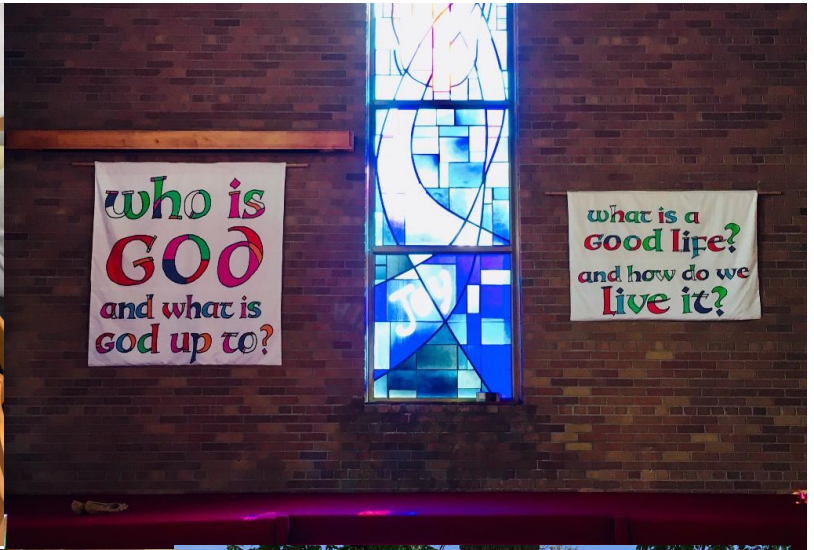


Lake Nokomis Presbyterian Church



**2019**  
**Annual Report**











# ANNUAL MEETING

## AGENDA

- I. CALL TO ORDER
  1. Notice of meeting properly called
  2. Quorum - 20% of active members
  3. Prayer
  4. Approval of minutes for 2018 congregational meeting
  
- II. REFLECTING ON 2019  
*(NOTE: Written reports are attached. This time is set aside for Congregational reflection on the work of God within and among us in 2019.)*
  1. Conversation:
    - a. *What did I love?*
    - b. *What was difficult or uncomfortable?*
    - c. *What do I want to: Stop doing? Keep doing? Try doing?*
    - d. *What spirit do I bring into this next year? (Hopes? Excitement? Worry? Ideas? Goals? Fears? )*
  2. Treasurer Report
  3. Gratitude and Thanks: *Whom do I want to thank?*
  
- III. ANNUAL BUSINESS
  1. Nominating Committee:
    - a. Dismissal of 2019 Nominating Committee with thanks
    - b. Nomination of 2020 Nominating Committee
  2. Questions and Comments about 2020 Budget
  3. Consideration of 2020 Terms of Call for Pastor – Head of Staff
  
- IV. CLOSING
  1. Sung Blessing: *Blest Be the Tie that Binds*
  2. Closing Prayer

*1 Blest be the tie that binds  
our hearts in Christian love;  
the fellowship of kindred minds  
is like to that above.*

*2 Before our Father's throne  
we pour our ardent prayers;  
our fears, our hopes, our aims are one,  
our comforts and our cares.*

*3 We share our mutual woes,  
our mutual burdens bear,  
and often for each other flows  
the sympathizing tear.*

*4 When we are called to part,  
it gives us inward pain;  
but we shall still be joined in heart,  
and hope to meet again.*

*5 This glorious hope revives  
our courage by the way;  
while each in expectation lives  
and waits to see the day.*

*6 From sorrow, toil, and pain,  
and sin, we shall be free;  
and perfect love and friendship reign  
through all eternity*

## **REPORTS**

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## REPORT OF FEBRUARY 2019 CONGREGATIONAL MEETING

SUNDAY, FEBRUARY 03, 2019

**I CALL TO ORDER;** Meeting called to order at 10:30 am.

Lisa Phillips Johnson served as Clerk.

It was determined that the meeting was properly called, and a quorum was declared.

Prayer was offered by Pastor Root.

Chair of the Nominating Committee, Brian Rainey, presented Sue Hensel as Elder for Class of 2021 of Session (MSP).

Congregational Meeting was adjourned, followed by worship.

MEETING OF CONGREGATION ADJOURNED AT 10:35am.

Respectfully submitted:

Lisa Phillips Johnson, Clerk

SUNDAY, FEBRUARY 03, 2019

**I. CALL TO ORDER;** Meeting called to order at 12:00 pm.

Lisa Phillips Johnson served as Clerk.

It was determined that the meeting was properly called, and a quorum was declared.

Prayer was offered by Pastor Root.

Minutes of the Congregational Meeting of 02/04/2018 were approved (MSP) as presented.

**II. REFLECTIONS** from our experiences in 2018:

**What have you loved?**

- The LNPC retreat at PCWF
- Parents night out
- Youth
- Youth summer camp experience
- Sabbatical fun events (zoo, marshmallows, sculpture garden)
- Talent show
- Easter service
- Saturday service
- Connection coffee
- Prayer for Nation
- Lisa L leadership/ adult ed teacher

### **What has been difficult/challenging/disappointing?**

- Weather
- Closure for PW at LNPC
- Grants we didn't get
- Logistics of church worship/ maintenance/ushers
- Saying goodbye to elders coming off Session
- Having no Sunday school teacher for 2019
- Kids participation in service
- Health shift of members; especially Dee

### **What do we want to keep/try?**

- Explore partnership / activities with other congregations
- Collaborations with space sharing with congregations or within community
- Keep remembering it is okay to step out; serve with joy

### **What do we want to stop/ what concerns do we have?**

- Anxiety of future
- Saturday service needs revisit on frequency; suggest 3 Sundays and 1 Saturday monthly
- Kids not running around during church worship
- Anticipation/nervous; at a discernment point again
- Really big conversations; who are we? Where are we going?
- Decisions about building and capital campaign

### **Who do we want to thank?**

- Youth in general
- Katie for coming back to us
- Amy and Bill as elders on Session
- Norm for efforts and diligence about coffee
- Gary for all the things he does for LNPC maintenance/ Admin leadership
- Erin for her musical leadership
- Brittany for serving as treasurer
- Sue Goodspeed for all she does for LNPC and past treasurer leadership
- Butch and Sue for picking up
- Dennis for leading Prayer for Nation in Kara's absence
- Jane for playing organ
- Kara for her leadership/vision
- Barbara Rosie and Georgia for "right time" decision about PW closure
- Acting clerks: Dennis and Joyce
- Lisa Larges; leadership and presence among us

### **III. DISCUSSION OF CONTINUATION OF “HAM AND CHERRY PIE”**

Discussion regarding this tradition was held in context of energy and adequate volunteers to staff this event. A straw vote was taken of # of volunteers and was not adequate without help from outside LNPC. A motion was made to take a paper vote to decide on this for 2019 only, with same rules used at session to pass; 60% (MSP). Vote was 19 no/3 yes so there will be no Ham and Cherry Pie event this year.

