



ST. PAULS ANNUAL MEETING

Sunday, March 6, 2022

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Annual Congregational Meeting Agenda

March 6, 2022

Opening Devotional.....Senior Pastor Matt Fitzgerald

Call to order & remarks.....Ben Emmrich, President of the Congregation

Approval of 2021 Annual Meeting minutes..... Karen Lyons, Secretary

Motion // Discussion // Vote

Remarks.....Senior Pastor Matt Fitzgerald

Financial report and vote on the 2022 budget..... Toby Rogers, Treasurer

Motion // Discussion // Vote

Facilities Update and Capital Improvements for 2022.....Donn Schimp

Pursuit of Creation Justice Church Designation.....Jan Fraccaro, Barb Arsenault, Joe Womack

Motion // Discussion // Vote

Nominating Committee report and election.....Lorne Frank, Chair

Motion // Discussion // Vote

Adjournment, The Lord's Prayer.....Senior Pastor Matt Fitzgerald

Members of St. Pauls have voice and vote.

Friends of the congregation have voice.

President's Report

Members and Friends of St. Pauls,

The Pandemic has challenged us in many ways. It's been an ever-present force in our lives for two years, reshaping the ways we interact with and relate to ourselves and each other. It has jostled Church life at St. Pauls, leading many in our Congregation to feel disconnected, from our Church, from one another and from God. The Pandemic's effects will continue.

Amidst this uncertainty, I remember that our Statement of Faith reminds us that *We trust God. God calls us to be the church...we are not alone!*

Thanks be to God!

Being called to be the Church means that it's on each of us to show up, fully present and ready to engage in the community and ministries of St. Pauls. We need – we require! – you to reconnect with St. Pauls in a meaningful way.

As St. Pauls moves forward, my focus as President will be to reinvigorate our Church Community by ensuring that our Congregation builds meaningful connections, to St. Pauls and to each other.

I look to the six pillars of our Church's strategic plan, adopted in 2018, to guide our collective efforts towards Community:

1. God is calling us to grow towards each other
2. God is calling us to grow toward God together
3. Increasing diversity in our Partnerships and our Congregation
4. Living our faith in an age of injustice
5. Using our building for service and mission
6. Tending our finances faithfully

I've been proud of our work over the last year, especially the meaningful steps we've taken to tend our finances faithfully, address injustice, use our building for service and mission, and increase diversity. My highlights of the past year include:

- Our members coming together to offer support to the Khaksar Family as they arrived from Afghanistan and began the next chapter of their lives in Chicago
- 2021 YE financial results that ended with \$130k+ in income and did not require our standard 4% draw on investments.
 - Please note: this favorable outcome is due in large part to our Church receiving a second PPP loan, which we will not receive again. We'll continue our strong financial stewardship, and plan thoughtfully for a year without PPP aid.
- A continued investment in our long-standing relationship with Lighthouse UCC
- Successful pursuit of Creation Justice Church designation for St. Pauls

- The successful creation and launch of two Task Force efforts – Revitalization of our Youth and Family Ministry and the HR Task Force. Both are populated by members deeply invested in shaping the life and function of our Church, and I'm excited to see the results of their efforts this year.

Each of these efforts support the strategic pillars of our Congregation, while also drawing our congregation together and serving our Chicago community. We commit to continuing this work in 2022.

In my first year as Congregational President, I've relied heavily on many of you for counsel and support. Thank you especially to Pastors Matt and Jeff, our dedicated staff, the members of the Church Council and to all the volunteer members that serve our Ministries. St. Pauls is strong because of each of you.

In closing, I ask you to lean into St. Pauls in a way that's authentic and meaningful for you. This may be preparing lunch with Sarah's Siblings, talking to a Stephen Minister after service, or introducing yourself to the family sitting nearby. Whatever step that is, do it.

It's with these small steps that we act on our dedication to God's call and build up her Community of faith.

Yours in service,

Ben

2021 Annual Meeting Minutes

VIRTUAL ANNUAL MEETING OF THE SAINT PAULS CONGREGATION

March 7, 2021

Senior Pastor Matt Fitzgerald and Director of Music Kurt Hansen led the congregation in an opening devotional.

Topic	Discussion
<p>Call to Order and Remarks</p>	<ul style="list-style-type: none"> ● Karen Johnson, President of the Congregation, called the virtual meeting to order at 11:17am. ● Karen shared that we have so many things to be thankful for during the continued time of uncertainty. ● One year ago today the last time we were physically together ● This is the last of the 10 congregational meetings that Karen has led over the past 6 years. ● Karen always looked forward to seeing everyone in person for these meetings and not being able to see everyone today via Zoom is saddening. ● We never waived from our commitment to deliver worship during the pandemic as worship has remained the cornerstone of our faith. ● We have been able to connect with members of Saint Pauls who have left the area, as well as extended family and friends. ● Special thanks to Chuck Kent and Big Thinking by the Hour ● Karen shared that it was truly the opportunity of a lifetime to serve the church for the last 6 years. ● There are 156 members on the Zoom call.
<p>Approval of the Meeting Notes for the 2020 Annual Meeting and July 26th Special Meeting of the Congregation</p>	<ul style="list-style-type: none"> ● Motion to accept the Annual and Special Meeting Notes – Lorne Frank ● Seconded to accept the Annual and Special Meeting Notes – Lois Basil ● Meeting notes are approved unanimously, 126-0.
<p>Return to In-Person Worship Strategy</p>	<ul style="list-style-type: none"> ● Pastor Matt presented a return to in-person worship strategy to the congregation, which is rooted in returning to Church in a limited fashion the first weekend after Easter. ● It will be limited to 50 people per Sunday and register via ChurchCentral and it will be a great opportunity to see faces, but it will still not be a normal service as we can't have the choir or hymns. ● We will also continue with the virtual worship as we are doing today. ● Matt has said that it will be similar to 'rehabbing from an injury' as we ease back into church. ● We will evolve slowly over the coming months and then hopefully we will return to more of a traditional service by the Fall.

	<ul style="list-style-type: none"> ● Sunday school will be dependent on the timing of children’s vaccinations. ● As of today, we have not transmitted a single case of Covid from the weddings and funerals we have held at church over the last 6 months. ● There will not be consideration for vaccines for those coming to church. ● Matt took the opportunity to thank Justin for his leadership, commitment, and engagement as secretary. ● Matt then spent time thanking Karen for all of her leadership, creativity, listening, and faithfulness. The impact over the past 6 years has been all encompassing and we are in such a great position today achieving the goals she set forth and achieved. ● Matt then introduced a version of ‘Hallelujah’ written especially for Karen.
<p>Facilities Update and Capital Improvements for 2021</p>	<ul style="list-style-type: none"> ● Donn Schimp, Chair of the Facilities Ministry provided an update around activity from 2020 and plans for 2021. ● The members of the staff have really done great during a year of uncertainty. ● Donn thanked everyone for their help with the new bathroom suite. ● The large projects that we completed, including a new parking and new part of the roof, were completed on time and on budget. ● We are looking at some projects including upgrades to the parsonage, as well as installing fences to prevent the pet waste nuisance.
<p>Expanding Our Openness Update</p>	<ul style="list-style-type: none"> ● Lorne Frank and Jana O’Brien provided an update on the Expanding our Openness Capital Campaign. ● First of all, Jana wanted to thank everyone’s hard work and commitment over the past 18 months. ● Jana shared the 6 aspects of the original strategic plan capital building project and then shared the approved Phase 1 bathroom suite/entrance/chancel ramp for \$1.2M. ● We were able to complete Phase 1 due to 39 households committing to a pledge before formally launching the campaign – totaling \$2.011M. We have received ~\$1.2M (or 59%) in cash to date. ● We secured a bridge loan line of credit to cover the cashflow of the pledges over the coming 3 years. ● We completed Phase 1 and Lorne provided an update on what the 6 months consisted. ● We mobilized the construction work in August and finished the second week of February. ● Lorne shared that he could not have been more impressed with Bulley & Andrews and Wheeler Kearns for their work. ● As always expected, there was some unexpected issues including a hidden brick wall and an outdated wiring that needed a new ComEd transformer. ● Phase 1 costs came in at \$1.215M. ● Overall, the total campaign project costs to date are \$1.566M, which leaves \$445K in remaining pledges as Phase 2 foundation. ● Lorne then shared his screen to share photos of the completed Phase 1. ● Jana then highlighted the components of Phase 2 – where the new estimate is \$3.1M. With the ~\$500K of start from the Phase 1 leftovers, we will need to raise \$2.5M - \$3.0M before we can/will proceed. We will not start the construction until we have all of those dollars. ● We look forward to potentially re-launching the fundraising aspect of the Phase 2 campaign in the Fall.

