ALL GOD'S CHILDREN
Metropolitan Community Church

2026 Congregational Meeting

Annual Meeting of the Congregation

"Faith without hiding. Community without conditions."

When & Where

Date: Sunday, November 22, 2026 | Following Morning Worship

Location: Ackerman Hall — 3100 Park Avenue, Minneapolis, MN 55407

Web: www.agcmcc.org

This booklet was prepared by the staff and Board of All God's Children MCC for the 2026 Annual Congregational Meeting.

Printed copies available upon request. Digital version available at www.agcmcc.org.

NAVIGATION

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FROM THE PASTOR

A Word of Welcome

Welcome to our Annual Congregational Meeting.

Before we talk about budgets, reports, or elections, let's take a moment to remember why we're here. We're here because lives are being changed. We're here because people have found a place where they can belong, just the way they are. We're here because, together, we are sharing God's love in ways that bring hope, healing, acceptance, and community.

Over the past year, we have celebrated joys, supported one another through challenges, warmly welcomed new people into our spiritual community, worked for justice, and reminded one another that everyone is worthy of love and dignity.

This meeting is part of that ministry. The decisions we make today help ensure that this church remains a place of welcome and hope. When we ask questions, share ideas, and vote, we are caring for the ministries we love and helping shape what comes next.

Thank you for being here. Thank you for the generosity and gifts you share, the love you show, and the many ways you help make All God's Children MCC the spiritual community it is.

In love and community,

Pastor Kenny Callaghan

Senior Pastor, All God's Children MCC

ORDER OF BUSINESS

Meeting Agenda

Sunday, November 22, 2026 | Following Morning Worship | Ackerman Hall, 3100 Park Avenue, Minneapolis, MN 55407

#	Agenda Item	Presenter	Est. Time
1	Welcome	Pastor Kenny Callaghan	5 min
2	Opening Prayer	Timothy Briscoe	5 min
3	Declaration of a Quorum	Pam Stegman	2 min
4	Review & Approval of November 23, 2025, Annual Congregational Meeting	Pam Stegman	5 min
5	Required Statement of Indemnification	Paul Sternberg	2 min
6	Presentation of Candidates for Board of Directors	Pam Stegman	5 min
5	Election of Board of Directors	Nick Kunz	5 min
6	Summary of 2027 Budget	Nick Kunz	10 min
7	Affirm 2027 Budget	Pastor Kenny Callaghan	5 min
8	State of the Church / Mission & Ministry	Pastor Kenny Callaghan	15 min
9	Announcement of Election Results	Pam Stegman	5 min
10	Motion to Adjourn	Jeffrey Unglaub	2 min
11	Closing Prayer	Garry Zachman	5 min
12	Adjournment	Pastor Kenny Callaghan	2 min
		Total Estimated Time	**~75 min**

ⓘ *Times are approximate. The moderator may adjust as needed to ensure full participation and timely adjournment.*

*Members wishing to bring new business to the floor are encouraged to notify the church office by **Sunday, November 15, 2026,** so that materials may be prepared in advance.*

Required Statement of Indemnification

For the year to date for 2026, there has been no need for indemnification of officers, employees, or volunteers as a result of any claim or litigation involving church matters.

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.

> ***"You are beloved. You belong here. And there is nothing — nothing — that can separate you from the love of God or from this community."***

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.
- AGCMCC Statements of Mission, Vision & Core Values

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.
- 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.

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.

November 23, 2025 Annual Congregational Meeting Minutes

Ackerman Hall, 3100 Park Avenue, Minneapolis, MN 55407

#	Agenda Item	Actions
1	Call to Order and Welcome	The Annual Congregational Meeting was called to order at 11:30 a.m. Fifty (50) members were present onsite. No members participated online.
2	Opening Prayer	The opening prayer was offered by Nick Kunz.
3	Declaration of a Quorum	Paul Herzberg declared that a quorum was present, with 50 members in attendance.
4	Approval of 2024 Annual Congregational Meeting Minutes	The minutes of the November 17, 2024 Annual Congregational Meeting were presented for approval. **Motion:** Mark Haynes **Second:** Stephanie Meredith **A vote was taken, and the motion was carried**
5	Presentation of Candidates	Paul Sternberg presented the candidates for the Board of Directors and Lay Delegate positions.
6	Presentation of the 2026 Budget	Nick Kunz presented a summary of the proposed 2026 Budget.
7	Approval of the 2026 Budget	Pastor Kenny Callaghan called for affirmation of the proposed 2026 Budget. **Vote: Approved unanimously, 50 in favor.**
8	State of the Church: Mission and Ministry Report	Pastor Kenny Callaghan presented the annual State of the Church Report, highlighting the congregation's mission, ministry, accomplishments, and vision for the coming year. A discussion followed with Moderator Cecilia Eggleston and Pastor Kenny Callaghan, providing an opportunity for congregational questions and dialogue.
9	Election Results	Jeffery Unglaub announced the election results. Board of Directors Candidates **50 affirmative votes. –** Timothy Briscoe and Pam Stegman were unanimously elected to the Board of Directors Lay Delegate Candidates

#	Agenda Item	Actions
		46 Aye, 4 Nay – Wayne Cassman and Ron Zuercher were elected as Lay Delegates The ballots were counted by Jerry Garrett and Erik Zeiner.
10	Motion to Adjourn	Garry Zachman called for a motion to adjourn. **Motion:** Jim Lumley **Second:** Stephanie Meredith **A vote was taken, and the motion was carried**
11	Closing Prayer	The closing prayer was offered by Tim Briscoe.
12	Adjournment	The meeting was adjourned at 12:30 p.m.

Respectfully submitted by Paul Herzberg, Clerk of the Board of Directors

Financial Report — 2026

Offering & Attendance Summary	September 2026 4 Sundays	October 2026 4 Sundays
Average Sunday Offering	$2,677.00	$2,436.00
Average Sunday In-Person Attendance	130	129
Total Facebook & YouTube Views	1461	1534
Total TikTok Views	525	617

Overview of Cash

Balance on Hand	Ending Balance 9/30/2026	Ending Balance 10/30/2026
Checking	$48,351.76	$43,281.49
Savings	$264,081.37	$264,113.93
CD Account	$0	$0
Total Cash Balances	**$312,433.13**	**$307,395.42**

**All balances reflect bank statement account balances. Both accounts have been reconciled.*

Church Operating Income and Expense Summary

based on monthly Profit & Loss Statement)	September 2026	October 2026	YTD Actuals 2026
Unrestricted Giving (General Fund)	$10,798	$9,742	+$104,635
Fundraising	$2,600	$2,037	+$34,894*
Rentals	$3,705	$8,420	+$47,805
Other unrestricted income	$15	$14	+$177
Total Unrestricted Income	+$17,118	+$20,213	+$187,602
Total Church Operating Exp	($16,715)	($16,627)	($176,843)
Net Operating Income (P&L)	**+$403**	**+$3,586**	**+$10,758**

**Includes ICE Surge Appeal & Regular Church Fundraising*

In-Kind Giving

	October 2026	YTD Actuals 2026
Altar Supplies	$9	$294.11

	October 2026	YTD Actuals 2026
Building Supplies	$0	$0
Food Shelf	$0	$0
Hospitality	$69.82	$1,439.03
Other (Kitchen Refresh)	$213.02	$2,607.94
Thursday's Table	$261.64	$2,577.89
Worship	$0	$75.00
Total In-Kind	**$553.48**	**$6,993.97**

Note: Posted in EasyTithe Pro but not in the financial reports

Profit & Loss Statement

Offerings for October exceeded budget, expenses were under budget. There were no significant expenses or highlights this month.

Balance Sheet

As of October 30, 2026, our mortgage balance is $122,428.19 with an interest rate of 6.99%.

