



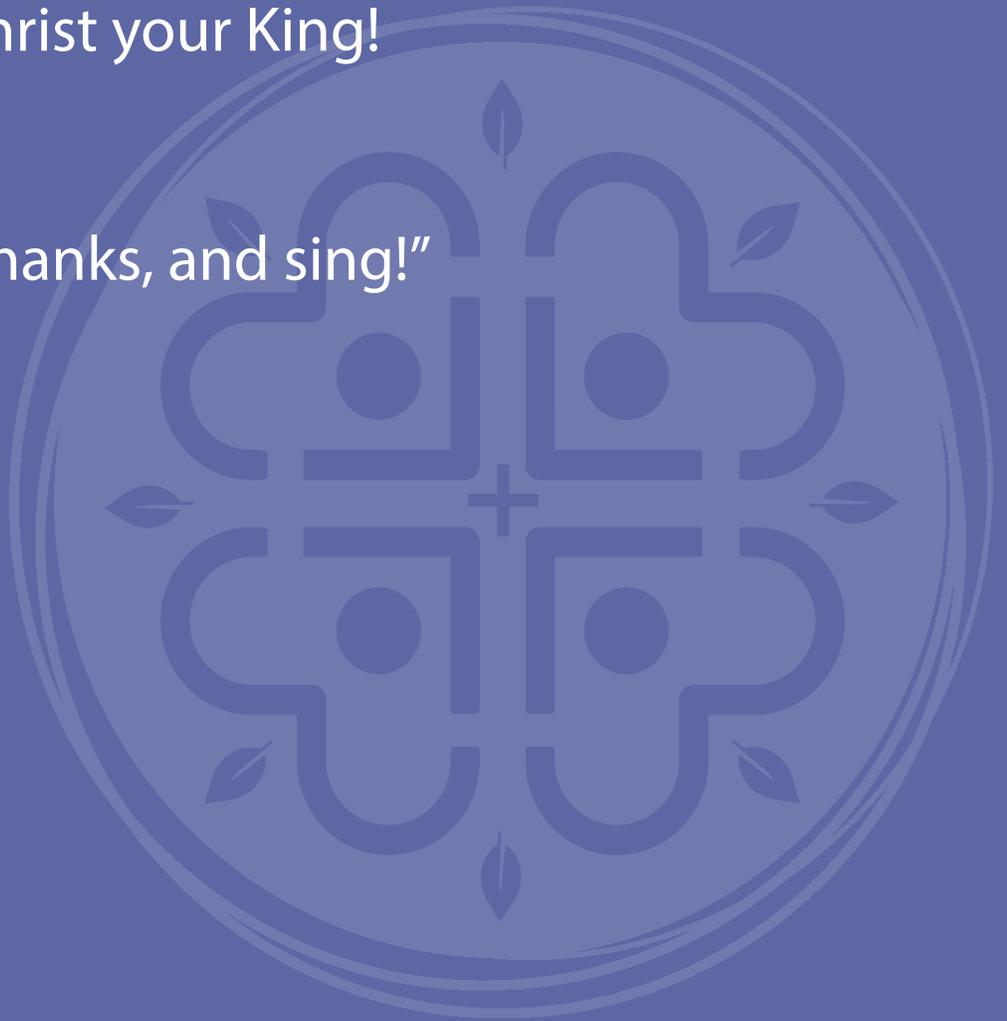
ST. PAUL-REFORMATION LUTHERAN CHURCH

ANNUAL REPORT 2022



"Rejoice, ye pure in heart!
Rejoice, give thanks, and sing!
Your festal banner wave on high:
The cross of Christ your King!
Rejoice!
Rejoice!
Rejoice, give thanks, and sing!"

- ELW #874



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St. Paul-Reformation's Clergy and Staff:

The Rev. Dr. Patrick H. Shebeck, *Senior Pastor*
 The Rev. Erik Doughty, *Affiliated Pastor*
 Sr. Stacie Lightner, DMA, *Cantor*
 Jennifer Walding, *Parish Administrator*
 Cindy McArthur, *Administrative Assistant*
 The Rev. Sem. Elizabeth Callen, *Vicar*



FROM THE PRESIDING BISHOP

Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.



The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

Building up the body of Christ together,

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive style.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

FROM THE SYNODICAL BISHOP

"Cold December flies away ... when all seemed lost in night, came the sun whose golden light brings unending joy, brings the endless joy of our hope ... Son beloved of heaven."
ELW 299

During the Christmas season, we sing dozens of hymns, recounting the story of Jesus' birth and the coming of Emmanuel to dwell with us. This hymn from the last century is one of my favorites, using the images of nature and the turning seasons to highlight the gifts of hope and joy, which come from God.

This past year was a time of return to many familiar in-person events. Though we started 2022 with the hope that the impact of COVID-19 was fading, we quickly learned that this pandemic would continue to shape our synod's life all through the year. Despite setbacks and challenges, much common work was undertaken.

By year's end it was clear that we were not simply returning to pre-pandemic realities of being God's church but that we were called to turn toward new habits for worship, teaching, community service and outreach with a message of God's good news for all. If there is a singular lesson to highlight it is that the church is the servant of God's mission, which will take many forms in an ever-changing society and still be the community where joy and hope are received and shared.

Planting Hope

At the Synod Assembly in May 2022 we finally had an in-person launch for the synod's Planting Hope Campaign. This included the announcement of a formal partnership with Lutheran Social Service of Minnesota to replicate a Families Together therapeutic preschool on the East Side of St. Paul, which will be housed on the first level of Grace Lutheran Church. Our aspiration is to raise \$1 million dollars for this by the 2023 Synod Assembly in May.

At year's end, \$636,703 was available for distribution to the four goals of the campaign, which in addition to the Families Together preschool include:

- Invite neighbors into life in Christ;
- Renew the congregations of the synod;
- Raise up the next generations of leaders.

Our timeline is to secure the entire \$2.75 million in dollars and intents from congregations, individuals and foundations by the end of 2024. If yours is one of the 49 congregation already invested in the campaign, I thank you. If you are engaging the campaign in 2023, I am grateful for your willingness to join in making hope real for many.

