ancestry oak was planted in memory of Dick Scott in the front lawn by Union Street. The task force removed and replaced arborvitae, shrubs, and perennials heavily damaged by the restoration project as well as reworking the Memorial garden, improving the landscaping in and around the daycare, and adding mulch where needed. Volunteers saw to it that the three new gardens areas - on the east and north sides of the church as well as west of the parking lot - were properly watered. Respectfully submitted by Elizabeth K. Beery Olson, chair

Plans for 2018:

- A new sound system for the sanctuary. We do have a bid for an audio system and will follow-up on this.

- Chancel lights keep burning out. We need to replace 10 light fixtures with fixtures that ventilate well enough for the LED bulbs.
- Replace three new toilets in the upstairs bathrooms.
- Xcel Energy audit
- Dehumidifier for the mezzanine level

Respectfully submitted,
Lynne Severson

ARTS COMMITTEE (SUB COMMITTEE OF FACILITIES)

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

The committee meets as needed.

Working with the Facilities Committee, we are responsible for the visual appearance of the church. This may include purchase and maintenance of furniture and plants and flowers for the sanctuary. This also includes selection and placement of art in other areas of the building, including seasonal décor. 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 2017 activities:

- New outdoor mats for all three entrances.
- Two indoor mats for south entrance.
- Additional large candles for the communion table, as we now have two Sunday services.
- Linen fabric has been purchased for new seasonal cloths for the communion table and pulpit hangings.
- Purchased advent candles, Christmas tree, greens and wreaths.
- Care of plants and flowers (purchase and watering) and changing of paraments for the seasons of the church.

Plans for 2018:

Continuing to research a new design for the nametag holder at the East door.

Submitted by Nancy Lehman

STEWARDSHIP

The 2017 Stewardship Theme was “Live Generously”. In the months leading up to Consecration Sunday there were weekly presentations by congregation members on programs within the church that have been important and meaningful to them, with the ministers then connecting them to the fact that our financial gifts allow these programs to take place.

Starting the first Sunday in October there were weekly faith talks at both morning and evening services in which people spoke of the importance of First UCC in their lives, the world around us, and the causes in which they believe.

On Consecration Sunday, October 29, congregation members submitted and blessed our Estimate of Giving cards for 2018 at both services, followed up by celebratory consecration sundaes, fellowship, and music led by Bob Gregory Bjorkland and Chris Brunelle (at the morning service only).

The Stewardship Committee recruited speakers for services, assisted with mailings, purchased the food, set up, decorated, served and cleaned up the consecration sundaes. We also did follow up mailings, emails, and phone calling to remind and check in with previous pledgers not yet heard from.

At year-end 2017, the Estimates of Giving are at \$414,000, compared to \$389,000 in 2016. Additionally we expect to have \$89,000 for OCWM, more than ever before. Twenty households have pledged for the first time ever, and we will end with 10-15 more pledges than last year.

The committee thanks everyone who participated in Live Generously this year through Estimates of Giving, delivering faith talks, and celebrating together.

Sincerely,

Leona Holdsworth Openshaw, chair, on behalf of the committee
Linda Gagnon
Seth Huiras
Erik Warren
Pastor Todd

TREASURER

MATT FORSTER

The Trustees oversee the finances of the church under the direction of the Church Council and make recommendations to the Council on financial matters. We meet monthly to review the financial statements, approve expenditures, consider cash flow issues, recommend a budget and act on other matters related to the financial health of the congregation.

In 2017, the Trustees focused on 3 major financial initiatives:

1. Managing the financials of the capital campaign projects. This included both planning and monitoring for the projects executed this year as per the Facilities committee. And, it included the planning for 2018 work based on received and expected campaign pledge fulfillments as well as updated estimates and plans for upcoming work.
2. Continued refinements of our approaches and plans for the relationships between our Operating Budget, our Intermediate Reserve, and our Long-Term Reserve. Our policies now seem set and we feel comfortable with both how money move among these three areas as well as the triggers that should cause money to transition amongst them.
3. We started a project to build a long-term capital project list. This would allow us to forecast when we might need a new capital campaign and/or how we might allocate large gifts towards capital projects that we know we will face but are outside of the standard 3-year planning horizon. This project will begin in earnest in early 2018 and should complete later in the year.

