

# **First Universalist Church Board of Trustees**

**November 20, 2014**

## **Board Packet**

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Date: November 12, 2014  
To: First Universalist Board of Trustees  
From: David Bach, President  
Re: November 20, 2014 Meeting

I am making an effort to provide more time on our agenda for high-level discussion and action items and rely on reports from our Senior Minister and our two committees for informational items. Although there will always be opportunities for questions on the meeting materials, please make sure you review all these reports carefully so as much of our meeting time as possible can be dedicated to topics and issue affecting the larger work of our church.

Our agenda for the November 20 meeting includes a visit by members of the Nominating Committee. In your board packet is a report from the committee on its work. Please read it before the meeting and come with any questions. We also want to discuss with committee members their thoughts on volunteer leadership development. This is in response to one of the Governance Committee goals, *to work with the Nominating Committee to coordinate with work of the Board, especially regarding leadership development needs*. They have a unique perspective on this as they solicit and interview candidates for the Board, Nominating Committee, and Foundation Board and will have some good advice of what is needed in leadership develop and leadership opportunities for our congregants.

The Finance Committee is bringing forward a Reserves Policy which is also in your board packet. This has been discussed in the past and the committee made some additional changes at its last meeting. The committee is seeking approval of the policy at our meeting.

Justin has provided an explanation of the ministerial housing allowance which is part of our consent agenda. Justin has also included two articles on racial justice for discussion at the meeting. Please bring with your any personal experiences around racial justice that you would like to share with us as well.

It's another full agenda. Thank you all for your service to this church. See you on the 20<sup>th</sup>.

First Universalist Church of Minneapolis  
Board of Trustees Meeting  
November 20, 2014  
6:30 p.m. Cummins Room  
Agenda

6:30 Call to Order

- Lighting of the Chalice  
*May this flame that burns before us light our way, informed by the wisdom of leaders gone before, and inspired by the trust that we have been given as stewards of this Church. May we have vision, compassion, and courage as we serve this congregation now and for the generations to come.*
- Reading
- Check-in

6:55 Consent Agenda

- Minutes from October 16 meeting
- Ministerial housing allowances

7:00 Report and discussion with members of the Nominating Committee

7:20 Items from the Senior Minister – Justin Schroeder

- Discussion of the racial justice articles
- Other items

8:05 Items from Monitoring Schedule

- Financial condition – Dick Niemiec
- Attendance and Membership numbers – Justin
- Staff and significant volunteer changes – Justin
- Staff-volunteer grievances – Justin
- Exit interviews - Justin

8:35 Committee Reports

- Governance Committee – Lark Weller
  - Board development and future leadership needs
- Finance Committee – Dick
  - Reserves Policy for approval

9:00 Items from the President – Dave Bach

- Goals for FY 15
- Working Session – January 10
- Timing of board packets
- Conversations with the Congregation

9:10 Adjournment

## **First Universalist Board of Trustees Meeting Minutes - October, 2014**

### **Call to Order**

The Board of Trustees (BOT) October meeting was called to order by President Dave Bach at 6:30 pm on October 16, 2014. BOT members present were Dave Bach, Jill Braithwaite, Eric Cooperstein, Cindy Marsh, Dick Niemiec, Richard Spratt, Lark Weller and Karin Wille; Pam Vincent was absent. Ministers Justin Schroeder and Jen Crow were also present.

The meeting opened with lighting the chalice and the BOT chalice lighting words. Richard did a reading entitled "Autumn" from the book "Falling into the Sky," followed by Board member reflections on the reading and check-ins.

### **Items for Approval**

The minutes of the September BOT meeting were unanimously approved.

### **Update from First Universalist Foundation**

In the absence of Victoria Schanen, Foundation chair, the Board moved to the next agenda item.

### **Items from the Senior Minister (see October SM Report for details)**

Justin and Jen offered to lead a conversation about the spiritual dimensions of leadership at a BOT working session or monthly meeting. The Board expressed interest but no date was set.

Dave confirmed that Justin had requested to use a week of his study-leave time in late October.

Justin gave an update on the Senior Advisory Team that is working with Elaine to provide programming for church members in the second half of life. He also gave an update on his stewardship conversations with congregants, noting that more data points are needed to give clarity to the possibility of a capital campaign. One of the data points is the building audit, which should be completed in November. The audit will establish the remaining useful life and replacement cost of building elements and fixtures.

Justin noted that questions have arisen regarding the hiring of church members as employees. The policy in the Employee Handbook, which the Management Team is reviewing, states that generally congregants won't be considered for employment; there is no policy in the GPH.

Justin reported that as a follow up to the Leadership Retreat in September, the staff is developing a congregational/volunteer handbook. He further noted that he is enjoying teaching a preaching class at UTS and that doing so has invigorated his own preaching.

### **Items from the Monitoring Schedule**

**Financial Condition:** Dick noted that since we only have 2 months of financials at this point, there isn't much to report, but that the BOT needs to be able to see variances as the FY progresses. Diane had presented a variance policy for the FC to consider at its

October meeting. The committee was not in agreement about the policy and Dick will work with Diane to continue to refine it.

Although the BOT was not asked to report back on the canvass follow up calls they had been asked to make, it was noted that several people who did not pay their pledge in 2013-14 also had not pledged for 2014-15.

**Attendance and Membership Numbers:** Worship attendance was down about 20% (140 people) from September, 2013; no one knows why. RE was about the same. Membership is 916.

**Staff and Significant Volunteer Changes:** Hal Schroer is chairing the UU pre-school feasibility team; Jennifer Schuster-Jaeger is chairing the RE fee elimination feasibility team.

**Ends Outcomes:** See report. Justin called out the work Ruth is doing with COA and Worship Associates and Jen's leadership of Faithful Action.

**Investment and Financial Policies:** Dick noted that ascertaining compliance with these policies requires a meeting with the church's investment advisor, so a meeting will be scheduled with Ross Levin in the near future.

### **Committee Reports**

**Governance Committee:** Lark reported that the Committee just met on Monday, so there were no minutes in the Board packet. The committee recommended the following changes to the GPH monitoring schedule: eliminate quarterly Ends Outcomes and move to annually in May; leave Job Descriptions for May only and eliminate "2014 only" from the current schedule.

Motion was made, seconded and passed to accept the GC recommended changes to the GPH monitoring schedule. The Board noted that the monthly updates on the Visionary Goals/Ends Outcomes provided as an FYI in the SM Report are helpful.

The GC had reviewed proposals from two consultants for an external review of staff benefits. Based on that review, the GC recommended that the benefits only portion of the MRA proposal be accepted. Staff will work with MRA to complete the review.