Alongside the Planting Hope Campaign, we anticipate that at the close of the synod's fiscal year on Jan. 31, mission support will be at 97% of the budget for 2022 at \$1,891,500. I am grateful for the ways that congregations connect to others through mission support, including sharing 41.5% of these financial resources with the global work of the ELCA.



Mission Support

As a synod, this year we were also able to reinvest \$113,000 in Gleaning From the Harvest ministry grants back to congregations for work in evangelism, racial justice, worship training and technology, and for projects entitled “We never did that before.” Nineteen requests were funded from the 74 applications received.

Candidacy, Calls & Ordinations

A church, faithful to serving God’s mission, requires well prepared and supported rostered ministers and lay leaders. We currently have 29 persons in the candidacy process including eight who are awaiting their first call. This past year, 22 pastors and deacons were installed in new calls in this synod, six pastors received calls to specialized ministry beyond congregations, and the Synod Council issued synod calls to 11 pastors and deacons for interim ministry. This work with call committees and candidates, along with monthly meetings with all interims, reflects some of the most important work we do together as a synod.

Those ordained in 2022 include Pastor Marty Wyatt, Pastor John E. Swanson, Pastor Amy Johnson, Pastor Ana Becerra, Pastor Tori Remer, Pastor Terri Elton and Pastor Susie Modrow.

Congregational Vitality

Synod work with congregations includes support for the vitality and stewardship of congregations. During 2022, nine congregations participated in the Stewardship for All Seasons program or the Building A Culture of Generosity cohort. Four congregations hosted spiritual gifts retreats, led by synod staff. A total of 21 congregations participated in three Tools for the Church vitality events.

In addition, this past year a new training program for congregational presidents and vice presidents was launched. This Deeper Dive program, hosted monthly on Zoom, has averaged 15 participants. Combined with the annual Tool Kit for Lay Leaders, this new program is designed to better equip lay leaders for the real-time challenges of leading a congregation.

Is your congregation among those noted above? If so, you are reaping the benefit of being part of a connected church. Are there other resources you need? Please know that new programs and formats for training grow out of feedback from you in the 107 congregations and mission developments within this synod.

Global Companions

2022 also brought greater freedom to travel again to our global companions in Tanzania and Guatemala with increased travel planned for the coming year. Even as Zoom has been a god-send for hosting meetings within congregations and the synod, our global companions also connected to synod committees and partner congregations using this technology. It is encouraging to see the mutuality of these partnerships continuing despite pandemic restrictions. I am also grateful for the work of the Bega Kwa Bega staff and volunteers in making visits to so many congregations in our synod and in the Iringa Diocese.

Lilly Grant

The synod continues to benefit from a multi-year grant from the Lilly Endowment for support of rostered ministers. In 2022, 10 pastors and deacons began work in a new Second Act Cohort for those in years 4 to 10 of ministry, and eight pastors completed the two-year long Kuber-nesis Seminar with its emphasis on preparing rostered ministers for senior level leadership position. After pursuing more individualized forms of renewal through spiritual direction,

coaching or time away this year, those in the Leaders of Color cohort are preparing for a three-day retreat together with synod staff in February 2023.

Staff Support

We can do this and so much more because of the talented and dedicated staff of the synod. In 2022 we said farewell to Alicia Rodriguez, Michael Gold, Pastor Peter Harrits and Dr. Anna Marsh as they left the staff to take new positions. Replacing them were Kirsten Levorson, director of Bega Kwa Bega; Leslie Ortiz, executive assistant to the bishop and program director for the Lilly Grant; and Rachel Holsten in the new role of front office administrator and event planner. Other staff include Mary Smith, director of communications; David Roinas, synod finance administrator; Astine and Ryan Bose, Bega Kwa Bega coordinators in Iringa; Rolf Lowenberg-DeBoer, assistant to the bishop for lay leadership and equity initiatives; Pastor Justin Grimm, director for evangelical mission and assistant to the bishop for congregational vitality; and Deacon Krista Lind, assistant to the bishop for vocational formation.

As bishop of the synod, I know the difference each colleague makes in our overall efforts to serve you and your congregation. Look around. The signs of God's fruitfulness can be seen in so many ways in this synod. Thank you for being a part of that work, too.

Yours in God's service –
Bishop Patricia Lull

MEMBERSHIP REPORT AND PASTORAL ACTS 2022

Total Membership on 12/31/22	429 (+6)
Total Membership on 12/31/21	423
Members Received	
Infant Baptism	0
Adults Received	12
Children Received	1
Confirmations in 2022	3
Members Removed in 2022	
By death	4
By transfer to other Lutheran Parishes	0
By transfer to other faith communities	1
Removal from roll	4
Total members removed in 2022	9
Average Weekly In-Person Attendance	73
Average Weekly Online Worship Attendance	20
Average Sunday School Attendance	15
Confirmation Students	11
Pastoral Acts	
Baptisms	0
Confirmations	3
Marriages	1
Funerals	4

FROM THE PASTOR

Dear Friends in Christ Jesus,

The past year at St. Paul-Reformation has been a time of rebuilding and stabilization, themes that will continue into 2023. It cannot be overstated how devastating COVID-19 was on many communities of faith, and - while SPR fared very well through this - it did not come without some setbacks that need to be tended to as we move ahead. I am thankful to the many members of this community, the parish staff, and the Parish Council who have remained patient with one another as we have navigated these waters together.

SPR remains strong and vigorous. If anything, as we have returned to worship and to a regular slate of programming, I have been reminded by the members of this community how much this place means to them, and how special is the work that this parish has done in the past and continues to do now. SPR holds a very special place in the hearts of long-time members, and new members to this community are learning, too, the unique gifts and charisms of this unique and faithful parish.



Health and Safety

One of the most important and faithful pieces of work that has been done at SPR in the past year has been the careful, thoughtful, and intentional monitoring of the COVID situation by our Health Professionals' Team. This group has met often to look at public health numbers, weigh pros and cons, and figure out ways to honor the pastoral needs of those who call this place home. It has been no small feat to balance all of these matters, and the ways that they have done this has largely gone on behind the scenes. We owe each of them a huge "thank you" for having taken such good care of us. Please make it a point to thank the members of this team who have had your best interests in mind as we have lived into new realities.