### **IV. NEW BUSINESS**

Dismissal of 2018 Nominating Committee with thanks: Brian Rainey, Linda Leicht, Lisa Phillips Johnson

2019 Nominating Committee: Brian Rainey, Lisa Larges and Lisa Phillips Johnson

Questions on Budget: none

Pastor 2019 Terms of Call approved as presented: MSP.

CLOSING HYMN, Blest Be the Ties that Bind

CLOSING WITH PRAYER

MEETING OF CONGREGATION ADJOURNED AT 2:30pm

Respectfully submitted:

Lisa Phillips Johnson, Clerk

# REPORT OF SEPTEMBER 2019 CONGREGATIONAL MEETING

LAKE NOKOMIS PRESBYTERIAN CHURCH

1620 E 46<sup>TH</sup> ST, MINNEAPOLIS, MN

MINUTES OF CONGREGATIONAL/CORPORATE MEETING

HELD: SEPTEMBER 15, 2019

A meeting of the Congregation and Corporation was held at 11:45 a.m. September 15, 2019, following worship, to consider the application for a loan from Presbyterian Investment & Loan Program.

The meeting was called to order by Reverend Kara Root.

A quorum (10% of the membership of the congregation) was declared.

It was moved, seconded, and approved that Susan Goodspeed be elected Clerk pro-tem, in the absence of Clerk Lisa Phillips Johnson.

Two resolutions were presented: [see Exhibit A and Exhibit B]

Resolution of the Corporation: Loan amount: \$80,000, unsecured, non-construction. Officers are authorized to sign any and all loan documents. Moved and seconded that it be approved as read. After calling for discussion, the vote was unanimous to approve.

Resolution of the Congregation: That the Corporation is approved to enter into the loan noted above and in exhibits. Moved and seconded that it be approved as read. After calling for discussion, the vote was unanimous to approve.

The meeting was adjourned at 11:50 a.m.

## LAKE NOKOMIS PRESBYTERIAN CHURCH STATISTICAL REPORT 2019

### PASTORAL RITES

#### Baptisms

Adult 0

Child 1

Weddings 0

Funerals 1

Communion was served at least once each month.

### 2019 Session Statistical Project

Several years ago, the Presbyterian Church (PC-U.S.A.) updated the way the denomination “counted” church membership to better align with the worship patterns in society today. As it is a Session responsibility to review the church rolls annually, this year Session took this opportunity (which was overdue) to align our records to the revised denominational categories and attempt to make a personal contact with people in our church family, as listed below. The purpose was to gather feedback, current membership, address and relevant contact information, emergency contact information (if desired)... and especially to just touch base and reconnect. This contact included:

- (a) People listed in the historical LNPC church registry as an active member
- (b) Friends of LNPC-- attendees from Presbytery or other partner churches that participate in worship at LNPC or other individuals who participate in the worship and life of our LNPC church family that were listed in our directory.

As an outcome of that effort, LNPC learned that some of our contact information was incorrect or missing. We hope to contact some individuals by letter as they could not be reached by phone or email to obtain survey information and to update our directory. The following table presents our “LNPC church family” in context of the current denominational categories, with the corresponding active membership roll from last year’s annual report provided for context.

2019 MEMBERSHIP INFORMATION FOR REPORTING PURPOSES

Number of members reported on the historical active roll as of January 1, 2019: 91

Denominational Membership Reporting Per PC-U.S.A. Book of Order: G-1.04 (As of January 1, 2020 Using Revised Categories)	
“LNPC Church Family” Total	125
“LNPC Church Family”--Active Member	65
“LNPC Church Family”--Affiliate Member	2
“LNPC Church Family”--Other Participants†	58
<p>†<b>Other Participants</b> can participate fully in the life and worship of the LNPC church family and receive pastoral care and instruction but cannot vote in Congregational meetings or be on Session as a voting member. They include nonmembers who attend and participate, inactive members (moved, absence or similar situation prevents participation) members of Presbytery or other individuals who may or may not be members of other denominations. However, The Lord’s Supper (Communion) is extended to all who have been baptized, including children.</p>	

2019 Membership Additions

By Profession of Reaffirmation of Faith	0
By Letter of Transfer	0
Reinstated	0

2019 Membership Losses

Deceased	1
Transferred	0

Membership is one way in which we commit to being the body of Christ for one another. This year we shared worship and community with Central Fellowship and others who are not connected in formal LNPC church membership, but nevertheless are part of the Body of Christ alongside us. This broader perspective is represented in the statistics above.

SESSION

The session met in 11 regular and one special meeting. There were no meetings in May or July, 2019. Session also met in a one-day retreat on March 2, 2019. 2019 Session membership is as outlined below;

the ethnicity and age of elders serving on session is representative of the overall congregational body. The session was moderated by teaching elder Rev. Kara Root.

In 2019, the session was composed of five ruling elders:

Class of 2019: Joyce Tesarek, Diane Hansen

Class of 2020: Brian Rainey, Sue Goodspeed

Class of 2021: Sue Hensel (one position remained vacant)

#### CONGREGATIONAL MEETINGS

There were 3 congregational meetings, as follows:

Date	Purpose
02/03/19 before church	Special meeting where Nominating Committee presented Sue Hensel as ruling elder for Session Class of 2021 and inquired about other nominations from the floor (there were none; Sue was approved and second position remained open).
02/03/19 after church	Annual Congregational Meeting and approval of terms of call for Kara Root
09/15/19	Special Meeting to review and consider resolutions (Corporation and Congregation) for a loan from Presbyterian Investment & Loan Program in amount of \$80,000 that was approved.

The elder class of 2021 (Sue Hensel) was ordained/ installed on February 3, 2019.

#### OTHER INFORMATION OF NOTE

Treasurer was Sue Goodspeed and Brittany Dexter. Clerk was Lisa Phillips Johnson.



Respectfully Submitted,  
Lisa Phillips Johnson, Clerk

## PASTOR'S REPORT

I am struck by the ways God's grace has held us in 2019. The year was permeated with the awareness that this is God's ministry, and we are so blessed to be sharing in it. We do not produce the ministry, or even sustain it—we join in together and watch what God does in and through us. In 2019 we sensed we are being called to a chapter of explicit and intentional discernment about our future, our identity, and our building. Held in grace, this process has been marked by curiosity, joy, possibility, and trust.



We wrapped up the theme of Grace in worship in the summer, (including finishing the stained glass window we'd been working on all year long!), as we explored the Psalms of Orientation (e.g., God is good, life is ordered), Disorientation (e.g., it all falls apart, anger at God), and New Orientation (e.g., deeper trust, nuanced reality, God is good). We can see our lives filled with experiences of all three. In the fall, we shifted to A Year of Questions, namely, *Who is God and What is God up to? And What is a good life and why do we live it?* We began by following along in Rowan Williams' book *Being Disciples*, to practice asking those questions in our own lives. In Advent we moved to exploring how different folks in our biblical ancestry asked, and answered, those questions, beginning with Hannah and then Mary. (We will continue this theme through Pentecost, June 2020).

