



Lake Nokomis Presbyterian Church



Annual Report
2022

Order of Worship & Annual Meeting

February 5, 2023

GATHERING

Prayer

Opening Song

Notice of meeting properly called

Quorum - 20% of active members

ORDINATION & INSTALLATION OF ELDERS

REFLECTING ON 2022

Group Conversation

- *What did I love?*
- *What was difficult?*
- *Thoughts about my involvement in the life and ministry of the congregation at this time? (What do I want to keep doing? Stop doing? Try doing?)*
- *What spirit do I bring into this next year? (Hopes? Excitement? Worry? Ideas? Goals? Fears?)*
- *Whom do I want to thank?*

Treasurer Report

Questions and Comments about 2023 Budget

ANNUAL BUSINESS

Nominating Committee:

Dismissal of 2022 Nominating Committee with thanks:

Nomination of 2023 Nominating Committee

Approval of minutes for 2022 congregational meetings

Consideration of 2023 Terms of Call for Pastor – Head of Staff

Moderated by Chair of Personnel, Sue Goodspeed, limited to discussions of compensation and a vote.

CLOSING

Song: *Blest Be the Tie that Binds*

Closing Prayer & Benediction

BLEST BE THE TIE THAT BINDS
By John Fawcett, Tune DENNIS

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.

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2022 Leadership of INPC

Pastor: Rev. Kara Root, Parish Associate: Rev. Lisa Larges, Sesson: Andrea Domaskin, Jason DeBoer-Moran, Rachel Farris, Amy Leafblad, Brian Rainey, Sue Goodspeed



Director of Music and Worship Arts: Erin DeBoer-Moran
Clerk of Session: Rachel Farris
Interim Treasurer: Sue Goodspeed



Personnel Team: Linda Leicht, Terry Gilberstadt, Amy Leafblad & Sue Goodspeed



2022 Recap

Pastor Kara

When 2022 began, we were still doing Sunday worship gatherings online, with Saturday services masked and silent (except the leader). We moved to all in-person worship Holy Week - together in-person and hybrid for Palm Sunday, Good Friday and Easter morning, which included a raucous kids' Easter egg hunt, (and reintroduction to the second floor!).

The first part of the year we held an online Lord's Prayer book study. We showered our youth with love - each month a different person each month gave a small gift and kind word to our teenagers through June. The teenagers also went to the Immersive Van Gogh exhibit, and attended a weekend-long "Sex Retreat" (Abundant Life Retreat) along with students from two other congregations.

Norm, Dennis and Jen all died in early 2022. We prayed on zoom with Brian and Jen together every Sunday evening until March, and Pastor Kara and Pastor Lisa continued to meet with them for morning and evening prayer daily. We held in prayer Norm and Dennis through their illness, and supported and prayed for Joyce and Lisa. When Jen died, we paused to pray wherever we were as she passed. We held a family service and online sharing time for Norm, an in-person service for Dennis, and an in-person and zoom funeral for Jen.

In May session had a day retreat to assess and figure out how to begin transitioning into a sense of "normal," (in the midst of a pandemic with adapting variants and no foreseeable end). Focusing on Jeremiah 29, "Plant gardens, build houses" in a place of exile (in other words, *settle in - you don't know how long it will be, so be at home here*), and God's words, "I know the plans I have for you... for hope and a future," and with wisdom and insight drawn from a story from a refugee camp forming three committees to make home in a transitional way of life, we determined that, whatever this transitional pandemic life was to be, our tasks going into summer were threefold. 1- "Committee of construction" – breaking into hospitality teams for hosting all aspects of worship and building community and connection. 2- "Committee of education," asking, what do we want to learn and teach our children, and how will we do that? The first priority we discerned was: *These are your people; this is your place*. And, discerning that we needed play, fun and connection, joy was to be our top priority, 3- the "committee of Joy," emphasis would begin with our Youth Camp Fundraiser and Pentecost Party.

The kids kicked off the joy with a traveling telestrations game, driving around visiting some people with donuts and connecting with others via zoom, to add a picture or words on to the evolving phrase that was then compiled into a movie and shared. We fundraised all they needed and sent six kids to camp this summer with a road trip to Kansas City. They rented an

Airbnb for the way down and stayed at a hotel on the way home. Soren, Svea and Maisy all served multiple weeks on Teen Staff.

Our May all-church sabbath retreat was canceled at the last minute for lots of sickness, but our November retreat was glorious – lots of play and rest and delicious food and walks in nature. We even had an introvert house this time! Erica and Bill moved back to the Twin Cities and we saw their 3D selves again. We held 3 new members' classes and welcomed six new members officially: Erik, Wendy, Sherri, Scott, Kristen and Mike, and also welcomed David, Coraline and Grand. The older teens had a theological conversation day with pizza and lots of lively Q & A with Pastor Root and Professor Leafblad.

On Rally Sunday we kicked off the year with a party and picnic, making a mandala together on the patio with artist Sandy Forseth, and blessing the kids and teachers for back to school. We celebrated our 100th Birthday Party in December, with wonderful guest musicians The Brothers Frantzich, a spectacular catered lunch from Heather's, a rocking trivia game created and hosted by Wendy, a cool art project led by Erin, and lots of former members, former pastors, and lifetime friends present. We also celebrated turning 100 by launching the Swedish Death Cleaning Team to declutter and revamp the building, putting together a church sweatshirt order, and pulling together recipes for a cookbook (both coming soon!).

We rebuilt the Montessori retaining wall (and schlepped tons of mulch!), expanded our tech capacities to welcome people into worship and small groups in hybrid ways more effectively, and the kids began leading us in writing prayers each week. We made "How to Do Stuff" videos so we could all get (re)acquainted with the building and learn how to do stuff, and a record number of people learned to make the coffee! We inaugurated Hospitality Teams hosting worship, and what fun it's been! So many have pitched in to make things happen; we all share responsibility for our worship and life together.

