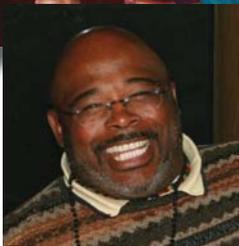


First Universalist Church Annual Report 2008-2009



CELEBRATING 150 YEARS 1859 - 2009



First Universalist Church of Minneapolis

3400 Dupont Ave. S

www.firstuniv.org

612.825.1701

VISION STATEMENT

Adopted by the Congregation March 9, 2008

FIRST UNIVERSALIST CHURCH OF MINNEAPOLIS, founded in 1859, is a large, dynamic religious community where congregants, including members and friends of all ages, draw spiritual inspiration from the principles of Unitarian Universalism to work together to make our world a better place.

Congregants of all ages joyously learn and work together to understand and live the values and principles of our faith. **Children and youth** are guided and mentored by spiritually grounded adults.

We seek lifelong spiritual growth. Individually, with others, and in community, we participate in religious education, spiritual practice and self-reflection. We join in inspirational **worship** that interweaves the intellect, the spirit and the arts to create an experience of the sacred, including rituals of blessing and celebration.

We warmly welcome newcomers into our community. We are enriched by the diverse identities and perspectives of all who join their personal spiritual journeys with our common vision. We offer **meaningful opportunities for participation** to all and invite deep interpersonal connections. We care for one another in times of need.

Our ministers' and congregants' prophetic voices inspire courageous transformational actions to further **peace, justice, and environmental stewardship**. As leaders and participants, we join in this work and in service to others with other Unitarian Universalists, with those of other faiths, and with secular organizations.

Our distinctive history, our Universalist heritage, and our hopes for the future inspire us to give generously of our time, our talents and our resources to further our common congregational mission and vision.

We are a well-governed congregation whose democratically empowered leaders earn the trust of members by being responsible **stewards of our facility and our human and financial resources** so that we may, together, realize the congregation's vision for today, and for times we shall never see.

First Universalist Church

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www.firstuniv.org

Board of Trustees

Sue Schiess, President
 Barry Johnson, VP/Moderator
 Jill Andersen, Treasurer
 Judy Goebel, Secretary
 Tim Balke
 Dan Berg
 Bill Elwood
 Jane Johnson
 Candace McClenahan
 Jim Santelli
 Doug Smalley
 Kimon Swarts

Church Staff

Interim Senior Minister: Rev. Charlotte Cowtan
 Associate Minister: Rev. Kate Tucker
 Minister Emeritus: Rev. John Cummins
 Director of Administration: Patti Frazee
 Director of Faith in Action: Debra Rodgers
 Director of Lifespan Faith Development: Heidi Mastrud
 Children's Program Coordinator/Children's Music Coordinator:
 Mary Bohman
 Youth and Young Adult Ministry Coordinator: Katie Heaton
 Lifespan Administrative Assistant: Katie Campbell
 Office Support: Sandy DiNanni
 Facility Coordinator and Financial Assistant: Chrystal Teachout
 Communications Coordinator: Kevin Watson
 Music Director: John Jensen
 Choral Director: Janice Hunton
 Hospitality Custodian: Wesley Full
 Cleaning Custodian: Mike Higgins

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150th Annual Meeting of the Members

First Universalist Church of Minneapolis

Sunday, June 7, 2009

11:15 a.m. to 12:30 p.m.

Agenda

Call to Order.....	Sue Schiess, President
Chalice Lighting and Opening Words.....	Rev. Charlotte Cowtan, Interim Senior Minister
Appointment of Parliamentarian	
Adoption of Agenda	
Authorization of Board of Trustees to Approve Minutes of this Meeting	
Senior Minister's Report.....	Rev. Charlotte Cowtan
Treasurer's Report.....	Jill Andersen, Treasurer
Presentation of Recommended Budget for 2009-2010.....	Rev. Charlotte Cowtan
Vote to Approve Budget	
Vote to Ordain Justin Schroeder	
Presentation of Proposed Changes to Bylaws.....	Barry Johnson, Vice President
Vote to Approve Changes to Bylaws	
Report of the Nominating Committee.....	David Lauth and Narissa Bach, Co-Chairs
Election of Trustees, First Universalist Church	
Election of Officers, First Universalist Church	
Election of Directors, First Universalist Foundation	
Election of Members, Nominating Committee	
Election of Delegates to the 2009 General Assembly of the UUA	
President's Report.....	Sue Schiess
Special Recognition.....	Barry Johnson, Eric Cooperstein, Narissa Bach
Outgoing Church Trustees	
Outgoing Foundation Directors	
Outgoing Nominating Committee Members	
GO GREEN! Raffle Drawing	To Be Determined
Closing Words.....	Rev. Kate Tucker, Associate Minister
Adjournment	

**FIRST UNIVERSALIST CHURCH OF MINNEAPOLIS
MINUTES OF THE 149TH ANNUAL MEETING OF THE MEMBERS**

June 1, 2008, 11:15 a.m.

Call to Order

President Sue Schiess called the 149th Annual Meeting of First Universalist Church of Minneapolis to order.

Chalice Lighting/Opening Words: The Rev. Charlotte Cowtan, Interim Senior Minister

Appointment of Parliamentarian

Sue Schiess appointed Carol Johnson to serve as parliamentarian.

Meeting Agenda

Agenda approved with no additions, revisions.

2007 Annual Meeting Minutes

Minutes were reviewed at the June, 2008 board meeting and Board of Trustees and approved by the board in accordance with permission granted to them by the congregation as per custom.

The Business of the Church

1) Minister's Report : The Rev. Charlotte Cowtan

The past year has been a time of awakening and of transition. We carry large questions in to these next interim years: 1) how to map the flow of power through our organization, 2) how to fulfill our potential for financial stewardship, 3) how to educate ourselves, intergenerationally, in the essentials of our tradition, and 4) how to reclaim and continue our history as a source and a force for social change in the Twin Cities. Our watchword will be 'openness.'

2) Treasurer's Report

Joe Sweet: We are financially strong with sound reserves for operating expenses and for capital expenditures. We have a unique treasure in the form of the Foundation. It is strong—both in its relative size (\$1.5 million) and its generosity (\$50,000+ granted annually).

- We will end this budget year with a slight negative (small miracle, considering what we've been through).
- For '07-'08, new tenant revenue will help, but the challenge before us is to maintain our pledged contribution base because we cannot rely on tenant income.
- There are a number of positive things, including households pledging going up

3) Presentation of the 2008-2009 Proposed Budget – The Rev. Cowtan

Motion was made (Pamela Vincent) and seconded (Margit Berg) to approve the budget.

2008-2009 First Universalist Church budget approved unanimously.

4) Report of the Nominating Committee

Committee member Narissa Bach reviewed the Nominating Committee's charge, and the processes engaged in for hearing from as many people as possible. No additional names were offered for nomination and the slate of nominees was presented for approval.

5) Election: The following slate was approved by the congregation, electing each section separately:

Trustees: Tim Balke, Dan Berg, Barry Johnson, Jane Johnson

Officers of the Board:

- Sue Schiess, president;
- Barry Johnson, vice president;
- Jill Andersen, treasurer
- Judy Goebel, secretary

Directors, First Universalist Foundation: Joel Gabrielsen, Chuck Coskran

President, First Universalist Foundation: Eric Cooperstein

Member of Nominating Committee: Paul Riedesel

Delegates to the 2008 General Assembly of the UUA: Andrea Johnson, David Lauth, Kim Lund and Ralph Wyman

6) President's Report: Sue Schiess:

President Sue Schiess offered reflections on the past year. She observed that, for the past 12 years, the church has been run largely by volunteers. "We're too big a church and we're too old a church to keep running this way," she said.

She praised the leadership and insight of Interim Minister Cowtan and the church staff, along with many others, during "two of the hardest kind of years a church can go through." But, she promised, "the fun is just starting."

7) Vote on Resolution to Participate in Torture Awareness Month (June 2008) — L. Ayres, sponsoring member

Lane Ayres described the context for presentation of this resolution. The National Religious Campaign to Ban Torture is asking congregations of all faiths from every state in the U.S. to join a public witness against torture by displaying a banner outside their place of worship during Torture Awareness Month (June 2008). At its May 2008 meeting, the board of trustees gave approval for presentation of the following resolution for a potential vote at this annual meeting.

The resolution reads: "Be it resolved: that First Universalist Church participate in national Torture Awareness Month in June, 2008, and display a banner saying, "Torture is a Moral Issue" on the outside of our building during June."

A motion was made and seconded to approve the resolution for a vote. It was then approved unanimously by the members in attendance at the meeting.

8) Special Recognition: Sue Schiess offered special recognition for the members of the congregation's All Church Council, which has been working to make the transitions likely with the move to a different form of church governance. She also recognized all outgoing church trustees, foundation directors and nominating committee members.

9) Closing Words: The Reverend Charlotte Cowtan offered closing words.

The meeting was adjourned at 12:30 p.m.

Respectfully submitted,
Carol LeBourveau
Secretary, Board of Trustees

**Recommendations from the
Nominating Committee for 2009-2010**

(Boldface type indicates those who require a vote by the congregation.)

<u>Position</u>	<u>Name</u>	<u>Term Expires</u>
<u>BOARD of TRUSTEES</u>		
(Terms are three years)		
President (one year)	Barry Johnson	
Vice President (one year)	Doug Smalley	
Treasurer (one year)	Nancy Gaschott	
Secretary (one year)	Judy Goebel	
New trustees:	Kathy Coskran	2012 (first term)
	Nancy Gaschott	2012 (first term)
Continuing trustees:	Jill Andersen	2011 (first term)
	Tim Balke	2012 (first term, after mid-term replacement)
	Dan Berg	2011 (first term)
	Judy Goebel	2011 (second term)
	Barry Johnson	2011 (first term)
	Jane Johnson	2012 (first term, after mid-term replacement)
	Candace McClenahan	2011 (first term)
	Jim Santelli	2010 (first term)
	Doug Smalley	2010 (second term)
	Kimon Swarts	2010 (second term)

FOUNDATION BOARD

(Terms are three years)

Chair (One year)	Eric Cooperstein	
New member:	Gary Melom	2012 (first term)
Continuing members:	Eric Cooperstein	2011 (second term)
	Chuck Coskran	2011 (first term)
	Joe Gabrielsen	2012 (first term, after mid-term replacement)
	Pat Gottschalk	2012 (second term)
	Martha Bird	2010 (first term)
	Sharon Ramirez	2010 (second term)
	Emily Wallace-Jackson	2012 (second term)
	Ralph Wyman	2010 (first term)

NOMINATING COMMITTEE

(Terms are three years)

The Chair(s) from among the at-large members, along with a Representative from the Board of Trustees, are appointed by the President, with the approval of the Board of Trustees, at their July meeting each year.

New Members:	Cindy Marsh	2012 (first term)
	Ginny McAninch	2012 (first term as at-large member, after serving as All Church Council representative)

Continuing at-large members:

Narissa Strong Bach	2011 (second term)
Paul Riedesel	2011 (first term)
Jeff Sylvestre	2011 (second term)
Pam Vincent	2012 (second term)

Delegates to the 2009 General Assembly of the Unitarian Universalist Association

Jill Andersen	Ginny McAninch
Chris Bremer	Liz Permar
Carol Gilbert	Sue Schiess
Judy Goebel	Doug Smalley
Lois Hamilton	Deborah Talen
Barry Johnson	Jennifer Jewell Thomas
Carol Johnson	Karin Wille
David Lauth	Ralph Wyman
Kim Lund	

BOARD OF TRUSTEES

Executive Committee nominees for one-year terms:

President: Barry Johnson and his wife Karen have been members of First Universalist for 22 years. He has been involved in the membership, ministry, nominating, personnel and finance committees and co-chaired last year's stewardship campaign. He currently serves as Vice-President of the congregation and served on the Board of Trustees twice before that, including as Board Secretary. He is a retired city manager with experience in finance, planning, and organizational performance measurement. In retirement Barry keeps himself busy with volunteer work, including serving on a number of non-profit and government boards of directors.

Vice President: Doug Smalley and his wife Sara have been members of First Universalist for nearly 13 years. They have two sons, Isaac (6), and Bennett (3), and live in the Highland Park neighborhood in St. Paul. Doug has served on the Board of Trustees for the past five years, where he recently chaired the board's working committee on Policy Governance. In the past he has also served on the All Church Council and the Stewardship Committee, has co-chaired an annual canvass with Sara, and helped to found the Young Adult Group. In his professional life Doug is the Director of Application Development for The Lacek Group, a Minneapolis loyalty marketing firm.

Treasurer: Nancy Gaschott has been a member of First Universalist Church since 1988; she's served as a member of the All Church Council, taught in the religious education program, sung in the choir, and helped with fundraising. Most recently she chaired our Settled Ministerial Search Committee. Nancy has a law degree from the University of Minnesota. She has worked at the Loft Literary Center for 17 years as its Finance Director, where she manages a two million dollar budget and the Loft's endowment. She also served as the project manager for the creation of Open Book, and as the treasurer of her husband Mark Ritchie's successful

campaign for Secretary of State. She would bring to our Board of Trustees a collaborative leadership style, 25 years of policy governance experience in the non-profit context, and a practical approach to financial management.

Secretary: Judy Goebel and her husband Ray have been members of First Universalist Church for about 19 years. They have three daughters, all grown, and two granddaughters. Judy has served the church as a member of the Board of Trustees for the past four years, and as Vice President in 2007-08. Judy was a member of the Compass Group that was tasked with discerning the social justice strategy for the congregation, and a member of the Interim Minister Search Committee. She became active in AUW this year, developed the AUW portion of the church website, and serves as its web mistress. Judy has also served on the Adult Education committee, as a volunteer for Welcome Home Wednesday/U-Nite, and as a coffee server.

