

**All God's Children  
2021 Annual Congregational  
Meeting Booklet  
Sunday, November 21, 2021**



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## November 21, 2021 Congregational Meeting Materials

### **Agenda for November 21, 2021 Congregational Meeting:**

1. Welcome (Darren Beecher)
2. Opening Prayer (Don Cannon)
3. Declaration of a Quorum (Travis Allen)
4. Review & Approval of November 15, 2020 Congregational Meeting Minutes (Travis Allen)—**pages 6-8**
5. Review & Approval of June 13, 2021 Special Congregational Meeting Minutes (Travis Allen)—**page 9**
6. Required Statement of Indemnification (Travis Allen)
7. Presentation of Candidates for Board of Directors (Michael Bro & Board Nominating Committee)—**page 10**
8. Election of Board of Directors (Darren Beecher)
9. Treasury Update/2021 Year to Date Financials (Nick Kunz)
10. Summary of 2022 Budget/Ministry Plan (Nick Kunz)—**pages 11-22**
11. Pastoral Search Committee Update (Travis Allen)
12. Discuss Travis Allen Continue as Member of Pastoral Search Committee after Board term Ends Dec 9 (Darren Beecher)
13. State of the Church/Mission & Ministry (Darren Beecher)
14. Announcement of Election Results (Darren Beecher)
15. Motion to Adjourn (Darren Beecher)
16. Closing Prayer (Travis Allen)
17. Adjournment

### **Required Statement of Indemnification:**

*For the year to date for 2021, there has been no need for indemnification of officers, employees or volunteers as a result of any claim or litigation involving church matters*



## November 21, 2021 Congregational Meeting Materials

### **Guidelines for Dialogue**

**“Try On”** Be willing to try on ideas, ways of thinking or being that you may never have considered before, even or perhaps especially if you have a gut instinct to reject it out of hand.

#### **“It’s OK to disagree”**

#### **“It’s Not OK to shame, blame, and attack self or others.”**

Engaging our differences is something we want to do and that we benefit from, but shaming, blaming or attacking ourselves or others is not a helpful way of engaging difference. Agree not to shame, blame, or attack others or ourselves.

**“Self Focus” –“I” language.** Focus on your own thoughts and feelings without universalizing them or assuming others/all people agree. Use “I” language to share your experiences, perspectives, and opinions. Be aware of how you are feeling and ask yourself what your feelings might be telling you. Share your feelings when appropriate.

**“Practice Both/And Thinking”** Not every question has an either/or right answer. The opposite of a profound truth may be another profound truth, not an opposing truth. “BUT” is a warning that Both/And thinking is not being practiced. BUT is generally diminutive, not additive. BUT shrinks back while AND expands.

**Be Aware of “Intent/Impact.”** Someone may intend one thing with a comment, but the impact may be very different. Take responsibility for both parts of the equation. If something impacts you negatively, be willing to ask if that is what the person intended.

**Confidentiality.** What is shared in the group needs to stay in the group. Personal information is shared by the person who owns the information, feelings, and experiences; not by others, unless they have asked and received permission.



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### **Guidelines for Listening**

Listening well is an important part of dialogue and conversation. The following tips for enhancing listening skills are taken from *Guidelines for Healthy Theological Discussion* by David Rudolph.

- Ask questions rather than make statements.
- Take a breath before speaking.
- Allow for silence.
- Ask yourself, “Whose perspective is left out in this discussion?”
- “Follow your disturbance.” Notice when you are feeling tense, defensive. Ask yourself, “Where is this coming from—my past training, a painful event?” Try to put yourself in the other person's place with regard to their passion for their view.



## November 21, 2021 Congregational Meeting Materials

### AGCMCC Statements of Core Values, Mission & Vision

#### Our Core Values

**INCLUSION:** Love is our greatest moral value. Authentic inclusion is a primary focus of our ministry. We passionately believe that all people, as they are and where they are, should be welcomed at God's table.

**COMMUNITY:** Our deep desire is to offer a safe, open, and beloved community for people to worship, learn, share, and grow in their faith. We are a hopeful community with a strong belief in the common good where love and peace exist in each one of us.

**SPIRITUAL TRANSFORMATION:** A message of total liberation guides our ministry. We believe that when people are invited to experience God through the life and ministry of Christ, lives are transformed.