We enjoyed Patio Christmas Caroling (with joyous singing, twinkle lights and Lucky Charm marshmallows in our cocoa). We spent Advent Praying Around the Cross, and shared a lovely Christmas Eve service, with our favorite cellist, Adrianna, and violinist, Una.

We launched the resonance project with our church chats, exploring how, in a culture already without a sense of (or perceived need for) transcendence, and with acceleration demanding faster, more, bigger, better, we lose our humanity and feel cut off from experiences of resonance. But we can practice paying attention to the moments of aliveness and sharing in them with others, and in that way become attuned to the presence and activity of God in the world. Our job this coming year is to to "assume the inner stance of least resistance" to being encountered by God and taken up into moments of transcendence, to be intentional about being with and for each other, to notice the moments God meets us and to collect stories to

share with the other churches (we can already tell many from what we experienced last year....!)

We realized in our need for joy and connection that collectively we were also tired. (Global pandemic is discombobulating!). We were gentle with ourselves and each other, paying particular attention to “capacity,” committing to only do what we could do. Instead of racing to plan programs, we took each day/week/moment as it came, paying attention to needs, watching for God, seeking the Holy Spirit’s direction, and allowing people’s passion and capacity rise up to meet those needs. This approach was set by session in August, when we gathered together for prayer and connected deeply to the values LNPC is embodying right now (see next section).

We are a different congregation than we were five years ago. We are different than we were three years ago. We have lost so many pillars of the congregation in the past three years. We have gained so many pillars of the congregation in the past three years. (A full 50% of those present at October’s Congregational Meeting had come since 2019. Our largest constituency now—by far—is families with young children). And each one of us is not who we were pre-pandemic. We are still – individually, as families, as a church, (as a country and a global community) – figuring out what is a good life and how do we live it? *now*, while in the meantime simply living it. I’m reminded of Paul’s blessing to the Ephesians, and receive it as a blessing to LNPC, and a reflection of how we’ve been blessed in 2022:

*For this reason I bow my knees before the Father, from whom every family in heaven and on earth takes its name. I pray that, according to the riches of his glory, he may grant that you may be **strengthened in your inner being with power through his Spirit, and that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love.** I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth, and **to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God.** Now to him who **by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to him be glory in the church and in Christ Jesus to all generations, for ever and ever. Amen.***

In summary, 2022 was a remarkable year of transition, loss and joy. Through worship, hospitality and sabbath, we’ve practiced seeking God together and living out our belonging to God and all others. Specifically this year we’ve been present to each other in our shared grief, fatigue and joy, honored our own (and each person’s) capacity, truly treasured one another and celebrated being together, held things lightly and openly, and waited on God.

Session end of year 2022 Discussion/Discernment: Where are we now? Next steps?

- **Christian Education:** Lots of excitement around the upcoming Dinner Party concept on first Wednesdays and using 5th Sundays to focus on faith formation practices together, and the way these ideas emerged after a period of uncertainty about how to move forward with education. We continue to discern how to include/meet the needs of our teens in the absence of a dedicated youth pastor or advisor.
- **Resonance:** The resonance grant might just be about story-sharing around things that are already happening (that don't require money), but also ideas about how to use financial gifts, like taking an LNPC trip either domestically (to visit long-distance participants?) or abroad.
- **Service/Outreach:** There is an appetite to do service projects together, but leadership has limited capacity to coordinate in the absence of a volunteer dedicated to keeping track of opportunities that come up. We'd like to have community connections come and share about their work (ideas include: Exodus, Liberty Community Church, Urban Ventures, Simpson Food Shelf) and to be more intentional about connecting with folks from Central.

Where did we see God at work in 2022?

Clerk of Session: Rachel Farris

In some ways this year feels like it spanned multiple lifetimes. Returning to in-person worship has been such a blessing, and at the same time, how amazing that we can stay connected on Zoom with those who live elsewhere or who can't make it to the church building, through the miracles of technology and the weekly heroics of the #TechTeam! Our session retreat and the November all-church retreat were powerful, grounding experiences for me, but so were many moments just being out on the patio—summer coffee hours, raucous Christmas caroling, coloring the mandala, and meeting with new members to hear their stories of faith, to name just a few. One of those stories totally changed my relationship with prayer. As a new elder, I have felt God's presence in Sue Goodspeed's mantra this year: "We learn by doing." We learn to set up the sanctuary, we learn to do the bank deposits, we learn how to parent kids through frightening times, we learn the shape of terrible loss. We have learned and are still learning how

to be church in this quasi-post-pandemic phase, and whenever I think something can't possibly work ... it does. We figure it out together. God meets us.

Elder Sue Goodspeed

This has been a hard year, with so much grief. This will always be part of us, reminding us of those who have touched our lives so deeply. God has and will hold us as waves ebb, and crash again. We need to trust that.

But we've come back together, too! We see each other's faces, feel each other's hugs, celebrate in the space that has, in one iteration or another, housed this family of God for 100 years. We lean into tech to keep us together, wherever we find ourselves. And the story is moving between the generations and finding home in new voices.

God must be smiling at this continent-spanning band as we cry, and laugh, and dream, and try to listen and remain open to creating something new.

Elder Jason DeBoer-Moran

It is really hard to remember where we were as a community when this last year began. It is so hard to believe that we were meeting only on Zoom and that we had yet to set foot back in the building. It feels like multiple years have been stuffed inside this one year, creating some sort of annual burrito full of the good things and the difficult things. My word from our session retreat was "accompaniment" and I think about this word and our community a lot. An accompanist doesn't lead as much as orchestrate and facilitate. An accompanist can make it seem effortless and bring out the best sounds of everyone as we sing together. I feel like as we join together as a community we accompany one another. Regardless of how much time we have together, we have the opportunity to bring out the best in one another and to reflect the image of God into each other's lives.

