

2018 Annual Report

of the
Congregation and Corporation of
Oak Grove Presbyterian Church

Loving God . . . Changing Lives

- Remembering our rich history
- Serving the local and global community
- Working for justice and peace
- Growing multi-culturally
- Welcoming all; Open and Affirming
- Seeking to follow Jesus wherever the Spirit leads

The Six Great Ends of the Church

1. The Proclamation of the Gospel for the Salvation of Humankind
2. The Shelter, Nurture, and Spiritual Fellowship of the Children of God
3. The Maintenance of Divine Worship
4. The Preservation of the Truth
5. The Promotion of Social Righteousness
6. The Exhibition of the Kingdom of Heaven to the World

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Love Grows Here

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Agenda

**Annual Meeting
of the
Congregation and Corporation of the
Oak Grove Presbyterian Church
Bloomington, Minnesota
February 17, 2019**

| | |
|--|---|
| Call to Order and Opening Prayer | Rev. William R. Chadwick Pastor, Head of Staff |
| Approval of the Agenda and Declaration of a Quorum | Connie Nesbitt Clerk of Session |
| Approval of 2018 Congregational Meeting Minutes Annual Congregational Meeting – February 25, 2018 | |
| 2018 Roll Report/Prayer for the Communion of Saints | |
| Reports of Program Staff and Committees | |
| Report of the Board of Deacons | |
| Report of the Presbyterian Women | |
| 2018 Financial Reports | Sue Greimel, Treasurer |
| 2019 Budget | Sue Greimel, Treasurer |
| Approval of changes in Terms of Call for Pastors | Pat Gleason, Personnel Committee Chair |
| Other business that may properly come before the meeting | |
| Adjournment: Closing Prayer and Benediction | Rev. Mary Koon |

Clerk of Session Report

STATED ANNUAL MEETING OF THE CONGREGATION AND CORPORATION

February 25, 2018

11:46 a.m.

Notice having been duly given on two successive Sundays and in the Oak Leaves, the Annual Meeting of Oak Grove Presbyterian Church was called to order in the Sanctuary at 11:35 a.m. by the Moderator, Rev. William R. Chadwick. A quorum was declared by the Clerk of Session, Connie Nesbitt. The Moderator opened the meeting with a prayer.

The 2017 Annual Report, including reports from the various committees, and the professional staff, was made available to the congregation before the meeting.

The Moderator added one more item to the agenda that being election of a new elder to replace Marleen Singhrai, who had to resign due to work conflicts. He then asked if there were any other additions or corrections, there were none. The agenda was approved. The minutes of the 2017 Annual Meeting of the Congregation on February 26, 2017, were reviewed and approved as written.

The Roll Report and Memorial Roll were approved as printed. The Moderator spoke about the 20 losses incurred since last year.

| | |
|---|------------|
| Active Members, January 1, 2017 | 522 |
| Gains for 2017 | |
| Confirmands | 5 |
| Transfers to Oak Grove | 22 |
| Total Gains | 27 |
| Losses for 2017 | |
| Letter of Transfer | -1 |
| Deaths of Active Members | -9 |
| Other Losses | -37 |
| Total Losses | -47 |
| Active Members as of December 31, 2017 | 502 |

Rev. Chadwick then read the Memorial Roll and Communion of Saints and shared a prayer in honor of these folks.

| | <u>Date of Death</u> |
|---------------------------|----------------------|
| Elizabeth Vanatta | 2/11/17 |
| Chuck Borsos | 2/11/17 |
| Charline Miller | 3/1/17 |
| Blanche Loscheider | 3/3/17 |
| Mary Crow | 4/4/17 |
| Lois James | 5/21/17 |
| Ronald Clark | 7/4/17 |
| Bill Boehne | 9/11/17 |
| Donna Castle | 9/26/17 |

Clerk of Session Report cont'd

| <u>Non-Members</u> | <u>Date of Death</u> |
|-----------------------|----------------------|
| Mary Chadwick Miller | 3/3/17 |
| Wilson Gideon Pond | 5/22/17 |
| Esther Kraskin | 7/21/17 |
| Norma Blaisdell Baack | 7/16/17 |
| Gaella Pederson | 10/10/17 |

The Moderator then called attention to the Pastoral Staff reports and the various committee reports contained in the report. He asked if there were any questions or concerns regarding the reports. He shared how thankful he is for our congregation.

The Board of Deacons report was reviewed by the Moderator. Rev. Chadwick thanked the Deacons for all the good work they do.

The Moderator then moved on to the financial reports. He called for questions and discussion and stated that the Session had approved the 2018 budget in January.

Rev. Chadwick then called on Pat Gleason representing the Personnel Committee to come forward. Mary and Jim Koon left the meeting as the Approval of Changes in Terms of Call for her was discussed. Pastor Chadwick explained that he recommended a nice increase for Mary. Pat then made a motion to accept these terms as written in the report, the motion was seconded and approved.

Rev. Chadwick then left the meeting. Pat asked if there were any questions on the Approval of Changes in Terms of Call for Rev. Chadwick. There was a question regarding the increase in his housing amount. The increase was explained. Pat then made a motion to accept these changes, this was seconded and approved.

Terms of Call for Pastors - 2018

Pastor, Head of Staff

Compensation

| Salary and Housing | <u>2017</u> | <u>2018</u> | Comments |
|---------------------------|------------------|-----------------|----------|
| Salary | \$ 66,616 | \$62,742 | |
| Housing | <u>30,000</u> | <u>36,000</u> | |
| Total | \$ 96,616 | \$98,742 | |

Vacation

One month

Benefits

| | | |
|-------------------------------------|------------------|------------------|
| Pension | \$ 10,628 | \$ 10,862 |
| Health, Dental, Life Ins-Disability | <u>25,798</u> | <u>26,835</u> |
| Total Compensation | \$133,042 | \$136,439 |

Costs Associated with Pastor

| | | | |
|--------------------------------|-----------------|-----------------|------------------------|
| Auto Allowance | \$ 1,400 | \$ 1,400 | [Vouchered, IRS rate] |
| Continuing Education Leave | Two weeks | Two weeks | [Cumulative to 6 wks] |
| Continuing Education Allowance | \$ 1,200 | \$ 1,200 | [Cumulative for 3 yrs] |
| Professional Expenses | <u>\$ 1,800</u> | <u>\$ 1,500</u> | [Vouchered] |
| Total Additional Costs | \$ 4,400 | \$ 4,100 | |

Pastor is entitled to one Sunday off per quarter.

Three-month sabbatical leave after six years.

Clerk of Session Report cont'd

Terms of Call for Associate Pastor

Associate Pastor-Director of Faith Formation

Compensation

Salary and Housing

| | <u>2017</u> | <u>2018</u> | Comments |
|--------------|-----------------|-----------------|----------|
| Salary | \$32,900 | \$36,990 | |
| Housing | <u>28,000</u> | <u>30,000</u> | |
| Total | \$60,900 | \$66,990 | |

Vacation

One month

Benefits

| | | |
|-------------------------------------|-----------------|-----------------|
| Pension | \$ 6,699 | \$ 7,369 |
| Health, Dental, Life Ins-Disability | <u>17,162</u> | <u>18,690</u> |
| Total Compensation | \$84,761 | \$93,049 |

Costs Associated with Pastor

| | | | |
|--------------------------------|-----------------|-----------------|------------------------|
| Auto Allowance | \$ 1,400 | \$ 1,400 | [Vouchered, IRS rate] |
| Continuing Education Leave | Two weeks | Two weeks | [Cumulative to 6 wks] |
| Continuing Education Allowance | \$ 1,200 | \$ 1,200 | [Cumulative for 3 yrs] |
| Professional Expenses | <u>\$ 1,500</u> | <u>\$ 1,300</u> | [Vouchered] |
| Total Additional Costs | \$ 4,100 | \$ 3,900 | |

Associate Pastor is entitled to one Sunday off per quarter.

Three-month sabbatical leave after six years.

After the Moderator returned to the Sanctuary, he called forward Eugene Orr as the representative of the Nominating Committee. Eugene made a motion that Arne Johnson be elected to fill the 2-year term of Elder on Session that Marleen Singhrai had to leave due to work responsibilities. The Moderator asked the Congregation three times if there were any nominations from the floor. There were none. The motion was seconded and approved.

The Moderator asked if there was any further business to be addressed. There was none.

Rev. Koon closed the meeting with a prayer and benediction.

The meeting adjourned at 11:52 a.m.

Respectfully submitted;



Clerk of Session



Pastor and Head of Staff

2018 Church Officers

The Session

Moderator:

Clerk of Session:

Treasurer:

Bill Chadwick
Connie Nesbitt
Sue Greimel

Elders

Class of 2018

Warren Christopherson
Jane Jacobson
Tammy Kaplan
Iris Karow
Russ Snyder
Jack Wenz

Class of 2019

Milissa Carter
Arne Johnson
Greg Johnson
Andy Snyder
Jeff Williamson
David Wilkens

Class of 2020

Karen Amato
Emilie Christy
Noel Eggebraaten
Pat Gleason
Eugene Orr

Deacons

Class of 2018

Al Greimel
Cece Klueh
Jan Lichtenberger
Rich Price
Sida Souvannasane

Class of 2019

Judy Acker
Gene Dodge
Jim Goodermont
Larie Ann Schmidt
Paul Sowers

Class of 2020

Diane Baumgartner
Morgen Gray
Kay Lancette
Brandon McKinnon
Michelle Minea

2019 Church Officers

The Session

Moderator:

Clerk of Session:

Treasurer:

Bill Chadwick
Connie Nesbitt
Sue Greimel

Elders

Class of 2019

Milissa Carter
Arne Johnson
Greg Johnson
Andy Snyder
Jeff Williamson
David Wilkens