The financial summary is as follows:

1. As of the writing of this report (mid-December 2017), we forecast 2017 operating to be about as planned with minor deviations here and there. The one important highlight is we project that we will have a balanced 2017 operating while not having to take some or all of the budgeted \$3499 from Intermediate Reserves.
2. The capital campaign continues to closely track to original plan. Final pledge payments and execution of work are expected in mid-2018.

Thanks to Andrea Pegram for her great work as finance manager.

The members of the Trustees in 2017 were Wes Kinstad, Tom Gagnon, Carol Rutz, Dan Sullivan, Kathy Sandberg, and Matt Forster – Treasurer/Chair. The Trustees are supported by Todd Smith Lippert, senior minister, and Andrea Pegram, finance manager.

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

Dec 31 2017

ASSETS

	First National Bank Checking	275,742.34	
	UCF Long Term Reserves	313,695.86	
	Portion Of New Boiler Funded By Loan	44,785.77	
Total			634,223.97
TOTAL ASSETS			634,223.97

LIABILITIES AND FUNDS

LIABILITIES			
	Cornerstone Loan (for new boiler)	44,785.77	
Total			44,785.77
TOTAL LIABILITIES			44,785.77

FUND BALANCES

SHORT TERM RESERVES

	Operating Fund	36,006.25	
SHORT TERM RESERVES Total			36,006.25

INTERMEDIATE RESERVES

	Capital Campaign Fund Balance	63,644.32	
	Intermediate Reserves	31,385.00	
INTERMEDIATE RESERVES Total			95,029.32

LONG TERM RESERVES

	Long Term Reserves	313,695.86	
LONG TERM RESERVES Total			313,695.86

RESTRICTED RESERVES

	90% OCWM	9,114.84	
	10% OCWM	3,769.63	
	Neighbors in Need	135.00	
	Christmas Eve Offering	6,207.64	
	CROP Walk/CWS	20.00	
	Misc. Designated Contributions	2,700.00	
	Children's Offering	3,105.85	
	Adult Ed Projects/Events	49.74	
	Youth Mission Trip	2,580.92	

Dec 31 2017

Youth Special Projects	906.00	
LGBTQ Group	238.00	
Prayer Shawls	247.14	
Congregational Care	754.60	
WFFF	701.78	
Flower Power	2,331.66	
Courtyard Memorial Garden	772.20	
Special Functions	2,042.17	
Softball Team	3.52	
Pilgrim Point Retreat	1,043.17	
Minister Sabbatical	10,000.00	
Northfield Supporting Neighbors	662.00	
Prepaid Local	84,940.91	
Prepaid OCWM	12,380.00	
RESTRICTED RESERVES Total		144,706.77
TOTAL FUNDS		<u><u>589,438.20</u></u>
TOTAL LIABILITIES AND FUNDS		<u><u>634,223.97</u></u>

OVERVIEW

Total Giving (local/ocwm/missions) Pledges + Special Offerings		437,672	466,123	533,958	495,088	TBD
		2014	2015	2016	2017	2018
Item	Description	Actual	Actual	Actual	Actual	Budget
INCOME						
Donations	Annual pledges and offerings	336,293	378,875	453,570	412,846	422,866
Other Income	Income & building use fees	31,302	23,728	26,191	37,414	39,602
Missions Giving	OCWM pledges & other special offerings	101,379	87,248	80,388	82,242	82,242
TOTAL INCOME		468,974	489,851	479,760	450,260	462,468
EXPENSES						
Personnel, Compensation	Salaries & benefits for ministers and staff	232,325	260,053	271,588	293,793	324,542
Personnel, Other	Auto expenses, continuing education, other professional expenses, worker's compensation, and future sabbatical	7,859	8,741	6,548	7,090	9,000
Administration	Printing, copier maintenance & supplies, office supplies, phone, postage, computer maintenance & software.	14,044	13,545	13,476	15,042	19,015
Building Operation	Utilities, building & organ maintenance, insurance, and future maintenance	81,795	71,923	79,182	87,791	83,497
Committees & Programs	All Boards & Committees	13,527	15,874	17,043	13,933	14,440
Dues & Seminary Support	Conference Dues & seminary support	7,490	7,110	7,510	7,470	11,975
TOTAL LOCAL EXPENSES		357,039	377,246	395,347	425,118	462,469
Missions	OCWM (100%)	78,915	66,913	69,621	64,815	TBD
	OGHS, NIN, Christmas Eve, and other Special Offerings	22,464	20,335	10,768	17,427	TBD
TOTAL MISSIONS		101,379	87,248	80,388	82,242	TBD
TOTAL EXPENSES		458,418	464,494	395,347	425,118	462,469
INCOME LESS EXPENSES		10,556	25,357	84,413	25,142	(0)