When I think about where I have felt God's presence this year, I feel it in the faces of all of us on a Zoom, silently gathered on couches, on a retreat, and the times just before church in the sanctuary as we rush to get things in order, or afterwards as we move to put things back together. One of the most meaningful opportunities to feel God's presence this year was at the end of the 100th Birthday Party as I learned to operate the dishwasher in the kitchen. It was great to connect with folks as they wandered in the kitchen and shared memories of running the same contraption after so many church functions over the years. I felt God's movement through time as people came to celebrate this community and our commitment to be together over the last 100 years. I am looking forward to what part we get to contribute to the next 100 years.

Elder Andrea Domaskin

In the eighth grade, I felt so uncomfortable in my body and with my peers that I stopped talking at school. I spent the summer alone on the farm and stunned my teachers when I returned in the fall as a tan, older, more outspoken and confident ninth grader.

As a serial reinventer of self, I have continued that pattern throughout my life. Growth and change happens when I feel the most uncomfortable and discombobulated. I often don't notice the growth because I am bewildered and trying to catch my footing on unstable ground. Eventually, I reach a place where everything that's changed falls into place, and I notice that I am different.

Last year, our congregation caught up to the growth and change that the pandemic forced on us even as we grieved Dennis, Norm and Jen and so much loss. We started the year on Zoom, and by the end of the year we were settled into a new way of being church whoever we are, wherever we are. Unlike my eighth grade self, we had and continue to have the capacity to plan, listen and adjust. And at the end of the year, we had the structures in place for a new way of being. Incredible!

Director of Music and Worship Arts Erin DeBoer-Moran

The last 3 years are a blur in my mind of what we've done, what things happened when, and who did what. I'm told that this past year on Palm Sunday is when we finally came back together in person to worship all together. But I can't remember it! At first this made me sad, but then I started to think, not about the events and things we've done, but about who has been here and the relationships and community that has been built. One would think that a community that had to be separated from one another for so long would have grown apart, and maybe even fizzled all together. Instead, we held onto one another and nurtured ourselves into a church with stronger relationships, new members, and excitement about looking ahead. When we entered back into the building in 2022, this church felt different than the one that left the building in 2020. We're still mourning so many losses, but we're also celebrating what we have now. Thank you for singing with me. Let's continue to sing our hearts out, and maybe make some art together, too.

Pastor Kara Root

I feel like the year flew by, and I also feel like it was several years long. It is difficult to believe this transition from a fully pandemic world to sharing life and church together in all the ways we do now, actually took place in a matter of these few months. In May, we acknowledged we were in uncharted waters, and affirmed the wisdom of going slowly and attentively, and not trying to look too far ahead. We recognized we were heading into something new, not returning to

something that was. And what beauty, newness, wonder and joy has met us as we've navigated these waters together! My primary emotions in reflecting on the year are gratitude and awe. This is indeed God's Church, and we are cared for, led, and welcomed into life by God's Spirit as we meet Jesus being with and for each other. That sounds like a bunch of religious talk, but this has been a tangible experience this year through sorrow and joy, horror and wonder, gentleness with ourselves and each other and openness to invitation, I've felt God's presence with you all. So I feel grateful and awed. I have grown in trust. I can't wait to see what God does with us next.

Embodying Values 2022

Values our congregation is embodying now, as discerned by Session on our retreat in the summer of 2022.

Connection

Lisa L.

Connection is the word that comes to me when I hold our congregation in my heart and let my mind dwell on what we need now. Connecting is one of the things that feels so beautiful to me about our church. I remember all the extraordinary and creative ways we created connection during the height of the pandemic. Even the simplest thing – gathering over Zoom each week – felt like an anchor of connection; we weren't just "watching" church – we were connecting with one another; there was lots of space for kids, and places for everyone to share stories. And I sense that we are longing for connection now – as this new chapter in our lives together unfolds. And I'm sensing that this is a gift – a gift of creating connection – that we can bring to our community, to longing hearts beyond Lake Nokomis Presbyterian Church. I don't know what forms that might take, but I am excited to discover how the Spirit will work!

Joy

Sue G.

Attending to JOY. As we each focused on a descriptive word on our walk in the woods, I considered the depth and breadth of JOY. Not merely the presence of gladness or happiness, the joy I experienced encompassed many states of mind, but wove them together in an attitude of complement. The words of the song Erin has given us looped through my considering: "attend to the ground beneath your feet; attend to the colors underneath; for God is here and now in love; my friend, know that will be enough." In stepping back, looking up, observing, the ground, the sky, all that surrounded us spoke of the interconnectedness of our lives. Everything has a place: there is balance, each part a gift to the other. Even an incongruous, man-made rowboat, sitting in the middle of a field, brings the joy of creativity in its anomaly. Joy comes from deep love and trust; it exhibits itself in the humor of idiosyncrasies, in laughter, in contentment rather than the anxiety of striving. Joy doesn't leave anyone out. Joy is story. God's story, weaving all creation together. Where can we find and share joy with one another? How do we make space for story, for connection, for the contentedness of trust? And how does that so permeate our being that joy – God's love, Christ's acceptance, and the Spirit's guidance – is part of the whole selves we take everywhere we go?

Each step explodes with joy

of place

of companions

of knowing that your own self is where you belong.

