



2019 Annual Report of the Congregation



St. Mark's Evangelical Lutheran Church

2019 Annual Report

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Appendix: *Minutes from 2018 Annual Meeting (January 27, 2019)*



Bishop Lull's Annual Report to Congregations

January 2019

"Go therefore and make disciples of all nations ..." Matthew 28:19

"You shall love your neighbor as yourself ..." Matthew 22:39

Dear Partners in Ministry,

The end of one calendar year and the beginning of a new one provides an opportunity to look back with gratitude at all that has been accomplished and to look forward in hope to all that God will do through the church in the coming year.

2019 was the year we proclaimed ourselves to be a "Both/And" synod. That is not an official designation but it is a way to remember our dual call to live out both the Great Commission (Matthew 28:16-20) and the Great Commandment (Matthew 22:35-40). At the center of our common life in this synod are both evangelism and care of neighbors. Both are so essential to our identity as Christians that these are life-long goals for everyone and not just a one-year emphasis or commitment for the congregations of this synod. In fact, the common work we undertake as a synod can pretty much be highlighted in these mandates.

Leaders & Learning

This past year 20 pastors and deacons were installed in new calls within this synod. While most pastors and deacons serve in one of our 112 congregations and new mission starts, we are fortunate to also have many chaplains and persons in specialized ministry calls within the Saint Paul Area Synod. There were three ordinations of new pastors this past year. Pastor Jenny Sung was called to St. Andrew's in Mahtomedi and the Depot Church in Hugo. Pastor Nouk Vagh now serves at Hmong Central in St. Paul. Pastor Liesl Spitz was called to St. Timothy in St. Paul.

2019 was also the inaugural year for a five-year grant the synod received from the Lilly Endowment to encourage rostered ministers thriving in ministry. While much of the year was a time for planning, led by Project Director Anna Marsh from the synod staff, nine pastors and eight mentors were selected to participate in the Second Act Cohort, which strengthens the ministry of rostered ministers in their fourth through tenth years of service. They will begin their two-year learning process in 2020. All that is learned through the Lilly grant will influence the support given to all rostered ministers in the coming years.

Using their rich and varied gifts, our rostered ministers teach and preach, lead our congregational singing, connect us to our neediest neighbors and witness through the example of their faithful service and holy living. Annual meetings are an excellent time to thank those who have been called to rostered ministry.

In 2019 there were 47 persons in this synod's candidacy process, an increase of 6% from 2018. Some of these candidates will serve within this synod and others will travel far from the Twin Cities to serve Christ's church in another synod. Helping these 27 women and 20 men prepare for their vocations is a great joy and a big responsibility. This is work we share with home congregations and internship sites, seminaries and contextual learning congregations. Does your congregation have an active practice of talking with children and youth about their vocations? Do you pray regularly for those who will serve the church in the years to come? If you need resources for those practices, the synod staff can help.

Global Mission

The Saint Paul Area Synod is well known for its connections to global mission. The vast majority of congregations have a formal relationship with our Bega Kwa Bega partnership with the Iringa Diocese in Tanzania, with the work of Iglesia Luterana Augustina de Guatemala, or with another vital mission site outside this country. In 2019, 167 persons in 16 delegations traveled to Tanzania and several dozen persons visited congregational partners in Guatemala. This includes six synod pastors, who joined 14 Tanzanian and two German colleagues for the Pamoja Leadership Summit in Iringa last February where evangelism was a main topic.

Young adults from the Saint Paul Area Synod continue to find life-changing experiences through a year of service in the ELCA's Young Adults in Global Mission program. In 2019 they included Amelia Schurke (Mexico) and Maddie Lindahl (Senegal), who completed their service mid-year. Seven more young adults began their year of service in 2019. They are Rebecca Martin (Uruguay), Emily Ronsberg (Rwanda), Nicole Schloesser-Becht (United Kingdom), Emily Shane (United Kingdom), Kristian Carlson (Madagascar) and Courtney and Chris Garza (Argentina). Please continue to pray for others to hear this call to leave a familiar home to engage with God's global church.

Local Mission

As a “Both/And” synod, we also invest deeply in the local mission of the church through congregational renewal, stewardship training and outreach into the neighborhoods that surround our church buildings. Eight congregations participated in a structured program of revitalization called “Year of Renewal,” sponsored by the synod. They included Elim in Scandia; Faith in Rosemount; Immanuel in St. Paul; Immanuel in Almelund; Newport in Newport; Fish Lake in Harris; Shepherd of the Hills in Shoreview and Saint Mark in Circle Pines.

Acknowledging the changing landscape in which congregations wrestle with issues of weekly worship attendance and the secularization of many values about money, the synod has increased its intentional training efforts for biblical stewardship. A newly formed Stewardship Committee met regularly this past year and a variety of resources will soon be found at www.spac-elca.org. In addition, 10 congregations enrolled in a program entitled “Stewardship for All Seasons,” which is leading to a deepened understanding of financial giving as a faith practice. They include Arlington Hills in St. Paul; Christ the King in New Brighton; Amazing Grace in Inver Grove Heights; Gethsemane in Maplewood; Pilgrim in St. Paul; Chisago Lake in Center City; Grace in St. Paul and Mount Calvary in Eagan. If your congregation seeks to expand its own stewardship practices, the synod staff can help.

Churchwide Assembly

In August 2019, 24 persons from the synod participated as voting members at the ELCA Churchwide Assembly in Milwaukee. Like the synod and your congregation, the ELCA as a whole practices a form of participatory decision-making in which lay and clergy deliberate the future direction of the church. The Churchwide Assembly is also a time for study, worship and inspiration about being “church together.”

Together with nearly 1,000 others, these voting members adopted the ELCA’s new Declaration of Inter-Religious Commitment and a social statement entitled “Faith, Sexism and Justice.” Bishop Elizabeth Eaton was reelected to a second term as Presiding Bishop and Deacon Sue Rothmeyer was elected Secretary of the ELCA. The successful completion of the ELCA’s \$250 million campaign was celebrated. For other matters taken up by the Assembly, go online to elca.org/News-and-Events.

Serving Together

At the close of one year and the beginning of another, it is always timely to thank those who serve on staff or in key volunteer roles in a congregation and in the synod office. We could not be as focused, deliberate, helpful and innovative in our response to God’s call without the labor of many colleagues.

I am especially grateful for those who serve with me on the synod staff. They include Michael Gold, office assistant and synod statistician; Alicia Rodriguez, office manager; Chloe Ahlf, communications coordinator (through mid-March 2019); Mary Smith, communications coordinator (from mid-March 2019); Greg Triplett, financial administrator; Joe Lees, assistant to the bishop for vital congregations, vital partnerships; Justin Grimm, director for evangelical mission and assistant to the bishop for next generation ministries; Krista Lind, assistant to the bishop for vocational formation; Anna Marsh, executive assistant to the bishop; Peter Harrits, director of Bega Kwa Bega and assistant to the bishop and April Trout, short-term volunteer with Bega Kwa Bega in Tanzania. I know you join me in thanking them for all they do.

God has asked much of us as the church. In each place where we gather, God blesses us with local opportunities to both invite others into the life we share in Jesus Christ and to work for healing, justice and peace with the neighbors near at hand. And God also invites us from those streets and avenues to embrace the global reality that is integral to being the people of God, locally and globally. Thank you for finding a way to do that in 112 different and lovely congregational styles within the Saint Paul Area Synod.