<p>Giving Update</p>	<ul style="list-style-type: none"> ● Michael Sanders, Chair of the Giving Committee, provided an update on the 2021 giving campaign, 'Saint Pauls Needs Your HELP.' ● As of February 15, 2021, the total financial giving commitments stand at \$804,472. We are just slightly behind our figures from last year (\$827,696 as of February 13, 2020). ● The total number of St. Pauls households who have made their 2021 pledge stands at 223 (versus 261 this time last year). The Giving Committee is continuing to pursue additional pledges from members who have made a time/talent or financial commitment in 2020, but not yet for 2021 ● Considering the damaging effects of layoffs, furloughs, physical and mental anguish caused by the pandemic, St. Pauls 2021 current pledge total is encouraging.
<p>2020 Financial Report and Vote on the 2021 Budget</p>	<ul style="list-style-type: none"> ● Toby Rogers, Treasurer of the Congregation, delivered the 20 financial report and proposed 2021 budget. ● Toby shared a special note of thanks to Jose Rivera. ● The 2020 financial results reflected the continued generous giving of our donors as well as good financial discipline of our pastors, staff, committees and volunteers. ● Income: Overall Income was 17% below budget (16% below 2019). ● Pledges/Identified Giving: 6% below budget (6% below 2019) ● Total Giving: 11% below budget (6% below 2019) ● Other income: 94% below budget (95% below 2019) this is mainly from income that are typically associated with parking revenue and other similar initiatives. ● Expenses: Overall expenses were 7% below budget (12% below 2019) ● Operating deficit: Lost \$135,298 vs. 2019 loss of \$90,477. <p>Notes</p> <ul style="list-style-type: none"> ● 2020 Paycheck Protection Program Government Loan Received: \$182,000. We expect to meet the qualifications for loan forgiveness. We applied for a 2nd 2021 loan for the same amount. <p>Investment Funds</p> <ul style="list-style-type: none"> ● Investments are managed by United Church Funds (UCF – www.ucfunds.org) offers a family of professionally managed, diversified and socially responsible investment funds exclusively to United Church of Christ churches and ministries. A listing of all holdings, as well as the UCF Social Responsibility approach, can be found on their website. ● Our investments grew by 12%, or \$299,816, in 2020. These returns in 2020 were reflective of the overall strong market. ● Investment Balances: 12/31/19 12/31/20 Fixed & Balanced Funds \$2,382,613 \$2,682,320 Cash & Cash Equivalent \$17,528 \$17,637 ● Total \$2,400,141 \$2,699,957

	<ul style="list-style-type: none"> ● For 2021, the finance committee evaluated and discussed 3 options and recommended moving forward with a budget in line with our 2020 actual experience and a loss of ~\$162k in 2021. ● The committee chose this option based on: <ul style="list-style-type: none"> a. Pledged giving in 2020 was close to 2019 indicating continued membership support for the church. b. Investment account growth of \$299,816 in 2020. Covering the budgeted loss is ~5% of our total account value. c. To ensure the church is well prepared for resuming full operations as the pandemic ends. d. Potential forgiveness of our \$182,000 Payroll Protection Program government loan. ● Karen highlighted our conversations over the past 12 months to extend benefits to Lighthouse Church's pastor Jamie in the amount of \$16,000 to provide him with the same coverage that we provide our current pastors and staff. ● Motion to approve the budget: Jana O'Brien ● Motion to Second: Donn Schimp ● Karen called the motion to vote and 100% of members attending (117) have approved the budget unanimously.
<p>Nominating Committee Report and Election</p>	<ul style="list-style-type: none"> ● Lois Basil led a discussion around the results of the nominating committee. ● The new members of the Council include: <ul style="list-style-type: none"> ○ Ben Emmrich, President ○ Lindy McGuire, Vice President ○ Karen Lyons, Secretary ○ Jennifer Kew, Activism and Advocacy Ministry ○ David Burnett, Worship, Formation, and Education Ministry ○ Steve Winters, At-Large Council Member ○ Doug Heyboer, At-Large Council Member ○ Christin Weible-Cruz, At-Large Council Member ○ Cindy Ball, representative to the Chicago Metropolitan Association and Illinois Conference of the United Church of Christ ○ Leah Mooney, representative to the Chicago Metropolitan Association and Illinois Conference of the United Church of Christ ● Motion to Approve: Michael Sanders ● Motion to Second: Pauline Taylor ● Karen called the motion to vote and 99% of members attending (121) have approved the new members of the Council and 1 vote to disapprove. ● Karen shared that she was committed to a peaceful transition of power and turned the floor over to Ben where he shared his words of excitement and joyfulness as he steps into the President role. The next 12 months will be a time to strengthen our relationships as we re-enter church life in a way that we never expected.
<p>Lord's Prayer and Adjournment</p>	<ul style="list-style-type: none"> ● Karen moved to close the meeting. ● Matt led the congregation in the Lord's prayer. ● Meeting was adjourned at 12:42pm

Senior Pastor Matt Fitzgerald Annual Report

Dear Saint Pauls,

Looking back over the last year is like looking over the year before. Did the pandemic begin a year ago, or two years ago? Was it five years? I'm still getting used to it. Did it just start?

How do we remember a year we'd rather forget? I can look over prior reports and my calendar to itemize what happened when, but saying "Confusion. Loss. Trepidation" might be more factual.

As I said last year, our pandemic years are the most challenging years I have navigated as a pastor. This is because they have been the most challenging years we've faced as a congregation.

The way you have met this challenge is beautiful. The evidence of our strength as a congregation is shot through the reports in this packet. We have seen a resurgence of participation in faith formation and adult education. Each Sunday morning, the core of our core has shown a breathtaking commitment to worshiping in person and online. Committees and ministries have leapt over hurdles in order to do the work of the church. We are moving forward. In particular, I am excited about the team we have assembled to interview candidates for our open Associate Pastor position. Justin's Task Force wrote a job description. We are recruiting candidates. Interview Team members Sharon Collins, Nancy Curotto, Justin Hartanov, Renea Bradshaw, Ben Emmrich, and Bill Borden are readying themselves to screen candidates as we prepare for our newest pastor. We are at an exciting juncture.

And we have suffered.

Beloved church members have died. Others have moved away, and because we still haven't all been together to witness the contours of their weekly absence, these deaths and departures don't feel real. This is confusing. The kind of confusion that can lead to despair. To despair is to show a certain kind of faith. Sometimes a curse is the closest thing to a prayer, a raw way to beg God for relief. So, a certain hopelessness shouldn't be written off as wrong. But, to be stuck in despair on March 6, 2022 is to display an immature faith.

Juergen Moltman says "Hope is what faith matures into." How do you mature in faith? Not by reading. Not even by aging. One can have an immature faith in mid-life. You mature in faith by attaching and giving yourself to a mature church.

All of us at Saint Pauls have done that. And because of our wise church, we have great hope. We have seen Easter occur in this institution for 178 years. Our buildings have burned down, and been rebuilt. We have lived through world wars in which cousins and siblings fought against each other. We endured the Spanish Influenza. We survived the AIDS epidemic.

In the face of these blows and many more, we stood up to sing, "Christ is risen!"

God will put our pandemic years to good use. He will use our response to the pandemic to make Saint Pauls a stronger, more blessed place. Together, we will be the witnesses and the evidence of God's love for our church and its people.

Saint Pauls is so fortunate to be served by a dedicated staff and faithful lay-leaders. In particular, I want to thank our outgoing Treasurer, Toby Rogers. Toby has served with skill and dedication, guiding our finances beautifully. Continuing on this personal note, my gratitude for Jeff, Maddy, Claire, Kurt, Kevin, Fernando, Ramiro, Danielle and Erin runs deep. Over the past years, we shifted quickly, leading the congregation in ways none of us were trained for or expected. I thank God for each one of you.

Finally, a heartfelt thank you to our President, Ben Emmrich. We are in a good position today because Ben has led with courage, making tough decisions gracefully, and offering our staff strong support. Saint Pauls has a long, long history of gifted lay leadership. Ben stands in that tradition, even as he carries it forward. I am grateful to be at his side.

And I am grateful for you! Being your pastor remains a great gift, better than I could have asked for or imagined.

With hope!
Matt

Facilities Ministry

Due to light usage of the church building, most of our projects could be classified as capital improvements over the past year. These are:

- Replacement of the church roof over Jeff's office and the confirmation rooms.
- Installation of a new fence along Kemper Drive to keep as many dogs off the lawn as possible and to make the Kemper side of the church consistent with the Orchard side, which had a fence in place.
- Installed a new roof on the parsonage as there were several leaking areas. We are assessing the front porch on the parsonage to see if we can refurbish what's there or if a more intensive rehab/replacement is needed.
- Replaced the water heaters in the parsonage.
- Some minor hardware reconfigurations are ongoing with the new bathrooms and
- conversations continue with the furniture task force to outfit the new lobby.
- I have had conversations with The Green Team regarding the sustainability and environmental stewardship of SPUCC. Those talks continue.
- We have several big-ticket items to be addressed in 2022.
 - The roof over the gym needs replacement.
 - The façade on the Fullerton side of the church building needs some envelope work.
 - A new security and remote access system is being considered for the church. The existing system is barely functioning.
- Work on protocol documents for the SPUCC facilities (building-use guidelines and capital improvement guidelines) have been tabled for the foreseeable future.

As far as the 2021 budget and actual expenses, we finished up approximately 1% below budget, which is a blessing.