These questions also frame the discernment we are doing as a congregation and session about our future. A few session members attended a conference in January called "Canoeing the Mountains," about how radically the landscape in which we are being church has changed, and how congregations must adapt, as they discover the skills and tools and expertise of the past no longer apply (ie., they can't "canoe the mountains," taken from the story of Lewis & Clark). One thing that we came away with was the awareness that as a small congregation, close to the ground, we have been adapting for some time. Our work of discernment together is allowing us to navigate this new terrain with some courage, learning as we go. We expect to grow and deepen through our inevitable mistakes and certain failures, as we pursue not success, but faithfulness. We seek to be obedient to the calling of the Spirit, and find joy in participation in the work of God.

Here is an example of that discernment in action: We've noticed that as we hold open our hands and ask God to show us what our calling is, specifically as it relates to our building, all sorts of things have been happening in, and in relation to, the building. We welcomed in another congregation, Nuevo Pacto, who meets several times a week in our basement, and this month will welcome yet another, (which, with Central and us, would make that the fourth) congregation meeting in our space. We've been approached by a preschool about leasing space, and have met with a building inspector, and begun exploring with an architect and building planners about what that might mean. Our roof breakdown became urgent, and a low-interest Presbyterian Investment and Loan Program (PILP) loan came through that allowed a speedy repair, and also gave us a little bit of financial wiggle room to address other building needs. After several years, our relationship with Hiawatha Academy across the street has suddenly kicked into gear. The building itself is hopping – with an increasing number of different groups using the space every single



evening of the week. Beyond the gift and mission that the building allows for the larger community, we are also recognizing how our own sense of purpose and calling is lived out in this sacred space. The beauty and flexibility of our sanctuary is particularly a gift that blesses us every time we gather there worship, in all the different ways that looks for us.

A few words about discernment: It's a different way of making decisions, a more steady, gentle, and deeper way of proceeding. It doesn't always look like you're moving – though you certainly are. For this reason it requires the capacity to pay attention, the commitment to staying open, the responsibility to reflect back and notice, the dedication to listening to each other, and the willingness to share not just ideas and opinions, but impressions and cumulative “senses.” We sense God is leading in this way, when we step in that direction, what happens? What do we see? What does that tell us? As we move in the direction of the Holy Spirit's leading, we will feel increasing peace. Even amidst disagreement or differing ideas, we have a sense that we are in it together and that God is leading us.

In 2019 an anonymous donation of \$35,000 toward the ministry of this congregation reinforced our sense of purpose and calling, and felt like affirmation of the wonderful ministry of this congregation. As we invest ourselves in ministry and mission, the calling deepens, and so does the joy!

Here is another example of what happens when we live in a spirit of discernment: After nearly 3 years of holding Prayer for the Nation every Friday morning, I no longer felt called in the same way (it had begun to shift away from joy and toward obligation), so we let it go. A few months later, The Sheridan Story and Hiawatha Academy reached out to us and invited us to partner with them to put food in kids' backpacks. I was worried we'd have trouble filling the volunteer spots. I was concerned we couldn't afford to support very many kids financially. But after the four kids that one of our tithes covered, an additional seven kids have been sponsored by members of the congregation. And we are putting food in the backpacks of upwards of fifty kids each week (and growing). We have several regular volunteers and others that step in now and then. The kids call us “The Food Fairies,” and our relationship with the school, which had been extremely limited before this year, is growing and blossoming. (We are now also their emergency evacuation site – they have their own building key code!). This activity connects us with the community as an *active* form of praying for the nation, and it happens at exactly the same time every Friday that the other Prayer for the Nation did.

One of the most notable moments of trust and discernment in action this year happened at the last annual meeting. The congregation expressed its love for Ham and Cherry Pie Dinner and at the same time voted not have it in 2019. You shared honestly that even though you would have stepped up to make it happen, it was feeling like more of an obligation than a source of joy. We talked about bringing it back – (perhaps for the 100<sup>th</sup> anniversary!), and then voted to let it go. The vote brought relief and even renewed energy. Two things resulted: 1- we held our first Staycation, an all-day retreat in our own building with over 30 people hanging out playing, worshiping, laughing, cooking, and enjoying each other. And 2- we felt added relief when it turned out that a huge snowstorm (which postponed the Staycation!) would have snowed us out of the Ham & Cherry Pie Dinner anyway!

A few more areas where we experienced discernment this year, and where we are continuing to discern:

- We've had several all-church conversations exploring what God is doing among and through us, and where God might be leading us. (See the notes from one of them in this report!) Session has been in conversation with several other churches (eg., Calvary Lutheran, Lake Nokomis Lutheran, Living Table UCC, St. Stephens Community) who are also in transition, talking about possible collaborations, but more so, discovering the value of watching and learning from their processes as we discern where ours is going. Those conversations continue to evolve.
- In 2019 Katie came back to us and worked with the youth for 8 months, and then moved on to an eventual full-time job in another congregation. While she was with us the kids did an amazing job fundraising for their camp week (thank you, congregation!) by cleaning and waxing the sanctuary floor. They raised enough to travel to and from Kansas City, stay overnight at Great Wolf Lodge, and then spend a week at Youthfront Camp. Katie went along as a camp counselor for the second year. Our youth miss her. We are advertising and praying for another youth leader.
- In the Fall we started our All-Ages Faith Formation Class. This class builds on the strengths of our intergenerational community by inviting kids and adults to learn together. We made sand art, Advent shadow boxes, and care kits for homeless people. We prayed for each other and hear from each other's lives. The time together is a gift. At the same time, the couple of kids in the elementary age group miss the time they had alone with me as their Sunday school teacher (and I miss them too!). As our congregation continues to change and our kids' needs shift, we continue praying and discerning how to shape our faith learning experiences at LNPC.
- There is a hunger among some adults for deeper learning around faith. In the fall we did a book study together with conversations after worship and once a month in the evenings. We had good learning and conversation about sabbath on our Fall Retreat. This coming year, I hope to offer an Adult Confirmation class, and then in 2021, confirmation for our three middle schoolers that invites adults to be mentors to our kids in a specific way.
- We can't seem to get enough time together! We really experience God's presence when we are all together. We felt the depth of that joy in our Fall Sabbath Retreat, our all-church (all day) picnic at Mt. Olivet Retreat Center, the Staycation in March, and in our Waffle Worship times. Communion is especially meaningful for us. We learned from each other as we shared stories of grace all throughout the Easter season with story (sentence strips) starters in worship. From worship, to Connections, to Coffee and Donuts, to volunteering at Hiawatha and Our Saviour's, to just hanging out, there is a joy and belonging to each other that has felt so rich and full in 2019. I am so grateful for that, and look forward to more of it in 2020.
- We keep adapting to express the fullness of God's work among us amidst the structures of our polity – for all its strengths and limitations. Recognizing that not everyone is comfortable with official membership, but many are called to leadership, we created two seats for optional non-member session members (with voice but no vote). We also made calls to all participants to let people articulate for themselves what kind of connection they want to have right now with LNPC. "Membership" is a dated concept with shifting meaning, so we are working to stay current with each other, to be in this together, and to do our due diligence in reporting to the denomination. In the Body of Christ, we are all members of one another. That looks different for people at different times. We are committed to sharing faith and life together however that looks for each of us, and blessed by the gifts each person brings.
- We are meant to look after each other in whatever our lives are facing. For some it's limited mobility or diminishing capacities. For others it's juggling the many needs of young children. For others its depression, or unemployment, or caring for someone who is ill or dying. In 2019 we started a caregivers support group this year that meets each month. Session made calls to everyone to be sure we have an emergency contact on file for all of us. Being Church means being who we are and where we are alongside each other, ministering to one another however that looks at the moment.

