

President's Report
August 2012

Dear Board:

I hope you all had a wonderful July and made the most of your "gap month"! Hopefully you were able to spend some time savoring the summer through travel, reconnecting with family and friends, or just being.

I have to tell you how aware I am of the raised expectations I feel in light of all that was accomplished last year. It's mostly exciting but also a little scary to be taking the first steps into my new role at this juncture. Having said that, I get so much energy from the collective talents and spirit of this board (including our new members Karin and Pam), and that provides reassurance that in the end this holy work we do is also a team effort, and we have assembled a fabulous team.

In our first board meeting of the year we will spend some time looking into the rear view mirror to ensure the past informs our future church year as we begin to clarify our future goals (I'm attaching the Governance Committee's Survey Action Plan as well as some preliminary goals for the 2012-2013, both of which require your input and discernment).

Additionally, we will spend some time discussing the plans to upgrade the church's financial system. This is a critical next step to ensure long term financial success that requires more short term effort than we initially were aware.

We will wade into our first visionary conversation that should establish just the right tone as we look ahead to a deeper engagement together this year, beginning with next month's board meeting and retreat.

In Faith,
Craig Bierbaum

First Universalist Church of Minneapolis

Board of Trustees Meeting

August 16, 2012

Agenda

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

6:30 Call to Order

—Chalice lighting and centering meditation – Craig Bierbaum

6:40 Consent Agenda:

—Approve June minutes

—Approve minutes of the Annual Meeting

—Approve new members

6:45 Review the Past – Conversation with the Senior Minister

6:55 Finance Committee report

7:30 Visionary Conversation – Justin

7:40 Governance Committee – Survey Action Plan

8:10 2012–2013 Goals / Sept Retreat

8:25 Meeting summary and evaluation

8:30 Closing and Adjournment

Attachments:

1. President's Report

2. Preliminary Board Goals 2012–2013

3. June Board Minutes

4. June 3, 2012 Annual Meeting Minutes

5. Statistical Report

6. Senior Minister report

7. Congregational Survey Notes
8. Visionary Conversation Schedule
9. Meal / Reading Schedule

First Universalist Church of Minneapolis Board of Trustees Meeting

Thursday, June 21, 2012, 6:30 p.m.

Board Members present (absent): David Bach, Dan Berg, Craig Bierbaum, Craig Bishop, Kathy Coskran, Nancy Gaschott, David Leppik, ~~Paul Robinson~~, Lark Weller

Clergy present: Justin Schroeder

Others present : Susan Claeys, Ginny McAninch

Agenda Item	Presenter	Discussion	Action, if any
Opening Words/ Meeting Preparation	Lark Weller	The meeting was called to order at 6:29. Lark read a poem and introduced a conversation about the meditative moments in our ordinary days.	
Consent agenda	Kathy Coskran	Approve May minutes. Approve new members. Action: Motion to approve Consent Agenda.	Passed.
Conversation with the Senior Minister	Justin Schroeder	Justin reviewed some highlights of his written report in the Board Packet : The church has issued for the first time a summer "program guide"...Justin participated in the dedication of a Habitat home recently...Several members have been meeting with Justin as an outgrowth of attendance at two recent presentations about diversity and inclusion. Justin explained the recent \$10,000 grant that we received from the UU Funding Panel (see Board Packet) to help fund the "Minnesota Marriage Equality Pastoral Care Outreach Project." The grant, along with contributions from other UU congregations, will be used to create a video studio and to produce educational messaging in opposition to the marriage amendment. Laura Smidzik, who will be our intern minister next year, will manage this project. Craig Bierbaum asked whether we can capitalize on the investment in video production capacity to enable greater outreach to new communities. Justin invited other questions about the written report. Lark asked about the plan to develop a new membership database that will allow us to capture and use information about the interests of members as well as administrative information for mailing and pledge tracking. Justin and Susan Claeys explained the functionality of this database and its benefits. Staff is currently evaluating software options. Craig Bierbaum asked whether this software can be used to expand our outreach through social media and outreach.	

First Universalist Church of Minneapolis Board of Trustees Meeting

Finance Committee report	Nancy Gaschott	<p>Nancy reported that the recent finance monitoring committee meeting included an evaluation of this year's committee activity. There was discussion about the distribution of committee meeting minutes, which have been included in the Board Packets published on the website. It was concluded that these minutes should be circulated directly to the board and included as an addendum (Attachment A) to board meeting minutes. Nancy reported on the committee's request for monthly financial reports directly from the accounting system in addition to the annotated quarterly reports that are so valuable. Susan Claeys has agreed to provide this information going forward. Justin attended the recent committee meeting and announced that he intends to attend future finance monitoring committee meetings, and that Susan Claeys will attend board meetings in the future. The board will receive summarized quarterly reports; the committee will receive these reports in greater detail. Nancy pointed out that the board can request any reports that it wants at any time. The plan however is to depend on the finance monitoring committee to do the in-depth review with summary data going to the board. Craig Bierbaum asked whether these distribution standards should be captured in the Governing Policies Handbook. It was suggested that this matter be added to other changes to the GPH that are planned for this fall. David Bach suggested that we keep our language about such reporting requirements in the GPH as broad as possible.</p>	
Executive Session		<i>The Board entered executive session with Justin and Susan at 8:07 p.m. and returned to the published agenda at 8:22 p.m.</i>	
Discussion of Unity Center		<p>Justin introduced the context for this issue, which was raised at the May board meeting as a concern about the relationship between the Church and Unity Center for Youth Leadership and associated liabilities. Susan explained the research that staff has undertaken in the last month. Staff has concluded that Unity Center never fully launched as an independent enterprise. Because of this and because its mission is aligned with that of the Church, it is recommended that it again be considered a program of the Church. The potential dissolution of Unity Center as a separate Minnesota corporation will be considered by its board next week, and is expected to be approved by that board. An action plan is being developed to incorporate the program into the Church administration and budget. Kathy Coskran asked what would be different in the Unity Leadership (Center) program under this structure, especially in regard to funding and content. Justin and Susan reported that there are lots of points of alignment but details have not been resolved. The board's primary concern was liability and that has been clarified. Dan asked about the financial implications and employment terms for Deb Rogers. Craig Bierbaum asked about staff in addition to Deb. The Unity Leadership (Center) program will report to Jen Crow.</p> <p>Action: Motion to thank staff for their hard work in resolving this complex issue and to affirm staff's clarification that Unity Leadership is a program of the Church (as it is aligned with the strategic plan) and that Unity staff and interns are employees or contractors of the Church.</p>	Passed.