Financial Summary

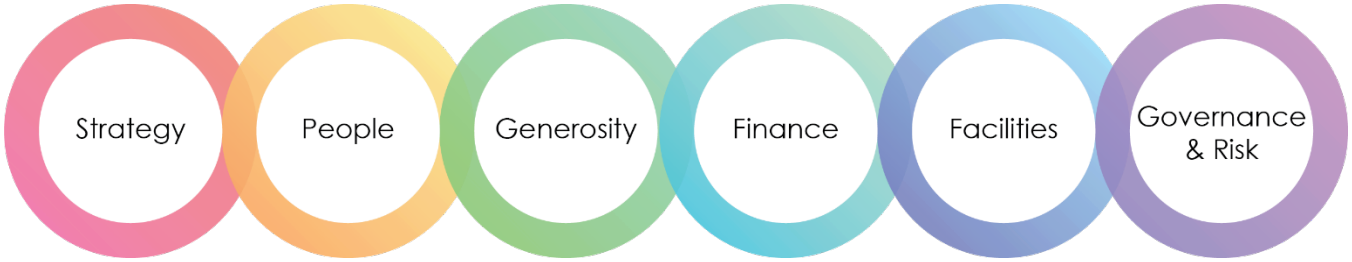
These numbers tell only part of the story. Behind them are people who continue to share their time, talents, resources, and hearts. Every gift matters, whether it's a financial contribution, a volunteer hour, donated supplies, a kind word, a welcoming smile, or a helping hand. Together, these acts of generosity strengthen our ministries, support our mission, and help us care for people in our church and throughout the community.

There is much to celebrate. Our congregation continues to demonstrate remarkable generosity in many forms, and that support helps ensure that our ministries remain strong and sustainable. Because people continue to invest in All God's Children MCC and its mission, we are able to meet today's needs while looking ahead with confidence and hope.

Thank you for all the ways you make this ministry possible. It's a joy to see what we can accomplish together, and we have every reason to celebrate the good work happening in and through All God's Children MCC. The future is bright, and the best part is that we're building it together.

2027 Budget, Mission & Ministry Plan

The following items support and make the life and ministry of our spiritual community possible. Many of these items are non-discretionary, i.e., Utilities, Mortgage Payment, etc. We will, therefore, only highlight a few items.



The Board of Directors utilizes the following benchmark range metrics to determine the appropriate allocation of funds, ensuring adequate appropriation.

	Staff Compensation & Benefits	Facility Expenses	Music Ministry	Ministry	Other Admin Costs	Tithe to UFMCC
Proposed 2027 Budget	38.7%	42.6%	11.6%	7.1%	5.6%	3.9%
Benchmark Range	40% - 55%	< or = 30%	7% - 10%	5% - 10%	5%	10%

Contextual Definitions

Facility Expenses: Utilities, Maintenance Contracts, Repairs & Maintenance, Snow Removal, Mortgage, & Other Facility Costs

Music Ministry: Includes compensation (which is also included in the Staff compensation category as well)

Ministry: includes Thursday's Table, Benevolence Fund, Pride expenses, Social Justice activities, Children's Ministry, and Christian Education

Tithe to UFMCC: (Universal Fellowship of Metropolitan Community Churches) includes monthly tithe and Board of Pensions quarterly payments

2027 Proposed Budget | All God's Children MCC

Category	2026 Budget	2026 Projected	2027 Budget	Note
INCOME				
40100 Offerings				
40110 CC Giving	47,800.00	45,508.93	47,147.00	3.6% increase
40120 ACH Giving	46,700.00	40,642.00	42,105.00	3.6% increase
40130 Sunday Worship	35,500.00	40,004.27	41,444.00	3.6% increase
40140 Hospitality & Other	300.00	0.00	0.00	
40150 Altar Flowers -Easter/Christmas	700.00	1,320.00	1,368.00	3.6% increase
55400 Credit Card Processing Gift	1,400.00	1,515.00	1,570.00	3.6% increase
55200 Tribute/In Memory Of Donations	600.00	0.00	0.00	
Total 40100 Offerings	**$133,000.00**	**$128,990.20**	**$133,634.00**	
41000 Contributions Unrestricted				
40400 Fundraising	25,000.00	27,042.00	27,000.00	
40400 Minneapolis ICE Surge Appeal	0.00	9,875.61	0.00	
Total 41000 Contributions Unrestricted	**$25,000.00**	**$36,917.61**	**$27,000.00**	
51000 Rental Income				
51110 Thursday AA Group	725.00	580.00	600.00	
51111 Pagans in Recovery - Sunday/Wednesday	0.00	240.00	240.00	
51120 Tuesday Queer & Trans AA Group	480.00	600.00	600.00	
51121 Tuesday LGBT & Friends CoDa Group	280.00	390.00	390.00	
51130 Wednesday NA Group	1,115.00	780.00	780.00	
51140 Monday NA Group	805.00	780.00	780.00	
51142 Monday LGBT & Friends SAA Group	180.00	240.00	240.00	
51160 Rainbow Health	0.00	0.00	0.00	
51170 Thursday/Sunday CMA Group	740.00	780.00	780.00	
51180 Wednesday Dharma Group	380.00	175.00	175.00	
51189 MN Freedom Jazz Band	900.00	1,440.00	1,500.00	

Category	2026 Budget	2026 Projected	2027 Budget	Note
51190 Other Building Rentals	51,000.00	51,000.00	55,000.00	
Total 51000 Rental Income	**$56,605.00**	**$57,005.00**	**$61,085.00**	
55000 Other Income				
55100 Drink Machine Income	0.00	0.00	0.00	
55125 50th Anniversary Merchandise	0.00	0.00	0.00	
55300 Interest Income	0.00	218.40	218.40	
Total 55000 Other Income	**$0.00**	**$218.40**	**$218.40**	
Total Income	**$214,605.00**	**$223,131.21**	**$221,937.40**	
EXPENSES				
70000 Salaries & Wages				
70110 Senior Pastor	56,538.00	54,000.00	56,538.00	
70140 Custodian	7,688.00	6,459.16	6,716.00	4% increase (minimum wage incr.)
70160 Admin / Social Media	6,560.00	4,013.14	4,172.00	4% increase (minimum wage incr.)
Total 70000 Salaries & Wages	**$70,786.00**	**$64,472.30**	**$67,426.00**	
71000 Employee Benefits				
71100 Payroll Taxes	489.00	594.09	654.14	
71200 Sr. Pastor Medical Insurance	4,200.00	4,200.00	4,200.00	
71500 Sr. Pastor Clergy License	175.00	175.00	175.00	
Total 71000 Employee Benefits	**$4,864.00**	**$4,794.09**	**$5,029.14**	
71900 Other Staff				
70120 Minister of Music & Worship	19,975.00	19,975.00	19,975.00	
70150 Bookkeeper	0.00	0.00	0.00	
Total 71900 Other Staff	**$19,975.00**	**$19,975.00**	**$19,975.00**	
72000 Fellowship Expenses				
72100 Tithe	6,500.00	6,523.60	6,889.00	
72200 Pension	2,700.00	2,884.00	3,045.00	
Total 72000 Fellowship Expenses	**$9,200.00**	**$9,407.60**	**$9,934.00**	