DETAIL - PROPOSED 2018 OPERATING BUDGET

A	B	I	J	K	L	M	N	O	P
		2015 Budget	2015 Actual	2016 Budget	2016 Actual	2017 Budget	2017 Actual	2018 Budget	
1							As of 12/31/17		
2									
3	INCOME								
4									
5	4.01.001	348,101	291,370	367,168	301,478	375,000	314,043	421,023	as of 1/7/18
6	4.01.002	500	3,783	1,000	304	1,000	70	500	trend
7	4.01.003	-	86,285	-	45,347	-	54,149	-	
8	5.01.275	(20,886)	-	(22,030)	-	(20,000)	-	(15,157)	3.6% trend
9	Subtotal Pledged Donations	327,715	351,448	346,138	347,128	356,000	368,262	406,366	
10	4.01.004	20,000	23,679	26,800	22,670	25,000	38,669	14,000	adjusted from 2017 projected due to \$19K in new pledges
11	4.01.005	-	-	-	82,321	-	-	-	not budgeted
12	4.01.006	-	3,748	5,000	1,450	5,000	4,915	2,500	trend
13	4.01.008	-	3,748	-	1,450	1,000	1,000	-	remove
14	Subtotal Unpledged Donations	20,000	27,427	31,800	106,441	31,000	44,584	16,500	
15	SUBTOTAL DONATIONS	347,715	378,875	377,938	453,570	387,000	412,846	422,866	
16									
18	4.01.011	8,000	2,326	2,300	2,664	9,810	9,810	11,942	as of 12/31/17
19	4.01.012	-	-	-	-	-	-	-	cash out Xcel stock for solar panels
20	4.01.013	-	136	-	-	-	-	-	no longer have CDs
21	SUBTOTAL INVESTMENT INCOME	8,000	2,462	2,300	2,664	9,810	9,810	11,942	
23	4.01.020	12,480	12,480	12,480	12,480	12,960	12,960	12,960	leave flat per Todd
24	4.01.023	2,200	2,021	2,000	3,595	2,500	1,925	2,000	trend
25	SUBTOTAL BUILDING INCOME	14,680	14,501	14,480	16,075	15,460	14,885	14,960	
26									
27	4.01.030	300	449	1,133	1,015	1,000	835	1,000	includes Street Family annual income
28	4.01.032	-	-	-	-	-	-	-	no longer budget
29	4.01.033	150	42	100	63	-	-	-	no longer accept credit cards
30	4.01.036	-	-	-	-	-	-	-	no longer eligible
31	4.01.037	400	400	-	-	-	-	-	previous grant
33	4.01.044	6,200	4,499	4,441	6,373	1,200	780	700	trend
34	4.01.046	-	542	-	-	-	119	-	not budgeted
35	4.01.048	-	-	-	-	8,000	8,000	8,000	Abby's sabbatical
36	4.01.050	-	-	-	-	3,499	-	-	one time use
37	4.01.051	-	-	-	-	-	2,985	3,000	per MN Dept. of Commerce thru 2025
38	SUBTOTAL MISCELLANEOUS INCOME	7,050	5,932	5,674	7,451	13,699	12,719	12,700	
39									
40	4.01.047	800	833	-	-	-	-	-	included with Misc. Income
41	SUBTOTAL STREET FAMILY FUND INCOME	800	833	-	-	-	-	-	
42	TOTAL OPERATING INCOME	378,245	402,803	400,392	479,760	425,969	450,280	462,488	
43									
44									
45	EXPENSES								
46									
47	5.01.094	37,500	41,115	44,605	44,613	42,479	50,942	43,329	2% increase
48	5.01.095	17,280	17,612	19,280	19,280	19,000	19,027	19,380	2% increase
49	5.01.096	4,191	4,445	4,383	4,383	4,703	4,697	4,793	2% increase
50	5.01.097	7,669	7,899	8,020	8,032	8,607	8,754	8,779	2% increase
51	5.01.098	-	-	-	-	-	-	-	not eligible
52	5.01.099	4,148	2,329	489	537	8,544	313	9,800	per proposal
53	Subtotal Associate Minister Compensation	70,788	73,400	76,777	76,845	83,333	83,733	86,081	
54	5.01.111	46,410	47,167	47,720	47,720	52,943	52,842	55,580	5% increase
55	5.01.112	19,280	19,651	19,651	19,280	19,965	19,972	20,385	2% increase
56	5.01.113	5,025	5,111	5,154	5,126	5,579	5,570	5,812	5% increase