I have increased the 2022 budget to \$35,000 from \$20,000 as I think it's important to pay for as much of the upcoming repairs out of operating funds as possible. We have significant funds remaining in the Knaphurst fund for facilities, but it is imperative that we keep as much of that in reserve as is possible.

Gratefully,

Donn Schimp
Chair – Facilities Ministry

Finance Ministry

2021 YE Operating Results:

- Income: 25% above budget
 - Includes \$182,000 income from 2021 Payroll Protection Program “PPP” loan forgiveness
 - Pledges/Identified Giving 12% above budget – budget was conservative given pandemic
 - Little Lights program rebounded close to pre pandemic level
 - Did not use any investment earnings in 2021
- Expenses: At budget for the year
- Net Operating Results: \$130,801 surplus (Due to 2020 Payroll Protection Program loan forgiveness).
 - Loss of \$51,000 without PPP loan compared to budgeted loss of \$161,350.

	Budget	Actual	Difference
Giving Income	\$1,006,400	\$1,174,659	+17%
Other Income	\$161,400	\$282,936	+75%
Total Operating Income	\$1,167,800	\$1,457,595	+25%
Operating Expenses	\$1,329,150	\$1,326,794	0%
Net Income	-\$161,350	\$130,801	

Notes:

- Received loan forgiveness of \$182,000 which shows as Other Income
- We did not take the usual 4% or \$110,000 draw on investments that shows in the budget under Other Income

Investment Funds:

Investments are managed by United Church Funds (UCF – www.ucfunds.org) that offers a range of professionally managed, diversified and socially responsible investment funds exclusively to United Church of Christ churches and ministries. A listing of all holdings, as well as the UCF Social Responsibility approach, can be found on their website.

Our investments grew by 17%, or \$469,436 in 2021. These returns are reflective of the overall strong market.

Investment Balances:

	12/31/19	12/31/20	12/31/21
Fixed & Balanced Funds	\$2,382,613	\$2,682,320	\$3,151,751
Cash & Cash Equivalents	\$17,528	\$17,637	\$17,642
Total	\$2,400,141	\$2,699,957	\$3,169,393

Other Noteworthy Financial Items:

- Completed a full audit of our financials this year. No material findings and one key recommendation to evaluate our tracking of designated funds (eg. Knaphurst fund). We have a

project underway to change the approach as recommended. St. Pauls targets a full audit every 3 years.

- The Payroll Protection Loan provided in 2021 has been forgiven. This \$186,000 will be reflected in our 2022 financial statements as Other Income and has been incorporated into the budget.

2022 Budget:

Budgeting Approach: The finance committee evaluated budget approaches ranging from breakeven without use of investment or to breakeven with historical use of investments and the PPP Loan Forgiveness. Group is proposing a budget that assumes full use of the investment proceeds and PPP loan forgiveness based on:

- Non-profits, like St. Pauls, typically use a portion of their investments each year for operations.
- 2022 is an important year for St. Pauls to be focused on rebuilding from the pandemic and the PPP funds should be used for this activity.

St Pauls UCC
2022 Budget Worksheet

	HISTORICAL			2022 BUDGET	
	2019 Actual	2020 Actual	2021 Actual	2022 Budget	Change from 2021 Actuals
Operating Income:					
Giving	\$1,091,886	\$1,021,289	\$1,174,659	\$1,031,300	-12%
Use of Church Proceeds	150,116	7,155	\$100,936	\$104,200	3%
Other	\$96,000	\$96,000	\$182,000	\$310,000	
Total Operating Income	\$1,338,002	\$1,124,444	\$1,457,595	\$1,445,500	-1%
Operating Expenses					
Staff and Administration	\$1,046,464	\$975,973	\$1,026,775	\$1,117,530	9%
Building Operations	\$176,961	\$142,746	\$141,391	\$147,000	4%
Worship	\$15,706	\$9,650	\$12,584	\$15,000	19%
Music	\$62,562	\$50,561	\$71,634	\$74,795	4%
Invitational Efforts	\$16,021	\$679	\$2,065	\$11,600	462%
Youth Services	\$31,738	\$14,053	\$5,961	\$9,800	64%
Outreach and Benevolence	\$78,860	\$67,827	\$66,382	\$65,300	-2%
Total Operating Expenses	\$1,428,312	\$1,261,489	\$1,326,794	\$1,441,025	9%
Income Higher or (Lower) than Expense	-\$90,310	-\$137,045	\$130,802	\$4,475	-97%

I would like to thank the following members of the Finance & Giving Ministry for their time, energy, and valuable guidance:

Hannah Bryant, Sonya Brizzolara, Larry Damron, Sally Fletcher, Maddy Lockhart, Jack Lyons, Michael Sanders, Sandi Weiskirch

Please reach out to me at treasurer@spucc.org or 773-230-0119 with any questions.

Thanks,
Toby Rogers

2022 Budget Proposal

St Pauls UCC

2022 Budget Worksheet

Oversight		HISTORICAL			2022 BUDGET	
		2019 Actual	2020 Actual	2021 Actual	2022 Budget	Change from 2021 Actuals
	Operating Income:					
	Giving to St Pauls					
Giving Chair	Pledges/Identified Giving	\$1,052,358	990,400	1,111,247	933,000	-16%
Giving Chair	Open offering	\$19,004	2,843	12,978	14,300	10%
Giving Chair	In Memoriam	\$15,605	8580	17,518	17,500	0%
Giving Chair	Planned Giving/Bequests	0	0	0	50,000	0%
Giving Chair	Miscellaneous	\$4,919	19,466	32,916	16,500	-50%
	Giving	\$1,091,886	\$1,021,289	\$1,174,659	\$1,031,300	-12%
	Use of Church					
Director of Operations	Rental and Event Income	\$21,651	2,244	10,523	10,500	0%
Director of Operations	Parking	\$29,694	24,234	28,295	28,300	0%
Little Lights Dir/Erin	Little Lights Program	76,224	-15,738	65,935	65,900	0%
Little Lights Dir/Erin	Summer Camp	22,547	(3,585)	(3,816)	-500	n/a
	Use of Church Proceeds	150,116	7,155	\$100,936	\$104,200	3%
	Other					
	Use of investment earnings (4%)	\$96,000	\$96,000	\$0	\$124,000	
	PPE Loan Forgiveness			\$182,000	\$186,000	
	Other	\$96,000	\$96,000	\$182,000	\$310,000	
	Total Operating Income	\$1,338,002	\$1,124,444	\$1,457,595	\$1,445,500	-1%
	Operating Expenses					
	Staff and Administration					
Oversight	Staff Expense					
Exec Committee	Salaries & FICA	699,437	703,233	698,102	680,600	-3%
Exec Committee	Health Insurance	84,392	86,296	105,556	100,130	-5%
Exec Committee	Pension Contribution	147,969	74,321	76,333	74,400	-3%
Director of Operations	Travel	455	0	297	300	0%
Director of Operations	Insurance-Commercial & WC	36,424	50,521	40,679	40,700	0%
Director of Operations	Accounting/Bookkeeping	18,420	18,847	23,197	23,200	0%
	Sub Total	987,097	933,218	\$944,163	919,330	-3%

St Pauls UCC
2022 Budget Worksheet

Oversight		HISTORICAL			2022 BUDGET	
		2019 Actual	2020 Actual	2021 Actual	2022 Budget	Change from 2021 Actuals
Oversight	Office Expenses					
Director of Operations	Payroll services	4,872	4,259	4,887	4,900	0%
Director of Operations	Phone and Office Support	39,498	33,990	48,280	48,300	0%
Director of Operations	IT Support	1418	0	1,006	5,400	437%
Director of Operations	Advertising	887	0	7,000	7,000	0%
Director of Operations	Communications/Database Support	1888	831	529	500	0%
Director of Operations	Miscellaneous		597	995	1,000	0%
Exec Committee	Pandemic Recovery Activities	0	0	-	90,000	n/a
	Sub Total	\$48,563	\$39,677	\$62,697	\$157,100	151%
Oversight	Financial Administration					
Giving & Finance	Audit	700	1,415	8,800	9,500	8%
Director of Operations	Legal Fees	0	0	9,617	30,000	212%
Director of Operations	Bank Charges	1233	-172	456	500	0%
Director of Operations	Online Donation fees	8,842	1,158	473	500	0%
Giving Chair	Annual Giving Campaign	29	677	569	600	5%
	Sub Total	\$10,804	\$3,078	\$19,915	\$41,100	106%
	Staff and Administration	\$1,046,464	\$975,973	\$1,026,775	\$1,117,530	9%
	Building Operations					
Oversight	Utilities, Maintenance, Supplies					
Director of Operations	Gas	44,617	28,492	32,029	32,000	0%
Director of Operations	Electric	53,442	37,660	37,949	37,900	0%
Director of Operations	Water	2,565	5,206	6,693	6,700	0%
Director of Operations	Contract Maintenance	19,797	19,115	20,161	20,200	0%
Director of Operations	Maintenance Supplies	13,582	11,511	9,665	9,700	0%
Director of Operations	Snow Removal	3,094	1,410	4,936	3,000	-39%
	Sub Total	\$137,097	\$103,394	\$111,432	\$109,500	-2%
Oversight	Building Improvement & Preservation					
Building Ministry Chair	HVAC Repairs	13,678	3,592	10,482	5,200	-50%
Building Ministry Chair	Electrical repairs	1,058	-	515	500	0%
Building Ministry Chair	Plumbing repairs	\$2,067	75	379	400	0%
Building Ministry Chair	Interior carpentry/paint	\$4,501	578	1,445	1,400	0%