Category	2026 Budget	2026 Projected	2027 Budget	Note
73000 Administrative Expenses				
73010 Office Supplies	500.00	881.39	500.00	
73020 Postage/Shipping	50.00	48.40	52.00	
73030 Computer/Technology Equip & Supplies	800.00	0.00	500.00	
73050 Software	1,075.00	1,447.59	1,741.24	
73051 Church Giving Software	2,116.00	3,003.04	3,191.88	EasyTithe
73080 Email Marketing	372.00	372.00	372.00	
73090 Internet Domain	20.00	119.99	120.00	
73100 Website Hosting & Maintenance	1,200.00	1,200.00	1,200.00	
73120 Property Insurance	11,828.05	12,358.87	12,385.00	Includes provision for rate increase Aug 2027
73140 Workers Comp Insurance	940.00	960.23	945.34	
73150 Bank Fees	330.00	1.14	330.00	Assumes fee for renewal of line of credit.
73160 Merchant Fees	2,150.00	3,374.95	3,496.00	3.6% increase projected
73200 Board Expenses	100.00	0.00	0.00	
73220 Payroll Processing Fees	1,043.00	1,026.00	1,026.00	
73230 Soda Machine Supplies	0.00	0.00	0.00	
73240 Fundraising Expenses	500.00	500.00	500.00	
73250 Background Checks	30.00	15.00	15.00	
73260 Business License Fees	30.00	350.40	350.40	
Total 73000 Administrative Expenses	**$23,084.05**	**$25,659.00**	**$26,724.86**	
74100 Utilities				
74110 Electric	6,995.00	8,576.15	9,091.00	6% increase budgeted
74120 Natural Gas	14,713.00	15,095.25	16,044.00	6.3% increase budgeted
74130 Water	4,839.00	4,963.01	5,307.00	6.9% increase budgeted
74140 Trash/Recycling	6,187.00	6,026.17	6,187.00	

Category	2026 Budget	2026 Projected	2027 Budget	Note
74150 Telephone	3,100.00	2,967.78	3,000.00	
74160 Internet	2,879.00	3,273.60	3,273.60	
Total 74100 Utilities	**$38,713.00**	**$40,901.96**	**$42,902.60**	
74200 Maintenance Contracts				
74210 Boiler	565.00	905.00	932.00	
74220 HVAC	48.00	48.00	48.00	
74230 Pest Control	0.00	629.40	1,586.28	Full year of pest control contract.
74240 Snow Removal	10,875.00	10,833.00	10,770.00	
74260 Fire Prevention Inspections	900.00	329.54	339.00	
Total 74200 Maintenance Contracts	**$12,388.00**	**$12,415.40**	**$13,675.28**	
74300 Repairs & Maintenance				
74305 Boiler Repairs	0.00	1,628.21	500.00	
74310 HVAC Repairs	300.00	315.00	350.00	
74320 Electric Repairs	300.00	0.00	300.00	
74330 Plumbing Repairs	500.00	392.00	500.00	
74340 Security & Fire System Repairs	350.00	0.00	350.00	
74350 Other Repairs	500.00	2,675.75	1,750.00	
Total 74300 Repairs & Maintenance	**$1,950.00**	**$3,382.75**	**$3,250.00**	
74400 Other Facility Expenses				
74250 Security Monitoring	750.00	652.56	672.00	
74410 Building Supplies	2,500.00	3,303.48	3,300.00	
74420 Grounds & Landscaping	500.00	317.00	500.00	
74430 Cleaning Supplies	800.00	294.08	500.00	
74440 Property Taxes	600.00	958.63	1,000.00	
Total 74400 Other Facility Expenses	**$5,150.00**	**$5,525.75**	**$5,972.00**	
75100 Ministry Worship				
75110 Worship & Planning Resources	200.00	0.00	100.00	
75115 Sanctuary Decorations	300.00	200.00	300.00	
75120 Guest Speakers	200.00	200.00	200.00	

Category	2026 Budget	2026 Projected	2027 Budget	Note
75130 Altar & Worship Supplies	300.00	245.05	200.00	
75140 Altar Flowers	725.00	852.50	725.00	
75150 Hospitality	1,500.00	1,086.39	1,000.00	
75160 Technology	800.00	18.49	350.00	
Total 75100 Ministry Worship	**$4,025.00**	**$2,602.43**	**$2,875.00**	
75200 Ministry Music				
75230 Instrument Maintenance	300.00	150.00	300.00	
75240 Licensing Expenses	600.00	482.72	600.00	
75250 Music Related Equipment	0.00	0.00	0.00	
Total 75200 Ministry Music	**$900.00**	**$632.72**	**$900.00**	
75300 Ministry Outreach & Social Justice				
75310 Pride Expenses	350.00	0.00	500.00	
75320 Social Justice	100.00	0.00	100.00	
75330 Publicity & Communications	2,742.00	2,786.20	2,800.00	
Total 75300 Ministry Outreach & Social Justice	**$3,192.00**	**$2,786.20**	**$3,400.00**	
75400 Other Ministries				
75410 Start Up Ministry	100.00	0.00	0.00	
75415 Children's Ministry	100.00	0.00	0.00	
75420 Christian Education & Spiritual Growth	100.00	0.00	100.00	
Total 75400 Other Ministries	**$300.00**	**$0.00**	**$100.00**	
80000 Interest Expense - Mortgage	**19,644.00**	**21,281.52**	**19,644.00**	
Total Expenses	**$214,171.05**	**$213,836.72**	**$221,807.88**	
Net Surplus / (Deficit)	**$433.95**	**$9,294.49**	**$129.52**	

Balance Sheet as of Oct 31, 2026 | All God's Children MCC

Assets	Total
Current Assets	
Bank Accounts	
10000 Cash	
10100 Checking	$500.00
10110 Checking Operating Fund	26,270.21
10115 Checking F. Kurzinsky Mem Accessibility Fund	5.00
10120 Checking Building Fund	11,130.96
10121 Checking - Elevator Lift Project	0.00
10122 Checking - Kitchen Project	709.71
10125 Checking Kuszler Music Fund	-1,900.84
10126 Music Fund - Drummer	2,100.00
10130 Checking Benevolence Fund	1,691.60
10140 Checking Thursday's Table	-1,370.33
10150 Checking Capital Campaign	0.00
10160 Checking Brick by Brick	0.00
10170 Checking Bingo Bank	500.00
Total for 10100 Checking	**$39,636.31**
10200 Savings	$0.00
10210 Savings Bequest Kuszler Music Ministry	14,750.98
10220 Savings Bequest Kuszler Building	5,725.00
10221 Savings - Elevator Lift Project	0.00
10222 Savings - Kitchen Project	31,000.00
10223 Sanctuary Walls Project	200,000.00
10230 Savings F. Kurzinsky Mem Ace Fund	0.00
10240 Savings Music Ministry	1,640.64
10250 Savings Reserve for Contingencies	471.20
10270 Savings - Thursday's Table	10,461.00
Total for 10200 Savings	**$264,048.82**
10300 PEX Debit Cards	0.00
10400 CD Account	0.00

Assets	Total
10500 Petty Cash Bingo	0.00
Total for 10000 Cash	**$303,685.13**
Total Bank Accounts	**$303,685.13**
Accounts Receivable	
11000 Accounts Receivable	0.00
Total Accounts Receivable	**$0.00**
Other Current Assets	
14000 Prepaid Expenses	
14100 Property & Liability Insurance	0.00
14150 Workers Compensation Insurance	0.00
14200 Security Monitoring	108.70
14250 Fire Monitoring and Annual Expenses	100.60
14300 Snow Removal	0.00
14340 Prepaid Lift Maintenance Contract	440.16
14350 Prepaid Pest Control Expenses	1,321.94
14400 Prepaid MCC BOP Expenses	0.00
14500 Prepaid Property Taxes	361.69
14600 Prepaid Software Subscriptions	261.59
14650 Prepaid Music License Fees	749.60
14700 Prepaid Advertising Contract	0.00
Total for 14000 Prepaid Expenses	**$3,344.28**
15000 Undeposited Funds	0.00
Total Other Current Assets	**$3,344.28**
Total Current Assets	**$307,029.41**
Fixed Assets	
16000 Fixed Assets	
16100 Building	1,146,010.00
16200 Land	68,000.00
16300 Security System	3,505.20
16400 Furniture, Fixtures & Equipment	5,480.00
Total for 16000 Fixed Assets	**$1,222,995.20**
Total Fixed Assets	**$1,222,995.20**