Lark reported that the GC had an extended discussion about a congregational covenant, one of the committee goals for the year, but that there was no clear consensus about whether or how to move forward. Several Board members expressed interest in a short, clear covenant linked to our mission and vision that could be developed by the GC, reviewed by the Board and other leadership groups, then presented for a vote at the annual meeting. After discussion, the Board referred the matter back to the GC for further refinement. Justin and Jen will share the recently developed staff covenant with the committee.

The committee's conversation around leadership development, another committee goal, had focused on clear entry points for volunteers. It was noted that the volunteer handbook being developed will aid this process. Lark also noted the committee's goal of helping the Board create time and space for big picture items. Dave commented that could be the subject of the Board's next working session.

**Finance Committee:** See committee minutes for full report. Dick commented that the FC's monitoring schedule is the committee's work plan and does not need to be incorporated into the GPH monitoring schedule. He noted that the building audit will play into the decision about the size of the Sunrise loan, and that the FC had directed Diane to present budget assumptions for FY 15-16, and the 3 year budget, at the February FC meeting.

The church recently received a bequest of \$110,000. The FC recommended the Board approve that 10% of the bequest be contributed to the general operating budget for FY 2014-15, pursuant to the Gift Acceptance Policy, along with the suggestion that the money be used for one-time expenses to insure sustainability. The recommendation was approved by the Board.

### **Items from the President**

**Conversations with the Congregation:** Dave reported that the subject of naming rooms in honor of congregants had been raised. It was noted that the only room named now is for a long term minister and we agreed that creating a process for honoring members this way will require some very careful thought. It was also noted that it would be difficult to commit time to develop a process with our current priorities. For now, the Board will gather more information about how the Cummins Room was named. On Oct. 26, the church will be rededicated as a Peace Site following the second service. New Member dessert is Tuesday, Nov. 18 from 7-8:30 in the Chalice Room; Jill, Eric and Lark volunteered to attend.

**Meeting with the Staff:** Dave reported again on the meeting in August between some members of staff and some Board members to discuss working together more effectively, and the subsequent discussion about a follow up meeting with the Management Team and the Board. Jen stated the importance of focusing on the budget process to insure there are no surprises; Dave asked Justin and Jen to insure that any staff concerns about Board/staff interaction be raised at the time. After some discussion it was concluded that a follow up meeting was not necessary at this time.

**Racial Justice:** Justin reported on a UU Living Legacy Conference taking place in Selma in March of 2015 to commemorate the 50th anniversary of the march on Selma which John Cummins, Minister Emeritus, participated in. He urged Board members to think about attending; more info can be found at [uulivinglegacy.org](http://uulivinglegacy.org). (Note: Justin has since sent an email with the link, plus a research article about the "unchurched.")

**Board Working Session:** Dave reminded everyone of the BOT working session on Sunday at Pam's at 11:15 am; food contributions were discussed.

The meeting adjourned at 9:05 pm.

Respectfully submitted,

Karin Wille, Acting Secretary

Report from the Nominating Committee November 2014.  
Presented at the November 20<sup>th</sup> Board of Trustees meeting.

There is a consistency to the work of the Nominating Committee. Our primary responsibility is to assure we have a strong slate of candidates to present at the Annual Meeting each year. We track potential vacancies with midyear check ins with all elected leaders. We thank them for their service, ask how the work is going and review their term of office. If their first term is concluding we ask them if they are intending to step down or want to renew.

We are continually on the look out for potential leaders. We have an intentional connection with Elaine and other staff members. We encourage current leaders to make suggestions. We pay attention to who attends gatherings like State of the Church. We publicize available positions and encourage self-nominations. This year that will happen with the weekly Liberal, the Order of Service and perhaps a pulpit announcement. Currently we have a list of 38 potential leaders we are working with. They will receive an email from us asking about their interest in serving on the BOT, the Foundation Board or on NomCom.

This year there is only one leader who has completed two 3-year terms so must step down. The breakdown is as follows:  
BOT - 3 members complete their first 3-year term.  
Foundation Board - 4 members complete their first 3-year term  
NomCom – 1 member completes their first 3-year term and 1 member completes their 2<sup>nd</sup> 3-year term.

Our January conversations will give us a good idea as to how many positions we have to fill. We may have some willing to complete the church year but perhaps not wanting to complete their full term.

It is our intention to begin checking in and reaching out in January, in advance of the February Canvass.

In January we will also publicize General Assembly and recruit delegates.

What were formerly known as Prairie Star District Awards are still being developed under the new structure. They are not accepting nominations again this year.

We are in communication with staff about databases to effectively use those resources when available and appropriate.

This report reflects an overview and a few specifics for this church year. It is not all-inclusive regarding our work.  
We know the importance of this work and feel honored to serve First Universalist in this way.

**From the church Bylaws:**

**ARTICLE V. Nominating Committee**

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

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

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



## Sr. Minister Report to the Board of Trustees, Nov. 2014

In the past few weeks we've had two important dedications; on Oct 26, we re-dedicated our Peace Pole and First Universalist as a Peace Site, reflecting on what peace means in light of our racial justice commitment. And on November 2, we dedicated the Little Lending Library, made by Nathaniel Larson, with support from Dan Bishop. These rituals are important in the life of our community, as we remember who we, who we are called to be, and how much we deeply need another.

I'm looking forward to a rich discussion this month with the Board about the two racial justice related articles I've included here (attached at the end of this report.) We'll return to the piece from last month, spend a bit of time with a response to that piece, as well as reflect on the racial justice journey we're on.

Additionally, I hope that Board members will consider reading Rev. Mark Morrison-Reed's *Selma Awakening*. Rev. Jen Crow and I are planning to return to Selma in early March of 2015, as we reconnect with this part of our Unitarian Universalist history and strengthen our current commitment to Racial Justice. Wouldn't it be something if Board members, congregants, Racial Justice Leadership Team members and others went? (You can learn more here: [www.uulivinglegacy.org](http://www.uulivinglegacy.org).)

**Mission and Vision:** This is the common language we've been using as it relates to our mission and vision; this also includes some talking points and examples of the mission/vision being alive in actual practices.

*In the Universalist Spirit of Love and Hope, we give, receive, and grow into Love's People.*

Love's people welcome, affirm, and protect the light in each human heart

- Through pastoral care in times of need, for new parents, youth, and adults.
- Through honoring and valuing all families, and working for marriage equality for all loving couples.
- Through uplifting worship services that involve and speak to all ages.
- Through our Circles, Wellspring Groups, and Racial Justice Circles we create sacred spaces for our soul to show up in and be seen.

Through exploring the possibility of welcoming and housing homeless families in our church through Families Moving Forward - a program of Beacon Interfaith Housing Collaborative.

Love's people act outside of the church's walls.