Yours in God’s service –

Bishop Patricia Lull

Pastoral Acts & Statistics
2019 Annual Report

Average weekly attendance at regular worship services:

8:45 am Festival Service	111
10:15 am Celebration Service	90
9:30 am Combined Summer Service	147
6:00 pm Wednesday Night Service (Sept-May)	112
6:00 pm Wednesday Night Summer Service (held at Bruentrup Farm).....	N/A

Total attendance at Holiday Worship Services:

Confirmation – 1 pm	135
Ash Wednesday – 12:00 & 7 pm	148
Maundy Thursday – 12:00 & 7 pm.....	165
Good Friday – 7 pm	107
Easter (4 services).....	584
Thanksgiving Eve (7 pm)	85
Christmas (3pm, 4:30pm, 10pm, 10am (day))	633

Membership Statistics:

Members as of December 31, 2018

Confirmed members.....	974
Child (Baptized) members	255

Membership as of December 31, 2019

Confirmed Members	908
Child (Baptized) Members	276

Baptisms.....	14
Confirmed	18
Weddings.....	4
Funerals.....	18

Shannon Young: Congregational President

2019 Annual Report

Greetings St. Mark's!

Last year, I summarized my feelings about St. Marks with the word ABUNDANCE. During a time of significant change, a philosophical change in how we managed the budget, adjustments with staffing....I was overcome by the time and talent and treasure that the people of St. Mark's gave in such ABUNDANCE.

This year, both in my personal life and my life with St. Mark's, I summarize my feelings with the word GRATITUDE. This year has had no shortage of change, no shortage of rethinking and reutilizing our resources. We have had to think outside the box, problem solve together and depend on each other to accomplish whatever was needed. And I find myself so grateful for the abundance identified last year. Here is a short list of what I am grateful for this year.

I have gratitude for the renewed energy in the routine and familiar:

- St. Mark's family and our resilience
- The creative, loyal, dependable, conscientious and resilient staff of St. Mark's lead by Pastor Mary
- Volunteers on Finance, Personnel and Property Committees
- Caring Ministries, Saturday Stewards, Global Ministries, Quilting Ministries
- Women of St. Mark's, St. Mark's Foundation
- Confirmation Mentors, Senior Mentors, High School Youth Leaders, Small Group Leaders
- Volunteer Musicians
- Polar Pack and Polar Den donations
- Wednesday Night Dinners

I have gratitude for the new and different and wonderful:

- Genesis East and Headstart as financial resources that fit with our purpose here at St. Mark's
- Creation of the Hospitality and Children, Youth, and Family Committees
- Hosting a warm, safe space for North St. Paul Police Officers
- The many more and different Bible studies and forums for all ages
- Volunteers that manage the front office
- Children's Church volunteers and format with lessons that link to church sermons and lessons
- The Grace space and quarter pole that amplify the vitality of this place with the presence of children
- A repaired and/or new roof, parking lot and steam traps
- Coffee donations to support Sunday morning fellowship

There are so many more! Far too many to mention!

I am so grateful for the opportunity these last couple of years to work amongst all of you and the leaders of this place. Thank you!

May you find many reasons to feel gratitude in this year.

Gratefully,

Shannon Young
St. Mark's President

2019 Church Council

Shannon Young, President
Beth Ingberg, Vice-President
Alan Wyman, Secretary
Karen Biedermann
Bob Engwer
Mike Ericson
Nick Glendenning
Josh Hirman

Gary Hook
Erin Koppen
Brian Larson
Carolyn Newell
Pam Simanski
Pastor Mary Froiland
Pastor Ivy Huston

Reports from the *Ministry Staff*

The Rev. Mary Froiland: Lead Pastor

2019 Annual Report

Dear Friends in Christ,

A year ago as I wrote this annual report, I was brand new. John and I were so happy to be with you and were grateful for the warm welcome and willing partnership in the gospel that we found here. We were just getting to know one another as we began our shared ministry. It felt then, as it continues to feel today, that this was a good fit and we had wonderful possibilities and opportunities before us for carrying on the good work of this congregation together.

As we began to serve together, we were also aware of a few challenges that lay before us that could, if left unaddressed, severely limit our capacity to be the heart and hands of Jesus from this place. Primary among those challenges was developing, adopting and living into a healthy and sustainable budget. To this end, we took a realistic look at our resources, made some staffing adjustments, entrusted more ministry to members, and found community partners who were able to make use of our abundant space, provide a compatible ministry to the community, and bring us a steady additional income. We also kept a close eye on spending, and as a result, ended the year over \$7500 dollars in the black rather than nearly \$49,000 in the red, like last year.

Achieving this has taken everyone's involvement, patience, and support. A smaller staff meant remaining staff members took on more responsibilities. Volunteers stepped up to fill the gaps as well, like our volunteer morning receptionists and our dedicated Children's Church coordinators, to name just a few. Thanks to all who make it work!

It's a little surprising that with a tight budget we were able to address some much needed building repairs this past year. Over 100 steam traps were cleaned and/or replaced, some parking lot repairs were done, the sanctuary roof was replaced, the pre-school area was brightened up for Head Start, and a few of the rooms in Rees Hall got a face lift. Thanks to the commitment and generosity of St. Mark's members for making these things happen and keeping our space ready to do the work God has given us.

Most gratifying, over the past year we have been able to sustain (and in some cases, expand) our existing ministries inside and outside our congregation, community, and around the world. I direct you to the report of our president, Shannon Young. She has beautifully spoken of the abundance God has provided for us and the gratitude she has for our shared work and ministry. I echo her sentiments and add my own thanks.

There are a couple of areas I would like us to focus on in the coming year:

1. Continuing to grow our connections with the NSP community, especially in light of the housing being built and the potential for deeper engagement with our new neighbors.
2. Attendance has been declining. This is an area we can all get involved in. Who have you not seen in church lately? Maybe give them a call and invite them back. Who is new in your neighborhood? Might they be looking for a church home? Consider your own commitment to regular church attendance. The gathered faith community, whether on Wednesday evening or Sunday morning, is a gift and should be treasured and nurtured. We need each other.
3. We have come a ways, but I would still like to see more children in church. Our little ones need to know from the time they are infants, that they are a valued part of the worshiping community. We're making some good strides in this area. The Grace Space, Quarter Pole, children's messages, and Baby Book Club are ways to engage not only children but also their parents.

We have much to feel good about. We are a healthy, active, vital congregation and God has blessed us richly - especially with one another. But God's Spirit doesn't rest. It continues to blow through us and stir us up with further opportunities and continued growth. May we rise to God's challenge and grow in love and faithfulness in this coming year.

God's Peace,
Pastor Mary Froiland

Pastor Ivy Huston: Associate Pastor

2019 Annual Report

When we entered 2019, change was in the air. We were seeking a zero deficit budget. We knew staffing across the ministries would be shifting. We expected the changes to draw us out of the routine into a greater need for each person in the congregation to be engaged in sharing their gifts of time, talent and treasures as we moved towards a healthier and more realistic budget. We also knew that these changes would impact our relationships and the routines we've come to rely on when it came to being a church community. I don't think any of us understood the depth and breadth of what these changes would and could bring, both in intensity of emotion and in rapid shifting from known into unknown into stability again. New opportunities only arise when we are willing to leave the expected and reach beyond the comfort zones.

For all the worry and fear that we began the year with, I am proud of our church and the ways in which we have struggled together to find our footing and move into the new things that God is bringing forth on our corner of the world.

Pastoral Ministry. I continued to preach and lead worship on a weekly basis in collaboration with Pastor Mary and the music staff. I presided over two weddings and seven funeral/memorials and led the inurnment of three people in our new columbarium. I continue to oversee the Children, Youth and Family ministries along with participating in hospital visits as needed. I am humbled by the companionships and compassion shared within these walls and for the trust that you have given me as your pastor

Thrivent Action Grants. During 2019 we were blessed with generous gifts from our Thrivent members who applied for Thrivent Actions grants - a \$250 grant to support community building both within the walls of church and into the larger community. This year we received more than 27 grants bringing in gifts of over \$6,750. This funding provided for existing projects like baptism blankets, school kits for Lutheran World Relief, support for the Gift Goes On Christmas project, and Wednesday night community dinners. Several new projects were also funded through the Thrivent Grants this year including the creation of the Grace Space in the sanctuary, the renovations of the back office and youth room, the Baptism Reunion event, and providing dinner on conference night for the North High Teachers. We have been richly blessed by these gifts and the continued partnership we have with Thrivent.