Financial Matters

This past year, SPR ran a deficit budget. Deficit budgets are never ideal and are common, but - like so much in COVID - a full return to worship and program life lagged somewhat as people "got back in the pool." Even so, SPR's members remained generous and giving, willing to support and expand the ministries of this parish, including our yearly increase in giving to the St. Paul Area Synod, generous support of the new Lutheran University in Nigeria, as well as the Good Samaritan Fund and Hallie Q. Brown. Proposed to you in this Annual Report for 2023 is a budget that is balanced, itself highly unusual for any parish. This is great news, but we remain conservative in our approach; we are not out of the woods yet, but we are on our way. I am so thankful to John Rent, our spectacular Parish Treasurer, who has provided calmness and a steady hand as we have made our way through the year. To all who have given: thank you! To all who will give: thank you!

Tower

One of our greatest accomplishments this year has been the sale of SPR's Tower Lease to American Tower, Inc. Approved at a special congregational meeting in September, this lump-sum arrangement allows American Tower to rent out SPR's cell tower space while seeking new tenants; SPR receives 50% of the income from new tenants. Again, John Rent and Alyn Bedford shepherded this process to completion, as well as Jennifer Walding, who has provided support behind the scenes. The decision to sell the tower lease was one that - we feel - is shrewd and a good investment. Why? Because a lump sum up front is more

likely to last in the long-term than a 40-year lease on the tower. It is likely that in forty years, cellular technology will have changed so much that towers will not be needed. Indeed, this transition has already begun as cell companies move toward satellite technology.

Education

SPR continues to place a very high premium on education and growth in faith. I am particularly proud of our summer Lyceum this past year, tackling important issues of faith and mental illness. Similarly, Confirmation has been a highlight at SPR this past year, with our largest Confirmation class in recent memory. I am thankful to Eric Beckman who helps us so faithfully with this work and for the work of Vicar Elizabeth Callen.

This past December, we gathered to rejoice with Bishop Lull and the people of Ascension Lutheran Church in Brookings, South Dakota, as our former Vicar Jonathan Nerdig was ordained here. It was the completion of a long process of formation. SPR continues to be a training ground for new clergy, and we continue to support Vicar Elizabeth Callen in her formation toward ordination. Her time with us will conclude this coming June, and we remain thankful for her service and learning in this place, as well as her Internship Support Committee which has provided valuable feedback and learning as she has continued her studies.

Social Justice

St. Paul-Ref. remains committed to the living out of social ministry as a reflection of our commitment to Christ Jesus. As in all Lutheran contexts, such matters do not make us good; instead, they are a reflection of faith in the incarnate Word. Of particular note this year has been the continuing good work of Meals Ministry, our participation in Hallie Q. Brown, and - most recently - our partnership with the City of St. Paul to use St. Paul-Reformation as a Warming Shelter for those experiencing homelessness in our city. We continue to seek new, achievable opportunities to serve the city and the world around us, knowing that - ultimately - the fruition of this work is left to God. Always, we bear in mind the words of Jeremiah: "...seek the good of the city into which I have have sent you" (Jer. 29:7).

Personal Reflections

This past year, I have been privileged to again be part of the Templeton Foundation's "Preaching and the Sciences" project, a four-year consortium of clergy from around the United States to provide homiletic commentary for each Sunday of the Church year. This project has been led by my doctoral advisor, Rev. Ed Foley, of the Catholic Theological Union in Chicago. It has been most fruitful, and adding a Protestant voice to this conversation has proved enriching and challenging.

On another note, this past summer I completed the first of a three-volume set of Confirmation instruction titled *Faith that Frees: Living the Lutheran Tradition*. Both SPR and Bethlehem-Midway have given this first volume a test-run, and - this summer - I will begin the second volume of this trio, again, for use in the 2024-25 academic year here at St. Paul-Reformation.

This year, I complete my time as Dean of the City Conference of the St. Paul-Area Synod. The six Deans of the Synod assist Bishop Lull in learning, pastoral care, and clergy support. This work has been rewarding and meaningful, and I am also looking forward to having a few less meetings on the calendar as this torch gets passed to the next Dean. I can say, after having served in this capacity, that our Synod is doing good, meaningful, and life-changing work in the City of St. Paul and around the world. We are blessed with a good bishop, good lay leaders, and good clergy who are seeking to live the faith of Jesus



Christ in creative ways while remaining grounded in our unique Lutheran tradition.

Final Thoughts

As we move ahead, we will need your help! Not only to care for this community internally, but to invite those who do not have a community of faith to join us here at St. Paul-Reformation, to minister with us to those in need, and - most of all - to remain faithful in the grace that is offered to us in the cross and resurrection of the Lord. In closing, I am reminded of the words of the hymn by poet Fred Pratt Green:

Let ev'ry instrument be tuned for praise;
Let all rejoice who have a voice to raise;
And may God give us grace to sing always:
Alleluia!

Peace to you,



Rev. Dr. Patrick H. Shebeck
Senior Pastor



ST. PAUL-REFORMATION LUTHERAN CHURCH
2023 ANNUAL CONGREGATIONAL MEETING

Sunday, January 29, 2023

A G E N D A

1. Prayer;
2. Call To Order;
3. Instructions on voting via Zoom;
4. Declaration of Quorum; Appointment of Parliamentarian;
5. Approval of 2022 Annual Meeting Minutes (pg. 12);
6. 2022 Financial Report (pg. 19-21);
7. 2023 Budget - Based upon planning and review of financial information, the Parish Council recommends the following resolution:

A RESOLUTION TO APPROVE THE 2023 PARISH BUDGET (pg. 19-21):

RESOLVED: That St. Paul-Reformation Lutheran Church adopt the 2023 budget as proposed by the Parish Council.