- Though the House that Love Built and our partnership with Habitat, we help put roofs over people's heads
- Through our partnership with youth at Augsburg Fairview Academy – we partner to enact/embody their vision of a food and clothing closet, as well as serve as classroom aides/tutors.

- Through honoring and valuing all families, and working for marriage equality for all loving couples.  
Through partnering with others in our Racial Justice work, we deepen our commitment

Love's people listen deeply to where Love is calling us next.

- Through leaning in to the journey to become a church committed to racial justice.
- Through our Circles, Wellspring Groups, and Racial Justice Circles we create sacred spaces for our soul to show up in and be seen, and for participants to listen deeply
- Through programming across the lifespan - helping all ages listen deeply to where love is calling them  
Through Worship services that take us deep, helping us ask the right questions, and teaches us to listen with the ear of the heart.

### **Significant Staff and Volunteer Transitions:**

*Sunday Kitchen Manager:* Barb Sindelar will be working on Sunday mornings as our Sunday Kitchen Manager. Barb is a member of the congregation and has a heart for hospitality and welcoming. Her first day with us was on Sunday, November 2. She will be working with us from Labor Day to Memorial Day. We believe that having Barb's help on Sundays will strengthen our overall hospitality and provide a steady, grounded presence in the kitchen.

*Part-Time Middle School Program Assistant:* Nicole Holzhauer recently gave her resignation and will no longer be serving as our part-time Middle School Program Assistant. We do not plan to rehire for this position. Instead, we will hire an administrative support person for our Religious Education programming. We continue to be challenged as we work within the budget cuts to program expenses and staffing in Religious Education programs.

Nicole will continue on as a volunteer member of the 8th grade OWL facilitator team, serving as a teacher and mentor to our youth.

**Building Audit Update:** Our building audit took place on November 12, 13, and 14. Paul Kloth, Tracy Van Epps, and I met with Jay Oschirin (from Diversified Intelligence) during his visit, and we now have all of the significant building systems and information into the Audit Mate Software.

**Fundraising Update:** The Sr. Management Team (Director of Operations, Diane Gavere, Rev. Jen Crow, and Rev. Justin Schroeder) recently met with ministers, staff, and lay leaders at Unity Church Unitarian to better understand their recent capital campaign and the opportunities and challenges that came with it. As a Management Team, we left that meeting grateful for our colleagues across the river, and their willingness to share their experience. We also were very clear

about the need for us to move slowly. There is much information we need to collect and digest before we'd begin any campaign; we'd want to process and understand the information from the building audit, the ongoing space needs of the Religious Education Program, the space needs of the staff, and we'd want to do a review of our strategic plan to make sure whatever we did was grounded in the goals of the congregation. .

**Update from the Pledge Team:** The Pledge Team is looking at ways to increase the percentage of those who participate in automatic giving, is exploring ways to invite people into a multi-year pledge commitment, and actively soliciting "pledge drive" feedback from the congregation. Additionally, Rich Jaeger and I are working on refining some common language and talking points that the Pledge Team and church leadership can use (see the Mission/Vision language above.)

**Approving Housing Allowance:** Per IRS guidelines, the Board of Trustees needs to annual approve minister's housing allowances; this needs to be recorded in the minutes. The Board approved the minister's housing allowances last year; this is recorded in the October Minutes. There are no budgetary implications of approving housing allowance. The "housing allowance" is part of the salary that is set aside to cover housing and housing related expenses.

For Board Approval:

For 2014: Rev. Justin Schroeder: increase housing allowance by \$10,000 for 2014

For 2015:

Rev. Justin Schroeder: \$40,173.84 as housing allowance.

Rev. Jen Crow: \$37,000 as housing allowance.

Rev. Elaine Aron Tenbrink: \$20,400 as housing allowance.

Rev. Ruth MacKenzie: \$16,000 as housing allowance.

## What riding my bike has taught me about white privilege

WRITTEN BY

[Jeremy Dowsett](#)

August 29, 2014

The phrase “white privilege” is one that rubs a lot of white people the wrong way. It can trigger something in them that shuts down conversation or at least makes them very defensive. (Especially those who grew up relatively less privileged than other folks around them). And I’ve seen more than once where this happens and the next move in the conversation is for the person who brought up white privilege to say, “The reason you’re getting defensive is because you’re feeling the discomfort of having your privilege exposed.”

I’m sure that’s true sometimes. And I’m sure there are a lot of people, white and otherwise, who can attest to a kind of a-ha moment or paradigm shift where they “got” what privilege means and they did realize they had been getting defensive because they were uncomfortable at having their privilege exposed. But I would guess that more often than not, the frustration and the shutting down is about something else. It comes from the fact that nobody wants to be a racist. And the move “you only think that because you’re looking at this from the perspective of privilege” or the more terse and confrontational “check your privilege!” kind of sound like an accusation that someone is a racist (if they don’t already understand privilege). And the phrase “white privilege” kind of sounds like, “You are a racist and there’s nothing you can do about it because you were born that way.”

And if this were what “white privilege” meant—which it does not—defensiveness and frustration would be the appropriate response. But privilege talk is not intended to make a moral assessment or a moral claim about the privileged at all. It is about systemic imbalance. It is about injustices that have arisen because of the history of racism that birthed the way things are now. It’s not saying, “You’re a bad person because you’re white.” It’s saying, “The system is skewed in ways that you maybe haven’t realized or had to think about precisely because it’s skewed in *your* favor.”

I am white. So I have not experienced racial privilege from the “under” side firsthand. But my children (and a lot of other people I love) are not white. And so I care about privilege and what it means for racial justice in our country. And one experience I have had firsthand, which has helped me to understand privilege and listen to privilege talk without feeling defensive, is riding my bike.

Now, I know, it sounds a little goofy at first. But stick with me. Because I think that this can be an analogy that might help some white people understand privilege talk without feeling like they’re having their character attacked.

About five years ago I decide to start riding my bike as my primary mode of transportation. As in, on the street, in traffic. Which is enjoyable for a number of reasons (exercise, wind in yer face, the cool feeling of going fast, etc.) But thing is, I don’t live in Portland or Minneapolis. I live in the capital city of the epicenter of the auto industry: Lansing, Michigan. This is not, by any stretch, a bike-friendly town. And often, it is down-right dangerous to be a bike commuter here.

Now sometimes its dangerous for me because people in cars are just blatantly a\*\*holes to me. If I am in the road—where I legally belong—people will yell at me to get on the sidewalk. If I am on the sidewalk—which is sometimes the safest place to be—people will yell at me to get on the road. People in cars think its funny to roll down their window and yell something right when they get beside me. Or to splash me on purpose. People I have never met are angry at me for just being on a bike or for being in “their” road and they let me know with colorful language and other acts of aggression.