**SOCIAL ACTION:** We are committed to uplifting all people and standing with those who suffer under the weight of oppressive systems. We are guided by our commitment to global justice and human rights.

#### Our Mission

**Our mission is to be a beacon of hope reflecting God's unconditional love for all people.**

All God's Children Metropolitan Community Church is an open and affirming congregation. We experience a vibrant spirituality that is positive, progressive, and practical. Our faith is rooted in the life and teachings of Jesus. We respect and affirm the wisdom of other faith traditions and practices.

We affirm each individual as God's unique and gifted creation. We share the love of God with all people just as they are. We are an inclusive and diverse congregation. We welcome people of all races, cultures, ages, abilities, spiritual backgrounds, sexual orientations, and gender identities.

We are called to:

- Learn, preach, and teach about God's unconditional love for all people.



## November 21, 2021 Congregational Meeting Materials

- Create a welcoming and safe space to experience belonging in community.
- Be fully engaged in our own growth and giftedness.
- Support the growth of others on their spiritual journey.
- Participate in acts of compassion and advocacy for justice in our world.

### Our Vision

**Our vision is to be one of the Upper Midwest's leading progressive communities of faith.**

*Excellence in our ministries today provides a strong foundation for the future. Superb music, generous hospitality, and a meaningful message inspire joyful celebration. Spiritual education and volunteer service provide paths to give and grow. Acts of compassion and advocacy for justice create change for a better world.*

*People who encounter us will experience the complete liberation of God's grace through inclusion and love in action. They will be inspired to discover, develop, and share their talents. We will equip them for Spirit-led ways of service to make a difference in the lives of others.*

*We will share ourselves and our gifts to become a growing spiritual force for compassion, justice, and equality. We will build bridges of understanding with people on other spiritual paths. We will partner with other communities and organizations. By giving voice to our passion for justice we will influence transformation in this region and the world.*



## November 21, 2021 Congregational Meeting Materials

### **Meeting Minutes for November 15, 2020 Congregational Meeting:**

**Welcome:** Pastor DeWayne Welcomed the Congregation

**Opening Prayer:** Paul Herzberg led the Congregation in Prayer

**Quorum:** Brent Suther declared that a Quorum was reached

**2019 Congregational Meeting Minutes:** Approved after motioned by Jackie Zurn and Seconded by Rev. Steve Robertson.

**Required Statement of Indemnification:** Brent Suther stated: For the year to date for 2020, there has been no need for indemnification of officers, employees or volunteers as a result of any claim or litigation involving church matters.

**BOD Slate of Nominees:** Travis Allen introduced the slate of BOD: Darren Beecher, Michael Bro, Don Cannon. Travis also thanked the members of the Nominating Committee.

Pastor DeWayne thanked Travis Allen and the Nominating Committee

**Voting Process:** Kyle Williams described the process

**Financials:** Nick Kunz updated the congregation on the Year to Date Financials of the Church. Nick told about opening the Portal so congregants can keep track of their giving during the year

Two mortgages were consolidated into one which extended the loan period 10 years but lowered the monthly payment.

We have a CD in the amount of \$34,381.00f which has been designated to use for the Accessibility project.

2 Fund raisers were very helpful this year that helped sustain our financials.

PPP (Payroll Protection Program) covered our payroll during May and June. This loan will be forgiven once we submit the paperwork.

The general fund offering has been decreasing during the year.

The loss of Rental Income has affected us greatly.

**2021 Budget:** Kara Erstad went over the 2021 budget. The decrease in income because of general fund offering and loss or rental caused us to reduce the budget to \$200,120.00. We had to delay facility requests, ministry teams' requests are bare boned, we had to reduce salaries at the middle of this year. We will be adding these salaries back on Jan 1 except budgeted lower amount for the incoming Pastor. We did not make tithes to the building fund or pay down the line of credit in 2020 and





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plan the same thing in 2021. We don't have much saved because of the pandemic and not being able to give to these funds.

Questions: Michael Bro asked if there are more investment funds. Kara answered there are none except the CD which is \$34,381.00. We do have a few regular savings accounts. Ken Keate asked about staffing after Pastor DeWayne. The answer is that will have to be looked at by the new incoming Pastor and BOD. The office Administrator position has not been funded in the 2021 budget. Again, this will need to be reviewed. Ken Keate asked when a new Pastor will be coming in. The answer is: the BOD is working with the Denomination as we speak but we do not have a timeline yet. Wally Swan asked if the Pastor was to be a Provisional or Interim Pastor. The answer is Provisional.