8. Election of Officers; Synod Assembly (May 12-13, 2023), Nominating Committee (floor). In regard to the Parish Council, the Nominating Committee makes the following recommendation:

A RESOLUTION TO ELECT THE FOLLOWING PERSONS TO THE PARISH COUNCIL:

RESOLVED: That the following persons be elected to the St. Paul-Reformation Parish Council: Jessa Anderson-Reitz, Susan Martyn, Kristen Benson; Alyn Bedford (2nd), Victoria Smith (2nd), Diane Brennan (2nd)

9. Constitutional change (please see explanation on page 12):

A RESOLUTION TO AMMEND THE PARISH BYLAWS, MOVED BY THE PARISH COUNCIL:

RESOLVED: Section C10.04 of the constitution is changed to the following: "A quorum shall be constituted by 40% of the average worship attendance as determined by the most recently submitted Parochial Report."

9. New Business
10. Lord's Prayer; Adjourn

EXPLANATORY NOTE CONSTITUTIONAL BYLAW CHANGE

A change in the number required for a quorum

Background

Currently, the SPR Constitution calls for a quorum of fifty (50) people. This quorum is attainable (and usually over), but could – potentially – stall business in the future. The proposal is to change this number to a percentage of the Average Worshipping Attendance more accurately reflects those who are active in the congregation rather than a number based upon the total membership roll.

Proposed Change to SPR Constitution

CURRENT:

C10.04. Fifty (50) voting members shall constitute a quorum.

PROPOSED:

C10.04 A quorum shall be constituted by 40% of the average worship attendance as determined by the most recently submitted Parochial Report*.

REQUIREMENTS FOR A CONSTITUTIONAL CHANGE:

1. Must be proposed by 12 members *or* the Congregational Council (C16.01);
2. The congregation is notified of the change 30 days prior to the Congregational meeting, via electronic means (C16.03);
3. Is approved at the Annual Meeting (C16.02.a);
4. Is ratified at the next annual meeting (2024) by 2/3 vote of those present;
5. Becomes effective upon ratification;
6. Does not require the approval of the Synod;

***Note:** The “Parochial Report” is the statistical report submitted by St. Paul-Reformation to the Secretary of the Evangelical Lutheran Church every January. It details statistics: the number of members, the average attendance, number of pastoral acts, etc.

ST. PAUL-REFORMATION LUTHERAN CHURCH
2022 ANNUAL CONGREGATIONAL MEETING
MINUTES OF 2022

Sunday, January 30, 2022

The SPR Annual Meeting was held on January 30, 2022 at 11:45 a.m. via Zoom. President Luke Hanson called the meeting to order. Pastor Patrick Shebeck lead a prayer and then explained the Electronic Voting Process. President Hanson appointed John Whalen Parliamentarian.

- Hilary Hund and Kari Benson counted faces on Zoom and declared we exceeded our quorum of fifty people.
- Mark Sandberg moved and Leo Treadway seconded approval of the minutes of the 2021 Annual Meeting. Motion passed.
- Treasurer Sarah Matala gave the 2021 Financial Report. Then she explained the 2022 Budget and answered questions. Victoria Smith moved/seconded approval of the 2022 Budget. Motion passed unanimously.
- Matthew Webster reported for the Nominating Committee has nominated Alyn Bedford, Sonya Schober-Johnson, Diane Brennan and Victoria Smith. There were no nominations from the floor. Kari Benson moved and Deanna Sande seconded an uncontested ballot to the elect the 4 nominees. Motion passed.
- The Nominating Committee nominated Kari Benson and John Rent as delegates to the 2022 St Paul Area Synod Assembly. Marilyn McGowan, Sandy Iverson, Jessa Anderson-Reitz and Matthew Webster were nominated for the 2022 Nominating Committee. There were no nominations from the floor for any of these positions. Mike Banks moved and Mark Sandberg seconded an uncontested ballot for these positions. Motion passed.
- Pastor Shebeck thanked outgoing members of the parish council for their service.
- There was no new business. All said the Lord's Prayer to close.
- Mark Sandberg moved and Mike Banks seconded a motion to adjourn. Motion passed.

+ Minutes submitted by John Rent, Council Secretary



YEAR-END REPORTS OF SPR MINISTRIES

ADULT EDUCATION

Adult Education returned in full force this year as we recovered from COVID-19. Some amount of creativity has been required, as realities around the pandemic continue to prevent some speakers and attendees from coming. Overall, St. Paul-Reformation has a broad spectrum of Adult Education offerings of which the parish should be proud. Some highlights this past year have included engaging with LSS' study *My Neighbor is Not For Sale*, as well as the summer Lyceums in June and July on faith and mental illness. Last Lent, SPR's LISTEN series remained "on hold." Adult Education is a great asset to this congregation, and we hope that many in this community will take advantage of the many speakers, topics, and brief areas of study; they are rich, and much is to be learned!

+ Pr. Shebeck

BUILDING COMMITTEE

The Building Committee met frequently in both formal and standing meetings. After meeting, recommendations on projects to be scheduled and managed were forwarded for review and authorization to the Executive Committee and the Parish Council. Current Members: Jennifer Walding, Mike Banks, Brian Olson, Jim Halgerson, John Johnson. The Building Committee is primarily responsible to:

Schedule, manage, and oversee ongoing repairs; Determine which repairs and maintenance can be done by the Committee members; Solicit quotes and oversee maintenance and repairs from hired professionals; Oversee groundskeeping maintenance (lawn, snow/ice removal) and contract with appropriate providers; and identify other larger-scale projects throughout the building for improvement, not repair, that could be part of special appeal to parish or Capital Campaign.

2022 major projects done by the members of the property committee:

- Work in former office suite for use of The St. Paul Conservatory of Music.
- Painted and soundproofed walls between studios.
- Installed infra-red heaters on walls in studios.
- Converted lower-level room into a functional worship supply storage closet.
- Work for Apartment rental - cleaned out very full garage to make room for renter's car. Took usable furniture to Bridging
- Wall in lower-level back hallway.
- Lighting consultations with electrician for outside east sidewalk and sanctuary.
- Reworked double doors in lower auditorium so these close properly.
- Repaired water damaged walls in basement bathroom back hallway.