Learning

Amy

My word to keep in mind was learning. I thought about how we do a lot of learning from conversations with each other and hearing each other's life experiences. It is so valuable for us to have time to sit and learn from each other. I also wondered about how we can learn from people we don't have in our church and might not get a chance to sit down and talk to in our daily lives. Could there be an opportunity to learn and hear about life from immigrants? Refugees? People who have been in prison? People of color? Native Americans? Others? A second theme in my mind was that in this 100th year of our church we should learn some of the stories and histories and ways God has been faithful to the people in this congregation for 100 years and counting. Perhaps our younger members could interview older members. How can we learn our past and have a time of sharing? I also thought about how we learn at different paces, perceive things differently and might all come away with different takes on something but in the end at Lake Nokomis we focus on learning...Who is God and what is God up to? What is a good life and how do we live it? Lastly, a practical idea- What if we thought about an area that we are interested in learning more about and tried to find a partner or small group who was also interested in this. We could hold each other accountable, experience something together and share out to the congregation later in the year. For example, I am interested in continuing to learn more about how I as a white person can live in ways that disrupt the normalized systems of racism toward people of color in this country. What might YOU be interested in digging into more?

Receptivity

Rachel

"Receptivity" feels to me like a sort of a combination of trust in God, openness, and attunement. As we walked silently through the woods on our retreat, the phrase Kara often uses at the end of worship kept running through my mind—"please extend your hands to receive this blessing." If we are being receptive, with our hands open to what God is doing, we can't be clinging or clenching or holding anything tightly, including our own expectations. Gratitude bubbled up inside me for the beauty around us, for the blessing of having each other to walk with (in the moment and in this life), for the fragile mushrooms and century-old trees surrounding us. I thought about how, so often, the prayers that we adults verbalize tend towards intercession; how the kids' PTA prayer practice starts with gratitude. Luci used to say "I'm doing my notices" when she was closely observing something—maybe all we need to find the kingdom of God is to "do our notices." We passed ARC's rain barrels, which do nothing but hold themselves open to the sky until they overflow with goodness. Receiving what God freely gives. What if we could do the same?

Trusting God

Kara

Trusting God is not about trying to do something; it's more about stopping trying so hard and surrendering to what already is. When we were on the retreat, seeking silence in the woods, a chainsaw persistently roared in the background. It bugged me. I wished it would stop. But I cannot control the chainsaw. In fact, I cannot control anything, actually – like whether it was raining or sunny, cold or hot, filled with mosquitoes or pleasant. I can only receive what is, and surrender to the reality that God's presence is persistent, God's love is deeper, God's way prevails.

So instead of resisting the chainsaw I could not control, I welcomed it into the atmosphere. And then I could hear beyond the chainsaw, the sound of wind picking up in the tall trees, the chattering of squirrels and singing of birds, going about their business despite the chainsaw, unencumbered by its cacophony. I could feel myself relax inside to notice the rest of the busy forest at work, and the beauty all around me, and the joy of being silently together with people I care about, knowing God was here with us, longing to be present to us, whether we were focused or distracted. We walked slowly, very slowly, and noticed as we went. If we were to get lost, the sound of the chainsaw would have oriented us back.

The trunk of the felled oak tree that the chainsaw operator was cleaning up had landed so perfectly stable and secure, that the ARC staff decided to leave it lie as an enormous, glorious bench, on which to sit or lie, to rest and be, to take in the beauty of the other trees. The death of that tree is not the end. It is just a new chapter. Parts of branches will become kindling, leaves will become compost, and the massive trunk. The top of the trunk, which had been inaccessible to humans, high in the sky, persisting there through wind and snow and sun and rain for longer than any of us on the ground down below have been alive, now lies open, inviting me to lie down on it and look up at the sky that is, itself, in God's great care. This is what trusting God means to me.

LNPC is part of God's ecosystem, God's economy, God's kingdom. We are part of the bigger whole, and we can be distracted from that, or we can focus on that. Either way, it remains true. Always we are in God's great care.

Authenticity

Brian

In as little as 4 months, I've lost my wife of 10 years and my job of 14 years. My grieving 6 year old daughter who'll navigate the majority of her life without a mom, clings tight almost all the time. The space to tend to my own grief just isn't there. She starts first grade next week, and I'm terrified of how she'll handle it. She won't let me brush her hair ("mom did that") and I curse myself for being a terrible parent each time I look at that little blonde bird nest. It feels as though the capacity to ever love or work again, just isn't in me.

So begins my paragraph on authenticity.

Since Jen's death, I've been bombarded by a single, well-meaning question: "How are you doing?". I've become quite skilled at providing succinct, inoffensive answers: "Good days and bad days", "establishing a new normal", "getting the support we need" ... the list goes on. Sincere as they may be, those responses are the tip of an iceberg. Authenticity lies somewhere below the surface. Don't get me wrong; I have no desire for a world in which everyone always answers "how are you" in a way that's exhaustingly comprehensive and accurate, but the middle ground is something I'm keen to explore.

Now comes the part where I try to wrap up with some wise, conclusive, inspirational words. I don't have them, and I don't like that I don't have them. All I could come up with was stuff that sounded like what I think church people should say. So instead, you get me. Messy and confused and somehow in spite of it all, sometimes "ok". I trust you with that, and in the fullness of time I'll once again be someone you can trust with your own iceberg.

Accompaniment

Jason

When I think of accompaniment the first word that came to my mind is how a musician accompanies a congregation singing. We often think of a musician as leading music, but a true accompanist attends to those who sing and guides them along the path of singing together, the accompanist works to match the pace of the singers and to guide them into the musical phrasing and teaches how to sing. I also thought of accompaniment as being together in a community where we guide each other as we walk side by side. We accompany each other and we are drawn together as we mutually carry one another's burdens. Lake Nokomis is a place of accompaniment, not just musically, but as a community learning from one another about what a good life is and how we can live it together.

Care

Andrea

Care as a noun means "the provision of what is necessary for the health, welfare, maintenance and protection of someone or something," which feels "meh" when I think about the work and strength of LNPC. As a verb, care means "feel concern or interest; attach importance to something," which gets a little closer to the care that rises up but isn't strong enough. Care encompasses the way we connect with each other, respect each other's dignity and strive to be present and see each other. Care is how God finds us in the invisible connections between each other, the web that we all exist in.