	A	B	I	J	K	L	M	N	O	P
			2015 Budget	2015 Actual	2016 Budget	2016 Actual	2017 Budget	2017 Actual	2018 Budget	Notes
2										
57	5.01.114	Senior Minister Retirement	9,197	9,246	9,432	9,426	10,210	10,417	10,636	5% increase
58	5.01.115	Senior Minister Disability	985	991	1,011	1,010	1,094	1,116	1,140	5% increase
59	5.01.116	Senior Minister Health & Dental	10,614	11,827	12,225	12,475	19,748	14,792	21,009	2018 Pension Board rates
60	NEW ACCT	1-yr Intermediate Reserves Contribution	-	-	-	-	-	-	5,000	
61		Subtotal Senior Minister Compensation	91,511	93,993	95,192	95,037	109,558	104,709	119,572	
62										
63	5.01.135	Organist Salary	10,400	11,081	10,608	10,594	10,820	10,800	11,145	3% increase
64	5.01.138	Music Directory Salary	12,060	12,080	12,322	12,273	12,569	12,718	12,946	3% increase
65	5.01.141	Junior Choir Director Salary	2,930	2,753	3,000	3,000	3,000	3,000	3,090	3% increase
66	5.01.142	Spirit Voices Director/Arts Coordinator Salary	5,305	5,305	5,411	5,435	5,519	5,519	5,684	3% increase
67	5.01.143	Evening Service Music Leader Salary	1,600	6,400	9,600	10,800	9,792	9,696	11,000	per Todd
68	5.01.144	Evening Worship Musicians	-	-	2,400	3,450	4,000	2,685	2,234	reduce per Todd
69	5.01.151	Office Manager Salary	14,711	14,918	16,290	16,057	16,616	16,720	17,114	3% increase
70	5.01.152	Office Manager Pension	1,765	1,178	977	963	997	1,005	1,027	3% increase
71	5.01.153	Finance Manager Salary	17,151	18,342	19,345	19,237	19,732	19,724	20,324	3% increase
72	5.01.154	Finance Manager Pension	2,068	1,720	1,161	1,172	1,184	1,190	1,219	3% increase
73	5.01.171	Child Care Coordinator Salary	3,583	2,650	3,654	3,691	3,727	3,412	3,839	3% increase
74	5.01.174	Sexton Salary	3,270	3,270	3,335	3,335	3,402	3,402	3,504	3% increase
75	5.01.175	Staff Bonus	1,066	1,283	1,200	1,289	1,289	1,283	1,289	same as LY
76	5.01.176	Contingency Expense	11,347	5,804	5,608	1,924	-	-	-	use intermediate reserve instead
77	5.01.178	Sabbatical Supply Salary	-	-	-	-	8,000	7,680	8,000	Abby's sabbatical
78	NEW ACCT	Part Time Youth Programming Position	-	-	-	-	-	-	9,683	
79		Subtotal Other Compensation	87,266	86,784	94,911	93,231	100,656	98,832	112,108	