St Pauls UCC
2022 Budget Worksheet

Oversight		HISTORICAL			2022 BUDGET	
		2019 Actual	2020 Actual	2021 Actual	2022 Budget	Change from 2021 Actuals
Building Ministry Chair	Building/Equip repairs/supplies	10,034	24,524	11,992	25,000	108%
Building Ministry Chair	Kemper (Parsonage) Maintenance	8,526	10,583	5,146	5,000	-50%
	Sub Total	\$39,864	\$39,352	\$29,959	\$37,500	25%
	Building Operations	\$176,961	\$142,746	\$141,391	\$147,000	4%
Oversight	Worship					
Worship Chair	Worship	11,441	6,000	11,698	11,700	0%
Pastor Matt	Membership development	2459	250	266	300	0%
Connectors	Connectors	-	-	139	500	260%
Pastor Jeff	Congregational Care/Stephen Ministry	1416	2500	481	2,500	420%
Pastor Jeff	Young Adult Social Group	390	900	-	0	0%
	Worship	\$15,706	\$9,650	\$12,584	\$15,000	19%
Oversight	Music Program					
Kurt Hansen	Sound System Maintenance	-	-	6,262	1,000	n/a
Kurt Hansen	Instrument Rental	-	-	-	0	0%
Kurt Hansen	Chancel Choir Section Leaders	24,435	25,885	26,515	30,000	13%
Kurt Hansen	Youth Choir Directors	400	1,200	1,300	800	-38%
Kurt Hansen	St. Arbucks Trio	23,600	19,525	29,800	27,670	-7%
Kurt Hansen	Instrumentalists/Music Substitutes Honoraria	6,377	1,200	925	5,325	476%
Kurt Hansen	Chancel Choir Music	1,264	2,501	414	2,500	504%
Kurt Hansen	Youth Choir Music	-	-	-	250	n/a
Kurt Hansen	Intergenerational Orchestra Music	-	-	-	250	n/a
Kurt Hansen	Organ maintenance	5485	158	5,368	5,000	-7%
Kurt Hansen	Piano Maintenance	1001	92	1,050	2,000	90%
	Music	\$62,562	\$50,561	\$71,634	\$74,795	4%
	Invitational Efforts					
Pastoral Staff	Easter Egg Hunt	4,337	679	1,090	1,100	0%
Lorne Frank	Oktoberfest	6,326	-	975	5,500	464%
Pastoral Staff	Cookies with Santa	5,358	-	-	5,000	n/a
	Invitational Efforts	\$16,021	\$679	\$2,065	\$11,600	462%

St Pauls UCC
2022 Budget Worksheet

Oversight		HISTORICAL			2022 BUDGET	
		2019 Actual	2020 Actual	2021 Actual	2022 Budget	Change from 2021 Actuals
Oversight	Youth & Children's Ministries					
Youth/Childns Ministries Chair	Youth Ministry Events	821	153	168	200	0%
Youth/Childns Ministries Chair	Confirmation	1,396	-	243	200	0%
Youth/Childns Ministries Chair	Crafts/Supplies	1675	279	225	200	0%
Youth/Childns Ministries Chair	Bible Off Broadway	3,167	2,715	315	300	0%
Youth/Childns Ministries Chair	Curriculum Materials	569	75	318	300	0%
Youth/Childns Ministries Chair	All Church Camp Expense	1884	88	-	0	0%
Youth/Childns Ministries Chair	Teacher Training	-	-	-	1,000	0%
Youth/Childns Ministries Chair	Childcare	19,436	10,638	4,639	7,000	50%
Youth/Childns Ministries Chair	Program Equipment	2,614	105	-	500	0%
Youth/Childns Ministries Chair	Misc Education	176	-	54	100	0%
	Youth Services	\$31,738	\$14,053	\$5,961	\$9,800	64%
Oversight	Activism and Advocacy					
Activism & Advocacy Chair	Our Church's Wider Mission	50,000	28,575	30,000	30,000	0%
Activism & Advocacy Chair	Annual Grants (incl Historic Relationships)	20,250	30,750	37,337	33,000	0%
Activism & Advocacy Chair	--- Youth Outreach	4,589	3,485	62	100	0%
Activism & Advocacy Chair	--- Rebuilding Together			-	0	
Pastor Matt	Discretionary/Emergency	3,133	1,500	810	800	0%
Pastor Matt	Pastoral Outreach	861	327	436	400	0%
Activism & Advocacy Chair	Polar Peace March (Not incl. Offset by Advent Mkt & Tree Sales)	27	3,190	2,263	1,000	0%
	Outreach and Benevolence	\$78,860	\$67,827	\$66,382	\$65,300	-2%
	Total Operating Expenses	\$1,428,312	\$1,261,489	\$1,326,794	\$1,441,025	9%
	Income Higher or (Lower) than Expenses	-\$90,310	-\$137,045	\$130,802	\$4,475	-97%
	Non Operating					
Oversight	Capital Projects					
Building Ministry Chair	Church Building Ministry Defined Projects	45,901	-19,890	20,270	20,000	0%
Building Ministry Chair	Sound System			32,641	0	0%
Building Ministry Chair	TBD				0	0%
Building Ministry Chair	TBD				0	0%
Building Ministry Chair	TBD	-	-	-	0	0%
Building Ministry Chair	Expand Our Openness Project Expenses	216,976	621,402	689,959	TBD	0%
	Total Capital Projects	\$262,877	\$601,512	\$742,870	\$20,000	-97%

Giving Report

The theme of the 2022 SPC Giving Campaign was **GIVE**:

Grateful **I**n-person **V**irtual **E**ternal

The “V” in GIVE intentionally appealed to secure pledges from who worshiped virtually from their homes. The Giving Committee’s goal was to attract pledges from people who may have never stepped foot into St. Pauls but worship with us virtually.

However, 2021 was a difficult year financially for all churches and St. Pauls was not immune. Due to the pandemic, the financial troubles for churches made the 2022 Giving Campaign a little more challenging. Just like 2020, last year many St. Pauls members were forced to worship via the streaming service in order to stay safe.

We have continued to make it as easy as possible for St. Pauls members to make their pledges by suggesting members give by visiting spucc.org/pledge. The addition of a QR Code to the pledge card also made it easy to give.

Considering the continuing effects caused by the pandemic, the St. Pauls 2022 current pledge total is very encouraging. As of February 18, 2022, the total financial giving commitments stand at \$686,883. Additionally, there are 27 members who are reoccurring donors to St. Pauls who have not made their 2022 pledges. Therefore, we are confident our true pledge total is getting much closer to the pledge amount from one year ago this time (\$804,472 as of February 15, 2021).

The Giving Committee is continuing to pursue additional pledges from members who have made a time/talent or financial commitment in 2021, but not yet for 2022. We have reached out to hundreds of St. Pauls households who have yet to make their pledges during a wave of phonathons in recent weeks.

For 2022 and beyond, we will be more reliant on electronic communications with our members rather than phone calls. In addition to steering our St. Pauls members to our website, we need to stress the ease of use via the QR Code. Also, we need to continue to urge St. Pauls members to sign up for the portal to set up their pledge commitments. The portal will ultimately make it much easier to communicate with our members and monitor their future pledges to St. Pauls.

Thank you all for your support!

Michael Sanders
St. Pauls Giving Chair

Capital Campaign

“Expand Our Openness” Capital Campaign Committee and Building Task Force Annual Report to the Congregation

Background: Project Impetus and Phase I Accomplishment

The St. Pauls congregation and leaders have been on a disciplined six-year journey to identify, prioritize, and then develop plans for major capital building improvement initiatives and the capital fundraising to underwrite them. After congregation-wide exploration and input, the Saint Pauls 2020 Vision Strategic Plan was developed and approved in 2017-18. From that, seven capital projects were researched with the congregation, and two concepts emerged as clear capital priorities: 1) making all church public spaces accessible and 2) converting our courtyard – which has square footage the size of an NBA basketball court – into a public gathering space for worship, special events such as concerts and receptions, youth activities, and informal gatherings. The updated total estimated costs of these initiatives, including construction- and architect-related fees, contingency funds, administrative and fundraising costs, unexpected needed electrical upgrades discovered in the Phase I work, and out-of-pocket costs, totals just over \$5 million.