When I think about how we care for each other, over the last 2.5 years we have adjusted our practices and mindsets to drop some of the traditions and practices that we take comfort in, which feels like loss but can allow us to see each other fully. This manifests in the ways our church as come together as a group and how we have individually supported one another

through difficult and joyful times. Church has been a place where I felt seen and cared for and I hope it is the same for others.

I think it would be amazing if we intentionally brought this care to our communities as we struggle to live with the knowledge and effects of how we do harm to each other as humans in so many ways and the long lasting effects of the pandemic. Living in the world with this kind of care might be the bravest thing that I, and possibly we as a congregation, do.

Personnel Team Report

2022 ANNUAL REPORT AND RECOMMENDATION FOR LNPC ANNUAL MEETING FEBRUARY 2023

While not back to any sort of “normal” process, the Personnel Team did meet individually (one on one) with each of our staff this year. We listened, shared, and offered support. A “pandemic goal” has been to firmly encourage staff to listen to themselves, their minds and bodies, and take the time away that they need, in order to cope with the confusing time in which we find ourselves. Whether taken or not, we hoped that permission provided a level of calm.

The Personnel Team met in September and made recommendations for staff compensation adjustments for 2023. We have touched base regularly, if informally, with Kara, Erin, and Krysta. Their collective value to our congregation is obviously greater than we can compensate financially. However, looking at guidelines from various other denominations, we recommended that all staff receive 3% increases for 2023. This is definitely the low end of others’ recommendations, but we felt it was a number that LNPC could manage.

Session approved the increases, effective January 1, 2023, to Krysta and Erin.

The congregation is now asked, with the recommendation of Session, to approve the increase to Kara’s Terms of Call, also effective January 1, 2023.

Salary/housing: **\$62,450** (from \$60,615). [*The presbytery minimum compensation, for a brand new pastor in the metro area in 2023, is \$57,154. Kara has completed 14 years of ministry with us.*]

Board of Pensions (increasing from 37% to 39% of compensation): \$24,355.50

Terms of Call, to be voted on by the congregation, are attached.

Gratefully, your Personnel Team:

Sue Goodspeed, Linda Leicht, Amy Leafblad, Terry Gilberstadt

Treasurer Summary and Fiscal Report

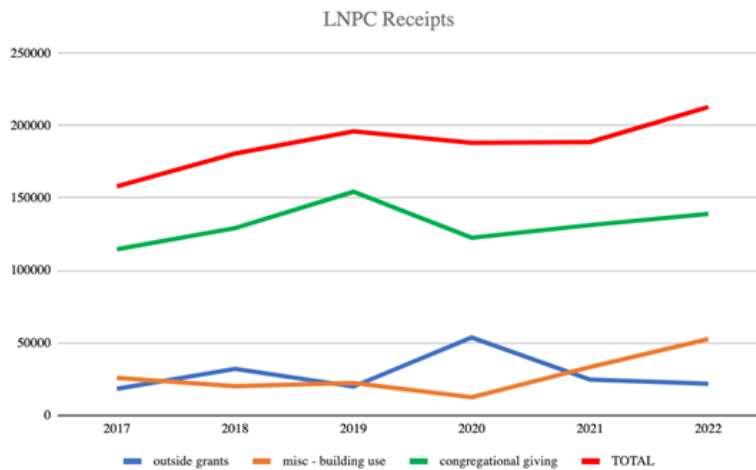
TREASURER'S SUMMARY – 2022

FOR LNPC ANNUAL MEETING FEBRUARY 2023

PANDEMIC SUPPORT IS GONE, AND SOMEHOW WE'RE STILL OKAY!

While we're not on a long-term sustainable path yet, we're pretty darn close.

The following provides a snapshot of our receipts this year. Congregational general giving (green) is strong. The 'miscellaneous – building use' (orange) reflects the first full year of the lease with Mandala Montessori. FRNNG and Central Church have continued their financial support: FRNNG because they staff their office, Central because they love us. FRNNG is unable to continue to rent from us (ending their lease on 12/31/22), but Mandala is renting the space effective February 1, 2023.



The **blue bar**, grants and special gifts, includes:

§ Ongoing support from Westminster Presbyterian – Minneapolis: \$10,000 unrestricted;
congregational special gifts (100th anniversary): \$11,500.

Congregational giving is by far our greatest source of revenue. Each of our gifts impacts our ability to provide ministry here and in our community. Our individual giving often reflects our ability to pay, but sometimes also points to our need to stretch our giving when and where we can. If you haven't made a pledge, either shared or internal, or if you haven't increased your giving in a while, please consider doing so. Between billpay options at our own banks, and online options (see the church website), it's never been easier to set up monthly giving.

This has not been a good year for our off-site investment/Reserve and Building funds. The Reserve fund, which was about \$55,000 at this time last year, currently sits at **\$48,530**, though we have withdrawn nothing. Our Building Maintenance fund is **\$21,474**, down from December 2021's \$24,336.

Ongoing liabilities include about \$57,270 remaining on the roof loan, and \$391,500 of the original \$410,000 for the remodel loan. The monthly payment for the mortgage is \$2,194.04, which is being covered by our lease with the school of \$3,150 per month. We have been receiving a generous monthly contribution from a member to cover the roof loan.

Utility costs are up for many reasons, including our use of the building since Holy Week 2022 and the full-year use by the school. Our monthly payments in 2022 averaged:

	<u>Electric</u>	<u>Gas</u>	<u>Water</u>
2022 Monthly:	365.77	887.21	311.13

The following note **increases** during the noted periods:

Electric:	up \$160/mo 2019-2022.	(up \$95 2021-2022)
Gas:	up \$110/mo “	(up \$280 2021-2022)
Water	up \$80/mo “	(up \$20 2021-2022)

Krysta is an invaluable team member. She has kept us all up to date on both receipts (primarily in allocating our online giving deposits) and expenditures. We are using remote applications (billpay options) as much as possible, including for payroll (we don't use any outside payroll services – Krysta keeps the State and IRS happy with monthly tax/FICA payments and quarterly and annual reporting).