Assets	Total
Total Assets	**$1,530,024.61**

Liabilities and Equity	Total
Liabilities	
Current Liabilities	
Accounts Payable	
20000 Accounts Payable	-377.64
Total Accounts Payable	**-377.64**
Other Current Liabilities	
21000 Accrued Liabilities	$450.00
21050 Accrued Payroll	1,993.86
21200 DUO Clearing Account	0.00
21300 Deferred Income	6,500.00
21400 Accrued	0.00
Total for 21000 Accrued Liabilities	**$8,943.86**
22000 Long-Term Refundable Deposit	0.00
Total Other Current Liabilities	**$8,943.86**
	Total
Total Current Liabilities	**$8,566.22**
Long-term Liabilities	
26000 MidWestOne Bank Mortgage	122,428.19
Total Long-term Liabilities	**$122,428.19**
Total Liabilities	**$130,994.41**
Equity	
30000 Net Assets Without Donor Restriction	1,176,621.70
30100 Retained Earnings	239,540.44
Net Income	-17,131.94
Total Equity	**$1,399,030.20**
Total Liabilities and Equity	**$1,530,024.61**

AGCMCC Restricted Funds Tracking | YTD as of October 31, 2026

Restricted Funds	October 2026	YTD Jan-Oct 2026	Balance Sheet
Benevolence Fund			
Beginning Balance	1,929.10	2,039.72	
Contributions	160.00	1,384.00	
Expenditures	(397.50)	(1,732.12)	
Ending Balance	1,691.60	1,691.60	$1,691.60
Accessibility Fund			
Beginning Balance	5.00	0.00	
Contributions	-	5.00	
Expenditures	-	-	
Ending Balance	5.00	5.00	$5.00
Music Fund			
Beginning Balance	15,238.57	20,633.15	
Contributions	-	-	
Expenditures	(747.79)	(6,142.37)	
Ending Balance	14,490.78	14,490.78	$14,490.78
Music - Drummer Fund			
Beginning Balance	2,250.00	2,850.00	
Contributions	-	-	
Expenditures	(150.00)	(750.00)	
Ending Balance	2,100.00	2,100.00	$2,100.00
Thursday's Table			
Beginning Balance	9,841.78	14,716.08	
Contributions	535.00	5,987.42	
Expenditures	(1,286.11)	(11,612.83)	
Ending Balance	9,090.67	9,090.67	$9,090.67
Building Fund			
Beginning Balance	16,855.96	16,281.69	

Restricted Funds	October 2026	YTD Jan-Oct 2026	Balance Sheet
Contributions	-	10,167.00	
Expenditures	-	(9,592.73)	
Ending Balance	16,855.96	16,855.96	$16,855.96
Kitchen Project			
Beginning Balance	34,977.02	47,000.00	
Contributions	-	-	
Expenditures	(3,267.31)	(15,290.29)	
Ending Balance	31,709.71	31,709.71	$31,709.71
Sanctuary Walls Project			
Beginning Balance	200,000.00	200,000.00	
Contributions	-	-	
Expenditures	-	-	
Ending Balance	200,000.00	200,000.00	$200,000.00
Contingency Fund (this is interest on the savings account)			
Beginning Balance	471.20	361.17	
Contributions	-	110.03	
Expenditures	-	-	
Ending Balance	471.20	471.20	$471.20

Pastor's Annual Report 2026

Earlier this year, someone walked through our doors looking for a place to sit, breathe, and have a break from the worry and concerns they were carrying. We talked for a while over coffee, and before they left, they said, *"I feel a little lighter than when I came in."*

I've thought about that conversation often because, in many ways, it tells the story of this past year at All God's Children MCC (AGCMCC). If I were to choose one word to describe 2026, it would be **resilience**.

This year brought moments of joy and moments of heartbreak. During Metro Surge, we mourned the tragic deaths of Renee Nicole Good and Alex Pretti. We stood with those who were grieving, gathered in prayer, showed up for one another, and spoke out for justice. Their deaths reminded us that the work of creating a safer and more compassionate world is far from finished.

Even so, I was continually inspired by the generosity, compassion, and faithfulness of this spiritual community.

Every week, people came through our doors looking for connection, encouragement, community, food, support, or simply a reminder that they mattered. Again and again, I watched this congregation respond with kindness, a conversation, a meal, a prayer, a warm welcome. These may seem like small things, but they often become holy things. Sometimes they are exactly what someone needs to make it through another day.

AGCMCC continues to be a place where people can show up just the way they are and know they will be welcomed, valued, and loved. When fear spread throughout our immigrant communities, we listened, supported one another, prayed together, and reminded people they were not alone. In a season marked by uncertainty, this church became a steady source of encouragement, love, and care.

One of the things I appreciate most about this congregation is its willingness to keep growing and adapting. Together, we've learned that ministry is not about preserving familiar routines. It's about paying attention to the people God places in our path and responding with compassion and courage.

Week after week, I'm reminded that ministry happens whenever people show up for one another. It happens around tables, in recovery meetings, through acts of generosity, and in those moments when someone is reminded that their life has value and their voice matters.

Justice remains central to who we are because many of us know personally what it feels like to be excluded, rejected, or told we do not belong. Having experienced God's love and acceptance ourselves, we want others to experience the same gift.

That commitment continues to shape our advocacy for Queer people, especially transgender and nonbinary people whose dignity and humanity are too often questioned. It also calls us to stand with others who are overlooked, forgotten, face discrimination, fear, or marginalization. We know that caring for people means not only meeting immediate needs but also speaking up for a world where every person can live with dignity, safety, and hope.

This year, our partnerships throughout the community continued to deepen, allowing us to reach more people and strengthen our impact.

I also had the privilege of providing mentoring and pastoral support to MCC Omaha during an important season in their congregational life. Your generosity made that possible. Their growth is a reminder that our ministry extends beyond our own walls. We are part of a larger MCC family creating community, pursuing justice, and changing lives around the world.

My ministry also extends into the wider life of Metropolitan Community Churches. This year, I've had the privilege of serving on MCC's global Nominating Review Team alongside clergy and lay leaders from across our denomination. Our work involves reviewing the process and developing recommendations for how MCC elects its Governing Board members and Moderator. I am grateful for the opportunity to contribute to this important work of strengthening leadership, supporting healthy governance, and helping shape the future of our global MCC community.

One of the ministries that continues to inspire me most is our commitment to recovery. Week after week, people gather in our building to support one another, share stories of courage, and take another step toward healing. Recovery reminds us that none of us are defined by our worst day and that new beginnings remain possible.

This year, through gifts to the Building Fund, we also invested in our building through repairs and improvements that strengthen our ability to serve the community. These projects help provide space for recovery groups, community partners, outreach ministries, private rentals, and countless gatherings that make a difference in people's lives.

We also have much to celebrate financially. Because of your generosity, AGCMCC remains financially healthy and able to respond when needs arise. Your support allows us to strengthen ministry, care for our facilities, expand outreach, and serve our community with flexibility and compassion.

As I reflect on this year, I am deeply grateful. I see this congregation's heart in the volunteers who faithfully show up week after week, in lives changed through recovery, in growing partnerships, in Thursday's Table, and in the many quiet ways people care for one another.

Much of our impact happens one conversation, one meal, one prayer, and one act of kindness at a time. Yet together, those moments add up to something remarkable. Every week, people find food, friendship, encouragement, support, and a community that reminds them they are loved. That is something worth celebrating.

Even with all we have to celebrate, I know there are still people searching for healing, belonging, justice, and hope. And I believe God is calling us to meet this moment with courage and anticipation, rather than fear.

As we move into 2027, my hope is that we continue widening the circle of welcome, deepening our commitment to justice, strengthening our partnerships, and growing in our capacity to love and serve. The world does not need another church focused only on itself. The world needs spiritual communities willing to stand with the marginalized, speak truth with compassion, and remind people of their sacred worth.