Class of 2020

Karen Amato
Emilie Christy
Noel Eggebraaten
Pat Gleason
Eugene Orr

Class of 2021

Mattie Hawley
Bob Heise
Anne Klueh
Bill Pomroy
Jane Proppom

Deacons

Class of 2019

Judy Acker
Gene Dodge
Jim Goodermont
Larie Ann Schmidt
Paul Sowers

Class of 2020

Diane Baumgartner
Karen Lignell
Kay Lancette
Brandon McKinnon
Rita Raley

Class of 2021

Jan Ahlquist
David Johnson
Stephen Jones
Meg Robles
Bea Sorenson

Program and Pastoral Staff

Judy Cooper, Director of Music

*My life flows on in endless song, above earth's lamentation.
I hear the clear, though far-off hymn that hails a new creation.
No storm can shake my inmost calm while to that Rock I'm clinging.
Since Christ is Lord of heaven and earth, how can I keep from singing?*

Once again, I am so grateful for the support and encouragement from the staff, congregation and musicians here at OGPC. 2018 was a normal, busy year of music making. Here is a rundown of our many activities:

- Chancel Choir sang at 33 Sunday morning services, 4 special services (Thanksgiving, Ash Wednesday, Maundy Thursday, Good Friday) and quite a few memorial services. They also were able to join voices with the choirs from St. Luke's Lutheran and Presbyterian Church of the Apostles at special services.
- Fourteen summer Sundays were graced with beautiful music from soloists and groups from within our congregation and guest musicians.
- Many folks enjoyed presenting and listening to the musical, *Bible Folk*, in March and an Americana Cabaret in November.
- Hand Bell Choir played once a month during the regular program year.
- Instrumentalists added to our Easter services and special programs.
- Twin Cities Bronze and River Heights Chorale both used our sanctuary to present concerts.
- Wednesday evening music making with Brandon McKinnon and the K – 5th graders continues to challenge and uplift me!

Working so closely with Nancy Hauser is such a joy! She makes my job so much easier :)). A highlight of the year has been the installation of a new organ (the insides, at least!). We have a wonderful organist and it's been so enjoyable to hear the great sounds, beautiful hymns, and prelude/postlude music she provides each week.

Thank you to all who give of their time and talent to enhance the worship here at OGPC!

Judy Cooper

Mary Koon, Associate Pastor

It is truly a joy to serve with all of you at Oak Grove. I am humbled and grateful to be part of a church that takes Jesus' call to discipleship with integrity, creativity, flexibility, humility and good humor. Each person who serves – from our Deacons to those who work with children and youth to our Friend-to-Friend ministers, to respite care providers, to our kitchen crew on Wednesday nights, give generously, authentically, and with love.

It continues to bring great meaning to resource the ministry of Deacons, Children's Ministry, the Adult Faith Formation Committee, and the Friendship team. With the absence of a youth director, Bill and I helped resource youth in the fall of 2018. These committees represent on-going ministries and rarely get "time off." I am tremendously grateful for their efforts, their enthusiasm and their energy!

We have an excellent staff at Oak Grove and it is a privilege to be a part of this caring, gifted team. Each serves to create a sense of shared ministry and mutuality. We were sad to accept the resignation of Nathan Hirsh in September after a year of ministry here with our youth. Our amazing youth leaders have stepped up to help keep the program running smoothly for middle and high school youth and we are thankful!

Here are just a few highlights from my year – please forgive me if I've left out one of your favorites! We are all involved in holy work and everyone's effort and love make a difference.

- **Caregivers Tea and Lunch Bunch** -- caregivers meet monthly to share challenges and joys of caregiving, Lunch Bunch offers respite care for those in need once a month. We are grateful for our care providers: Marikay Wolf, Jane Jacobson, Judy Acker, Gordon Beattie, Connie Nesbitt.
- **Intergenerational Mission Trip!!!** In March, 11 Oak Grovers journeyed to St. Louis to engage in urban ministry, learning, sightseeing and fellowship. We drove through an enormous snowstorm that will never be forgotten! In St. Louis, we worked in a community garden, two food pantries, an outdoor resource center for homeless people, went to the Arch, worshipped and learned about racism in St. Louis.
- **Messy Church** – We celebrated God's call for peace by telling the story of *Old Turtle and the Broken Truth* by Douglas Wood. It was exciting to work with our senior high students and so many children and youth!
- **VBS** – Children's Ministry used the curriculum "Cruisin' Through the Caribbean with Jesus" published by Global Ministries of the UCC. Thanks to the many helpers that made the week run smoothly! About 50% of our VBS participants come from the neighborhood and we welcome them warmly.
- **GIRL POWER CAMP** – I was honored to participate in the first ever "Choose Your Own Adventure" camp at Presbyterian Clearwater Forest. Girl Power involved introducing the girls to strong women and offering them interesting experiences. The girls collaged with Melissa Miller (from River Hills UMC), learned yoga from Elizabeth Camp (a local yoga instructor with a profound story), did the high ropes course and went on a pontoon with Bill Chadwick, painted with Deb DeMeester and built standing flower boxes with Clearwater Facilities Director Lance.
- **SABBATICAL!!!!** In the summer, you gave me the gift of three months to read, write, paint my house, stitch, travel, explore and re-discover myself apart from Oak Grove. I will always treasure the time, though I missed you terribly.

Mary Koon cont'd

- **CROP Walk Waffle Breakfast** – children as young as five worked with youth and adults to raise money to feed hungry people!
- **Golden Harvest Dinner** – The Deacons hosted an incredible Sunday dinner to celebrate people over 80 years old and Friend-to-Friend pairs. Bill Chadwick, Cece Klueh, Rich Price, John Anderson and Judy Cooper provided the entertainment.
- **Rainbow Fellowship at PRIDE** – This was a huge undertaking and we were glad to get our name out at a booth!
- **Wednesday Nights and Sunday mornings** – I am so grateful for the outstanding work of our Wednesday night kitchen crew, led by Patty Nail. Each week, they serve up delicious food with grace and love. Our teachers Wednesday night – from Lacey in the nursery and Bill with adults are all wonderful! Sunday morning Faith Formation offers meaningful lessons for people of all ages. Children’s Church continues to be filled with wonder! Each of our teachers and volunteers is outstanding.
- **PW Circles** – It brings me great pleasure to facilitate Bible Study in the circles every other month. Mary Pol and I share this holy task and the women of this church continue to move me with their faith, intelligence and commitment to do Christ’s work.
- **Visiting, presiding, preaching, teaching** – These are the day-to-day, ordinary tasks of ministry that help make my days fly by! I have continued to help teach children, youth, and adults as needed and find great joy in doing so. I’ve been honored to preside at worship at Presbyterian Homes and for some memorial services this year, which is always a privilege and tender time as we hold on to the promise of new life and resurrection in the face of loss.

Throughout the year, I do my best to attend shows, band concerts, games, and plays. The ability to meet people of all ages in the community is one of my greatest joys.

There is much to celebrate and give thanks for here at Oak Grove!

On a personal level, like all of us, this year held joy and sorrow. Our youngest son was married to his college sweetheart here at Oak Grove on January 6, 2018 – Epiphany! It was a beautiful day and we were thankful that my father could attend from New Hampshire, as he died on April 18. The wedding was the last time we were all together as a family and, indeed, it was precious. I cannot thank you enough for the outpouring of love and support you offered upon hearing the news of my dad’s death.

In 2019, may we cling to hope as we seek to be co-creators with God of a world where all beings are respected and have enough. Please pray that children, youth and adults will know themselves as God’s beloved people, and will see the divine in all human beings and in the earth itself. Thanks be to God!

William R. Chadwick, Head of Staff

Dear Colleagues in Ministry:

What I normally do for my annual report is to look back to celebrate some of the highlights of the year. For this, my tenth annual report as one of your pastors, I thought I would do something different.

However... when I looked at my list I just couldn't omit a mention of these events that made 2018 such a stellar year. (As always, I will not be able to cite all of them and forgive me if I don't mention your favorite.) And note that these are Oak Grove events, not "Bill events." I had absolutely nothing to do with many of them.

Mission/Social Justice

- The Intergenerational Retreat in March in St. Louis.
- Several times the Social Justice Committee organized the compilation of bags for people in need who are standing on street corners.
- Adding a second elementary school to the Sheridan Story project.
- With *one week's notice* you supplied *sixty* blankets for Bridging's Warm the Bench Sunday
- The Alternative Gift Market
- (There are so many others as well—see the committee reports):

Green/Building and Operations Projects

- The subscription to the solar garden
- Solar panels
- Fantastic Electric Vehicle (EV) Expo
- EV charging station
- Decision to forego herbicides and pesticides on our lawn
- David Wilkens' Eagle Scout project of a wild flower and prairie grass garden

The purchase of our new electronic organ and your generosity to fully finance it.

Babies and baptisms abounding this fall. What a joy to have a bunch of little ones. There were so many kids bouncing around during the early Christmas Eve service that, as I noted later, "It was like being at a dog park."

In a society which is more filled with hatred than a few years ago we have to celebrate Oak Grove's explicit inclusivity through ongoing Rainbow Fellowship events and the installation of the Transgender Flag. As a neighbor noted in an email, "Every weekday I drive past your trans pride flag and it just feels like a big hug in an increasingly hostile world. I just wanted to say thank you for being awesome."

Chadwick, cont'd

Anti-racism efforts:

- Black Lives Matter signs
- Support of Oasis for Youth
- “Reclaiming Jesus”
- The session and some others of you are reading the very challenging work by Michael Eric Dyson, *Tears We Cannot Stop*

So many wonderful worship events I hesitate to single out any, but I think of the Salsa del Soul Sunday, Messy Church, Earth Day and Rally Day, in addition to all the High Holy Days: Ash Wednesday, Maundy Thursday, Good Friday, Easter, Confirmation, Pentecost, Thanksgiving Eve, the Service of Remembrance and Christmas Eve... (The music is *always* good.)

Let's also remember all the quiet ministries that go on day after day, from counting money to fixing toilets to dusting and ordering flowers and on and on and on.