2022 Projects done by hired professionals and vendors:

- Lighting on east side walk area for safety of Conservatory and building.
- Florescent lighting in back hallway, sacristy, and offices replaced with LED.
- WiFi access points installed in Tidemann for better connectivity.
- Anticipated Maintenance/Renovation Issues for 2022:
- Insulation of pipes leading to and from the narthex bathrooms.
- Paint and repair copy room walls.
- Paint foundation wall and floor in remodeled downstairs bathroom.
- Rebuild and repaint water damaged walls in music storage room.

+ Brian Olson and Jennifer Walding

CONFIRMATION

Our confirmation class has continued meeting on Sunday mornings, and COVID numbers have thankfully remained low enough for us to do so in person. There are 11 students in confirmation this year – they are a group of bright, fun, and insightful young people who ask good questions and think seriously about how their Christian faith should guide their action in the world. We've continued our monthly Deep Dive series with neighboring ELCA congregations and ended the 2022 year with a production of *Les Misérables* at the Orpheum, which was a treat.

+ Vicar Elizabeth Callen & Eric Beckman

GLOBAL MINISTRY

We celebrated our Global Ministry program in October with a visit from Pastor Concepcion Vanegas (Pastor Conchi) from our sister parish, Christ the Liberator, in Nahualapa, El Salvador. We heard about the difference our continued scholarships are making for over 100 youth. Five finished their high school degree and three graduated from the University.

El Salvador

In November, we were represented by Sandy Iverson at the sister parish conference held in El Salvador where Bishop Gomez shared encouragement to continue to pray for the church and support the youth.

Nigeria

During Lent we raised \$13,500 to help build the Lutheran University of Nigeria, the first church university of the Lutheran Church of Christ in Nigeria. We also contributed \$2,000 to our partner parish in Pella as they celebrated their 100-year anniversary of the church's founding. The funds will be used to buy new medical equipment for the church-operated maternity clinic.

In 2023 we will continue our emphasis on school scholarship support for the youth of Nahualapa, El Salvador and make plans for a mission trip later this year. We will also continue to pray for the Salvadoran Lutheran Church, Pastor Conchi and our sister parishes in both El Salvador and Nigeria every Sunday.

+Deanna Sande and Sandra Iverson Global Ministry Co-Chairs



\$13,500.00

*Given by SPR to support
the building of a new
university for the
Lutheran Church of
Nigeria.*

GOOD SAMARITAN FUND

SPR's Good Samaritan Fund continues to make a difference every single week with assistance to those in immediate need. Every week at SPR, individuals or families show up seeking assistance: a gas card, a food card, or help in other ways. The generosity of so many members of SPR makes this possible, and it is not lost upon me (or, I hope, you!) that people turn to the Church to help them. Why do they think that? Somewhere along the way, they learned that - if one is need of help - Christian people will help. And we do. I would be remiss if I did not thank the incredible driving force behind this work: Steve Winfield. Steve's good humor, down-to-earth care, and patience with so many extends the boundaries of this aid to people we do not know, but whom - nonetheless - are touched by the generosity and care of St. Paul-Reformation. Thank you for giving to this important work!

+ Pr. Shebeck



HALLIE Q. BROWN FOODSHELF

Our local hunger donations go to the Hallie Q Brown Food Shelf which has been our local partner for many years. This year we donated from items brought on Sundays, Organ Soup Concerts and Souper Bowl Sunday. Pledges and other monetary donations in 2022 were \$13,248. In 2023 we will continue to accept donations of non-perishable items in the blue and white basket in the narthex; monetary donations; and fundraise money for the Thanksgiving Meal Baskets for our neighbors.

+Jennifer Walding

HEALTH PROFESSIONALS' TEAM

The Health Professionals Team met throughout the year to assess the status of the COVID-19 virus and variants in order to provide recommendations to staff and Council about modifications for returning to worship and Sunday School, Adult Forum, Confirmation, funerals, Craftacular, and Christmas services. The recommendations reflected assessment of data about the virus and strategies to mitigate transmission of the virus and keep our community safe. We are grateful to the members of the community for their response to these recommendations. + Karen Allard, Sandy Iverson, Linda Nygren, Margaret Schuster, Lee Stupica, Pastor Shebeck, and Alice Swan

MEALS MINISTRY

For over four years, we have had the great fortune to have a host of volunteers who come together each month to prepare four home cooked meals for some of our members who are ill or unable to prepare meals on a regular basis. On average, we cooked and delivered meals to 18-20 people each month in 2022 which equates to more than 900 lunches and dinners for our members. We give a special thank you to all of the volunteers, who continually share their time, talents and produce from their gardens to support this important ministry as we prepare for its continuation in 2023.

+ Kris Stevens and Gwen Peyton

MINISTRY OF MUSIC: REPORT OF THE CANTOR

As I look back over 2022, I can see the progress of the pandemic in the musical life of the congregation. At Christmas services in 2021, no choir or congregational singing was taking place. Instead, a small group or soloist was providing vocal music on behalf of the gathered assembly. As the year went by, we were able to resume congregational singing. The choir started to rehearse in the lead-up to Easter, sitting spread apart in the pews and meeting for shorter periods of time. The handbell choir spread out one household to a table. Everyone was still wearing masks all the time. In the fall, we were able to resume the full music programming with regular length rehearsals and less physical distancing. As pandemic numbers subsided, we were able to sing without masks. I am impressed by the congregation's patience with masking and willingness to participate in music in spirit only when we were not able to sing together. I hope we will continue to be nimble and flexible as the pandemic progresses.



This fall I led a cohort of *The Way*. We met every other week on Sunday evenings beginning in September for a meal and holy conversation. All the newcomers in the group were already new members of SPR who had joined during the pandemic, and all are already baptized, so they prepared for Affirmation of Baptism on Christ the King Sunday. It is always a joy to walk with these groups. Before the pandemic we tended to do one or two cohorts a year. If you are interested in participating, just let me know!