Pastor DeWayne commended the Finance Team, Kara, Nick and the Board for their work on budgeting in the trying times we are going through. The BOD and Incoming Pastor will need to revisit discussions on the Accessibility Project.

**Vote:** The BOD Slate is approved. New BOD, please participate in the December BOD meeting.

Pastor DeWayne thanked the attendees of the meeting for joining virtually. The attendance is as much or more than when we attend in Person.

Pastor DeWayne thanked the BOD, especially during the time of a Global Pandemic.

**State of the Church:** Pastor DeWayne is ever more confident that our fundamentals are sound. We have been able to hold this community together during the pandemic via streaming worship. The communications and technology teams have not taken a break at all. The Music Ministry has continued with worship. We have what we need to keep going forward when the Pandemic subsides. The one thing that kept coming through to Pastor DeWayne during his decision to leave was the he is confident that AGC is uniquely positioned to continue its work. The incoming Pastor will be on firm ground. The financial situation is not unique to AGC. Pastor DeWayne considers us as his family. It is not easy for him to say goodbye and has had some sadness, but he is very confident that we have been blessed for being partners through the journey. Pastor DeWayne stresses that AGC is in other's futures and they need us to be here for them.

Darren gave his thank you to Pastor DeWayne on behalf of AGC of his 7 years of service in being our Pastor and guiding us.





## **November 21, 2021 Congregational Meeting Materials**

**Motion to Adjourn** made by Larry Grell and Seconded by Patrick Hendricks.

**Closing Prayer:** Paul Herzberg led the congregation in Prayer.

Pastor DeWayne led the Congregation in Prayer.



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### Meeting Minutes for June 13, 2021 Special Congregational Meeting:

**Members in Attendance:** 23

1. **Meeting Called to order by Darren at 11:06 AM.**
2. **Opening Prayer:** Prayer was led by Paul.
3. **Quorum:** Travis Allen announced quorum
4. **Vote taken electronically.**
5. **Statement regarding reopening committee:** Michael Bro
6. **Statement regarding Pride festival:** Steve Severson.
7. **Voting results announced:** Slate of candidates for the pastoral search committee 100% unanimously approved.
8. **Motion to Adjourn:** Moved by Mike H. and seconded by Paul.
9. **Closing Prayer:** Led by Paul.
10. **Meeting Adjourned:** 11:29 AM

## November 21, 2021 Congregational Meeting Materials

### Candidates for Board of Directors



#### **Paul Herzberg**

Good day All God's Children Board and Congregation. I first just wanted to Thank you all for this opportunity to be a candidate for the Board. I have been worshipping with AGC for about 15+ years and celebrate with you every Sunday. When I first came to the church, I said that I was just going to come to worship on Sunday and not get involved with services right away. Well, that did not last long, I think about a week or so. I feel it is part of my calling to help with worship and help the congregation move forward and thru processes and change and help the congregation thru any issues personal or otherwise that I can help with. I was born and lived in Wisconsin Rapids WI. till I was about 18 years old. I have been a resident of Minneapolis for 40 + years. I am very active in our church, I started out as an usher, then lead usher and then became worship coordinator and I oversee the benevolence fund and a lead of the Community Care team.



#### **Steven Severson**

I have been a member of AGC since 2015. In June of this year I was asked to serve as an interim board member. I cam to Minneapolis in 1983 to start my legal practice. I am still practicing law today. I am a proud father of three children and am also now a grandfather. I have with my dear partner, Shiv Shamdat, since 2009.

Nominating Committee unable to identify third seat. Per AGC By Law Article V Section E:

In the event the Nominating Committee is unable to identify enough candidates to present a full slate (equal to the number of open positions), providing that only one open Board position will remain, the slate can be presented for vote. The remaining one (1) open position can be filled through appointment by the Board of Directors at a future scheduled Board meeting. The appointed Board Member will serve until the next Congregational Meeting when an election will be held to fill the unexpired term. In the event that the slate of candidates is voted down, the Nominating Committee shall re-start the process and select a different slate of candidates for presentation at a Special Congregational Meeting called for that purpose. Existing Board members will continue to serve until the first duly called Board Meeting following the election of a slate of candidates.