First Universalist Church of Minneapolis Board of Trustees Meeting

Strategic Plan	David Bach	Kathy Coskran stated that the board has an ongoing and significant responsibility to monitor and promote the Strategic Plan, however it is primarily the Senior Minister's and staff's responsibility to follow the map that it creates for the Church. However, the board is specifically called out in section 4.5.3: "Establish a task force of the Board of Trustees to work with the First Universalist Foundation board to align the goals of the Church and the Foundation to increase the social justice effectiveness of both." Also, section 5, "Resources and Capacity" the board has a special interest in monitoring and approving the financial plans of the church which are essential to the fulfillment of the Strategic Plan. David Bach pointed out that the structure of the Plan aligns with the Senior Minister's monthly report to the board in its reference to our visionary goals. The staff work plan should also be aligned with this structure. There was additional conversation about the board or board/staff retreat in the fall or later this summer.	
Governance Committee	David Leppik	David Leppik presented a high level overview of the congregational survey results. He explained that there was limited opportunity for interpretation as we don't have a baseline on most of the data. This year's survey will serve as the baseline for future research. He also pointed out that this was a survey of individuals, not families, which could skew some of the data. David distributed a report that aligns past survey results as nearly as possible with this year's survey. Craig Bierbaum pointed out that there is so much data, and that we need to digest the information and then decide what is actionable. There was discussion about the written comments, and how these might be interpreted. The governance committee will review these comments as a supplement to and illumination of the statistical survey data. There was additional discussion about how the results might be summarized and reported back to the congregation.	
Board self-evaluation		In the context of reviewing the board's self-evaluation summary, the board took this opportunity to share its appreciation for the leadership of Kathy Coskran, who is leaving the board, and for Nancy Gaschott, who is also leaving the board and has served as treasurer for three years. There was appreciation for the way the board has taken on big and challenging issues this year, and consensus that the board size was appropriate and the process has been great: a rewarding experience for all members.	
Executive Session		<i>The board entered executive session at 8:45 to review the UUA Senior Minister evaluation that needs to be submitted by the end of June (third and final year of UUA evaluation). The board also reviewed its internal evaluation of Justin's performance. Craig Bierbaum will meet with Justin to present the results and provide commentary on the discussion. The board returned to the published agenda at 9:08 p.m.</i>	
Meeting summary and evaluation		There was a brief discussion of the meeting and confirmation that the next meeting will be on August 16. There will also be a late August retreat.	
Adjourn		The meeting was adjourned at 9:18 p.m.	

Prepared and submitted by Dan Berg, Secretary.

Important Dates:

First Universalist Church of Minneapolis Board of Trustees Meeting

Next meeting: August 16, 2012

First Universalist Church of Minneapolis Board of Trustees Meeting **Attachment A**

Notes from First Universalist Church Finance Committee Meeting

DATE: 13 June 2012

PRESENT: ~~Dan Berg~~, Craig Bishop, Susan Claeys, ~~Bill Elwood~~, Nancy Gaschott (notes), ~~Shawn Hartfeldt~~, Riley Owens.

GUESTS: Paul Robinson, Rev. Justin Schroeder

1. Justin on Unity Leadership and its relationship to the church:

The committee has been legitimately very concerned about the lack of clarity in the church's relationship to Unity leadership, and its consequential liabilities and responsibilities. Recent conversation and a great deal of research by Susan shows that it never successfully launched as its own non-profit organization. Now with the focus articulated in the strategic plan, and with the program's own evolution, it's appropriate to bring it back to the church as a program of the church. Executive Director Deb Rodgers is on board with this decision.

Some facts:

Total budget is approximately \$95,000. (For more details refer to the financial report and budget as distributed at the Annual Meeting.) It has \$16,000 in a cash reserve. It's received funds from individuals, from LISC, and from the UU Funding panel.

Next steps:

UL will need to be unincorporated by resolution of the Unity Leadership board, which will dissolve it. MAP for Nonprofits is helping.

The church board will then consider the proposal that Unity Leadership will become a program of the church. Its resolution, for clarity, should include language that UL's employees have always been employees of First Universalist Church.

The federal employer's ID number will need to be voided.

Individual donors will need to be engaged. The task force that's described in the strategic plan will need to be convened to oversee the program's full integration into the life of the church.

2. Evaluation of Committee's Work

A. The Timing of the Committee Minutes

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At times conversations occur at committee meetings that should not immediately be shared with the congregation, as they are once they're published in the board packet.

Solution: the minutes can be shared as confidential documents via e-mail with the board, and can then be published in the following month as an attachment to the minutes of the board meeting.

B. Monthly Financial Reports

Justin and Susan recommend that the committee can and should expect detailed quarterly reports, including projections for the year end.

Nancy suggests that, in addition, on a monthly basis Susan should provide a print-out of a set of financial statements. Susan explains that the current church system isn't user friendly enough to do this in an automated format that would produce timely or easily understood reports.

Question: When will the QuickBooks conversion happen?

Answer: As early as possible in FY12-13. Resources required to complete this project along with other priorities are being evaluated.

We agree on this for the quarterly reports, thus amending the monitoring schedule slightly.

September: Year End Close
November: 1st quarter report
February: 2nd Quarter report
May: 3rd Quarter report

The committee requests that, with the conversion to QuickBooks, simple monthly financial statements should be produced for the committee.

Susan wants to be on record saying that she questions the value of monthly statements that are not interpreted and offers the opinion that quarterly reports with year-end projections are more meaningful. She further suggests as an alternative to monthly uninterpreted financials a monthly report of key financial indicators (e.g. pledges, fundraising).

(In subsequent conversations between board members and staff, all agreed that church staff will provide monthly financial statements directly from the accounting system to the committee, in addition to the detailed quarterly reports.)

C. Board Designated Funds

The board designated funds should be reconsidered by the Finance Committee, and policies written to define their size, purpose, and manner of investment.

First Universalist Church of Minneapolis Board of Trustees Meeting

Perhaps they could be invested, not in the same way that the Legacy Funds are, but in a more liquid way, and a way in which any interest they earned could be recognized as income.

Committee Adjourned at 6:00

(NOTES: Nancy Gaschott)

**153rd Annual Meeting of the Members
 First Universalist Church of Minneapolis
 Sunday, June 3, 2012, 11:15 AM**

Agenda Item	Presenter	Discussion	Action
Call to Order	Kathy Coskran, President	The meeting was called to order at 11:22 a.m.	
Chalice Lighting / Opening Words	Rev. Justin Schroeder, Sr. Minister	The chalice was lit and Rev. Schroeder provided opening words from Ann Reed's song, <i>We Will</i> .	
Appointment of Parliamentarian		Carol Johnson was appointed parliamentarian for the meeting	
Adoption of Agenda		Motion to approve the Agenda.	Passed.
Authorization of Trustees to Approve Minutes of this Meeting		Motion to authorize Trustees to approve minutes of this meeting.	Passed.

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Senior Minister's Report	Rev. Justin Schroeder	<p>Senior Minister Justin Schroeder presented an overview of his written comments in the Annual Report. We began this year with a new mission statement, and began to live into this mission. Worship services were coordinated into monthly themes. There was growth in Small Group participation with over 350 participants throughout the year. Our spiritual practice of generosity resulted in over \$62,000 being contributed to various charitable organizations and community needs. Pledge support for the church increased by 10% over the previous year. Hospitality was recognized as a spiritual practice, with teams of volunteers each Sunday welcoming members, friends and visitors. One of the most important events and ongoing activities of the year was related to the departure of Reverend Kate Tucker after fifteen years of service to the church: the "Good Goodbye." Reverend Jen Crow has been hired and we are prepared to welcome her as our Minister of Program Life in August. Justin acknowledged new hires in the areas of program, administration, properties management and communications, and referred to a supplemental handout showing the 2012-13 organizational chart (Attachment A). Ralph Krog was recognized as he completes his year as our ministerial intern. In the past year the church announced the John and Dru Cummins Ministerial Internship Fund, and raised nearly \$200,000 toward a multi-year goal of \$550,000. The church began to re-imagine our Faith in Action programs, developing several programmatic "umbrellas" encompassing specific social justice interest areas. As part of this, our partnership with Habitat for Humanity was strengthened, and our Earth Day activities merged a special focus on immigration and environmental justice. Our second annual "Day of Service" was held in February, when nearly 400 members and friends contributed 1600 hours of service in one day to local organizations and charitable needs. A hiring advisory team recruited by Justin helped define the new position of Minister of Program Life, and provided good counsel to Justin as he hired Rev. Jen Crow. There was great commitment this year by the board and the entire congregation to the new five-year strategic plan. Justin thanked all of the lay leaders who have made these things possible, and recognized staff for their tremendous efforts.</p>	
President's Report	Kathy Coskran	<p>President Kathy Coskran commented that Justin's report reminds us how many wonderful and talented people are needed to make all this happen. The trustees and the church have been inspired by and are grateful for the insight and leadership of the ministerial team in helping us live into our new mission. The board learned to function as a "small group," given its new structure as a nine member body. There are now only two standing committees: the Governance Committee chaired by Craig Bierbaum revised the Governing Policies Handbook and created a new congregational survey that will serve as a base line for evaluating progress toward our strategic goals. Nancy Gaschott chaired the Finance Monitoring Committee with great leadership again this year. The primary ad hoc committee this year was the Strategic Planning Team chaired by David Bach. This team put great effort into this important work and Kathy recognized all members of this group. In completing her report, Kathy introduced David Bach to speak for the Strategic Planning Team.</p>	

