

ANNUAL REPORT 2010-11



First Universalist Church of Minneapolis

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Table of Contents

Looking Back at Our Community -- Our Values -- Alive in the World	p. 1
Worship Highlights at First Universalist Church	p. 8
Statistical Report: Members, Attendance, Cycle of Life	p. 9
Report from the Senior Minister	p. 10
Report from the President of the Board of Trustees	p. 12
Annual Meeting Agenda	p. 13
Report from the Treasurer of the Board of Trustees	p. 14
Looking Forward: The Story Behind the Budget	p. 15
Proposed Budget	p. 17
Nominees for Elected Positions	p. 20
Minutes from 2010 Annual Meeting	p. 24
Message from Associate Minister Kate Tucker	p. 25
Board/Staff Listing	p. 25
Proposed Mission Statement, Bylaws, Resolution	Back Cover

2010-11: Looking Back

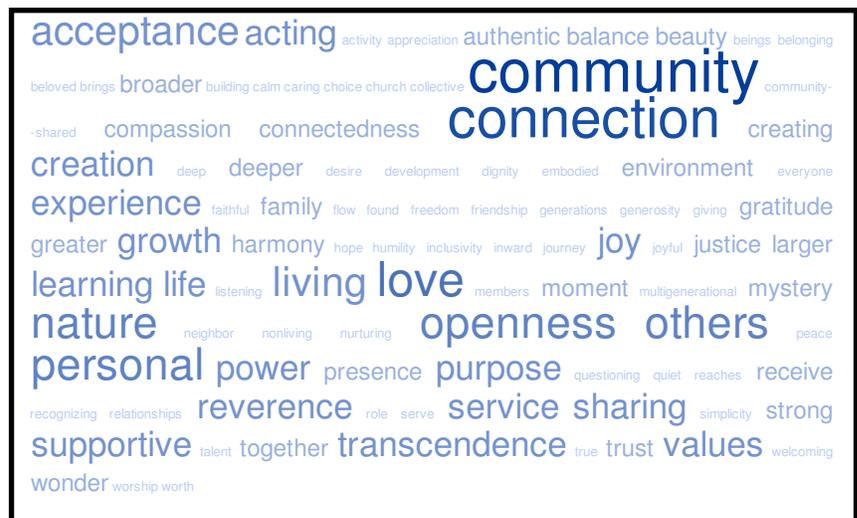
If there is one thing Unitarian Universalists are good at, it is asking questions.

This past year, we asked ourselves a lot of questions. Can we sustain ourselves without a major tenant? Can we return to a role as a teaching institution for UU ministerial interns? Can we engage the interest of large numbers of new visitors to our services? Can we reduce the sometimes overwhelming choices of activities and messages within our faith community? Can we find deeper ways to serve, connect, reflect and grow? Can we improve on our tradition of sharing our progressive message of love and hope with younger generations?

We were asked by the Board of Trustees to individually and in Appreciative Inquiry groups dig meaningfully into the transformational moments that have connected us to this faith community -- and share our visions for the future -- in order to articulate the words that would lead to our new mission statement.

The words that emerged during that Mission Possible process were only a small part of what we accomplished. In the pages that follow are a few of the ways we expressed our values in 2010-11, and made them come alive with open minds, loving hearts and helping hands.

After looking back at the past year, we will look forward to our future year, and then get down to the business of this year's June 5 annual meeting.



Our Community. Our Values. Alive in the World.

Participating in Small Group experiences with each other, interacting on Cyber Coffeeshour and Facebook, gathering at the new coffee stations and couches in the Social Hall, sharing our stories in video, and caring for each other in homes and hospitals: These are just a few ways the members of First Universalist made connections and strengthened relationships in 2010-11.

It Gets Better Video Project: Sharing Compassion and Honesty

It Gets Better -- a project produced as part of the worldwide ItGetsBetter.org initiative -- was filmed by a crew of nine church members interviewing 19 congregants who shared their experiences as LGBT youth. They spoke of the difficulties of growing up as lesbian, gay, bisexual or transgender, and shared a message of hope with LGBT youth that it will get better!



Said one YouTube viewer: "I like this video so much! You've encouraged me to look up what the Universalist Churches are all about, and to find one in my area. I'm a straight ally, so it's important to me that my church home be LGBT friendly. I'm looking for a church; maybe I've found one!"

Small Groups: Committing to Reflective Conversation

Twelve groups met bimonthly in the Fall, more than 20 met this Spring, and three met for the full year. There were affinity groups of young adults, parents with young children, caregivers, new members, couples, and graduating seniors, for a total of thirty-three groups this year. All reflected on questions and sermon excerpts related to the monthly themes.

“Talking or thinking about death won’t kill you. It will remind you, like a flashing neon sign: ‘This is your life. It is precious. Are you living the life you are called to live?’ It will encourage you to mend relationships, to seek forgiveness, and to fully explore the creative gifts and talents you’ve been given.”

– Rev. Justin Schroeder, “Does Tuesday Work For You?”
March 20, 2011



Association of Universalist Women

As always, AUW bustled with activity. There was the Fall Membership kickoff, an afternoon retreat in October, holiday tea in December, spring “Awakenings” retreat, and a spring fling for women and girls in mid-May. There were new friendship groups formed in October and February, along with many original groups still going strong after four years. Friday Get Connected events brought women together around a variety of topics including shamanism, rain gardens, and Judith Grittner’s art.

Congregational Care

This group’s name changed from Pastoral Care, better reflecting the purpose of connecting the congregation in care. Highlights of the busy volunteer team:

- Knitted, crocheted and distributed comfort shawls.
- Visited residents of nursing homes and assisted living facilities
- Provided transportation to medical appointments and church services
- Provided meals to those undergoing medical treatments and rehabilitation
- Coordinated production of soups and cookies for the February Day of Service
- Two-session workshop on writing health care directives
- Hospitality for memorial services



Our Community. Our Values. Alive in the World.

It is our faith community at First Universalist Church that can sustain us in the tough times, reminding us of the power of our collective strength. Here are a few of the inspirational stories from our many contributions to the wider community in 2010-11: Snapshots of the way we have been *Alive in the World*.



First Universalist Day of Service

On one February day, 400 congregants offered more than 1,500 hours of service around Minneapolis. Projects included:

- Spanish/English conversation at La Conexion
- Knitting for Charity at Steven Be's
- Painting and inventory at Tubman Center
- Welcome signs for People Serving People
- Packaging interview clothes for First Impression
- Habitat for Humanity construction at two northern Minneapolis locations
- Interviews for "It Gets Better" video to benefit GLBT teens
- Condom bouquets at Planned Parenthood
- 1,500 books collected for women's prisons
- Congregational Care meal preparation
- Painting apartments at Ascension House, for new transitional families

"It is service to others that is transcendent. This has the capacity to make us no longer ordinary. To be a part of this community is transcendent. ... The world today poses no threat, merely opportunity. Every single interaction that you have can send out a message of hope.

-- Ross Levin, "Spend Your Life Wisely"
sermon, February 13, 2011





Greening Our World

First Universalist Green Sanctuary/Eco-Minds has continued working toward green friendly initiatives, including: organic compost recycling, improving church energy usage, hosting a Children's Chapel about the environment, developing a car-pooling website and celebrating Earth Day with a focus on transportation.

Food for Kidz

On December 19th, our congregation raised enough money to pack nearly 30,000 meals for children. Children, adolescents and adults gathered at the church to pack meals for the Food for Kidz organization. The meals were distributed to children around the world.