Let me conclude this portion by reminding you of one of the most amazing mornings of the year. In May we recognized all of you who made these and all the other special and day-to-day ministries possible. On Volunteer Sunday we recognized that in the previous year we had at least *seventy-three* different ministries within the life of Oak Grove involving about a *thousand* people (obviously, many of you are in multiple activities). In addition, we recognized that hundreds are involved in a dozen or so Oak Grove-related, but “outside” groups — Oasis for Youth, VEAP, Sheridan Story, Homeless Connection, etc. Whew!

And what a remarkable staff we have!

I'm grateful that Mary Koon was able to take a sabbatical this summer—not that she needed more energy or ideas—and we have already seen the fruits of the sabbatical.

I am also very appreciative of the opportunity to use three weeks of my continuing education time last winter for working on my book. When the memorial services piled up over the summer, I used a number of chapters for Sunday sermons. I am now finished with my portion of the book, waiting for editing, layout and publishing.

Oak Grove has a well-deserved reputation in this community for service. What an honor to be in partnership with you, as we seek to be the body of Christ in the world.

Faithfully,

Pastor Bill

Reports from Session Committees

Adult Faith Formation (AFF)

Jeff Williamson, Chair

The focus of the AFF team is multiple: to provide multiple opportunities and resources for lifelong faith development (including speakers, Bible study, lessons on spiritual practices, book studies), to encourage community, to promote life-long learning and the application of knowledge to daily life. We seek to work collaboratively with staff and other committees of Oak Grove.

The primary AFF offerings happen Sunday mornings and Wednesday evenings.

2018 Sunday morning highlights:

The year was full of speakers introducing the congregation to a variety of topics – the affordable housing crisis, mental health issues, Oak Grove history, sex trafficking, the Five Pillars of Islam, implicit bias, and LGBTQ issues.

- January: Suicide Prevention, honoring Martin Luther King Jr. for his contributions to our nation, an introduction to Healing Touch, Salsa lessons!
- February: A screening of the documentary, “Out North” and conversation with its creators, intergenerational Sunday with singer/writer Richard Bruxvoort Colligan, a two-part series on housing: U of M’s Neeraj Mehta, talking about housing discrimination, and Sue Watlov Phillips, director of Metropolitan Interfaith Council on Affordable Housing.
- March: Security Update on our monitors and security around the building, a youth/Rainbow Fellowship collaboration on “Becoming an effective ally,” Alike Galloway from Liberty PCUSA brought us up to date on the Northside Women’s Space, a resource center for women in the sex trade.
- April: Rainbow Fellowship led a conversation about gender identity, the Friendship Team hosted a Fellowship Fair, and Pastor Bill Chadwick read from his soon-to-be-published book of essays. A first – a trip to the Hindu Temple in Maple Grove and guest speaker were cancelled because of the spring snow storm!
- May: We learned about the Five Pillars of Islam with Syeda Sadia Tarannum and finished the program year with the discussion, “My Neighbor is Muslim” with Pastor Mary Pol.
- September: Opportunity Fair, met a rep from the Syrian American Medical Society, received a visit from Edward Pond to learn about Oak Grove and the Dakota people, and enjoyed uncovering history through hymns.
- October: Amy Pittenger led an eye-opening discussion on Implicit Bias, Pastor Bill brought the Reclaiming Jesus document and actions to our attention, and Morgen Gray brought the issues of transgender awareness and advocacy to our attention.
- November: Update on Sanctuary churches, Supportive Housing information, Cyber Security by Fred and Karen Alonzi, and we learned about domestic violence from Cornerstone, a support/resource agency in Bloomington.
- December: The Mission Team hosted an Alternative Market, Nancy, Judy, the choir and hand bells led a celebration of our new organ, and author/pastor Bruce Forbes revealed the “History of Christmas”.

AFF cont'd

On Wednesday nights, Bill Chadwick continued the Discipleship 101 series. In the winter/spring of 2018, Tom Watson from S. St. Paul and a professor at United talked about Presbyterian History, and Bill and Mary led a series on prayer. In the fall, Bill led the class in an introduction to the Second (New) Testament.

During Lent, AFF hosted small group gatherings to discuss *The Book of Forgiving* by Desmond and Mpho Tutu. Two small groups met for 5 weeks and enjoyed meaningful conversation and reading.

We are grateful for the committee members, staff, individuals, and committees that offer program ideas, guest speakers, resources, and share their passion for helping us all grow deeper in discipleship and faith. We continue to encourage all adults to take part in opportunities for learning and growth on Sundays and Wednesdays. It is important for all of us to join together to learn who and what God calls us to be. Please, grab your coffee and join your friends Sunday mornings and Wednesday evenings at whatever the AFF offering is that day!

We look forward to another exciting year in 2019 and welcome any and all ideas and participation on our team!

Thanks to all who served on the AFF Committee this year: Karen Lignell, Jane Lund, Mary Pol, Mark Pridgeon, and Amy Pittenger. Chairperson is Jeff Williamson and staff resource, Mary Koon.

Budget and Finance Committee

Jim Koon, Chair

Mission

To ensure the financial health and integrity of the Oak Grove Presbyterian Church in support of the mission and ministry of the congregation through effective accounting policies and fiscal management systems.

Accomplishments and Highlights

The B&F Committee had a busy year, with an internal Audit, migration to new membership software (ACS Realm), initiating the transfer of our Wells Fargo investments to the New Covenant Trust Company, and tracking several large purchases. Thanks to your generosity, coupled with careful spending by our Committees, we ended the year with a surplus of \$5,786 – much better than our planned deficit of \$70,481! We also used \$78,991 of our Operating Reserves to invest in solar panels, security cameras, LED lighting, a new server, and upgraded phones/internet. The only bad news from 2018 was the 10% loss on our investments, so hopefully that will turn around in 2019!

Highlights of the year included:

- Completed an internal Audit
- Began the transfer of \$1.8M in Wells Fargo investments to the New Covenant Trust Company
- Switched to ACS Realm for membership processing
- Established the 2019 Budget

Budget and Finance cont'd

Thank-you to our Counter Coordinators, Linda Brandner and Iris Karow, and the Sunday AM counters (Mark Pridgeon, Iris Karow, Karolyn Lee, Linda Brandner, Julie Andert, Sharon Nolte, Ed Schmidt, Judy Acker, Jody Milton, and Mac Davis). We appreciate your help! Thanks also to Linda Brandner for scanning, and Maureen Switzer for preparing checks!

Plans for 2019

Recruit more members!

2018 Committee Members: Jim Koon (Chair), Sue Greimel (Treasurer), Karen Amato (Session Liaison), Karen Alonzi, Bill Chadwick (Staff Resource), and Meghan Dooley (Financial Secretary).

Building and Operations Committee

Warren Christopherson, Chair

Mission:

Building and Operations is tasked with keeping our church building in good repair and the grounds well maintained. Also, B & O is responsible to provide a safe, comfortable and secure environment for all who enter Oak Grove Presbyterian Church.

Accomplishments and Highlights for 2018:

- Performed weekly building and grounds maintenance checks
- Cameras installed inside and outside of the church
- Performed Sprinkler Maintenance
- Defibrillator class held on October 27
- Replaced shingles on South Roof
- Painted NE and NW vestibule areas and the bathrooms on the main floor
- Bathroom valves replaced
- Installed Little Free Library
- Spring and Fall Cleanup completed
- Lights installed above mailboxes

Responsibilities:

- Oversight of maintenance contracts (custodial, snow removal, lawn care) and building insurance.
- Meeting state and city safety inspections.
- Managing our HVAC and lighting systems to maintain high efficiency.

Committee Members: Don Alman, Warren Christopherson, Holly Mae Dredge, Allen Greimel, Don Latourelle, Gene Morris, Rory Scott, Bob Sorensen. Advisor: Frank Uvodich. Staff resource: Rev. Bill Chadwick.

Children's Ministries

Karen Gerdes, Chair

Mission: To nurture Christian faith formation of children through creative forms of education, fellowship, outreach, and music. To provide a safe environment that is loving and accepting of all children.

Accomplishments:

- January- Feed My Starving Children – well attended -intergenerational
- April – Messy Church—taken from the book “Old Turtle and the Broken Truth”
- May – end of Faith Formation –recognizing teachers and volunteers
- June – Gaga Lockin for 1st-5th Grades
 - VBS-“Embrace the Fruits of the Spirit” (Exploring the Caribbean) Global Ministries in Cuba, Haiti, Jamaica, Colombia and Dominican Republic
- September – new programming began—using labs-volunteers can decide to do any activity that speaks to their abilities
- First Lab – Sue Greimel cooking sweet rolls for Rally Day
- October – CROP Walk Waffle breakfast
---Children and Youth Ministry Volunteer Night (team building & inspiration)
- December – Christmas pageant

Sunday Faith Formation: led by Sue Greimel, Bob Gerdes, Stephen Jones and Paul Sowers in the spring. Children explored Bible stories through art, science and cooking.

Fall 2018 we switched to “Labs”— letting volunteers introduce children to their strengths — yoga, cooking, science, writing, puppetry incorporating scripture and Bible stories to supplement. Teachers were Sue Greimel, Bob Gerdes, Bill Chadwick, Mattie Hawley and Chris Diller.

Karen Gerdes, Linda Johnson, and Marleen Singhrai lead **Preschool**. They introduce those 3-5 years old to the Bible, Jesus, and a loving and caring environment.

Wonderful Wednesdays (WoW!)—led by

January – April 2018 Jim Koon, Judy Acker, Cece Klueh, and Michelle Minea

September – December Jim Koon, Cece Klueh, Anne Klueh and Connie Nesbitt

We are so grateful for the many volunteers who allow all of our infant, toddler, and children's programs to thrive.

Judy Cooper and Brandon McKinnon lead our Wednesday **music programs**. We are grateful for their expertise and energy.

Lacey Jones staffs the **nursery** and she offers a loving and nurturing environment. Lacey is aided by countless volunteers who are recruited and organized by Laura Orr.