Judy's college education was in fine art, but she spent her work career in information technology in a variety of roles: programming, business analysis, customer service and account management. Her interests include art, writing, gardening, politics, knitting, handspinning, and travel.

Nominees for Board of Trustees

Kathy Coskran, with her husband Chuck, has been a member of First Universalist Church since 1977. She has served on many committees of the church including the Board of Trustees (in the late 80s and early 90s). She co-chaired the Stewardship Campaign last year and is currently a member of the Stewardship Committee. She retired as Principal of Lake Country School in 2004. She has published a collection of short stories, edited two collections of travel writing, published stories and articles in numerous publications, and currently teaches occasionally at the Loft Literary Center. She and Chuck live in south Minneapolis and enjoy walking, biking, playing with their grandchildren, and being active at First Universalist.

Nancy Gaschott (see above)

Nominees for Foundation Board

Chair: Eric Cooperstein has been a member of First Universalist for about 15 years and for the past four years has served as a member of the Foundation Board, including serving as chair since 2007 and as the Foundation's representative on the Stewardship Committee. Eric recently started his own law practice after spending many years working to implement a class-action settlement by black farmers against the U.S. Department of Agriculture. Eric lives in Edina with his partner Katie Oberle and daughters Emma and Claudia.

Gary Melom and his wife, Barb, have been part of First Universalist for many years. Gary was part of the initiating of Welcome Home Wednesday and also was a part of the group working with Kate Tucker in bringing Sharing Circles to the church, participating in the pilot stage and then acting as a circle facilitator for the program's first three years. Gary and Barb previously served as ushers and as organizers of the Circle Supper program for several years. Following Barb's energies in engaging homelessness, Gary is active in the volunteer group that provides meals at Simpson Shelter and in promoting volunteerism through Project Homeless Connect.

As a Hennepin County social worker providing case management services to our mentally ill neighbors, Gary believes strongly that our Principles and Traditions call us to direct engagement in the broader community. Gary sees First Universalist as a wonderful "germinator environment" for interest group development and hopes to see us improve our mechanisms for sharing information so the knowledge and actions of these groups can be more available to enrich the experience of all our congregation's members. Gary admits to the affliction of bibliophilia and is currently a member of First Universalist's library committee. His newest hobby is photography.

Nominees for Nominating Committee

Cindy Marsh and her husband, Wendell, joined First Universalist three years ago seeking an opportunity to be part of a caring community and to find a spiritual home. Cindy was honored to be a member of the recent Search Committee. The Search Committee offered a unique opportunity for her to increase involvement and contribute more deeply, making use of her professional skills in leadership assessment and development. Cindy looks forward to growing with our congregation and new Senior Minister as we implement our collective vision. She sought a position on the Nominating Committee as she wants to make continued use of all of the knowledge that she's gained about our congregation and its hopes and dreams, our faith, and the UU movement.

Cindy is a psychologist and has worked in the business environment for 26 years focusing on 1) identifying and evaluating leaders, and 2) coaching leaders to achieve increased effectiveness. She served as COO and President of Personnel Decisions International (PDI), a global consulting firm with offices throughout the US, Europe, Asia, and Middle East. Last summer she voluntarily stepped out of her role as President, and reduced her work time. She remains on PDI's Board and focuses her consulting work on executive coaching. This is a positive and exciting transition for her as she seeks to move to the "third stage of life" (not quite retirement yet!).

Outside of work, Cindy's interests include biking, gardening, and attending a variety of theater, music, and other cultural events. She and Wendell enjoy travelling and have taken bike trips in Italy and France. They have no children but are the doting aunt and uncle of three nieces, now young adults.

Ginny McAninch joined First Universalist in 1984 within weeks of first visiting. She says it immediately felt right and 25 years later it still does. Ginny has served our congregation in many ways: on the Board of Trustees for two six year terms (with the requisite time off between terms) and President of the congregation for two years; two terms on the Foundation Board, Chair of Membership, Fellowship, All Church Council, a founding mother of Unity Summer, an RE teacher, a mentor in COA and Unity Summer, an usher and a greeter and a coffee server. Social Justice is what first drew Ginny to First Universalist and she has been involved in many service projects and committees. Her current involvement at church includes being a Worship Associate and serving on the team that is exploring ways to again offer small group ministry here at First Universalist.

Ginny served on the Nominating Committee many years ago and returned to the Nominating Committee two years ago as the All Church Council representative. Bringing people into leadership can help make their experience at First Universalist more fulfilling as they share their talents and get to know fellow members on a deeper level. Ginny likes helping members find that place where their talent meets the church's need.

Ginny's other interests include reading, gardening, time with friends and, most importantly, being a fun and loving grandmother to Jack and Sasha.

Report from the President

Sue Schiess

In this, the 150th year in the life of the First Universalist Church of Minneapolis, the Board of Trustees' primary focus was on positioning the church to thrive in the next 150 years (or at least the foreseeable future).

In particular, we did the challenging, unglamorous work of changing the way the church operates and governs itself. After having studied and flirted with it for many years, we adopted a paradigm called "Policy Governance," wherein the Board of Trustees retains its fiduciary responsibility and policy-making authority but delegates operating authority and responsibility to the senior minister.

Under Policy Governance, the overall direction of the church is set by the members through the annual writing/renewal of its 5-year vision, and the Board of Trustees holds the senior minister accountable for making reasonable progress toward that vision within the limitations policies, which are set by the Board. This represents a dramatic change from the way we'd governed ourselves previously.

Two key things needed to happen to make "Policy Governance" official:

First, the Board of Trustees had to adopt Governing Policies and Procedures. By the end of church year 2007-2008, a Governance Team had drafted a Governing Policies Handbook (GPH) that it recommended to the Board of Trustees. The Trustees divided the draft GPH into digestible segments and worked on one or more at almost every regular meeting this year, amending and approving them as we went. The Handbook is now essentially complete – with the understanding that this and future Boards of Trustees will continually revise it to reflect current circumstances. The Board also wrote and adopted a plan for monitoring the performance of the church and staff and thereby holding the senior minister responsible.

The other great duty of the Trustees under Policy Governance is to listen to the congregation. We began by placing at least one Trustee at a designated table in the Social Hall after every Sunday service to listen to any and all concerns (including compliments) that congregants wish to express. In addition, multiple Trustees attended each of the three presentations of the budget in order to learn about congregational concerns before we voted on it at our regular May meeting. I am extremely proud of our Trustees for their work!

Second, the move to Policy Governance required changing our Bylaws. On January 11, the congregation approved those changes. I thank the many members who recognized the importance of our governance changes, trusted the recommendations of the Board of Trustees, and showed up to vote!

In addition to the governance issue, three great forces acted on us this year:

- Our search for a new senior minister
- A severe downturn in the economy
- Our 150th anniversary

My hearty thanks to the Ministerial Search Committee for their diligent process that culminated in their selecting Justin Schroeder to be our next senior minister! Justin brings new ideas and energy to our congregation at a critical time. Furthermore, Justin understands the "Policy Governance" model and embraces it. I thank the almost 400 members who showed up to vote on the motion to call Justin (approximately 99% voting in favor).

The economic downturn was more challenging. Payments on pledges for this fiscal year are significantly below initial projections, largely because a number of our families face economic loss or uncertainty. Thank goodness we have a church staff willing to manage and trim

expenses accordingly without devastating any of our programs! As I write this, it is likely that we will end the fiscal year with a slight loss (.5% of total budget). That said, I ask that we all remember that we retain reserves for times precisely like these.

Pledges for the next church year are also somewhat less than projected, but I am very hopeful that our calling of Justin Schroeder to serve as senior minister will inspire optimism and enhanced generosity!

Speaking of inspiration, what could have inspired us more this year than reflecting on our past? We owe our forebears profound thanks, and we owe similar gratitude to all those involved with the 150th celebration who've helped us know, understand, and appreciate our legacy. They've also heightened our optimism about the future!

Last but not least, I want to thank Rev. Charlotte Cowtan for her intrepid service as our interim senior minister. When the Board of Trustees hired her two years ago, we asked her to be honest in her observations and fearless in her support for and implementation of our change to Policy Governance. She has done all of that and made us a far stronger church than we would otherwise have been.

In her time with us, Charlotte has absorbed the criticism of many and been loved by relatively few. If you understand the ministerial psyche, you know that this runs contrary to it! I hope you will join me in thanking Charlotte for doing exactly what we needed, especially at those moments when we didn't want it. We are forever in her debt!

With gratitude and love,

Sue Schiess
President

**Proposed Amendments to the Bylaws of First Universalist Church of Minneapolis
Approved in a Special Congregational Meeting – January 11, 2009**

Proposed changes are highlighted.

ARTICLE I Members Section 1. Authorized Number

There shall be no limit to the number of Members.

Section 2. Qualification and Admission of Members

Any person fourteen years of age or older who has made a written application for membership, has signified sympathy with the purposes of the Church, and has made an annual recordable pledge contribution to the Church shall be eligible for membership provided that the applicant is approved by a majority of the Board of Trustees. Membership becomes effective upon that vote, after which the President of the Congregation shall issue a Membership Certificate.

All Members under previous bylaws are Members hereunder without further acceptance by the Board. To continue membership and to be eligible to vote, a Member shall make a pledge and a contribution of record to the Church treasury within the twelve (12) months prior to any meeting at which the voting privileges of the Church are exercised, or make such a contribution at the meeting.

Exceptions to the membership requirements, both for new and continuing Members, may be approved by the Senior Minister. Members are encouraged to show continued interest in the Church by taking part in its activities.

Section 3. Cumulative and Proxy Voting

Each voting Member present at a meeting shall have one vote. There shall be no cumulative voting or proxy voting.

Section 4. Termination of Membership

A Member may resign at any time by submitting a written resignation to the Church office. The Board of Trustees may terminate a membership by a majority vote, with or without notice, if a Member fails to make a contribution of record to the Church treasury during the previous twelve (12) months and has not been granted an exemption by the senior minister.

Section 5 Lifetime Membership

The Board of Trustees may, upon recommendation of the Senior Minister and in recognition of past contributions to First Universalist Church, appoint a Member to the status of Lifetime Member. Lifetime Members shall not be required to make financial contributions to the Church in order to continue membership.

Section 6. Property Rights

No Member shall have rights in or to any property of the Church at any time.

ARTICLE II Meetings Section 1. Annual Meeting

The Annual Meeting of the Members shall be held during the month of May or the month of June at such time and place within the Twin Cities Metropolitan Area as the Board of Trustees shall designate. The purposes of the meeting shall be:

- a) Presentation of annual reports;
- b) Election of Trustees, Officers, Chair and Directors of the First Universalist Foundation, Elected Members of the Nominating Committee of the Church, and Delegates to the General Assembly of the Unitarian Universalist Association;
- c) Presentation and approval of the budget recommended by the Senior Minister and the Board of Trustees for the next fiscal year;
- d) Discussion and vote on resolutions properly presented; and
- e) Transaction of other business which may properly come before the meeting.

Thirty (30) days prior to the Board's adoption of a budget to present at the Annual Meeting, the Senior Minister shall notify the Members by posting notice in the Church building and by such other means as are reasonable of a meeting to discuss with Members the planned budget. Such meeting shall occur prior to the Board's adoption of the budget.

Section 2. Special Meetings

A special meeting of the Members may be called for any purpose any time by a) the President of the Congregation; b) a majority vote of the Board of Trustees; or c) a petition, so requesting, signed by at least ten (10) percent of the Members and presented to a Trustee. The subject of the meeting must be specified in the action or petition, vote, petition calling the meeting and the meeting must be limited to the subject specified.

Section 3. Notice

Written notice of each meeting of the Members, whether the Annual Meeting or a Special Meeting, shall be mailed to each Member not less than ten (10) nor more than thirty (30) days before the meeting, addressed according to the most recent membership records. The notice shall include a) the time, place, and purpose of the meeting; b) the proposed agenda; c) the text of any resolution duly presented to the secretary; and d) the text of any proposed amendments to the Bylaws.

Section 4. Quorum

Ten (10) percent of the Members shall constitute a quorum, except that for the purpose of selecting or dismissing a minister the quorum shall be twenty-five (25) percent.

Section 5. Elections

Trustees, Officers, Foundation Chair and Directors, elected Members of the Nominating Committee, and General Assembly Delegates shall be elected by plurality vote of the Members present at the Annual Meeting. The Nominating Committee shall nominate one or more persons to each office to be filled and shall report its nominations by

- a) posting the names of nominees in a conspicuous place in the Church building and by such other means as are reasonable at least ten (10) but not more than thirty (30) days before the Annual Meeting;
- b) by listing the names of nominees in the official meeting notice; and
- c) by reading the names at the meeting.

Nominations may be made from the floor provided that the consent of the nominee has been obtained. The failure of the Board of Trustees or the Nominating Committee to comply with any provision of this section shall not invalidate any election.

Section 6. Resolutions on Public Issues

This provision applies only to resolutions by Members that seek to express a position of the Church as an institution on one or more public issues. In order to be submitted to a vote of the Members a resolution must be a) written, b) signed by five (5) percent or more Members, and c) submitted to the Secretary at least thirty (30) days before the Annual Meeting unless later delivery is approved by the Board of Trustees.

Adoption of such a resolution requires the vote of two-thirds of the Members voting on the question.

Section 7.

Prior to execution of financial transactions involving sale of the primary place of worship, a vote of the Members approving the sale is required.

ARTICLE III Trustees Section 1. Number, Terms and Qualifications.