Continuing Education Opportunities. This year I was able to participate in several very informative and excellent continuing education experiences. I attended the "Stepping up to Supervision" conference at Luther Seminary and continued to meet with a cohort of pastors around the challenges of supervising staff within a church setting. Pastor Mary and I participated in an on-going conversation about being a female clergy team with the pastors from Pilgrim Lutheran in St. Paul. The most meaningful (and terrifying!) conference was the Faithful Innovations Summit this past July in collaboration with Luther Seminary's Faith+Lead initiative. The Summit took a serious look at the declines in mainline faith traditions and invited conversation around how to be genuine and creative without losing sight of our Christian theology and the promises of God. I also participated in a one day workshop about worship planning for the cross-generational church. I am thankful for these and many other opportunities that St. Mark's grants me.

There is no doubt in my mind that God is constantly doing a new thing, in and among us and when we open our eyes and our hearts to the changes, God's love is at the ready to stabilize and support us. Thank you for your continued partnership in the gospel and for the multitude of ways you have shared your gifts and your very lives with me and my family over the last nine years (I know - can you believe it's been that long?!) You are each a great blessing.

In Christ,
Pastor Ivy Huston

Susie Modrow: High School Youth Director

2019 Annual Report

"I am about to do a new thing; now it springs forth, do you not perceive it?
I will make a way in the wilderness and rivers in the desert." Isaiah 43:19

It's been a year of experiments and adjustments. The 9th grade mentoring program began meeting on Wednesday nights, which is the schedule they were accustomed to during their previous confirmation years. It's been a nice addition to have them join the youth group for part of their education. Some nights, they split off with their mentors and join Pastor Ivy for the rest of their lessons. This has made it an easier transition for the 9th graders to join in on some fun youth group activities, like attending lock-ins and preparing for the summer mission trip. It's been a bit of an adjustment for the youth group to expand so quickly like this, but they have done a great job providing a welcoming presence. They have grown in their leadership skills by showing the newer members how we "do" youth group together.

With the addition of the columbarium, an adjustment was made for the youth's fire pit to be relocated. We are grateful for the hard work of Eagle Scout, Kyle Linder, as he invested a lot of sweat into creating a beautiful circular paved patio to host our bonfires.

In terms of the college-aged young adults, we experimented by offering an online video chat with a devotional for those who lived near and far once a month. We quickly realized that many of our college-aged young adults were already active and participating in campus ministries and with congregations local to them. This was great news! In response to learning this, we've been mindful to connect with them individually throughout the year to let them know their St. Mark's community is thinking of them. While it's more time consuming to reach out individually, the response has been good. I continue to meet with young adults for coffee and video chats that geared towards the individual's schedule/personal needs instead of doing it as a large group.

We connected for a bit with some synod sponsored young adult activities, but much like the online video chats, it wasn't a great fit for schedules or the needs of the young adults. We also offered a weekend camping trip. While the interest was there, schedules change so quickly for this age group with good things (like job changes, weddings, military deployments, etc.) that the trip was cancelled due to low attendance. We tried offering a quarterly brunch, but this too has been difficult to get off the ground. It seems like more experimenting is in order.

This summer we experimented by offering simultaneous trips to the Boundary Waters Canoe Area for the middle school youth and the high school youth. This was a blast! We gathered back together as one large group when we returned to base camp to share our stories around a giant campfire on the beach. It was a great way for the middle school youth to look forward to their high school years and to build relationships with one another. It was also great for the high schoolers to connect with a younger generation. I think St. Mark's would benefit from doing similar offerings like this in the future.

Finally, we made a large and visual adjustment to the youth room. The youth group spent a lot of time picking out paint colors, furniture, flooring, and creating pieces of artwork for their space. They invested a considerable amount of time painting, installing the flooring, and moving the furniture in. It was a big undertaking! They were mindful of how important this space has been to prior generations, and they wanted to honor those memories while making space to incorporate pieces for incoming generations well beyond their high school years. It's hard to marry old and new, but I'm proud of the ways they were conscientious of how this impacted others. We invited former youth to come and take photos with their handprints before the work began. We asked them to fill out a questionnaire to share their memories and what they're up to now. We photographed the room from top to bottom and compiled a photo book of the memories. To celebrate the renovations, we

hosted a reveal party and blessed the room this in December. The youth and adults are already enjoying the comforts of this new space!

In addition to our experiments and adjustments, here's a quick snapshot of our year.

- We hosted a joint lock-in with Trinity Lutheran from Sleep Eye, MN (where Pastor Nate Luong is serving). We had a blast meeting some new friends and showing them a fun time here in the cities. We are looking forward to reuniting with them this spring, as they are hosting us for the next lock-in.
- We have continued our partnership with North High School's Polar Packs and the Polar Den. We are currently serving 15 families.
- We hosted another year of free walking tacos at homecoming, which was well received by the community.
- We led Confirmation, worship, and Children's Church.
- The youth group continues to have a youth representative serving on the council.
- We participated in a Lenten photo journey where youth shared a photo that embodied a theme for each day.
- We did a ton of fundraising!
- We served the annual breakfast for Teacher Appreciation for the North staff.
- We made countless baptism blankets.
- We participated in a Mystery Night and our annual Christmas Party.
- We blessed our graduates and blessed the youth entering into the armed forces.
- We made a trip to the State Fair and hosted a Carpool Karaoke Night.
- Last, but not least, we continued to serve at Arc Value Village and Feed My Starving Children this year.

Thank you to the dedicated adults who walk alongside our youth every week. Thank you to the parents who continue to show their children that they value their faith experiences and lovingly bring them to church even when it's difficult. Thank you to the St. Mark's community for offering your support and care of our families! Thank you to the youth for being willing to try new things out and for working so hard this year! Together, we have made space for experiments and adjustments, and we are healthier because of it!

Susie Modrow

Dorothea Jirsa & Trevor Wolter Ternez: Music Ministry Report

2019 Annual Report

2019 brought about some changes in the staffing of the music department. From January until the end of May, we continued with a $\frac{3}{4}$ time music director, a part-time musician/director, and the Morning Psalm group which planned the music and led the 10:30 worship service. At the end of May, due to budget constraints and a restructuring of staff, the Morning Psalm group disbanded, and music director, Neil Lubke, left St. Mark's.

Subsequently the reorganization of music staff was intended to have three part-time positions:

- A lead for traditional worship
- A lead for contemporary worship
- An associate

Interviews were held for the first two positions, which were vacant. Only one suitable candidate was identified and Trevor Wolter was hired in late August. To ensure coverage, additional responsibilities were added to Dorothea Jirsa's position. The divisions are now as follows:

Trevor Wolter

- Directs the Choir of Saint Mark's
- Directs the Jubilee Handbell Choir
- Leads planning and accompaniment of the 8:30 worship service
- Assists with the 10:30 worship service and Wednesday worship services as needed

Dorothea Jirsa

- Directs the Joyful Voices Choir
- Accompanies the Choir of St. Mark's
- Leads planning of the 10:30 Sunday morning and Wednesday worship services as well as the coordination of musicians for them while being the primary accompanist for the Wednesday worship service
- Assists with planning and accompaniment of the 8:30 am worship service

Highlights of 2019

January – "Lessons and Carols" for Epiphany Sunday

February – "Youth Led Services" – with Joyful Voices Choir taking part

March – Ash Wednesday and Lenten services

April – Holy Week and Easter – all music groups participated. Brass group joined for Easter

May – finishing up all music group rehearsals

June, July, August – took part in providing music for "Worship At The Farm" and pop-up choirs

September – welcomed Trevor Wolter to the music department and the beginning of a new choir season

October – combined worship service with Genesis East for Reformation Sunday

November – Special music for Veteran's weekend service and Thanksgiving Eve

December – Lessons and Carols service, Christmas Eve – 3 services, Christmas Day

During the latter half of 2019, the music, pastoral, and support staff built a wonderful, collaborative relationship with Trevor coming on board. He's enjoying getting to know the St. Mark's family of faith and traditions. During 2020 we are looking forward to continuing to build upon that positive momentum. We want to refine what we do well and make it even better while carefully introducing new ideas that reflect the ever living and active Word of God.