I can imagine that for people of color life in a white-majority context feels a bit like being on a bicycle in midst of traffic. They have the right to be on the road, and laws on the books to make it equitable, but that doesn’t change the fact that they are on a bike in a world made for cars. Remembering this when I’m on my bike in traffic has helped me to understand what privilege talk is really about.

Now most people in cars are not intentionally aggressive toward me. But even if all the jerks had their licenses revoked tomorrow, the road would still be a

dangerous place for me. Because the whole transportation infrastructure privileges the automobile. It is born out of a history rooted in the auto industry that took for granted that everyone should use a car as their mode of transportation. It's not built to be convenient or economical or safe for me. And so people in cars—nice, non-aggressive people—put me in danger all the time because they see the road from the privileged perspective of a car. E.g., I ride on the right side of the right lane. Very few people change lanes to pass me (as they would for another car) or even give me a wide berth. Some people fly by just inches from me not realizing how scary and dangerous that is for me (like if I were to swerve to miss some roadkill just as they pass). These non-aggressive close-passers don't realize that a pothole or a build up of gravel or a broken bottle, which they haven't given me enough room to avoid and which they don't even have to be aware of, could send me flying from my bike or cost me a bent rim or a flat tire.

So the semi driver who rushes past throwing gravel in my face in his hot wake isn't necessarily a bad guy. He could be sitting in his cab listening to Christian radio and thinking about nice things he can do for his wife. But the fact that "the system" allows him to do those things instead of being mindful of me is a privilege he has that I don't. (I have to be hyper-aware of him).

This is what privilege is about. Like drivers, nice, non-aggressive white people can move in the world without thinking about the "potholes" or the "gravel" that people of color have to navigate, or how things that they do—not intending to hurt or endanger anyone—might actually be making life more difficult or more dangerous for a person of color.

Nice, non-aggressive drivers that don't do anything at all to endanger me are still privileged to pull out of their driveway each morning and know that there are roads that go all the way to their destination. They don't have to wonder if there are bike lanes and what route they will take to stay safe. In the winter, they can

be certain that the snow will be plowed out of their lane into my lane and not the other way around.

And it's not just the fact that the whole transportation infrastructure is built around the car. It's the law, which is poorly enforced when cyclists are hit by cars, the fact that gas is subsidized by the government and bike tires aren't, and just the general mindset of a culture that is in love with cars after a hundred years of propaganda and still thinks that bikes are toys for kids and triathletes. So when I say the semi driver is privileged, it isn't a way of calling him a bad person or a man-slaughterer or saying he didn't really earn his truck, but just way of acknowledging all that—infrastructure, laws, government, culture—and the fact that if he and I get in a collision, I will probably die and he will just have to clean the blood off of his bumper. In the same way, talking about *racial* privilege isn't a way of telling white people they are bad people or racists or that they didn't really earn what they have.

It's a way of trying to make visible the fact that system is not neutral, it is not a level-playing field, it's not the same experience for everyone. There are biases and imbalances and injustices built into the warp and woof of our culture. (The [recent events in Ferguson, Missouri](#), [should be evidence enough of this](#)). Not because you personally are a racist, but because the system has a history and was built around this category "race" and that's not going to go away over night (or even in 100 years). To go back to my analogy: Bike lanes are relatively new, and still just kind of an appendage on a system that is inherently car-centric.

So—white readers—the next time someone drops the p-word, try to remember they aren't calling you a racist or saying you didn't really earn your college degree, they just want you to try empathize with how scary it is to be on a bike sometimes (metaphorically speaking).

One last thing: Now, I know what it is like to be a white person engaged in racial reconciliation or justice work and to feel like privilege language is being used to silence you or to feel frustrated that you are genuinely trying to be a part of the solution not the problem but every time you open your mouth someone says, "Check you privilege." (I.e., even though privilege language doesn't mean "You

are one of the bad guys,” some people do use it that way). So if you’ll permit me to get a few more miles out of this bike analogy (ya see what I did there?), I think it can help encourage white folks who have felt that frustration to stay engaged and stay humble.

I have a lot of “conversations” with drivers. Now, rationally, I know that most drivers are not jerks. But I have a long and consistent history of bad experiences with drivers and so, when I’ve already been honked at or yelled at that day, or when I’ve read a blog post about a fellow cyclist who’s been mowed down by a careless driver, it’s hard for me to stay civil.

But when I’m not so civil with “privileged” drivers, it’s not because I hate them, or think they are evil. It’s because it’s the third time that day I got some gravel in the face. So try to remember that even if you don’t feel like a “semi driver,” a person of color might be experiencing you the way a person on a bike experiences being passed by a semi. Even if you’re listening to Christian radio.

### **What my bike hasn’t taught me about white supremacy**

by Lewis Wallace

I once rode my bike across Michigan. I have also ridden it across Illinois, the San Francisco Bay Area and around parts of rural Ohio. I’ve gone through cornfields and tiny towns, camped by myself, met people, bought stuff at gas stations, gone out to diners, and generally had a grand old time.

Biking is dangerous, exhilarating, and for me, it was and is a choice. I’m white and come from a class-privileged background, not to mention I’m able-bodied and able to comfortably ride the thing. So whether I’m cruising through Chicago or rural Michigan, I carry a level of safety that is written all over my body. I think about being harassed, attacked, hit by a car even and then I think about my dad who’s a lawyer, the support and consequence that follows white people with money into any tragedy or even any slight disturbance. That’s a big part of privilege—being able to choose, to move freely, to take risks with limited fear of consequence ([something I’ve written about before](#)). When I ride my bike alone experiencing joy and impunity, I think about what it might be like for my comrades and friends who are people of color, particularly when they are visibly trans or queer. I think it’s important to think about that.

Here’s the thing, though: when I read [this essay](#), I also thought about how frustrating it is when we white people feel we need to have—or perhaps feel we deserve—an “ah-ha” moment in which we feel we understand what it’s like for



any one person of color. I really do think it can be a useful exercise to try to put ourselves in others' shoes, on our own time and not in a way that tokenizes people or wastes their time explaining shit to us. But really "getting it"—as if being a person of color in the U.S. is a monolithic experience—is impossible, and presumptuous to boot. I've been thinking that whole framing doesn't get at the core of what we white folks need to be striving towards right now, particularly as we white folks are absolutely surrounded by examples of systemic racism.

'Cause here's the thing: privilege is a symptom, not a cause. That's why I use the term "white supremacy"—this isn't just about a daily experience of having my body judged as safer, more pure, or more deserving than people of color, and white supremacy actually doesn't require that I believe in those things myself. White supremacy is about the underlying conditions that support my experience of privilege, conditions that have worked to serve and protect power for wealthy white people by institutionalizing divisions between poor people and peoples of color, making poor folks of color into a permanent underclass at the bottom of that hierarchy.