- We recommitted to tithing, in 2019 designating half of the tithes toward the roof repair in recognition of all the ministries and groups that use our space. The other six months' tithes we gave to TRUST churches, The Sheridan Story, Exodus Lending, Our Saviours' Housing, St. Joe's Movie Camp, and PTCA Anuak Youth Scholarship (supporting kids from immigrant congregation to camp). Tithing our offerings is a practice that helps us keep perspective about our purpose and calling. We said we wanted to deepen in connection with those places we tithe to; the Sheridan/Hiawatha example is a great one for deepening that connection. (And Sue G. has begun volunteering at Our Saviour's – so there's that connection too!) In 2020 we hope to deepen more connections. If you have questions about tithing and why we do it, please talk to me, or a member of session.
- In session's phone calls to the congregation we heard from several folks who rarely attend worship, that they are disappointed about our worship schedule and might attend more often if there were more Sunday worship services offered. And some of us who *do* attend regularly also dearly miss having an LNPC Sunday service every week. At the same time, others of us have shared what a significant impact the Saturday services are having in your lives and on your faith. And I hear affirmations about how these services (and our Sabbath practice) are meeting needs in our congregation and addressing issues in the larger culture. In all congregations there are lots of things people disagree about, but some they never have a chance to question or change (like the worship schedule!). We changed that, and that means we know we could change it again if we chose to. (all Sundays, three Sundays and one Saturday, and all Saturdays, have all been suggested to me!) It matters deeply to me that everyone is heard, that all (are free to) participate, and that nobody is excluded. It is my job to listen, to you, and with you to the Holy Spirit, about this congregation's particular calling and mission. What are we meant to be embodying for the world? What are we meant to be giving to the world? How are we meant to be helping each other live a meaningful life and recognize God in it? I am open to however God leads us; we are always changing and always seeking to be open to change, ("Reformed and always reforming!"). Right now it feels to me like our calling *is* being lived out faithfully in the current way we've structured worship – (e.g., sermons, communion, congregational singing and a more structured liturgy one week and then varied experiences of prayer, time for silence and personal connection to God, and holding intentional space for sabbath the next). But it remains that not all of us love the schedule, and this pains me. Being Church together means practicing love. Sharing our pain and sadness is an important part of that. As we head into 2020, we have the chance to practice empathy and honesty, and find more ways to support each other in worship. For example, if you are someone who loves the Saturday service, perhaps you'd consider deliberately reaching out to someone whom you know feels disappointment and loss around our worship schedule and listen to their pain. Hear what worship means to them, and share together about how God meets you in worship. And if you're someone who does not come on Saturdays and you miss the weekly experience of being with your Church, perhaps you'd be willing for one month to try coming to worship every week. See what the Saturday experience is like for others, and sample what it might be like for you. I trust that as we listen to each other's feelings and needs, new creative options can emerge to help meet the needs of all of us. We have such diverse and rich experiences of God among us. We are a gift to each other, to learn and grow together. I'm committed to listening and discerning alongside you, and reminding us all that *you* are the Church, *you* are ministers. However LNPC looked in the past, looks right now, or will look in the future, we belong to God and each other.

Some final thoughts: I absolutely loved the Coffees with Kara in 2019. Getting to sit with each person and share an hour-long glimpse into your life was a gift. I would love to do it again in 2020 with anyone who wishes.

I loved watching people live from their gifts and passions in 2019. Alice wrote some stunning Prayer Around the Cross services that we shared together this summer (borrowing one of two original Taize crosses from friends of LNPC, the Youels, for one of them!). Jen M. continued her quiet ministry of sanitizing the nursery toys nearly every week. Linda, Gary, Alice, Rachel, and others regularly headed across the street to put food in backpacks. Erin brought us varied and beautiful music, and fun crafts. Barb, Georgia and Rosie called and checked up on people who couldn't make it to worship. Dick checked in on Dee and encouraged her niece, Cathy. Butch drove Eva to church, and several of you stepped in to share her prayer for our troops when she was not with us to do it. Jen, Brian and Ava took a shift hosting voters who came to our building for the Senegalese elections. We welcomed Ava in baptism (the kids all made a fabulous poster for her!), and Dick, Charlotte, Butch and I were honored to witness Brian's citizenship ceremony. Brittany brought her skills and mind for numbers to our treasurer job. And when she needed to step back for a sabbatical, Sue G. stepped in. Dennis met with builders and brought his expertise in construction to the roof project and the many conversations we've begun having about our space. Gary and Kathy faithfully tended the building. Eva sponsored a toilet upgrade, which Gary and Dennis installed. Ellis and Sig helped make waffles. Honestly, I could say something about each person and what you bring to the ministry that happens here. You bring your real hearts and minds and selves to the table again and again. I am so grateful for you all. "Small but mighty!" is how Diane described us, and that makes me smile.

Finally, my job description includes ¼ time dedicated to "special projects" that benefit the larger Church. While I am still working toward that goal, I am very pleased to report that in 2019 I finally finished my manuscript. (!) The working title is, "Life After Fear: The Gift of the Dying (Church)." It's the story of us walking with Marty through his diagnosis and death in 2016, of our ongoing discernment of the Way of God as a congregation, and of my growing into my pastoral identity alongside you. I am in the process of submitting the book proposal to publishers. Thank you for your encouragement and accountability to do this work! In 2019 I also led an NVC retreat for the staff of a Lutheran Church, led a marriage seminar with Andy in Michigan, consulted with a small group of visiting pastors and church planters from Denver, wrote an article for *Thin Places*, and encouraged several pastors who contacted me online or by phone to learn from the ministry of LNPC.