A note for the year: the **2023 per capita** is actually **\$37.50** per member on our rolls as of January 2022. We've 'advertised' this as \$36,50, and if that's what you can pay, that's great. We make a commitment, as a congregation, pay this completely, whether or not it is given by the membership. In 2022, we received designated giving of \$1,593 (*which was a HUGE increase from 2021! Thank you!*) for per capita, but paid out \$2,336. Per capita is assessed for each **member** of the church, regardless of age or involvement. 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 General Assembly. (the 2022 GA was held in a hybrid format – some involved in-person committee work in Louisville, some was remote. Pretty cool how we're learning to incorporate the best of what we were forced to learn during COVID!.)

The position of Treasurer remains available to someone whose heart and skills (or willingness to learn) tend to the practical and numeric! Let Kara know if you're interested.

Thank you to Session: for clear, concerned, mindful, leadership. To each member: for the prayer, love, and giving with which you support your church. God is doing something here, and we are learning ways to be receptive!

Sue Goodspeed, Interim Treasurer

Tithe Report

We have pledged, as a congregation, to tithe (10%) the 'General Giving' we receive. During 2022, anticipating that one of our gifts to our community is our building, session designated half the tithes to the building. The other half were designated to Clearwater Forest (our forfeited Retreat deposit), Every Meal, with whom we partner to provide meals for families experiencing food insecurity, Our Saviour's Housing, working to eliminate homelessness by providing shelter and support, Marnita's Table, working to foster connection across differences, TRUST Network of Neighborhood Churches that offers many services including Meals on Wheels, a chore program, transportation and grocery services and estate sale assistance, and Exodus Lending, that helps people out of predatory lending and into financial stability.

Jan-22	LNPC Building	1,119.60
Feb-22	LNPC Building	574.40
Mar-22	LNPC Building	1,026.40
Apr-22	LNPC Building	1,812.90
May-22	Clearwater Forest	582.00
Jun-22	LNPC Building	1,035.36
Jul-22	LNPC Building	1,037.60
Aug-22	Every Meal	1,081.30
Sep-22	Our Saviour's Housing	1,020.10
Oct-22	Marnita's Table	788.70
Nov-22	TRUST	1,387.90
Dec-22	Exodus Lending	1,690.85
TOTAL 2022		13,157.11

"This is God's Ministry, Not Ours" - Our practice of Tithing

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. We began this several years ago as a way to help 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. We have watched our impact as a congregation ripple far beyond ourselves as we join with others who are sharing God’s work.

Why do we tithe as a congregation?

Tithing reminds us that this is God’s church and God’s ministry, and we are participants. 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.

What is a tithe?

The biblical covenant of tithing, giving 10% of what you earn back to God, has shaped the people of God throughout history, as a covenant of trust and faithfulness with God. We believe we participate with God in healing and hope-building in the world. Tithing is one way of consciously joining in.

Why tithe?

Tithing helps us remember that everything, actually, belongs to God, and we are merely stewards of what we’ve been given, called to generously share and bravely participate. We get to be part of what God is doing in other communities and lives, as well as our own. We are all connected!

What if I tithed in my own life?

Some of us already tithe, others of us have never thought about it. To the right is a chart of what tithing might look like for you.

Monthly Giving		
Income	10%	5%
20,000	\$167	\$84
40,000	\$333	\$167
60,000	\$500	\$250
80,000	\$667	\$333
100,000	\$840	\$417
150,000	\$1,250	\$625
200,000	\$1,667	\$840

Giving and Sharing

Giving, no matter how much, is always a way of living in gratitude. Sharing what we have with others reminds us we are God’s beloved children, and that we all belong to each other. And it feels great. Every time we practice generosity, we are reminded again *who* and *whose* we are.

2023 Budget

AS APPROVED BY SESSION

	Budget 2021	Actual 2021	Budget 2022	Actual 2022	Budget 2023
PerCapita	3,360	2,336	2,336	2,336	2,300
Office Expenses	7,000	5,681	6,000	4,469	6,000
Tech Replacement	500	0	500	1,745	500
Building Maintenance	8,000	8,650	11,000	22,430	11,000
PILP Reno Loan	26,329	9,740	26,329	26,328	26,330
PILP Roof Loan	5,940	5,940	5,940	5,935	5,940
Janitorial	6,000	600	12,000	10,850	12,000
Taxes, etc	600	960	1,000	560	6,000
Insurance	7,000	7,000	7,200	7,746	7,800
Utilities	20,000	15,080	20,000	20,450	22,000
Staff:					
Pastor	61,250	60,720	63,416	65,377	65,750
medical and pension	21,773	18,740	22,428	22,242	24,356
Assoc pastor			0	-	
Youth Director	1,200	0	1,200	-	
Music	15,600	15,850	16,315	16,320	16,810
Office Mgr/Bookkeeper	19,200	19,200	19,776	19,776	20,370
Payroll taxes	3,000	2,770	3,000	2,604	2,682
Nanny	2,500	0	0	-	
Workers Comp	700	700	840	-	
Committees:					
Administration					
Personnel	100	0	100	-	
Education	900	0	1,500	578	1,500
Congr Cmty/Outreach	8,000	2,680	8,000	4,946	8,000
Worship	3,000	2,350	3,000	3,812	3,000
TOTAL EXPENSES	221,952	178,997	231,879	238,504	242,338
RECEIPTS	- contracted and historically reliable				
Preschool Lease	37,800	20,070	37,800	39,920	37,800
Ongoing rent (FRNNG/Mandala)		6,750	5,400	4,950	4,950
Grants - historic relationships	10,000	10,000	10,000	10,000	10,000
Grants - presby COVID		12,600		-	
TOTAL OUTSIDE RECEIPTS	47,800	49,420	53,200	54,870	52,750
REMAINDER PROVIDED THROUGH PLEDGES AND NON-CONTRACT BUILDING USE:					
PLEDGES BUILDING USE OTHER	174,152	137,558	178,679	159,123	189,588
SURPLUS/SHORTFALL *		7,981		24,511	

Statistical Report 2022

2022 MEMBERSHIP & PARTICIPATION INFORMATION FOR REPORTING PURPOSES

(Number of members reported on the active membership roll as of January 1, 2022: 60 active members.
LNPC Total: 147 people.