The Board of Trustees shall consist of twelve (12) Trustees, each of whom shall be a Member of the Church. The Trustees shall be elected by Members at the Annual Meeting. The term of office of each of the Trustees shall be three (3) years. The terms of the Trustees shall be staggered so that no more than four (4) Trustees shall be elected for three-year terms at the same Annual Meeting. No Trustee shall serve more than two (2) consecutive, full terms. Trustees appointed or elected to fill out an unexpired term on the Board shall be eligible to serve two (2) full terms in addition to the partial term served. Trustees shall take office on July 1 following their appointment or election, unless they are appointed or elected to fill a vacancy of the Board, in which case they shall take office upon appointment or election. Four (4) Trustees shall be officers, elected by the Members at the Annual Meeting as provided in Article IV.

Section 2. Removal and Vacancies

Trustees may be removed by a majority vote at an Annual or Special Meeting, at which time a replacement shall be elected to serve out the remaining term. Notice stating the proposed removal, which complies with Article II, Section 3, shall be given before the meeting. In the event of a vacancy on the Board, other than removal of a Trustee by a vote of the Members, Members will be notified of vacancies to be filled prior to the next Annual Meeting. The Chair of the Nominating Committee shall publish notice of vacancies in the same manner as notice of Special Meetings. Two or more weeks after the vacancy is announced, the remaining Trustees, upon the recommendation of the Nominating Committee, may appoint a successor to fill the vacancy until the next Annual Meeting, at which time a replacement shall be elected in accordance with Article II, Section 5, to serve out the remaining term.

Section 3. Meetings

The Board of Trustees shall meet regularly at such times and places as it may designate, and may hold special meetings on such notice as it may specify. All meetings of the Board of Trustees shall be open to the Members of the Church, except that, by majority vote of Trustees at a meeting at which a quorum is present, the Board may move into executive session to discuss confidential matters pertaining to personnel, membership, or legal issues. In addition to the Trustees, a called Minister may be present in executive session unless the matter to be discussed concerns the appointment or performance of that Minister. The Board may also choose to have present in executive session any other person necessary for discussion of the matter under consideration.

A Board meeting not regularly scheduled shall be considered a Special Board Meeting. Board members and the Members of the congregation shall be notified at least 24 hours prior to any special Board meeting. Notification of Members shall be by **posting notice in the Church building and by such other means as are reasonable.**

Section 4. Quorum

A majority of Trustees shall constitute a quorum. A vote of the majority of Trustees voting on the question shall be considered an act of the Board, except where a greater vote is required either by the laws of the State of Minnesota or by these Bylaws.

Section 5. General Authority

After consultation with the congregation, the Board shall establish policies that effectuate the mission, vision, and values of the Church. Except as otherwise provided in these Bylaws, the Board of Trustees shall oversee the affairs of the Church. The Board shall establish and publish Governing Policies, which shall include policies to delegate the administration of the Church, set the limits of that authority, and assure appropriate progress toward the established Ends (goals). The Board shall have full and unrestricted authority to oversee and direct the activities of the Church except for the following matters, which are specifically reserved to the exclusive jurisdiction of the membership:

- a) The election of Trustees, Officers, Foundation Chair and Directors, members of the Nominating Committee, and General Assembly Delegates subject to the provisions of these Bylaws permitting the Board of Trustees to fill vacancies in such positions.
 - b) The call and dismissal of called Ministers;
 - c) The adoption and amendment of the Articles of Incorporation and Bylaws;
 - d) The amendment of the structure or purpose of the First Universalist Foundation;
- In carrying out its responsibilities hereunder, the Board, by law, retains fiduciary responsibility for the Church;
- e) The approval of financial transactions as described in Article II, Section 2; and
 - f) The approval of the annual budget as an expression of the intent of the membership.

The Board of Trustees, in consultation with any called Ministers, shall have the authority to hire contract ministers for periods of no longer than two (2) years, as well as to dismiss them.

ARTICLE IV Officers Section 1. Number, Term, and Duties

There shall be four Officers, a President of the Congregation, a Vice-President a Secretary, and a Treasurer, to be elected by the Members at the Annual Meeting to one-year terms from among the Trustees. Officers shall take office on July 1 following their election unless they are elected to fill a vacancy, in which case they shall take office upon election. No Officer may hold more than one office at a time. The Board of Trustees shall establish such additional officers as it may find necessary.

In the event of a vacancy in the offices of Vice-President, Secretary, or Treasurer, the Board may appoint a Member of the Congregation to fill the unexpired portion of that Officer's term.

Section 2. President of the Congregation

The President of the Congregation shall prepare agendas for all Board meetings and all official meetings of the membership and shall preside over these meetings. If the President becomes unable to serve out his/her term, the Board will elect another Trustee to serve as President.

Section 3. Vice-President

The Vice-President shall perform the duties of the President of the Congregation in her/his absence.

Section 4. Secretary

The Secretary shall be responsible for the recording of the minutes of all official meetings of the membership and of the Board of Trustees and forwarding them to Church staff in a timely manner for archiving with other official records of the Church. The Secretary shall oversee the publishing of all notices as required by these Bylaws. The Secretary shall also be responsible for ascertaining the eligibility of all who wish to vote on Church business.

Section 5. Treasurer

The Treasurer shall lead the financial monitoring efforts of the Board of Trustees.

Section 6. Authorization for Board or Member Action

The President of the Congregation, acting together with either the Vice-President, the Secretary, or the Treasurer is hereby authorized and directed to execute and acknowledge any instruments, certificates, and other documents on behalf of the Church and to perform any additional acts on behalf of the Church which they may deem necessary and proper to complete a course of action approved by a majority decision of the Board of Trustees or the Members of the Church at a lawful meeting.

ARTICLE V

Nominating Committee

The Nominating Committee shall continuously seek persons whom it determines are willing and able to serve the Church. The Nominating Committee shall nominate one or more Members to each office to be filled at each Annual Meeting and report such nominations in accordance with Article 2, section 5. The failure of the Board or the Nominating Committee to comply with any provision of this section shall not invalidate any election.

The Nominating Committee shall be composed of the following: 1) one Trustee appointed by the President of the Congregation with approval of the Board of Trustees, in July of each year, and 2) six at-large members elected by the Members at the Annual Meeting. The six (6) at-large members shall be Members of the Church who are not Trustees or Foundation Directors. The chair of the Nominating Committee will be appointed from among the elected members of the Nominating Committee by the President of the Congregation, with the approval of the Board of Trustees. The term of office of the at-large members of the Nominating Committee shall be three years, and their terms shall be staggered so that the term of office of at least one but not more than two at-large members will expire each year. No person shall serve on the Nominating Committee for more than six (6) consecutive years.

Vacancies in any positions on the Nominating Committee which are appointed by the President of the Congregation shall be filled by the President of the Congregation with the approval of the Board of Trustees. In the event of any vacancies in the at-large positions on the Nominating Committee, Members will be notified as specified in Article III, Section 3, and the Board of Trustees, upon the recommendation of the Nominating Committee, shall appoint replacements for such persons, and such replacements shall serve until the next Annual meeting, at which time a replacement shall be elected in accordance with Article II, Section 5, to serve out the remaining term.

ARTICLE VI

The First Universalist Foundation Section 1. Purpose

The First Universalist Foundation of the First Universalist Church of Minneapolis shall be responsible to the Trustees of the Church for allocating funds from the First Universalist Foundation for social justice. In carrying out this responsibility the Foundation may initiate, receive, solicit, and evaluate proposals from groups within or outside of the Church to promote social justice. The Foundation shall keep accurate records of all Foundation proceedings and of all business transacted.

Section 2. Directors

The First Universalist Foundation shall consist of nine (9) Directors, each of whom shall be a Member of the Church. The Directors shall be elected by the Members at the Annual Meeting. The term of office of each of the Directors shall be three (3) years. The terms shall be staggered so that no more than three (3) Directors shall be elected for three-year terms at the same Annual meeting. No Director may be a member of the Board of Trustees. . No Director shall serve more than two (2) consecutive, full terms. Directors elected to fill out an unexpired term on the Foundation shall be eligible to serve two (2) full terms in addition to the partial term served.

Section 3. Vacancies

Directors unable to carry out their responsibilities as determined by the Foundation shall be replaced by appointment by the Trustees from among nominees presented by the Nominating Committee to the Trustees, following notification of the Members as specified in Article III, Section 3. Persons so appointed shall serve until the next Annual Meeting, at which time they or replacements shall be elected in accordance with Article II, Section 5, to serve out the remaining terms.

Section 4. Officers

The Foundation shall have a Chair, who shall preside at all meetings of the Foundation. The Foundation Chair shall be nominated by the Nominating Committee and elected by the Members at the Annual Meeting from among the Directors of the Foundation. The term of office of the Chair of the Foundation shall be one year.

Section 5. Duration

The Foundation's structure or purpose may not be dissolved or modified except upon the affirmative vote of the majority of Members of the Church voting at an Annual Meeting or Special Meeting of Members called for that purpose.

Section 6. Funds and Disbursements

a) No part of the Foundation's funds shall be used as a substitute for or replacement of regular operating expenses of First Universalist Church. b) Operating Expenses. Proper expenses of the Foundation shall be a legitimate claim on the Foundation's funds and shall be paid from those funds upon certification by the Foundation. c) Allocations. The Foundation may allocate its funds in accordance with its Mission and shall report at least quarterly to the Board of Trustees regarding such allocations. d) Disbursements. Decisions regarding disbursements from the Foundation funds, grants, and operating expenses shall be made by majority vote of the Directors of the Foundation.

ARTICLE VII

The First Universalist Church Legacy Fund Section 1. Establishment and Purpose:

The Church shall maintain a fund to be known as the First Universalist Church Legacy Fund (the Legacy Fund). The purpose of the Legacy Fund is to support and enhance the mission of the Church. The Legacy Fund will be made up of gifts to the Legacy Fund from Members and friends of the Church and other money placed into the Legacy Fund from time to time by the Board of Trustees.

Section 2. Distributions:

The Board of Trustees shall direct the distribution of money from the Legacy Fund. Except where authorized otherwise in the terms of a gift or by the Membership in accordance with subsection c, the Board of Trustees shall make distributions from the Legacy Fund annually in amounts not to exceed seven (7) percent of the fair market value of the Legacy Fund as determined by the Board of Trustees.

Section 3. Membership Authorization of Additional Distributions:

At an Annual or Special Meeting of the Members, the Membership may adopt a resolution to authorize the Board of Trustees to distribute more than seven (7) percent of the value of the Legacy Fund in any year or otherwise to use the Legacy Fund in accordance with the terms of the resolution. Adoption of such a resolution requires the vote of two-thirds of the Members voting on the resolution. Notice of such meeting shall be given in accordance with Article II, Section 3, and shall include a copy of the proposed resolution.

Section 4. Custodians:

The Board of Trustees shall be the custodians of the Legacy Fund, and shall maintain a plan of operation setting forth the administration of the Legacy Fund in accordance with Board policies.

ARTICLE VIII Ministers

Section 1. Selection

This Church shall have one or more called Ministers who are called by the Congregation, as described in this section. Ministers shall be called upon a) the recommendation of (1) a Ministerial Search Committee selected by a process established by the Board of Trustees, or (2) in the case in which a contract Minister is being considered for a position as a called Minister by a Review Committee established by the Board of Trustees; and b) the approval of the Membership.

Approval by the Membership shall be by 4/5 (four-fifths) majority of the qualified Members of the Church present at any meeting duly called for such a purpose. The quorum for this meeting is 25 percent of the Members.

The membership shall not approve as a called Minister anyone who is not in the fellowship of the Unitarian Universalist Association.

Section 2. Dismissal

A called Minister may be dismissed by a majority vote of the Members of the Church present at any meeting duly called. The quorum shall be the same as for selection of a called Minister.

Section 3. Ministerial Agreements.

The Board of Trustees shall fix the amount of compensation for each minister. The distribution of the compensation shall be set by the Board of Trustees in a manner agreeable to each Minister and in keeping with the tax laws. Other terms of the ministerial agreement shall be set by the Board of Trustees after consultation with each minister.

Section 4. Accountability

Ministers shall be responsible for the conduct of all religious services, ceremonies, and observances and shall minister to the spiritual needs of the Members and community. Additionally, ministers are held accountable by the Board of Trustees for all responsibilities stated in the ministerial agreements and delegated through the Governing Policies.

Section 5. Freedom of the Pulpit

In accordance with the liberal religious tradition, all Ministers shall have freedom both in the pulpit and outside to express their opinions. No opinion or position expressed by the Ministers shall be the sole basis for dismissal or any other sanction.

ARTICLE IX Fiscal Year

The fiscal year shall commence on the first day of JULY and end on the thirtieth day of June of the following year.

ARTICLE X Dissolution

In the event of dissolution of this Church, and subject to (1) payment of costs and expenses of the dissolution proceeding including attorney fees and disbursements; and (2) payment of debt, obligations, and liabilities of the Church, all of the Church property and assets and any accumulated earnings shall be distributed to the Unitarian Universalist Association, 25 Beacon Street, Boston, Massachusetts, to be held in trust for the benefit of any Unitarian Universalist Church which may subsequently be formed in Hennepin County, Minnesota, within twenty (20) years after such distribution. If no such church be formed within said county, within such a period of twenty (20) years, then said assets and earnings shall be held in trust for the benefit of any other Unitarian Universalist Church or Churches then in existence in the State of Minnesota, but if there then be no other Unitarian Universalist Association, church, or fellowship in Minnesota, then for the furtherance of Unitarian Universalism in such places and manner as the Trustees of the Unitarian Universalist Association may determine.