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### **2022 Mission and Ministry Plan and Budget**

#### **Income:**

- The 2022 budget presented is NOT balanced. Several factors contributed to this final result. First, over \$40,000 in cash was not spent in 2021 due to not having to pay a pastor's salary. This will cover the \$18,000 budgeted deficit planned in 2022. Second, the amount of income needed to sustain our general operations as we have them today is not sufficient. \$35,000 has been budgeted as an income line that we do not expect to receive unless significant effort is made in fundraising or stewardship campaigning. The budget has been cut to its bare minimum to operate at our current level and trends indicate that we will not be able to sustain this. The board has elected to hire a stewardship consultant to assist in raising our general fund offerings back to pre-covid levels.
- The majority of our income comes from general fund offerings which have fallen dramatically over the past year.
- We have calculated that in order to meet our target offering goals, the per capita giving each week based on membership is \$15.70.
- We are budgeting for minimal rental activity in the first half of 2022 and pre-covid rental activity levels in the 2nd half of 2022.



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### Expenses:

- As a board, we are committed to providing a living wage of \$15/hr to our hourly employees. To meet this goal, we continue raising hourly wages by \$0.50 per year until they reach \$15/hr. Our admin assistant position is now at \$15/hour.
- Budgeted salary level for a new pastor is at \$47,000.
- We will increase our tithe percentage to 2% per our agreement with the denomination.
- We will not be able to set aside any funds for the building fund or contingency fund in 2022.
- We continue to defer many needed facilities repairs due to a lack of funds. Each year in which we defer these repairs means that the funds needed the following years continues to grow into an unmanageable amount. We currently cannot afford to maintain our building at an acceptable standard.



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### Seeking Peace & Justice

*2022 Ministry Investment \$250*

In 2019-2021, we continued to leverage our relationship with the Downtown Congregations to End Homelessness, the Center for Sustainable Justice, and MARCH (Multi-faith Anti-Racism, Change & Healing) roundtable to increase the number of people served and social justice programs and events engaged.

In 2021, the AGC Peace and Justice Collective remain dormant due to lack of resources in both virtual and in-person gatherings, the team needs to focus on organizational development, in which we will develop roles and responsibilities for the re-constituted and reorganized ministry; increase the members' level of skill and training in social justice organizing and direct action; and increase the participation of team members and the congregation in community social justice campaigns.

### Building Community

*2022 Ministry Investment \$2300*

Building community includes the various activities, which primarily relate to nurturing community. While these activities were suspended due to the suspension of church operations because of the coronavirus pandemic in 2021, these activities that are predominantly caring and/or social in nature and we plan to resume in 2022. In August of 2021 we resumed in-person worship services. Along with continuing to offer live stream worship services.

**Membership Classes:** The Membership Outreach Team will continue to engage those interested in membership and volunteering through the revised format of new membership classes to excite, inform, and inspire regular attendees to join our movement as we live into what God is calling us to be and to do. The membership Outreach Team will continue this in 2022 to maintain a vibrant member outreach and education program. Membership Class content and format will continue to evolve to remain up-to-date in response to feedback and retention, potentially in a virtual setting.





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**Community Care Ministry:** Cares and supports people in need; Provides prayer and healing; and connects people who are disconnected through cards, phone calls, and visits. The team continues to monitor and manage its updated process for maintaining and distributing support from the Benevolence Fund.

In 2022, the Community Care Team needs to undergo intentional targeting of new members for the team, updated training and education, and continue to hone and develop its systems and operations to make care, response, and communication more efficient.

**Social:** The congregation has stated they would like more opportunities to connect and ways to connect more deeply. We did not make much progress in this area in 2021 mainly due to the ongoing coronavirus pandemic.

In 2022, congregants is advised to make use of Zoom, Facebook, and other virtual platforms to create social opportunities for connection in the absence of in-person gatherings. When things return to pre pandemic, congregants need look at forming and creating events and groups to connect no matter their age, relationship status, and economic means; offer all-church social activities, such as the various opportunities to gather for FUNdraising activities; and encourage the creation of dinner connection groups, which will meet in people's homes.

**Hospitality:** In 2020 & 2021, due to the coronavirus pandemic, all of the Hospitality Team's program and projects were suspended indefinitely.

In 2022, the team will need to re-gather, reorganize, and re-conceive its mission and programs in response both to suspended church operations and the ongoing human needs within our community. In a post-COVID environment, the team will be tasked with figuring out how to provide food and essentials, preferably in partnership with a nonprofit with resources and capacity.