In the Fall I began my 12<sup>th</sup> year with you. I am blessed beyond measure to be your pastor. I can't wait to see what God will do next. (Do I say that every year? It's true!) As God's grace continues to hold us, may the Holy Spirit draw us deeper into the beauty and risk of real life together, to meet Jesus there.



## ASSOCIATE PASTOR'S REPORT

### Caregiving

This last year, I haven't kept in touch with some LNPC folks as much as I would have liked, and I feel sad about that, and hope to change that in the year ahead. It has, though, been a real privilege to help coordinate our caregiver support group, and it's certainly been one of the places I have seen God at work at LNPC in 2019.

What I love about our church, and where I see God at work most clearly, is the way in which our community cares for one another. Truly, at Lake Nokomis, our congregation really embodies that concept of "the priesthood of all believers." All the time, I notice ways in which members offer a ministry of care to others. I am so grateful to be a part of this church, and to see love at work so clearly and so consistently.



## SESSION REFLECTIONS



This year as an elder has continued to be an important growth opportunity for me. As we tackled the challenges and opportunities that face our church and facility, we learned to work together respectfully and to address optimistically whatever comes. Our study of NVC, non-violent communication, was a gift to use not only in Session discussion, but in communicating with all people in all situations.

Our great strength as people of LNPC, is having a place for worship, spiritual learning and growth, and being a part of a continually growing community. We build relationships and understanding and acceptance of persons at whatever stage of life and issues- joys and concerns, they are facing.

I see God in the important insights, depth and power, Pastor Kara shares in her sermons. She brings a deeper understanding to passages we read from the Bible and how they relate now to our lives. Something to ponder thru the weeks ahead. Saturday services provide quiet time for prayer and reflection, time we all need but so rarely can or do make time for.

Equally important for me this year were the opportunities for deeper connections with each other. It is very special to have time for each person at Session, and at the Sunday Faith Formation time, to share with the group a joy and/or concern from their week. The Sunday prayer time and Milestones give us a chance to share life moments which we can talk about later at the coffee time. Our retreats and Saturday Connections group, even our Communion circle, connect us with each other. In this fast, too-busy world, what a gift it is to have a safe place to share our concerns with caring others.

LNPC provides us with meaningful worship, time for grounding, growth, and community. As Pastor Kara so often and aptly says; Wherever we are in our journey of faith, when we come together, God meet us there.

Joyce Tesarek

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Increasingly this past year, I've experienced God in my life beyond the walls of our church building. The idea that His schedule doesn't necessarily match that of the world has been a common thread. Whether it's taking Sabbath more seriously, fixed-hour prayer and chanting the Psalms, marking each day of advent, or the quiet of a retreat - such a counter-intuitive cadence has permeated many of my more meaningful moments.

God's unique pace has also been evident while serving on session. This time last year it was becoming apparent that we would be 5 members for the year, instead of the usual 6. I worried it was the start of a somewhat inevitable decline. One year on, we have more members willing to serve than we have space for, and easily restored a full team. Looking back, God worked through the "fab five", effectively as ever, while 2020's "sensational six" is ready and eager to discern more of God's plan for our church.

Brian Rainey

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Each month at session meetings, we reflect on where we have seen God in the past month. I am continually amazed by the reflections of God-among-us in each and every member, from the littlest to the oldest. The little ones reverently light candles, pass the plate, collect for the food shelf, and yes, wander with wonder around the sanctuary, showing us their new discoveries so we can see anew again! Did you know that the world looks BLUE, ORANGE and GREEN if you peer through the stained glass window? We observe joys and the hardships with one another on a daily basis, in milestones, prayers and social time. We watch for God’s action every day...and see it

in the caring for one another, in the bubbling up of opportunities for community relationships and uses of our aging building. As a session, we are called to notice and honor these things and act on what they are leading us to do. I am excited to discover where it will all lead us as a church. It is truly a wonder-filled universe!

Sue Hensel

I love being on Session, but I have been on for 6 years now and it is time for someone else. I like it when



new people come on and bring fresh and new ideas. I hope in the future we can incorporate more ideas from "non members" and not restrict ourselves to members or Session members only. I have been disappointed in three things. I don't feel that we ever discussed (discerned?) and took action on tithing, the children's program, or how many Sundays to have church. I continue to be interested in how we will handle these three matters.

Diane Hansen



Laughter & silence, nature & sanctuary Around a campfire & a cross, with a feast & with coffee In projects completed & projects contemplated. LNPC was a calming variety of ‘moments’ this past year. The binding together was the Spirit’s joy & hope-filled presence in all of them, experienced through the people and spaces of ‘church.’ Children pushed elders on swings, hopped through our worship, shared prayers from their unique perspectives, and loved one another. We listened as the Spirit said ‘not yet’ to big building plans, while being led through the process of bidding, funding, and replacing the roof. Coffee and lives flowed together at Fireroast. “Eva’s prayer”

became “our prayer” as she was separated from us, physically, for a season. Each and every sharing of communion brought new faces, new pieces of God’s human community sharing together for a moment it time. This is our family & this is the family of God.

Sue Goodspeed

## MUSIC MINISTRIES REPORT

The music at LNPC continues to change and grow as we continue to grow into who we are right now. Each Sunday morning service blends old, new and everything in between, and we have found that every genre of song we do means something to someone. We've been steadily chanting Psalms throughout the year and we seem to have gotten the hang of it! Chanting Psalms has become a lovely practice for many of us and is even affecting the younger folks in our community (such as when Ava Rainey reads/sings one of her books to mom, Jen, in a Psalm tone!).



The youth have been involved in our music life a little this year (and hopefully a lot more in 2020). Remember the youth drum circle we had on Palm Sunday, welcoming us into worship? Owen Root has gifted us with his piano skills during some Saturday evening services, and Maisy Root continues to share her beautiful vocal talents with us as well. Adrianna O'Brien, our favorite cello player, blessed us with her incredible music on Good Friday and Christmas Eve, and we couldn't be more thankful for her continued presence in our music life.

We tried our first pop-up choir this fall and it was a great success! More of those to come in 2020, too! Alice Worden graciously wrote a few Prayer Around the Cross services which we did this past summer in the gathering room, at the all church picnic at Mt. Olivet Conference and Retreat Center, and on a Saturday night this fall. Those services were filled with contemplative music from the Taize community in France, which has become a special practice for us, especially during Saturday night worship gatherings.

I continue to be thankful for the community of LNPC. My time with you the past 2 years has been life-giving for me and my family, and I look forward to all the new (and old!) music we'll be making together in the coming year.

Erin



## PERSONNEL TEAM REPORT

PERSONNEL COMMITTEE  
REPORT TO THE  
CONGREGATION

LAKE NOKOMIS PRESBYTERIAN  
CHURCH



YEAR END 2019

The current personnel committee consists of Terry Gilberstadt, Linda Leicht, Amy Leafblad, and Sue Goodspeed.