Respectfully submitted,
Trevor Wolter & Dorothea Jirsa

Congregational *Ministry Reports*

Children, Youth and Family Ministries

2019 Annual Report

During 2019 St. Mark's witnessed a rapid shift in ministry leadership due to the departure of our Children's Ministry director and a decline in funding through the budget. We also saw a decline in family participation as families are finding it more and more difficult to commit to regular church attendance. Although this year has been full of shifts and challenges, God has continued to guide our hearts and direct our actions in order to build and rebuild our connections to one another and to God.

Leadership within Children, Youth and Family Ministries (CYF)

Prior to our annual meeting last year, we received word that our director of Children's ministry discerned a call to grandparent-hood in Florida and resigned her position with us in February. This created an opportunity and necessity to engage in faithful conversation around what were the needs of the Children, Youth and Family ministries of St. Mark's. We scheduled several listening post conversations and created a feedback survey to provide space for families to share what they were looking for, what they expected from church and where their needs were being met when it came to the CYF ministries. We had 54 people respond. This is almost triple the response we had last time we did a survey/offered conversation (Spring 2016). Those who responded were a good cross section of families who are participating in each of the ministry areas. Across the board, ministry areas met or exceeded expectations 80% or more of the time according to survey results. We have an incredibly high ratio of adults without kids in the program participating in leading and offering feedback which is a huge resource. Many of the changes/suggestions are things we can begin implementing immediately including greater communication of needs; setting framework and letting leaders lead; leveraging technology for communication purposes. Biggest challenges: Families are incredibly busy and are having a hard time committing to weekly engagement

Children's Ministry reshaped

We created a Children's Ministry team made up our most amazing and dedicated leaders who continued to teach and be in the lives of our kids as they explore faith in God. This group of people continued to be a loving and faithful presence in the midst of the changing landscape for our kids. They continued to lead JAM through the end of the school year. A huge thank you to: Erin Larson, Shannon Menard, Betty Wolf, Vicki Smith, Lisa Hutchinson, Chris Hutchinson, Casidee Hutchinson, Patti Inderlie, Amy Jents, Tim Larson, Madi Eads, Tammy Peterson, Sue and Grant Farnsworth, and Marcus Mueller.

We've seen a decline in families participating this year, but the families that have continued are all in and engaged deeply - from attendance at weekly JAM at a high of 80 to now a consistent 45.

During the summer, we rebranded the children's ministry as Children's Church (CC), in the hopes of providing an explanation of what we are about for those who are already engaged while reaching out to those who haven't been involved. The role of Children's Church is to provide a variety of opportunities for the youngest among us to experience God's grace and share God's love. CC meets on Wednesday nights from 6:30-7:30pm in the Rees Hall classrooms and focus on Bible stories as they are shared in worship. CC also meets on Sunday mornings, beginning in worship at the second service and being released into CC for activities based on the lectionary scripture passages used in worship. Both these events provide opportunities for the kids to connect worship and the larger church to their learning and growth in faith. A huge thank you to all who have helped with leadership of CC: Erin Larson, Chris & Lisa Hutchinson, Vicki Smith, Meg Hirman, Cristen Griesbach, Karyn Mikel, Casidee Hutchinson, Patti Inderlie, Colleen Grogan, Betty Wolf, Dawn Jensen, Cyndi Jensen- Johnson and all the parents who have stepped in to help.

Welcoming Kids to Worship

In anticipation for the fall, a concerted effort was made to equip the congregation in engaging with our kids and walking with our families through pew cards and the creation of our Grace Space, a play area at the front of the church geared for families with kid's birth to 5 years old. The Grace Space has been a hit for families and congregation alike where the kids participate in the life of the congregation while we provide space for the kids to be their age. This space has been a blessing beyond our regular services.

During funerals, young families have appreciated the Grace Space which has afforded them to opportunity to worship and grieve while taking care of their little ones. Funding for the Grace Space was provided through two Thrivent Actions Grants.

Baptism Reunion

This December we invited families who had a member of their family baptized during 2019 to join us for a celebration between services on Sunday morning as a way of honoring the milestone and deepening the connection between families and church family. We had four families participate in the celebration and there was great interest in scheduling more events geared for kids between birth and three years old.

Children's Church Christmas Worship

For the annual Christmas program this year, our children led us in a lessons & carol style service which included conversations with our neighbors, lively actions connected to scripture and sharing our gifts with the Christ child. This highly interactive, out-of-the-box worship helped us connect to the story of Jesus' birth in a different way which honored the energies and excitement of our youngest members. And it was one of my most favorite worship services of the whole year!

Wednesday Worship launching into learning

This program year we shifted Wednesday worship's scripture and sermons to launch our evening learning for Children's Church and confirmation. Using a variation of the narrative lectionary, the preaching for each week centered on an important Bible story into which we dove deeper during the education time.

Confirmation Ministry

- In January of 2019, nineteen youth affirmed their faith and became adult members of the congregation.
- For our 6th-8th graders who meet in small groups on Wednesday nights, we have been learning the Ten Commandments and Lord's Prayer (2018-2019) and exploring the biblical stories of God's grace and love and how those stories continue to impact our lives today (2019-2020). We currently have 7 small groups, led by 9 small group leaders, and 12 senior mentors with 40 kids participating on a regular basis. Our youth continue to do several service projects throughout the year, meet with their senior mentors on a regular basis and share their gifts with Children's Church. It's been a great year!
- This year, the 9th grade mentoring component of confirmation shifted from Sunday morning after worship to Wednesday nights in collaboration with the High School Youth. This allowed the 9th graders to be integrated into the life and relationships of the youth group while also allowing time for them to be in conversation with their individual adult mentors. The families involved this year were thankful for the switch so that they could continue to be part of the Wednesday night community. We have 9 youth and 9 mentors participating in mentoring this year - this is a much smaller group than in previous years but it also is a very tight knit and dedicated group of youth people.

Pastor Ivy Huston
Associate Pastor

Columbarium & Memorial Garden Committee

2019 Annual Report

Since our last report to St. Mark's Congregation on May 14, 2019, we have completed the installation of the 72-niche stone Columbarium, the infrastructure and paver courtyard. This includes renovation and re-landscaping of the drainage area and relocation and rebuilding of the youth fire pit. The Dedication Service was held on September 8, 2019 and Committal Services started soon after the dedication. Two recent gifts allowed us to purchase three benches.

The Columbarium and Memorial Garden were fully funded by niche purchases, memorial engraving and member donations. We raised \$55,516, and the expenses were \$52,591, resulting in cash on hand of \$2,925. We thank everyone who made this project possible

We believe this is an important ministry to St. Mark's. The Columbarium will provide a final resting place as a service to our parishioners. For those who have loved ones inurned or buried elsewhere, they can be memorialized by engraving their names on the Memorial Wall on either side of the Columbarium. The Memorial Garden/Columbarium is a beautiful outdoor space for quiet times of prayer and reflection. It reminds us of the Saints who have gone before us, the frailty of life and God's magnificent power through the resurrection.