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Presentation of Strategic Plan	David Bach, Trustee	David reported that the full version of the five year Strategic Plan is available for viewing on the church website ; however, a summary is printed in the Annual Report . He thanked those in the congregation who had contributed to the planning effort, either online, by attendance at one of many “working group” sessions designed to gather input, or by direct contact with members of the team. David provided background on the history of strategic planning for the church and the process that guided this effort. The essential questions guiding this work have been: Who are we called to be? What are we called to do? How do we become the church we long to be? David added that this is not a plan that will sit on the shelf. The trustees are firmly committed to seeing it into reality. He invited all members and friends to join in this commitment.	
Treasurer’s Report	Nancy Gaschott, Treasurer	Treasurer Nancy Gaschott, who completes her third and final year as treasurer, provided an overview of the three years—which were marked by our effort and commitment to understand what “policy governance” means for the finances of the church and for the role of the board of trustees. Under this governance structure, the committee and trustees need to focus more exclusively on policy and less on the day to day finances of the church. Three years ago the focus of the committee was on the church balance sheet, ensuring that it accurately reflects the restrictions and donor intentions related to the assets of the church. The second year was focused on bringing financial practices of the church into compliance with Generally Accepted Accounting Principles (GAAP). Finally, the third year focus has been on revising policies to ensure effective monitoring of the church’s financial condition, and alignment of our investment policies with the needs of the church. Nancy acknowledged that member Ross Levin continues to be a generous and valued volunteer for the church, managing our investments on a <i>pro bono</i> basis. Nancy highlighted two areas of concern that were raised this year, both of which have been addressed by staff in a satisfactory manner: These issues were related to deficit budgeting, and the need for clarity about the church’s relationship with Unity Leadership and any liabilities that might accompany that relationship. Nancy referred to a supplemental handout, the Unity Center for Youth Leadership Annual Report 2011-2012 .	

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<p>Presentation of Recommended Budget for 2011-12</p>	<p>Rev. Justin Schroeder & Susan Claeys, Dir. of Finance and Admin.</p>	<p>Justin began a review of the proposed 2012-13 budget, which is presented in greater detail in the Annual Report. He summarized the many programmatic developments that will make the coming year an exciting one for all: Continuing dynamic worship and music ministry; the arrival of Rev. Jen Crow as Minister of Program Life; ambitious plans for faith in action, membership and adult ministries, including the launch of “Wellspring” which is a signature program established by Rev. Crow. Our new ministerial intern, Laura Smidzik will focus her efforts on teaching and learning. Justin completed his remarks with a high level review of financial and membership trends at the church.</p> <p>Susan Claeys began a PowerPoint presentation of the budget for 2012-13, along with actuals for 2010-11, and the budget and year-end projection for 2011-12. Discussion focused on the budget for coming year. The more detailed budget is in the Annual Report (see p.22-27 of Annual Report). The budget is balanced, but staff acknowledges that there are revenue challenges in these figures. Susan indicated that progress will be monitored closely by staff and that the Financial Monitoring Committee will have quarterly status reports and projections. Our bylaws call for approval by the members of a capital budget as well as the operating budget, so Susan presented the 2012-13 capital budget (see p.28 of Annual Report). She thanked the team of volunteers and staff that has prepared a detailed five year analysis of capital needs, from which this current budget is drawn. A supplemental handout provided details of the Church Reserve Accounts (see Attachment B).</p> <p>Motion to approve Budget. Moved and seconded</p> <p>Approximately fifteen minutes was devoted to questions from the Members. These included concerns about (1) the environmental impact of a capital budget item to resurface the parking lot; (2) the revenue projections in the operating budget; (3) reduced commitment to our annual dues owed to the Unitarian Universalist Association and the Prairie Star District of the UUA; (4) policy of charging fees for religious education classes; (5) need to make further capital investments to improve energy efficiency of the building; and (6) contingency plans if revenue projections fall short of budget. To this last matter, staff responded that revenue would be tracked closely and that they are prepared to make expense cuts to maintain a balanced year end result. There was also a question about whether the formula for fair share dues for the UUA is being reevaluated. Justin indicated that this was his understanding.</p> <p>The question was called.</p>	<p>Passed.</p>
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Presentation of Proposed Bylaws Change	Kathy Coskran	<p>Kathy Coskran presented the proposed changes to Bylaws (see p. 30-32 of Annual Report).</p> <p>Motion to approve all proposed changes to Bylaws.</p> <p>There was a question from a Member about the decision to reduce the board size permanently to nine members, and concerns that this could lead to board burn out, greater turnover and diminished institutional memory. Kathy explained the background that led to this year's experiment, and the conclusion of the current board that it should become a permanent change in the bylaws.</p> <p>The question was called.</p>	Passed.
Presentation of Proposed Marriage Amendment Resolution	Suzann Willhite	<p>Suzann Willhite presented the case for a resolution from the Members recommending that the Church take a public position in opposition to the proposed constitutional amendment prohibiting marriage for same-sex couples. The resolution was signed by the required number of Members and presented to the Secretary thirty days prior to the Annual Meeting as required (see p.32 of Annual Report):</p> <p>Motion to approve a Resolution to oppose any amendment to the Minnesota Constitution that prohibits marriage for same-sex couples and to allow the public use of our name (First Universalist Church of Minneapolis) by coalition partners regarding our position on this amendment..</p>	Passed.
Presentation of Proposed Voter I.D. Resolution	Jenny Thomas	<p>Jenny Jewel Thomas presented the case for a resolution from the Members recommending that the Church take a public position in opposition to the proposed constitutional amendment related to voting rights. The resolution was signed by the required number of Members and presented to the Secretary thirty days prior to the Annual Meeting as required (see p.33 of Annual Report):</p> <p>Motion to approve a Resolution to oppose the proposed Minnesota constitutional amendment on voting rights and to allow the public use of our name (First Universalist Church of Minneapolis) by coalition partners regarding our position on this amendment.</p>	Passed.

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Report of the Nominating Committee	Cindy Marsh, Chair Nom. Committee	<p>Election of Trustees, First Universalist Church: Pamela Vincent (first term) Lark Weller (first term) Karen Wille (first term)</p> <p>Election of Officers, First Universalist Church (one year terms): Craig Bierbaum – President, Pamela Vincent – Vice President Craig Bishop – Treasurer Dan Berg - Secretary</p> <p>Election of Chair, First Universalist Foundation: Ralph Wyman (one year term)</p> <p>Election of Directors, First Universalist Foundation: Shelle Baker (completing mid-term vacancy) Pam Berry (first term) Welcome Jerde (first term) Victoria Schanen (first term) Kristen Siegesmund (first term)</p> <p>Election of Members, Nominating Committee: Bob Albrecht 2015 (first term) (Chair appointed by Board of Trustees: Cindy Marsh (one year term))</p> <p>Election of Delegates to 2012 General Assembly of the UUA: Rev. Kelli Clement Erin Dajka Daniel Paskewitz Emma Paskewitz Jenny Jewel Thomas</p> <p>There was a question from a Member about the role of Delegates to the General Assembly, and whether they are expected to advocate for issues on behalf of the Congregation. There were several responses from past participants. It was pointed out that First Universalist Church is eligible to send a delegation of approximately 18. This resulted in two additional members stepping forward for election:</p> <p>Election of Delegates to 2012 General Assembly of the UUA: Ralph Wyman Karen Wills</p>	<p>Elected</p> <p>Elected</p> <p>Elected</p> <p>Elected</p> <p>Elected</p> <p>Elected</p> <p>Elected</p> <p>Elected</p>
Special Recognition	Kathy Coskran, Ralph Wyman, Cindy Marsh	<p>The following Members were recognized and thanked for their service:</p> <p>Outgoing Church Trustees: Kathy Coskran, Nancy Gaschott</p> <p>Outgoing Foundation Directors: Chuck Coskran, Pat Gottschalk</p> <p>Outgoing Nominating Committee Member: Pam Vincent</p>	