Thank you for your faithfulness, generosity, and commitment to this ministry. Because of you, people are finding support when life is difficult, friendship when they feel alone, and a spiritual home where they can be fully themselves.

Together, we are helping build a more just, compassionate, and hopeful world. That work matters because it changes lives. And I am grateful every day for the privilege of being your pastor and serving alongside you as we continue that journey together.

Many blessings and much love,

Pastor Kenny Callaghan

Senior Pastor, All God's Children MCC

> ***Every week, people find food, friendship, encouragement, support, and a community that reminds them they are loved. That is something worth celebrating.***

OVERNANCE & LEADERSHIP

Board of Directors Report

Board Composition — 2026

The All God's Children MCC Board of Directors serves as the elected governing body of the congregation, accountable to the membership and committed to faithful stewardship of the church's mission, resources, and wellbeing. Please Note: Financial oversight responsibilities are shared across the board to ensure strong controls and to distribute the substantial workload typically carried out by a Treasurer. The 2026 Board is composed of the following members:

Role	Name	Term
Moderator (Pastor)	Pastor Kenneth Callaghan	continuous
Vice-Moderator	Nick Kunz	2024–2026
Secretary	Pam Stegman	2025–2027
Member-at-Large	Paul Sternberg	2024–2026
Member-at-Large	Timothy Briscoe	2025–2027
Member-at-Large	Garry Zachman	2024–2026
Member-at-Large	Jeffrey Unglaub	2024–2026

Ministerial Reflection

The 2026 Senior Pastor Evaluation reflects exceptionally strong performance by Pastor Kenny Callaghan, with respondents consistently praising his leadership, pastoral presence, worship planning, financial stewardship, community engagement, and ability to inspire and equip others for ministry. Reviewers credited him with fostering congregational growth, strengthening the church's financial position, expanding community partnerships, developing new leaders, and creating meaningful, engaging worship experiences that reflect the congregation's mission and values. Feedback described him as a visionary, collaborative, and highly effective leader whose ministry has brought renewed energy and stability to the church. While respondents encouraged continued work on long-term strategic planning, broader communication of vision, and expansion of ministry opportunities, the overall assessment was

overwhelmingly positive and reflected deep confidence in his leadership and the direction of the congregation under his care.

Governance Health

The Board is pleased to report a year of strong governance health. All twelve regularly scheduled meetings achieved quorum. Minutes were taken and distributed promptly for each Board of Directors meeting. Financial reports were reviewed monthly. The Board maintained open communication with the congregation through weekly Proclaim! Community News email, which includes relevant financial and pastoral reports.

We are committed to transparency, accountability, and servant leadership. Our role is not to govern *over* this congregation but to serve *alongside* it — holding space for the Spirit to move and ensuring that the structures of our common life support rather than constrain our mission.

> ***Our board is committed to serving with integrity, transparency, and love — always in faithfulness to the mission of All God's Children MCC.***

Respectfully submitted,

Nick Kunz

Vice-Moderator, Board of Directors — All God's Children MCC

CONGREGATIONAL GOVERNANCE

2026 Board Elections

At this year's Annual Congregational Meeting, members in good standing are invited to elect representatives to the All God's Children MCC Board of Directors. Four seats are up for election in 2026 and presented as a slate. The following candidates have been duly nominated in accordance with the church's bylaws.

Board of Directors Nominating Committee

MINISTRY LEADERS | Iva Arneg, Mark Haynes, Stephanie Meredith, Pam Stegman

Our nominating committee came together to prayerfully discern and identify candidates for the Board of Directors. The committee faced a unique challenge: 4 open positions on the

2026 slate. The team met weekly for 7 weeks to work through the process and details, support our work, and align with God's will. We focused on a slate of candidates with the skills and gifts needed for the entire servant Board to effectively execute their duties as fiduciary agents, drivers of strategy, and creators of culture, given our mission, size, and present needs. We are grateful and excited to present a slate of 4 candidates for election at the Annual Congregational Meeting. The Nominating Committee has learned a lot, and we are working on a debrief to share the information with the Board of Directors for next year.

Slate of Candidates' Information



Brent Suther

Candidate for Board of Directors | 1-Year Term

Brent Suther retired from Syngenta Ag in December 2020 after 42 years of service. He now enjoys retirement with his Husband of 38 years, Scott, and their dog Louie. Brent joined All God's Children MCC in May of 2008. Since then, Brent has served on the Board of Directors twice, the most recent term was 2017 – 2020. He was also a member of the Pastoral Search Team that brought Rev, Dr. DeWayne Davis to Minneapolis. Brent has been the Worship Scheduler since 2016 and is a member of the Worship Team. He enjoys volunteering for Thursday's Table where he can be found washing dishes or organizing the shelves.

Brent is looking forward to serving on the BOD under Pastor Kenny's leadership. He believes that his previous BOD and business experience of 42 years will be an asset to the Board at this time.



Darin Olson

Candidate for Board of Directors | 2-Year Term

Darin Olson brings a long history of nonprofit leadership, community service, and a deep commitment to faith and inclusion. He served seven years as President of Seventh-day Adventist Kinship International and three years on the Executive Board of the Alano Society of Minneapolis, serving as both

Treasurer and President. His professional background includes education, health and wellness, and community service.

Darin believes that effective leadership comes through listening, collaboration, and recognizing the movement of the Spirit through collective wisdom. He is passionate about building community partnerships, supporting those who are marginalized, and creating spaces where everyone feels welcomed, valued, and heard. Darin would be honored to serve on the Board of Directors of All God's Children MCC, bringing his experience, dedication, and belief that together, guided by the Spirit, we can accomplish far more than we ever could alone.



Jerry Garrett

Candidate for Board of Directors | 2-Year Term

My name is Gerald "Jerry" Garrett. I am 71 and retired. My wonderful husband, Eric Zeiner, and I have been together for 40 years and married for 13. We live in downtown Minneapolis with our Frenchie, Hank.

My faith took root at a young age, going to SSBC with my grandmother. I served as a junior deacon, junior trustee, and junior usher, and sang in the youth choir. My grandmother instilled in me the gift of giving, and her example is part of why I want to serve today.

Eric and I were looking for a place to rekindle our spirituality when I began attending AGCMCC in September 2025. The welcome I received the first time I walked through the door told me we had found a church home. We both became members in November 2025.

Serving on the Board of Directors would be a meaningful way to give back to this congregation. I enjoy working with people and helping bring projects to completion. I would be grateful for the opportunity to work alongside others who care deeply about AGCMCC and help our church continue moving forward.



Michael Barnhardt

Candidate for Board of Directors | 2-Year Term

Michael has been attending All God's Children since 2010, initially on a more sporadic basis. Over the years, he has grown deeply connected to the church and has had the privilege of serving on the Tech Team for more than 12 years. He has been a member of All God's Children for the past 10 years and has also served as a Building Host.

In recent years, Michael has been self-employed while continuing to pursue his passion for aviation. He holds a Bachelor of Science degree in Aeronautical Science, an FAA Commercial Multi-Engine Pilot Certificate, and an FAA Aircraft Dispatcher Certificate.

Michael is thrilled and honored to follow God's call to serve on the Board of Directors.

Voting Procedure

1. Voting is conducted during the Annual Congregational Meeting following the presentation of candidates.
2. Paper ballots will be distributed to all members in good standing present at the meeting.
3. Completed ballots are collected and tabulate. The results are reported to the Moderator.
4. A simple majority of votes cast is required for the slate to be elected.
5. Results will be announced during the meeting. Newly elected board members take office immediately upon announcement.

Voting is open to all members of All God's Children MCC in good standing. Contact the church office at admin@agcmcc.org or speak with the church secretary if you have questions about your membership status or the voting process.

Ministry Team Reports

The following reports are submitted by each ministry team of All God's Children MCC, reflecting the Spirit-led work of our volunteers and leaders throughout 2026. Each team represents the hands, feet, and voice of our congregation.