The ministry of the Personnel Committee is to be an advocate for staff and, when helpful, a conduit for conversation between staff and congregation.

While not completing reviews of staff during 2019 (again...), the Personnel Team did ‘check in’ often about job support and satisfaction.

We have had some staff changes during the year – since our last report. At that time, Lizabeth Boogie was working with our youngest in a story-time Sunday School format. Things change, her life encountered new directions, and that experiment ended. We also established a Youth Ministry program, with Katie Holmberg working with our 6<sup>th</sup> graders and older. While this was a wonderful fit, and a highlight of the kids’ lives for that time, Katie’s life ‘encountered new directions,’ and she left to what has turned into full-time work in youth ministry in the east Metro. Lisa Larges also recognized a need to step away from her formal position and is now a Parish Associate, without remuneration, with us.

**The position of Youth Ministries Director** is currently vacant, but is to be approximately 10 hours/month, compensated at \$17.50/hour.

Personnel recommended a couple of compensation changes, which were approved by Session:

- Krysta is doing more ‘building management’ work than anyone anticipated. After conversation, it was determined that adding three hours a week to her Office Administrator role would be a reasonable reflection of that additional time. Her time is now calculated as 3 hours a week as Bookkeeper and 13 hours a week as Office Administrator
- Erin joined us in Fall 2017. Her leadership, creativity, willingness to listen to and work with various constituencies with multiple musical preferences has been a remarkable addition to our worship, and the life of our congregation. The centrality of her ministry of music to the spirit of worship has only become greater, and her collaboration with Kara and the worship team is crucial. Personnel recommended, and Session approved, an increase of \$100/month, to \$1,200/month, beginning 1/1/2020.

- This one needs **congregational** approval:

Kara is in her 12<sup>th</sup> year with us. What a journey! We have not increased her compensation in three years, although we have rearranged her allocation of time to provide more flexibility. Presbytery has set minimum compensation for Installed Clergy (which Kara is) for 2020 at \$52,924.86 and has recommended at least 2.5% increases for all pastors. Personnel has recommended an increase in salary for Kara of 2.528%, bringing her to \$53,500/year in 2020, which Session approved.

**Personnel recommends** that Kara's compensation – to be split as she chooses between salary and housing – be increased to \$53,500 for 2020, and that the Terms of Call as presented be approved.

Thanks to our amazing staff – Kara, Lisa, Erin, and Krysta – throughout 2019. God has brought together just the people we need to share leadership with LNPC.

Sue Goodspeed, Chair.

## CONGREGATION REFLECTIONS:

### *WHAT HAS BEEN YOUR MOST JOYFUL EXPERIENCE AT/WITH CHURCH?*

- Wedding to Norm. support of the congregation for us and they were just so happy for us. That made it about the church community and not just us.

Needs: **community, support, love**

- Clearwater post-sabbatical retreat. Solidified relationships. Having Phil lead, opportunity for meaningful learning and playtime.

Needs: **connection, community, belonging**

- Holiday programs.

Needs: **intimacy**

- Baptized to marry Joyce!

Needs: **belonging**

- Communion in a circle, a family table, all together.

Needs: **belonging, hope, communion.**

- Jeanne's choral concerts.

Needs: **beauty, inspiration**

- Lisa's ordination. Christmas Eve services.

Needs: **meaning, inspiration, beauty.**

- Being part of session leadership, learning how things work, giving and receiving service, mutuality.

Needs: **intimacy, joy, mutuality, contribution**

- Easter services – egg hunt is a RIOT, excitement, big party. St. Patrick's Day, when Brian brought Irish stew and was so excited to share it with us.

Needs: **joy, celebration, play, harmony, creativity, fun**

- Christmas Eve services.

Needs: **creativity, contribution, sharing, joy, celebration, harmony, beauty, play**

**WHAT IS ONE THING YOU LOVE THAT YOU HOPE WILL NEVER CHANGE? WHAT DO YOU LOVE ABOUT IT?**

- Never lose Saturday service. The quiet, the contemplation.

Needs: **presence, beauty, understanding**

- The way it is. It's a nice place to worship and visit with people. I like Saturdays. I wish more people would come.

Needs: **connection, meaning, being there physically**

- Adult ed - Central/LNPC times when people are getting to learn to be disciples. Worshiping with each other.

Needs: **growth, participation, closeness, beauty**

- Welcoming children, a family experience. A space for all to learn and experience my Christian faith.

Needs: **community, inclusion**

- People are interesting – being with all ages.

Needs: **belonging, friendship**

- My faith is made stronger here.

Needs: **purpose and meaning**

- Kids' activity, vibrancy, comfortable with kids being free-range, this is really important to me.

Needs: **trust, hope, peace, ease, belonging, cooperation**

- Courage and honesty and willingness to work through hard things together. Makes me feel like we can stick it out through anything.

Needs: **creativity, self-expression, understanding, cooperation, respect, trust, hope, competence**

- Not "doctrine" focused/religious, uses bible language not 'Christianese', anyone can understand, levels the playing field, all are welcome here.

Needs: **welcome, inclusion**

- The opportunities for socializing with all different ages. I love finding the depths of everyone.

Needs: **connection, love, friendship**

- Saturday night services. It's the one time in life that is calm. I love watching people doing prayer stations, and love the music.

Needs: **peace, shelter, community, stability, grounding**

***IF YOU COULD CHANGE ONE THING ABOUT CHURCH TO HELP YOU CONNECT DEEPER TO GOD AND YOUR OWN LIFE, OR TO HELP THE CONGREGATION LIVE ITS MISSION MORE FULLY, WHAT WOULD IT BE? HOW WOULD THIS CHANGE HELP?***

- More time for deeper adult study – bible, faith, the whole gambit. (But when would this happen, and how would I fit it in??) Would force me to think about things more.

Needs: **exploration, learning, discovery, support, help**

- How do we support kids in their faith as they get older? That the kids keep feeling this is their church.

Needs: **learning, discovery, creativity, help, support**

- Get more people to Saturdays. (And Sundays). More people and more income

Needs: **stability, order**

- Bring more contemplation into Sunday service. Have a spiritual director. Help people go deeper in their faith.

Needs: **peace, communion**

- Opportunity for kids to serve outside of church

Needs: **contribution, to kids growth, purpose**

- Accessibility (bathrooms, elevators, etc) Inclusive language, less “Father/Son/Holy Ghost”

Needs: **connection, inclusion, community**

- More contemporary music – everything is sheet music, can be sterile. Want to experience more free, outside the box musical experience. Would make people/visitors more likely to come back, especially younger generations

Needs: **inclusion**

- Adult ed – more in-depth experts to lead discussions, (eg, NVC was meaningful). And leadership for the youth.

Needs: **spiritual depth, growth and learning**

- To see the church give space to the greater community, and for LNPC to be support for these people. That would be us belonging to each other, finding our purpose in caring for one another.