ARTICLE XI

Amendments

These Bylaws may be amended by a vote of two-thirds (2/3) of those voting at a special or Annual Meeting of the Members of the Church. Notice of the meeting, including a copy of the proposed amendment, must be given to each Member in accordance with the requirements of notice for a special or Annual Meeting as stated in Article I, Section 3. Amendments may be proposed either a) by recommendation of the Board of Trustees, or b) by ten (10) percent of the Members in a signed petition to the Secretary of the Church. Unless otherwise specified in the amendment, the amendment becomes effective on adoption.

ARTICLE XII Parliamentary Procedure

Robert's Rules of Order, Newly Revised shall be the parliamentary rules of procedure governing all meetings of this Church.

ARTICLE XIII Affiliation

This Church is a member of the Unitarian Universalist Association and the Prairie Star District.

Report of the Interim Minister *Rev. Charlotte Cowtan*

By every measure, this has been a banner year for First Universalist Church. The most significant achievement, of course, was your calling Justin Schroeder to be your Senior Minister. We all are indebted to the members of the Search Committee for their thoughtful, thorough work which culminated in the congregation's obvious joy and excitement at the May 3 Congregational Meeting. The primary purpose of my interim ministry has been to help you position yourselves to attract the best possible senior ministers to lead you into your chosen future. I am convinced that you have found that minister in Justin.

The work of the Sesquicentennial Committee has been enormous this year. Ongoing newsletter articles, Fall Kick-off Celebration, May Soiree, and the Longtime Members' Luncheon have infused new energy throughout the year and have focused the congregation's energy on "Honoring the Past, Celebrating the Present, and Inspiring the Future."

The Board has embraced its Governance role under the new Bylaws. The clarity of roles, responsibility, and accountability of Ministers, Staff, and volunteers that Policy Governance provides has enabled a new level of focus, intentionality, and effectiveness for this congregation. Staff responsibilities have been realigned to ensure that all areas of church life have staff support. Resources are now intentionally allotted to the fulfillment of the congregation's Vision and Goals.

This congregation has not been immune to the economic hardships of the past year, but careful monitoring and management of resources by both staff and volunteers has ensured that the church has been able to offer high-quality services and vibrant religious community at a time when these are more needed than ever. Despite a \$70,000 drop in expected revenue, we expect to close the year with less than a 1% gap between expenses and revenue.

The current recession has forced many congregations to cut back on staffing and programs in next year's budget. Thanks to the visionary and enthusiastic leadership of Kristin Siegesmund and Suzann Willhite, this year's Stewardship Campaign, "Invest in Your Values," and the generosity of the congregation's members and friends has ensured that First Universalist will be able to increase its services and programs in the coming year.

As I approach the end of my two years with you, I look back with admiration verging on awe for all you have accomplished! You are a remarkably resilient and resourceful congregation. It has been both an honor and a blessing to serve as your interim minister.

Respectfully and lovingly submitted,

Charlotte Cowtan

Report of the Associate Minister
Rev. Kate Tucker

July 2008 to June 2009 was a milestone year, a long-awaited breakthrough year. We launched our sesquicentennial celebration with illuminating and elegant congregational events. We cherished and supported our Ministerial Search Committee and called a new Senior Minister. Our leadership shaped and approved a new governance model and began to live into it day by day, decision by decision. Our staff gained clarity and confidence. Our programming continued to put flesh on the bones of our vision statement, through Pathways to Membership, Foundations of Our Faith, Cradle to Prison Pipeline, an expanding Unity Summer program, and so much more. In all areas we increased our efforts to be a church of multigenerational events and gatherings.

This year I was especially involved in researching small group ministry models and methods and (with others) creating a pilot group study in preparation for a church-wide launch next year. We are calling these groups "ARC" (action-reflection-connection) Groups. As our congregation grows, intentional small groups will provide essential grounding for our members.

In the area of Pastoral Care, we were led by Margit Berg and Julie Howard, and joined in the pastoral ministry by dozens of caring congregants who knitted shawls, made visits, delivered meals, and in countless ways translated their faith into deeds of friendship. We worked with the TRUST parish nurse Pat McLaughlin on a regular basis, and joined with other TRUST congregations in a new effort called Helping in Hard Times—a response to the needs of our community in a time of job loss and financial hardship. Rev. Charlotte Cowtan and I provided—along with other UU ministers in our metro area—leadership in a lay theological endeavor called Faithful Conversations. In winter and spring, I led a twice-monthly drop-in class in Contemplative Practice. I look forward to continuing this, and other, similar projects.

With thanks to minister-in-training Kelli Clement for providing ministerial support during the summer of 2008, with thanks to Rev. Charlotte Cowtan for helping us arrive at a new era of institutional strength, and with thanks to each of you for bringing yourselves and your gifts to this grand experiment in religious community, we begin a new church year.

It's a privilege to serve you,

Kate

First Universalist Mission
Statement

We join together at First Universalist Church in a welcoming, spiritual community that affirms our liberal religious heritage. Our ministry is to bring the Universalist message of love and hope to one another, to our children and to the work of social justice.

Minister's Statistical Report May 1, 2008–April 30, 2009

Average Weekly Adult Attendance:	9 a.m. 144	11 a.m. 296	Total 440
Average Weekly R.E. Attendance	9 a.m. 73	11 a.m. 166	Total 239
Average Weekly Adult Attendance:	Summer Total 159		
Average Weekly R.E. Attendance	Summer Total 29		

MEMBERS ADDED	55
MEMBERS REMOVED	59
Total membership as of April 30, 2009:	825

New Members: 55

Janice Anderson	Gary Gimmestad	Elle Sachs
Larry Anderson	Gregg Giswold	Mary Samuels
Roberta Avidor	Timothy Grafe	John Saxhaug
Amber Berdie	Kris Hammer	Karen Seal-Grafe
Craig Bishop	Will Hartfeldt	Sarah Sponheim
Gus Bishop	Ian Mathew Hornburg	Scott Sponheim
Katherine Blauvelt	Laura Kimball	Ken Stern
Mark Brandow	Jeff Lee	Ken Stone
Brant Buchika	Susan Lee	Tami Tapani
Regina Buchika	Dan Massoth	Mandy Teigland
Marcia Cole	Peggy McKenna	Mark Umholtz
Lauren Culbert	Rachel Nygaard	Amara Wahlberg
Eileen Custer	Catherine O'Gara	Sarah Warner
Virginia Dale	Maren Rasmussen	Lark Weller
Erin Margit Dajka	Cheryl Reiswig	Tali Weller
Patricia Daniels	Paul Reiswig	Michelle Winchester
Catherine Dorr	Shira Rowland	John Yoakam
Carol Flint-Kaliebe	Joel Runnels	

Deaths/Memorials: 7

Andrea Borgman	Betty Curry	Marilyn Daggett
Hildegarde Holtz	Inger Palm	Craig Wilkins
John Yoakam		

Marriages and Commitments: 3

Rob Machalek and Patrice Kloss
Daniel Stephen Risch-Boody and Katherine Elizabeth Karr
Anna Moore Wiley and Justin Craig Skillings

Child Dedications: 6

Amelia Catherine Mandle	Sawyer Charles Weiss-Cudd
William "Quincy" Smith	Marissa Marie Miller-Weiss
Andie Lane Gegax	Noah Samuel Kelly Krewinghaus

Transition Team
Submitted by Laura Cooper

The Transition Team was established by the Board of Trustees in the summer of 2007 to provide support to Interim Senior Minister Charlotte Cowtan and the Board as they worked with the congregation on the tasks necessary to prepare for the arrival of a new senior minister. The Transition Team included Chris Bremer, Laura Cooper, Bill Elwood, Andrea Johnson, Carol Johnson, Sue Schiess, Lucy Swift and Paige Winebarger.

During summer 2008, members of the Transition Team conducted personal interviews with more than thirty-five lay leaders to gain information to inform the work of the Board, the ministers and the Transition Team. These interviews with volunteer leaders in all aspects of church life gathered diverse perspectives about the process of adoption of a new model of church governance, the substance of such a model, and identified issues of interpersonal interaction within volunteer groups that might inform creation of a congregational covenant. We asked lay leaders about their roles in church life, why they contributed in the ways that they did, and what the community needed to do to keep them doing their best work here. We asked about how different groups within the church were experiencing the governance transition. We provided a summary of our findings to the Board and the ministers.

We then began work on the creation of a covenant, a document that would be a mutual pledge to one another of how we would conduct ourselves within the church community. We created a draft covenant and presented it at the October 11 congregational meeting. Discussion at the meeting and further discernment persuaded us that there was likely a need for different covenants with different objectives — one for the congregation as a whole and one for those involved in church leadership. We also determined that the task of

congregational covenant creation would be more meaningful if done in collaboration with the new senior minister, rather than during the ministerial interim period. To preserve and to make potentially useful the information we had gathered about the content of a possible covenant, we drafted a document, “How We Work Together,” for the Board to consider using this year in working with church leaders in implementing policy governance.

Following the congregation’s adoption of new bylaws embracing a new governance model in January 2009, and seeing the ministerial selection process well underway, the Transition Team concluded that its work was done. We are extremely grateful to the Reverend Charlotte Cowtan for her professional skill, patience, wisdom, humor, openness, and remarkable dedication that made it possible for the Board, the staff and the congregation to be ready now for the new era to begin.

Settled Minister
Search Committee
Submitted by Larry LaVercombe

The First Universalist Settled Minister Search Committee reports Great Fortune and Near-Flawless Process in their successful search and nomination of Justin Schroeder.

Highlights of the process include:

- Overnight Search Committee Retreat to create emotional/spiritual connection and determine future roles and responsibilities
- Writing/creation of Church Member Survey
- Administration and Interpretation of Member Survey
- Holding focus groups for members and interviewing church leadership and community UU leaders
- Writing of Congregational Record, for submission to the Unitarian Universalist Association Transitions Office website

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(Continued from page 20)

- Writing/creation/publication of Congregational Packet, to provide more information about our church and congregation to the Ministerial Candidates in whom we were most interested
- Development of a competency model for our Senior Minister using professional quality evaluation tools including rating forms and interview guides
- Study and discernment of 26 candidate records, through reading written submissions and listening to recorded sermons, resulting in eight phone interviews and selection of four pre-candidates
- Conducting four weekend-long interviews with top four candidates
- Engaging in intense discussions, meetings and discernment processes to select only one of our four very strong candidates.
- Hosting Eight-day Candidating Week – providing nearly two dozen opportunities to meet and converse with our selected candidate, Justin Schroeder

Without reservation, the Search Committee reports great joy and satisfaction and pride in both our process and result. Close friendships were created and vulnerable honesty trumped strife or struggle at every turn. It was an honor beyond words to serve this church in this capacity.

The Search Committee

Nancy Gaschott, Chair
Dan Bishop, Treasurer
Andrea Johnson, Candidate Coordinator
Larry LaVercombe, Packet Editor
Cindy Marsh, Evaluation Process Coordinator
Sara Smalley, Communications Coordinator
Deborah Talen, Congregational Survey Coordinator

Report of the Music Director John Jensen

Mostly a host of thank-you's: initially, I would like to recognize and praise the efforts of Janice Hunton, my cohort in counterpoint, for ably and excellently guiding our choral program this year. There have been several challenges, not the least of which was the 150th commissioned piece by our friend, David Evan Thomas. A remarkably organic work delivered by our choir, in spades. A gracious bow to our commissioners of the work, as well as the outstanding realization this past April. We are fortunate to have Janice and First Universalist Choir to undergird our music program.

Next, I would like to recognize the instrumental organizations which have propelled us along in fine fashion this year, beginning with Universal Folk and the vocal talents showcased quite often of Howard Hobbs, our Pete Seeger in-residence.

Universal Jazz always brings us a rise in adrenaline and pure unalloyed swinging joy in all its outings-service music, the Macalester Battle of the Bands events, Valentine's Dance and our annual Solstice June gig at FUS on the hill.

Kudos to the Universal Rock Band for its contributions in reviving memories for many of us, of previous superstar groups. Also for its musical presence at our Homecoming Dance in late September.

We cannot let this column go by without mentioning the Usual Suspects: usually a trio, but occasionally augmented by a lead instrument. Harry Pontiff and Jim Sutherland bring verve and passion to their roles-often when summoned at the eleventh hour, to do Sunday duty. Others who merit mention and recognition: our in-house violinist, Jim Riccardo, my piano partner, Becky Shockley, my Summer raconteur, Joey Babay, and all the volunteers who help with Valentine's Dance festivities: George Dow, Bonnie Hill, Heather Koser, Allen Steinhauer, Paul Riedesel, Kelli Clement,

and numerous others behind the scenes, including some Music Committee members.

To Frank Bacon and Jeff Sylvestre, Andy Mason, and Rod Nordberg, who may all be found, at one time or the other in our sound booth—enormous thanks for your stalwart presence.

Mary Bohman for her resilient spirit and talent with our Children's Choir, Allison Page, pianist, and Julie Hanson Geist for helping out with the late Winter musical. Some of you may have noticed that our Five at First Series did not occur this year—I took it upon myself to suspend our series for awhile—it seemed that the law of diminishing returns played a large part in suspending the series. An awful lot of work for, quite frankly, not a great attendance overall. Perhaps we will rev up the idea in the coming years, perhaps not. I do know that I am entertaining the idea of ad hoc concerts here and there from outside artists, but not the regularity of a series with its demands upon many of our volunteers.

Now that Justin is aboard, Janice and I are looking forward with joyful expectancy to his being with us and willingness to concern himself with the importance of the music program. Indeed, a characteristic of our entire church staff is its support for the best we can offer the congregation in our weekly ministry in sound.