Bob Engwer	651-777-1046	rsengwer@aol.com
Gary Hook	612-723-5886	garyhook3@gmail.com
Terry Kapaun	651-777-8580	Kapaun6580@msn.com
Heidi McKenzie	651-231-5500	heidimc@stmarks-nsp.org
Miland Meek	651-247-6890	mmeek1@comcast.net

Yours in Christ,

Miland Meek
Columbarium & Memorial Garden Committee, Chair

Drama Ministry

2019 Annual Report

In 2019, St. Mark's Drama Ministry celebrated 40 years of telling stories that are fun, beautiful and meaningful for all ages. The Players & Planners Committee meets regularly to provide the planning, guidance, and support that drives the drama ministry program at St. Mark's.

40 Years in Revue: A St. Mark's Cabaret

On Saturday, May 4, we celebrated 40 years of Drama Ministry, and honored Judy Larkins, whose love, guidance, spirit and passion for the ministry touched the lives of thousands of people. It was an evening of songs, stories and acts, performed by just a few of the many people who have walked across our stage over the years. There was much laughter as well as tears as we danced and sang through 40 years of memories. It was wonderful to connect with old friendships and to spend time together, doing something we all love. It was a perfect tribute to the ministry, to Judy, and to everyone who was and will be involved in the drama program at St. Mark's. Special thanks to all the volunteers and performers. We couldn't do it without you!

Big Fish: A Musical Adventure Beyond Belief **August 1-4 and August 8-11**

Most of us want to be remembered for something when we die. We want to be remembered for the good works we have done in the world, and the impact we have made on the lives of those that surrounded us. We all have different ideas of what specifically we want to be remembered for, but in the end, we just don't want to be forgotten.

Director Karen Biedermann and a talented multi-generational cast of 23, told the story of Edward, a farmer's son from a small town in Alabama, who wants to be remembered for living life as big as humanly possible (and, in many of his stories, even more than humanly possible). By the end, we don't know the difference between the truth and fiction in his Big Fish tales. But...does it really matter? In this performance, this audience was asked to suspend disbelief, and allow themselves to be swept up in incredible tales of faith, love, and friendship in epic proportions.

Behind the Scenes Volunteers

This ministry could not exist without many, many talented and committed volunteers. In addition to directors and choreographers, there are people working behind the scenes that contribute to the success of each show: lighting, sound, music, stage design & construction, costumes, concessions, ticket sales, publicity, and hair & makeup. If you don't want to be on stage (yet), you can still find many ways to be involved. Contact the church office for more information.

Players and Planners Committee

Nikki Brown
Mandy Papenguth
Beth Hoppe
Karen Biedermann
Hannah Ruikka
Britt Mathern
Monique Weir
Nikki Miller

St. Mark's Foundation 2019 Annual Report

"Your Word is a light for my path." Psalm 119:105

The following comments are from Foundation grant recipients awarded in 2019 to highlight the grant importance and the Foundation's dedication to its mission.

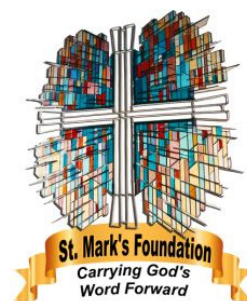
"This past summer I learned a lot about myself, my style of pastoral care and what a clinical setting is like. As much grief and sadness that I encountered, I also came across a lot of hope and those who appreciated a conversation." – Jeanette Perrault, a daughter of the congregation, whose Foundation grant helped fund her Clinical Pastoral Education this summer.

"Parents were thankful for the vast information and the resourcing, and kids were struck by the ways technology is impacting them. It was an incredibly worthwhile event and spoke to the church's desire to meet the relevant needs of our people." – Pastor Ivy following the "Screenagers: Growing up in the Digital Age" presentation that was funded by a Foundation grant.

"I am truly grateful for the opportunity to be representing the ELCA and St. Mark's while witnessing to the amazing work and community the Lutheran Church of Rwanda is cultivating here." – Emily Ronsberg, a daughter of the congregation, who is in Rwanda through the YAGM program. The Foundation was able to help Emily reach her goal to support her year-long sojourn in Rwanda.

The Foundation is committed to conveying the Christian message to people through excellence in worship, education and the building of relationships. During 2019, your generous donations enabled the Foundation to help carry God's Word forward at St. Mark's Church and into the world around us.

The Foundation awarded \$3,600 in grants during 2019. These included helping with expenses for the St. Mark's youth adventure trip; paying the license fees for "Screenagers: Growing up in the Digital Age" so St. Mark's could offer the presentation free to those interested in attending; joining six other churches to help defray expenses for "Worship on the Farm"; extending help to Jeanette Perrault, a daughter of the congregation, for Clinical Pastoral education fees; joining others to help another daughter of the congregation, Emily Ronsberg, as she volunteers in Rwanda through the YAGM program; and supplementing the expense of the food gift cards given with the Polar Back Packs at holiday times.



The Foundation was blessed in 2019 with financial gifts of \$5,708.95 through legacy gifts, donations, memorials, Thrivent Choice Dollars, Amazon Smile and employee matching gifts from Travelers, Wells Fargo Bank and US Bank. The committee works to maximize the return on investments through our financial advisor, creating the budget for the Foundation, and monitoring and reporting on the financial health of the assets of the Foundation.

The Foundation continued its commitment through 2019 to keep the congregation informed about the Foundation's progress and activities. That information is conveyed through the Foundation website, announcements in the "Markings" and worship bulletins, the "Friends Focus" newsletter and the "Foundation Week".

St. Mark's Foundation Board of Trustees: President Terry Kapaun, Vice President Craig Sterling, Treasurer Tom Michel, Secretary Barb Michel, Jim Allen, Paul Ellefson, Kathy Hanon, Beth Jensen, Linda Kapaun, Rod Larkins, Steve Linder, Bill Pickett, John Pottratz, Pastor Mary Froiland and legal advisor Gerry Duffy.

For more information about the Foundation, please browse the St. Mark's Foundation website at www.stmarksnspfoundation.com

Hospitality Committee

2019 Annual Report

The Hospitality Team is a newly formed group. It began as a way to help develop activities and events around and within St. Mark's Community. This past year, we held game nights, participated in the North St. Paul Fall Roundup parade, and planned/organized the annual Progressive Dinner.

The purpose of the hospitality committee is to help provide a welcoming environment for members, visitors, and guests, to enhance their worship experience, and encourage fellowship to help build a community of believers in and outside of St. Mark's. We are here to help organize, assist and brainstorm ideas for St. Mark's community. Because this is such a newly formed group, it is evolving as we learn what needs there are. At this time, responsibilities include:

1. Ensure St. Mark's is a welcoming and caring community of faith.
2. Participate in administrative tasks necessary to the committee
3. Collaborate with other committees and staff as necessary.

We are open for anyone to either join the committee or offer suggestions as to what events would be meaningful for you:

- Any skill- and knowledge-level are welcomed – leadership, organization, marketing, technology.
- Enthusiasm, willingness, creativity, openness.
- Willingness to work as a team to coordinate events, to gather others together, and to promote activities as well as duties during services (ushers, greeters, communion assistants).

Members include: Virginia Coller, Wanda Hurtgen, Mark McKenzie, Suzanne Ericson, Adam Reinke, Julie Urban and Carolyn Newell. Special thanks to Barb and Gary Martin and Corrina Hastings, for getting us going.

Looking forward to events in 2020!

Submitted by:

Julie Urban

Personnel Committee

2019 Annual Report

The Personnel Committee is an advisory group. The responsibilities of the committee include :

- Develop personnel policies
- Conduct annual performance reviews for the pastors
- Provide oversight on Personnel matters
- Develop and update employee job descriptions
- Provide annual budget for approval

This year we developed an updated review process for our pastors. This review will be conducted yearly. It consists of a conversation with each pastor as to what is currently occurring in our church community, as well as goals for each of the pastors, what is working and what needs attention. This conversation assessment format, is used by other churches and has been very effective in allowing all parties to have a honest conversation. We did learn, however, that the timing is important when planning for the assessment. This year we will conduct the assessment in the summer months, when programing is not as busy.