Denominational Membership Reporting Per PC(USA) Book of Order: G-1.04 (As of January 1, 2022: 147)		LNPC In-House Reporting	
2022 Lake Nokomis Presbyterian Church Total	150	Congregation	150
Baptized Members	18	Faith Journeymen	92
Active Members	66		
Dual Members (LNPC-only category under Active)	1		
Affiliate Members	2		
Other Participants	61		

2022 Membership Additions (01/01/2022 – 12/31/2022)

By Profession or Affirmation of Faith	6
By Letter of Transfer	0
Reinstated	1

2022 Membership Losses (01/01/2022 – 12/31/2022)*

Deceased	3
Transferred	1
Other	0

2021 Pastoral Rites (can be members or not members)

Baptisms	0
Marriages	1
Funerals	3

Membership is one way in which we commit to being the Body of Christ with and for one another. As always, we share worship and community as a church family that includes those who are not connected in formal LNPC church membership, but nevertheless are part of Lake Nokomis Presbyterian Church and the Body of Christ as expressed by this community. The internal designation “Faith Journeymen” most accurately reflects the number of people involved in the congregation’s worship and ministry, actively sharing life and faith together as Lake Nokomis Presbyterian Church. The internal designation “Dual Member” indicates someone who maintains membership in another congregation as well, for reasons such as keeping ordination in another denomination, or actively participating in two congregations simultaneously.

Session Meetings and Leadership Summary

LNPC Session meetings were held once a month. Online worship was held 1st and 3rd Sundays via Zoom platform until Palm Sunday when we returned to full in-person worship with hybrid zoom component. 2nd & 4th Saturday services were held in-person in the sanctuary, first silently with masks, then singing resumed in April.

In 2022, the Moderator was Rev. Kara Root (or Rev. Lisa Larges in Kara’s absence) and Session was composed of six ruling elders:

Class of 2022: Amy Leafblad, Jason DeBoer – Moran

Class of 2023: Brian Rainey, Sue Goodspeed

Class of 2024: Andrea Domaskin, Rachel Farris

Kate Thompson served as Treasurer the first half the year. Sue Goodspeed took over as Interim Treasurer beginning in summer. Lisa Larges continued to serve in an unpaid position as Parish Associate for Congregational Care. Krysta Niznick continued her position of Office Manager and Bookkeeper, and Erin DeBoer-Moran served as Director of Music and Worship Arts.

Congregational Meetings Summary

There were two congregational meetings - Annual Meeting on February 6, 2022 and a congregational meeting on October 16, 2022. (minutes below).

Submitted by Clerk Rachel Farris and Pastor Kara Root

Report of the 2022 Congregational Meetings

ORDER OF WORSHIP & ANNUAL MEETING, February 6, 2022

GATHERING

Call to Worship

Song: Gravity of Love

Assign Note-Taker and Pitch for Clerk: **M/S/P that Sue Hensel be the notetaker**

Notice of meeting properly called

Quorum - 20% of active members(37 in attendance, 17 active members)

Meeting called to order at 10:00 AM (first portion was conducted during worship portions of the ZOOM meeting for feedback by all. Agenda items for voting portion of congregational meeting included only active (voting) membership.

Prayer of Invocation & Confession Scripture: Psalm 62

Homily: Pastor Kara

M/S/P ELECTION, ORDINATION and INSTALLATION OF ELDERS :

- Elected:Andrea Domaskin, Rachel Farris
- Ordained: Rachel Farris
- Installed: Andrea Domaskin, Rachel Farris

REFLECTING ON 2021 Group Conversation

VIDEO of 2021

- What did I love? Finding a new church home, getting married, session, hedgehog liturgy, Saturday worship, Zoom worship ,anti-racism pilgrimage, music for contemplative service, silent retreat, my star word was rest and I got a lot of it, becoming treasurer, outdoors worship was really cool on the street corner, zoom worship with distant “members” who we value, different sort of intimacy, Unique LNPC ways of worship, Having Kelley and Gary and Linda visit from West coast, zoom marriage ceremony, tender caretaking community surrounding Dennis-Jen_Norm_ and their families, tenderness around those who have died, school in the basement “miracle”

- What was difficult? Hard to not get together as much as we wish, deaths, visiting shut ins, but we still found small ways around barriers,
- Thoughts about my involvement in the life and ministry of the congregation at this time?
- What spirit do I bring into this next year? (Hopes? Excitement? Worry? Ideas? Goals? Fears?)
 - Planning a retreat sounds fun to me, My energy to take on the excitement that is the treasurer role.
 - I have some energy around connecting moms and or parents for fun and hanging out
 - Men's retreat and music.
 - Happy to keep supporting hybrid worship
 - Working with Mandala/their leadership. Finishing up the project - roof/ice and playground. Congregational outings! Especially biking/walking/picnics - just fun.
 - Congregational outings
 - The spirit I'm bringing: I'm working to be aware of how I'm feeling and to do what I'm capable of at any given moment. So if there's a thing and I have the spirit
 - Youth local overnight
 - Church camping trip