Today more black people are under correctional control (including probation and parole) in the U.S. than there were black people enslaved in 1850. Today brown people are detained at the border by the thousands, their images plastered across TVs and magazines as "illegal," lesser and undeserving humans. Today we exist on land that was systematically stolen from indigenous peoples. People who are fleeing unspeakable violence are painted as anonymous and general, a "stream" or a "flood". Safety and dignity are not on offer for countless people of color in this country and around the world, and that reality expresses itself not just in terms of individual interactions—it's systemic. It comes from and extends to the very top, and elements of the safety, comfort and visibility I experience as a white, able-bodied person with class privilege come directly from institutions and practices that systematically deprive other people of the same.

Biking is at least in part about choice, agency. But privilege isn't only about how pleasant or unpleasant it is to move through the world or momentary experiences of agency. These things people are calling "[microaggressions](#)" are certainly real—I can tell you about that first hand, all day long, as a visibly transgender person (it's a microaggression party over here). Still, it's too easy to get it twisted; being rubbed the wrong way, or even deeply offended, is not the same thing as being consistently marginalized politically, physically, spiritually, and in terms of health, freedom, and basic human rights. They are often related, but they're not the same.

Plus, we are all more than the sum of our parts, a list of experiences. People of color, trans people, and especially trans and queer people of color are often summarized, in the mess of underrepresentation, turned into a set of bullet

points. A discussion of privilege that puts other people's oppression onto a checklist just misses the point.

As a white person, I think one of my most important roles is to listen, to strive to understand the shifting landscape that is white supremacy in our culture. I try to understand it by listening carefully to the voices and experiences of people of color, by recognizing multiplicity, leadership, creativity and strength and not just victimhood in oppressed people. I try to listen and respond to the calls of POC activists and leaders pushing for systemic change. Recognizing and naming my own experiences of privilege can be a step, an opening, but it's not an end point; we need so much more than that in this moment.

When we white people watch while young black folks are gunned down, when we don't bat an eye at trans women of color being killed or folks in prison being abused, and when we then turn around and don't manage to listen to the black folks and trans women of color who are speaking, who are demanding change and laying out a path, we lose our own dignity and wholeness. When we wait for the next disaster to strike rather than facing the daily dehumanization that's going on our schools, prisons, workplaces, and at our borders, we give up our ability to perceive our surroundings with clarity and truth. This isn't a pity party or an oppression olympics; this is about all of us. This is a broken culture continuing to shatter, and a whole race of people acting like everything's perfectly intact.

Riding my bike, I've had a lot of time to think and reflect, to re-learn the day-to-day ways that white supremacy makes my ride easier. But by talking, listening, reading and engaging with other people, I've learned that in order to take action, I don't always *need* to put myself in someone else's shoes, to comfort myself with the false sense that I "get it". I've learned my most important lessons, period, by listening to people who are oppressed in ways that I am not, and then striving to act in solidarity *even when I don't understand their experience*.

Black and brown leaders who have long been articulating ways out of what we white people have sown in this country. The consequences of inaction now are permanent and global. I don't believe in silver bullets or think taking action is easy; this is not me calling on you to suddenly do better. This is me vowing to try to do better myself.

*In this moment, some things white people can do, not a comprehensive list at all but hey, there's a lot of work to be done, gotta start somewhere:*

[Help put an organizer on the ground in Ferguson, MO](#)

Follow [these campaigns from Color of Change](#) that center on basic human rights for black folks in the U.S.

Support or [join organizations like this one](#) in Chicago that are taking action against police brutality

Give to [grassroots funders](#) that center the leadership and experiences of people of color

Speak out by [making art](#), writing letters, taking risks

Involve yourself with [prison abolition](#) or [support a prisoner](#) directly

[Fight for access](#) of every kind for people whose bodies are marginalized

Support art, [creativity](#) and [self-expression by people who are oppressed](#) in ways that you are not

# October Attendance

	2014			2013		
<b>Adults</b>	<b>9:30</b>	<b>11:15</b>		<b>9:30</b>	<b>11:15</b>	
1st week	240	308	548	255	266	521
2nd week	239	275	514	315	321	636
3rd week	243	268	511	269	290	559
4th week	295	345	640	297	345	642
5th week						
Monthly Total	1017	1196	2213	1136	1222	2358
<b>Average for October</b>	<b>254.25</b>	<b>299</b>	<b>553.25</b>	<b>284</b>	<b>305.5</b>	<b>589.5</b>
<b>RE</b>						
1st week	178	163	341	168	146	314
2nd week	168	167	335	198	156	354
3rd week	86	82	168	102	87	189
4th week	181	173	354	197	169	366
5th week						
Monthly Total	613	585	1198	665	558	1223
<b>Average for October</b>	<b>153.25</b>	<b>146.25</b>	<b>299.5</b>	<b>166.25</b>	<b>139.5</b>	<b>305.75</b>
<b>Combined Average</b>	<b>407.5</b>	<b>445.25</b>	<b>852.75</b>	<b>450.25</b>	<b>445</b>	<b>895.25</b>

**First Universalist Church October, 2014 Statistical Report  
Nov. 20, 2014**

**MEMORIAL SERVICES: 0**

**MARRIAGES/SERVICES OF COMMITMENT: 0**

**MEMBERS FOR APPROVAL: 18**

Jana Maltby, New Brighton  
Carol Lynn Anna Rogovsky, Minneapolis  
Cherie J. Anderson, Minneapolis  
Karen West, St. Paul  
Traci and Jacques Capesius, Minneapolis  
Parvaneh Golbon and Greg Trobec, St. Anthony  
Chase Barney and Richard Lopez, Minneapolis  
Anda Tanaka, Minneapolis  
Becki and Christopher Campbell, Minneapolis  
Luke Hollenkamp, Minneapolis  
Joseph McGonigle and Pamela Reed, Minneapolis  
Jennifer Feldt, Minneapolis  
Jack Gaede, Minneapolis

**MEMBERS REINSTATED: 0**

**MEMBERS FOR REMOVAL:**

**CHILDREN DEDICATED: 0**

**To Date End of Year Totals**

<b>MEMBERS</b>	<b>2014-2015</b>	<b>2013-2014</b>	<b>2012-2013</b>	<b>2011-2012</b>	<b>2010-11</b>
<b>(Fiscal Year)</b>	<b>18</b>	<b>46</b>	<b>110</b>	<b>76</b>	<b>98</b>
<b>TOTAL MEMBERS:</b>	<b>934</b>	<b>921</b>	<b>1030</b>	<b>953</b>	<b>927</b>