This fall, a lot of music happened in our building! Now that we are renting space to the St. Paul Conservatory of Music, you can often hear the sound of music lessons wafting through the air. Pr. Patrick put out a call on social media offering our space as a place for concerts, and a number of community groups took him up on the offer. SPR members had the chance to hear music together out in the community as well, attending the St. Paul Chamber Orchestra concert of Handel's *Messiah* and confirmation families went to see *Les Misérables*.

I give thanks for all the musicians who give so generously of their time to sing and play for worship services! It is wonderful to serve a parish that values music so highly. May God continue to strengthen and bless us in the coming year!
+ Sister Stacie Lightner

NOMINATING COMMITTEE

Marilyn McGowan, Sandy Iverson, Luke Hanson, and Matthew Webster served on the Nominating Committee. They identified new members to replace the members completing their terms on the council. The congregation is grateful for the excellent service of Sarah Matala, Pam Peyton, and Aaron Brown over the years on Parish Council. John Rent is renominated to a second term of service on Parish Council. Jessa Anderson-Reitz, Kristin Benson, and Susan Martyn are nominated to an initial two-year term of service. We thank them for accepting this call to serve on the Parish Council.

+ Matthew Webster

PARISH ADMINISTRATOR'S REPORT

There are many activities that go on here at St. Paul-Ref that add to the mission and ministry of this wonderful congregation; but are not necessarily seen. Here are a few of the happenings and changes that occurred in 2022.

Major and Minor Repairs and Projects

Coordinated, managed and oversaw multiple building projects. See Building Committee report for an extensive list of projects, minor, major, hired, and volunteers.

- **Leasing:** The apartment was leased as of April. The Office Suite was leased to the St. Paul Conservatory of Music as of August, along with use of the Sanctuary, Tidemann Hall, Lower-Level Auditorium, Youth Room and large Godly Play room for individual, ensemble and group lessons. Coordination of building space use has been detailed, extensive and collaborative. We are delighted to have the SPCM in the building. Starting in September, the Broad Highway AA Group returned to in person Friday meetings. The Women's AA Group continues the use of lower auditorium, sides rooms and nursery for their meeting. Renewed our agreement with JJ Hill School to be their evacuation site. Not part of leasing but requiring coordination was the many musical groups holding lovely concerts.
- **Cost savings** achieved by renegotiating copier contract to be one that allows for unlimited copying which reduces overage charges and allows for consistent monthly charges to be reflected in the budget. Coordinating with volunteers to affect multiple building repairs instead of hiring outside contractors.
- **Bookkeeper duties** continue including a productive once a month meeting with the Treasurer, John Rent and Accountant, Charisse Letourneau to confirm and resolve financial data, discuss details that will enhance budgeting and financial health. Communication with Accounting Firm CHE is extensive as detailed information and assistance is provided so they may complete their work and tasks for finances and payroll. Coordination with Pam Peyton, Lead Sunday Offering Counter.
- **Development of Volunteer** tasks for Matthias Baese who provided custodial tasks this past summer. Matthias put in and tended all the new plants on the west side of the building. Submit payroll for Matthias and Sunday Morning Livestream Tech Charlie Ninow. Along with Pastor, coordinate work of Cindy McArthur, Administrative Assistant. Cindy has taken on new tasks this year such as tracking tickets sales and fundraising donations, website duties: respond to sale of items on the website, uploading videos to the website, website calendar updates; multiple tasks involved with Stewardship printing and mailings; folding and prepping the newsletter for mailing.

\$9,499.00

Given by SPR to in 2022 to support the Good Samaritan Fund

People who are behind the scenes:

Brett Bowman continues as our tech consultant. Brett responded to multiple calls to resolve tech and computer issues. Karen Allard – organizational work in the Music Vault.

Everyone who volunteers for a task or who sees a need, takes care of it and then lets me know it has been done or brings a task or need to my attention and comes with a solution too!

A vigorous Thank you is given to the members of the Building Committee and the Tuesday Crew; without you, all the repairs and remodels done in the building wouldn't happen. Thank you also for meeting with contractors, opening the building and coming to the building weekdays, evenings and weekends to deal with emergencies.

+ Jennifer Walding, Parish Administrator

PARISH COUNCIL'S REPORT

During 2022, the Parish Council was pleased to secure additional revenue to support the important work of the congregation.

- After the extensive repairs and upgrades were completed to the apartment in 2021, a new tenant moved in April 2022.
- The St. Paul Conservatory of Music began renting administrative office and practice space in the church in August 2022.
- At the end of the year, a new lease agreement was finalized with American Tower to rent the tower space for cell phone service.
- Led a successful Stewardship Campaign titled *Servants of Your Grace*. Held a brunch to kick it off. We added the ability to make a pledge online.

Other important work of the Parish Council included:

- The policy for background checks for people working with children and vulnerable adults was updated. New members were identified to take this responsibility on behalf of the congregation.
- We purchased a new AED and had training on how to use it.
- We raised funds for the new Nigerian University.
- Pastor Conchi visited in October.
- Met with the Endowment Fund Committee to discuss how the funds should be disbursed and if that would be a good place to put the Tower funds.
- We agreed to allow a warming center to be in our lower level this winter.

+Victoria Smith and Kari Benson

POLICY FOR CHILDREN AND VULNERABLE ADULTS

In keeping with SPR's spirit of welcome and sanctuary, our Church Council adopted a Policy for Working with Children or Vulnerable Adults in its Ministries in 2004. Since that time over 150 staff and volunteers who had regular contact with children or vulnerable adults were screened and trained in accordance with the policy guidelines. Currently nine members and staff work with children and/or vulnerable adults. Karen Hanson and Darcy Farrell have been chosen by the council to be new policy administrators. Copies of the policy are available in the church office.