One of this year's highlights was the hiring of Trevor Wolter Ternez as our choir director and organist. We are so glad that Trevor has brought his talents to us at St. Mark's.

All staff reviews were completed by Pastor Mary.

Tonya Franklyn retired as our printing specialist. Thank you Tonya for so many wonderful years. Enjoy your retirement.

We have a wonderful host of volunteers who work in our church office. They include: Barbara McNeely, Terri Borowick, Virginia Coller, Sandy Schewe and Sue Fletcher. All of our office volunteers have dedicated at least one day a week to work in the front office. They are the first face our members, staff and visitors see when coming to St. Mark's. Thank you all for your commitment .

Staff were given a Thank You dinner in appreciation for all their work above and beyond. We are truly blessed by each and every staff member here at St. Mark's. We do have the best employees.

The members of the Personnel Committee are: Kelly Kleppe, Lynn Wyman, Suzanne Ericson and Beth Ingberg. This group is dedicated in ensuring all areas of personnel affairs are conducted professionally and according to our bylaws.

I would like to close by expressing my thanks to all of the above members, as well as each and every staff member, all our volunteers, and our wonderful pastors here at St. Mark's. You are all truly doing wonderful work for the community of St. Mark's.

Respectfully Submitted by,
Julie Urban
Personnel Committee Chair

Property Committee

2019 Annual Report

During 2019 the St. Mark's Property Committee was blessed with generous volunteers that readily gave of their time and talents to complete several projects. Below is a brief list of projects that were completed during 2019 thanks to the dedication of volunteers and property committee members:

Completed during 2019:

- Sanctuary roof replacement (emergency fund)
- Repairs to sewage lift pump
- Painting Head Start classroom and office (Building, Maintenance and Improvement (BMI) fund)
- Installed electrical panel safety cage
- Replacement of all steam traps (BMI fund)
- Replacement north door and Sanctuary emergency exit doors (125 Security project)
- Rees Hall foundation and sidewalk repairs
- Installed interior door numbers (125 Security project)
- Patches to the west parking lot (BMI fund)

Looking ahead to 2020:

- Implementation of security system
- Improved directional signage (interior and exterior)
- Additional environmental consciousness initiatives
- Continued improvements to HVAC systems

The property committee is always looking for additional stewards to give gifts of time and talents to property projects. As you can see our volunteers unselfishly contribute a substantial amount of time and effort to St. Mark's. If you are interested in helping with future projects please don't hesitate to ask how you can help. We welcome your feedback, & look forward to working together!

Respectfully submitted by the following property committee members:

Mike Clasen
Gary Hook
Rod Larkins
Brian Larson
Sherry Berry – Recorder
Neil Knutson—Custodian
Heidi McKenzie—Co-chair
Hunter Winner—Co-chair / Custodian

Global Ministries

2019 Annual Report

Below is a summary of the Mission Committee's activities and accomplishments of 2019:

Soup Sunday – On January 27, a Soup Sunday fundraiser netted about \$1,150 in proceeds to benefit Kihesa Lutheran Church in Iringa, Tanzania and the REACH Home in Bapatla, India. Included in that total was Thrivent Financial support of \$250 to buy food and supplies through the Thrivent Financial Action Team program.

Tanzania

Tanzania Secondary Student and Other Sponsorships – In 2020, St. Mark's individuals or families will sponsor 20 Kihesa secondary students at a rate of \$450 per year for room, board and tuition. \$7,000 in new funds were donated in late 2019 plus \$2,000 in unused prior year funds will be used for 2020 support.

Compassion Program Support – St. Mark's supported the Compassion Program at Kihesa Lutheran Church in Iringa, Tanzania with donations from Vacation Bible School in June 2019 and the quarter pole during the summer of 2019. \$1,347 was raised and sent to Kihesa. Compassion is an international program for disadvantaged youth which provides educational and recreational programming on Saturday mornings.

Craft Fair – On December 7, 2019, Kim Linaman organized a Craft Fair to raise funds to support education programs at the Kihesa Youth Life Skills Center. 32 crafters participated, donating a portion of their proceeds to the cause. \$1,225 was raised from craft and food sales. Thrivent Financial supported the event by providing \$250 to buy food and supplies through the Thrivent Financial Action Team program.

India

Submitted by Pete Mogren:

"Angel and I have just returned from REACH Home, located in the village of Bapatla in rural southern India. REACH Home (orphanage) and School houses 60 orphans and semi-orphans that call REACH their home. The children range in age from 4 to 16 years old. Some of these children have lost both of their parents and others have only a mom. REACH Home provides these children with a loving home, food, clothing, a private school education and they learn about Christ.

REACH School has 100 slum children who are picked up by bus from their "homes" (huts) and they are brought to REACH School 6 days a week. There they receive love, a hot meal (most times the only meal they get in a day), a private school education and they learn about Christ.

We enjoyed spending time with the children and letting them know that the people at St. Mark's care for them and love them. We also shared God's love with them by providing desperately needed repairs and maintenance to their buildings and bus. This included painting the buildings, fixing all electrical and plumbing needs, and painting and repair of the bus.

Through the \$30 gift certificates St. Mark's members bought this Christmas, we provided all staff, children living at REACH, and the slum children that come for school a dental exam with fillings and extractions as needed, an eye exam and 33 pairs of glasses as well as medicine plus two new school uniforms. The Quarter Pole Project funds paid for new and refurbished playground equipment and playground toys!

These children, who we know by name and have built a relationship with over 8 trips, are near and dear to our hearts. The last day we were there we gave each of them a new Bible to replace their VERY well worn and loved Bibles. Seeing the way they cherished this gift was the highlight of our trip. Thanks to all for your support of this life changing mission at REACH Home (orphanage) and School."

Jim Wolf, Chair
Pete Mogren
Betty Wolf
Pete & Angel Mogren
Betty Beane

Local Ministries

2019 Annual Report

North St. Paul Food Shelf

St. Mark's has had a long association with the North St. Paul Food Shelf. In addition to regular food drives, every 2 months or so, volunteers assist clients with "shopping" for needed food and other items. Other volunteer opportunities are available as well, such as sorting donated food, and serving on the Food Shelf Board. This year, St. Mark's expanded our involvement with the Food Shelf by providing space and volunteers to staff 3 "Pop-up Farmers Markets" during the summer. This latest venture is expected to grow in this coming year.

Polar Packs/Polar Den

Members of St. Mark's have continued their strong support of these programs that provide food and other needed supplies to students at North High who live with food insecurity and poverty.

Gift Goes On Christmas Outreach

As in past years, St. Mark's members were offered the opportunity to provide Christmas gifts to families in need, and stepped up with generous hearts. St. Mark's provided gifts and food cards to 21 families (77 people). In addition to church families and families identified through Ramsey County, we were able to provide gifts to some of our Head Start families as well. Thank you to everyone who purchased and wrapped gifts, donated food gift cards, and helped with organization, set-up, and donation pick-up for the Gift Goes On project.

Wednesday Dinner

Our Wednesday Night Dinner continues to be an exciting part of our time together. Each Wednesday, a group of dedicated volunteers cooks and serves a homemade meal to anyone who comes in the door. Members and neighbors enjoy a good meal and friendly interaction. Approximately 120 people are served each Wednesday during the program year.

Head Start Connections

Having Ramsey County Head Start in the building has provided us with the opportunity to lend help when it is needed. In addition to including Head Start families in our Gift Goes On project, we held a clothing drive to provide emergency clothes and outerwear for the teachers to use with students as necessary.