Children's Church is led by Karna Mikkelson, Terry Taylor, Mindy Hendrickson, Sarah Elbert, and Lisa Sheff, with numerous youth helpers.

Children's Ministry cont'd

Birthday Card Ministry- Kaitlin Krentz and Sue Powers.

Thanks to all who actively support children and young families with time, prayers, friendship and financial gifts. Each of our volunteers gives countless hours to make our children's experience of God and church one that is filled with joy and love.

Children's Committee members: Karen Gerdes (chair), Heidi Schuchman, Lisa Sheff, Jennie Steskal, Laura Orr, Mattie Hawley, Jacque Fletcher Johnson and Arne Johnson. Staff resource is Mary Koon.

Friendship Committee

Jane Jacobson, Chair

Mission:

To share the good news of Jesus Christ through the Gospel

Function:

- To provide a welcoming and safe environment for visitors
- To encourage members to become reflective of the ethnic diversity of our community
- To support personal evangelism through adult and youth education
- To facilitate and coordinate opportunities for fellowship among members and friends of Oak Grove.

Accomplished:

- Facilitated three Inquiry classes for a total of nine Sundays.
- Scheduled greeters for Sunday morning worship
- Provided host/hostess for coffee time between AFF and 10:45 AM worship
- Facilitated a volunteer opportunity at VEAP X2
- Organized the all church picnic
- Set up for Rally Day/Opportunity Fair
- Outings to Twins game
- The Singles group continues to meet monthly for various activities and socialization.
- Lunch Bunch meets on the third Thursday of each month for activities, lunch, exercises and sharing. It provides three hours of much needed respite for the caregivers. Some attend who are still living independently but have memory issues, it provides socialization and support for them.

A special thank you to Sandy Crum and Ron Dubis who faithfully attend the Welcome table. They give a welcome bag to first time visitors, fresh cookies and information about Oak Grove.

Committee members: Sandy Crum and Jane Propsom co-chair for 2019, Mary Koon staff resource, Larry Pearson, Chad Acker, Larie Ann Schmidt, Ron Dubis, Bob Ritter, Pamara Ritter, Marilyn Eidem, Sarajane Myers, Carol McCarthy, Bea Sorenson, Kathy Tominski, Georgia May, Candy Williamson, Don Wagner.

This year was a year of trying new things for the Gifts & Gratitude Committee. We kicked off our year with annual planning and measured our goals against two lenses: Is this encouraging members to give of their time, talents, and treasure and / or is this thanking members for giving of their time, talents, and treasure.

One of our major accomplishments this year was starting to address the per capita issue, by creating a Per Capita Sunday in February. This Per Capita Sunday was promoted through written communication and a Minute for Per Capita one Sunday morning. Our hope is that through increased awareness, and friendly reminders, funding will move to individual payments, thereby increasing budget for mission and education. We have more planned for 2019, so stay tuned!

A second major accomplishment is sharing what your giving is supporting on a regular basis. This is seen in the monthly Financial & Spiritual Support slide shown at the beginning of service and the Call to Offering announcement highlighting an area of our recent giving. We hope you have noticed these and learned something new.

Faith talks continued this year, stronger in the spring and summer than in the fall. It is such an inspiration to hear why our fellow members choose to give of their time, talents, and treasures.

Our Rally Day table this year featured a white board and encouraged people to share their reasons for giving of their time, talent and treasure. The messages and words you all shared were moving. We also used this time to create a small informational booklet that goes along with the Time & Talents survey that expand upon what the various groups and committees do. In conjunction, we took over the responsibility of connecting new members and committee leads in areas of their interest to help with engagement.

Our final major accomplishment was the 2019 pledge campaign, which kicked off in September. This is our most important responsibility and we were excited to try out a few new approaches. We expanded our campaign to include our confirmands this year, to highlight one of the commitments individuals make when they join the church. We sang and danced our pledges to the offering baskets on commitment Sunday, being the joyful givers God asks us to be. The service was followed by a thank you reception with cake and ice cream. Thank you notes were sent in response to pledges received, and follow-up emails / calls to request any missing pledge cards were a breeze this year. We are so grateful for your joyful and giving hearts!

We are pleased with the accomplishments of 2018. Thank you for serving God with us!
Milissa Carter, Karen Diller, Barb Johnson, and Bill Pomroy

Green Committee

Sunny Ray Snyder, Chair

The Green Committee was able to achieve a lot in 2018, and is truly grateful for the commitment to sustainability from the Session and the congregation. Through tactics executed in 2018, we have not only reached zero carbon emissions for our electricity (with our ongoing participation in the Xcel Windsource program), but will be contributing more green energy to the grid than we use once the solar garden we'll be participating in is completed in early 2019. OGPC was awarded the Earth Care Congregation certification through the Presbytery.

Highlights of accomplishments

- Execution of a solar garden membership agreement with ReneSola. The solar garden will be built in Q1 2019
- Installation of 56 solar panels on the church roof
- Installation of ultra-high-efficiency HVAC system
- Finalizing LED light conversion in sanctuary
- Installation of two electric vehicle charging stations
- Held an electric vehicle "Expo" inviting community on Sep 15, 2018
- Performed a feasibility study and applied for a Nine Mile Creek Watershed district grant for an additional rain garden in the SW corner of the church property

Preliminary plans for 2019

- We held a strategic planning session for the committee 11-1-18, and planned our key priorities for 2019, including:
 - Planning three community educational/outreach events, tentatively to include ones focused on electric vehicles, solar/wind energy and sustainable landscaping
 - If we receive the Nine Mile Creek Watershed district grant, we will pursue installation of a rain garden

Active members of the Green Committee:

Sunny Ray, John Crampton, Bob Gerdes, Al Frechette, Jacques Chasse, Pdon Pinkham, Bill Chadwick, Erin Anderson Wenz, and Anne Ritterspach.

Mission Committee

Carol Long, Chair

"You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of difference you want to make." -- Jane Goodall

The Mission Committee is extremely grateful for the generous commitment of financial support and dedicated volunteer participation shown by Oak Grove members for mission projects in 2018. With a budget of \$125,745 and additional dollars obtained through member donations, we honored our on-going mission commitments, and at the same time, we found new opportunities to serve and support. The Supportive Housing Committee, a subcommittee of the Mission Committee, took on numerous projects in 2018 which provided the Oak Grove family with additional opportunities for financial and volunteer support. Those activities are

summarized separately in the Annual Report. The various mission projects highlighted below show the diverse outreach and support provided by Oak Grove members. As a congregation with a long history of commitment to mission, we were able to make a difference locally and globally.

In 2018 we donated to and/or participated in the following new projects:

- Sponsored an intergenerational mission trip to St. Louis, MO with financial support of \$1814. Eight adults and three youths participated.
- Acting on a desire to learn about and pursue a mission outreach effort to Syria, the Mission Committee sponsored an adult education presentation by a speaker from the Syrian American Medical Association Foundation. Gave \$3000 to this organization to support the work of medical professionals who serve the healthcare needs of the vulnerable population in Syria.
- As a way to inform the congregation about mission projects and invite them to get involved, the committee highlighted a different Oak Grove-supported mission organization in a looping slide presentation before Sunday services each month through the first half of the year.
- Contributed \$3000 to support the Green Committee's purchase and installation of a level-2 charging station for electric vehicles
- Donated \$1000 for honoraria to performers at the Justice Choir event at Church of the Apostles, Burnsville. The program included singing and dialogue which addressed racism.

We continued to support Bloomington public schools:

- **Homework Connection** – \$7,996 for staff, supplies, scholarships, and snacks, and volunteers for after-school tutoring
- **Sheridan Story** - Each week during the school year, Oak Grove volunteers delivered bags of food to about 70 students to help curb weekend food insufficiency. Oak Grove's contribution to this program in 2018 was \$8,825 in funds and about 50 service hours from 12 volunteers. Our funding provided weekend food to students at 3 Bloomington elementary schools: Oak Grove, Indian Mounds, and Valley View.

We reached out to neighbors in need in our local community through giving of our dollars and volunteer service time:

- **Oasis for Youth** - \$3,000 to fund their services to help youth facing homelessness
- **VEAP** - \$12,491 (\$6000 from Mission Committee plus \$6491 from Oak Grove member contributions) which supported the food pantry and services to help low-income people meet immediate needs and reach their long-term goal of stability. Sponsored a donation drive to collect school supplies for Bloomington school children.
- **Cornerstone** - \$3,000 to fund services to reduce domestic violence, sexual violence, and human trafficking in Bloomington, Richfield, Edina, and Eden Prairie
- **Meals on Wheels** - \$3,000 and over 200 hours by Oak Grove volunteers delivering nutritious meals to senior citizens and the disabled in Bloomington
- **Bridging** - \$1,000 to provide furniture and household items to those transitioning out of homelessness
- **Loaves & Fishes** (Creekside Community Center, Bloomington) - Purchased \$5,632 of food, and Oak Grove volunteers contributed more than 1000 hours serving two dinners each month
- **Simpson House** (north Minneapolis) - \$1400. Purchased food, prepared and served breakfast every other month. Donated socks, hats, hand-warmers and snack bars to clients.