Prior to launching an all-congregation fundraising campaign, a quiet pre-campaign was held to raise funds from Saint Pauls households who had shown interest in early support of the project. From that effort, over \$2 million in pledges were secured – already the largest fundraising result in Saint Pauls history. This deep generosity enabled Saint Pauls to take advantage of the building shutdown caused by the 18 months of COVID-19 and undertake and complete Phase 1 of the project, which included the construction of our new accessible and all-gender washroom suite, chancel access ramp, and new and spacious side entry lobby to the church. The funds raised to-date covered 100% of the Phase I costs, meaning that the temporary bridge loan that was taken out to cover Phase I bills as they came in has been paid in full.

Looking Ahead: Phase II Elevator and Courtyard Work

The Saint Pauls Council, project lay-leadership teams, and the entire staff remain committed to seeing Phase II through to reach the vision of the full “Expand Our Openness” project. Hence, we are anxious to re-start the fundraising work to accomplish that bold goal. At the same time, the unexpectedly long pandemic and related economic instability have forced us to realize that we must wait until the congregation can safely return to safe, normal, in-person, and robust all-congregation activities to enable us to accomplish the largest fundraising goal in Saint Pauls history. Hence, we have collectively agreed to hold off on the re-start until at least the Fall of 2022 and perhaps early 2023 to ensure a successful effort. In the meantime, the Capital Campaign Committee is researching and pursuing a range of outside sources for major gifts or matching gifts that can help us achieve the bold goal of raising an additional estimated \$3.5 million. The Building Task Force continues to be vigilant in exploring potential grant funding to fuel Phase II.

For now, we ask that all whose lives have been influenced by Saint Pauls Church – through in-person or virtual worship, through Saint Pauls’ faithful programming and benevolence efforts, and through our wide-ranging building use – prayerfully consider making a generous gift to the upcoming capital fundraising effort so that Saint Pauls can live out its commitment to welcoming all, no matter who they are, where they are on life’s journey, or what their physical abilities.

With gratitude for your generous and faithful support,

Wayne Parman
Building Task Force Chair

Jana O'Brien
Capital Campaign Chair

Building Task Force: Don Curtis, Charlotte Damron, Pastor Matt Fitzgerald Lorne Frank (Saint Pauls Owner's Rep), Marcia Frank, Karen Johnson, Larry Kearns, Wayne Parman, Steve Patton, Donn Schimp, Mark Weglarz (former task force member)

Capital Campaign Committee: Van Ewing, Pastor Matt Fitzgerald, Emeritus Pastor Tom Henry, Jack Knight, Tara Magner, Tom Murray, Frank Mynard, Jana O'Brien, Linda Patton, Greg Dekker (former member before moving abroad)

St Pauls as a Creation Justice Church

Creation Justice Covenant

As members of the body of Christ in Chicago, St. Pauls UCC is “making a joyful sound in the city.” We affirm our gratitude for and responsibility to all of God’s creation, including future generations. St. Pauls UCC commits itself to faithful and courageous stewardship of God’s creation. As humanity confronts the crisis of damage to God’s world, we dedicate ourselves with urgency, hope and love.

In pursuing creation justice, St. Pauls UCC mourns humankind’s harm and abuses of creation. We recognize many factors, including race, class and global inequity, cause many to suffer more than others. St. Pauls UCC acknowledges the intertwined responsibilities of caring for God’s world and seeking justice for the oppressed.

We desire that this covenant be reflected in all dimensions of our congregation as well as moving beyond our walls through our witness. It is our pledge to support one another and work collaboratively in our efforts to promote healing and reduce further damage to our environment. We pledge to take action steps in the four dimensions of a Creation Justice Church, which are Theology and Worship, Institutional Life and Practice, Circles of Awareness and Advocacy and Connections to a Broader Movement. By developing and carrying out plans and activities, in each area, we affirm our commitment to becoming a Creation Justice Church.

St. Pauls UCC will strive to follow God’s divine revelation in Christ as it hungers and thirsts for justice. As we humbly answer this critical call to discipleship, we will seek God’s guidance through the Holy Spirit. It is our congregation’s belief that God will miraculously use it to make a difference. We the people of St. Pauls UCC, Chicago, Illinois, commit to being a Creation Justice Church.

Creation Justice Church Action Plan

In St. Pauls' 2018 Strategic Plan, Call 4: Living Our Faith in an Age of Injustice, references among other areas, a focus on environment and climate change. Becoming a Creation Justice Church and using a dynamic action plan, allows us to help fulfill that Call.

1. Theology & Worship
 - a. Partner with the Worship, Formation & Education Ministry to
 - i. Encourage our clergy to incorporate environmental issues & spirituality in worship via scripture readings, prayer, sermon, music and "mission moments".
 - ii. Offer a book group &/or video discussion of creation care/climate crisis titles
 - iii. Incorporate awareness of our role in the care of God's creation through Sunday school, Summer Camp & Youth programs.
 - b. Celebrate Earth Day (4/22) within Easter Celebration (4/24) or during Holy Week
2. Institutional Life & Practice
 - a. Meet with representatives from every ministry/committee to bring awareness of the pervasiveness of environmentally affective choices in all that St Pauls does. This might be accomplished via a large group brainstorming gathering of committee/ministry chairs under the ministries of Activism & Advocacy, Care & Connection and Giving.
 - b. Partner with the Facilities Committee to monitor how environmental concerns are addressed in the maintenance, powering, lighting and landscaping of St Pauls structures and grounds.
 - i. Already in place: A Green Team liaison will attend Facilities Committee meetings; when the Green Team is addressing facilities issues, the Facilities Committee chair will be invited to attend the Green Team committee meeting.
 - ii. Facility energy efficiency/environmental update - Fernando has converted almost all fluorescent fixtures' ballasts and other lighting to LED. Pipes have been wrapped for insulation. New energy efficient hot water heaters have been installed as well as flow restrictors on faucets.
 - iii. 250 bulbs have been planted in the fenced gardens on either side of parking lot entrance/exit
 - iv. Investigate composting possibilities at the church; install a rain barrel at the parsonage.
 - v. Purchase food service ware for church use that is recyclable &/or biodegradable
 - c. Continue to inform and encourage positive environmental choices within the congregation via:
 - i. Creation Corner communications in the weekly email.
 - ii. SPUCC website under "Serve Justice"
 - iii. Bulletin board near the Social Hall
3. Circles of Awareness & Advocacy
 - a. Partner with appropriate congregational social justice ministries to respond to environmental justice issues in Chicago.
 - i. Participate as a congregation in a Friends of the River clean up day.
 - ii. Encourage communication with legislators and changemakers to respond to climate harm and environmental injustice with laws, reforms and policy.
 - iii. Host movie nights in the gym using videos that broaden awareness of environmental issues affecting our city and the wider world
4. Connections to a Broader Movement
 - a. Commit a Green Team member as well as a St Pauls member to attending Faith in Place and Interfaith Power and Light meetings.
 - b. Encourage the congregation to sign up for the UCC's environmental justice newsletter "The Pollinator" to remain up to date on what others in the UCC are doing.

Nominating Committee Report for 2022

The following names will be submitted for election at the annual meeting:

Church Council:

- Renae Bradshaw, *Vice President (2 year term)*
- Sally Fletcher, *Treasurer (2 year term)*
- Nate Combs, *Church Building Ministry Chair (3 year term)*
- Nathan Chamberlain, *At-large Council Member (3 year term)*
- Beatrice Jaji, *At-large Council Member (3 year term)*

Church Representatives

- Cindy Ball, *representative to the Chicago Metropolitan Association and Illinois Conference of the United Church of Christ (1 year term)*
- Leah Mooney, *representative to the Chicago Metropolitan Association and Illinois Conference of the United Church of Christ (1 year term)*

Nominating Committee for 2023

- Char Damron
- Nancy Voigts Godinez
- Lorne Frank

Pastor Jeff Carlson Annual Report

Jeff Carlson, Associate Pastor
St. Pauls UCC, Chicago

In 2021, St. Pauls continued to navigate the changing tides of the second year of the pandemic. The groups I work with were creative and flexible in living out our call to be the church. With the Green Team and the anti-racism SPARC group we had book discussions: *Climate Change*, *Climate World* and *How to Fight Racism*. Both groups launched weekly messages in the bulletin to keep climate and racial justice before us and looked at practical ways for us to address these as a church – e.g., looking at our landscaping or at the vendors that we use. Many thanks to Jan Fraccaro and Joe Womack for leading the Green Team and Cindy Zinn Ball for SPARC.

St. Pauls Social kept us connected and laughing, mostly over Zoom events that allowed our members to use their gifts: Lee Lichamer taught us to knit, Henry Godinez led us through “Inherit the Wind,” Molly McGrath got us to eat more greens, among several other on-line gatherings hosted by our members. Thanks to Jen Luerssen for her energy behind this ad-hoc group.

Stephen Ministers gave compassionate care to members going through times of crisis, meeting weekly with Care Receivers as well as twice a month for peer supervision. Marti Pechnyo has been vital in this ministry, along with the whole Stephen Leader team. I am grateful for their ministry and how our Stephen Ministers help to carry the pain of our church. That pain and anxiety were most keenly felt by those most isolated, in particular seniors who were shut in. I was pleased to be able to help several of our them obtain food and supplies that they’ve needed.