**TOTAL MEMBERS AS OF THE LAST MEETING: 916**

**To be added: 18**

**To be removed: 0**

**TOTAL MEMBERS: 934**

Governance Committee
Date: Monday, November 10, 2014 Time: 6:30-8:30 p.m.
<b>We met by phone, due to church being closed due to snowstorm.</b> <b>Attendees: Lark Weller, David Leppik, Cindy Marsh, Richard Spratt, Jill Braithwaite</b>

## Reading and check-in

### Business items

- Monitoring schedule items for November:
  - Staff-volunteer grievances (internal; semi-annual)
  - Exit interviews (internal report; annual). We'll ask at the next Board meeting whether Nicole Holzhauer, who recently resigned, was offered an exit interview with the Board.
  - We also discussed the question of staff turnover as a possible metric for the Board to monitor. We discussed whether this was something worthy of Board time and agree that Cindy and Karin would bring it up at the Finance Committee meeting as a possible addition to the dashboard that is under development.
- Covenant
  - Related to the GC goal of creating a covenant regarding appropriate congregant behavior, we first recalled the discussion at the last Board meeting and agreed that integrating the two documents suggested (staff covenant and board covenant/Community Norms) would be a good way to approach this goal. **Cindy volunteered to draft some language** that could be developed and taken to the December BOT meeting for consideration, as well as a recommendation for the process to be used for adoption. We will review at next GC meeting in preparation for the BOT consideration. Ideally, members will review draft via email before the December GC meeting.
- Nom Com coordination + leadership development
  - We discussed what problem we're trying to solve with each of these two (interrelated) goals and how to move forward on each of them.
    - On leadership development, we hear concern about lack of clarity and accessibility in paths to leadership, and we believe a worthy goal is possibly that paths to leadership should be made clearer for congregants. Tied to that is the goal of ensuring that staff are tapping leadership potential/expertise/experience as much as possible. We want to ensure that staff is casting a wide net, "harvesting" the talent in the congregation and not missing people/talent because the pathways are not clear. **Lark volunteered to meet with Elaine** to initiate this conversation.
    - On Nom Com, we realized we may not be in alignment with what our sense of goals for recruiting people for Board and

other key leadership positions. We agreed that a first step could be working toward a shared understanding, starting as a Board, of what future needs are for Board members. We'll report on tonight's GC conversation at the next Board meeting and talk about the possibility of a longer discussion of board leadership and future needs and defining Board leadership needs that might affect how the Nom Com does its work.

#### Strategic Work (60 minutes)

- We discussed our role in helping the Board approach its work more strategically. The following ideas were shared and will be considered as we move forward in this goal:
  - One simple way action would be to make time for strategic discussion on each board meeting agenda. We could also work to ensure that strategic discussion is not derailed by conversation that diverts us from it, possibly by assigning strategic guides who might facilitate strategic discussion. That could be a rotating role.
  - Writing letters to people 20 years in the future and what the church or larger UU community is like and what it is doing right at that time.
  - As discussed by the Board, we can include racial justice discussion earlier in the meeting to ensure space for it. The same tactic could apply to strategic thinking topics.
  - We also want to look at providing readings / information for the board to enrich discussion and thinking.
  - Let's take a step back and identify what are the questions we want to be asking ourselves to frame any strategic discussions. A shared set of questions would help us have a shared idea of what we're doing in strategic and vision work.
  - Example of a possible vision/goal for discussion: In 20 years, First Universalist is a place that when something happens in our world that negatively affects people of color or other groups, people come to First Universalist as a resource. That we become a racial justice leadership center. Could be a model for other organizations.
  - Other strategic-type questions to consider: Reverend Nancy Haley once asked what would the world be like if there were 1 billion UUs? If we lived up to racial justice vision, what would Board meetings be like? What would staff and congregation, staff and board relationships be like? What else would be different in our church?
  - The racial justice "train the trainers" team have a lot of great energy and really want to know what next steps are. Do we as a church have sufficient answers for them? Are we leveraging that talent and energy?
  - This last question also raises the question of coordinating well with the Racial Justice Leadership Team as a way to drive strategic vision.

- Plan for accomplishing this year's committee goals. Notes are embedded below, in italics, in the list of goals.

Governance Committee Goals:

1. Review use of congregational survey to determine how issues such as participation and communication of results can be improved.

*Cindy and David will work on this goal. ~January/February timeline.*

2. Develop a simple congregational covenant to guide how we behave with one another as congregants.

*Cindy is drafting language for others to review, and to be taken to the Board for discussion by the December Board meeting.*

3. Support Board efforts to focus better on big-picture and long-range thinking and leadership, mission and vision (e.g., are we monitoring the right things, are we doing our work with a racial justice lens). Create practices to regularly evaluate progress.

*Jill, David, and Richard will work on this goal. Lark is interested in contributing too if another voice is needed. Jill will draft a start at defining this goal. We all want/need to contribute to this goal; Jill and Richard will lead, with help from David and Lark.*

4. Create guidelines and practices to insure all Trustee and Committee voices are heard in discussions and decision making.

*Lark will look at this goal, which we think is mostly about best practices and lifting those up and bringing them into our practices and processes as a Board and committees. Cindy is willing to help as needed. ~December timeline.*

5. Work with Nominating Committee to coordinate with work of the Board, especially regarding leadership development needs.

*See notes above.*

*Leadership development needs – Lark working on this one. Possibly Karin might want to join in on this goal – Lark will check with her. Ongoing, to begin November/December.*



6. Develop document management system (keeping records of Board actions, policies, documents, templates, etc.).

*David will work on this goal, and he'll ask Pam Vincent to participate in this goal as well.*

7. Work with staff on hiring a benefits consultant to review employee benefits; complete review of whole compensation system and determine next steps.

*This goal is in progress. Cindy will work on this and check with Karin on her willingness to work on it.*

8. Continue last year's goal of reviewing the ministerial contracts.

*We'll check with Karin about this goal, but we believe this was possibly going to be dropped.*

**Next meeting: Monday, December 8, 6:30-8:30 p.m.**

**First Universalist Church – Finance Committee Minutes**  
**Wednesday, November 12, 2014**  
**Cummins Room**

Attendance: Present – Eric Cooperstein, Lianne Knych, Cindy Marsh, Dick Niemiec, Diane Gavere; Absent – Karin Wille

Guest: Paul Kloth, chair, Building and Grounds Committee (BAG)

Dick Niemiec convened the meeting at 6:05 pm.

The committee approved the October 9, 2014 minutes.

Paul Kloth, the chair of the Building and Grounds Committee (BAG) joined the meeting. He explained that BAG works with other Church committees such as SPIFF and Visual Arts, and Tracy Van Epps, the facilities manager. BAG maintains an ongoing list of project needs in conjunction with Tracy and seeks bids from vendors. Volunteers perform many of the jobs to lessen the impact on the Church budget although Paul indicated he often couldn't find volunteers for projects.