80	5.01.181	FICA Employer Portion	5,434	5,875	6,393	6,475	6,516	6,519	6,781	
81		SUBTOTAL COMPENSATION	254,999	260,053	273,273	271,588	300,063	293,793	324,542	
82										
83	5.01.208	Associate Minister Mileage	750	606	750	741	1,000	483	600	per trend & Abby's 2018 sabbatical
84	5.01.209	Associate Minister Continuing Education	500	-	500	-	500	-	500	
85	5.01.210	Associate Minister Professional Expenses	750	186	750	95	750	631	750	
86	5.01.211	Senior Minister Mileage	750	1,118	750	1,807	1,750	1,336	1,750	
87	5.01.212	Senior Minister Continuing Education	500	500	500	457	500	-	500	
88	5.01.213	Senior Minister Professional Expenses	750	497	750	644	750	388	750	
89	5.01.270	Future Sabbatical	2,500	2,500	2,500	2,500	2,500	2,500	2,500	
90	5.01.271	Training & Education	-	-	-	-	-	-	-	
91	5.01.272	Consultant Services	-	-	-	-	-	-	-	
92	5.01.273	Personnel Searches	300	317	1,650	(379)	1,877	1,628	1,650	trend
93	5.01.274	Workers' Compensation Insurance	1,650	1,97	1,650	682	124	124	-	not budgeted
94	5.01.276	Realized loss on Contributions	-	8,741	8,450	6,548	9,627	7,090	9,000	
95		SUBTOTAL OTHER PERSONNEL EXPENSES	8,450	8,741	8,450	6,548	9,627	7,090	9,000	
96										
97	5.01.301	Telephone	1,056	1,437	1,200	1,040	1,160	1,439	1,440	
98	5.01.302	Mailing	1,000	995	1,000	884	1,000	1,062	1,000	
99	5.01.303	Copier	1,240	1,481	1,500	1,791	1,800	1,735	1,825	
100	5.01.304	Paper/Printing	1,000	1,010	1,000	1,563	1,700	1,309	1,700	
101	5.01.305	Office Supplies	900	881	900	1,539	1,000	819	1,800	includes archival supplies
102	5.01.306	Worship Supplies	150	-	-	-	-	-	-	combined with worship team
103	5.01.307	Computer Software (CDM+)	1,680	1,680	1,680	1,825	1,680	1,680	1,680	
104	5.01.309	Office Equipment	-	1,193	-	-	-	109	2,950	new server/router + new laptop for Abby
105	5.01.310	Internet/Email	625	593	560	723	680	1,059	820	internet + web hosting
106	5.01.311	Advertising	2,000	2,139	3,000	1,743	2,000	2,240	2,000	
107	5.01.312	Background Checks	50	96	60	138	120	36	300	per Abby
108	5.01.313	Subscriptions	275	260	275	174	-	-	-	
109	5.01.320	EFT Costs	1,000	1,199	1,000	1,097	1,200	956	970	trend