I’ve kept up a weekly Wednesday Bible Study at noon over Zoom. This is likely one pandemic-related change that will last. It allows for people to attend on their lunch hour, from a distance, or if there are mobility issues. In 2021 we studied the not-in-the-Bible *Didache*, some psalms, “2nd Isaiah” and 1st Corinthians. The Long, Classic Novels group read *Notre Dame de Paris*, *The Once and Future King* and *The Count of Monte Cristo*.

Worship was both virtual, in person and hybrid, thanks to our tech volunteers, especially Chuck Kent, Bob Ball and Brian Hafner. There have been some tech hiccups, but they worked hard to address them. For virtual worship, this meant recording the parts of the service in advance – Good Friday, for example, was recorded two weeks early. Joe and I also hosted a few video Kids Church episodes and we had prayer services over Zoom in Lent and Advent. I am also grateful to these tech volunteers for their willingness to stream funerals and weddings so that those unable to attend in person could witness these passages of life. I officiated at the memorial services for Amy Newman, Nial Joseph, Laini Zinn and Michael and Tulita Wynne. After a year’s postponement, I officiated the wedding of Christie DeForest and Randy Ward who were waiting for their church wedding; also that of Manuel Cruz and Thomas Touma, two men looking for an open and affirming church that would marry them. It has been a joy to return to in person worship, and Kevin O’Brien is a great help with the Sunday details.

The Polar Peace March was entirely virtual last year, with church members submitting videos of walks in their own neighborhoods and allowing for a fuller presentation of the work of UCAN, all woven together by Chuck Kent. Last fall, Kristin Mack agreed to be the St. Pauls chair for the march. With the omicron surge, we decided in December to postpone the 2022 march to Palm Sunday. I served my last year on the UCAN board, with Matt taking over the St. Pauls ex officio spot. Char Damron became a life trustee and Karen Johnson joined the board. UCAN also welcomed a new CEO, Christa Hamilton. It was a challenging year for UCAN, especially in residential treatment. Like many other organizations, they faced staff shortages.

With the situation in Afghanistan, last summer folks began asking about sponsoring a refugee family. We reached out to Refugee One and got on their list. I am grateful to recently retired project manager Mark Pellegrino and the outpouring of support from our members for this project. Related, you'll see in Jennifer Kew's report about the good work that the Outreach and Benevolence Committee has done in annual grants and in looking for ways to help our ministry partners in their own pandemic challenges.

In sum, I am grateful to be a pastor at St. Pauls because of our members. In this time when I've heard from many other pastors about isolation and conflict over COVID protocols, St. Pauls has come together in so many ways that support each other and the ministry of your pastors. You do incredible work, bringing gifts, energy, creativity and hope to our church and our community. I could name many, many more people in addition to those I've mentioned. I give thanks to God for you.

Care and Connections Ministry

Wendy Love, Ministry Chair

The Care and Connections Ministry (CCM) made the best of yet another pandemic year. Serving as an umbrella over a variety of dedicated groups – Stephen Ministry, the Connectors, St. Pauls Social, St. Pauls Young Adults, Parents of Little Ones, and Octoberfest – the CCM Ministry primarily serves one of the six callings outlined in St. Pauls' Strategic Plan: **“God is calling us to grow toward each other.”** This calling will guide each of the ministry's groups in the coming year as well, as SPUCC emerges from the constraints of the pandemic.

As a relatively new Ministry within St. Pauls, an all-Ministry Zoom meeting held in June 2021 was designed to educate/unite the “groups within this group” around its role. In summary, the group exists to extend Christian care both within and outside the congregation, responding to needs of members and friends. CCM connects members and friends to each other through programs that seek to:

- Help develop a sense of community and Christian fellowship within St. Pauls Church
- Integrate new Members into the life of St. Pauls Church
- Sustain the involvement of long-term Members and Friends through social, cultural, sporting, and other events or activities

Working against these goals in a challenging 2021, CCM continued a variety of caring programs virtually, in an effort to help keep the people of Saint Pauls connected during a very trying time:

Stephen Ministry

Saint Pauls Stephen Ministry remained very active during 2021, led by the Stephen Leaders team that includes Marti Pechnyo, Rick Peterson, Joe JaQuay, Karen Lyons, and Jeff Carlson.

The need for one-to-one compassionate caregiving continued to run high, and all active Stephen Ministers provided much-needed care to Care Receivers within Saint Pauls. In some cases, personal visits resumed. In others, video chats, phone calls, and texts allowed relationships to grow and flourish. When in-person Sunday worship resumed, Stephen Ministers participated as worship leaders and provided one-to-one prayer opportunities. Stephen Ministers continued to meet within Peer Supervision Groups to offer valuable support to each other and to identify and highlight needs within the congregation, referring these to the Pastoral Staff, as appropriate.

Stephen Ministry members are grateful for the support of all Saint Pauls members and friends, who have rallied around each other to meet needs, raise spirits, build connections, and care for each other with love, listening, and humor.

The Connectors

Energized by the expanded need for connection during the pandemic, the Connectors added new members in 2021 which helped meet the increased need to reach out to people isolated at home as well as to those who were ill or grieving. They responded by staying in regular contact via phone and e-mail, sending cards, and making in-person visits.

In addition, the Connectors sent birthday cards, assembled and shipped goodie boxes for UCAN and St. Paul's college students, and delivered Easter Lilies, among other activities. Due to Covid, some of these activities took place outside or in one of the Connector's garages.

Connectors also held a shot clinic at church in combination with Walgreens where roughly 14 types of shots/vaccinations were offered. Led by a different person each month, Saint Pauls Connectors continued to adapt and serve.

Saint Pauls Social

With limits on in-person socializing due to the pandemic, St. Pauls Social continued to pull the faithful and fun-loving together virtually in 2021 -- via a virtual murder mystery hosted by Jan Fraccaro and Andrea Koekpe, a virtual play reading hosted by Nancy Voigts, and a virtual scavenger hunt hosted by Carrie Bruggers, Peg Wander and Sally Fletcher (planned in 2021, held Feb. 4, 2022).

In addition, the group, led by Jen Luerssen, made plans for a return to in-person activities in 2022: a movie night coming up on March 12 hosted by Matt Fitzgerald, and a trivia night March 26 hosted by Patricia Calore.

St. Pauls Young Adults

Led by Jim Alrutz and Rebecca Sandoval, St. Pauls Young Adults hosted both in-person (outdoor) and virtual activities throughout the year. Virtual activities included Game Nights and Spirited Discussions over Zoom. In-person activities included picnics, pumpkin carving and competing in both spring and summer softball seasons.

At present, the group is taking a step back to figure out the needs and interests of the SPUCC young adults' community and anticipates approaching 2022 with a modest schedule of events to re-engage this group with St. Pauls.

Parents of Little Ones (POLO)

With young children still unable to be vaccinated during 2021, there were few opportunities to get kids together. Nevertheless, a few fun activities took place to bring children back to St. Pauls and give them chances to gather outdoors safely. These included the annual Easter Egg Hunt featuring Easter crafts and the flower cross, two Playful Praise events offering kid-centered worship in the courtyard with live music, crafts, and interactive storytelling, and two outdoor playdates – one at Weisman Playground to say goodbyes to the Gallemores, and a second at Juniper Park (complete with water sprays!)

Masks, social distancing, and registration required were the name of the game for all gatherings.

Oktoberfest

Due to the ongoing pandemic, St. Pauls did not host the annual Oktoberfest block party in 2021. Nonetheless, the creative and resourceful Oktoberfest planning committee led by Lorne Frank planned a virtual celebration with an *Oktoberfest-to-Go* option. Committee members sourced and assembled over 50 *Polka Party Packs*, which included all the delicious Oktoberfest cuisine we've come to love: brats/dogs, pretzels, German potato salad, sauerkraut, and beer. Through these efforts, our church family was able to enjoy a bit of St. Pauls in the comfort and safety of their own homes.

MARK YOUR CALENDARS: We are happy to announce that on Saturday, October 1, 2022, the St. Pauls Oktoberfest block party will return to Orchard Street. Prost!

Activism and Advocacy Ministry

ACTIVISM AND ADVOCACY MINISTRY 2021 ANNUAL REPORT CHAIR: JENNIFER KEW

OUTREACH & BENEVOLENCE COMMITTEE: (Jennifer Kew)

The following benevolence grants were awarded in 2021:

- Lincoln Park Community Services \$3,500
 - A Just Harvest \$5,000
 - The Night Ministry \$2,500
 - Three Angels Children's Relief \$6,000
 - The Resurrection Project \$4,000
 - Refugee One \$5,000
 - RIP Medical Debt Relief via IL UCC campaign \$4,000
- TOTAL \$30,000**

Historic Relationships funded in 2021:

- Chicago Theological Seminary \$1,500
 - Chicago Renewal Society \$1,500
 - Chicago Coalition of Welcoming Churches \$150
 - IL Conference Registration Fee \$100
- TOTAL \$3,250**

TOTAL O&B GRANTS FOR 2021 \$33,250

The organizations St. Pauls O&B supports are providing services to individuals deeply impacted by the pandemic, but are struggling to keep up with staffing needs during the pandemic as fewer volunteers are willing or able to come to their facilities due to the pandemic and COVID protocols. Our congregation is called to share our resources in this time of need.