Mission cont'd

- **Metro Paint-A-Thon** – donated \$250 for the purchase of supplies for painting projects
- **Minnesota Council of Churches/Refugee Services** – sponsored a donation drive to collect clothing and household items for refugees
- **Crop Walk** –Oak Grove donated over \$700 (including \$250 from Mission Committee) for hunger awareness and support
- **NAMI Minnesota Walk** (National Alliance on Mental Health) – gave \$500 to fund a sponsorship to raise awareness about mental illnesses
- Paid \$2073 to cover the repairs on a mobile home which prevented an elderly woman from being evicted

Through the Mission Committee budget and donations from the congregation, we funded several projects beyond our local community, which included out-state, national, and international organizations:

- **Clearwater Forest Presbyterian Camp** (northern Minnesota) - \$4,000 to support the camp's ministry programs for youth and adults
- **Green Valley Samaritans** (border ministry in Arizona) - \$2,000 donation went toward repair of a van used to provide water, food, and first aid to migrants
- **Presbyterian Mission Agency** – gave \$4,212, collected from Mission Gift Fair sales and Oak Grove member donations, for gifts of animals, seeds, and farm tools to be distributed to families in countries throughout the world in an effort to eradicate hunger and poverty
- **San Lucas Toliman Mission** (Guatemala mission agency) - \$5,000 to help support education and provide land
- **International Village Clinic** (India) - \$8,000 for medicine, vaccines, and nutritional aid
- **S.H.E. (Struggle-Hope-Empowerment) Project** – \$285 from the Mission Gift Fair receipts which helped improve the socio-economic status of girls and women in Pakistan
- **Schools for Peace - Pakistan (Presbyterian Education Board)** - \$3001 to help fund construction of a boys' school in Martinpur, Pakistan; \$5,000 for youth education scholarships
- **San Lucas Toliman Scholars Program** (Guatemala) - \$1000 to support the junior high school education of 4 Guatemalan students
- **Presbyterian Disaster Assistance** - \$6,127 for supplies and aid to people affected by natural disasters which includes \$1,431 for California wildfire victims and over \$3,000 for Hurricane Florence assistance
- **Kiva micro-loan program** - contributed to 27 new loans to people in 16 countries with a current outstanding loan amount of \$5,493. Donations from the Mission Gift Fair increased money available for future loans by \$1400.
- **Alta Alonzi** (former youth Oak Grover) - Gave her \$3000 to cover transportation and medical costs during her year of mission work with BEAM in Chiang Mai, Thailand helping Myanmar refugees earn their GED
- **Arusha Lutheran Medical Centre** (Tanzania) - Donated \$3000 for use where most needed such as medical services or equipment
- **Youth Mission Trip** – contributed \$5000 for the youth mission trip to Guatemala which was cancelled. These funds will be used for that trip rescheduled in 2019.
- Sold fair trade **Guatemalan coffee** (\$1,823) and **Palestinian olive oil** (\$3,007). Proceeds provide financial support to the growers and producers in those countries

We supported our denomination through three Special Offerings and General Mission giving:

Mission cont'd

Special Offerings

- **One Great Hour of Sharing** - \$4,844 for disaster assistance, hunger program, and self-development of people
- **Peace and Global Witness** - \$1,390 to promote ministries of reconciliation and peace within cultures of violence and conflict
- **Christmas Joy** - \$4,023 for racial ethnic leadership development and financial support for current and retired Presbyterian church workers and their families

General Mission: Total funds = \$41,370 which was divided among three groups

- **Presbytery of the Twin Cities Area** (66%) - \$27,304
- **Synod of Lakes and Prairies** (17%) - \$7,033
- **General Assembly** (17%) - \$7,033

Thank you for your generous gifts of time and money which demonstrate the faithful dedication of Oak Grove members who have decided to positively impact lives and are committed to giving hope to people and making the world we live in a better place for future generations.

Mission Committee Members: Carol Long (Chair), Lucy Clyde, Mary Crampton, Noel Eggebraaten, Greg Johnson, Stephen Jones, Iris Karow, Cecelia Laurie, Sharon Nolte, Gar Nordin, Bill Chadwick (Staff Resource)

SUPPORTIVE HOUSING COMMITTEE (SHC) (*Mission Sub-committee*)

Sue Powers, Chair

Mission

- To support individuals/families in unstable housing situations
- To explore ways to prevent homelessness and create stable housing in our community
- To inform members of Oak Grove about the affordable housing crisis in our communities
- To become skillful advocates for the growing need of affordable housing

How Do We Do This?

- To become aware of issues surrounding homelessness and affordable housing, our committee members attend training sessions and educational seminars sponsored by organizations such as **Community Action Partnership-Hennepin County** (capsh.org), **Jewish Community Action Organization** (jewishcommunityaction.org) and **Minnesota Homeless Coalition** (mnhomelesscoalition.org), an advocacy training group preparing people to speak to their respective legislatures during "Homeless Day on the Hill."
- We support organizations (i.e. Oasis, Families Moving Forward, Safe Nights, Aeon) that provide temporary shelter and supportive services to the homeless and precariously housed.
- Our committee is represented on the **Bloomington Housing Coalition (BHC)**, whose mission is to influence government organizations like Bloomington's Housing and Redevelopment Authority (HRA) and the Director of Community Development to increase the amount of affordable housing and to preserve existing affordable housing in our community. Initiatives that come from the HRA and Director of Community Development for Bloomington become part of the **Affordable Housing Policy** to be adopted by the Bloomington City Council.
- We bring speakers to Adult Faith Formation to inform Oak Grove's congregation of issues surrounding homelessness and the need for affordable housing. In 2018 we invited guest speakers from the **Center for Urban and Regional Affairs** (cura.org from U of MN),

Minnesota Interfaith Community of Affordable Housing (micah.org) and the Jewish Community Action Organization to speak at Adult Faith Formation Sessions.

Organizations We Support

- **Families Moving Forward/Keys to Success Program** - Families Moving Forward is a shelter program that works with finding stable housing for homeless individuals and families.
- **OASIS FOR YOUTH** - began as a drop-in and resource center, located right here at OGPC in July of 2010. They continually expand their services of support for homeless or precariously housed youth. The SHC provided the initial salary support for Oasis to hire an additional case manager specifically focused on youth who have a job and may be attending school but do not have enough financial resources to pay the full cost of renting an apartment. The SHC contributes a rent subsidy for such youth and provides a pathway for a youth to achieve a positive rental history and thus an improved credit score. During November and December, the committee held a donation drive for items from a "Wish List" provided by Oasis.
- **SAFE NIGHTS** is a transitional housing program for unaccompanied **minors** designed to respond immediately to these youth who are in need of a safe place. Five nights in a safe place with two responsible adult volunteers is provided under regulations set forth by the Department of Human Services. Oak Grove is Safe Nights' first transitional housing site and will be the model for future sites.
- **AEON (aeon.org)** is a non-profit organization dedicated to creating and keeping affordable housing through preservation, rehabilitation and new construction. The SHC is committed to working with Aeon to help with cosmetic improvements to a property in Richfield that the organization recently acquired. Thanks to Aeon, this property was preserved as affordable housing rather than being sold to a developer who was interested in rehabilitating the property and renting units at market rate. In December of 2018, nineteen volunteers arrived at this property to paint interior hallways. Hats off and a special thanks to those folks who participated. In 2019, the SHC is planning to continue working with Aeon in this way and will be asking Oak Grovers to volunteer sometime in the near future.
 - **BLOOMINGTON HOUSING COALITION (BHC)** - In November of this year, the SHC and Oak Grove Presbyterian Church hosted an event for members of the BHC. The purpose of the meeting was to educate and inform members of the BHC about the affordable housing issues and possible solutions for Bloomington. Speakers included Erik Johnson, Bloomington Community Development Director; Julie Campanelli, Homeless Liaison for Bloomington Public Schools; Nathan Coulter, Bloomington City Council Member-at large; and Milika Billingslea from AEON. The SHC secured child care for parents attending and prepared and served a light supper for approximately 65 people.

To learn more details about how we have supported these programs please contact one of our committee members. Thank you for your support of this mission. You have no idea the many parents, children and young people you have positively impacted. If you are interested in joining our committee, our meetings are at 6:30 pm on the 2nd Tuesday of each month. Peace and Blessings to you ALL.

Current Committee Members: Nancy Hauser, Jim Koon, Carol Long, Rod Myers, **Joey Oslund, **Carol Osweiler, Lisa Pomroy, Sue Powers (**New Members).

Personnel Committee

Iris Karow, Chair

Mission:

The Personnel Committee acts as an arm of the session in employee/employer policy and relations.

Accomplishments and Highlights 2018:

- Reviewed current staff salaries, and recommended increases as appropriate.
- Adjusted benefits where appropriate.
- Developed and submitted 2019 Personnel Budget.
- Accepted the resignation of Nathan Hirsh, Youth and Young Adult Director.
- Posted job openings for *Assistant Nursery Staff* and *Youth and Young Adult Ministries Coordinator*. Searches are ongoing.
- Updated employment records of all staff.
- Conducted annual review for all staff.

Plans for 2019:

- Continue to support staff through one to one liaisons.
- Word to fill the two job openings listed above.

Committee members for 2019: Pat Gleason (chair), Sonya Butler, Mary Bowen-Eggebraaten, Dave Johnson, Anne Klueh, Bill Pomroy, and Bill Chadwick (Staff Resource). A sincere thank you to Iris Karow and Sharon Nolte who retired end of 2018.

Technology Committee

Andy Snyder, Chair

To create an environment using the website, computers, lighting, video, and sound technology, to enhance the worship experience and lives of Oak Grove members, staff and surrounding community. The scope of the committee includes purchasing and servicing office and staff computers and related office equipment, carillon, Wi-Fi and email capability, phone system, and sound, lighting and video (SLV) equipment and systems.

Accomplishments and Highlights:

- 2018 is the year that the technology committee brought Oak Grove services to Facebook. We are now streaming and saving the Sunday worship service to Facebook for members to enjoy from home or travel.
- The technology committee installed a new central server to better support the church IT needs.
- Throughout the year, the committee implemented a project to transition all broadband and telephone connectivity to Comcast Business. We upgraded from a slow 10G service to a much improved 50G service.
- The e-mail service to the church was moved from Integra to Microsoft.
- Continued with the Thursday afternoon working tech team at OGPC to address issues that arise during the week and to interface with staff members.
- Installed several new computers for church team members.
- Replaced the choir projector.
- Started training several new members to operate the SLV board.

Potential Projects looking forward in 2019

- Identify long-range goals and funding requirements for next 3 years.
- Upgrade wireless microphone units to a new federal standard.
- Install several new computers.