A	B				J	K	L	M	N	O	P
	2015	2016	2017	2018							
	Budget	Budget	Actual	Actual	Budget	Budget	Budget	Actual	Budget	Notes	
2											
110	5.01.322										
111	5.01.390	ASL Interpretation	1,530	969	1,000	1,000	1,000	1,275	1,530		
112		Other Administrative Expense	1,000	581	1,000	1,000	1,000	1,323	1,000		
113		SUBTOTAL ADMINISTRATIVE EXPENSES	11,976	13,545	13,175	14,870	15,042	15,042	19,015		
114	5.01.401	Organ Maintenance	1,800	1,225	1,800	1,800	1,800	2,258	1,918	per Chris and Theo	
115	5.01.402	Insurance	13,555	14,641	17,959	18,094	18,498	18,647	19,095	per insurance board	
116	5.01.403	Gas	7,000	6,896	8,000	4,960	6,500	5,971	6,725	trend	
117	5.01.404	Electricity	4,800	5,604	5,700	6,579	6,500	6,887	7,285	trend	
118	5.01.405	Trash	878	913	878	878	878	890	878		
119	5.01.406	Water/City Utilities	1,300	1,617	1,617	1,514	1,600	1,547	1,540		
120	5.01.407	Water Softener	150	150	150	155	150	130	125	trend	
121	5.01.408	Snowplowing/Lawn Care (combined in 2016)	3,280	2,835	5,100	5,100	5,100	5,100	5,100	\$425/line contract	
122	5.01.409	General Maintenance	20,789	20,088	23,000	24,468	23,000	30,729	28,000	increase per Todd	
123	5.01.410	Fire Safety Inspections	1,000	644	1,000	800	800	790	800		
124	5.01.411	Elevator/Boiler Maintenance	1,000	790	1,000	857	823	876	875	annual inspection + operating permit	
125	5.01.414	Custodial Service	10,900	10,197	10,300	10,296	10,500	10,887	10,000		
127	5.01.415	Lawn Care	2,387	2,550	-	-	-	-	-	Included with Snowplowing	
128	5.01.416	Electricity Savings From Solar Panels	3,200	-	-	-	-	-	-	not used	
129	5.01.417	Gas Savings From New Boiler	4,000	-	-	-	-	-	-		
130	5.01.418	Boiler Mortgage Interest	4,031	3,963	3,205	3,134	2,345	2,229	1,450	per amortization schedule	
131	5.01.419	Air Conditioning Maintenance Contract	-	-	-	-	-	850	1,726	new line item in 2018, per contract	
132		SUBTOTAL BUILDING EXPENSES	79,660	71,923	79,709	79,182	78,494	87,791	83,487		
133		Spiritual Life	-	-	-	-	-	-	-		
134	5.01.491	Guest Preachers	300	300	300	175	350	500	500	trend	
135	5.01.492	Music	1,592	1,592	1,500	1,449	1,500	1,766	1,500		
136	5.01.493	Music	2,000	2,000	2,000	2,000	2,000	2,000	2,000		
137	5.01.496	Plurim Point Retreat	1,210	1,210	1,200	1,150	650	474	650		
138	5.01.501	Visuals Team	513	513	500	968	1,000	809	775	trend	
139	5.01.504	Worship Team	-	-	-	-	-	-	-		
140	5.01.505	Service & Social Responsibility	1,729	1,729	3,600	1,952	2,000	1,550	1,650	trend	
141	5.01.507	Hospitality	515	515	500	368	500	348	350	trend	
142	5.01.510	Congregational Care	3,015	3,015	3,000	3,533	3,000	2,767	3,000		
143	5.01.511	Children's Education	1,544	1,544	1,600	1,574	2,000	1,282	2,000	OWI instead	
144	5.01.512	Confirmation	500	500	500	525	-	-	-		
145	5.01.515	Youth Ministries	1,544	1,544	1,600	1,574	2,000	1,282	2,000		
146	5.01.519	Adult Education	500	663	500	171	400	275	400		
147	5.01.520	Kitchen Supplies	1,500	1,172	1,200	1,347	1,350	2,425	1,450	combined with Hospitality	
148	5.01.521	Stewardship	1,600	916	1,400	1,604	1,600	932	1,600	need a little more than 2017 budget, 2017 actual was anomaly	
149	5.01.522	Annual Meeting Delegates	500	500	500	525	-	-	-		
151	5.01.524	Minister's Discretion	-	-	-	-	-	-	-	new 1.0% OCWM (former SSR) fund	
154	5.01.527	Special Celebrations	400	705	475	139	475	537	475		
155	5.01.528	Picture Directory	400	400	400	400	400	400	400		
156	5.01.529	Membership	16,050	15,874	18,275	17,043	15,445	13,933	14,440		
157		SUBTOTAL COMMITTEE & PROGRAM EXPENSES	16,050	15,874	18,275	17,043	15,445	13,933	14,440		
158		LCC Minnesota Conference Per Capita Dues	4,110	4,110	4,510	4,510	4,470	4,470	4,150	final as of 12/28/17	
159	5.01.601	ISNAH Dues	3,000	3,000	3,000	3,000	3,000	3,000	3,000	4,825 new in 2018 per Council	
160	5.01.602	United Theological Seminary Support	7,110	7,110	7,110	7,110	7,470	7,470	7,470		
161	5.01.603	SUBTOTAL DUES & SUPPORT	378,245	377,246	400,391	395,347	425,989	425,118	462,469		
162		TOTAL OPERATING EXPENSE	378,245	377,246	400,391	395,347	425,989	425,118	462,469		
165		SURPLUS/(DEFICIT)	0	25,357	1	84,413	0	25,142	(0)		
167											