Our congregation has focused the bulk of its advocacy and activism energy in the following areas during 2021:

- Refugee support
- Environmental activism and green education
- Social justice and racial equity
- Antiviolence and support of UCAN
- Supporting individuals in need of food, clothing, and housing support

Outreach activities at St. Pauls were slow during the first half of 2021 while the church was not holding in-person services, but have picked up as the year progressed.

REFUGEEONE FAMILY SPONSORSHIP (Mark Pellegrino)

In the fall of 2021 the St. Pauls community rose to the challenge of co-sponsoring an Afghan refugee family with RefugeeOne. The Khaksars are a family of seven (two parents and five children) who arrived in Chicago on January 14. St. Pauls was selected to sponsor the Khaksar family despite an overflow of sponsorship requests to RefugeeOne, primarily because of our existing relationship with RefugeeOne and experience sponsoring the Karnaba family 5 yrs ago.

RefugeeOne had three requirements from St. Pauls: raise money to cover six months of living expenses for our family, furnish a 2 bed/1 bath apartment, and provide six months of mentoring to the family. Our eager team of volunteers accomplished the first two pieces ahead of schedule and began welcoming and mentoring our family as soon as they arrived in January. Our mentoring team is tasked with giving the Khaksars a sense of belonging / community and to help them become self-sufficient in their new environment. We'll be meeting with them 2-3 times a week to teach them to use the CTA, use kitchen appliances, how to use the library, where and how to shop, and explore Chicago's cultural offerings.

This sponsorship project engaged our congregation and gave us a way to serve others together. The mentorship team includes 9 St. Pauls folks, 44 St. Pauls folks signed up to join a specific team (shopping, grocery, apartment, cooking, and mentoring), and 86 St. Pauls folks signed up to help in some way including making donations. We raised \$13,123 to support the family, exceeding our goal of \$8-12,000. The Khaksars arrived 136 days after we first considered sponsoring a family, and we had 59 hours to setup their apartment once we were given the keys.

SARAH'S SIBS (Victoria Smith and Nancy Mayer)

Volunteers for Sarah's Sibs make lunches every Wednesday at St. Pauls as an outreach to those in need. Sarah's Sibs resumed post-COVID restrictions and from June 23, 2021 through December 31, 2021, served 339 guests with a hot lunch (socks in bad weather). Each week 4-6 volunteers gather for fellowship and service. This team is made up of 20 St. Pauls community members.

UCAN (Rebecca Sandoval and Kristin Mack)

The 8th annual Polar Peace March in support of UCAN's violence intervention, youth empowerment and trauma healing work was postponed from its original date of January 16, 2022 and will instead be held on April 10, 2022 (Palm Sunday). The decision was made in response to an increase of COVID-19 cases across Chicagoland following the holiday season. St. Pauls pastoral staff along with the Polar Peace March Committee agreed that moving this year's march to April will help protect the health of attendees while potentially increasing attendance overall. The committee has completed their task of raising enough funds to cover the event's expenses through hosting an Advent Market and selling pecan pies. The fundraising goal for the march is \$30,000, over \$5,900 of which has already been received. Members of the St. Pauls congregation also supported the UCAN Gift Train in the fall, fulfilling 82 wish lists and purchasing 56 registry items with a value of \$4,818 donated by 42 St. Pauls households.

GREEN TEAM (Jan Fraccaro and Joe Womack)

The focus of the Green Team this past year has been to develop plans and actions for our church to further our weekly pledge to care for God's creation. We have a group of 20 plus members who have expressed an interest in participating in our journey. We began with a presentation of material developed by the international Climate Reality program during Lent in 2019. The Green Team was formed by various individuals after this event to pursue a common interest to put action into our weekly commitment. Our first accomplishment was to stimulate congregation awareness through environmental messages in the new *Creation Corner* in each week's church bulletin. We plan to continue this program and expand awareness in Church Center and the website. Jim Antal, climate activist, author, theologian and special advisor on climate justice to the General Minister and President of the UCC, addressed our congregation as a part of our Earth Day observance. The Green Team purchased several copies of his book, *Climate Church, Climate World*. A zoom discussion of the book took place during Lent. Several members of the Green Team planted flower bulbs along Kemper Street. Look for the results in May.

The Green Team is recommending to the church council and the congregation that St. Pauls apply to become a UCC Creation Justice Church. If approved by our church and the UCC, St. Pauls will become one of a growing number of UCC churches in the country with this designation. The UCC is building a powerful network that stays connected and shares ideas through a newsletter and blog called The Pollinator. Individuals can sign up to receive this newsletter.

SPARC (Cindy Zinn Ball)

In spring of 2021, SPARC read and discussed Jemar Tisby's *How to Fight Racism* to explore and discern actions we might take as a committee and a church to address racism. One priority is to continue educating ourselves and St. Pauls on the history and ongoing impact of racism on our city and our country. To that end, we're developing a resource list for the website as well as hard copy libraries for various ages to be available for the congregation. Our new *Join the Movement* section in the bulletin shares what we're learning and provides opportunities for St. Pauls to act for racial justice. In the coming year we hope to provide live programming for the congregation. A project to develop a minority-owned business directory is under discussion. While these are underway, we continue to monitor partner organizations like Community Renewal Society and Justice and Witness Ministry teams in the wider UCC for their calls to action in which St. Pauls could participate.

UCC Lay Delegates Report (Leah Mooney and Cindy Ball)

A primary focus for the CMA and Illinois Conference this year has been untangling the finances of the Illinois Conference. They have made a lot of progress, and I think it bodes well for future stewardship of these collective resources. Unfortunately, another focus area has been helping support churches that are no longer sustainable, including helping them utilize their buildings to support community activities and create a revenue stream, as well as providing options for churches that need to close all together. Support for the Thriving Pastors and Revitalizing Congregations (TPRC) program has also been discussed, including rebranding as "You Thrive" and clarifying the focus which is to support pastors.

CEP (Jennifer Kew)

In lieu of Community Engagement Program (CEP) Suppers, volunteers provided laundry services every Saturday morning to street-based guests. CEP Suppers have not been served at St. Pauls during 2021, but during February through April teams of volunteers made meals in their own homes and delivered them to the LPCS Sedgwick location on a biweekly basis. A total of 23 members of the St. Pauls community participated in these volunteer activities and provided approximately 60 loads of fresh laundry and 175 meals to shelter guests over the course of 2021. In 2022, the CEP Supper program plans to prepare meals together in the St. Pauls kitchen once again to deliver and serve at the 1600 W Fullerton LPCS location. We will wait until there is enough volunteer participation and energy before attempting to fully resume serving CEP meals onsite at St. Pauls.

St. Pauls is a vibrant congregation committed to living our faith in an age of injustice. With our Christian values inspiring our intentions in 2022, I believe participating in volunteer activities will be a critical part of our congregation's revitalization over the upcoming year. The O&B team is working to organize some days of service in the coming months to get a wider portion of our congregation involved in volunteer activities and a June Mission Trip with the Appalachian Service Project is in the works for the youth of our congregation after a two year hiatus. As a well-funded, predominantly white congregation, we have many riches to share, one of which is access to our valuable space and church facilities. We already share space with Lighthouse Church and Little Lights, and in 2022 we may have the opportunity to temporarily host Care For Friends while their current space is being remodeled. This organization provides meals and other support services to individuals experiencing homelessness. I am so grateful to everyone who has contributed to our collective activism and advocacy work during 2021 and am invigorated at the thought of engaging more of our congregation in the upcoming year. Thank you for your contributions, activism, and support!

Submitted with faith and gratitude,
Jennifer Kew
February 2022

Worship, Formation and Education Ministry

Submitted by David Burnett

Streaming

The baton for streaming operations was passed from Chuck Kent to Brian Hafner and Bob Ball. Together, with the help of Jim Alrutz and Marie Ankenman, we have a team of five streaming operators to deliver church services to an average of 70 - 85 attendees per week.

We have a completely new streaming service system consisting of three remote-controlled cameras mounted in the sanctuary and a control station in the balcony. More pre-recorded music and other segments are in production. We are also streaming weddings and memorial services held at St. Pauls.

If you'd like to get involved, please contact one of the members listed above.

Adult Education and Faith Formation

Pastors Jeff and Matt have embraced the new normal of remote connections to strengthen this ministry over the past year.

- Weekly Wednesday Bible Study is ongoing with good attendance
- This month kicked off the "Bonhoeffer in a Year" reading group following 2021's successful "Bible in a Year" group.
- Presently nine Resurrection Groups have formed leading into the season of Lent.

In Person Worship

- Going strong since the soft re-open in Spring 2021. Over the past six months attendance has swelled and contracted in concert with the pandemic situation. Nevertheless, worship services are steadily marching toward normalcy replete with greeters, communion, beautiful sermons, and a full music program.
- The return of coffee hour is on the horizon.
- We invite you to get involved as a greeter, usher, or scripture reader.