Committee Members:

Mac Davis, Bob Gerdes, Gordon Goodwin, Greg Johnson, Larry Klueh, Mike Steskal, Andy Snyder (Session member), and Neil Schroeder. Staff Resource, Bill Chadwick. A special thanks to each of the Technology Committee members for their continued support.

Worship & Music Committee

Ruth Dukelow, Chair

Mission

To oversee and coordinate all aspects related to worship and music in conjunction with the pastors.

Functions

- Participate in hiring the Director of Music, Choir Director, and Organist
- Recruit and coordinate liturgists, ushers, and communion servers
- Provide oversight to the Sanctuary Guild and Pew Crew
- Through the Sanctuary Guild, provide banners, paraments, vessels, and other liturgical art pieces and decorations for the sanctuary
- Submit names and recommendations for session approval of those individuals seeking baptism
- Provide flowers for worship services
- Recruit funeral, wedding, and communion service coordinators
- Develop and submit policies for weddings, funerals, and baptisms
- Recommend resources for worship such as hymnals, bibles, etc.

Accomplishments and Highlights

- **Provided liturgists, ushers, and communion servers.** 2018 coordinators were Sarajane Myers (liturgists), Larry Klueh (ushers), and Marleen Singhrai (communion). Sandy Crum coordinated greeters. Incoming liturgist recruiter for 2019 is Dick Nichols and incoming communion recruiters for 2019 are Jacques Chasse and Cecelia Laurie.
- **Conducted the Lent Madness Hymn Tournament.** The winning hymn was *Here I Am, Lord* (other three in the *Final Four* were *Amazing Grace*, *Just a Closer Walk with Thee*, and *Great is Thy Faithfulness*).
- **Fundraising and installation of the new church organ.**
- **Prayer Leader Ministry** is filled by our wonderful members who provide individual prayers following each worship service on Sundays.

- **The Sanctuary Guild** prepared the sanctuary beautifully for Lent, Easter, World Communion Sunday, All Saints Day, Veterans Day, and Advent. The Guild is a great group who are always willing to do whatever is needed!
- **Provided special music throughout the year, including:**
 - January: Oak Grove choir joined with St. Luke's choir at both churches
 - February: music by Richard Bruxvoort Colligan
 - March: Bible Folk musical; we held a Good Friday evening service for the first time in many years
 - April: Twin Cities Bronze, with Andrew Hess
 - June: OVation
 - September: Barbary Coast
 - October: Catherine Wilson
 - November: Bryan Nichols Trio and Choir Americana Cabaret
 - December: Children's pageant
- **Special worship services**
 - Ash Wednesday and following Wednesdays during Lent: Lenten services
 - Palm Sunday service
 - Maundy Thursday service
 - Easter Sunday services
 - August Picnic service at Moir Park
 - Thanksgiving Eve service with PCA at Oak Grove
 - November 25 pastor exchange with Chain of Lakes
 - December Service of Shadow & Light, Children's Pageant, Cantata, and Christmas Eve services

2018 Worship and Music Committee members: Bill Chadwick, Judy Cooper, Ruth Dukelow (Chair), Eugene Orr, Andrew Hess, Anne Klueh, Sarajane Myers, Verona Stoesz, and Dick Nichols

2018 Sanctuary Guild members: Dorothy Beattie, Sue Cavanaugh, Sharon Fields, Evelyn Gebhard, Jan Lichtenberger, Georgia May, Jody Milton, Barb Nelson, Lila Netten, Meg Robles, Larie Ann Schmidt, Dorothy Sorensen, Darlene Thronson, Paula Uvodich, Adam Wilkens, and Pam Williams.

2018 Pew Crew: Barb Nelson, Carol Dykstra, Marilyn Eidem, and Sue LaPointe.

Youth Faith Formation

Russ Snyder, Chair

The purpose of the Youth Faith Formation Committee is to provide leadership, planning and coordination of programs and ministries for senior high and middle school youth. These provide opportunities for:

- Sharing stories of faith and faith development
- Leadership
- Outreach and mission
- Interconnectedness and relationships with the whole church

Youth Faith Formation cont'd

Highlights and Happenings from Spring and Summer 2018:

The youth program saw several twists and turns in 2018. Various events led to uncertainty, changes, loss, and ultimately a rallying together to support our youth as best we were able.

- All year, we worked hard at being creative and being current, especially for our Wednesday night program content.
- Were intentional about and successful in developing leadership through an increased frequency of youth-led Wednesday night sessions.
- We were saddened by the shooting at Stoneman Douglas HS on February 14 of 2018. This influenced several WoW sessions including discussions on mental health, on safety, on faith, prayer and trusting in God.
- We were intentional about combining the middle school and high school youth together on a regular basis. This has helped create a space, if not relationships where HS youth can share their experiences and offer support as they have been through the tough transition from MS to HS. Combined activities and peer-mentoring continues to be an emphasis as we enter 2019.
- We raised funds for the Guatemala mission trip with our Chili Cook-Off and Bake Sale.
- In mid-June, the mission trip was put in jeopardy due to uncertainty after a volcanic event some 20 miles from San Lucas Toliman, Guatemala. The committee was torn, and indeed split on what action to take. In the end the trip was cancelled and rescheduled for summer of 2019. The fallout from the cancellation was relief for some, frustration and dismay from others, and disappointment for all. The committee took a break for much of July into August, looking to re-group for the fall program year. The funds raised were put aside for the 2019 trip.
- In September, our Director of Youth, Nathan Hirsh resigned his position. This unexpected development was hard news for many of the youth and the youth committee worked to listen and respond to the emotions and impact felt. As a committee, we found ourselves in a position to rally and move forward quickly as we were at the start of the program year.

Fall 2018:

With Nathan's departure, the committee pulled together, and with valuable support from Pastors Bill and Mary, kept the planning and programming moving ahead. Vaughn Sheff and Jane Propsom who lead the Confirmation class, actively joined in support of our planning for MS and HS youth. They have been a welcome and valuable addition.

- We continued to frequently combine MS and HS for fellowship and mentoring opportunities.
 - Combined MS & HS Lock-In fun night October 18
 - Trick-or-VEAP event on Halloween where we collected food donations for VEAP. On November 14 a rep from VEAP came to speak with our MS & HS youth about food security in our community and the world. HS youth helped lead a part of the presentation.
 - Peer Ministry where SH youth led MS youth through activities and discussion during December 12th WoW!

Fundraising fall 2018:

- Pancake Breakfast on November 18 after 10:45 worship.
- "Photo Booth" during alternative Market December 2.

Youth Faith Formation cont'd

Mission Trip:

We are back on track planning for the mission trip to Guatemala in late June 2019. The airfare was credited back to us from the airline such that we are able to re-assign the existing tickets to this year's participants. – thank you to Sarah Olson for her efforts. At this writing we are planning for 11 high school youth and 6 chaperones.

Confirmation

Program Overview

Vaughn Sheff and Jane Propsom kicked off their 5th year leading the Confirmation Experience program. Vaughn and Jane run an engaging program that allows students to learn, discuss and ask questions about theology, faith and life. Our discussions revolve around our annual theme, and this year it is: *May the God of Hope Go with Us Every Day!* Currently 20 youth participate in our program, with ~12-15 attending weekly.

As part of this program, students are paired with a Covenant Partner who mentor the students along their faith journey. In addition, the Senior High Youth have, and are scheduled to, lead several discussions with the Middle School Youth throughout this year as part of a peer mentoring effort. So far, results have been very positive!

On April 29, 2018, we were delighted to confirm five youth, Lily Dodge, Hannah Ervin, Mary Hendrickson, Daniel Hendrickson and Tedojwok Philip.

We have four 8th graders who are eligible to be confirmed as members this year: Cassie Acker, Lily Siegel, Julian Wenz, Evan Wilkens. All four have regularly attended in the previous 2 years, and we hope all four will choose to be confirmed in May 2019 as part of their 3rd year in the Confirmation program.

Service & Fellowship Activities

Once per month, the Confirmation class engages in a service or fellowship event. To date there has been three major activities:

- 10/31/18, Trick or VEAP: Joint service event between Middle & Senior High youth where we collected some 160# of food on Halloween evening.
- 11/28/18, Family Mission Night: Made cold weather bags for Oasis alongside other Oak Grovers.
- 12/19/18, Donate & DO! Sorted and packaged toilet paper/diapers for VEAP to support for those in need within our community. Then received a tour & overview of VEAP---what an amazing community resource!

Special Thanks

We are SO grateful for our 12 Covenant Partners – Elise Kelly, Nancy Scott, Bev Heise, Laurie Leonard (Decknatel), Sue Greimel, Chad Acker, Kris Jacobson, Deb DeMeester, Iris Karow, Jim Koon, Karen Alonzi, Milissa Carter.

Our committee is SO grateful for the many individuals and the entire congregation, each of you who lend support, prayers and engagement with the youth of Oak Grove. God bless you.

Youth Faith Formation cont'd

As outgoing Chair, and as this ever-unpredictable year ends, I want to extend my gratitude to each committee member for your creativity, concern, talent and commitment to our youth. THANK YOU Anna, Amy, Chad, Jane, Rory, Shawn, Travis and Vaughn!!!

Youth Committee Members:

Anna Lyons, Amy Zsohar, Chad Acker, Jane Propsom, Rory Scott, Russ Snyder, Shawn Wimberly, Travis Scott, Vaughn Sheff; Mary Koon-Staff support.

Board of Deacons

Jan Lichtenberger & Rich Price, Co-Moderators

The ministry of the deacon as set forth in Scripture is one of compassion, witness and service, sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies of structure, or anyone in distress. Persons of spiritual character, honest repute, exemplary lives, brotherly and sisterly love, sincere compassion, and sound judgment should be chosen for this ministry.” (Presbyterian Church USA Book of Order) The primary responsibility of a deacon of Oak Grove Presbyterian Church is to be responsive to the needs of the church and its members.