The Board of Directors is working on identifying a team leader to assume leadership responsibilities of the Hospitality team for 2022.



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### Grow Spiritually

**2022 Ministry Investment \$250**

Overall, this ministry is about providing the tools, resources, training, and opportunities for the congregation to work together as we grow spiritually. AND growing spiritually, though different for each person, ultimately means **being transformed to the image of Christ for the sake of others**. Our goal is to provide opportunities for people to deepen where they are on their journey, not stress them out because they haven't reached a particular destination.

In 2020 & 2021, due to the suspension of church operations because of the coronavirus epidemic, there were no traditional spiritual growth offerings.

In 2022, AGC will need to work on how we can grow spiritually. AND growing spiritually. While being transformed to the image of Christ for the sake of others.

### Celebrate Worship

**2022 Ministry Investment \$9,955**

In 2019-2021, the Worship Planning Team continued to plan and celebrate worship by intentional focus on the feel and environment of worship through new altar decorations and new rubrics and directions for congregational flow during Holy Communion; continued to review the worship services and receive feedback from the congregation to keep the pulse of worship; and new opportunities for worship to reach new people and/or raise funds through special worship services, including a Women/Mother's Day service, Father's Day service, PRIDE services, and Mission Possible services.

In 2021, due to the suspension of church operations because of the coronavirus epidemic, the Worship Planning Team conducted worship planning via Zoom and the worship celebration has been either streamed live or recorded and aired during the Sunday worship time slot. As of



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August of 2021 we resumed in-person worship services. Along with continuing to offer live stream worship services.

In 2022, when church operations and in-person worship resume, the team should continue to plan for live-streaming of the worship celebration. The team will also need to re-launch a revamped Worship Training Practicum to help refresh the practice of current worship participants and to introduce and train those who wish to participate in worship with an opportunity to learn how to participate, especially in a virtual setting. We will continue to explore ways of connecting with worshippers through changes in liturgical offerings (e.g., drama, liturgical dance, alternative readings) and decorations and special readings and dramatic presentations.

### Connect & Communicate.

*2022 Ministry Investment \$15,163*

Connection and Communication are the life-blood of our community, congregation, and ministries. The teams improve the connection and communication of the congregation and provide support for the Pastor, staff, and board of All God's Children MCC. The ministry plans and budgets for this area includes: Technology, Marketing and Communication, and Ministry Support.

In 2020, due to the suspension of church operations because of the coronavirus epidemic, Office Administration was also suspended. We continue through 2021 to manage office operations through updated office processes and procedures, working with various groups to improve way as we can support the congregation. We also continue to streamline several cumbersome processes, resulting in reducing our costs and increasing our support for the various teams and ministries of the congregation.

In 2022, the Pastoral staff will have to resume administrative activities and reorganize it to reflect a post-COVID environment.

The Board of Directors plans to reinstate the part time Office Administrator position in 2022 to provide support to AGC staff and day to day operations of the church.



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In 2019-2021, the Technology Team due to the suspension of church operations due to the coronavirus pandemic, AGC relied almost exclusively on the Technology Team to provide staff and improve our technological capacity to livestream and record worship, to facilitate team use of technology to meet virtually, and maintain and improve our information technology. In 2022, the Technology Team will need to remain a major focus of ministry support.

Our Communications Team increased the church's reach and presence through ever more creative communications via email, Facebook, Twitter, Instagram, video slides, and websites. The team also provided copywriting assistance, as well as deployment of all of these messages timed or otherwise to further the success of each and every aspect of activities here at AGC.

In 2021, due to the suspension of church operations because of the coronavirus pandemic, we relied almost exclusively on the Communications Team to keep our connection to our members and friends through Constant Contact, Facebook, Instagram, Twitter facilitating the sharing of announcements and information while also providing opportunities to engage in a virtual setting.

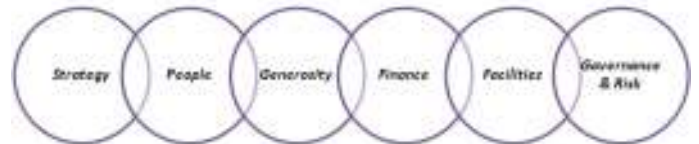
In 2022, the Communications Team will need to remain a major focus of ministry support.