Habitat for Humanity

First Universalist made a commitment with Habitat for Humanity to help build or rehabilitate homes across the metro area for 230 families by 2014. We are raising and contributing \$7,000 each year, as well as providing sweat equity.

*"As you know, the need for affordable housing has never been more urgent. ... In the end, you are the reason that families and neighborhoods in the Twin Cities are getting stronger everyday."
-- letter from Habitat for Humanity to First Universalist Church*

Our Community. Our Values. Alive in the World.

Our resources at First Universalist are considerable. We are invested together in our hopes for the future, as we showed this year in our giving campaign, and our expanding role as an educational institution for UU ministers and youth leaders.

2011 Giving:

Good Energy, Happy Money

This year's Pledge Campaign -- "Your Community. Your Values. Alive in the World." -- was filled with good energy. Through special events, testimonials, and prizes (including one for a coveted personal parking space!), the team created a culture of abundance and generosity, and the numbers added up to success. More households pledged, and the total campaign exceeded last year's by 16 percent.



Planned Giving:

Spreading the Word

Raising awareness was the focus of the Planned Giving Team, which highlights the importance of estate planning for those wishing to make a legacy gift to our church home. A brochure is complete. Closer collaboration between Planned Giving and Congregational Care is in the works, as is a video documentary featuring members of the Heritage Circle – those who have made major gifts or included the church in their estate plans.

For our main effort of the year, we chose to collaborate with the Currie Avenue Partnership to host a dinner for 150 grant recipients from around the Twin Cities [who had moved into their own homes after chronic homelessness]. The reason for the dinner is this: Living on the streets, though hard, uncomfortable and dangerous, doesn't mean they lacked community. In fact, those who live on the streets often develop close bonds with others who are struggling through the same experience. The case workers at Currie are worried that if these grant recipients don't form new connections in their new homes, they will return to the streets. They'll become homeless again -- out of loneliness. Out of a sense of a desperate need for belonging. When one guest introduced a friend saying, "this is my friend from the shelter -- well, I mean this is my friend *not* from the shelter" with a burst of laughter, it was clear that we had succeeded in creating an environment where that community was found again.

-- Emi Hasty, 11th grader, "Home is Where the Heart Is" message, May 15, 2011

Ministerial Intern: Benefits All Around

We returned to our tradition of being a teaching church by welcoming ministerial intern Ruth MacKenzie. Ruth was instrumental in bringing more story and song to our pulpit, and she worked tirelessly on the Winter Solstice service, illuminated the different approaches to prayer, taught our youth, and immersed herself in the Mission Possible process. Her internship was a powerful reminder of how much the church receives when it opens itself up to this kind of opportunity.



Unity Leadership: Spreading Its Wings

After 18 years as a program of First Universalist Church, Unity Summer is now the Unity Center for Youth Leadership, an independent organization committed to creating the racial justice leaders of tomorrow. Although it remains in relationship with the church, this

intentionally multicultural program now has its own board, logo and website. The center is listening to youth as it evolves to meet their needs and has taken concrete steps to offer year-round programming.

Religious Education: Re-modeled and Re-Energized

Enrollment rose again in our already thriving Religious Education program. The renovation of the classroom wing created cleaner, more appealing, and more usable spaces. A new kiosk to greet and welcome new families made it easier for parents to get their kids involved. The children and youth were active in many ways, from the annual Coming of Age service and Youth Sunday to a new small-group format for the Children and Youth Council that led to an all-ages service project.





Our Worship Life

by Rev. Justin Schroeder

Faith, Prayer (or Spiritual Practice), Death, Transformation -- these are universal themes.

This past year, working closely with lay leaders and the worship team, we took Sunday morning worship a step further, moving beyond the text. In November we had a story service that was designed for all ages, and spoke across the ages (available on website: firstuniv.org/sermonpodcast).

Worship is at the heart of congregational life. Miracles happen every time a community gathers for worship, whether that miracle is the softening of a hardened heart, tears freely flowing down someone's cheeks, children being welcomed and embraced by the congregation, or some deeper call being discerned.

Good worship creates a container for the holy, and a place in which the human spirit can expand and soar. Good worship challenges and inspires us to wrestle with life's deepest questions, and it allows us to sit in silence with others.

I understand worship as a place to encounter the holy and to be transformed; thus, while worship may be intellectual or academically rigorous, worship is never a lecture or presentation. It is always an invitation – an invitation into more: more life, more meaning, more depth, more authentic living.

This past year, we continued using monthly themes to anchor and ground the worship life of First Universalist. It has been a joy to work with Ruth MacKenzie (our Intern), Rev. Kate Tucker, associate minister, Heidi Mastrud, Director of Congregational Life, our music leaders and others as we've put together these services, creating tightly woven worship experiences, striving to have every piece hang together to create a coherent whole.

The monthly themes have provided rich soil in which to dig and explore. They provide an intentional focus to our preaching and to our shared worship life. These themes point to the heart of some of the deepest wrestling we do as human beings, as we make sense of being alive, knowing we will one day die, trying to figure out how to live a life of meaning and purpose.

In January, as we explored the theme of Salvation, the congregation, working with member and artist, Fawzia Kahn, created a visual sculpture in the sanctuary that represented wholeness in brokenness. This piece added a whole new dimension to the worship experience.



Fawzia Khan's sculpture of a chalice was made out of broken CD pieces in which congregant's wrote about the broken pieces in their lives.

For Easter the worship team, led by Ruth MacKenzie, created a service for all ages based on a retelling of the "Road to Emmaus" story. The very moving service included puppet actors, a communion/seder table on the chancel, as well as a seder table in the Social Hall.

Finally, we've experimented this year with inviting church members to share their story as a testimonial with the congregation, as part of the worship service. This has been deeply moving. People of all ages have openly shared what this faith community means to them.

Our worship life is strong, and as we continue to explore and create new ways to augment and deepen the worship experience, it will only get better.