Capital Campaign Recap-narrative delivered by Sue Hensel

Preschool Construction Project Recap- Thanks to Sue G as project manager

Treasurer Report Thank you Sue G

Questions and Comments about 2022 Budget

Sharing Gratitude:

Whom do I want to thank? Sue Goodspeed, Sue Hensel, to all the parents who made it through, Amy Leafblad for a Mom's night, the advent takedown in the sanctuary crew!!! All the newer people;-) opened up the generational transition, Gary Johnson for building care as an expression of love and supervising the kids, those who make the zoom stuff work Brian behind the scenes, Erin for the music,

Thank you for welcoming us, pastoral leadership, collaborative leadership of Kara-Erin as a team, Kara as Technology circuit rider, Lisa Larges as partner and support to congregation and pastoral presence

Prayer of Gratitude for 2021 and Blessing for 2022

(escape hatch for non-voters)

Song: Steadfast

ANNUAL BUSINESS

Nominating Committee:

- Dismissal of 2021 Nominating Committee with thanks: Diane Hansen, Terry Gilberstadt, Brian Rainey
- **M/S/P to dismiss 2021 nominating committee**
- **M/S/P Nomination and election of 2022 Nominating Committee: Sue Hensel, KateThompson, Amy Leafblad**

M/S/P Approval of minutes for 2021 congregational meetings

Consideration of 2022 Terms of Call for Pastor – Head of Staff

- Moderated by Chair of Personnel, Sue Goodspeed, limited to discussions of compensation and a vote.
- Personnel committee recommended a 3% raise.
- **M/S/P recommendation approved**

CLOSING

Song: Blest Be the Tie that Binds

Closing Prayer & Benediction

Meeting was closed with a blessing at roughly 12:30 pm.

Respectfully Submitted by Susan Hensel, temporary scribe.

CONGREGATIONAL MEETING October 6, 2022

A congregational meeting of Lake Nokomis Presbyterian Church took place at the church building on October 16, 2022, following worship.

Moderator Kara Root called the meeting to order at approximately 11:45 a.m. and opened with prayer.

Clerk of session declared a quorum.

Moderator reviewed guiding values from the 2022 session retreat (connection, joy, learning, receptivity, trusting God, authenticity, accompaniment, and care).

Members of session reviewed and led discussion on the following topics (see appendix for detailed notes):

- Pastor Kara’s job description
- Planning for pastor sabbatical (due in 2023)
- Finances and stewardship, including need to increase congregational giving to support staff salary increases for 2023
- “Relevance to Resonance” grant for 2023
- 100th anniversary party brainstorming (December 4, 2022)

M/S/P—Election of elders: To elect Sue Hensel and re-elect Jason DeBoer-Moran each for a three-year term on session effective January 1, 2023.

The Moderator closed the meeting in prayer at 12:45 pm.

Respectfully submitted,

Rachel Farris, Clerk of Session

Other Business/ Information

Communion was served at least once each month. One elder (Amy Leafblad) is rotating off session, and one is stepping down (Andrea Domaskin). Sue Hensel is coming on after election in October 2022 and one more coming on after election and ordination. Sue Hensel will be installed in this annual meeting. The ethnicity and age of elders serving on Session is representative of the overall congregational body.

Report compiled by Clerk of Session Rachel Farris

Pastor Terms of Call

PRESBYTERY OF THE TWIN CITIES AREA TERMS OF CALL or CONTRACT FORM 2023

Lake Nokomis Presbyterian Church

Reverend Kara Root

Presbytery of Membership Twin Cities Area

Full time

Part time: _____% of full-time

Pastor

Designated Pastor Length of term: *2 years 3 years 4 years*

Associate Pastor

Designated Associate Pastor Length of term: *2 years 3 years 4 years*

Transitional Pastor

Transitional Associate Pastor

Stated Supply

Effective Date: 01/01/2023

Date of Congregational Meeting (if called position): 02/05/2023

Terms (all should be annual):

Salary & Housing: \$62,450 (Includes housing/utility allowance \$ 48,000)

2023 metro minimum is \$57,154

2023 non-metro minimum is \$51,070

Free Use of the Manse: Yes No

Vacation: = 32 working days. (minimum is 4 weeks including 4 Sundays)

Tech Replacement Allowance: \$500/year, cumulative over 3 years to \$1,500.

Continuing Education/Book allowance: \$ 2,000 (minimum \$1,200) per year, cumulative over 3 years to \$6,000 (minimum \$3,600).

Continuing Education leave: 2 weeks cumulative over 3 years to 6 weeks (minimum: 2 weeks, cumulative over 3 years to 6 weeks)

Pension Full (39% of Effective Salary)

Automobile allowance, IRS rate (2023: 62.5 cents/mile); Vouchered up to \$ N/A

Professional Expenses: Vouchered up to \$ 800

Social Security Offset: Yes No
(FICA offset 2023: 7.65% of salary & housing)

Medical/Dental Supplement: Yes No Vouchered up to \$ _____

Optional Retirement Contribution: Yes No Amount \$ _____

Sabbatical: Yes No

Length of leave 3 months; years of service required: 5 years.
(Presbytery guideline is 3 months after 6 years of service.) Session approval of dates and plan required.

Parental Leave - When an installed teaching elder or spouse is to give birth, or to adopt a child, family leave shall be offered under at least the following terms: Eight weeks family leave at 100 percent of pro-rated annual salary and full housing allowance, or twelve weeks at 75 percent of pro-rated annual salary and full housing allowance. (See full Presbytery Policy on Family Leave for more details.)

Moving Expense Yes N/A No Vouchered up to \$ _____

Pastor _____ Date _____

Clerk of Session _____ Date _____

Date of Congregational meeting February 5, 2023

We promise and obligate ourselves to review with you annually the adequacy of this compensation.