Spiritual Care Ministries

2019 Annual Report

Caring Ministries Team

St. Mark's is incredibly blessed by a group of faithful volunteers who provide monthly worship services, fellowship opportunities, and home visits, often with communion, to about 33 of our members who are no longer able to attend worship at church. The Annual Spring Homecoming Luncheon was held on May 9. This event includes a brief worship service and hot lunch for our homebound members and their caregivers. These members have been deeply connected to St. Mark's over the years, and it is so good for them to know that they are valued and remembered.

The Caring Ministries Team meets monthly to update each other and the pastoral staff about how our homebound members are doing and if there are any special concerns that can be addressed. If you would like to be a part of this team, please talk to Pastor Mary. If you are aware of someone who should be on our visit list but isn't, please let the church office know.

Caring Hands

This team provides refreshments and serves a meal that has been catered (usually from HyVee) for the gathered community immediately following a funeral or memorial service. Volunteers provide baked goods, such as bars or cookies, and set up, serve and clean up the day of the lunch so the family can be present with friends and each other. More willing hands are always needed and would be enthusiastically welcomed! Contact the church office if you are interested.

Weekly Community Prays

This weekly email prayer list is for our community and the people within it to help guide our prayer times and encourage us to be holding one another in prayer. If email isn't for you, we also can send out a hard copy through the mail so you can participate—just call the church office. You can also contact the church office to add someone to the list or to update the information on the list.

Moms in Prayer

This prayer group meets on Wednesday nights in the library to pray for the children and families in our community and schools.

Women of St. Mark's 2019 Annual Report

Ministry Vision: As an organization of Christian women, we encourage all women to grow in their faith, be of service to others and engage in fellowship with other women.

The Women of St. Mark's have five Bible Study Groups. We are a part of the St. Paul Area Synodical Women's Organization and the Women of the ELCA. The groups meet monthly, September-May, for Bible Study and fellowship. We remember St. Mark's shut-ins with cards and small gifts throughout the year. Cards of support are sent to St. Mark's Women in the Military and to Women in God's Service. The Prayer Shawl Ministry meets monthly to knit/crochet comforting shawls for those in need. We choose Secret Prayer Sisters to pray for and remember throughout the year. Monetary support is given to the North St. Paul Food Shelf, Polar Packs, Polar Den at North High School, Feed My Starving Children, REACH orphanage in India, Kihesa Student Support in Tanzania, Tanzania Water Project and Convention Resolution 18-01 Avocado Tree Project. A special gift was given to Emily Ronsberg YGAM. We purchased items for LSS Blizzard Bags and six pitchers for our kitchens.

In addition, we plan the following events. All women of the church are welcome and encouraged to attend.

- January-March – Quilting on the second and fourth Thursdays of the month. St. Mark's dedicated volunteers completed 90 quilts this year.
- January – Cabin Fever Game Day. Ten women enjoyed an afternoon of games, snacks and fellowship.
- March – Blessing of the Quilts during both worship services.
- March – Lakeshore Players "Steel Magnolias" at the Hanifl Performing Arts Center. Eighteen people attended followed by dinner at Pizzeria Pezzo.
- May – Mother-Daughter-Friend Spring Luncheon "Writing Your Life Story" presented by Gloria Van Demmeltraadt. Fifty-two women, young and old, attended!
- May – Rachel's Day. Raising awareness of abuse and violence against children.
- July – Summer Bible Study, on the Book of Esther, held at Polar Ridge. Pastor Mary Froiland was our Bible Study leader. Twenty-four women attended.
- October – Fall Potluck Breakfast "The Path to REACH Forgiveness" presented by Amanda Donnelly. Eighteen women attended. An offering of \$154.00 was collected for the Salvation Army Disaster Relief in Minnesota.
- November – Blessing of the Prayer Shawls during both worship services.
- December – Advent Breakfast "Make A Joyful Noise." Entertainment by the GraceNotes Trio. Twenty-eight women attended.

The Woman of St. Mark's also participate in a Synod Cluster event, the Synod Women's Convention, Soup Luncheon, and an Introduction to the new Bible Study found in the *Gather* magazine. This year's Bible Study was held at St. Mark's and led by Pastor Mary Froiland.

Material donations included Meals on Wheels "Blizzard Bags" for Lutheran Social Service. Monetary offering went to the Synod Women's Organization and to the Lyngblomsten Foundation.

The Collection Cupboard is located in Rees Hall. Items collected include pop tabs, bar soap, box tops for education, eye glasses and kits/projects for the women's organization.

Respectfully submitted,
Virginia Collier, Chairperson

Committee Members: Sherry Berry, Sue Fletcher, Darlene Dent and Bible Study representatives.

Women of St. Mark's Financial Report
2019 Annual Report

Prepared by Sue Fletcher

CASH ON HAND 12-31-2018				\$ 3,929.29
RECEIPTS				
CIRCLE OFFERING				\$ 1,931.00
FALL BRUNCH				\$ 90.00
FALL BRUNCH OFFERING				\$ 154.00
MOTHER DAUGHTER FRIEND LUNCHEON				\$ 540.00
ADVENT BRUNCH				\$ 450.00
SUMMER BIBLE STUDY				\$ 161.00
MEMORIALS AND GIFTS				\$ 307.00
MEMORIALS AND GIFTS TO PRAYER SHAWLS				\$ 50.00
PLAY OUTINGS				\$ 623.00
SYNOD BIBLE STUDY				\$ 896.00
TOTAL RECEIPTS FOR 2019				\$ 5,202.00
DISBURSEMENTS				
WELCA OFFERING				\$ 650.00
SWO-RESOLUTION				\$ 50.00
LOCAL CONVENTION OFFERING				\$ 125.00
LOCAL CONVENTION DELEGATE REGISTRATION				\$ 65.00
NORTH ST. PAUL FOOD SHELF				\$ 150.00
ST. PAUL PARTNERS				\$ 75.00
FEED MY STARVING CHILDREN				\$ 100.00
SALVATION ARMY FLOOD DISASTER RELIEF				\$ 160.00
2ND HARVEST HEARTLAND				\$ 75.00
ST. MARKS LUTHERAN CHURCH (office supplies donation)				\$ 150.00
POLAR PACKS				\$ 100.00
INDIA ORPHANAGE				\$ 150.00
INDIA ORPHANAGE CHRISTMAS GIFTS				\$ 50.00
TANZANIA STUDENT SPONERSHIP				\$ 125.00
MOTHER, DAUGHTER, FRIEND food, speaker, decorations				\$ 435.79
SPEAKER FOR FALL BRUNCH				\$ 50.00
ADVENT BRUNCH				\$ 467.45
SUMMER BIBLE STUDY				\$ 150.67
SYNOD BIBLE STUDY				\$ 896.00
PLAY OUTINGS				\$ 716.00
SUBSCRIPTIONS				\$ 69.90
MISC EXPENSE				
Fruit for Cluster Meeting				\$ 25.00
Blizzard Bags				\$ 127.56
Plastic Serving Pitchers				\$ 47.63
Emily Ronsberg YGAM				\$ 100.00
TOTAL DISBURSEMENTS				\$ 5,111.00
BALANCE 12-31-2019				\$ 4,020.29
SPECIAL ACCOUNTS				
QUILTING		\$ 1,727.03		
PRAYER SHAWLS		\$ 205.58		
CRAFT DAY		\$ 87.75		
TRIENNIAL 2018 set aside		\$ 150.00		
CAPITAL FUND RESERVE		\$ 325.00		
BALANCE AFTER SPECIAL ACCOUNTS				\$ 1,524.93