**November 21, 2021 Congregational Meeting Materials**

**Ministry and Mission Resource Investments.**

**2022 Ministry Investment \$255,400**

The following items support and make possible our ministry and mission. Many of these items are non-discretionary, i.e., Utilities, Mortgage Payment, etc. We will, therefore only highlight a few items in this area. (see next two pages for details)



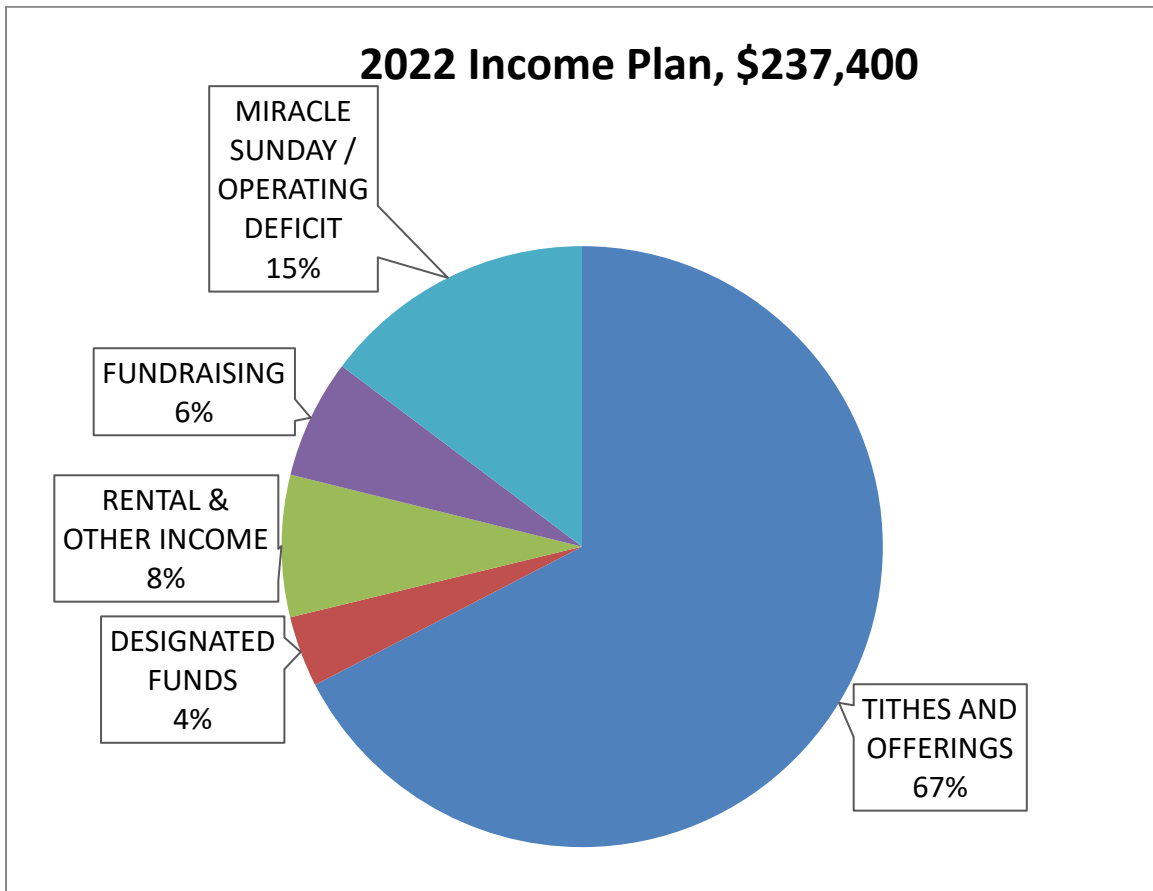


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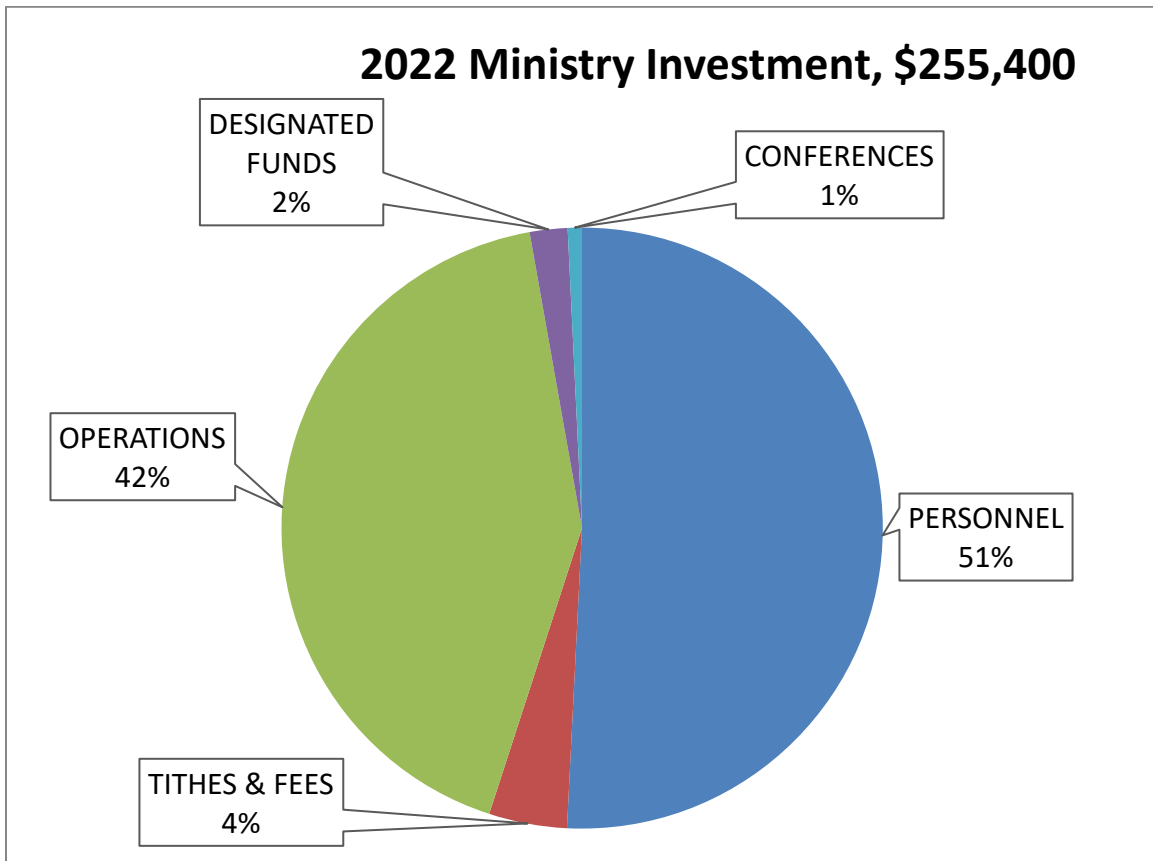
<b>2022 Income</b>	Tithes and Offerings	\$ 160,000
	Designated Funds	\$ 9,050
	Rental & Other Income	\$ 18,150
	Fundraising	\$ 15,200
	Miracle Sunday / Operating Deficit	\$ 35,000
	<b>Total Income</b>	<b>\$ 237,400</b>
<b>2022 Investments and Expenses</b>		
<b>Direct Mission and Ministry</b>	Seeking Peace & Justice	\$ 250
	Build Community	\$ 2,300
	Grow Spiritually	\$ 250
	Worship	\$ 9,955
	Connect & Communicate	\$ 15,183
<b>Personnel</b>	Employees	\$ 106,265
	Employee ins. Pension, etc	\$ 9,286
<b>Tithes &amp; Fees</b>	Generosity/Fund Raising	\$ 200
	Merchant & Bank Fees	\$ 5,774
	MCC Tithes	\$ 3,582
<b>Operations</b>	Utilities	\$ 26,000
	Mortgage, Tax, Insurance	\$ 29,468
	Maintenance	\$ 35,430
	Board Discretionary Fund	\$ 5,092
<b>Designated Funds</b>	Designated Funds	\$ 4,616
	<b>Total Expenses</b>	<b>\$ 255,400</b>