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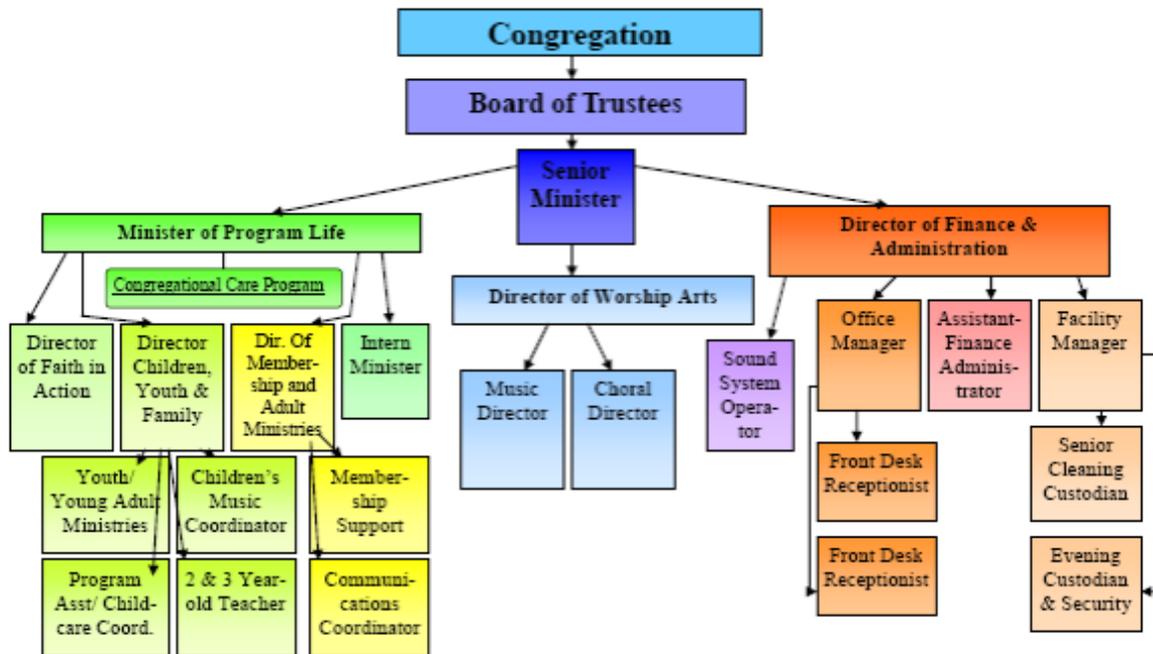
Presentation of Special Resolution	Dan Berg	<p>Dan Berg as Secretary and the Board representative on the “Good Goodbye Committee” read a Resolution that was recommended by the Board, naming Rev. Kate Tucker Minister Emerita.</p> <p>(see p.32 of Annual Report)</p> <p>Motion to approve Resolution that the title Minister Emerita be granted by this Congregation to Kathleen Cole Tucker, in honor of her long and meritorious service to First Universalist Church of Minneapolis.</p>	Passed
Closing Words	Rev. Kate Tucker	Rev. Kate Tucker, Minister Emerita, provided closing words in her blessing of the congregation. As she concludes her service as Associate Minister to our congregation, she said that she wants nothing more than to be our Minister Emerita for the rest of her life.	
Adjourn		The meeting was adjourned at 1:20 p.m.	

Prepared and submitted by Dan Berg, Secretary.

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Attachment A

First Universalist Staff Structure 2012-2013



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**153rd Annual Meeting of the Members
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Attachment B

First Universalist Church
Reserve Accounts
Designated and Restricted Funds

NAME	Balance 03/31/12			DESCRIPTION
	CHURCH RESERVE	LEGACY & ENDOWMENT FUNDS	FOUNDATION	
INVESTMENTS				
Church Reserve Fund	579,554			We have this money in separate investment accounts. For Board Designated and Temporarily Restricted Funds.
Foundation			1,428,564	For use by the Foundation.
Foundation CD			11,002	For use by the Foundation.
Foundation Pending Transfers			(78,215)	* See footnote below.
Legacy & Endowment Funds		189,208		For Legacy, Cummins and Permanently Restricted Funds.
Cummins Pending Transfers		70,161		** See footnote below.
TOTAL	579,554	259,369	1,361,352	Amounts represent investment account balances.
BOARD DESIGNATED FUNDS				
Undesignated Bequests	66,682			Designated funds are restricted by Board decisions, not by donor restrictions. Two bequests plus interest.
Contingency Reserves	155,410			Two months operating reserve.
Future Debt Fund	67,790			To provide for one year of mortgage payments.
Memorials	2,888			Memorials used to purchase items of lasting value.
Legacy Additions		38,728		Board designated additions to the Legacy Fund.
TOTAL	292,770	38,728		
TEMPORARILY RESTRICTED				
Legacy Fund		71,685		Temporarily Restricted by time and/or purpose based on donor intent. Donor contributions to the Legacy Fund plus earnings.
Cummins Ministerial Fund		152,156		Donor contributions to the Cummins Fund for ministerial interns. Pledges Receivable \$55,850. Cash \$96,306.
Capital Campaign Reserves	75,024			Balance remaining from prior campaign.
Ministers Discretionary Fund	2,970			Donations from congregants to this fund, mostly at Christmastime.
Simpson Meals—Offering Plate	1,108			Amounts donated to cover expenses for Simpson meals.
150th Anniversary	3,706			Amounts remaining from 150th. Will be used for History Hounds projects.
Music Fund	1,370			Monies donated and raised in prior years for music.
RE Music Fund	715			Monies raised in prior years for children's music.
Children's Offering	3,106			Money kids raise to donate to outside organizations.
Misc Operating Donations	1,345			Misc donor restricted contributions.
C & M Olson	23,807			Established in 1965 to provide financial assistance to UU ministerial students.
Library	5,868			Bishop and Lund donations for library and sales of used books, fees, lost books plus unrealized gains and losses from the M.E. Carter Library Fund.
Unity Summer	13,325			Amounts from various funding sources from previous years.
TOTAL	132,343	223,841		
PERMANENTLY RESTRICTED				
M.E. Carter Library		13,331		Restricted by donor to use only interest earnings. Sometimes permits defined use of corpus. Established in 1973. Income derived from the corpus is to be used for library materials.
Don Carter Endowment		50,281		Created in 1986. Income to be used to assist the Church in meeting its normal operating expenses.
TOTAL		63,612		
Less Receivables		(55,850)		Cummins Fund pledges not paid yet.
NET Amount Available	154,442			
* Pending Transfers				
For Unity Leadership and other distributions		Foundation	Church Checking Acct	
		(78,215)	78,215	
** Pending Transfers				
Cummins Fund donations received		Legacy	Church Checking Acct	
		70,161	(70,161)	

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May Attendance

Adults	Summer 2012			
	9:30 AM	11:15 AM Service		
1st Week	325	325	650	*
2nd Week	377	354	731	*
3rd Week	609	348	957	*
4th Week		278	278	
5th Week			0	
Monthly Total	1311	1027	278	2616.00
Avg for May	655.50	513.50	278.00	872.00