+ Deanna Sande

SANCTUARY SUPPORT COMMITTEE

SPR's sponsorship of the Adedigba family is a beautiful thing, as they continue to build a good life in Saint Paul. Summer garden harvests of okra, collards, tomatoes and hot peppers were abundant, and Elizabeth began her first strawberry cultivation. Deborah is now in her final year at Maxfield and a cheerleader, Elizabeth in middle school and on the basketball team, and Daniel, a sophomore at Central, excelling in baseball and basketball, mowing the lawn and now shoveling snow at their Dayton Avenue home. Dorcas continues work at the Episcopal Homes, and began taking the final prerequisite classes for enrollment in St. Paul College's LPN program this year. She also obtained a car of her own, lessening the driving

support of our committee members, who nonetheless continue to provide weekly support and friendship to the family, which this October has their asylum hearing to decide their asylum request. Stay tuned and hold them in your prayers!

+ *Tim Iverson*

QUILTING GROUP

We are so appreciative of the generous donations of beautiful fabrics and financial support from SPR and community members. We completed more than 50 quilts, wall hangings and pillows in 2022. Several of the items were sold at the annual SPR Craftacular sale. The proceeds will be used to purchase batting, thread and other supplies. The remaining quilts are being donated to Hallie Q. Brown, to support their pre-school, and Episcopal Homes to support senior residents. We look forward to continuing this work in 2023 to support members of our community who are in need of warm quilts. Thank you to all who donate their time and talents to make this initiative a huge success.

+*Gwen Peyton*

SUNDAY SCHOOL

Sunday School has returned! We are off to a great start this year, and have intentionally made the decision that once a month, our Sunday School families will gather for a community-building activity. So far this academic year, kids/families have gone apple-picking, attended the Bell Planetarium at the University of Minnesota, seen the Steppingstone Theater's Production of *The Snowy Day*, and - in the new year - will perform some service projects. Godly Play continues right on schedule, with kids returning (and remembering!) the things they have learned in the past. I am particularly grateful to the leadership of Sonya Schober-Johnson and Sarah Matala, without whom this work could not proceed, as well as to the parents and families that continue to come to this place.

+*Pr. Patrick H. Shebeck*

\$13,248.00

*Given by SPR to in 2022 to
the Hallie Q. Brown
Foodshelf*

THEOLOGY ON TAP

Theology on Tap resumed after a long COVID induced hiatus. Every other month, we gathered at a local brewery to discuss faith and theology, with an emphasis on the difference that Christianity makes in our lives and the life of the world. I have enjoyed this time of fellowship and the chance to get together outside of Sunday mornings, and I am grateful for those of you who have made it out, especially when the weather has made getting around difficult! I look forward to more gatherings in the coming year, which all adults (of legal drinking age!) are welcome to, whether young or young at heart.

+ *Vicar Elizabeth Callen*



VICAR'S REPORT

As I look back at 2022 and the portions of it spent here at SPR, it's clear to me how special this congregation is. I am blessed and thankful to have been a beneficiary of this community's warmth, generosity, and open-mindedness. Throughout the last year, SPR has provided me with many opportunities for my growth as both a pastor and a person. Pastor Patrick and I have continued to meet weekly to discuss pastoral care, theology, liturgy, and my ongoing formation as a pastor. His mentorship and investment in my growth has been an immense gift to me. I served as an Assistant Minister at nearly every liturgy and made it through my first Holy Week in one piece. I delivered 14 sermons, which helped me discover a deep love of preaching and a sense of wonder at God's work within the sermon. I completed a unit of Clinical Pastoral Education and made regular visits to sick and homebound members of the SPR community. I facilitated bi-monthly Theology on Tap gatherings, where we discussed a range of topics, such as evangelism, interfaith relations, and the ongoing significance of the Reformation. During the fall, I participated in the Way, led by Sister Stacie, an immensely rich and rewarding experience. I continued co-teaching the Sunday morning confirmation class alongside Eric Beckman, whose talents as a teacher and generosity of time and spirit make our confirmation possible—and deserve a hearty thank you!

I am immensely grateful for all of these experiences, which have helped me take theology from the classroom to the parish and move my seminary learnings from thinking into living. I know that the things I have learned and connections I have formed will continue to serve me well throughout my work in ministry, even long after my time at SPR comes to a close. I would like to extend a special thank you to the members of the Vicar Committee—Kristen Damberg, Marilyn Harder, Roman Hund, and Susan Martyn—whose support, encouragement, and good humor throughout the last year have meant so much to me.

+ Vicar Elizabeth Callen

\$315,343.00

*pledged by SPR members
for 2022.*

\$335,683.00

*pledged by SPR members
for 2023, a 6% increase.*

PROPOSED BUDGET, 2023+ INCOME

The following budget is recommended to the congregation for approval per action of the Parish Council on January 10, 2023.

Stewardship Campaign Pledges

The below budget is based upon the following figures:

2022 Pledges:	\$315,349.000
2023 Pledges:	\$343,683.00
Increase:	\$28,334.00

	Actual 12/31/2019	Actual 12/31/2020	Actual 12/31/2021	Budget 2022	Projected 12/31/2022	2023 Budget Proposed	Explanatory Notes	% Change from Projected
INCOME								
General Offerings								
Current & Benevolence	\$324,586	\$312,830	\$324,483	\$353,090	\$361,179	\$380,400	Increased by \$5,000 less than	5.3%
Altar Flowers	1,893	40	200	2,000	2,289	2,300	level with 2022 projection	0.5%
Seminary Intern (Vicar)	7,460	12,123	14,650	9,600	11,890	11,900	level with 2022 projection	0.1%
Total General Offerings	\$333,940	\$324,993	\$339,332	\$364,690	\$375,358	\$394,600		5.1%
Seasonal Offerings								
Lent	\$130	\$548	\$57	\$150	\$20	\$50	level with 2022 projection	150.0%
Easter	2,414	150	543	2,500	654	700	level with 2022 projection	7.0%
Christmas	1,646	280	1,000	2,050	2,025	2,000	level with 2022 projection	-1.2%
Special Offerings:	605	207	244	300	549	550	level with 2022 projection	0.2%
Total Seasonal Offerings	\$4,795	\$1,185	\$1,844	\$5,000	\$3,248	\$3,300		1.6%
Rental Income								
AA/Saturday's Children	289	73	300	300	1,304	1,200	\$100/month	-8.0%
Apartment Rent	\$12,996	16,526	5,140	\$14,630	\$13,500	\$18,000	\$1,500/month	33.3%
Basement Rent	7,258	1,900	-	9,000	5,317	13,200	\$1,100/month	148.3%
Bell Tower Rent	20,400	20,400	20,400	20,400	22,415	23,500	\$23,500 allocation from lease sale proceeds	4.8%
Damage Deposit	-	-	-	-	-	-		
Total Rent Income	\$40,943	\$38,899	\$25,840	\$44,330	\$42,536	\$55,900		31.4%
Other Income								
Memorials	2,875	500	-	-	-	-		
Cost Recovery	5,725							
Interest Income	-	639	378	-	-	-		
Mission Investment Fund Interest (Op only)	23	-	-	150	128	-		
Building Improve Fund Release to Operations			8,728					
Repayment of Employee 403B		2,861						
SBA PPP Debt Forgiveness	-	47,500	50,763	-	-	-		
CARES Act ERTC Credit			16,385	-	-	-		
Total Other Income	\$8,623	\$51,500	\$76,254	\$150	\$128	\$-		