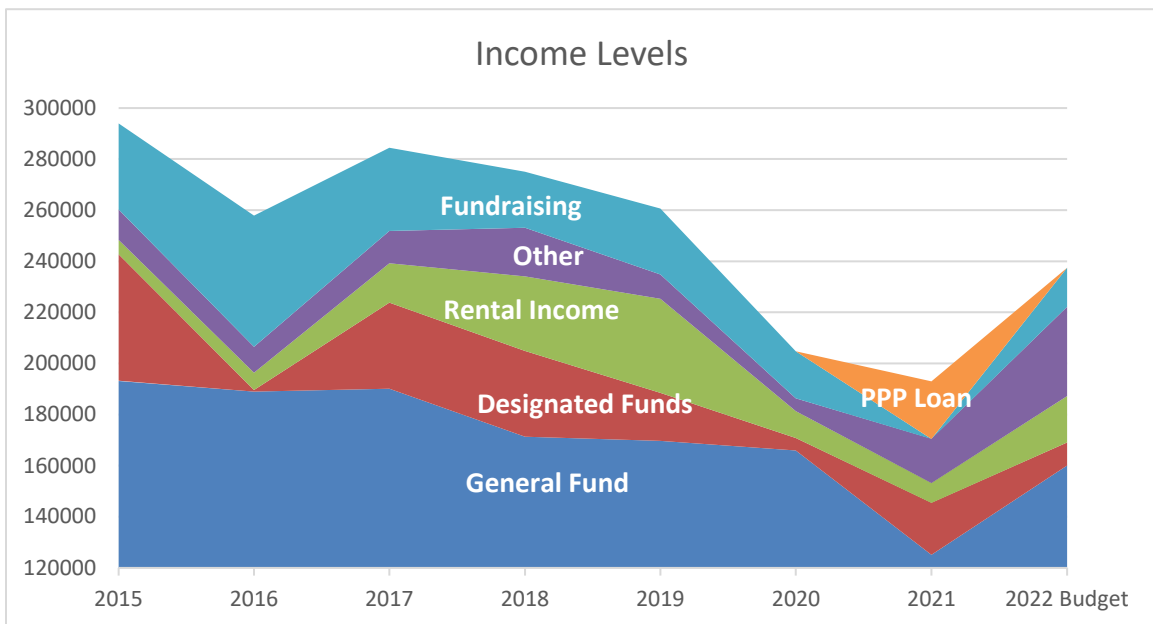
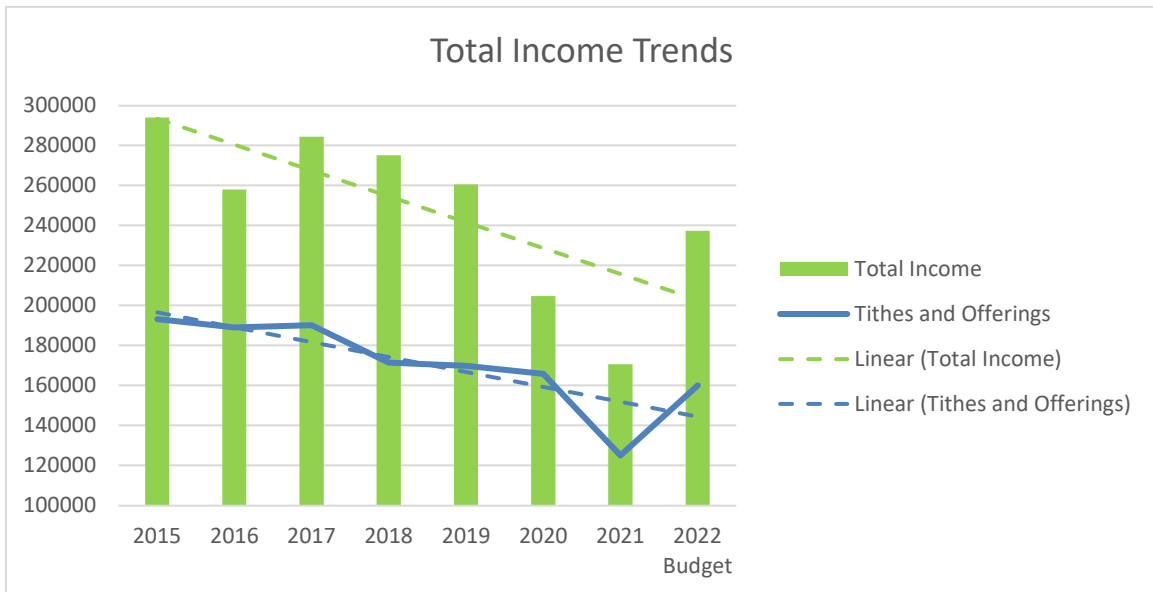
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