MINISTERS' STATISTICAL REPORT – MAY 1, 2010 TO APRIL 30, 2011

MEMBERS ADDED: 116

MEMBERS REMOVED: 24

TOTAL MEMBERSHIP: 925

NEW MEMBERS: 116

Average Adult Attendance: 9:30 am 237 11:15am 294 TOTAL 541

Average R.E. Attendance: 9:30 am 120 11:15am 115 TOTAL 235

Average Summer Adult Attendance: 230

Emily Abeln	Sonya Emerick	Catherine Manning	Sylvia Scoggin
Molly Abeln	Sarah Gohman	Brian McHenry	Sue Scott
Adrienne Alexander	Celia Gust	Sherri McHenry	Erin Sheehan
Linde Althaus	Jim Gust	Gerald Meader	Abbey Sidebottom
Lynn Anderson	JoAnne Haluska	Christina Meckel	Meredith Sims
Megan Atwood	John Haluska	Janet Merrill	Susan Skrien
Wendy Auldreich	Rochelle Hammer	Barb Mersy	Amy Slusser
Joanna Bakken	Lisa Haugen	Lynn Meyer	Deb Soulen
Mooraly Baradan	Stewart Haugen	Sarah Monahan	Tim Soulen
Bell Barr	Karen Heegaard	Julie Most	Shannon Steven
Jane Baudelaire	Michael Holt	Richard Most	Zachary Steven
Jeffrey Benson	Kathy Holzer	Patricia Neer	Ann Styx
Rachel Bialostosky	Joseph R. Homrich	Bryant Noice	Peter Styx
Peg Feil Bishop	Brent Hoska	Jennifer Noice	Andrew Tralle
Kristin Blake	Dakota Hoska	Jen O'Brien	Claire Tralle
Ethan Bleifuss	Kurt Illig	Joseph O'Hagan	Tammy Tucker
Kristen Blue	Lisa Illig	Gail O'Kane	Matt Urbanowicz
Tim Broeker	Katja Rowell Kassebaum	Jeanne Olson	Jessica Weappa
Eric Brown	Sherry Kempf	Phillip Otterness	Kira Weier
Lori Bruzek	Janet Sue Kinney	Jeanne Peppel	Matt Weier
Lisa Cowley	Allyse Knox	Allison Peterson	Kathy Weiss
Emily Cudd	Chris Kotila	Matt Peterson	John Welsh
Leslie Cunningham	Matt Kresl	Jeffrey Pilcher	Jeff Wittrock
Patricia Daninger	Marilyn Lamoreux	Margaret Presley	Lindsay Wittrock
Michael Day	Judy LaVercombe	Judith Ream	Kelsey Wolf
Rose Day	Chuck LeGros	Patty Remes	Jordan Wood
Julie Derby	Jay Levine	Joe Sayles	Chandler Yorkhall
Michelle des Islets	Erin Lysne	Larry Schmidt	Kara Yorkhall
Christine Devens	Angela Mannila	Jessy Schrandt	

DEATHS/

MEMORIALS: 8

Ray Warner
Hildegard Holtz
Frank Blake
Barbara Rames
Waid Johnson
Leah Halem
Marc Fuller
James Colvin

MARRIAGES/

COMMITMENTS: 2

Johannah Krueger and
Ryan Scheurer

Heather Koser and
Mooraly Baradan

CHILD DEDICATIONS: 20

Margaret Juanita Ahlberg	Ruby Jean Johnson
Camilla Frances Coral Ahlberg	Jake Robert Machalek
Subin James Ali-Caccamo	Luke Patrick Machalek
Adeline Drew Althaus-Kotila	Tess Sophia Machalek
Katelyn Mira Berry	William James Kosek Monahan
Elanor Julia Windle Bialostosky	Jack Finn O'Kane
Evie Broeker	Madeline Kay Peterson
Sylvie Broeker	Lucille Elizabeth Vokes-Ruffcorn
Alston Jameson Butler	Savanah Jean Weiss-Cudd
Luca Blues Coldwater	
Madison Rae Gehrman	

Report from the Senior Minister

Rev. Justin Schroeder



It is good to pause, to reflect, to look back and remember all that we've experienced this past year as a faith community! It was a year of growth, change, deepening, clarity, and excitement.

Last June, First Universalist had a strong

showing at the annual General Assembly, which was here in Minneapolis, as staff and members of the church lead workshops, were involved in the Standing on the Side of Love rally at Loring Park, and participated in the Sunday morning worship service, in front of 4,000 Unitarian Universalists.

First Universalist began the fall with an office remodel (to accommodate a growing staff, and to better maximize the space) as well as a newly designed and re-imagined Social Hall with a kid friendly" area in the Chalice Room. The Atrium had a clearly marked "New Family Welcome Area." We re-claimed our Religious Education space as well, with the departure of the Emily Grey Charter School. We converted room 203 into a wonderful environment for our small groups, elders groups, and others in which to meet. Our service times changed as well, from 9am and 11am to 9:30am and 11:15am, which has helped us achieve a much better attendance balance between the two services.

We began the church year with a new Ministerial



Intern, Ruth MacKenzie, who has been a delight and a joy to work with. Tracy Van Epps joined the staff and has done an outstanding job as our Facility Manager. BJ Van Glabbeek joined the staff and has proven invaluable as the Assistant Office Administrator. Both Kevin Watson, our Communications Coordinator, and Patti Frazee, our Director of Administration moved on to new opportunities this past year. Recently our long-time Choral Director Janice Hunton announced she will be departing. We are grateful for their many contributions.

Susan Claeys, our new Director of Finance and Administration, joined the staff in February. Under her leadership, we are shoring up and strengthening our infrastructure, building usage policies, administrative processes and our financial systems. All of this will help us successfully accommodate the growth we are experiencing.

Throughout the year, we did additional "shoring up," in key areas, bringing on Emily Christie, as a part time Sunday caregiver for our 2 and 3 years olds, as well as Christine Bailey, as a welcoming and friendly presence in the front office on Sunday mornings. Mikki Morrisette ably stepped in as our Interim Communications Coordinator.



Room 201 in progress (above), Room 203 after (below)



Our values of service, generosity, and justice have been alive in the world this past year as well. Church members and members of the ministry team have attended or spoken at the Good Friday Service at Planned Parenthood, Freedom to Marry Day Rally at the Capital, Out Front Lobby Day, and countless other events. During our first ever Day of Service event in February, during the pledge drive, nearly 450 church members and friends contributed 1500 hours of service to the wider community. There were over 20 different projects to chose from, and after serving together, many of us danced together, at the Valentine's Day dance. During the past year, First Universalist also made a significant commitment to partner with Habitat for Humanity, in their campaign, *A World of Hope: It Starts at Home*. Over the next four years, we're committed hundreds of volunteers to serve on various Habitat Projects, as well as \$28,000, as we help with the affordable housing needs of the Twin Cities.



Protecting reproductive rights at the Planned Parenthood rally

deepen its understanding of Policy Governance, as well as their role as high level strategic and visionary leaders, that help ensure the church moves towards its stated goals. Perhaps most importantly, the board has faithfully engaged the congregation over the past months, as they've work toward creating a new Mission Statement for the church.

Finally, after much discussion and discernment, the board is proposing a bylaw change to experiment with a smaller board size this next year, in order to be more effective in their governing, and focus on the key strategic decisions that shape the future. I'm proud of the work the board has done this year. We have wrestled together on the issues, and it has been helped us all to become stronger spiritual leaders.

As I finish my second year as your Senior Minister, I can hardly believe my good fortune to serve this faith community! Week after week, I am humbled by the generosity, kindness, and commitment of you all, as you serve as greeters, ushers, coffee servers, religious education teachers, front desk volunteers, small group facilitators, care givers, choir members, newsletter assemblers, and all the dozens of other ways you serve as you bless this community and wider world with your time, passion, and energy.

And finally, it has been a great joy to work with such a dedicated and delightful staff, who day after day, week after week, give 110% percent. Their energy, passion, and commitment to the mission of First Universalist humble and inspire me.

In deep gratitude,
Rev. Justin Schroeder



The Habitat for Humanity crew is calling themselves the "Stonecutters," after a First Universalist sermon story.

One other way we've made our values come alive in the world is by giving away the vast majority of our Sunday offering plate. Over the course of the year, we've given away \$65,000 in the Sunday offering plate. And the Pledge Drive itself, with a theme *"Your Community. Your Values. Alive in the World"* connected all of us to the dreams we have for this faith community. We faced a significant challenge with the loss of the Emily Grey Charter School rental income, but understood that having a major tenant would be a barrier to us fully living into our mission. During the pledge drive, the congregation responded with incredible generosity, and we now are close enough to making up the lost income from Emily Grey that I can say with confidence that we will not have a major tenant next year! This is an incredible step forward, and we anticipated continued growth in our Religious Education program next year as well.

This past year, the Board of Trustees, led by Barry Johnson (who stepped down in December 2010) and Kathy Coskran (current chair), has continued to

President's Report: 2010-11

Kathy Coskran, President, Board of Trustees



Reflecting on a single year of church life is like peering down a long, sunlit road and recognizing that everything that happened this year built upon the foundations of the past, both the immediate and the more distant past, and that what we have accomplished this year also paves the way for years to come.