CAPITAL CAMPAIGN FUNDS

Income	12/31/17	Comments
Other Income	266,379	
Pledges	892,368	
Unfulfilled pledges	25,000	updated forecast based on giving trends
Total Projected Income	1,133,747	
Expenses		
Capital Campaign Costs		
James Company		
Out of pocket and other		
Repair East and North windows		
Masonry work		
Boiler		
Air Conditioning		
Assembly room acoustics		
Pre-2015 Spend	190,877	
2015 Spend	314,964	
2016 Spend	357,103	
2017 Spend	150,648	
Remaining projects per campaign lit	120,155	Balance available to spend
Boiler Loan payoff	44,786	As of 12/31/17
Audio system	35,000	Feb 2017 bid of \$42.3K
Replace windows - Assembly room	TBD	
Total Remaining Costs	79,786	
Balance	40,369	available to replace windows

FIRST UCC NOMINATING COMMITTEE REPORT

Committee Members: Sarah Forster, Brad Hoff, Debra Ehret Miller, and Pastor Todd Smith Lippert

The Committee appreciates the gifts of time and talent of those who serve on various boards, committees, and ministry teams of First UCC. We especially want to thank our outgoing members. They are Scott Richardson and Beth Kallestad of Church Council, Treasurer Matt Forster, Carol Rutz of the Board of Trustees, Sarah Forster of the Nominating Committee, and Leona Openshaw of the Stewardship Committee.

Position descriptions are available and have been added to the First UCC Church Council Policy and Procedures book. The slate of candidates to be nominated are listed below in bold print.

The last year of the term of office for each committee and term member is in parenthesis.

Church Council:

Moderator: Debra Miller (18) Vice-Moderator: Peter Dahlen (18), Treasurer: Tom Gagnon (19)

Clerk: Lynne Pederson (19)

At-Large Members:

Nancy Johnson-Maloney (19)

Phil Kasten (18)*

Sam Steinberg (20)

Nominating Committee:

Brad Hoff (18)

Scott Richardson (19)

Nancy Johnson-Maloney (19) - Member from the Church Council appointed by the Council
Pastor Todd Smith Lippert (ex officio)

Facilities Committee:

Matt Eastvold (19)*

Christie Hawkins (19)

Lynne Severson (Arts) (18)*

Nancy Lehman (Arts) (18)*

Vince Granquist (20)*

Nathan Stencel (20)*

Board of Trustees:

Treasurer: Tom Gagnon (19)

Chuck Follen (20)

Adam Hoffman (20)

Dan Sullivan (19)*

Wes Kinstad (19)

Kathy Sandberg (18)

Andrea Pegram (Staff)

Stewardship Committee:

Eric Warren (19)

Seth Huiras (19)

Linda Gagnon (18)

Meleah Follen (20)

* indicates this is a second term

**APPENDIX A - OUTSIDE GROUPS THAT USED THE FIRST UCC BUILDING
IN 2017:**

Advanced Care Planning Leadership
Bridge Chamber Music Festival
Cannon Valley Indivisible
Cannon Valley Regional Orchestra
Charlie Parr Concert
City of Northfield
Community Solar
Earth Day Planning
Girl Scout Troop 25410
Give Get Sistet Concert
In the Kitchen with A+
ISAIAH
Land Stewardship Project
Muslim Community
NAIA
Northfield Handbell Choir
Stepsisters of Northfield #113
Stress Reducing Workshop for Moms
TakeAction MN
Vintage Band Board of Directors
Young People's Action Coalition