BAG submits its project needs during the annual budget process but despite volunteer help the Church has not been able to fund many of the needed projects and the project list has years of work on it. Diane discussed the work of the facilities consultant that Justin has engaged. The consultant will review BAG's list, determine other needed projects and will estimate the overall costs of funding them over a period of years. The report will be completed in November, and will form the basis for determining the amount of the Sunrise Bank loan and will be important in setting a goal for a future capital campaign. In addition, Diane indicated the Church has purchased the consultant's software application to maintain the ongoing list of facilities needs.

Diane presented the financials through the first quarter of the fiscal year (September) with a commentary on significant budget variances. While first quarter is early in the fiscal year she has projected year-end results consistent with the approved budget after consulting with the ministers and program directors. The committee focused on pledge and fundraising income, and collection of last year's unpaid pledges and current year religious education fees. The committee expressed concern about the projected shortfall in this week's Great Gatherings.

Diane also presented a one-page financial summary for use by the board. The committee liked the summarization of detail and thought the report would be useful. They suggested several additional columns and requested it be produced monthly for the committee (in addition to the detailed financial report) and quarterly for the board.

Diane indicated MAP has not started its financial assessment due to staffing constraints. She is working with them so the review will be completed by year-end.

Dick presented the draft Reserves Policy that had originally been developed by Dan Berg for the committee last winter. Due to other committee priorities it was not finalized then. The committee moved it be recommended to the board for action with two revisions:

- a minimum of 3 months and a maximum of 6 for the contingency reserve rather than no maximum

- setting each of the three reserve targets in conjunction with the budget development rather than after the adoption of the budget

and other minor revisions.

The committee reviewed the pledge team report submitted by Rich Jaeger, the pledge team chair. They appreciated the insight into the pledge campaign strategies but expressed the need to know the campaign goal early in the 2015-6 budget process. They also felt that a clear statement of the Church's financial needs would help the visibility and success of the campaign.

Dick indicated the dashboard ideas generated by the committee and the working session of the board were under consideration. The development of a dashboard needs to factor in the staff time required.

The committee discussed the timing of the upcoming meeting with our investment manager, Ross Levin of Accredited Investors, Inc. That meeting will cover investment performance and allocations as well as potential implications if the Church adopts a divestment policy. Justin indicated he would like to join the meeting.

The meeting adjourned at 7:55 pm.

Submitted by Dick Niemiec, committee chair

**DRAFT #4 11/17/14**  
**First Universalist Church of Minneapolis**  
**Reserves Policy**  
**Approved \_\_\_\_\_**

**PURPOSE**

The purpose of the Reserves policy for First Universalist Church of Minneapolis is to ensure the stability of the mission, programs, employment and ongoing operations of the church. The Reserve fund is comprised of three components; 1) Operating Reserve; 2) Contingency Reserve; 3) Building and Capital Asset Reserve. Each component serves a specific purpose as outlined below.

- 1) The Operating Reserve is intended to provide an internal source of funds for normal cash flow needs and other situations resulting in a short term cash flow issue. Examples would be during the slow periods experienced in the summer months. The Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. It is the intention of First Universalist Church of Minneapolis for Operating Reserves to be used and replenished over a reasonably short period of time, within that fiscal year. The Operating Reserve policy will be implemented in concert with the other governance and financial policies of First Universalist Church of Minneapolis and is intended to support the goals and strategies contained in these related policies and in strategic and operational plans.
- 2) The Contingency Reserve is intended to provide an internal source of funds for situations such as one-time unbudgeted expenses, uninsured losses, significant loss of income, and 3 to 6 months of operating expenses. The Contingency Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap. Use of this portion of the reserve fund would necessitate a serious review of the circumstances leading up to this event. It is the intention of First Universalist Church of Minneapolis for Contingency Reserves to be used and replenished within the next fiscal year or, upon Board approval, according to a plan for replenishment over a longer period of time. The Contingency Reserve policy will be implemented in concert with the other governance and financial policies of First Universalist Church of Minneapolis and is intended to support the goals and strategies contained in these related policies and in strategic and operational plans.
- 3) Building and Capital Asset Reserve is intended to provide a ready source of funds for repair or acquisition of buildings, leaseholds, furniture, fixtures, and equipment necessary for the effective operation of the organization and programs. The target amount of the Building and Capital Asset Reserve will be determined as a percentage of annual depreciation and added to the fund each year.

## DEFINITIONS AND GOALS

The Reserve Fund is defined as the designated fund set aside by action of the Board of Directors. The minimum amount to be designated as Reserve will be established in an amount sufficient to maintain ongoing operations and programs for a set period of time, measured in months. The Reserve serves a dynamic role and will be reviewed and adjusted in response to internal and external changes.

The calculation of each component differs and is outlined below:

- 1) The target minimum **Operating Reserve Fund** is equal to 5 to 10% of the annual operating budget. The calculation of annual operating budget costs includes all recurring, predictable expenses such as salaries and benefits, occupancy, office, travel, program and ongoing professional services. Depreciation, in-kind, temporarily restricted expenses and other non-cash expenses are not included in the calculation. *The initial Operating Reserve Fund will be \$100,000 (7%).*

The amount of the Operating Reserve Fund target minimum will be calculated each year during the development of the annual budget and included in the regular financial reports.

- 2) The target minimum **Contingency Reserve Fund** is 3 months of the average monthly expenses, inclusive of the Operating Reserve Fund. The maximum is 6 months. The calculation of average monthly expenses includes all recurring, predictable expenses such as salaries and benefits, occupancy, office, travel, program and ongoing professional services. Depreciation, in-kind, temporarily restricted expenses and other non-cash expenses are not included in the calculation. *The initial Contingency Reserve Fund will be 3 months average monthly expenses, minus the \$100,000 Operating Reserve Fund (\$350,000 - \$100,000 = \$250,000).*

The amount of the Contingency Reserve Fund target minimum will be calculated each year during the development of the annual budget and included in the regular financial reports.

- 3) The target minimum **Building and Capital Asset Reserve Fund** is 8% of the annual depreciation. The amount of the Building and Capital Asset Reserve Fund target minimum will be calculated each year during the development of the annual budget and included in the regular financial reports.

## ACCOUNTING FOR RESERVES

The Reserve Funds will be recorded in the financial records as Board-Designated Reserve Funds. The Reserves will be maintained partially in a money market account held at Sunrise Bank and partially in an investment account at Schwab known as the Reserve Account, in accordance with the First Universalist Reserve Funds Investment Policies.