From the board's perspective, the congregational work on the Mission Possible process not only resulted in a bold, new mission statement, but deepened our understanding of the policy governance system and made us a more effective governing body. The proposed bylaws change to reduce the size of the board is one result of that understanding and commitment to creating a governance system that best serves First Universalist Church.

The year has also been characterized by the generosity of First Universalist congregants. We've increased the opportunity to be collectively generous by giving away our Sunday offering plate most Sundays. The day of service inspired hundreds of us to join together to serve the wider community in

multiple ways and launched a record-breaking canvass. That generosity freed us from dependence on a full-time renter. The board's authorization to use reserve funds ends a 17-year dependence on outside sources and, within three years, we will begin restoring those reserves.

Last fall we thought this would be the year of the strategic plan. The Mission Possible process taught us the importance of first connecting significantly with congregants and arriving at a clear statement of our mission.

Now we are ready to move into a strategic planning process next fall, a process that will involve us all, congregants, board, and staff, in the specific, concrete aspect of the mission and visioning processes: what we will do when, how much will it cost, and who is responsible.

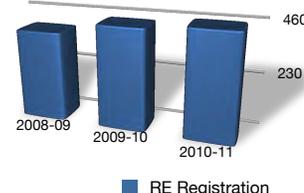
I want to thank Barry Johnson for his exemplary leadership in the first year and a half of policy governance implementation and acknowledge again his generosity and wisdom in stepping down as president in January to give me an opportunity to build on the momentum and solid base he provided and be ready for next year.

It is such a joy to be part of this dynamic, inspiring congregation.

	Pledge Base		
	2008-09	2009-10	2010-11
Pledge Base	\$752,400	\$757,803	\$878,043
Average Pledge	\$1,380	\$1,341	\$1,387
Pledge Units	545	565	633
Total Members	840	849	930

Anticipated thus far for 2011-12

Pledge base: \$989,212
Average pledge: \$1,674



152nd Annual Meeting of the Members

First Universalist Church of Minneapolis

Sunday, June 5, 2011

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

Agenda

Call to Order.....Kathy Coskran, President

Chalice Lighting and Opening Words.....Rev. Justin Schroeder, Senior Minister

Appointment of Parliamentarian

Adoption of Agenda

Authorization of Board of Trustees to Approve Minutes of this Meeting

Senior Minister's Report.....Rev. Justin Schroeder

Treasurer's Report.....Nancy Gaschott, Treasurer

Presentation of Recommended Budget for 2011-2012.....Rev. Justin Schroeder and
Susan Claeys, Director of Finance and Administration

Vote to Approve Budget

Presentation of Proposed Mission Statement.....Kathy Coskran, President
Vote on Proposed Mission Statement

Presentation of Proposed Change to Bylaws.....Kathy Coskran, President
Vote on Proposed Bylaws Change

Presentation of Proposed Green Sanctuary Resolution.....Green Sanctuary team
Vote on Green Sanctuary Resolution

Report of the Nominating Committee.....Cindy Marsh, Chair

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 2010 General Assembly of the UUA

President's Report.....Kathy Coskran

Special Recognition.....Kathy Coskran, Eric Cooperstein, Cindy Marsh
Outgoing Church Trustees
Outgoing Foundation Directors
Outgoing Nominating Committee Members

Closing Words.....Rev. Kate Tucker, Associate Minister

Adjournment

Treasurer's Report: 2010-11

Nancy Gaschott (dated 15 May 2011), Treasurer, Board of Trustees



I think of my first year as Treasurer (the 2009/10 church year) as The Year of the Balance Sheet. The current, nearly ended year summarized in this Annual Report, will forever in my mind be The GAAP Year.

GAAP stands for Generally Accepted Accounting Principles. These principles have been defined and refined over the years by a national accounting body in order to provide a standard language and method for keeping track of an organization's assets, debts, financial transactions, etc. It's fair to say that most established and well-run organizations – corporations, nonprofits, and churches – strive to use GAAP as they do their accounting.

First Universalist Church has not been using GAAP and, to my knowledge, has never had financial staff with formal accounting training. We'd been blessed with hard-working, diligent, common-sense staff, who cared deeply about the church and its resources. But the Financial Monitoring Committee this year concluded that the church had evolved to the point where it needed a more sophisticated rendering of its financial activities: First Universalist Church needs to use GAAP.

We recommended that the church contract with an independent accountant to work with Patti Frazee, and helped to identify a good candidate. And when Patti announced her resignation we suggested that the new church administrator be GAAP proficient. The church has been enormously fortunate in being able to add the talented Susan Claeys to our staff who, among many other areas of accomplishment, has a degree in accounting.

As of mid-May Susan, with our support, has undertaken a line by line examination of each of the church accounts, in order to transfer the accounting to a more efficient software system and employ Generally Accepted Accounting Principles. Yea!

The church year 2010-11 has also been characterized by rapid membership growth and a re-habilitation of our classrooms. The excitement we feel on Sunday mornings in the church school classrooms and in our Sanctuary is reflected on our books – we've enjoyed over 15% growth in pledge income in each of the last two years. At the same time as we've benefitted from having unfettered access to those classrooms, our revenue has suffered from the loss of the rental income we'd been receiving from the charter school which had been using those rooms.

The combination of happy membership growth and a pinch in revenue led us in the 2010-11 year into a planned deficit budget, and, similarly, to another planned deficit budget for the upcoming year. Planning to spend more than we're taking in, and using existing reserves to cover that cash outlay, is not something a Treasurer likes to do. But wise financial managers know that deficit spending is sometimes necessary in order to take advantage of organizational growth. We're helped along by the somewhat spiritual concept, popularized by Stephen Covey in the *Seven Principles of Highly Effective People*, that an abundance mentality, as opposed to a scarcity mentality, is essential to personal and organizational success. The church reserves are sufficiently abundant to fund the needs of the church in the next year.

And abundance is what we're enjoying at First Universalist Church – abundance in ideas, connections, growth, excitement, activity, action, generosity, and love.



Looking Forward: The Story Behind the Budget

Our budget tells the story of our collective dreams, hopes, and values as a faith community. It also tells the story about the practical things we must do in order to live into our dreams. A key part of this story is that this year we replaced the rental income from the loss of the Emily Grey Charter School (they brought in \$185,000 a year in rental income). Because of the generosity of this congregation, our building is now truly our own – we are no longer reliant on a major tenant! Here's the rest of story behind the 2011-2012 budget, and how it helps us move toward our dreams:

Spiritual Deepening and Dynamic Worship

The members of First Universalist are talented and creative individuals and it is clear that there is a desire for deeper spirituality through the arts (music, drama, dance, puppets, and more). We experienced what it feels like to fulfill that desire with this year's Easter Service, which involved artists, dancers, dreamers, and other leaders who came together to create what many of you have called "the best worship service you've ever experienced." We want to build on this energy and create a worship arts leadership team. This team would work with the ministers of the church to integrate "the arts" into every worship service. This leadership team also will plant the seeds that will give birth to launching a third worship service in the fall of 2012, which would be very different than our two Sunday morning services. It could be all ages with lots of story and music. It could be linked with a meal and/or regular service projects. Our budget includes monies to support this visioning process. Ruth MacKenzie will stay on staff half-time to help guide the worship arts team. In addition to this, there's an ongoing formal commitment to more intentional leadership development that will involve many members of the congregation.



Easter service puppet/actors for "The Road to Emmaus" story.