Your Deacon Board is a dedicated group of people who served Oak Grove with compassion and joy in 2018. We were blessed to have Pastor Mary Koon as our staff support during the year.

We thank the dedicated outgoing members who completed their three-year term at the end of 2018: Rich Price, Jan Lichtenberger, Cece Klueh, Sida Souvannasane, and Al Greimel.

The following are the sub-committees of the Deacon Board:

- **Alert and Visitation:** The Deacons reach out, through hand written notes, calls and visits, to people who are new to the weekly prayer list. Thanks to the entire congregation who have expanded on that ministry by writing notes and sending cards from the Deacon’s Bench (located in the Narthex) each week. This committee also oversees the Friend-to-Friend Ministry, partnering active church members with those who are mostly home-bound. Activities include regular visits, calls, and the Golden Harvest Dinner honoring Friend-to-Friend pairs and congregation members 80 years of age and older. Friend-to-Friend callers provide small gifts to their partners at Christmas and Easter.
- **Communion:** Deacons prepare the elements and do clean-up for Communion monthly and as required for special services of worship, and recruit servers every other month for the worship services at Presbyterian Homes in Bloomington.
- **Membership:** This sub-committee meets regularly with our staff support to keep track of members who have not been in regular attendance, and reaches out to these members in an attempt to encourage them to renew their commitment or to discover their intent about membership at Oak Grove.
- **Transportation:** Deacons arrange and coordinate transportation for emergency, or one-time requests, and are currently working on expanding this ministry to provide transportation for members attending worship services. We have added an email database of people willing to give rides upon a pastor’s request. There are currently more than 50 Oak Grove members on this volunteer list.

Board of Deacons cont'd

- **Fellowship:** This sub-committee plans and oversees the Palm Sunday Brunch and the Golden Harvest Dinner. Deacons also staff Parents Day Out after pageant rehearsal, nurturing our youngest Oak Grovers.
- **Prayer Shawl Ministry:** The deacons support the Prayer Shawl Ministry in conjunction with Presbyterian Women. The crocheted or knitted prayer shawls are given to people in times of illness or loss, and supplies and cards are restocked as needed.
- **Simple Meal Ministry:** Meals consisting of soup and bread are delivered to people in need when a quick nutritious meal would be most helpful. The soup and bread are made by volunteers and/or deacons in the church kitchen and then frozen.
- **Health Ministries:** This program oversees the lending of medical equipment for use by members, family and friends of Oak Grove. Personal visits, calls and cards to those congregation members remembering the first year loss of a family member are coordinated through this sub-committee. This committee supports the monthly Caregivers' Tea and the Respite Care lunch, which are scheduled the first and third Thursdays of the month respectively. This program has brought great comfort and peace to those who are working with family members who have memory or other health issues.

We thank the Oak Grove family for your support of the Board of Deacons, and welcome any ideas of ways to better serve our congregation in 2019.

Presbyterian Women

Connie Nesbitt, Moderator

Mission:

The Mission of the Oak Grove Presbyterian Women is to nurture our faith through Prayer, Bible Study and Fellowship and to support the Mission of the Church worldwide.

The two Circles at Oak Grove meet September thru May at the church. The Goodrich-Nord Circle meets on the second Wednesday of the month at 9:00 am. The Evening Star Circle meets on the first Tuesday evening of the month at 7:00 pm.

In 2018 the women in the two Circles at Oak Grove studied "Cloud of Witness". Pastors Mary Koon and Mary Pol took turns leading our study each month. Their insight and knowledge made our gatherings so much better!

Nancy Kachel, Dorothy Beattie and Jody Milton take turns coordinating serving at the funeral receptions. There were 15 services this past year.

Several members attended both the Spring and Fall Presbyterian Women Gatherings held each year for all women in our Presbytery. These Gatherings are a daylong event at a church within the Presbytery. There are always excellent speakers and wonderful fellowship.

We had another very successful bake sale. Bev Heise and Jody Milton coordinated this event. We give the proceeds from this fundraiser to various missions. Margaret Koch coordinates the Kitten Tree in the Narthex during Advent. This year's tree yielded 144 items, which were donated to Cornerstone.

We welcome new members to join us.

Presbyterian Women cont'd

2018 Presbyterian Women Officers:

Moderator: Connie Nesbitt

Secretary: Mary Jones

Treasurer: Maureen Switzer

Goodrich-Nord Circle

Co-Chairs: Margaret Koch & Bev Heise

Treasurer: Jan Ahlquist

Evening Star Circle

Chair: Connie Nesbitt

Treasurer: Linda Johnson

Endowment and Session Designated Funds

Endowment Fund 2018

The Endowment Fund was established in 1988, with the donated principal to be held in perpetuity. The money is invested and managed by Wells Fargo Advisors, LLC in socially responsible stocks. \$0 is available for 2019.

| | |
|--|------------------|
| Beginning Balance, January 1, 2018 | \$984,379 |
| Bequests/Gifts | 0 |
| Dividends and interest | 47,554 |
| Unrealized gain (loss) on investment | (167,049) |
| Fund expenses | (13,417) |
| Transfer to Long-Term Building Maintenance Fund | 82,622 |
| Ending Balance, December 31, 2018 | <u>\$934,088</u> |

Session Designated Fund 2018

The Session Designated Fund was established in 2004, primarily of gifts from Mabel Johnson and Eugenie Whitney. The money is also invested with Wells Fargo Advisors, LLC. Under the Session's current policy, up to 15%, each year, of the fund value is available for Special Projects. Session has authorized \$44,526 for use in 2019 to support the General Fund budget.

| | |
|--------------------------------------|------------------|
| Beginning Balance, January 1, 2018 | \$329,528 |
| Bequests/Gifts | 0 |
| Dividends and interest | 12,332 |
| Unrealized gain (loss) on investment | (41,731) |
| Fund expenses | (3,290) |
| Transfers to General Fund | \$0 |
| Ending Balance, December 31, 2018 | <u>\$296,838</u> |

Long-Term Building Maintenance Fund 2018

The Long-Term Building Maintenance fund was re-established in 2015 from Endowment Fund earnings. The money is invested Wells Fargo Advisors, LLC, and is restricted to building maintenance.

| | |
|--------------------------------------|------------------|
| Beginning Balance, January 1, 2018 | \$ 359,224 |
| Dividends and interest | 0 |
| Unrealized gain (loss) on investment | 0 |
| Fund expenses | (0) |
| Transfer from Endowment Fund Gains | (82,622) |
| Ending Balance, December 31, 2018 | <u>\$276,603</u> |

Property and Equipment 2018

| | |
|-----------------------------------|--------------------|
| Net Book Value, January 1, 2018 | \$2,786,703 |
| Additions | 141,900 |
| Depreciation | (133,575) |
| Net Book Value, December 31, 2018 | <u>\$2,795,028</u> |

Pastors' Discretionary Fund 2018 -- What a joy it is for us pastors to be able to help people in need on your behalf. The Pastors' Discretionary Fund has long been a part of Oak Grove's mission. It is funded entirely by special donations and is not a part of our regular budget. We use it to help Oak Grove members and those who are recommended by members or known by the pastors, a total of 20 different people. (We refer most folks who come to our doors for emergency assistance to VEAP.) This year moneys went for medical expenses, rent, a week's car rental after an accident, relatives in dire straits in Africa, tuition for pastor's kids in Africa, bus travel to a family reunion, Christmas gifts, and expenses after a robbery. Thanks so much for your generosity! --Bill and Mary

| | |
|------------------------------------|-----------------|
| Beginning Balance, January 1, 2018 | \$ 5,005 |
| Donations | 7,883 |
| Expenses | (10,696) |
| Ending Balance, December 31, 2018 | <u>\$ 2,192</u> |

Note: Some totals may not agree due to rounding.

Memorial and Donor Dedicated Accounts - 2018

Memorials were given during 2018 in Memory or Honor of:

Gordon Augustson, Susan Baumgartner, Eileen Blake, Mary Ann Brihn, Jeanne Castle, Ron Cavanaugh, Howie Colwell, Kathy Craven, Norm Craven, Tammy Freiborg, Halcyon Hursh, Violet Knutson, Ron LaPointe, Mattie Marvin, Jim Pickard, Janet Pine, Jack Powers, Laretta Racer, Joan Stanko, Robert (Van) Vanatta, Curt Wentz

Examples of some of our Dedicated Accounts are listed below:

| | Balance 1/1/2018 | Receipts | Disbursements | Balance 12/31/2018 |
|---------------------------------|---------------------|------------------|------------------|-----------------------|
| Allen Youth Camping Scholarship | \$5,418 | \$500 | \$700 | \$5,218 |
| Allen Seminary Scholarship | \$221 | \$1,632 | \$1,632 | \$221 |
| Building Maintenance & Repair | \$66,054 | \$18,660 | \$1,693 | \$83,021 |
| Choir Robes | \$2,145 | | | \$2,145 |
| Clearwater Camp Scholarship | \$2,758 | | \$500 | \$2,258 |
| Dalquist Women's Retreat | \$1,463 | | \$300 | \$1,163 |
| Deacons | \$589 | | | \$589 |
| Education | \$112 | | | \$112 |
| Green Initiatives | \$282 | \$1,432 | \$1,000 | \$714 |
| GPH Décor | \$1,250 | | | \$1,250 |
| History Committee | \$853 | | | \$853 |
| Kachel Mission Scholarship | \$9,334 | \$50 | | \$9,384 |
| KIVA Micro-Loan | \$0 | \$1,400 | \$1,400 | \$0 |
| Landscaping | \$3,133 | \$300 | \$44 | \$3,389 |
| MS "Seekers" Program | \$178 | | | \$178 |
| Music | \$11,287 | \$715 | \$3,547 | \$8,455 |
| Organ Fund | \$0 | \$66,437 | \$50,000 | \$16,437 |
| Presbyterian Mission Agency | \$0 | \$8,426 | \$8,426 | \$0 |
| SafeNights | \$4,557 | \$2,500 | \$987 | \$6,070 |
| SD Memorials | \$2,112 | \$8,365 | \$10,365 | \$112 |
| SH Mission Trip | \$8,096 | \$15,063 | \$20,283 | \$2,877 |
| S.H.E. Project | \$0 | \$285 | \$285 | \$0 |
| Sheridan Story Meals | \$8,709 | | \$8,709 | \$0 |
| Supportive Housing | \$677 | | \$429 | \$248 |
| Social Justice | \$1,474 | | | \$1,474 |
| VEAP | \$0 | \$6,492 | \$6,612 | (\$120) |
| Worship | \$717 | \$228 | | \$944 |
| Totals | \$131,419 | \$132,485 | \$116,912 | \$146,992 |

Note: Some totals may not agree due to rounding.