Church School	Summer 2012			
	9:30 AM	11:15 AM Service		
1st Week	67	75	142	*
2nd Week	116	87	203	*
3rd Week	107	116	223	*
4th Week		64	64	
5th Week			0	
Monthly Total	290	278	64	632
Avg for May	96.67	92.67	64.00	158.00

Combined Avg	752.17	606.17	342.00	1030.00
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Notes:
 Services:
 Week 1: No attendance data/numbers are estimates
 Week 2: Mother's Day "Gloria" Choir Concert
 Week 3: Kate's last sermon Sunday
 Week 4: First one-service only Sunday
 Week 5:

Church School:
Week 1: missing data
 9:30: missing 4-5 y-o; 3rd gr and up in service
 11:15: count includes sr. high; 3-9 gr in service
Week 2: missing data
 9:30: missing 2nd grade
 11:15: missing 8th + 9th grade
Week 3: missing data
 9:30: missing 2nd, 5th, 6th, 7th grades
 11:15: missing 2nd, and 9th grades
 Week 4:
 Week 5:

Adults	Summer 2011			
	9:00 AM	11:00 AM Service		
1st Week	248	248	496	
2nd Week	357	285	642	
3rd Week	280	280	560	*
4th Week	293	345	638	*
5th Week	0	0	254	254*
Monthly Total	1178	1158	254	2590.00
Avg for May	294.50	289.50	254.00	518.00

Church School	Summer 2011			
	9:00 AM	11:00 AM Service		
1st Week	141	95	0	236
2nd Week	0	0		0
3rd Week	112	100		212
4th Week	132	103		235
5th Week	0	0	11	11
Monthly Total	385	298	11	694
Avg for May	96.25	99.33	11.00	173.50

Combined Avg	390.75	388.83	265.00	691.50
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Notes:
 Services:
 Week 1:
 Week 2:
 Week 3: Est. count for 9 service, paper count lost
 Week 4:
 Week 5: Summer Service Begins

Church School:
 Week 1:
 Week 2: Flower Communion/No RE
 Week 3:
 Week 4:
 Week 5: No programming for older kids

Adults	Summer 2010			
	9:00 AM	11:00 AM Service		
1st Week	145	254	399	
2nd Week	217	397	614	
3rd Week	118	295	413	
4th Week	0	0	449	449
5th Week	0	0	179	179
Monthly Total	480	946	628	2054
Avg for May	160.00	236.5	314.00	410.8

Church School	Summer 2010			
	9:00 AM	11:00 AM Service		
1st Week	75	0	234	
2nd Week	79	160	233	
3rd Week	87	250	191	
4th Week	0	0	0	0
5th Week	0	0	12	12
Monthly Total	241	410	12	670
Avg for May	80.33	136.67	12.00	167.50

Combined Avg	240.33	373.17	326.00	578.30
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Notes:
 Services:
 Week 1:
 Week 2:
 Week 3:
 Week 4:
 Week 5:

Church School:
 Week 1:
 Week 2:
 Week 3: Youth RE ended 5/16
 Week 4:
 Week 5:

Adults	Summer 2009			
	9:00 AM	11:00 AM Service		
1st Week	213	495	708	
2nd Week	110	240	350	
3rd Week	113	188	301	
4th Week	0	0	126	126
5th Week	0	0	417	417
Monthly Total	436	923	543	1902
Avg for May	145.33	307.67	271.50	380.40

Church School	Summer 2009			
	9:00 AM	11:00 AM Service		
1st Week	73	196	269	
2nd Week	47	180	227	
3rd Week	57	163	220	
4th Week	0	0	0	0
5th Week	0	0	6	6
Monthly Total	177	539	6	722
Avg for May	59.00	179.67	6.00	180.50

Combined Avg	204.33	487.33	277.50	560.90
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Notes:
 Services:
 Week 1:
 Week 2:
 Week 3:
 Week 4:
 Week 5:

Church School:
 Week 1:
 Week 2:
 Week 3:
 Week 4:
 Week 5:

Adults	Summer 2008			
	9:00 AM	11:00 AM Service		
1st Week	165	237	402	
2nd Week	138	235	373	
3rd Week	91	214	305	
4th Week	0	0	155	155
5th Week	0	0	0	0
Monthly Total	394	686	155	1235
Avg for May	131.33	228.67	155.00	308.75

Church School	Summer 2008			
	9:00 AM	11:00 AM Service		
1st Week	48	81	0	129
2nd Week	54	115	0	169
3rd Week	0	0	0	0
4th Week	0	0	0	0
5th Week	0	0	0	0
Monthly Total	102	196	0	298
Avg for May	51.00	98.00	0.00	149.00

Combined Avg	182.33	326.67	155.00	457.75
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Notes:
 Services:
 Week 1:
 Week 2:
 Week 3:
 Week 4:
 Week 5:

Church School:
 Week 1:
 Week 2:
 Week 3:
 Week 4:
 Week 5:

Adults	Summer 2007			
	9:00 AM	11:00 AM Service		
1st Week	187	341	528	
2nd Week	125	299	424	
3rd Week	131	262	393	
4th Week	0	0	124	124
5th Week	0	0	0	0
Monthly Total	443	902	124	1469
Avg for May	147.67	300.67	124.00	367.25

Church School	Summer 2007			
	9:00 AM	11:00 AM Service		
1st Week	0	0	0	0
2nd Week	72	110	182	
3rd Week	71	101	172	
4th Week	0	0	6	6
5th Week	0	0	0	0
Monthly Total	143	211	6	360
Avg for May	71.5	70.33	6.00	120.00

Combined Avg	219.17	371.00	130.00	487.25
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Notes:
 Services:
 Week 1:
 Week 2:
 Week 3:
 Week 4:
 Week 5:

Church School:
 Week 1:
 Week 2:
 Week 3:
 Week 4:
 Week 5:

June Attendance

	Summer Service	2012	Summer Service	2011	Summer Service	2010	Summer Service	2009	Summer Service	2008	Summer Service	2007
Adults												
1st Week	469		319		337		358		164		245	
2nd Week	309		208		216		251		153		217	
3rd Week	329		252		202		179		183		200	
4th Week	220		211		GA *		152		115		148	
5th Week			238		0		0		0		0	
Monthly Total	1327		1228		755		940		615		810	
Avg for June	331.75		245.60		251.67		235.00		153.75		202.50	
Church School												
1st Week			46		28		4		0		0	
2nd Week			38		23		29		39		33	
3rd Week			41		26		17		23		13	
4th Week			31		GA		25		44		24	
5th Week			51		0		0		0		0	
Monthly Total			207		77		75		106		70	
Avg for June	0.00		41.40		25.67		18.75		35.33		23.33	
Combined Avg	331.75		287.00		277.33		253.75		189.08		225.83	
Notes:			Notes:		Notes:							
Services:			Services:		Services:							
Week 1:			Week 1:		Week 1:							
Week 2:			Week 2:		Week 2:							
Week 3:			Week 3:		Week 3:							
Week 4:			Week 4:		Week 4:		Sunday Morning Service at GA in Mpls. Convention Center					
Week 5:			Week 5:		Week 5:							
Church School:			Church School:		Church School:							
Week 1:			Week 1:		Week 1:		Summer Programming					
Week 2:			Week 2:		Week 2:							
Week 3:			Week 3:		Week 3:							
Week 4:			Week 4:		Week 4:		GA - No RE					
Week 5:			Week 5:		Week 5:							

**First Universalist Church
Statistical Report
June 21, 2012**

MEMORIAL SERVICES: 4

Becky Scott, sister of Sue Scott – The Rev. Kelli Clement
Janelle Shiner, former member – The Rev. Kelli Clement
Jeff Farnam – The Rev. Kelli Clement
Donna Elling – The Revs. Justin Schroeder and Kate Tucker