Again, many thanks and grace to all who have made the music this year possible,

John Jensen

Worship Associates ***Submitted by Pamela Vincent***

The Worship Associates this year developed and led Sunday Services in July, focusing on Spirit and Practice. In addition, we planned and led services for holiday weekends, including Memorial Day, Labor Day, and Thanksgiving and Christmas. We continued our Sunday morning support of Interim Minister Rev. Charlotte Cowtan, Associate Minister Rev. Kate Tucker and several guest preachers. We will be working with Lifespan Faith Development this summer in their new offering called Coming of Age for Adults.

In the 2007-2008 church year, we focused our efforts on refining our vision and mission and began plans for developing into a full program arm of the church. This year we put those plans on hold with the intention of developing them further in collaboration with our new Senior Minister in the 2009-2010 church year. We are excited about the possibilities. We look forward to adding new worship associates as our role in the worship life of the church is developed and expanded.

Worship Associates this year are: Pamela Vincent, Steven Mosborg, Heather Koser, Ben Cooper, Sarah White, Mary Guzowski and Ginny McAninch, Chair

Report of Lifespan Faith Development *Heidi Mastrud, Director of Lifespan Faith Development*

This year, the Lifespan Faith Development Program served approximately 400 registered children and youth, approximately 50 young adults associated with the First Universalist Young Adult Group, and hundreds of adults who participated in opportunities for faith development.

In our children's program, we continued to use strong Sunday morning programming to attract and retain new families. We continued to embrace all of our UU Sources, while maintaining our grounding in the Rainbow Path. For our middle and upper elementary school kids, we examined Hebrew and Christian stories to understand their relevance to modern UU life. We piloted a program in which some teaching teams chose to teach in blocks to connect more deeply with the children and the content of the lessons.

Our youth program continues to grow. In addition to Neighboring Faiths, Our Whole Lives, Coming of Age, and our Senior High Youth Group, we added a small group ministry ARC group for graduating seniors to look at issues relevant to their unique station in life. We are committed to finding ways to help our seniors bridge into young adulthood. 9th-12th graders had the opportunity to plan SuperCon, a youth conference. This year's theme was CONservation. 7th-12th graders once again had the chance to participate in Night on the Streets, to learn about homelessness and partner with youth from many other faith traditions.

The children and youth music program continues to be a strong presence, and attracts and retains new families. The children's choir enriched Sunday morning services, with more than thirty children participating. Our fourth annual UU youth musical had approximately 175 people attend, and people of all ages participated in some volunteer capacity. All of our musical opportunities furthered connections between the generations, from the caroling potluck to the intergenerational choir.

The young adults continued to be a radically welcoming community. They held thoughtful gatherings twice a month, and potlucks once a month. They hosted their third conference, Continuity, for young adults in the Prairie Star District. FUYAG has continued to ally itself with the Greater Minneapolis Crisis Nursery. Also, we hosted our first ever Young Adult OWL program this spring.

Adult education is a quiet, but active, arm of the LFD program. This year's offerings included an ongoing Buddhist meditation and study group, contemplative prayer, and Chi Gung. We are most thrilled about the potential for a new kind of small group ministry at First Universalist. We piloted this program under the name ARC, which stands for Action Reflection Connection. These small group experiences offer group members time for theological exploration, community connection, the spiritual practice of deep listening, and an opportunity to engage together in service to the community. ARC will be launched to the entire congregation this fall. LFD continued to partner with the membership committee to offer new members a class called Foundations of Our Faith, a monthly lunch and class that delved deeply into UUism and membership at First Universalist.

We continued to provide dynamic worship experiences for congregants of all ages with Sharing Sundays, Children's Chapels, Water and Flower Communion, the Christmas Pageant, and Easter Sunday.

Many thanks go to our talented staff, Mary Bohman, Katie Heaton, and Katie Campbell, and to the approximately 140 volunteer adults who make our program so successful. The work of our church could not be done without them.

It is a joy to serve this congregation.
Heidi Mastrud

Report of Faith In Action

Debra Rodgers, Director of Faith in Action

Faith in Action

There are a couple of words that perhaps best characterize the last year of our faith in action work. One of those is energy and the other is spiritual. It has been easy to see all the energy around the congregation this year. It is hard to think about faith in action or social justice without recalling all the energy around the recent presidential election. This singular event had and continues to have a huge impact on our members' hope, participation, and vision for the future. It was easy to see this energy and enthusiasm at the recent Earth Day event, at the Project Homeless Connect event last fall and at the Global Gift Fair this winter. Congregants coming together, changing lives and creating hope.

The other word is spiritual. I say this reflecting on the deep desire of so many in our congregation to connect their actions with faith. This was clearly a theme of the Compass Groups and is continued today though the ARC groups and through the small group reflections that take place after an action like volunteering at Project Homeless Connect. These small group reflections, led by Heidi Mastrud and myself, ask two simple questions: How does your faith inform your action? And how does your action inform your faith? It has been truly been a gift to be part of these intentional and thought provoking groups.

Faith in Action Activity Highlights

- **Green Sanctuary:** This congregation-wide initiative was begun this year to build awareness of societal environmental issues within the congregation; to generate commitment for personal lifestyle changes; to connect spiritual practice and environmental consciousness; and to build awareness and motivate congregants on environmental issues. We anticipate the initiative to last two years, with the congregation embarking on a dozen actions related to sustainability and the environment, culminating with official recognition by the UUA Ministry for Earth.
- **Cradle to Prison Pipeline Forums:** This spring we partnered with Greater Friendship Missionary Baptist Church to develop and implement two forums highlighting the Children's Defense Fund report "America's Cradle to Prison Pipeline." More than 80 members of the two congregations attended the forums, which focused on education and action around the issue highlighted in the report – the over-incarceration of youth of color in the juvenile justice system. With the forums over, congregants of both congregations continue to meet to build relationships and explore actions that we can take together to address the problem.
- **Global Gift Fair:** One of December's highlights is the Global Gift Fair held before the Christmas Holidays. This year was no exception, as more than 30 non-profit vendors – displaying clothing, jewelry, and art from all corners of the world – participated in our Global Gift Fair. Congregants, through their purchases, supported programs linked to self-sufficiency, economic development and education.

Peace, Justice, and Environmental Stewardship

- **Meals for the Homeless at Simpson Shelter**

In February 2008, a special collection was taken to pay for the cost of providing meals at Simpson Shelter. The congregation was very generous and there is still money in the account to continue this program.

- **AUW Voting Rights and Reproductive Rights**

Please see AUW Report on Page 29

This is truly Faith in Action,

Debra

Faith in Action: Action Groups

Latin American Concerns: We've continued working with La Conexion, a community service agency for Hispanics, on a monthly basis. We pay expenses for a meal which we then cook and eat together. While there we socialize in both languages. This contact has also made us aware of other contributions we can make. Bill Leslie has been tutoring a student in English. Jan Schuba is consulting regarding their child care services and Barb Benner will be helping out at their garage sale. We are currently investigating the possibility of getting involved in the microcredit loan fund. The kids from Youth Cultural Exchange joined us for two lunches in the late winter and will bring their Nicaraguan friends to our lunch in July.

We did a November sale at the church which raised about \$1800 for Atzin, an agency working with an extremely poor community in Mexico.

We also put a lot of time into investigating the possibility of starting a project in Mexico, but ultimately concluded that this is not viable at present.

Goals are to continue and deepen our work with La Conexion. We would like to have a greater number of congregants participate once or on an occasional basis in the lunches at La Conexion. We will also continue to investigate possibilities of overseas connections in the Hispanic world.

EcoMinds: The mission of First Universalist EcoMinds is to promote lifestyles, policies, and technologies that respect and sustain all life on Earth.

EcoMinds Goals for 2008-2009:

- Take the lead in helping the congregation decide whether or not First Universalist wants to become a Green Sanctuary Church by January 2009.
- Plan and Implement an Earth Day event in April 2009.
- Plan and Implement Gift Exchange in December 2008.
- Plan and implement two educational forums for congregants by May 2009.
- Support MUUSJA EcoMinds legislative agenda.

1) Green Sanctuary was recommended by several groups in church visioning sessions... After the visioning sessions several EcoMinds members met with Deb Rodgers, Faith In Action Director, to start a preliminary Green Sanctuary committee. The committee started in July 2008 and has added several members in late 2008 and spring of 2009. The group's first task was creating program audits and a facility audit. The completed audits were evaluated and a list of environmental actions was developed. The committee then created a congregational survey on possible Green Sanctuary actions. Two hundred and eighty six members of all ages participated in the survey. The committee is now working on completing the extensive candidacy application for Green Sanctuary. The application will include twelve environmental actions in one of the following areas; Worship/Celebration,

- Religious Education, Sustainable Practice, or Environmental Justice. After the application is accepted, it will take one to two years to complete all the actions.
- 2) First Universalist's Earth Day April 2009 was an exciting and successful event. The theme was less is MORE: for the Good of All. Participants could read the Less is More facts surrounding the Earth ball or get brochures and fact sheets from the environmental information table. They could also sign up for the Minnesota Energy Challenge on line or use a short paper form. Congregants received a green cloth reusable bag if they completed a Green Sanctuary survey. Two hundred bags were distributed. There were displays on building an earthworm bin, using a smaller garbage bin, joining a CSA, eating local food, and gardening with native plants. Edible dirt made with gummy worms and cookie crumbs was the refreshment provided. One could also sign up to get a tree for free. There was a scientific display of an experiment on package materials and which material biodegraded the quickest. All ages had fun making a mobius strip and writing an environmental pledge on the strip or making a mask with reusable material. On Earth Day we also celebrated the addition of our new bike racks. A new tree dedicated to the Green Sanctuary Committee was to be planted in the church garden. The Latin Concerns Committee did a gift exchange fundraiser and the Youth Cultural Exchange sold egg rolls and collected newspaper as part of the Earth Day Event.
 - 3) This year we combined the Holiday Gift Exchange and a First Universalist America Recycle's Day in November. We had stations and information on recycling and reducing waste.
 - 4) We held two educational forums. A speaker discussed the Clean Water, Land and Legacy Amendment that was on the 2008 state ballot. At First Universalist Earth Day we had a speaker on green home renovations.

- 5) Congregants were encouraged to call their legislators about specific state and national environmental legislation through Faith in Action inserts in the church bulletin and in a postcard campaign sponsored by MUUSJA EcoMinds.

Unity Leadership: This was a big year for the program. The expansion of Unity Summer into Unity Leadership showed us the possibilities the program has for the future.

A few of the highlights include:

- Summer 2008 saw 24 high school youth completing the internship from 12 different high schools in the metro area.
- 68 organizations partnered with us including our key partners: YO the Movement, Somali Action Alliance, Project Legos and the Prosperity Campaign.
- Tubman Family Alliance and the Seed Camp at Bethlehem Community Center have a combined 28 years of providing placement site experience for the youth.
- The Local Initiative Support Council granted the program \$10,000 to bring in youth from underserved areas of the city.
- Nearly 100 youth from over 25 high schools attended the two Unity Leadership Retreats held in March 2009.
- 22 members of the congregation volunteered their time and energy at the two retreats.
- Nearly 50 youth applied for the summer program of 2009.
- 30 youth, including seven from First Universalist are members of the 2009 Internship Program.

Next year proves to be just as exciting as we continue to build relationships with new placement sites and partners, as we pilot a St Paul program and as we bring in a deeper racial justice competence to the curriculum.

Youth Cultural Exchange: The eight YCE youth had an exciting and life-changing experience visiting Leon, Nicaragua last July. This year we have worked very hard to raise nearly \$12,000 to pay to bring their host siblings here from July 4-20, 2009. This fundraising has involved lots of eggroll and Peace Coffee selling, but also a multitude of interactions with the church community. We babysat for two Parents' Night Out events, helped set up, serve and clean up for Solstice, and also helped out at two AUW food events and one Search Committee potluck. Hopefully our participation at these events has allowed for more youth-adult interaction and made us a more visible presence in the church community. We enjoyed collaborating with Eco-Minds and Latin American Concerns for the Earth Day event – the YCE youth ushered that Sunday for both services, and then we ran a regifting table, which netted generous proceeds for all three groups involved. The youth also volunteered at La Conexion (held at El Milagro Church) and will help make and share a meal there this summer with the Nicaraguans—we will also help Latino youth from that church community paint a mural while the Nicaraguans are here. Heidi and Debra helped the youth reflect on their experiences last fall, and will meet with the

families in May to help us reflect on what it means to us to host the youth this summer.

We are delighted that the Worship Associates have agreed to allow us to organize a Sunday service on July 12 when the Nicaraguans are here. Sarah Shelton will be the speaker for that service. The Nicaraguans will be presented (along with reflections from a number of youth from programs past). After the service there will be a short program by the Nicaraguans and gallo pinto will be served in the Social Hall.

To summarize the costs of this 3 year cycle, the total expenses for our visit to Nicaragua were \$19,750, of which \$8,500 was funded by the families and chaperones. The anticipated cost for the Nicaraguans to come here (along with English classes we have funded, photo project costs, and programming in the U.S.) is estimated at about \$21,100, of which \$5,350 came from the Foundation (\$4,000) and Faith in Action (\$1,350). The additional \$27,000 needed was funded by eggroll and coffee sales and donations (\$21,700), two used CD/DVD sales (\$3200), babysitting and other service to the church (\$1100), and the regifting table and sale of Nicaraguan items (\$1000). On average, each YCE family raised nearly \$3400!

Foundation Report *Eric Cooperstein, Chair*

HISTORY The First Universalist Foundation was initially funded in 1983, when the Unity Settlement Association was dissolved and the proceeds from the 1968 sale of the Unity Settlement House were set aside as an endowment to further the church's long history of supporting justice work in our community. The Foundation principal at this writing totals roughly \$1.0 million. The Foundation's principal declined dramatically during the economic crisis of the past nine months, which will have an impact on future giving. The funds are managed by the generous donation of time by Ross Levin, church member and financial advisor.