Benevolence

MINISTRY LEADER | Paul Herzberg

What is benevolence? Simply put, benevolence means kindness in action. It is a willingness to do good, to offer a helping hand, and to share generously with others. Every week, the Benevolence Ministry Team lives out these values by helping people through difficult times and offering practical support when it is needed most.

Our ministry is possible because of the generosity of the people of AGCMCC who contribute to the Benevolence Fund. Through your gifts, we are able to respond to requests for assistance from individuals and families in our community. Those seeking support first meet with Pastor Kenny, and requests are then reviewed and approved by the Benevolence Team.

Thanks to your generosity, in 2026 we were able to assist with:

- 4 partial payments for sober living deposits
- 1 medication refill for an adult in need
- 2 families with diapers and baby formula
- 1 partial utility payment
- 2 families with special needs children needing grocery assistance
- 1 senior couple requiring help with food

Each of these requests represents more than a number. They are reminders that, together, we are making a difference in people's lives. Through the Benevolence Fund, AGCMCC continues to be a community of compassion, hope, and practical care.

Thank you for your generosity, your prayers, and your commitment to helping others. Because of you, God's love is shared in meaningful ways every day.

Building Host

MINISTRY LEADER | Johnny Anderson-Hedgepeth

The Building Host ministry serves as the welcoming face of our church during evening meetings of recovery groups held at All God's Children MCC. We strive to provide a safe environment for all guests and ensure our community spaces are available and accessible when needed. We answer questions from attendees and assist community members who stop by to use the food shelf during meeting times. We can serve as the listening ear for those who need one. We are fortunate that every member of our team also serves in other capacities during worship services including: Prayer Partners, Thursday's Table, building and boiler maintenance and private rentals. To serve as a Building Host contact Johnny Anderson-Hedgepeth or send a message to admin@agcmcc.org.

Thank you to our team over the past year: Johnny Anderson-Hedgepeth, Scott Nystrom. and Roben Williams, Mark Haynes and Bill Breitrick

Community Care

MINISTRY LEADERS | Paul Herzberg & Roben Williams

The Community Care Ministry reaches out with care, prayer, and encouragement to members of our church family. Whether someone is celebrating a joy, facing an illness, grieving a loss, or navigating a difficult season, this ministry helps remind people that they are not alone. Through cards, phone calls, visits, and prayer, the team shares compassion, listens with care, and helps people stay connected to the life of All God's Children MCC.

Working alongside the Benevolence Team, the ministry also helps connect people with practical support and resources when needed. Looking ahead, the team hopes to create new opportunities for connection through a variety of small groups where people can build relationships, share experiences, learn together, and grow in faith.

If you are interested in helping with this ministry, leading a small group, or sharing an idea for a future group, we'd love to hear from you. Contact **admin@agcmcc.org**.

Facilities & Operations

MINISTRY LEADERS | Pastor Kenny Callaghan & Nick Kunz

Our church building is the home of our ministry, and in 2026, our facilities team worked to ensure it remains a welcoming, safe, and accessible space for all. Led by our part-time building sexton alongside a dedicated team of volunteers—with special recognition to Rich Henning, Dale Bahr, Duane Boom, and the many others whose exceptional generosity of time and talent ensures our building is maintained—this year was marked by vital stewardship.

Together, we successfully executed major structural repairs—including installing a roof wedge to divert water and protect our sanctuary walls—and completely upgraded our kitchen with new appliances, surfaces, countertops, flooring, and an improved layout for better workflow. We also extended the life of our pavement by sealing and restriping the parking lot, painted the exterior trim, and refinished the park entrance doors. Beyond these large-scale improvements, our talented volunteers quietly fixed and restored smaller areas on a regular basis, ensuring our church home remains a safe, welcoming foundation for serving our community.

Finance

MINISTRY LEADERS | Kirk Blandford, Kara Erstad & Nick Kunz

The Finance Team serves behind the scenes to help keep AGCMCC's finances organized, transparent, and sustainable. Throughout the year, we ensured that internal controls were followed, completed monthly reconciliations of the General Fund and designated funds, tracked designated fund activity, and prepared monthly financial reports, including Profit and Loss Statements and Balance Sheets.

One of our primary roles is to provide the Board of Directors with clear, accurate financial information so they can make informed decisions about the financial direction, priorities, and long-term sustainability of AGCMCC. In addition to monthly reporting, we reviewed financial trends, identified strengths and potential concerns, and provided financial forecasting to support planning. We also prepared a detailed spreadsheet showing the 2026 budget, year-end results, and year-end projections to assist the Board in developing the 2027 budget.

We are grateful for the generosity of our congregation and the trust placed in us as stewards of these resources. Our goal is to provide the information and insight needed to support the ministry of AGCMCC today while helping ensure a strong foundation for the future.

FUNdraising

MINISTRY LEADERS | Timothy Briscoe

As a congregation, FUNdraising remains a vital way we support our General Fund and help sustain church operations, and this year's events were an absolute blast filled with wonderful opportunities for community building and pure fun! This year our goal was $25,000 and we anticipate exceeding our goal. We are so grateful for your incredible generosity and participation at every event—from our 4 themed Bingo nights and Easter pie drive to our lively Cinco de Mayo celebration, 2 Chuck and Bob breakfasts, a community carnival, and 2 seasonal bake sales. As we look ahead to November's Holiday Make & Take Bazaar, Breakfast and Bake Sale with Santa, and Give to the MATCH, and then to December's Board of Directors Miracle Sunday events, we want to thank you for making this such a special year. If you have a fun fundraising idea or want to get involved with our team, please reach out to Tim Briscoe at tbriscoe@agcmcc.org or talk to any member of the Board of Directors.

Hospitality

MINISTRY LEADERS | Garry Zachman & Ron Zuercher

The Hospitality Team helps turn Sunday mornings into something more than worship. Week after week, this ministry team creates space for conversation, laughter, connection, and care around tables during Social Hour. Whether sharing coffee, enjoying a snack, welcoming someone new, or catching up with friends, these moments of hospitality help strengthen the relationships that make All God's Children MCC feel like home.

Throughout the year, the team also partnered with our fundraising efforts, preparing and serving food at special events that brought people together while supporting the ministry and mission of our church. This team's creativity, generosity, and willingness to serve behind the scenes added to the success and enjoyment of many gatherings.

This ministry is made possible by dedicated volunteers including: Nona Savino, Kirk Blandford, Jerry Garrett, Dale Bahr, Al Loftsgard, Ryan Kirkendall, and many others who step in to prepare

food, set up, clean up, and offer a warm welcome to everyone who walks through our doors. Their generosity reminds us that hospitality is more than food and refreshments; it is one of the ways we share care, build community, and help people know they belong.

If you enjoy cooking, serving others, creating welcoming spaces, or lending a hand behind the scenes, the Hospitality Team would love to welcome you. Contact admin@agcmcc.org for more information. Thank you to everyone who helps make this ministry possible.

Lawn & Garden

MINISTRY LEADERS | Steven Ahola & Steve Severson

In May, we held our annual spring yard cleanup. Volunteers edged the sidewalks, planted flowers, fertilized the lawn, spread mulch, and weeded around the shrubs. Also, we had a serviceperson expand the sprinkler system to provide water to additional areas of the lawn.

Later in May, donated hostas and hydrangeas were planted along the north side of the 31st Street entrance. A special thank-you goes to everyone who donated plants, prepared the planting area, and helped with the planting.

Throughout the summer, volunteers maintained the grounds by regularly watering the flowerpots and mowing the lawn. In September, a small group of dedicated volunteers cut down and removed trees and shrubs on the south side of the church. They also gave the large bush near the 31st Street entrance a substantial trimming.

Looking ahead to November, we plan to decorate the planters with evergreens and seasonal holiday trimmings.

We extend our heartfelt thanks to all the volunteers who generously shared their time and talents throughout the year.