Caring for our Children and Youth: Religious Education

Our Religious Education program is expanding to fill the space vacated by the Emily Grey Charter School. With the Rainbow Path, the Coming of Age, and OWL (Our Whole Lives) and more, it is a strong program, with hundreds of volunteers, and more than 400 registered children and youth. In order to build on the strengths of this program, we need to pay particular attention to our active learners and how the curriculum and activities serve their needs, developmentally and spiritually. Working with lay leaders in the church, we aspire to create even more opportunities for children, youth, and adults to grow their faith, to serve one another and the community, and to be grounded in a Unitarian Universalist identity. This budget includes monies to support visioning and planning about the future of our Religious Education program.

Member Ministry/Administrative Ministry

While worship, Religious Education, and Social Justice are often seen as the ministries of a church, the “administrative ministry,” and the “front office ministry” are equally as important. We’re shoring up a number of administrative church areas in order to strengthen the overall ministry of the church. We’ve been understaffed in the administrative and infrastructure areas of the church for a number of years. We believe that a friendly, well-run office is critical to a thriving, successful faith community. We’re investing in a full-time Office Manager, someone who will oversee the day-to-day operations of the office. We’ll also be investing in new accounting software, as well as a better member database. With these resources and systems in place, First Universalist will be better equipped to help members connect with the church and share their gifts with this community.

Teaching and Learning

We’re continuing our commitment to being a teaching church, recognizing we learn just as much from Interns as they learn from us. This budget supports a full time Intern in 2011-2012, funded in part by a grant from the Unitarian Universalist Association.

Generosity/Faith in Action

We’re continuing our practice of giving away the majority of the Sunday morning offering plate to the community. We’ll be supporting Habitat for Humanity, the Prairie Star District, TRUST (an ecumenical coalition of 18 South Minneapolis churches that provide service to our service area's residents), and many other organizations. Additionally, as part of our Faith in Action work, we’ll be partnering with Habitat for Humanity over the next four years as they rehabilitate and resurrect 250 homes in Minneapolis. We’ll continue our Environmental Ministry as well, moving toward sustainable living and practices both as individuals and as a faith community. And we’ll partner with other faith communities and organizations in the Twin Cities as we celebrate all families and the love they share, and work to defeat the Marriage Amendment that will be on the ballot in 2012.

Taking Care of Our Home



Our building is a reflection of our core values. It needs to be welcoming, energy efficient, and feel like a home that we draw strength from as we bless and serve each other and the world. This budget includes strategic planning around space usage in the church (including rentals), that compliment rather than compete with the growing need for space in Religious Education and other programs. The budget also includes additional facility management and custodial hours to allow for proactively addressing major projects and building improvements, including greening some of the building’s systems.

Making it all happen

In order to shore up and strengthen the key areas we’ve outlined, we’ll need to make use of some of the church’s reserves. Thus, we’re presenting a deficit budget. This deficit budget needs to be understood in the context of a growing pledge base, a growing membership base, and a plan to rebuild the reserves as we move forward. The heart of this budget is about helping members find and live into their ministries here and in the world, equipped with the tools, training, grounding, and support they need in order to, “in the Universalist spirit of love and hope: give, receive, and grow.”

FIRST UNIVERSALIST CHURCH
Proposed Budget
2011-12

		2010-11	2011-12	
		Budget	Budget	Comments/Explanation
Income:				
OPR. CONTRIBUTIONS				
Pledges		860,000	1,020,000	
Matching Gifts		15,000	0	Not budgeting for any for 2011-2012.
Contributions		22,000	25,000	Miscellaneous donations to the church, stock donations in excess of pledge amounts.
Offering Plate Donations		25,000	30,000	These collections are used for the church.
New Member Pledges		25,000	25,000	No change expected.
Contingency for Unpaid Pledges		(25,000)	(30,000)	3% of pledges
Pledges - Prior Year		5,000	0	Correcting how we account for this.
	OPR. CONTRIBUTIONS	927,000	1,070,000	
FUNDRAISERS				
Auction		35,000	40,000	Bigger and better!!
Other Fundraisers		29,500	23,000	Other fundraising events. Ideas include rummage sale, Valentine's Dance.
	FUNDRAISERS	64,500	63,000	
INTEREST & DIVIDENDS				
Reserve Account Dividends		6,000	10,000	Dividends paid on Reserve account investments. Budgeting based on current year actuals.
	INTEREST & DIVDENDS	6,000	10,000	
BUILDING USE				
Antenna Lease		11,402	11,458	T Mobile lease. Year 3 of 5.
Rental Income		45,000	16,000	\$8,000 Weight Watchers. Budgeting conservatively--this is a "shore up" area.
Charter School Lease Buyout		45,000	0	Buyout terminates 6/30/11.
	BUILDING USE	101,402	27,458	
MISCELLANEOUS				
Offering Plate for Community		60,000	50,000	Entire amount donated to outside organizations.
From Foundation		9,500	1,000	Unity Leadership funded separately in FY 2011- 2012.
Legacy Fund Distribution		9,773	6,160	
UUA Grant		0	6,000	To help fund our Ministerial Intern.
Capital Reserves		32,250	0	This was to fund the Social Hall remodel.
Misc Funds and Other Donations		22,100	800	Funds spent or not anticipated.
Hospitality		3,000	0	Coffee in the Social Hall. Will not collect for this next year. BE OUR GUEST!
	MISC.	136,623	63,960	
RELIGIOUS EDUCATION				
Contributions		0	2,000	Donations during RE registration to help us not have a renter. \$25 per family.
Program Fees		30,000	37,220	10% program growth.
Additional Program Fees		10,500	11,750	10% program growth.
Reserve for Unpaid RE fees		0	(7,000)	To allow for amounts not collected, because we don't turn anyone away.
	R.E.	40,500	43,970	
	Total Income	<u>1,276,025</u>	<u>1,278,388</u>	

FIRST UNIVERSALIST CHURCH
Proposed Budget
2011-12

		2010-11	2011-12	
		Budget	Budget	Comments/Explanation
Expense:				
MINISTERS				
Salaries and Benefits		267,796	299,260	Includes Ministerial Intern and coordinating Worship Arts Leadership Team.
Professional Expenses		17,000	18,000	Includes Worship Arts Leadership Team.
Program Expenses		5,750	9,750	\$4,000 TRUST and Congregational Care support.
	MINISTERS	290,546	327,010	
LIFE SPAN FAITH DEV.				
Salaries and Benefits		108,903	136,573	Includes increase in Small Groups and Adult Ed and monies to do program planning and plan for growth.
Professional Expenses		0	2,800	To provide staff with developmental opportunities.
Program Expenses		28,418	26,535	No bookstore expenses planned, nor Theme Teaching with Ministers.
	LIFE SPAN FAITH DEV.	137,321	165,908	
WORSHIP				
Salaries and Benefits		37,015	48,882	Includes Music Director, Choir Director and Childrens Music Director. (Childrens Music Director had been previously included in Lifespan.)
Professional Expenses		0	500	To provide staff with developmental opportunities.
Program Expenses		8,750	7,450	Musician subs and guest speakers.
	WORSHIP	45,765	56,832	
MEMBERSHIP				
Salaries and Benefits		25,103	25,397	No change.
Professional Expenses		0	0	
Program Expenses		11,900	12,100	Note: replacing member database to be separately funded.
	MEMBERSHIP	37,003	37,497	
DENOMINATIONAL CONNECTIONS				
Program Dues UUA		26,981	26,981	Full dues 889 x \$58 = \$51,562. \$ 8,000 raised thru Offering Plate for Community.
Program Dues PSD		9,435	9,435	Full dues 889 x \$23= \$20,447. \$4,000 raised thru Offering Plate for Community.
PDS/GA Meetings		1,800	1,800	Scholarships for GA for Congregants.
	DEN. CONNECTIONS	38,216	38,216	
COMMUNICATIONS				
				(Website, OOS, Liberal, electronic media)
Salaries and Benefits		42,717	31,654	80% FTE, focusing on communications.
Professional Expenses		0	1,600	To provide staff with developmental opportunities.
Program Expenses		10,700	6,150	Savings from reducing printed copies of the Liberal by half starting in Sept--distribute electronically unless paper copy is requested.
	COMMUNICATIONS	53,417	39,404	
FAITH IN ACTION				
Salaries and Benefits		33,071	25,171	Portion of benefits will be charged to Unity Leadership.
Professional Expenses		0	1,000	To provide staff with developmental opportunities.
Program Expenses		6,200	7,875	Increases in Affiliations and Action Groups.
	FAITH IN ACTION	39,271	34,046	