Children's Ministry and Youth Education

St. Pauls is refashioning the new pastor's role vis a vis the Youth and Children's Ministry. Whereas previously a single pastor worked exclusively with the children and youth, we are planning to apportion these responsibilities across the staff with the new pastor still playing a key role. (See Justin's report.)

- This past fall, St. Pauls confirmed the classes of 2020 and 2021 into the church.
- Bible Off Broadway is slated to happen in person this Spring.
- Youth Mission Trip booked for June 18th-26th 2022 with the Appalachian Service Project. Not too late for youth to join this transformative work.

Music

Kurt Hansen, **Kevin Dzierzawski**, the St. Arbucks Trio plus Kris Hansen, and the talented members of the choir and other musicians from our congregation have provided powerful and nourishing music Sunday mornings without interruption.

Revitalization Task Force

As a result of an Associate Pastor opening in late September of 2021, the Revitalization Task Force was formed in October 2021 with the intent of achieving two core objectives.

- The first objective was to evaluate the pastoral staffing model and create a job description for the new Pastor that embraces cross-functional responsibilities, while also playing a key role in the Youth and Children's Ministry.
- From there, the second objective is to assess and address the needs of the Youth and Children's Ministry moving forward. We are excited to embark on this journey as we leave the 'silo' of having a single pastor who is responsible for only working with the children in the congregation.

In the short two months that the task force has been together, we have achieved the following accomplishments/learnings that will influence our future work:

- As a full group, we completed a RACI (Responsible, Accountable, Consulted, Informed) initiative where we identified all the activities that are required to run a successful church. From there, we allocated the accountable pastor to each activity between Matt, Jeff, and the new individual called to serve.
- From there, we created work groups to support the revitalization journey to include a group to craft the job description for the open pastor, a group focused on great communication within the youth community, and a group focused on reviewing the implications on our governance and committees based on the future recommendations of the task force.
- To date, we crafted and finalized a job description for the open position incorporating the core initiatives that will be expected of the new pastor and we have begun our outreach within the UCC community with the goal of hopefully having an individual identified by the summer.

As we look ahead to 2022, in the second phase of our work, we turn our efforts to assessing the needs of our youth/child ministries so that we can ensure a continued vibrant program as we emerge from the pandemic with three pastors who are participating in different parts of the children's ministry at Saint Pauls. The focus will be on how we can engage and support a youth ministry from preschool to elementary years to young adults to adults in a comprehensive and cohesive manner. The task force is excited about the opportunity we have in front of us as a church to define how we make Saint Pauls a place that shapes the next set of mainline protestants in the community.

In order to do this, we will engage several groups of children and parents in the congregation to have conversations to understand three core areas. First, we will evaluate what parents and children want to see from the youth program to re-engage with the community as we return to church. Second, we will look to understand some of the defining moments from previous experiences with the youth program to see how we can recreate those moving forward. Finally, we are looking to understand where there are opportunities to increase the engagement with both parents and children on behalf of the program.

Once we have collected our findings, the task force looks forward to consolidating and providing a recommendation to the Council on how we create a vibrant youth program – both in the near and long term. We are all excited about this opportunity to continue to differentiate Saint Pauls in our community!

HR Task Force

The HR Task Force (HRTF) has been convened at the direction of the SPUCC Executive Committee. The members are Eric Simonton, Jim Alritz, Jen Luerksen, and Karen Lyons (chair and Secretary of the Church Council).

The first task of the HRTF is to hire a third-party HR Consultant and oversee that Consultant's work, which will include assessing St. Pauls' current HR policies, procedures, and practices; and making recommendations for changes that align with 2022 best practices. With the oversight of the HRTF, the Consultant will provide support to the pastors and staff as they implement the recommended changes.

The Task Force has had preliminary discussions with six consultants. It expects to have made a hiring decision within the next month.

The long-term goal of the HRTF's work is to assure that updated policies and procedures are practical, sustainable, and enlivening.

Respectfully Submitted,

Karen Lyons
Chair HR Task Force

Little Lights Annual Report

Focused Efforts

In the midst of a pandemic, we are grateful that Little Lights has run an enriching early childhood education program through the completion of Phase I of construction, and during the Church closure/virtual worship; we have continued to successfully host in-person classes for the duration of it all.

Little Lights also continues operation during the transition period without a youth pastor at St. Pauls. We honor the significance of the Little Lights program as Pastor Sarah's creation, one that continues to blossom. Pastor Matt, Pastor Jeff, and Pastoral Associate Benny serve as resources for additional support, as needed.

Our main efforts have been founded in upholding the health and safety protocols we put in place in order to continue in-person classes. Since our students are toddler-aged and there is not yet a vaccine available to them, our focus starts with health. This encompasses the thorough research of the most up to date guidelines, communicating with the Chicago Department of Public Health, and making sure we are following the current CDC guidelines. Some of our efforts include having parents complete a Daily Health Screener Form, staggering class start and end times, hosting drop-off/pick-up at the outside entrance to limit people in the building, and having parents sign our "Family Community Promise" to make responsible decisions related to public health as sign of good faith. We also uphold the Chicago Travel Advisory with our students and maintain complete transparency with the families involved. We have received full cooperation from parents so far and all of these safety guidelines have proven to be successful tools.

Hopefully, these will remain temporary and will ultimately be phased out or replaced with an alternative when covid numbers continue to trend downward long enough, and as vaccinations continue to increase and become available. The results of these extra precautions have allowed us to continue offering children the precious opportunity to socialize, learn, and play in what we can only pray is a once in a lifetime pandemic.

Accomplishments

- **Student Update:** 33 total students enrolled for the 2021-2022 year
- **Church Center:** All registrations are now managed on Church Center
- **\$66,000 Profit:** even with a decrease in students (anticipated both due to covid, and as well as capped, in order to intentionally keep class sizes small)
- **Zero transmission** of Covid-19 within our program: due to the diligence of our families and teachers adhering to and enforcing safety protocols. This is quite an amazing feat during a pandemic and navigating so many unknowns!

Happenings

March - Spring Parent-Teacher Conferences, conducted via Zoom

June - End of the year playdate and picnic at Oz Park

July - Little Lights Summer Camp: 4 weeks of indoor/outdoor fun with 35 total campers

September - Back to School Event: Parking Lot Playdate with kid-friendly activities

October - Open House for current and prospective families

November - Fall Parent-Teacher Conferences: conducted both via Zoom & in-person

December - Christmas and Art Show: Children perform songs in the sanctuary plus hymns accompanied by the organ. Artwork by the children displayed in the narthex and lobby hall. Individual canvases and class projects auctioned off.

Fall Fundraisers

October	Cards For A Cause	\$572
	Chipotle	\$85.22
November	Usborne Books	\$46.06
December	Art Show	\$1,460.83
	Total	\$2,164.11

Ongoing Communication

- Motivational weekly staff emails
- Friday Newsletter: summarizing classroom activities with pictures highlighting the fun
- Monthly Teacher Meetings
- Little Lights Committee meetings
- Little Lights website: littleglightslp.org
- Little Lights Public Facebook page
- Little Lights Private Families group (daily photo posts of children in action)
- Little Lights Private Instagram account (daily photo posts of children in action)

Expenses

We are proud to report minimal expenses for supplies. Our teachers are exceptional about acquiring low-cost to free materials, furniture, toys, etc. We are always accepting donations from our families and put them to use accordingly.

Upcoming Goals

Integrate More with Church Members: We will continue to build our connection with the rest of the congregation by including each other in events, activities, and fundraisers. We believe that increasing communication, awareness and involvement will be beneficial all around.

Extra Programming: We would like to bring back periodic parent/child playgroups to offer a place for people to socialize and become familiar with the building and other parents of young children. We are considering offering options such as a Monday or Friday Playday class, or a Friday early evening "Parents Night Out" open to St. Pauls and Little Lights families, and neighbors in the community. These options could be a combination of both free and paid events.

Summer Camp: We are planning on offering a part-time morning summer camp for 2-5 year olds during the month of July.

Establishing a Scholarship Fund: It is our sincere hope that we can sponsor or assist some students with tuition to give more children a chance to be a part of our program. This coincides with our intent to positively impact our community.

Brainstorming Future Fundraiser Ideas: We plan to seek out individuals/groups with special talents or services among us to continue raising funds for the children of St. Pauls. One area we aim to improve is the play equipment on the stage in the gym.

Outdoor Play Area Ideas: With the tree removal out front on Orchard, incorporating kid-friendly play options would brighten up the empty, unused space. With the construction that is planned to ultimately take place, we could lean toward something inexpensive and temporary/removable.

Recruiting new students: We will create new postcards/flyers with updated information and distribute them in the neighborhood through church events. We plan on hosting open houses in the spring and fall, open to prospective and current parents, as well as anyone in the congregation or community.

Nurturing the joy of children as they grow is priceless. We are thrilled and blessed to continue this heartwarming journey to play, create, learn and shine together.

In Faith,
Erin Fitzgerald
Little Lights Director & Teacher