Needs: **connection, support, integrity, purpose, love, cooperation**

- Church every Sunday

Needs: **consistency**

- More leadership for Sunday school. Build community in a different way.

## **BUILDING BLESSING & BRAINSTORMING**

– 5th Sunday Discernment 9/24/19

### **BLESSING THE SPACE: WHAT HAS THIS SPACE BEEN? WHAT COULD IT BE IN THE FUTURE?**

#### **KITCHEN**

Gallons of coffee, Ham and Cherry Pie, Cindy- Saturday night meals, Girl scouts, parties, baking with daycare kids, christening parties, Christmas cookies, heritage passed along, kids learning to use dishwasher, labels was community service project, beautiful dishes, Kathy's jacket caught on fire, staycation, cooking for movie camp, funerals,

Future:

A place where single moms could learn to cook

Brought up to code for people who need commercial kitchen

Classes – faith groups could use

#### **NOKOMIS HALL**

Poetry reading, rollerblading, talent show, movie camp, quinceneras, jazz bands, theater practice, six churches' worship space, Pepito's catering, quilting, meetings, workshops, weddings, Joyce & Norm's reception, prayer map painting, Ham and Cherry Pie Dinners, fix up time,

Future:

More parties, community meeting space, put in lift/ elevator, music lessons, neighborhood use

#### **KIDSPACE**

Sunday school for many churches, 1970s mural and youth room, VBS, birthday parties, storage, youth gathering space, garage sales, bazaars

Future:

Preschool? Shared working space, after school activities, young life of other college groups, coffee shop, artist studios

#### **UPSTAIRS CLASSROOMS & CHAPEL**

Sunday school rooms, sewing room, choir room, chapel, music together, yoga, prayer, la leche, camps, vbs, Christmas play, piano practice, handbells, art making, nap space, (balcony - rummage sale, storage, youth seating, spotlights, recording, overflow for Marty and Dallum funerals)

Future:

Total recreate, practice rooms, musical theater, piano lessons, art studios, no elevator, caretaker apartments, vision of it full of people coming in and out, vision of art all along walls and artists in each room

#### **UPSTAIRS END ROOM (SITTING ROOM)**

Youth room, adult ed, meeting space, toddler classroom, decompression, sacred ground, classroom and quiet place ,sabbatical space,

Future:

Rent out to writers? Long-term renter?

## TITHE REPORT

Jan-20	Sheridan Story	735.80	
Feb-20	PTCA - Anuak Youth Scholarships	851.94	
Mar-20	Quality Roofing * with 344.72 to LNPC - Building	344.72	
Apr-20	LNPC - building	919.69	
May-20	Quality Roofing * combined	927.88	combine March & May
Jun-20	St. Joe's - Movie Camp	1,000.00	
Jul-20	LNPC - building	663.24	
Aug-20	LNPC - building	4,552.74	
Sep-20	Our Saviour's Housing	630.80	
Oct-20	LNPC - building	2,388.22	allocated 2,104.8
Nov-20	TRUST	746.44	
Dec-20	Exodus Lending	1,554.67	
TOTAL 2019		15,660.87	

### Our Congregation's Tithe:

As a congregation we tithe 10% of our pledge and offering income each month to other expressions of God's ministry in the world. Tithing reminds us that this is God's church and God's ministry, and we are participants. It helps us move from a place of anxiety about finances, to a place of trust, from a mindset of scarcity to trust in God's abundance. Instead of isolated and self-protective, tithing also helps us see ourselves as part of God's greater ministry, connected in the wide world to all the other folks living out the love and hope of Jesus.

### 2019 Tithe Recipients

- **The Sheridan Story.** This tithe allowed us to begin our relationship with Hiawatha Academy in November, sponsoring the first four children in the food program we now participate in!
- **Anuak Youth Scholarship.** We joined several churches in our presbytery to help provide camp scholarships to first generation youth.
- **St. Joseph's Home for Children.** These funds supported both Movie Camp, and the leftovers went to the garden project.
- **Our Saviour's Housing.** Providing housing services to people experiencing homelessness in Minneapolis.
- **TRUST.** Connecting South Minneapolis churches for community ministry with parish nursing and many other great programs.
- **Exodus Lending.** Helping people in our community break free from the cycle of payday loans.
- **LNPC Roof replacement.** Six months this year that we gave to honor the many groups that use our space, to help replace the roof and keep the building a place of hospitality for the community.

**TREASURER'S SUMMARY AND FISCAL YEAR REPORT**  
TREASURER'S, and interim Treasurer's, SUMMARY – 2019



***From the Inter-T:***

A huge debt of thanks to Brittany for being our Treasurer for the year – and for the courage to recognize her life's priorities and cry 'Uncle' to take a break for an indeterminate time beginning in December. Session has been so grateful for her professional knowledge and insight, and especially her sense of humor!

Krysta has remained the rock, making sure entries were made promptly and accurately and taking care of all the tax stuff.

We continue to encourage on-line giving, and that has become a larger portion of our receipts. Between \$2700 and \$3400/month are being contributed to the General Fund online. Add yours!! It's painless and predictable...

The Lilly Grant has successfully wrapped up. Krysta compiled the expenses to document the Congregational portion - \$15,000 – and fulfill our accountability obligation to the Foundation. How grateful we all can be for the grant-writing of Kara and Sue Hensel, the creative use of funds by all of us, and the bookkeeping of Krysta as we 'sang' our way through the 2018 sabbatical.

Highlights (which always begins with 'payments made fully and on time!'):

- **\$0** was withdrawn from the Endowment Fund during the year! Take THAT! We rearranged our funds a bit with New Covenant (our off-site investment group), merging Memorial Funds into the Building Maintenance Fund, and Piano Funds into the Endowment/Reserve Fund. Our current (YE 2019) balances are: Endowment/Reserve Fund: \$67,612; Building Maintenance Fund: \$18,830. Our USBank – cash – balance on 1/2 was \$125,000 – much of that from the roof loan funds. Of that, \$63,000 was paid this month to the roof contractor, and \$3,000 has gone to others for 2019 tithe commitments.
- \$10,000 for general use was again gifted by Westminster Presbyterian - Minneapolis. Thank anyone you run across from Westminster!
- We distributed tithes of \$15,660.87 (including September, November and December, which are in the mail in January). Of those, \$9,796 are allocated to the LNPC Building Fund (not off-site, but in our account at US Bank).
- While some tithes were not actually paid out until January, they were entered as of 12/31. Our income/expense net, including those payments and other payments of other designated giving, showed a total income of \$195,840 and expenses of \$96,340. Our extraordinary 'income' of the \$68,000 loan (of which \$62,600 was paid to the roofing company January 8) and the \$35,000 gift totaled \$103,000. Hence a net deficit, without those, of \$3,500 for 2019.