FIRST UNIVERSALIST CHURCH
Proposed Budget
2011-12

		2010-11	2011-12	
		Budget	Budget	Comments/Explanation
FINANCE/ADMINISTRATION				
Salaries and Benefits		159,500	171,737	Facilities person was budgeted in Admin in 2010-2011. 2011-2012 includes full time Office Manager, front desk support Friday afternoons and Saturdays. Health insurance increases are budgeted within each department for 2011-2012, had previously been budgeted to Admin.
Professional Expenses		0	4,000	To provide staff with developmental opportunities.
Finance/Admin Expenses		69,200	92,064	IT consulting rather than staff role, CPA assistance in July with implementing the new system, increase in payment processing fees, telephone expense moved from Properties, fundraising event managers, Heritage Circle event, volunteer appreciation.
	FINANCE/ADMINISTRATION	228,700	267,801	
PROPERTIES				
Salaries and Benefits		29,533	91,479	Portion of facilities personnel was budgeted in Admin. 2011-2012 includes full time Facility Manager, additional part time custodian.
Professional Expenses		0	1,000	To provide staff with developmental opportunities.
Properties Expenses		216,486	196,340	\$13,800 error in 2010-2011 budget--mortgage principal should not be expensed. Mortgage interest decreases over the life of the loan.
	PROPERTIES	246,019	288,819	
DEPRECIATION				
Depreciation		0	0	We don't include depreciation in our operating budget.
	DEPRECIATION	0	0	
CONGREGATIONAL LIFE				
Salaries and Benefits		94,270	93,844	Correction of error in insurance calculation.
Professional Expenses		0	2,000	To provide staff with developmental opportunities.
Program Expenses		0	0	
	CONGREGATIONAL LIFE	94,270	95,844	
NON-OPERATING				
Offering Plate for Community		60,000	34,000	Money raised thru Offering Plat for Community, also dispersed in Den Connection.
New Donors		9,000	0	No longer used. Spending of unexpected designated funds is not budgeted since receipt of funds is not budgeted.
	NON-OPERATING	69,000	34,000	
CAPITAL EXPENSE				
				NOTE: CAPITAL ITEMS ARE NOT EXPENSED. Funded separately: \$26,400
Library/Bookstore Capital		3,800	0	
Computers		6,250	0	\$5,000 for laptops. \$2,500 for software upgrades.
Software		0	0	Membership database and consulting services to design and implement \$10,000. \$2,500 for software upgrades.
SPIFF Capital		7,250	0	\$6,400 for new stackable chairs for Chancel and Cummins Room.
Capital Other		30,000	0	2010-2011 was for Social Hall remodel.
	CAPITAL EXPENSE	47,300	0	
	Total Expense	<u>1,326,828</u>	<u>1,385,377</u>	
	Income - Expense	<u>(50,803)</u>	<u>(106,990)</u>	Note: Does not include Unity Leadership.

Recommendations from the
Nominating Committee for 2011-2012

<u>Position</u>	<u>Name</u>	<u>Term Expires</u>
<i>Boldface type indicates those who require a vote by the congregation</i>		
<u>BOARD OF TRUSTEES</u>		
Executive Committee:		
President	<i>Terms are one year</i> Kathy Coskran	
Vice President	Craig Bierbaum	
Treasurer	Nancy Gaschott	
Secretary	Deborah Talen	
New trustees:	<i>Terms are three years</i>	
	David Bach	2014 (first term)
	Craig Bishop	2013 (completing midterm vacancy)
	Paul Robinson	2014 (first term)
	Deborah Talen	2012 (completing midterm vacancy)
Continuing trustees:	Dan Berg	2014 (second term)
	Craig Bierbaum	2013 (first term)
	Kathy Coskran	2012 (first term)
	Nancy Gaschott	2012 (first term)
	David Leppik	2013 (first term)
<u>FOUNDATION BOARD</u>		
Chair (one year)	Ralph Wyman	
New members:		
	<i>Terms are three years</i>	
	Betsy Allis	2012 (completing midterm vacancy)
	Susan Bidwell Kirkpatrick	2014 (first term)
Continuing members:	John Borden	2013 (first term)
	Chuck Coskran	2014 (second term)
	Joe Gabrielsen	2012 (first term)
	Pat Gottschalk	2012 (second term)
	Patrick Higgins	2013 (first term)
	Gary Melom	2012 (first term)
	Ralph Wyman	2013 (second term)
<u>NOMINATING COMMITTEE</u>		
New Members:		
	<i>Terms are three years</i>	
	Julie Howard	2014 (First term)
	Doug Smalley	2014 (First term)
Continuing at large members:	Ann Kay	2013 (First term)
	Cindy Marsh	2012 (First term)
	Ginny McAninch	2012 (First term)
	Pam Vincent	2012 (Second term)

Delegates to the 2011 General Assembly of the Unitarian Universalist Association

Bill Elwood	Kim Lund	Joan Niemiec
Carol Gilbert	Ginny McAninch	Elizabeth Permar
David Lauth	Dick Niemiec	Karen Wills

Biographical Data for Candidates

BOARD OF TRUSTEES

Executive Committee nominees for one-year terms

Current (2010/11) Executive Committee Members, re-nominated for one year terms

- President: Kathy Coskran (*elected by Board to fill mid-term vacancy in 2010-2011, nominated for election by the Congregation for 2011-2012*)
- Treasurer: Nancy Gaschott



Executive Committee Members

President: Kathy Coskran began her current term as a Trustee in the 2009-2010 Church Year. Kathy served as Vice President for the 2010-2011 Church Year, and was elected interim President by the Board mid-year. As President, Kathy led the Mission Possible process, which provided oversight to the Appreciative Inquiry sessions leading to the development of our new mission statement. Kathy and her husband Chuck have been members 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). Kathy is an experienced and collaborative leader who 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 other publications. She and Chuck live in south Minneapolis and enjoy walking, biking, playing with their grandchildren, and being active at First Universalist.



Vice President: Craig Bierbaum was elected to the Board of Trustees for the 2010-2011 church year. He has served on the Monitoring and Mission Possible subcommittees, and was very active in the Appreciative Inquiry process. Craig has been a member of First Universalist for six years, along with his wife, Shannon, and two daughters, Madeline (8), and Nadia (5). Craig has deepened his connections to First Universalist through teaching his childrens' RE classes and participating in family and adult programs like Circle Suppers, the UU Parenting group and trips to Camp UniStar. Craig bikes year-round to his job as a technology manager at Target's downtown headquarters. At Target, Craig has held a variety of positions involving the leadership of onsite and remote teams; managing expense budgets; developing three-year strategies, goals and objectives road maps; and addressing a variety of talent management challenges. He gets great satisfaction out of helping individuals and teams fulfill their goals.