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 7

Gillian Gale, Carver
Thomas and Sandra Seldon, Lakeville
Rita Peterson, Eagan
Paul Densmore, Minneapolis
Garth Osborn, Minneapolis
Jayne Miller, Minneapolis

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 2

Chuck Vavrus – moved to Florida
Donna Elling - deceased

CHILDREN DEDICATED: 6

Levi David Abeln
Simon Kenneth Abeln
Oliver Patrick Boody
Alexander Nelson Daninger
Peter James Kanegieter
William Blake Zawadzski

	To Date	End of Year Totals			
MEMBERS	2011-2012	2010-11	2009-10	2008-09	2007-08
(Fiscal Year)	89	98	75	72	41
TOTAL MEMBERS:	941	927	849	840	824

TOTAL MEMBERS AS OF THE LAST MEETING: 936

To be added: 7

To be removed: 2

TOTAL MEMBERS: 941

**First Universalist Church
Statistical Report
July 19, 2012**

MEMORIAL SERVICES: 1

Robert Henson, service 7/8/12

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 2

Jay Levine, moving away from the Twin Cities
Robert Henson, deceased

CHILDREN DEDICATED: 1

Vincent Donald Schanen, son of James and Victoria Schanen

	To Date	End of Year Totals			
MEMBERS	2011-2012	2010-11	2009-10	2008-09	2007-08
(Fiscal Year)	89	98	75	72	41
TOTAL MEMBERS:	939	927	849	840	824

TOTAL MEMBERS AS OF THE LAST MEETING: 941

To be added: 0

To be removed: 2

TOTAL MEMBERS: 939

**First Universalist Church
Statistical Report
August 16, 2012**

MEMORIAL SERVICES: 0

MARRIAGES/SERVICES OF COMMITMENT: 0

Serai Brenner and James Mickman – vows renewed 8/4/12 Rev. Justin Schroeder
Margaret Elizabeth Goebel, daughter of Ray and Judy Goebel, and Claude Joseph Grace Culotta
– 8/11/12 Rev. Justin Schroeder

MEMBERS FOR APPROVAL: 11

Sharon Broscha, Minneapolis
Jessamin Heinrichs, Minneapolis
Mary Kelley, Minneapolis
Frederic MacDonald-Dennis, St. Paul
Laura Rutmanis, Minneapolis
Renada Rutmanis, Minneapolis
Ann Terlizzi, Minneapolis
Rachel Godlewski and Matthew Carper, Minneapolis
Mark and Susan B. Johnson, St. Anthony

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 2

Susanna Drake and Michael Butler, Roseville

CHILDREN DEDICATED: 0

	To Date	End of Year Totals			
	2011-2012	2010-11	2009-10	2008-09	2007-08
MEMBERS					
(Fiscal Year)	100	98	75	72	41
TOTAL MEMBERS:	948	927	849	840	824

TOTAL MEMBERS AS OF THE LAST MEETING: 939

To be added: 11

To be removed: 2

TOTAL MEMBERS: 948

Sr. Minister Report prepared for the Board of Trustees, August 2012

Mission Statement: In the Universal Spirit of love and hope, we give, receive, and grow.
First Universalist Church.

Visionary Goals:

The people of First Universalist Church grow in their UU faith: we are equipped to live out our values and experience worship, spiritual practices, and rituals that challenge, comfort, celebrate, and heal.

This summer, the “Standing on the Side of Love” sermon series has challenged, comforted, celebrated and healed. Ruth MacKenzie, our Summer Minister, along with other guest preachers, have dug deeply into this topic, and the worship services have educated, inspired, and touched our hearts. We have been called to work for immigrant justice, and to really live our faith as we have conversations about why love, commitment, and marriage matter, as we seek to defeat the marriage prohibition amendment in November. These summer sermons have dug into the nuances, nooks, and crannies of these issues, and have explored both the complexities and joys of what it means to “Stand on the Side of Love.”

Ruth MacKenzie has continued to lead the *lectio divina* spiritual practice sessions through the summer and those have been well received.

We also offered 7 small groups during the summer, for new members, young adults and others. For the first time, staff members participated in their own small group this summer. The staff met a total of 6 times, and it was a transformative experience. There were two clear wins: 1) we are more connected to and bonded with one another as staff, and 2) staff now has a greater understanding about the importance and power of small groups in our faith community.

First Universalist Church is a home for ageless wisdom. People of all ages find opportunities to engage in an intellectual and spiritual search for deeper meaning and understanding in the UU tradition, both as individuals and in community. We know our roots, find our wings, and apply our knowledge and wisdom to all our endeavors.

The Rev. Jen Crow is on board and we’re building a fabulous working relationship. Together, we are stretching, collaborating, and planning. Jen Crow is getting to know the Program Team (Debra Rodgers, Lauren Wyeth, and Heidi Mastrud) and they are hard at work creating a program guide for the fall. The program guide, like the summer program guide, will contain opportunities for people to “know our roots, and find their wings,” as they give, receive, and grow.

This summer, we’ve held two all church book studies; in addition, on August 19th, Michael Dowd (author of “Thank God for Evolution”) and his wife will speak here, offering several

classes, and learning opportunities, in addition to the Sunday morning sermon. (You can learn more about Michael here: <http://michaeldowd.org/>).

This summer, for the first time, we offered program for middle school aged children, lead by Katie Heaton. We also offered a fun and compelling summer program for children, our "Seven Principles Summer Passports." Our children have journeyed with same age friends (4 years through kindergarten, 1st-3rd grade and 4th-5th grade) as they collect stamps in their Seven Principles Summer Passports. Our "travelers" will choose activities that reflect their interests as they learn about our faith, and are invited to follow up with fun activities at home. Feedback from parents has been positive.

We're also planning a teaching training and orientation for the fall. This will include the nuts and bolts of teaching, but also include the theological underpinnings of our faith, and invite RE teachers to reflect on their teaching ministry.

First Universalist Church is an intergenerational community of mutual caring and support. We build this community by actively welcoming all and encouraging each other to discover, develop and share their gifts.

Lauren Wyeth and the Family Ministry Team held an intergenerational potluck/pie eating get-together at the end of July. Over 50 people attended. By all accounts, it was a wonderful event, and helped people connect with one another. Fun, care, and support were evident.

A great number of people shared their "gifts" as we rebuild the choir loft in the sanctuary. A special thanks goes out to Dan Bishop, Weld Ransom, Chuck Coskran, Dennis Sherwood, and countless others. The newly designed choir loft is beautiful. There are still a few final pieces that we need to take care, so that we're up to code; our facility staff, in partnership with congregants, is working on these final details.

The people of First Universalist Church work to build a just, loving and sustainable world. We are a visible, influential voice, and we act to shape the larger community into a more just and equitable society.

On August 10, Jen and I, and other members of First Universalist attended the MN Sikh Temple to sit in prayer with them, to pray for the lives lost in the Oak Creek, WI, shooting, and to condemn violence in any house of worship. In an email, we invited the congregation to join us:

As most of you have likely heard, this past week a man walked into the temple of the Sikh Society in Oak Creek, WI and shot and killed six people. Earlier this week, our Senior Minister, Rev. Justin Schroeder, reached out to the Sikh Society of Minnesota to offer our condolences and to share our support. As the Sikh community mourns, they have asked us to do three things:

- to join them in prayer for those who have died*
- to learn more about Sikhism*
- to denounce any violence against anyone, in any house of worship.*

This Friday, we have the opportunity to stand with the Sikh community in the spirit of love. Please consider joining Rev. Justin Schroeder and Rev. Jen Crow at a prayer vigil at The Sikh Society of Minnesota at 7:30pm to honor those who lost their lives this past weekend. May the spirit of love enfold us as we learn and pray and mourn together.