MISSION AND VALUES This has been a transition year for the Foundation. Continuing on the work we started during a retreat in April, 2008, we completed the rewriting of our mission and values statements. The Foundation's mission now reads:

First Universalist Foundation acts as a catalyst for social change by promoting and supporting the development of emerging leaders among youth, young adults, and disenfranchised communities through monetary grants to and partnerships with nonprofits working in those communities.

The values which drive our mission are too lengthy to reproduce in this annual report, but they are available on the Church's website at <http://www.firstuniv.org/foundation.html>.

GRANTS In recent years, the Foundation has made a series of small grants ranging from \$1,000 to \$5,000 (totaling about \$40,000) and a single larger grant of about \$20,000. As part of our refocused mission and values, the Foundation is transitioning to making fewer but larger grants. At the same time, we have renewed and deepened our commitment to the Unity Leadership Institute (formerly Unity Summer). For many years, the Foundation provided annual funding to Unity Summer of \$8,000, which was about half of Unity's budget. The program grew significantly in 2008; Foundation provided a grant of \$22,000 to pay for the stipends to the youth in the program. Unity Leadership has grown again in 2009 and the Foundation stepped forward to fund the \$45,000 needs for the stipends to be paid to the 30 youth from around the Twin Cities this year and to pay the program mentors hired to work with the youth over the summer.

Although this grant consumed most of Foundation's funds this year, we are unanimous in our support for this unique, transformative program that is tied so closely to the values of Unitarian Universalism. Nearly every member of the Foundation board volunteered in some capacity at one of the two Unity Leadership retreats held this spring. The Foundation is committed to the development of this remarkable program.

OTHER GRANTS This spring the Foundation solicited grant proposals from several of the nonprofits that partner with Unity Leadership. We expect to review those proposals and make grant decisions before year end.

MEMBERS The church members serving on the Foundation board for the '08-'09 year were: Eric Cooperstein (chair), Emily Wallace-Jackson (treasurer), Victoria Schanen (secretary), Pat Gottschalk, Sharon Ramirez, Martha Moulai, Ralph Wyman, Chuck Coskran, Joe Gabrielson, and Staff Liaison Debra Rodgers.

Meaningful Participation

Pastoral Care Council

Margit Berg and Julie Howard, Co-Chairs

The mission of the Pastoral Care Council is to bring the message of love and hope by engendering congregational practices of mutual caring and to help members who are going through life transitions access the presence of love of the congregation and, when appropriate, guide them to relevant community resources. Specifics include:

Communications: Informing the congregation of significant pastoral care issues by maintaining the Caring Corner desk and posting on Cyber CoffeeHour as appropriate.

Meeting Short Term Individual Needs:

Coordinating the preparation and delivery of meals for numerous families or individuals with serious illness. Occasionally (with advance notice) arranging rides to medical appointments and church services. Providing facilitation and support for three support groups: cancer, career transition, and caregivers. Participating in TRUST's Helping in Hard Times to understand local community resource information to provide members who experience economic hardship.

Maintaining Connection: Delivering scores of poinsettias and later spring bulbs to members encountering difficult times. Organizing an intergenerational cookie bake and delivery to others going through hard times. Arranging friendly visitors for many who live in long term care facilities or who find it difficult to attend regular services. Providing group training and support for pastoral care members. Expanding a comfort shawl ministry of knitters who create shawls for others. Continuing the giving of caring baskets.

Memorial Services: Hosting receptions for most memorial services.

Communal Pastoral Care: Hosting a flu shot clinic and blood donation drive.

TRUST Faith Community Nurse: Pat McLaughlin continues her invaluable service to our congregation. Her activities include: visits to numerous members in their homes and on the phone to provide health-related and community

resource information, and participation in pastoral care leadership.

The culture of caring at First Universalist extends far beyond the confines of the Pastoral Care Council in countless acts of kindness and compassion among participants in various interest groups and other individuals within the congregation.

Association of Universalist Women

Submitted by Betsy Allis

Programming. This year, AUW continued its vibrant menu of programming with a focus on spiritual deepening, community building, and engaging UUs in women's justice work. We brought women together for our usual roster of events—our "green" Fall Kickoff, Holiday Tea, AUW Sunday and Saturday workshop featuring Ruth MacKenzie (in honor of our sesquicentennial year), a spring Retreat for 85 women, and our Year-end Potluck Gathering & Annual Meeting. We also offered seven Friday "Get Connected" gatherings on topics ranging from ethical wills to caring for self to deep ancestry, and supported both ongoing and new Friendship Groups. In addition, we organized the fourth annual multi-generational reading of Julia Ward Howe's Mother's Day Proclamation and helped host the special sesquicentennial luncheon for long time members of First Universalist Church. In support of our goal to build more coherence in our programming, the AUW board chose a program theme "Nourishment for the Journey" which linked with the Retreat theme, "Nurturing our Spiritual Garden." Our women's justice program has continued to do excellent work.

Voting Rights (VR): Sacred Franchise Campaign

- 1) Served as members of the Election Day Community Coalition (organized by Minneapolis Urban League) in partnering with African American churches to register over 500 voters in precincts with historically low-voter turnout and help with election-day Get Out The Vote efforts. This collaboration gave us first-hand knowledge on issues related to racism and voting per the

Responsive Resolution the VR Campaign organized and passed at the '07 UUA General Assembly.

- 2) Participated in the 2008 post-election audit and Senate recount as trained, non-partisan observers. The '08 election validated the integrity and precision of Minnesota's voting systems and procedures. Scrutiny of three million votes produced no allegations of identity fraud. See www.ceimn.org report of the audit and recount observers produced by campaign partner, Citizens for Election Integrity Minnesota.
- 3) Expanded our MUUSJA/AUW Working Group and programs to include more UU congregations, including First Universalist, Groveland, MN Valley, FUS, and Dakota.
- 4) Participated in two programs at UUA '09 General Assembly related to election integrity and transparency: *Strengthening Democracy Now* on 6/26 featuring two UU Secretaries of State, Mark Ritchie of MN and Debra Bowen of CA and a workshop sponsored by our VR campaign: *Does Touchscreen Voting Violate the 5th Principle?* with Utah County Clerk Bruce Funk telling his story of how he exposed national security risks in the state-imposed touch-screen systems, his ouster from elected office, and his ideas for how to ensure fair, accurate elections.

Reproductive Justice: Sacred Choices Campaign

- 1) Education—Engaged 61 youth and adults from metro UU congregations in a film showing and discussion of a film about Shelby Knox (who advocated for comprehensive sexuality education in Texas) and in signing postcards to support relevant legislation. The campaign also engaged UU women in reflecting on the Faith & Choices with a PSD workshop in April and Faith & Choices groups at MN Valley and White Bear UU Fellowships.
- 2) Witness & Advocacy—Advocated for comprehensive sexuality education and choice on MN Pro Choice Lobby Day by delivering signed 124 postcards to state legislators. Helped mobilize engagement of 25 UUs in the Multi Faith Pro-Choice prayer service on Good Friday. Supported staff of key metro abortion clinics with “thank you bags” on the day of Good Friday protests by the religious right.

Visual Arts Committee Submitted by Bette DeMars, Chair

As part of the church's sesquicentennial celebration, the Visual Arts Committee planned major contributions to improve our church. The committee organized and financed creation of a piece for the sanctuary which represents Unitarian Universalism. This striking UU piece, created by sculptor Heidi Hoy, now graces the chancel. The committee also had banners made using the sesquicentennial logo. Several of these hang on the exterior banner poles to announce our 150 years to the community. In addition, the committee installed a large banner in the Atrium and placed another in the Narthex which can be taken to Prairie Star and General Assembly meetings.

Seven art exhibits were scheduled to be on display in the Social Hall this year:

- MicroCredit/African photos by members Welcome Jerde and Deborah Talen
- Fran Addington's drawings of our previous buildings along with John Addington's historical overviews
- Lynne Fellman's "Portraits Inspired by Population Genetics" to coordinate with the sesquicentennial event, Darwin Days
- "Inside Out – Faces of Self" mural created by Barbara Cummard along with masks by our youth;
- Member Cheryl Anderson's "Creations: Variations on a Theme" inspired by photos taken from the Hubble Telescope
- Dan and Emi Hasty's second Father and Daughter exhibit
- Member Edie Karras's display of photos "Children in My Charge."

The committee has continued to create unique flower arrangements for Sunday mornings, some of them from donations honoring individuals or special events. Visual Arts members also provide textiles, plants, and silk arrangements to enhance spaces throughout the church. For this year's holiday season, Visual Arts members created an old-fashioned theme. The committee made handmade paper ornaments and children in religious education classes pieced together colorful chains.

Members involved in the Visuals Arts Committee include:

Fran Addington, Cheryl Anderson, Ruth Arnold, Christine Bailey, Pamela Balabuszko-Reay, Rene Block, Bette DeMars (chair) David Krewinghaus, Pat Foulkes, Jane Johnson, Karen Johnson, Mary Johnson, Candace McClenahan, Janet Mills, Steve Oakley, Gratia Reynolds, Sylvia Rudolph, and Kate Wellner.

Meaningful Participation

(Continued from page 30)

- 3) Strengthened campaign partners in their social change work—Raised more than \$1300 for campaign partner, the MN Religious Coalition for Reproductive Choice and staffed RCRC table at PSD meeting. Supported Reproductive Justice campaign leader, Jody Beresford and UU seminarian, Kelli Clement in their work on the RCRC board. Donated money and supported activities and work of the MN UU Social Justice Alliance in return for significant staff support by MUUSJA organizer, Ralph Wyman.
- 4) Leadership Development—Engaged five campaign members in attending a MUUSJA workshop called “Organizing in a Movement Moment.” Supported campaign member Kathleen Hollinger in becoming MUUSJA board chair. Kathleen will be mentored by outgoing chair.

Organizational Development Work. The AYW Board also focused on some special projects to strengthen our organization. Here’s what we did:

- 1) **Established an Executive Committee** (AYW pres., secretary, and treasurer) to organize Board work.
- 2) **Improved the way we manage our finances** with a new budget format, an effort led by Liz Permar. We tabled these goals: to solicit workplans/budgets from all areas of AYW as part of developing next year’s budget and developing spending guidelines and an online payment mechanism.
- 3) **Improved our membership system** with a new Membership Form that can be completed online and a roster meticulously updated by Martha Bird Moulai. To attract members, we developed a new brochure, and membership form, a banner, and some new displays for the AYW Table. We provided a way to sign up for programs online and more financial support to enable women in need to attend our programs. We tabled several other goals—a photo directory, a strategy for tracking member involvement, and leadership development opportunities. AYW membership totaled 119 this year.
- 4) **Increased involvement by young women in AYW by at least 10-15.**

- 5) **Improved our process for recruiting Board candidates** with more analysis of board needs and more dialogue with board candidates, an effort led by Kit Ketchum.
- 6) **Improved our programming** with an initiative to survey our membership about the Friday *Get Connected* program and to write reports about events with enough detail to enable new leaders to step in and successfully plan programs. Jeni Klotz led these projects.
- 7) **Enhanced AYW’s visibility** with an amazing new website with multiple paths and many visuals thanks to our web designer/developer, Judy Goebel. In January we introduced our beautiful new brochure and banner, designed by Kelly Newcomer. And Kathy Urberg continued to embellish our already wonderful online newsletter. Sandra Breuer kept our events calendar updated. We also created a Communications Committee to oversee projects and create a communications protocol. Kit Ketchum began operationalizing our Gmail office so board members can more easily access board documents.
- 8) **Continued our tradition of honoring special contributions plus the work we did together as part of our annual meeting.** This year we honored Frank Bacon, Judy Goebel, Mary Junge, Kelly Newcomer, Joyce Sutherland, Caren Stelson, and our interim minister, the Rev. Charlotte Cowtan.
- 9) **Organized an AYW General Assembly Task Force to determine programming for GA 2010, to be convened by new president, Liz Permar.**

Gift to First Universalist Church. The Board also presented the church with a gift of \$4500 to be used for the purchase of a new dishwasher.

We warmly thank the women of AYW and our beloved ministers for all they did to strengthen and deepen our organization and our community of UU women.

Report of the Director of Administration

Patti Frazee

Personnel: The current staff is listed at the front of the annual report.

We are sad to say goodbye to Rev. Charlotte Cowtan, who has led the staff for the past two years. Her last day with us is June 21.

Other transitions include the departure of Sexton Alex Phongsisattanak in October, 2008. We recently hired a Sunday morning Hospitality Custodian, Wesley Full, and a part-time Cleaning Custodian, Mike Higgins.

Katie Campbell is moving on to get a teaching degree at Columbia University. Her last day with us is June 19.

Heather Davis was hired as the Childcare Coordinator in February.

The rest of the staff have served another year with you: Mary Bohman, Sandy DiNanni, Patti Frazee, Katie Heaton, Janice Hunton, John Jensen, Heidi Mastrud, Debra Rodgers, Chrystal Teachout, and Kevin Watson.

I want to thank my team of Sandy DiNanni, Chrystal Teachout, and Kevin Watson for their hard work and diligence. They are a great asset to this community and I, personally, appreciate their day-to-day support.

Building: Emily Grey Charter School began their tenancy with First Universalist in July '07 and have renewed their lease for another year.

Our lease with T-Mobile for a rooftop cell phone antenna began in October. All dollars from this lease are placed in an "Undesignated Building Maintenance" line on the budget to cover the costs of unexpected maintenance (fixing drain pipes, clogged toilets, etc.).

Major projects completed in this fiscal year include a new vestibule with thermopane glass; installation of push-bars on education wing exit doors; and there is now talk of, yes, a new dishwasher for the kitchen.