A note for the year: the **2020 per capita** has been established: **\$36.50** per member on our rolls as of January 2019. We make a commitment, as a congregation, to pay this completely, whether or not it is given by the membership. The General Fund covers whatever is not specifically contributed by



members, so please attempt to contribute for each **member** in your family. Per Capita is the share each of us has in the functioning of our denomination – from staff to education to advocacy and our bi-annual Assemblies. It is helpful for all – congregation, presbytery, synod, and General Assembly – to have these funds submitted sooner rather than later. Thank you to those of you who have fulfilled this commitment for 2020 already.

To each member and friend: for prayer, for contributions of ‘time, talents, & resources,’ for courage, thank you.

***From the Big T:***

Hello everyone!

2019 was a stellar year all around! As Sue mentioned there were no withdrawals from our endowment/reserve funds this year - this is a big win, guys!

We were able to do some awesome things, to get to know one another and God in different ways, all while trusting that we had enough. And we did. It truly was a blessed year.

And acting on that trust, we took a risk and took out a loan to fix the roof. And once again, we stand in trust, knowing that by creating a safe, dry place for all kinds of people to gather, to love, to be humans in community, that somehow, it will all work out.

I know that last year, I gave you guys some numbers to chew on. But this year, I'm leaning into the trust part of this. I've trusted all of you to support me as I take the time I need to get my feet under myself in my new career. I trust that our little church will be a place for members of the community to gather - to find joy, comfort, and hope. And I trust that whatever nitty-gritty numbers it takes to make that happen will show up.

Kara and I have spoken before about this little congregation with big ideas that keeps standing up. That's us. That balancing faith and finances seems like an impossible feat - but it's a feat best viewed respectively. Last year, we trusted, and the funds came. For decades, we've trusted. And we're still here, changing, learning, and loving - together.

God Bless!

Brittany

Brittany Dexter, Treasurer and Sue Goodspeed, interim Treasurer

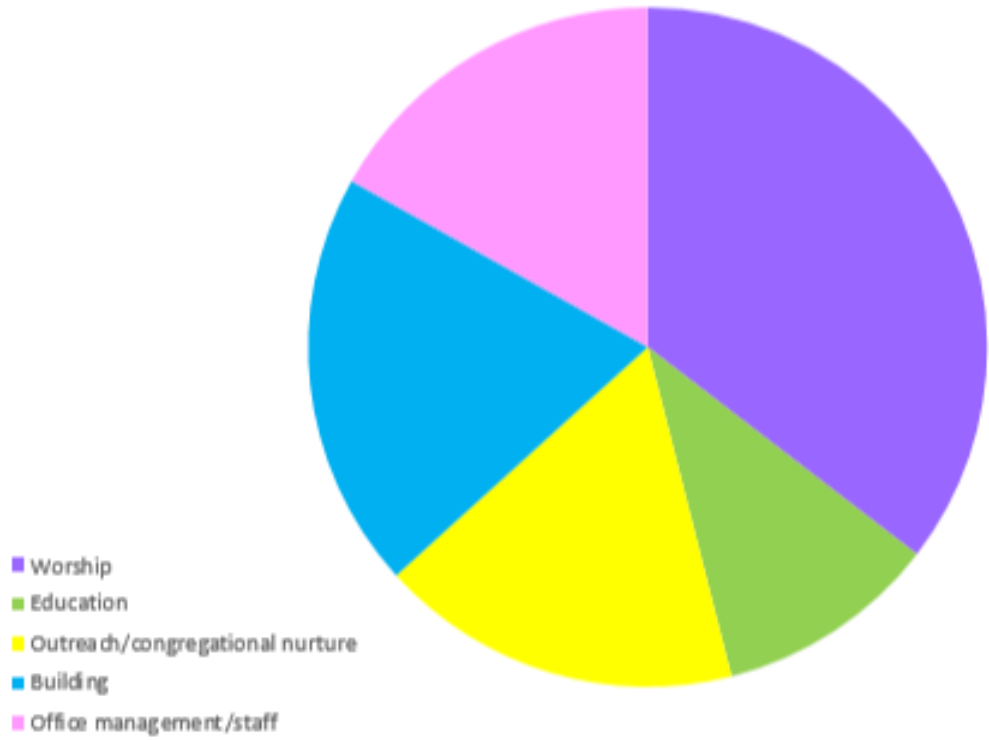
	Actual 2019	Budget 2020
PerCapita	3,105	3,358
Office Expenses	5,085	5,000
Tech Replacement		500
Building Maintenance	5,125	5,500
Janitorial	3,600	4,500
Taxes, etc	580	600
Insurance	5,489	6,450
Utilities	16,738	15,400
Staff:		
Pastor	75,278	76,095
Assoc pastor	-	-
Youth Director	1,324	1,200
Music	11,815	14,750
Office Mgr/Bookkeeper	14,400	19,200
Payroll taxes	1,875	2,100
Nanny	2,175	2,100
Workers Comp	751	674
Committees:		
Administration		
Personnel	-	100
Education	36	900
Congr Cmty/Outreach	2,195	2,000
Worship	2,665	3,000

Pastoral allocation:  
 Worship: 50%  
 Outreach/congregational nurture: 30%  
 Education: 20%

- Worship \$
- Education \$
- Outreach/congregational nurture \$
- Building \$
- Office management/staff

<i>tithe</i>	14725	
<i>building maintenance f</i>	5000	
TOTAL	152,236	163,427
BUDGET 2019	154,390	

2020 Congregational Budget



## SABBATICAL CONCLUSION

In November we sent in our final report to the Lily Foundation and CTS, concluding all our sabbatical grant paperwork. We received this letter as confirmation our process is complete!



1000 W. 42nd Street, Indianapolis, IN 46208

Voice 317.931.4225 Fax 317.269.7096

www.cts.edu

December 2, 2019

Reverend Kara Kristen Root  
Lake Nokomis Presbyterian Church  
1620 E 46th Street  
Minneapolis, MN 55407

RE: Grant No. 2017 1010-000

Dear Rev. Root,

We celebrate that your experience fulfilled your expectations. Your congregation reported a greater sense of unity and trust and a deeper understanding that church is all of the people, even without the presence of a pastor. Meanwhile you reported achieving a sense of presence and deep awareness, growing closer with your family and getting to know each other through varied contexts and experiences, as well as finding permission for yourself to slow down. We hope that your renewal will continue to energize your ministry.

Because we have received and reviewed the program and financial reports, we will close the file on this grant.

With best wishes,

A handwritten signature in black ink, appearing to read "Robert Saler", written in a cursive style.

Rev. Robert Saler, Ph.D.  
Director of the Lilly Endowment Clergy Renewal Programs

✓ CC: Susan Hensel, Sabbatical Dream Team Chair



2019 Post- Sabbatical Coffees with Kara –  
some (not all!)