PROPOSED BUDGET, 2023+ EXPENSES

	Actual 12/31/2019	Actual 12/31/2020	Actual 12/31/2021	Budget 2022	Projected 12/31/2022	2023 Budget Proposed	Explanatory Notes	% Change from Projected
EXPENSES								
Salaries and Benefits	\$237,671	\$253,057	\$267,283	277,124	288,423	297,100		3.0%
Accounting and Payroll Service	16,185	17,703	19,673	17,500	18,910	18,000		
Advertising	1,114	2,235	258	2,000	2,935	1,000		
Bank Service Charges	2,315	281	211	250	286	200		
Building Major Improvements	-							
Building Repairs and Maintenance								
Boiler (Building Equip Repairs/Mtn)	3,467	3,893	1,418	4,000	-	4,000		
(Building) Repairs and Maintenance	7,864	7,861	14,715	8,000	9,894	8,000		
2022 Building Repair projects				-	-	-		
Building Repairs/Mtn - Apartment			27,786		1,054	1,100		
(Building Maintenance) Supplies	500	1,437	1,755	2,250	2,401	2,000		
Elevator (Repairs & Maintenance)	635	1,997	2,049	2,000	2,097	2,000		
Janitorial Contracted Services	10,271	7,674	8,141	10,000	10,552	12,000		
Snow Removal	4,590	2,800	2,600	3,750	2,600	2,800		
Trash (Refuse) Removal	7,307	8,140	8,777	7,800	12,286	9,000		
Building Utilities								
Utilities - Xcel Gas and Electric	16,629	15,838	15,713	17,460	22,243	24,000		
Utilities - Water	3,602	2,550	1,938	3,782	2,218	2,500		
Children and Youth	477		-	-	-	-		
Contractor - Nursery Attendant	750	-	-	-	-	-		
Copier Expense	5,179	-	3,658	4,000	-	-	Included in Office Supplies and Expenses	
County/City Assessments	-	-	4,062	-	-	-		
Credit Card Processing Fees	-	1,250	1,372	1,300	1,602	1,300		
Education Expenses								
Adult Education	3,751	1,733	1,466	3,750	1,367	1,000		
Conferences/Retreats	295	-	-	250	48	-		
Confirmation	1,447	957	1,331	1,500	1,675	1,500		
Sunday School	778	371	930	2,000	1,898	1,500		
Other Expenses								
ELCA Synod Benevolence Support	10,323	10,100	10,162	11,110	11,178	12,000		
Fellowship Events	6,001	509	3,558	3,000	3,675	3,000		
Insurance	17,530	16,647	17,151	17,146	18,943	18,000		
New Member Development/ (Outreach)	2,309	1,377	1,654	1,500	3,680	1,500		
Constant Contact / Livestream Firm	-	540	540	2,690	615	600		
(Office) Equipment Purchase	724	-	441	500	-	-		
Office Supplies and Expenses	4,517	10,120	4,988	4,000	8,811	8,800		
Personnel Expenditures	1,222	215	644	500	13	-		

2023 Proposed Budget Expenses, *continued*

	Actual 12/31/2019	Actual 12/31/2020	Actual 12/31/2021	Budget 2022	Projected 12/31/2022	2023 Budget Proposed	Explanatory Notes	% Change from Projected
Postage/Mailings	3,090	3,441	2,811	2,500	3,969	3,500		
Rental Income Related Expenses	-	74	-	100	8	-		
Program General	4,898							
Seminars and Education - Staff	1,026	7,178	2,951	7,000	5,468	2,000		
Stewardship	2,495	1,232	2,109	1,500	792	800		
Synod Assembly/Conference	460	150	140	250	325	300		
Technology - Software	649	893	1,057	-	649	600		
Telephone and Internet	5,972	6,216	6,927	6,000	6,782	6,800		
The Way	237	-	-	500	162	-		
Worship and Music								
Altar Flowers and Plants	7,107	287	1,119	2,500	3,212	2,300		
Holy Communion and Candles	2,249	658	29	200	99	200		
Honoraria	650	225	250	400	600	400		
Music - Choral & Instrumental	979	1,001	2,250	1,000	717	1,000		
Organ/Pianos Maintenance/Repair	1,875	347	15,429	2,000	668	1,000		
Supplies	2,781	2,672	5,092	2,000	3,667	2,000		
Interest Expense			935		647			
TOTAL EXPENSES:	\$34,468	\$24,374	\$41,098	\$435,112	\$27,765	\$20,900		
OTHER INCOME								
Bank Interest	\$168	\$(866)	\$-	\$-	\$-	\$-		
NET FUND BALANCE	\$(13,451)	\$22,051	\$(22,103)	\$(20,942)	\$(35,896)	\$0		

"Come, my way, my truth, my life;
Such a way as gives us breath;
Such a truth as ends all strife;
Such a life as killeth death."

- ELW #816



ST. PAUL-REFORMATION LUTHERAN CHURCH
IN THE CITY FOR GOOD
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