Lay Delegates

MINISTRY LEADERS | Wayne Cassman & Ron Zuercher

It has been a joy and privilege to serve as your Lay Delegates, representing All God's Children MCC within the wider Metropolitan Community Churches family. Lay Delegates help connect our congregation with MCC globally, sharing information, participating in denominational conversations, and ensuring AGCMCC's voice is heard.

Throughout the year, we attended monthly Zoom gatherings with Lay Delegates from around the world, as well as MCC Discussion Circles, Business Forums, and virtual meetings related to General Conference business. These opportunities kept us informed about the ministry, mission, and future of MCC while allowing us to offer input, ask questions, and engage with denominational leaders.

This year, along with Pastor Kenny, we also participated in MCC's Virtual Special General Conference, where we attended sessions and voted on important matters affecting the denomination. Prior to voting, we had conversations with church members to gather feedback and discern how best to represent the values and perspectives of our congregation.

We celebrate being part of a vibrant global church that is working to share God's love, pursue justice, and build inclusive communities of faith. Thank you for the opportunity to serve as your representatives. We are grateful for the trust you place in us and proud of the role AGCMCC continues to play in the life and future of Metropolitan Community Churches.

Liturgical Arts

MINISTRY LEADERS | Timothy Briscoe & Paul Sternberg

This past year the Liturgical Arts team, Tim and Paul, created several new looks in the Sanctuary to reinforce worship themes and seasons within All God's Children MCC.

We present our ideas collectively at monthly planning meetings, and from there we often sketch out our ideas, buy materials, and sew fabrics or paint canvases to complete the look. This year we asked for a budget for supplies and were given it.

We created a beautiful large tree, large wreath, and garland look filled with blues, gold and silver for Advent and Christmas. We were pleased to have a lot of volunteers to help with set-up. In February, we put up an African look in black, gold, and burlap for Black History Month. For Easter we used a white fabric background, new multi-color programmable lights, a large draped wooden cross and many live potted flowers that church members had purchased. For Pentecost we put up a striking red fabric background and used large urns with curly willow to represent fire, as well as two fire sculptures on pillars, and a white dove. For Pride, we used the white fabric background with the lights projecting the colors of the rainbow. In August, the decor was refreshed with crepe paper streamers in rainbow colors, and a new pride flag was added. The décor for Fall will feature a cornucopia on the altar.

The altar is inviting, approachable, and interactive by offering prayer requests and votive candles. To complete the year, we will present an idea for Advent and Christmas that is new and different from the past years. Our ideas and results can be seen at: Metropolitan Community Church Decor on Facebook.

As always, we strive to come up with budget-friendly ideas and inexpensive solutions.

Membership & Fellowship

MINISTRY LEADERS | Timothy Briscoe & Paul Sternberg

The New Member Conversation is led by Board of Directors members, Timothy Briscoe and Paul Sternberg. The format is designed to be more of a conversation than a class, to engage those interested in membership and provide an opportunity for them to learn more about our spiritual community and MCC in general. During the conversation we focus on the Mission, Vision, and Core Values of All God's Children MCC. Everyone is encouraged to share with the group how they discovered All God's Children MCC and why they are interested in membership. Ministries and opportunities for involvement are also shared and discussed. In 2026, 16 new members joined our spiritual community to bring membership up to 150. We are blessed to have younger people interested in our church and interested in volunteer and Board positions.

Music Ministry Team

MINISTRY LEADERS | Mike Haase

The Music Ministry Team is an active ministry at All God's Children. Each Sunday, 15-20 musicians share their gifts through worship. Team members rehearse regularly, preparing music that aligns with sermon themes, scripture, and the church season.

The team reflects the diversity of our congregation, representing a wide range of ages, backgrounds, ethnicities, sexual orientations, and gender identities. The ministry is primarily volunteer-led, though stipends are occasionally provided for a drummer, pianist or substitute musicians through designated funds.

Many team members also participate in other LGBTQ+ music organizations, fostering connections and collaboration within the broader community.

The Music Ministry Team works closely with the Worship Technology Team, which oversees sound, livestream production, presentation slides, and online engagement. Together, these teams create a welcoming and meaningful worship experience both in person and online.

In early 2026, the Music Ministry Team held a retreat to rehearse, evaluate ministry goals, and plan for the future. Goals for 2026-2027 include:

- Reflecting the church's core values of Inclusion, Community, Spiritual Transformation, and Social Action.
- Offering diverse musical styles that support spiritual growth.
- Engaging the congregation and community through dynamic, Christ-centered worship.
- Prioritizing congregational participation through familiar, spiritually meaningful music.
- Continually introducing new sacred and secular music.
- Providing worship resources, song recordings, and educational content in the Proclaim newsletter.
- Welcoming new participants into the ministry at all times and through open rehearsals.
- Maintaining a ministry where all people are welcomed and valued, regardless of race, culture, age, ability, spiritual background, sexual orientation, or gender identity.

Pride & Visibility

MINISTRY LEADERS | Jerry Garrett & Eric Zeiner

"No matter where you're at in life, you're in the right place." That welcome is what we carried to Loring Park for Twin Cities Pride in June. Seventeen volunteers staffed AGCMCC's Booth, from Friday setup through Sunday teardown, offering a warm welcome to LGBTQIA+ people, their families, friends, and neighbors. We handed out approximately 7,200 beads, along with stickers and temporary tattoos, and shared the message that all of God's children belong. We are grateful to every volunteer who gave their time, to Steve Severson for his help and mentorship, and to Pastor Kenny and the congregation for trusting us with this ministry.

We also gathered what we learned into a Pride Booth Manual, with an annual planning timeline, volunteer and communication materials, and a storage inventory to help next year's team prepare. For 2027, we hope to return to the same spot by the pond and continue this ministry of welcome. Our priorities are to recruit closing and teardown volunteers early, check and organize the stored equipment, and work toward a replacement canopy and refreshed

signage. Leading the booth has been one of the most meaningful ways we have served at AGCMCC. We look forward to showing up again and helping people know they are welcome here.

Private Rental Ministry

MINISTRY LEADERS | Bill Brietrick

2026 proved to be a challenging year for private rentals and the community at large. The year started with chaotic, cruel, inhumane treatment of our neighbors by the federal government. However, standing together, protecting, protesting and providing supplies and support, the triumph of the human spirit once again remained victorious.

This ministry is a very important and beneficial part of our mission of providing a welcoming and safe space for our community to come together to celebrate family, culture, traditions and country. Because of our outreach, support and respect for all people, even under difficult circumstances, we were able to nearly meet our projected budget forecast.

This ministry is one of many ways we will always strive to be a positive, active presence in our community. We are All God's Children for All God's Children. If you are interested in learning more about private rentals, please contact Bill Breitrick.

Social Justice & Advocacy

MINISTRY LEADERS | Pam Stegman & Eric Zeiner

Social justice has shaped how we served our community in 2026. During Metro Surge, our building became a safe haven for people resisting the actions of ICE. We offered rehearsal space for the Singing Resistance group and continued providing food and clothing to the community we serve. Through our participation in Beacon Interfaith Housing Collaborative, we supported affordable housing. We also held a workshop on specific actions we can take, which opened the door for people experiencing homelessness to reach out for help. With the amazing generosity to the Do-Unto-Others fund we also provided support to seven other community partners.

This fall, we prepared a Community Resource Hub for publication on the AGCMCC website. The hub brings together information about housing and food resources in the metro area, along with voting resources and support. Our next step is to make the hub available through

the website, and we plan to expand it during 2027. We are grateful to everyone who has helped our church respond to our neighbors' needs and put our commitment to social justice into practice.

Technology Operations

MINISTRY LEADERS | Darren Beecher

The Technology Operations team continues to find ways to strengthen and improve our technology so that we can better support our worship services, livestreaming, and worship recordings. We also partner with staff and ministry teams to make technology accessible and effective for meeting in person, virtually, and in hybrid settings, while maintaining and improving our church's overall technology infrastructure.