Secretary: Deborah Talen has attended First Universalist since 1987 and has volunteered in many capacities over the years, including the All Church Council as Membership Director, past Board of Trustees, and the recent Senior Ministerial Search Committee. She is currently involved in planning leadership training at First Universalist. Deborah was elected to the Board to fill a mid-term opening in 2011; she brings professional expertise in non-profit management, strategic planning, and organizational growth. She has worked in numerous non-profits, including founding Rainbow Families in 1995 to provide advocacy and resources for GLBT parents and their children, and serving as executive director for ten years. In 2005 Deborah was honored with the Bush Foundation's Community Leader Fellowship and attended Harvard, where she studied community engagement and organizational development. She studied the tactics that large churches use to build community and now works with progressive churches and nonprofits to identify strategies for effective growth. Deborah has an MBA in marketing from the University of Minnesota and a Masters in Public Administration from Harvard's Kennedy School of Government. Deborah and her spouse of 22 years, Polly, had one of the first lesbian weddings at First Universalist Church in 1989. They have raised their daughters here – Eliza, 20, Lydia, 19, and Grace Etta, 16 – and participated in RE, Coming of Age, Unity Summer, Sources Supper, and numerous social justice and community functions.





Treasurer: Nancy Gaschott was elected to the Board of Trustees in 2009-2010 and has finished her second year on the Board as our Treasurer. In this role, she has been instrumental in bringing our accounting procedures in line with Generally Accepted Accounting Practices (GAAP), which are well recognized professional accounting standards. Nancy and her husband Mark have been members 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 and has developed additional professional expertise in finance and operations. Nancy is in her second year of building a consulting business in organization development. Previously, she worked at the Loft Literary Center for 17 years as its Finance Director, where she managed a \$2 million 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.

Nominees for Board of Trustees (including Deborah Talen, bio listed previous page)



David Bach has over 30 years of nonprofit management experience serving as Vice President and COO of Scholarship America, Executive Director of the Minnesota Alliance for Arts in Education, Director of MacPhail Center for the Arts, and Development Director for the Minnesota Center for Environmental Advocacy, and currently as Development Director for Lutheran Social Service of Minnesota. He has served on numerous national and local boards including the Kennedy Center Alliance for Arts Education Network, the Getty Center in Los Angeles, and education committees for the Guthrie Theatre, Walker Art Center, and Minnesota Orchestra. He has been active at First Universalist as a canvasser for annual pledge drives and as a long-time member of the trumpet section of Universal Jazz and soloist for Sunday services. He just completed 13 years on the Management Committee for Camp Unistar where he served as co-chair of the capital campaign, chair of long-range planning, and vice chair, chair, and past chair of the Committee. As chair he led efforts to strengthen the Camp's relationship with Prairie Star District (PSD) and the long range planning process for the Camp. He currently serves on the PSD Financial Advisory Committee. David and his wife, Narissa, are long term members of First Universalist; they proudly raised two daughters in the church community.



Craig Bishop has attended First Universalist for six years and has been a member of the congregation for two, serving as an usher. Craig and his wife, Cathy, have lived in Minneapolis for 29 years with their son Gus, also a member of First Universalist, who is now a sophomore at Lawrence University in Appleton, WI. Craig is currently the Head of U.S. Fixed Income Strategy for the Global Wealth Services division of RBC Wealth Management headquartered in Minneapolis. For many years Craig has been actively involved in the community, leading and serving on many boards and committees for public schools in Minneapolis. Additionally, he served on the Lynnhurst Area Recreation Council Athletic Board and has coached nearly every youth sport at Lynnhurst Park. Craig views First Universalist as a place of increasing energy and states "we are on the move!" As a Trustee, he seeks to strengthen his commitment to our liberal, warm and caring congregation and contribute during this dynamic time.



Paul Robinson is a UCC preacher's kid who enjoyed the community of church growing up but says that "he could never get his head around believing in Jesus." He often thought about how great it would be to have a church where people could be together spiritually, help one another and others, and grow as a community without having to adhere to a specific dogma. He was extremely happy to find First Universalist. Paul and his wife, Sarah, have been coming to First Universalist for more than 18 years. During this time they got married, worked through a few careers, and had four kids, Gerhardt (13), Keegan(11), Oskar(10), and Kaisja(6). Given his young family, he is particularly interested in keeping a strong religious education program and increasing ways for kids to have a meaningful role in church life. Paul has a master's degree in public administration. The last position he held in government was as a City Administrator. For the past nine years he has worked in the private sector, managing residential land development projects. Paul is a strong problem solver who brings considerable experience working on challenging issues with a variety of community and stakeholder groups.

Nominees for Foundation Board



Nominated for one-year term as Chair:

Ralph Wyman is the Director and Organizer of the Minnesota Unitarian Universalist Social Justice Alliance (MUUSJA) and has been working and organizing around social justice issues for more than 20 years. Ralph helped found the Faith, Family, Fairness Alliance (an interfaith group formed to work for GLBT equality in Minnesota) and has co-chaired UUs Out 4 Marriage. A UU since fifth grade at All Souls Unitarian of Tulsa, Oklahoma, Ralph has been a member of First Universalist Church of Minneapolis for more than 10 years, where he serves on the Foundation board, and in the 90s served on the Social Justice Council. Ralph's partner Jim Foti is a church member, and a seminary student at Meadville-Lombard Theological School. Ralph has lived in nine other cities on two continents, and, briefly, on an organic-hydroponic tomato farm.



Nominated for Foundation Board Membership:

Betsy Allis has served as Unity Summer chair, lay director of our Social Justice program, co-founder/chair of the MN UU Social Justice Alliance, Coming of Age mentor, EcoMinds activist, board member of UU's for a Just Economic Community, and president of Association of Universalist Women (AUW). She also enjoyed playing with the Folk Band for several years. This year Betsy taught Sunday School, served on two church ad hoc committees (Faith in Action and Leadership Development), and helped develop First U's first green purchasing policy and procedure manual. She and husband, Bill Elwood, just celebrated their 27th wedding anniversary. They enjoy spending time with their three children and five grandchildren.

Susan Bidwell Kirkpatrick became a member of First Universalist Church in 1973. She has served the church primarily through activities within Association of Universalist Women (AUW), as a writer of most AUW publications in the mid-1970s and as Board Secretary in the 2000s. She has also been a strong supporter of the Unity Summer program. She is a counseling psychologist (PhD, University of Minnesota, 1982). She is familiar with many of the venues in the Twin Cities for mental health services (hospital-based, community clinics, college counseling) and served on the board of Walk-in Counseling Center. She and her husband Bill (UU member since the 1980s) are parents of Sarah, a former Unity Summer intern and recent college graduate.

Nominees for Nominating Committee

Julie Howard and her husband Bill have been members of First Universalist for 30 years, beginning when their sons were five and three. Julie began her service to the church teaching Religious Education. Over the years she chaired the Fellowship Committee, and co-chaired Pastoral Care in the early 90's and again from 2004 to 2010. She served on the All Church Council and its predecessor, the Program Council. Several years ago she was on the Board of Trustees, and was secretary for a time. She was a 2010 delegate to General Assembly, and in the Fall facilitated a Sermon Based Small Group. Currently she ushers with her husband, represents First Universalist on the TRUST Board, and is a member of Association of Universalist Women (AUW). Trained as a nurse, Julie worked for 18 years as a geriatrics care manager. She retired eight years ago and now volunteers regularly with the Alzheimer's Association supporting individuals and families struggling with the disease. Julie and her husband enjoy travel, especially visits to their three grandchildren.