Finance: Our reserve accounts have been greatly impacted by the current economic climate. As of April 30, 2009, we have unrealized losses of \$130,919. Our current balance on the reserve account is \$560,772.

Despite the economic climate, we are projecting the '08-'09 budget to come in very close to balanced. As of April 30, \$605,526 of the pledged \$750,000 has been paid. Our 08-09 fiscal year ends June 30.

Our '09-'10 pledge drive garnered \$750,000 in pledges. Our Stewardship Co-Chairs, Suzann Willhite and Kristin Siegesmund knocked themselves out and ran a great campaign. Thank you, thank you, thank you, Kristin and Suzann.

Our '08-'09 Auction was a great success, with net proceeds of just over \$30,000. This was achieved with the help of a great team of volunteers and I thank all of them for their participation.

We launched the first-ever Go Green! Raffle in April to help narrow the budget gap for next year by raising approximately \$45,000. More than 80 congregants agreed to sell tickets to help raise money for the church! As of this writing, we do not have information on net proceeds of the raffle.

Under policy governance, the finance committee changed into a Board Finance Monitoring Team. The Team created financial monitoring policies, financial limitation policies for the Senior Minister, and worked closely with me to monitor the financial health of the church. The Finance Monitoring Team consists of Jill Andersen (Treasurer), and Trustees Dan Berg, Bill Elwood, and Jim Santelli. I thank them for the incredible work they've done this past year.

Special Donations

First Universalist received money from bequests. We honor those members who have left us a legacy in their names:

- Ruth Roberts (bequest to Legacy Fund)
- Mary Dyar (bequest to Foundation)
- Hildegard Holtz (bequest to Library)

Communications

Kevin Watson

Communications at First Universalist have evolved and grown in the past church year. Action has been taken on updating almost all the communication methods we have employed in the past, as well as, creating new ways to inform our large church community and newcomers alike.

Communications Committee: I would like to thank the Communications Committee all of whom have contributed to keeping the First Universalist community informed throughout the past year. Paul Riedesel has been a constant source of support as website backup, information about the inner workings of our current website, and knowledge of the committees we have at First Universalist. Pam Vincent has provided copy writing, Sesquicentennial materials creation, proofreading skills, and knowledge about how all the church committees fit together. John Addington has continued to keep the church's history documented, provided copy editing, and writing resources. Jessi Wicks' amazing photography skills were put to use providing photos for many publications. Shannon Bierbaum single-handedly got our sermons into podcast form and notified our online community CyberCoffeehour. Many congregants take advantage of this fantastic service. Thank you again to all the members of the Communications Committee!

Green Sanctuary: In an effort to continue to Green our Communications we have worked to reduce the paper we use for the Order of Service and *Liberal*. The Order of Service has moved to a more standardized format, this allows us to reuse the cover page from week to week, saving reams of paper each week! *The Liberal* went from twice a month to monthly publications. We have also increased our online readership to almost 800 individuals. Additionally, our CyberNews weekly newsletter subscriptions are up to just over 800. These online communications save us boxes and boxes of paper throughout the year!

Sesquicentennial: The 150th Anniversary of our church's founding has been celebrated in many ways. Marcia Wattson, Mikki Morrissette, Karin Wille, Nancy Atchison, and I worked with an outside developer to create and launch the Sesquicentennial Website www.firstuniv150.org. Marcia now manages all the content for this dynamic repository of 150th-related information. Mikki has coordinated all the wonderful 150th Insert Articles that have been in our *Liberals* since last September and will continue to highlight church history throughout this year's celebration. I've worked with Bette DeMars, Pam Vincent, and many others to coordinate and produce all sorts of Programs, Brochures, mailings, online ticket purchasing and many other pieces that support and inform these programs.

Ministerial Search: Throughout the church year I had the pleasure of working with and supporting the Ministerial Search Committee, working most closely with Sarah Smalley, Larry LaVercombe, Andrea Johnson, and Deb Talon. There were all church emails, mailings, and the design of a 150+ page full-color Senior Minister Search Packet. The Search Packet was sent to prospective ministers to showcase First Universalist and attract our new Senior Minister. Jessi Wicks and Deb Talon provided almost all the photos, Larry LaVercombe and Andrea Johnson wrote many of the wonderful words, Sarah Smalley, Nancy Gaschott, and almost the entire Ministerial Search Committee provided excellent guidance and ideas throughout the entire design process.

SPIFF Committee

(Space, Planning, Improvement, Facilities and Furnishings)

Submitted by Lynne Stanley

SPIFF members Ruth Arnold, Janet Chandler, Bette DeMars, Kristen Mengelkoch, and Lynne Stanley (chair) worked with staff members Patti Frazee and Chrystal Teachout throughout the year to address a variety of issues concerning ongoing building maintenance and needs. Most notably, SPIFF and staff worked together to:

- Improve the main office floor plan and procure new desks and visitors chairs
- Add and update signage throughout the building
- Purchase lecterns for the Cummins Room and Social Hall
- Reupholster the chairs in the North Narthex Meeting Room
- Convert the North Arches Meeting Room from a storage area to a functional, attractive meeting space for use primarily by church youth
- Find a new cabinet for the Caring Corner
- Develop a working list of items for which Memorial Funds might appropriately be used
- Implement the Caring for Our Building form and process
- Identify tasks to be accomplished by church custodians on a regular basis
- Update the church's House Rules

Stewardship Committee

Submitted by Joan Niemiec

Committee members are Nancy Atchison, Margit Berg, Eric Cooperstein, Kathy Coskran, Jane Hallas, Kristin Siegesmund, Suzann Willhite, and Patti Frazee.

The committee decided to forgo a major donor recognition this year due to the number of events planned for the sesquicentennial.

In October Margit Berg scheduled three classes: Ethical Wills, Who Gets Grandma's Yellow Plate, and Planned Giving.

Patti Frazee, Director of Administration, managed this year's auction November 15. The event, entitled "An Evening of Delicious Delights," was considered a fabulous success as both a fundraiser and community-building event. The goal was to net \$25,000 but the actual profit was \$30,000. Waid Johnson's reverse auction idea netted \$8600. The committee attributed the auction's success to excellent planning and management by Patti. She determined ahead of time what kinds of items to auction and asked members to contribute them. The auction team began in August and all items were in by September.

The Planned Giving Spring Event was not held this year because of the 150th celebrations and the new minister selection occurring this spring. The committee felt a need for a clear plan for the Planned Giving effort as well as the need to prepare written information about it. The discussion was tabled until the fall when the new minister could be part of this discussion.

Suzann Willhite and Kristin Siegesmund co-chaired the canvass. This year's theme is Invest in Your Values. A pledge goal was not set because of uncertainty regarding member financial capacity due to the economic instability.

The campaign kicked off with training of branch leaders in January followed by visitor training. There were two large-donor visit events hosted by Kim Lund, and David Lauth and Lindsay Thomas. During the month of February branch leaders met one-on-one with church members to discuss First Universalist and its importance to them. Feedback after the visits was positive regarding strengthened relationships as a result of these discussions. Total pledges are \$748,000 to date.

Statement of Condition

April 30, 2009

(This is an unofficial document to be used for discussion purposes only.)

	Balance as of 7/1/2008	Balance as of 4/30/2009
ASSETS		
Operating Accounts	\$150,419	\$46,333
Receivables/Prepays	\$7,329	\$0
Pledges Receivable	\$764,048	\$152,390
Physical Plant	\$2,333,150	\$2,333,954
Reserve Funds	\$695,317	\$561,348
Total Assets:	\$3,950,262	\$3,094,024
LIABILITIES		
Payable/Prepaid/Carryover	\$160,197	\$21,412
Deferred Revenue	\$764,048	\$152,390
Debt	\$744,935	\$732,081
Total Liabilities:	\$1,669,180	\$905,883
NET ASSETS		
Equity	\$1,888,832	\$1,778,065
Operating Accounts	\$148,925	\$96,905
Opportunity Funds	\$112,663	\$102,367
Legacy Funds	\$141,013	\$183,804
Current Period Changes	-\$10,351	\$26,999
Total Net Assets:	\$2,281,083	\$2,188,141
Total Liabilities & Net Assets	\$3,950,262	\$3,094,024
<i>Excludes First Universalist Foundation; see their report under the Foundation section.</i>		

Statement of Activities (08-09)

	<u>As of 4/30/09</u>	<u>Fiscal Year Ending 6/30/09</u>	
	YTD	Annual	Reforecast
	Actual	Budget	Budget
<i>Income:</i>			
OPR. CONTRIBUTIONS	683,514.44	867,604.00	804,811.92
FUNDRAISERS	30,176.90	25,000.00	30,356.00
INTEREST	7,695.73	10,000.00	7,800.00
BUILDING USE	158,046.42	195,600.00	190,145.00
MISC.	107,216.45	181,453.89	180,507.59
R.E. DONATIONS	23,165.25	23,000.00	24,046.00
<i>Total Income</i>	<u>1,009,815.19</u>	<u>1,302,657.89</u>	<u>1,237,666.51</u>
	<u>As of 4/30/09</u>	<u>Fiscal Year Ending 6/30/09</u>	
	YTD	Annual	Reforecast
	Actual	Budget	Budget
<i>Expense:</i>			
MINISTERS	193,188.06	250,013.67	257,829.42
LIFE SPAN FAITH DEV.	156,581.42	204,122.00	192,600.00
RELIGIOUS SERVICES	45,205.36	60,282.00	55,232.00
MEMBERSHIP	22,190.31	29,363.00	27,592.92
DEN. CONNECTION	27,432.00	39,276.00	39,176.00
COMMUNICATIONS	37,107.54	46,719.00	44,419.00
SOCIAL JUSTICE	51,936.43	67,771.00	65,771.00
PASTORAL CARE	3,688.63	8,450.00	8,150.00
FELLOWSHIP/COMMUNITY	3,996.48	3,850.00	4,600.00
FINANCE/ADMINISTRATION	158,790.65	197,738.00	190,728.72
PROPERTIES	186,074.48	262,512.00	218,521.90
CAPITAL EXPENSE	27,332.12	19,900.00	30,795.00
NON-OPERATING	68,021.79	105,526.89	99,411.15
<i>Total Expense</i>	<u>981,545.27</u>	<u>1,295,523.56</u>	<u>1,234,827.11</u>
<i>Income - Expense</i>	<u>28,269.92</u>	<u>7,134.33</u>	<u>2,839.40</u>

Facility, Human, and Financial Resources

Recommended Budget

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INCOME	08-09	08-09 Current	Recommended Budget
	Budget	Full-Year Forecast	for 09-10
OPR. CONTRIBUTIONS			
159 Operating Carryover	\$11,104.00	\$22,741.00	\$0.00
179 New Member Pledges	\$20,000.00	\$11,328.00	\$25,000.00
182 Contingency for Unpaid Pledges	-\$15,000.00	-\$35,000.00	-\$20,000.00
48 Pledges-Current	\$775,000.00	\$750,024.00	\$753,000.00
5 Pledges-Prior Year	\$15,000.00	\$5,468.92	\$10,000.00
55 Contributions Rec'd	\$38,000.00	\$27,000.00	\$30,000.00
56 Unidentified Cash Donations	\$23,500.00	\$23,250.00	\$23,500.00
	\$867,604.00	\$804,811.92	\$821,500.00
FUNDRAISERS			
68 Auction	\$25,000.00	\$30,356.00	\$25,000.00
Net Proceeds from Raffle			\$12,000.00
Social Gatherings			\$10,000.00
	\$25,000.00	\$30,356.00	\$47,000.00
INTEREST			
53 Reserve Acct Dividend/Interest	\$10,000.00	\$7,800.00	\$8,000.00
BUILDING USE			
160 Antenna Lease	\$10,600.00	\$9,645.00	\$10,918.00
57 Rental Income	\$185,000.00	\$180,500.00	\$197,000.00
	\$195,600.00	\$190,145.00	\$207,918.00
UNITY LEADERSHIP			
From Foundation			\$30,000.00
Plant Sale			\$3,000.00
Community Grants			\$59,315.50
			\$92,315.50
MISC.			
162 Legacy Fund Distribution	\$10,570.00	\$10,570.00	\$0.00
164 Budgeted Non-Operating	\$29,000.00	\$23,000.00	\$29,000.00
1 From Foundation	\$11,500.00	\$11,500.00	\$10,000.00
16 Capital Reserves	\$11,600.00	\$17,534.37	\$2,900.00
31 New Donors	\$16,500.00	\$5,000.00	\$5,000.00
32 Limpert Fund	\$18,268.00	\$18,268.00	\$8,152.26
37 From Designated Funds	\$20,757.00	\$20,757.00	\$10,035.00
Flower Donations			\$900.00
17 150th Committee	\$63,258.89	\$63,258.89	\$0.00
Repayment to Reserves (Sr. Minister)			\$22,916.67
62 Other	\$0.00	\$10,619.33	\$0.00
	\$181,453.89	\$180,507.59	\$88,903.93
R.E. DONATIONS			
165 Coming of Age Fees	\$4,375.00	4545.00	\$4,375.00
166 7th Grade Fees	\$625.00	645.00	\$625.00
52 Adult Ed Fees	\$0.00	1856.00	\$600.00
272 R.E. Fees	\$18,000.00	17000.00	\$25,000.00
	\$23,000.00	\$24,046.00	\$30,600.00
Total Income	\$1,302,657.89	\$1,237,666.51	\$1,296,237.43