In faith,

Revs. Justin Schroeder and Jen Crow

We were also visible in the community when our children set up a “Lemonade Stand-ing On the Side of Love” to raise money in support of MN United for All Families. A special thanks to Lauren Wyeth, the Family Ministry Team, and the many adults and children who helped make this happen. You can read about it here: <http://goldenvalley.patch.com/articles/church-s-lemonade-stands-raise-money-for-same-sex-marriage> and here: http://www.edgeboston.com/news/family//135627/minn_sunday_school_students_raise_money_for_gay_marriage_with_lemonade_stand_.

We “came out” for Marriage Equality at our Lake Harriet Service: we were an ocean of yellow shirted “Standing on the Side of Love” people!

On Sept 30, at 6pm, we are holding a metro-wide UU service at First Universalist to inspire and charge people to continue to work to defeat the marriage prohibition amendment. We are still working out details, but we know that Unity’s choir will be joining First Universalist’s choir, there may be a children’s choir, and that a variety of Twin City UU ministers will participate in this service.

Finally, the MN Standing on the Side of Love Video Project is off to a great start. Laura Smidzik, our 2012-2013 intern, is spearheading this project, and will be working on it as part of her internship.

Updates:

Budget:

The congregation based a 2011-2012 budget that had a \$106,000 deficit. Preliminary results are that we’re ending the year with a \$22,000 deficit.

Capital Improvements:

We’ve started on improvements that were part of the 2012-2013 capital budget. The North sidewalk was poured last week. We’re ordered new railings for the front steps. We’ve ordered two bike racks. We’re getting bids on railing for the balcony. The fire escape has been repaired. We’re working with the fire marshal to make sure we understand room capacity and fire safety for our building and classrooms.

Database Update:

We have a project plan for database implementation. We've selected the software.

Shared Ministry Teams:

Susan and Trish have created a "rentals team."

Susan is in the process of creating an auction team.

Staffing:

Minister of Program Life: It has been a delight getting to know and work with Jen Crow. Her large church experience is evident, her love of people and Unitarian Universalism is contagious, and we are having a blast together! She is spending a great deal of time getting to know the program team, and building relationships with them. There is an energy and synergy in our work together, and we are bringing out the best in each other.

Interim Communications Coordinator: Our Interim Communications Coordinator is Craig Lindahl-Urben. We have posted the Communications Coordinator position, and will be interviewing for it later this month.

Front Desk Reception: We've re-imagined this position; instead of a front desk receptionist, we're looking to hire a Assistant Office Administrator, who will support the office staff, and oversee and coordinate the front desk volunteers (we'll created a training program for the front desk volunteers and a formal job description, so everyone is clear about what's needed and expected.) We believe this has the potential to be a strong "win," as the Administrative Staff will get the support they need, and church members will be able to share their time and hospitality in a meaningful way at the front desk (and feel connected to the life of the church.)

Staff Leadership:

Leadership Retreat: On August 14 and 15, the Ministers, Program Directors, and Intern held a leadership retreat offsite. We spent time team build, learning, playing, and creating goals for the year, based on Strategic Plan.

All Staff Retreat: On August 22, we'll be holding an all staff retreat, as we dig into the Strategic Plan, and the goals for the year.

The difference between great communication and not-so-great communication often comes down to where you place the bad news. Sure, it has to be covered. But as the leader, try delivering that first. Get it over with, and then get on with something that will leave your people in a much better place.

The difference between great communication and not-so-great communication often comes down to where you place the bad news.

THE TUNNEL OF CHAOS

One of the greatest contributions author and psychiatrist M. Scott Peck made to this world was to shine a spotlight on the differences between participating in genuine community and experiencing what he coined “pseudo community.”

If community involves things such as knowing and being known, serving and being served, loving and being loved, and celebrating and being celebrated, then most relationships, Peck asserted, are constantly devolving into pseudo community. It’s the great temptation for small groups of people to slide into a state where they’re not *quite* telling each other the truth and they’re not *quite* celebrating each other. Instead, they tolerate each other, they accommodate each other, and they settle for sitting on the unspoken matters that separate them.

Years ago, what captured my imagination about Peck’s concept was the aha that in order to move from pseudo community to genuine community, you have to endure a little chaos. To break free from falsehood, someone has to upset the applecart and say out loud, “As far as I can tell, we’re not experiencing real community here. We’re not where I want for us to be, anyway. Frankly, I’m holding back. I’m not giving you the final 2 percent of what I’m thinking. And I’m not really hearing what you have to say, either.”

It’s the great temptation for small groups of people to slide into a state where they’re not quite telling each other the truth and they’re not quite celebrating each other.

When I taught on this idea at Willow, I drew two circles on a flip chart and labeled the one on the left “Pseudo Community,” the one on the right “True Community.”

“We all want to get to true community,” I said, “but we find ourselves in pseudo community. So how do you move from one place to the other?”



#30 · PAY ATTENTION TO GREETINGS AND GOODBYES [PG. 96]

#52 · FACTS ARE YOUR FRIENDS [PG. 155]

I added another element to the drawing, a tunnel that connected the two circles. “You have to be willing to go down into a tunnel,” I explained, “a tunnel called chaos.”

As I continued, I asked the congregation to think of the three most important relationships in their lives, such as those with their spouses, family members, close friends, or business partners. “How many of you know that you’re settling for pseudo community with at least one of those three people?”

More than half the crowd raised their hands—quite interesting, given the fact that nobody in his or her right mind actually *wants* to live in less-than-true community.

We settle for pseudo instead of demanding the real deal for one simple reason: fear. “What if airing the issue actually make things worse?” we think. “What if probing the situation only serves to ruin the relationship?”

To these fears and more, there’s only one response: the tunnel. Frightening as it is to enter that tunnel, those who do are the ones most likely to pop up one day into the fresh, life-giving daylight of true community.

I’ve been in hundreds of pseudo-community situations in which the only option was for me to invite the other person down into the tunnel. We’d be sitting across from each other in a restaurant, our food would have been served, and there would come that awful and awkward point when there was nothing else to say except the one thing that had to be said: “This is quite likely going to be a difficult conversation,” I’d start, “but I’m committed to working this through no matter what it takes.”

And then the back-and-forth would begin as we both recounted the steps that had led to our relational demise: “I meant this,” and “You said that,” and “Here’s where I think we lost our way.”

Chaos would actually be a tame way to describe some of the exchanges I’ve experienced in this regard. Sometimes it all feels downright scary. It’s messy. It’s ambiguous. It can be ugly. But it is almost always worth it.

Recently one of my ministry cohorts came unglued during a creative session. We were trying to finalize some video footage, and right after I gave a few minutes of candid input on her work thus far, she burst into tears. The response was atypical, so immediately I knew something else was fueling such a dramatic display of emotion. There was an awkward silence for a few minutes as I sat there wondering what to say or do.

I prayed a quick prayer for wisdom from God and then asked the only question I could think to ask: “What’s it like to be sitting in your chair right now?”

She explained the frustrations she was feeling and the stress she had been under, and suddenly I realized she had been in a jam for quite some time. “How terrible it would be to feel that alone and that overwhelmed,” I replied.

We went on to talk about where the train had left the tracks and what we could do to get it headed in the right direction once more. In half an hour’s time, all was well again. But had we not been willing to dig down into that tunnel of chaos where tough questions demand candid answers, there might well still be tension between us today.

Ministry is a series of battles, and a lot can get said on the front lines that may not be exactly edifying. Every leader must constantly ask direct reports, chief lieutenants, key donors, and the best volunteers, “Are we okay? How can we clean up the messes we’ve made along the way?”