Doug Smalley and his wife Sara have been members of First Universalist for 15 years. They have two children, Ike (7) and Bennett (5). Over the past ten years Doug has been an active volunteer in the Religious Education program, numerous program committees, and the Board of Trustees, where he recently served as Vice President. During his two terms on the board, Doug took a special interest in organizational effectiveness and governance issues, and was instrumental in helping the Board of Trustees understand and embrace the policy governance model. Doug is looking forward to joining the Nominating Committee to help support the vibrancy of the lay leadership of the church at this exciting point in its history.

First Universalist Church of Minneapolis
151st Annual Meeting of the Members: Minutes
 Sunday, June 6, 2010 – 11:15 AM

Agenda Item	Presenter	Discussion	Action, if any
Call to Order	Barry Johnson	The meeting was called to order at 11:20 AM. The meeting objectives and agenda were confirmed with attendees.	
Chalice Lighting and Opening Words	Rev. Justin Schroeder	Justin Schroeder lit the chalice in recognition of the members of First Universalist who the heart and soul of the community.	
Appointment of Parliamentarian		Carol Johnson was nominated and approved and approved as parliamentarian.	
Adoption of Agenda		The meeting agenda was adopted as previously published in the Annual Report (page 1) and the meeting announcement letter.	Adopted
Authorization to Approve Minutes		The Trustees are authorized to approve minutes of the 2010 Annual Meeting.	Authorized
Senior Minister's Report	Rev. Justin Schroeder	Justin presented a summary of the topics discussed in his Report of the Senior Minister published in the Annual Report (page 15).	
Treasurer's Report	Nancy Gaschott, Treasurer	Nancy Gaschott presented a summary of her Treasurer's Report published in the Annual Report (page 13) and responded to questions from attendees.	
Presentation of Recommended Budget for 2010-2011	Rev. Justin Schroeder & Patti Frazee	Justin presented a PowerPoint that looked back at achievements from the 2009-10 church year. He acknowledged the generosity of member pledges. Justin and Patti presented the proposed budget for 2010-11 (Detailed in the Annual Report – page 31).	
Vote to Approve Budget		A motion to approve the recommended budget was made and seconded. The budget was approved by voice vote	Approved
Report of the Nominating Committee	Cindy Marsh, Chair	Cindy presented the candidates that were identified and vetted for the elected offices of the congregation. Trustees of First Universalist Church (3 year term): Craig Bierbaum, David Leppik, Paige Winebarger, Faith Woodman Officers of the Board of Trustees (1 year term): President: Barry Johnson; Vice President: Kathy Coskran; Treasurer: Nancy Gaschott; Secretary: Judy Goebel Directors of First Universalist Foundation: President (1 year) Eric Cooperstein; Directors (3 year term) John Borden, Patrick Higgins Nominating Committee (3 year term): Ann Kay	Elected
Election of Delegates to the 2010 General Assembly of the UUA		The following delegates were elected to represent the congregation at UUA General Assembly: Nancy Atchison, Tom Atchison, Ben Cooper (Alternate), Laura Cooper (Alternate), Erin Dajka, Carol Gilbert, Pat Gottschalk, Carol Hiniker, Julie Howard, Barry Johnson, Karen Johnson, Cindy Marsh (Alternate), Ginny McAninch, Steven Mosborg, Sara Smalley, Deborah Talen, Jenny Thomas, Pam Vincent, Karen Wills, Faith Woodman	Elected
President's Report	Barry Johnson	Barry presented a summary of the President's Report published in the Annual Report (page 12). He offered thanks to the board members, ministers, and many volunteers who made the past year successful.	
Special Recognition		Barry Johnson presented recognition to Trustees whose terms expire June 30: Jim Santelli, Jill Andersen, Doug Smalley, Kimon Swartz Eric Cooperstein; recognized outgoing Directors of First Universalist Foundation: Martha Bird, Sharon Ramirez, Cindy Marsh; recognized outgoing Nominating Committee Members: Kimon Swartz, Narissa Strong-Bach	
Closing Words	Rev. Kate Tucker	Kate provided closing words.	
Adjournment		The meeting was adjourned at 12:29 PM.	



From Rev. Kate Tucker, Associate Minister

Dear Congregation,
Through listening to the stirrings in my soul and the reassuring hum of vitality in this strong, growing congregation, I have come to know that it will be right -- both within and without -- to complete my ministry here after one more year, ending in June 2012. I will have served you as Associate Minister for 15 enlivening, challenging, precious years.

We'll have a full year to prepare for the next chapter. We'll have ample time to reflect, plan, and remind ourselves why we're here, where we've been, and where we're going.

This congregation is in good hands -- minister, staff, and leaders are wise and able. As the year unfolds, I will say much more. For now, I'll just say it has been a gift and a privilege to give, receive, and grow with you. We will walk on.

With deep love and abundant blessings,
Kate

First Universalist Church

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firstuniversalist.org www.firstuniv.org Facebook.com/FirstUniv

Senior Minister
The Reverend Justin Schroeder x102

Associate Minister
The Reverend Kate Tucker x103

Ministerial Intern
Ruth MacKenzie x127

Minister Emeritus
The Reverend John Cummins
Director of Congregational Life
Heidi Mastrud x124

Membership Support
Sandy DiNanni x125

**Youth and Young Adult
Ministries Coordinator**
Katie Heaton x109

Children's Program Coordinator
Marsha Partington x111

**Program Assistant and
Sunday Childcare Provider**
Lily Franz x107

2 & 3 year-old Teacher
Emily Christie x120

Director of Faith in Action
Debra Rodgers x106

Director of Finance/Administration
Susan Claeys x104

**Interim Communications
Coordinator**
Mikki Morrisette x110

Assistant Office Administrator
BJ van Glabbeek x100

Facility Manager
Tracy Van Epps x117

Cleaning Custodian
Tammy Schwantes

Sound System Operator
David Kellermann

Music Director
John Jensen

Choral Director
to be determined

Children's Music Coordinator
Mary Bohman

Board of Trustees

Kathy Coskran, President
Dan Berg, Vice President
Judy Goebel, Secretary
Nancy Gaschott, Treasurer
Craig Bierbaum
Jane Johnson
David Leppik
Candace McClenahan
Deborah Talen
Faith Woodman
Jennifer Schuster-Jaeger

Proposed Mission Statement

In the Universalist spirit of love and hope,
we give, receive, and grow.
First Universalist Church

Proposed Change to Bylaws (change is underlined)

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 except that for the 2011-2012 church year the Board of Trustees shall consist of nine (9) Trustees. 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.

Proposal for Congregational Vote to apply for Green Sanctuary Accreditation

We, the members of First Universalist Church, vote to approve First Universalist Church's application for Green Sanctuary Accreditation through the Office of Stewardship Services of the UUA. We do this acknowledging the completion of the 12 Actions previously submitted to the Green Sanctuary Accreditation panel and our ongoing commitment to the goals of Green Sanctuary:

- Build awareness of the significance and complexity of environmental issues.
- Encourage personal lifestyle changes.
- Engage in community action on environmental issues.
- Strengthen the connection between spiritual practice and Earth consciousness.
- Work to heal environmental injustices.