Facility, Human, and Financial Resources

Recommended Budget

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EXPENSE				
	08-09	08-09 Current	Recommended Budget	
Ministers	Budget	Full-Year Forecast	for 09-10	
Senior Minister Salary			\$91,666.67	*
Senior Minister Benefits			\$20,709.00	**
Senior Minister Professional			\$9,000.00	
Senior Minister Relocation/Settlement Payment			\$4,250.00	
Senior Minister Installation			\$6,000.00	
Ministerial Intern	\$3,000.00	\$0.00	\$0.00	
Summer Minister	\$5,000.00	\$5,000.00	\$5,000.00	
Summer Minister Benefits	\$0.00	\$0.00	\$383.00	
3 Interim Minister	\$94,441.67	\$102,358.67	\$0.00	
131 Interim Minister Benefits	\$27,043.76	\$29,650.51	\$0.00	
183 Interim Minister Professional	\$9,444.00	\$10,236.00	\$0.00	
Rites of Passage	\$500.00	\$0.00	\$0.00	
50 Associate Minister	\$79,045.00	\$79,045.00	\$89,045.00	
184 Associate Minister Benefits	\$23,793.24	\$23,793.24	\$28,492.00	
185 Associate Min. Professional	\$7,746.00	\$7,746.00	\$7,000.00	
Total Ministers	\$250,013.67	\$257,829.42	\$261,545.67	
*Annualized amount will be \$100,000				
**Annualized amount will be \$22206				
Congregational Life				
	08-09	08-09 Current	Recommended Budget	
CONGREGATIONAL LIFE STAFFING	Budget	Full-Year Forecast	for 09-10	
Congregational Life Staff Salaries (1.5 FTE)	\$0.00	\$0.00	\$68,600.00	
Congregational Life Staff Benefits	\$0.00	\$0.00	\$19,514.00	
	\$0.00	\$0.00	\$88,114.00	
	08-09	08-09 Current	Recommended Budget	
WORSHIP	Budget	Full-Year Forecast	for 09-10	
129 Music Staff Salaries*	\$42,947.00	\$42,947.00	\$34,013.00	
137 Music Staff Benefits	\$3,785.00	\$3,785.00	\$3,102.00	
142 Music	\$3,000.00	\$2,000.00	\$8,500.00	
152 Guest Speakers	\$2,000.00	\$1,000.00	\$1,000.00	
123 Add'l Worship Items	\$750.00	\$500.00	\$500.00	
Winter Solstice Service	\$0.00	\$0.00	\$600.00	
64 Multigenerational Worship	\$0.00	\$0.00	\$500.00	
Multigenerational Music	\$0.00	\$0.00	\$225.00	
43 Worship Associates	\$375.00	\$0.00	\$375.00	
	\$52,857.00	\$50,232.00	\$48,815.00	
<i>*Children's Music Coord. Moved to Children's programming</i>				

Facility, Human, and Financial Resources

Recommended Budget

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	08-09	08-09 Current	Recommended Budget
PASTORAL CARE	Budget	Full-Year Forecast	for 09-10
141 Event Supplies	\$50.00	\$50.00	\$50.00
89 Pastoral Care Supplies	\$700.00	\$500.00	\$700.00
138 Friendship/Caring Corner	\$400.00	\$400.00	\$400.00
134 Memorial Services	\$400.00	\$400.00	\$400.00
58 TRUST	\$6,000.00	\$6,000.00	\$6,000.00
83 Training & Resources	\$700.00	\$700.00	\$700.00
10 Safety Program	\$200.00	\$100.00	\$200.00
	\$8,450.00	\$8,150.00	\$8,450.00
	08-09	08-09 Current	Recommended Budget
DEN. CONNECTIONS	Budget	Full-Year Forecast	for 09-10
161 Program Dues UUA	\$26,775.00	\$26,775.00	\$27,000.00
59 Program Dues PSD	\$9,801.00	\$9,801.00	\$10,000.00
163 PSD/GA Meetings	\$2,500.00	\$2,500.00	\$2,500.00
280 Committee & Support	\$200.00	\$100.00	\$0.00
	\$39,276.00	\$39,176.00	\$39,500.00
	08-09	08-09 Current	Recommended Budget
FAITH DEVELOPMENT	Budget	Full-Year Forecast	for 09-10
133 Lifespan Staff Salaries	\$144,416.00	\$136,000.00	\$86,646.00
135 Lifespan Staff Benefits	\$36,406.00	\$35,000.00	\$20,639.00
126 Classroom Supplies	\$1,500.00	\$1,200.00	\$0.00
34 Lifespan Leadership	\$1,100.00	\$500.00	\$0.00
28 Sr. High Trips	\$1,000.00	\$800.00	\$1,000.00
66 Young Adults	\$1,000.00	\$850.00	\$1,000.00
84 Library/Bookstore	\$400.00	\$400.00	\$500.00
70 Curriculum	\$1,750.00	\$1,100.00	\$1,200.00
73 R.E. Other	\$2,000.00	\$2,000.00	\$2,000.00
71 Teacher Workshops	\$750.00	\$600.00	\$750.00
72 Teacher Appreciation	\$700.00	\$650.00	\$700.00
76 Grade 8	\$1,500.00	\$1,500.00	\$1,500.00
78 Grade 7	\$1,400.00	\$1,100.00	\$1,400.00
81 Grade 9 (COA)	\$5,300.00	\$5,200.00	\$5,300.00
82 Grade 10-12	\$500.00	\$800.00	\$750.00
77 Summer Programs	\$2,000.00	\$1,500.00	\$2,000.00
4 RE Musical	\$900.00	\$900.00	\$1,000.00
64 Worship	\$300.00	\$500.00	\$0.00
Labyrinth	\$0.00	\$0.00	\$535.00
136 Adult Education	\$1,200.00	\$2,000.00	\$1,200.00
	\$204,122.00	\$192,600.00	\$128,120.00

Facility, Human, and Financial Resources

Recommended Budget

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	08-09	08-09 Current	Recommended Budget
MEMBERSHIP	Budget	Full-Year Forecast	for 09-10
Membership Support Salary	\$19,300.00	\$19,342.92	\$19,300.00
Membership Support Benefits	\$7,563.00	\$6,000.00	\$5,674.00
156 New Member Programs	\$1,000.00	\$2,000.00	\$2,000.00
Social Gatherings	\$0.00	\$0.00	\$5,000.00
178 Hospitality	\$3,650.00	\$4,400.00	\$4,400.00
158 Pathway to Membership	\$1,700.00	\$450.00	\$1,000.00
	\$33,213.00	\$32,192.92	\$37,374.00
	08-09	08-09 Current	Recommended Budget
FAITH IN ACTION	Budget	Full-Year Forecast	for 09-10
146 Faith in Action Staff Salaries	\$42,281.00	\$42,281.00	\$36,000.00
147 Faith in Action Staff Benefits	\$12,085.00	\$12,085.00	\$13,552.00
172 Affiliations	\$850.00	\$850.00	\$850.00
175 Action Groups	\$4,100.00	\$2,600.00	\$2,100.00
Green Sanctuary/EcoMinds	\$0.00	\$0.00	\$3,000.00
85 Supplies//Misc.	\$575.00	\$575.00	\$0.00
113 Leadership Dev./Training	\$600.00	\$600.00	\$0.00
281 Special Projects	\$1,280.00	\$780.00	\$1,000.00
	\$67,771.00	\$59,771.00	\$56,502.00
	08-09	08-09 Current	Recommended Budget
UNITY LEADERSHIP PROGRAM	Budget	Full-Year Forecast	for 09-10
Unity Leadership Staff Salaries			\$26,055.00
Unity Leadership Benefits			\$1,993.00
Intern Stipends			\$30,000.00
Program Development			\$4,250.00
Curriculum Development			\$3,100.00
Administrative Expenses			\$12,792.50
Programming	\$6,000.00	\$6,000.00	\$20,125.00
	\$6,000.00	\$6,000.00	\$98,315.50
Congregational Life Total	\$411,689.00	\$388,121.92	\$505,190.50

Facility, Human, and Financial Resources

Recommended Budget 09-10

Operations			
	08-09	08-09 Current	Recommended Budget
FINANCE/ADMINISTRATION	Budget	Full-Year Forecast	for 09-10
151 Admin Staff Salaries	\$92,140.00	\$92,140.00	\$92,140.00
153 Admin Staff Benefits	\$25,551.00	\$26,385.00	\$27,183.00
154 Staff Support	\$1,500.00	\$1,500.00	\$1,500.00
167 Personnel Accrued Time	\$2,000.00	\$2,000.00	\$2,000.00
173 Health Insurance Increases	\$3,387.00	\$0.00	\$5,610.00
116 Worker's Comp.	\$5,500.00	\$5,885.75	\$5,500.00
75 CPA/Atty Expenses	\$0.00	\$2,542.93	\$2,000.00
148 Visual Arts	\$3,425.00	\$2,500.00	\$4,400.00
234 Leadership Development	\$8,500.00	\$3,915.74	\$3,700.00
128 Ministerial Search Committee	\$13,310.00	\$11,000.00	\$0.00
180 Financial Canvass	\$2,500.00	\$1,639.22	\$2,000.00
181 Acctg./Payroll Fees	\$8,700.00	\$7,500.00	\$8,000.00
230 Investments Fees	\$1,000.00	\$550.00	\$1,000.00
36 Stewardship	\$650.00	\$26.71	\$650.00
186 Office Supplies	\$2,500.00	\$2,500.00	\$4,500.00
192 Postage (Exc.Liberl)	\$7,000.00	\$7,000.00	\$7,000.00
193 Equipment Maint.	\$15,000.00	\$20,500.00	\$17,000.00
216 Equipment Other	\$2,500.00	\$2,000.00	\$2,500.00
Repayment to Reserves (Sr. Minister)			\$22,916.67
207 Board Expenses	\$2,000.00	\$2,143.37	\$1,000.00
	\$197,163.00	\$191,728.72	\$210,599.67
	08-09	08-09 Current	Recommended Budget
COMMUNICATIONS	Budget	Full-Year Forecast	for 09-10
144 Communications Staff Salary	\$29,994.00	\$29,994.00	\$30,922.00
145 Communications Staff Benefits	\$7,325.00	\$7,325.00	\$9,410.00
188 Liberal(Inc.Postage)	\$8,500.00	\$6,100.00	\$5,000.00
191 Bulletins & Printing	\$4,000.00	\$1,500.00	\$4,500.00
79 Electronic	\$900.00	\$1,000.00	\$1,000.00
	\$50,719.00	\$45,919.00	\$50,832.00

Facility, Human, and Financial Resources

Recommended Budget

09-10

	08-09	08-09 Current	Recommended Budget
	Budget	Full-Year Forecast	for 09-10
PROPERTIES			
149 Sexton Salary	\$36,400.00	\$0.00	\$0.00
150 Sexton Benefits	\$12,237.00	\$0.00	\$0.00
Custodian Salaries	\$0.00	\$20,352.11	\$20,592.00
Custodian Benefits	\$0.00	\$5,300.00	\$4,013.00
130 Cleaning Service	\$13,000.00	\$13,532.22	\$0.00
169 Undesignated Bldg Maint	\$10,600.00	\$9,645.00	\$10,000.00
170 Kitchen Committee	\$1,000.00	\$500.00	\$1,000.00
33 SPIFF Committee	\$2,500.00	\$2,500.00	\$1,000.00
42 Sound System Services	\$4,000.00	\$2,500.00	\$1,850.00
213 Mortgage Interest	\$54,000.00	\$52,500.00	\$54,000.00
195 Utilities - Gas	\$30,000.00	\$24,600.00	\$27,000.00
Utilities-Gas Credit			-\$2,000.00
90 Utilities - Electric	\$28,875.00	\$23,500.00	\$27,000.00
91 Utilities - Phone	\$4,500.00	\$2,900.00	\$4,500.00
92 Utilities - Water	\$5,150.00	\$6,300.00	\$6,500.00
200 Repairs & Maint.	\$16,000.00	\$14,000.00	\$16,000.00
201 Rubbish Hauling	\$5,000.00	\$7,500.00	\$8,800.00
203 Groundskeeping	\$6,900.00	\$5,500.00	\$6,900.00
253 Boiler/AC Maint.	\$10,300.00	\$10,300.00	\$11,330.00
257 Elevator Maintenance	\$2,700.00	\$2,700.00	\$3,000.00
254 Alarm Maintenance	\$1,050.00	\$1,050.00	\$2,000.00
174 Misc. Expenses	\$5,500.00	\$4,046.57	\$0.00
206 Insurance	\$16,800.00	\$11,796.00	\$14,162.00
	\$262,512.00	\$221,021.90	\$217,647.00
CAPITAL EXPENSE			
23 Library/Bookstore Capital	\$1,100.00	\$1,100.00	\$0.00
Building Upgrades: Capital	\$0.00	\$10,605.00	\$0.00
25 Computers	\$2,500.00	\$2,500.00	\$2,500.00
27 SPIFF Capital	\$2,500.00	\$2,500.00	\$1,900.00
30 Mortgage Principal	\$13,800.00	\$14,090.00	\$13,800.00
	\$19,900.00	\$30,795.00	\$18,200.00
Operations Total	\$530,294.00	\$489,464.62	\$497,278.67
NON-OPERATING			
171 Budgeted Non-Operating	\$29,000.00	\$23,000.00	\$29,000.00
38 New Donors Expensed	\$10,000.00	\$5,000.00	\$2,000.00
40 Limpert Fund TBD	\$3,268.00	\$8,152.26	\$0.00
45 150th Committee	\$63,258.89	\$63,258.89	\$0.00
Non-Operating Total	\$105,526.89	\$99,411.15	\$31,000.00
TOTAL EXPENSE	\$1,297,523.56	\$1,234,827.11	\$1,295,014.83
Income -Expense	\$5,134.33	\$2,839.40	\$1,222.59