Stay prayed up, rested up, and committed to entering the tunnel of chaos whenever the Spirit prompts. It’s one of the truest tests of character and love.⁸



#36 - HELP ME UNDERSTAND [PG. 110]

#42 - WE GOT TO DO THIS TOGETHER!
[PG. 126]

#57 - DID WE DO ANY LEARNING? [PG. 168]

Visionary Conversation Schedule

2012-2013

September _____

October _____

November _____

December _____

January _____

February _____

March _____

April _____

May _____

June _____

Meal and Reading Schedule

2012-2013

September _____

October _____

November _____

December _____

January _____

February _____

March _____

April _____

May _____

June _____

**First Universalist Church
Financial Results
FY 2011-2012
Actuals vs Budget
Summary of Variances**

Summary of Material Variances

Revenues	Pos (Neg)	
Pledges	(44,000)	Came in under what was projected.
Unpaid Pledge Expense	(7,000)	Conservatively estimated additional uncollectibles.
Auction and Dance	(11,200)	Budgeted too high.
Other Fundraisers	(20,000)	Did not have additional fundraisers.
RE	(7,000)	Fees not paid by all who registered; COA fees at lower rate than budget.
Offering Plate (Church Portion)	(3,800)	Weeks dedicated to Miracle Sundays.
Legacy Fund Payout	(2,000)	Budgeted too high.
Contributions	26,000	Unpredictable. Includes contributions thru donor advised funds.
Releases from Restrictions	9,000	Contributions made in prior year for this year--not budgeted.
Foundation Funding for FIA	4,000	Not budgeted.
Dividends and Interest	3,000	Came in higher than budget.
Rental Income	1,000	Weight Watchers Saturday meeting cancelled, offset by other rentals.
Prior Year Recovery	1,000	Payments made on FY10-11 pledges that had been written off.
Total Revenue Variances	(51,000)	Revenue less than budget.

Expenses		
Lifespan and Congregational Life	59,000	DRE not hired till March.
Properties	70,000	Saved on gas and electric by more diligent managing and monitoring of systems \$24K; less repairs and consulting costs \$21K; delayed hiring additional custodial staff \$14K; less supplies \$7K; did not need to lease a buffer--AUW bought us one \$2K; Insurance dividend \$1K.
Ministers	4,000	Spent less in Professional Expenses; savings on benefits costs for retired Minister.
Worship	1,000	Spent less in Professional Expenses and Guest Speakers.
Finance and Admin	1,000	Leap of Faith expenses not reimbursed by the UUA offset by less consulting costs.
Total Expense Variances	135,000	Expenses less than budget.

Net Variance	84,000	We expect to end the fiscal year better than budget by this much.
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Budgeted Net Income(Loss)	(106,990)	As approved by the congregation at the Annual Meeting.
Plus expected variance	84,000	We expect to end better by this much.
Net Income(Loss) projected	(22,000)	We expect to end the fiscal year with this deficit (rounded).

1st U 2012 Congregational Survey Notes

Item	Themes	Related Survey Question(s)	Related Survey Comments	Does the Strategic Plan Address this? If so, where?	Sr. Minister Evaluation	Related Policy	Board Comment / Recommendation / Question
1	Need for intergenerational engagement, particularly between the older generation and children	14 - In the past 12 months, at church or a church sponsored event, I interacted with...	<p>Question 10 Comment 43 - "The wisdom of the elders in our congregation (about 1/3 of our members) is not being sought nor valued. Great support could come to young families if they were connected to our experienced members -- even in casual ways."</p> <p>Question 10 Comment 45 - "With so many new families and individuals becoming members, we are also witnessing the aging UU's of our congregation. The two need more opportunities to connect and share what has been, what is now, what could be."</p>	<p>2.2.1 Expand worshipping together as a full intergenerational community with children and youth attending entire church services more frequently.</p> <p>2.2.2 Provide opportunities for children, youth and adults to participate together in faith formation activities.</p>			The SP does not specifically target older generations and youth together
2	Ongoing angst between the decentralized lay-lead and centralized staff lead structure			3.1.1 Implement a volunteer and lay leadership development program with an annual cycle and documented processes.	Longer term members in particular have some discomfort with changes and still struggle to understand their role.	Sr. Min Limit C. Integration of Volunteers	How do we effectively balance this? Is it possible to identify alternative ways for congregants to live out their values if the central programs do not provide a perfect fit? Can we be less binary?
3	Congregants (new and existing) orientation - needing help accessing core church services			<p>1.3.4 Build online resources and services for members, friends, and seekers including online spiritual resources—e.g., daily meditation, resources for times of transition.</p> <p>3.6 Develop a robust communications plan (print and digital) that makes it easy for people to learn about us, that welcomes newcomers, informs current members, and engages all in the activities and resources of the church.</p>	Longer term members in particular have some discomfort with changes and still struggle to understand their role.	The policies in section D. Communication to the Board and Congregation are more board-centered and don't specifically address access/orientation issues	The SP does not specifically address improving traditional access channels, mostly online technology improvements
4	Diversity - a desire to increase it (ex: racial, christian, political)	<p>14 In the past 12 months, at church or a church sponsored event, I interacted with...</p> <p>34. Demographic - we are 95.9% Euro-American/Caucasian</p>	No specific comments	3.4.1 Create a task force to research and define our goals concerning diversity at First Universalist Church and develop a path to meet those goals.	n/a		
5		<p>19. In the past 12 months, I have been more active in improving the world because First Universalist has given me the courage, inspiration, or opportunity.</p> <p>30% neither neither agree nor disagree 7.4% disagree</p>					
6	Humanist Hunger						

7	A small but potentially significant minority of respondents (8.4%) are not engaged in helping someone in our 1st U community	12. In the past 12 months, I took an opportunity to comfort or help someone who is part of the First Universalist community. (Not including family members)					Are we comfortable with this number? Granted, a certain % of people may be "receiving" and may not have the capacity to "give"
8	For Follow Up...	22. If you have any additional thoughts related to the Visionary Goal #4 please feel free to provide them here	Q22. I have felt 'invited' by staff to take my passion for the environment elsewhere and I have done so. I may soon take my faith practice elsewhere as well.				Question for Justin - do you feel the EcoMinds Green Sanctuary fences have been mended at this point?
9			Q16 #4 "I did have some serious depression this past year (for the first time ever, it really caught me off guard!) but because I'm a friend (who pledges) and NOT an official member of 1stU, I didn't seek any pastoral care. I don't really know how that works for non-members. Do non-members have access to clergy/pastoral care?"	n/a	n/a		Please have Congregational Care reach out
10		16 There is someone I would like to invite to First Universalist but he/she would feel unwelcome.	Q 16 #4 "I felt much more welcome at several other churches I have attended in recent months. From FUC when I was to be inducted as a new member, I only received an impersonal email at the last minute, saying Congratulations! That was disappointing. That started me thinking differently about the church, even though superficially were "nice" and "friendly" it was mostly superficial. Three women did go out of their way to invite me to have lunch with me, and i did do that. but i want more than a social relationship from a church; I want spiritual sustenance and especially in light of my husband's death a year ago."	n/a	n/a		Please have Congregational Life / Membership reach out

Preliminary Board Goals 2012-2013

Give, Receive, and Grow together - as a small group, and as leaders and stewards of the church

Finance Committee - increase engagement of the board with the senior minister in reviewing all aspects of the budget development, financial monitoring, and fund development activities of the church.

Continue to grow in our role as a strategic board:

- Actively participate and lead some visionary conversations

Governance Committee - continue to mature governance practices:

- Make GPH reviews seasonal and operational
- Become a more policy-driven board
- Effectively leverage evaluation tools (ex: survey, and board/minister evaluations) to monitor and inform the accountability of the board and staff

Work with the Sr. Minister to develop his role as CEO

Effective linkage with congregation and other stakeholders

Monitor the SP to ensure realistic goals and work to manage the expectations of the board, staff, and congregation

Clarify roles, activities, and strategic alignment with the NomCom

Align the goals of the Church and the Foundation to increase the social justice effectiveness of both