Minutes: St. Mark's Annual Congregational Meeting - Sunday, January 27, 2019

Agenda Topic	Discussion	Action
Establish Quorum / Call to Order	Quorum obtained at 11:16 AM	Called to order at 11:17 AM by Shannon Young The soup staff was recognized and thanked
Opening Prayer		Pr. Ivy Huston
Review of 2018 and What's Next	<ul style="list-style-type: none"> • Year of transitions - transitions are hard • Working toward stability and sustainability <ul style="list-style-type: none"> ○ Purpose ○ People <ul style="list-style-type: none"> ■ Pastor Ivy - thankful for our partnership ■ The rest of the staff - friendly, dedicated, competent ■ Community - folks committed to our shared ministry in and through this place ○ Passion <ul style="list-style-type: none"> ■ Drama ■ Youth mission to Kentucky ■ Global missions ■ Caring ministries ■ JAM and Confirmation - the Senior Mentors ■ Wednesday dinners • 2019 Focus <ul style="list-style-type: none"> ○ Increase member involvement and leadership ■ Music - Jeff and others leaving ■ Hospitality ○ Education format - child and adult ○ Shared space <ul style="list-style-type: none"> ■ Income generator ■ Criteria: not-for-profit that fits with our mission ■ Genesis East - looking at an April start ■ Ramsey County Head Start is anticipating a March grant. • Move into the coming year <ul style="list-style-type: none"> ○ Building on our foundation of North St. Paul community <ul style="list-style-type: none"> ■ Staying alert to the changing needs of the community 	Pr. Mary Froiland

Minutes: St. Mark's Annual Congregational Meeting - Sunday, January 27, 2019

	<ul style="list-style-type: none"> ■ Recognizing and developing the talents and resources we have ■ Discovering ways to share what we have for the sake of the world <p>Most importantly - because we are Christ's church - all done in the context of worshipping community</p> <p>We come together to receive the love and grace of God through Word and Sacrament, and then renewed by community, inspired by preaching and teaching, empowered by water, bread, and wine, we share God's love and grace with the world</p> <p>This is who we are. This is what we do.</p>	
<p>Annual Business</p>	<ul style="list-style-type: none"> ● Approval of Meeting Minutes from 2018 Annual Meeting. ● Approval of Meeting Minutes from the May 20, 2018 Special Congregational Meeting - Call of Pr. Mary Froiland. ● Nominating Committee report <ul style="list-style-type: none"> ○ Election of church council members <ul style="list-style-type: none"> ■ Bob Engwer, Nick Glendenning, Josh Hirman, Gary Hook, Erin Koppen, Brian Larson, Shannon Young ○ Election of Synod Assembly voting members <ul style="list-style-type: none"> ■ Kurt Biedermann, Jenn Luong, Karyn Mikel, Jim Wolf ○ Election of 2019 Nominating Committee <ul style="list-style-type: none"> ■ Karen Biedermann (Council), Nick Glendenning (Council), Beth Jensen, Mark McKenzie, Candy Peterson ● Thank you for your service. The outgoing members of the Council were recognized. They are Betty Beane and Bill Kunze. 	<p>Motion by Betty Beane, seconded by Beth Ingberg to approve the minutes from the 2018 Annual Meeting. All were in favor.</p> <p>Motion by Betty Beane, seconded by Beth Ingberg to approve the minutes from the May 20, 2018 Special Meeting. All were in favor.</p> <p>Introduction of Council nominees, Synod Assembly voting members, the 2019 Nominating Committee members, and the 2019 Audit Committee.</p> <p>Motion made by Pete Mogren and seconded to accept all the nominations. Approved.</p> <p>Motion made by Dick Dolby and seconded by Scott LeMire to elect the nominations by voice affirmation instead of written ballot. Approved.</p>

Minutes: St. Mark's Annual Congregational Meeting - Sunday, January 27, 2019

We are required to make an annual notification and review of this policy.

- **Sexual Harassment Policy** on file in the office.
- **Incident Reporting Process** implemented. It is an easy form that is recorded and kept on file. This is a confidential process. The policy is available in the office.
- **Review of 2017 Audit**
 - The 2017 audit of the books passed. This is the most recently completed audit. The 2018 audit will be completed mid year.
 - Thank you to the auditors for their time spent. Tammy Peterson and Dave Benck.
- **Review of 2018 Finances**
 - \$37,000 in red budget, \$49,000 in red actual. This was due to an income gap.
 - At the start of the year there was \$53,000 in cash, ending the year with \$3,500 cash.
 - December has typically made up much of the deficits. This did not happen. The December revenue has consistently dropped in recent years. 2018 December income was \$76,515 versus 2107 income of \$99,482, a 30% drop.
- **Discussion and Adoption of 2018 Budget**
 - Income:
 - Primarily based the income on the 2018 income receipts
 - Currently looking into other possible revenue streams from space utilization
 - Personnel Adjustments:
 - Reduced personnel budget based on a thorough needs assessment conducted by Personnel Committee
 - Personnel would have been 89% of the budget, if no adjustments were made.
 - After adjustments it is 69% of the budget, a healthier percentage for churches.
 - CYF hour allotment will be reduced
 - Children's Ministry Leadership team created
 - Morning receptionist will transition to a volunteer position in June
 - The staff hospitality position will transition to a hospitality team

Motion made by Gary Hook and seconded by Beth Ingberg to approve the 2019 budget. Approved.

Minutes: St. Mark's Annual Congregational Meeting - Sunday, January 27, 2019

- The drama position will be transitioned to Players and Planners
- Assistant Music Director hours will be reduced
- Music stipends for guest musicians will be reduced
 - Music and Worship team created
- We will not be participating in the intern program this year
- Budget does include a 2% pay increase for staff
- Does not include staff hired in the last year
- Property Adjustments:
 - Increase due to correction of the 2018 budget
 - Increase overall due to taxes and special assessments
 - Road work
- Bottom line -- the 2019 budget presented is BALANCED!
- Discussion
 - Pete Mogren: How does the 69% compare to other churches? -- Used published research showing that a healthy church spends 67% of their budget on personnel
 - Dick Dolby: How does the tummy feel about the changes? -- Personnel changes are hard but we also recognize that this balanced budget is very good for the overall health of the church.
 - What percentage of the budget to outreach and missions? -- these are funded through restricted accounts
 - Paul Ellefson: Membership and giving/member are both down. Has the Council set up a long range plan to deal with this? -- The balanced budget is the first step.
 - Head Start included in budget? -- Only the office for the Genesis East pastor is included since it is the only contracted space at this time.
 - Pete Mogren: Have we borrowed to help cash flow? -- have not needed to do this.
 - Pete Mogren: Rainy Day Fund used? -- it is still untapped
 - Thrivent Grants -- \$2,800 in Thrivent Choice last year plus some grants.
 - Action plan for discussions? -- Personnel planning long term - interviews and analysis. Work is being done to cover all priorities
 - Severe cuts to CYF - are there implementation plans? -- Jan gave 10 months notice. We have Ivy and Susie. For music, we would love the luxury of time, but reserves have been drained

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<p>Closing prayer and adjourn</p>	<ul style="list-style-type: none"> ■ This suddenness is in perception - behind the scenes for quite some time. The Interim Pastors wouldn't make decisions, but should have per Pr. Mary. ■ What do we get for our \$20,000 to the Synod? -- The Synod passes it on to other causes, it equates to benevolence given at a personal level. ■ Is there a chance for an intern later in the year? We have to apply in January ■ Pr. Ivy: Culture has shifted for church. God hasn't failed us yet and not going to start now. Some things are not rolling out until June. ● New Business <ul style="list-style-type: none"> ○ Next review of the Constitution should include looking at a 75 quorum in place of the current 100. ○ Columbarium update - Paid \$20,000, \$51,000 in the bank. Current cost is \$2,900. Looking at a August/September completion 	
	<p>Closing prayer by Pr. Mary</p>	<p>Motion by Beth Ingberg and second by Amy Koppen to adjourn at 12:24 PM</p>

Respectfully submitted by Alan Wyman, Church Council Secretary