OAK GROVE PRESBYTERIAN CHURCH
STATEMENT OF FINANCIAL POSITION
December 31, 2018 and 2017

| ASSETS | <u>2018</u> | <u>2017</u> |
|--|---------------------|---------------------|
| General Fund checking account | \$ 105,262 | \$ 152,175 |
| E-bay checking account | - | 100 |
| Pastors' Discretionary Fund checking account | 2,192 | 5,005 |
| Savings & CD accounts | 50,003 | 128,540 |
| Investments - Operating Reserve | 263,503 | 293,022 |
| Investments - Session Designated Fund | 296,838 | 329,528 |
| Investments - Endowment Fund | 1,210,691 | 1,343,603 |
| Property and Equipment | 4,855,983 | 4,714,083 |
| Accumulated Depreciation | <u>(2,060,955)</u> | <u>(1,927,380)</u> |
| TOTAL ASSETS | <u>\$ 4,723,517</u> | <u>\$ 5,038,675</u> |
| LIABILITIES | | |
| Accounts Payable | \$ - | \$ - |
| Deferred revenue | 80,641 | 137,336 |
| FSA balances | - | - |
| Education carryovers | <u>5,901</u> | <u>5,039</u> |
| TOTAL LIABILITIES | <u>\$ 86,542</u> | <u>\$ 142,375</u> |
| NET ASSETS | | |
| Unrestricted - General Fund Equity | \$ 35,927 | \$ 70,446 |
| - Operating Reserve | 150,000 | 150,000 |
| - Unrestricted This Year | <u>(23,733)</u> | 44,577 |
| - Dedicated Accounts | 170,032 | 166,439 |
| - Pastors' Discretionary Fund | 2,192 | 5,005 |
| - Session Designated Fund | 296,838 | 329,528 |
| - Property & Equipment | <u>2,795,028</u> | <u>2,786,703</u> |
| Total Unrestricted | \$ 3,426,284 | \$ 3,552,697 |
| Temporarily Restricted - Dedicated Accounts | \$ - | \$ - |
| - Endowment Fund | 404,231 | 454,522 |
| - Endowment Building Maintenance Fund | 276,603 | 359,224 |
| Permanently Restricted - Endowment Fund | <u>529,857</u> | <u>529,857</u> |
| Total Restricted | \$ 1,210,691 | \$ 1,343,603 |
| TOTAL NET ASSETS | <u>\$ 4,636,975</u> | <u>\$ 4,896,300</u> |
| TOTAL LIABILITIES AND NET ASSETS | <u>\$ 4,723,517</u> | <u>\$ 5,038,675</u> |

Note: Some totals may not agree due to rounding.

Oak Grove Presbyterian Church Statement of Activities
GENERAL FUND - STATEMENT OF ACTIVITIES
For the Years Ended December 31, 2019 (Budgeted), 2018, and 2017

| | Budget 2019 | Actual 2018 | Actual 2017 |
|---|--------------------|-------------------|-------------------|
| REVENUES & SUPPORT | | | |
| Contributions and bequests | \$ 725,000 | \$ 741,045 | \$ 707,400 |
| Dividend/Interest income | 300 | 55 | \$ 338 |
| Unrealized/realized gain (loss) on investments | (175) | 7 | \$ (30) |
| Per capita | 5,000 | 6,253 | \$ 5,044 |
| Other Income | 3,500 | 8,469 | \$ 3,742 |
| TOTAL REVENUES & SUPPORT | \$ 733,625 | \$ 755,830 | \$ 716,494 |
| EXPENDITURES | | | |
| Program services | | | |
| Mission | \$ 127,000 | \$ 125,745 | \$ 126,859 |
| Social Justice | 3,000 | 2,999 | - |
| Green Committee | 7,500 | 3,962 | - |
| Friendship | 4,510 | 4,122 | 2,637 |
| Rainbow Fellowship | 1,500 | | |
| Deacons | 3,520 | 1,532 | 1,860 |
| Worship and music | 6,940 | 4,723 | 6,200 |
| Multicultural | 1,000 | 408 | 0 |
| Next Church | 4,000 | | |
| Personnel | 477,786 | 439,791 | 429,774 |
| Christian education | 17,175 | 7,599 | 6,652 |
| Stewardship | 1,890 | 742 | 1,039 |
| General and supporting expenses | | | |
| General | 1,135 | 8,453 | 1,262 |
| Per capita | 17,921 | 18,009 | 18,292 |
| Office and administration | 23,620 | 20,362 | 21,442 |
| Technology | 25,191 | 22,900 | 15,339 |
| Building operations | 97,135 | 88,696 | 89,835 |
| TOTAL EXPENDITURES | \$ 820,823 | \$ 750,044 | \$ 721,191 |
| OPERATING INCOME OVER/(UNDER) | | | |
| EXPENDITURES | \$ (87,198) | \$ 5,786 | \$ (4,696) |
| Available from Session Designated Fund | \$ 44,526 | \$ 49,429 | \$ 40,683 |
| Available from Endowment Fund | - | \$ 50,758 | \$ 0 |
| Technology | | | |
| New Server/Upgraded Internet/Phone | | \$ 7,400 | |
| Green Committee | | | |
| Sanctuary LEDs | | 8,157 | |
| Building & Ops | | | |
| Security Cameras | | 5,871 | |
| Fire Panel | | 2,291 | |
| Solar Panels | | 59,536 | |
| Roof Repairs | | 9,886 | |
| Total | | \$ 93,142 | |
| GENERAL FUND CHANGES - YEAR END | \$ (42,672) | \$ 5,786 | \$ (4,696) |
| Deficits covered by Operating Reserves (Unrealized Gains) | | | |
| Special projects covered by Operating Reserves | \$ 24,329 | \$ 78,991 | \$ 0 |
| Special Projects covered by SD Memorials | | 8,365 | |
| Total Available | \$ (18,343) | \$ 0 | |

Note: Some totals may not agree due to rounding.

Terms of Call for Pastors - 2019

Pastor, Head of Staff

Compensation

Salary and Housing

| | <u>2018</u> | <u>2019</u> | Comments |
|--------------|-----------------|------------------|----------|
| Salary | \$62,742 | \$65,704 | |
| Housing | <u>36,000</u> | <u>36,000</u> | |
| Total | \$98,742 | \$101,704 | |

Vacation

One month

Benefits

| | | | |
|-------------------------------------|------------------|------------------|--|
| Pension | \$ 10,862 | \$11,188 | |
| Health, Dental, Life Ins-Disability | <u>26,835</u> | <u>27,640</u> | |
| Total Compensation | \$136,439 | \$140,532 | |

Costs Associated with Pastor

| | | | |
|--------------------------------|-----------------|-----------------|------------------------|
| Auto Allowance | \$ 1,400 | \$ 1,400 | [Vouchered, IRS rate] |
| Continuing Education Leave | Two weeks | Two weeks | [Cumulative to 6 wks] |
| Continuing Education Allowance | \$ 1,200 | \$ 1,200 | [Cumulative for 3 yrs] |
| Professional Expenses | <u>\$ 1,500</u> | <u>\$ 1,500</u> | [Vouchered] |
| Total Additional Costs | \$ 4,100 | \$ 4,100 | |

Pastor is entitled to one Sunday off per quarter.

Three-month sabbatical leave after six years.

Terms of Call for Associate Pastor

Associate Pastor-Director of Faith Formation

Compensation

Salary and Housing

| | <u>2018</u> | <u>2019</u> | Comments |
|--------------|-----------------|-----------------|----------|
| Salary | \$36,990 | \$41,009 | |
| Housing | <u>30,000</u> | <u>30,000</u> | |
| Total | \$66,990 | \$71,009 | |

Vacation

One month

Benefits

| | | | |
|-------------------------------------|-----------------|-----------------|--|
| Pension | \$ 7,369 | \$7,811 | |
| Health, Dental, Life Ins-Disability | <u>18,690</u> | <u>19,811</u> | |
| Total Compensation | \$93,049 | \$98,631 | |

Costs Associated with Pastor

| | | | |
|--------------------------------|-----------------|-----------------|------------------------|
| Auto Allowance | \$ 1,400 | \$ 1,400 | [Vouchered, IRS rate] |
| Continuing Education Leave | Two weeks | Two weeks | [Cumulative to 6 wks] |
| Continuing Education Allowance | \$ 1,200 | \$ 1,200 | [Cumulative for 3 yrs] |
| Professional Expenses | <u>\$ 1,300</u> | <u>\$ 1,300</u> | [Vouchered] |
| Total Additional Costs | \$ 3,900 | \$ 3,900 | |

Associate Pastor is entitled to one Sunday off per quarter.

Three-month sabbatical leave after six years.

Oak Grove Presbyterian Church 2019 Staff

William R. Chadwick, Pastor/Head of Staff

Mary Koon, Associate Pastor

Judy Cooper, Director of Music

Beth Angerhofer, Office Administrator

Meghan Dooley, Financial Secretary

Nancy Hauser, Organist/Hand Bell Choir Director

Tim Dubis, Janitor

Martinalan Smith, Janitor

Lacey Jones, Childcare Provider