In 2026, the team replaced the laptop used to manage livestreaming and online comments, upgrading from Windows 10 to Windows 11 as Microsoft ended security updates for Windows 10 last year. This upgrade also provided an opportunity to add dual monitors (monitors graciously donated), making it easier for our Sunday worship technology volunteers to monitor and engage with those worshiping online through Facebook and YouTube without having to switch between browser windows. This helps us create a more welcoming and engaging worship experience for everyone, whether they are joining us in person or online.

Additionally, in 2026, two portable wireless handheld microphone systems were added for use in Ackerman Hall. These microphones connect to the existing portable sound system and provide enhanced audio capabilities for meetings and events in Ackerman Hall. Both microphone systems were graciously donated. The same generous donor also contributed a wired condenser microphone for use as an overhead microphone for the timpani used as part of the worship celebration praise band. This addition will improve the ability to capture the full sound of the timpani, as the previously used microphone was met for vocal sound.

The Technology Operations team is also continuing the process of replacing three computers that are not compatible with Windows 11. To be good stewards of our church's resources, we are using professionally refurbished computers. This approach provides approximately 50% savings compared to purchasing new computers, while still offering the same reliable performance.

As we look ahead to 2027, the Technology Operations team will continue to focus on supporting the ministries of our church, strengthening our technology, and helping create meaningful opportunities for people to connect, participate, and worship together, wherever they may be.

Thursday's Table — Community Meal

MINISTRY LEADERS | Wayne Cassman, Mark Haynes, Nona Savino, Brent Suther & Ron Zuercher

Thursday's Table continues to be one of the most active and impactful ministries of All God's Children MCC. Every Thursday, except Thanksgiving Day, volunteers provide a home cooked hot meal, food shelf items, personal care products, clothing, shoes, and other everyday essentials while creating a welcoming space where people are treated with dignity and respect.

One of the ministry's greatest strengths is its shared leadership model. Rather than relying on a single leader, volunteers work together to prepare meals, bake desserts, stock shelves, sort donations, shop for supplies, welcome guests, serve meals, and respond to whatever is needed. This collaborative approach has helped create a sustainable ministry that continues to adapt to changing community needs.

Approximately 25% of the Sunday worship attendance participates in Thursday's Table throughout the year. Each week, 20 to 28 volunteers make it possible to serve more than 100 home-cooked meals while offering hospitality, conversation, and community to our guests.

As of October 15, 2026, Thursday's Table had served 8,245 meals this year. Behind that number are thousands of moments of welcome, care, and connection for people who are too often overlooked or forgotten. Through simple acts of hospitality and relationship-building, volunteers help ensure that every guest knows they are welcomed, valued, and cared for.

This ministry is sustained through volunteer dedication, designated gifts to the Thursday's Table Fund, and support from community partners. We are especially grateful for a $5,000 grant received from the Twin Cities Kiwanis Club which helped strengthen our ability to serve.

Thursday's Table remains a powerful example of our church mission in action. We are grateful for every volunteer, donor, and community partner who helps make this ministry possible and

for the lives that continue to be touched through their generosity and compassion. Everyone is welcome to volunteer and join the fun of this ministry team.

Ushers' Ministry

MINISTRY LEADERS | Roben Williams (Lead Usher), Mark Haynes, Johnny Anderson-Hedgepeth and Al Loftsgard.

We connect people to the church community by being the first embrace of welcome and the steady presence of care. We watch over the well-being of our parishioners, listen deeply to the pastor's message, and help weave everyone into the rhythm of worship. Our hugs carry meaning, our greetings build relationships, and learning names becomes an act of love. We stay flexible, adaptable, and grounded in stewardship—serving not as a separate team, but as part of the living leadership of All God's Children MCC. Through kindness and attentiveness, we help create a space where every person feels seen, valued, and connected. To get involved with this ministry see one of the ushers or send a message to admin@agcmcc.org.

Worship Planning Team

MINISTRY LEADERS | Mike Haase & Pastor Kenny

The Worship Planning Team brings together creativity, collaboration, and spirit to help shape the worship life of All God's Children MCC. Meeting monthly, members from our Music Ministry, Technology, Usher, and Liturgical Arts teams work together to create worship experiences that are engaging, meaningful, welcoming, and inspiring.

Throughout the year, the team dreams up new ideas, listens to congregational feedback, and helps ensure that our worship celebrations invite people into deeper connections with God, one another, and our shared calling to love, justice, and hope.

Worship at All God's Children MCC is truly a team effort, and there is always room for new voices, fresh ideas, and willing hearts. Interested in getting involved? Talk with Mike Haase, Pastor Kenny, connect with any team member, or email admin@agcmcc.org to learn more. Together, we help create worship that welcomes, inspires, and transforms.

Website & Social Media Ministry

MINISTRY LEADERS | Cooper Chell (January-August 2026), Andrew Sonnek (September-December 2026)

Our website, social media, and digital communications continue to be an important part of how All God's Children MCC shares God's love, welcome, and commitment to justice with our congregation and the wider community.

For much of the year, Cooper Chell faithfully maintained the church website, managed our social media presence, created the weekly *Proclaim* Eblast, and provided digital support to Pastor Kenny and church leadership. We are grateful for his service and the many ways he helped keep our congregation connected and informed.

One of the year's most significant accomplishments was the complete redesign of the All God's Children MCC website by Micka Sunell, with assistance from Nick Kunz. Beyond its more modern, welcoming, and accessible design, the new website makes it easier for visitors and members to discover worship, ministries, upcoming events, and opportunities to get involved. Enhanced features and integrations also help connect the church's digital communications, laying the foundation for a more streamlined and engaging digital ministry. We are deeply grateful to Micka for sharing his creativity, expertise, and many hours of work to create a digital presence that truly reflects the spirit of All God's Children MCC.

Following the launch of the new website, Andrew Sonnek joined the staff and assumed responsibility for maintaining the website, managing social media, producing the weekly *Proclaim* Eblast, and supporting the congregation's ongoing digital communications.

We continue to hear from visitors and new members who first discovered All God's Children MCC through our website or social media. As we look ahead, we are excited to continue growing and developing a more inclusive and expanding digital ministry as a way of extending God's transforming love, radical welcome, and hope to an ever-wider community.

If you have an interest in social media, photography, graphic design, video production, communications, or other aspects of digital ministry, we invite you to be part of this growing effort. To learn more or get involved, send a message to admin@agcmcc.org.

COMMUNITY & CONNECTION

Stay Connected

All God's Children MCC is more than a Sunday morning — it is a living, breathing community of faith that gathers, serves, advocates, and celebrates together all week long. Here is how to stay connected to the life of the congregation:

Find Us

How to Connect	Details
Address	3100 Park Avenue, Minneapolis, MN 55407
Sunday Worship	10:00 a.m. — In person & Online (livestreamed)
Website	www.agcmcc.org
Email	admin@agcmcc.org
Thursday's Table	Every Thursday, 11:00 a.m. – 1:00 p.m. | Community meal, open to all
YouTube	Search: All God's Children MCC | Live worship & archives
Facebook	facebook.com/agcmcc | News, events, community updates

Get Involved

There are so many ways to plug into the life of All God's Children MCC. Whether you feel called to serve at Thursday's Table, sing in the choir, serve on a ministry team, advocate for justice, or simply show up and be present — there is a place for you here.

Contact the church office or speak with any ministry team leader to find your fit.

- Volunteer at **Thursday's Table** — contact the church office to join the rotation
- Follow us on **social media** for weekly encouragement, event updates, and community stories
- Give online at **www.agcmcc.org/give** — your generosity fuels this mission

"You are a beloved child of God, and there is room for your whole self in this community. No exceptions. No conditions. Just love."