## FUNDING OF RESERVES

The Reserve Funds are initially composed of First Universalist Church Balance Sheet accounts #1108 (Schwab Church Reserve) and #1109 (Sunrise Church Reserve). Additions to the Reserve Funds will be funded with surplus unrestricted operating funds. The Board of Directors may from time to time direct that a specific source of revenue be set aside for Reserves. Examples may include bequests of less than \$10,000, 10% of bequests of greater than \$10,000, special grants, or special appeals.

## USE OF RESERVES

Use of the Reserves requires three steps:

**1. Identification of appropriate use of Reserve Funds:**

The Director of Operations and staff will identify the need for access to Reserve Funds and confirm that the use is consistent with the purpose of the Reserves as described in this Policy. This step requires analysis of the reason for the need, the availability of any other sources of funds before using Reserves, and evaluation of the time period over which the funds will be required and replenished.

**2. Authority to use reserves:**

**A. Operating Reserve Fund:** Authority for use of the Operating Reserve is delegated to the Director of Operations without further consent, unless replenishment is not expected within three months or by the end of that current fiscal year. The use of Operating Reserves will be reported to the Finance Committee in the context of its monthly financial review.

**B. Contingency Reserve Fund:** Authority for use of the Contingency Reserve is delegated to the Director of Operations in consultation with the Treasurer and/or Chair of the Finance Committee. The use of Contingency Reserves will be reported to the Finance Committee and the Board of Trustees at their next scheduled meetings, accompanied by a description of the analysis and determination of the use of funds and plans for replenishment to restore the Reserve Fund to its target minimum amount. The Director of Operations must receive prior approval from the Board of Trustees if replenishment of the Contingency Reserve will take longer than 12 months.

**C. Capital Reserve Fund:** Authority for use of the Capital Reserve is delegated to the Director of Operations in consultation with the Treasurer and/or Chair of the Finance Committee. The use of Reserves will be reported to the Finance Committee and the Board of Trustees at their next scheduled meetings,

**3. Reporting and monitoring:**

The Director of Operations is responsible for ensuring that the Reserve Funds are maintained and used only as described in this Policy. Upon approval for the use of Reserve Funds (if required), the Director of Operations will maintain records of the use of funds and plan for replenishment. He/she will provide regular reports to the Finance Committee and Board of Trustees of progress to restore the fund to the target minimum amount.

**First Universalist Church of Minneapolis**  
**Board and Board Committee Goals for 2014-15**

Board of Trustees Goals:

1. Determine what constitutes faithfulness to our mission and covenant, then monitor those elements.
2. Continue to refine and implement excellence in leadership as a policy governance board, including shared leadership with the Senior Minister and more discernment on “big picture” issues of the church.
3. Complete a comprehensive review and update of our current Strategic Plan.
4. Further define and refine Board linkage with the congregation, through meaningful opportunities to listen closely to needs and aspirations.
5. Create and implement a system to collect and make readily accessible policies of the Board not included in the Governing Policies Handbook.
6. Continue developing our spiritual connection to each other and as a Board “circle” through readings, reflection and deep listening.

Finance Committee Goals:

1. Create and maintain a meaningful dashboard to monitor issues such as pledges, pledge units, net worth, membership and other church statistics/activities.
2. Resolve divestment policy issue.
3. Verify that draft reserve policy is manageable prior to formal Board adoption.
4. Determine a goal for UUA and Mid-America dues, then develop a plan for attaining the goal.
5. Develop simpler and more transparent financial reporting for the Finance Committee, the Board and the congregation.

Governance Committee Goals:

1. Review use of congregational survey to determine how issues such as participation and communication of results can be improved.
2. Develop a simple congregational covenant to guide how we behave with one another as congregants.
3. Support Board efforts to focus better on big-picture and long-range thinking and leadership, mission and vision (e.g., are we are monitoring the right things, are we doing our work with a racial justice lens). Create practices to regularly evaluate progress .
4. Create guidelines and practices to insure all Trustee and Committee voices are heard in discussions and decision making.
5. Work with Nominating Committee to coordinate with work of the Board, especially regarding leadership development needs.
6. Develop document management system (keeping records of Board actions, policies, documents, templates, etc.).
7. Work with staff on hiring a benefits consultant to review employee benefits; complete review of whole compensation system and determine next steps.
8. Continue last year’s goal of reviewing the ministerial contracts.

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Summary**  
**September, 2014**

Account	July, 2014	August, 2014	September, 2014	First Quarter 2014	First Quarter 2013
<b>Income Breakdown</b>					
Pledges, Gifts/Offerings/Fundraisers	\$ 177,501.72	\$ 81,484.39	\$ 45,123.78	\$ 304,109.89	\$ 352,748.26
Program Income	\$ 1,206.00	\$ 3,000.00	\$ 10,120.00	\$ 14,326.00	\$ 10,790.95
Investment Income	\$ 550.53	\$ 879.17	\$ 898.13	\$ 2,327.83	\$ 2,802.49
Facilities Income	\$ 2,925.11	\$ 3,278.40	\$ 1,804.65	\$ 8,008.16	\$ 11,818.47
Other Income	\$ 3.00	\$ 550.00	\$ 69.00	\$ 622.00	\$ 4,353.45
			\$ -		
<b>Total Income Received</b>	<b>\$ 182,186.36</b>	<b>\$ 89,191.96</b>	<b>\$ 58,015.56</b>	<b>\$ 329,393.88</b>	<b>\$ 382,513.62</b>
<b>Expense Breakdown</b>					
Program Expenses	\$ 3,255.64	\$ 14,248.76	\$ 5,720.22	\$ 23,224.62	\$ 25,897.25
Fundraising Expenses	\$ -	\$ -	\$ -	\$ -	\$ -
Dues & Membership Expenses	\$ -	\$ 6,000.00	\$ 3,525.00	\$ 9,525.00	\$ 55.00
Offering Plate for Community	\$ 2,772.93	\$ 72.36	\$ 3,680.27	\$ 6,525.56	\$ 6,975.85
Other Charitable Contrib	\$ 850.78	\$ 149.61	\$ 430.00	\$ 1,430.39	\$ 2,604.01
Personnel Expenses	\$ 62,857.52	\$ 72,410.27	\$ 80,716.43	\$ 215,984.22	\$ 236,563.08
Temporary Labor	\$ -	\$ 59.50	\$ 726.50	\$ 786.00	\$ 8,511.22
Administrative Expenses	\$ 7,664.40	\$ 5,364.17	\$ 7,973.38	\$ 21,001.95	\$ 17,113.37
Facilities Expenses	\$ 9,655.70	\$ 7,875.52	\$ 14,901.66	\$ 32,432.88	\$ 34,303.98
	\$ -	\$ -	\$ -	\$ -	
<b>Total Expense</b>	<b>\$ 87,056.97</b>	<b>\$ 106,180.19</b>	<b>\$ 117,673.46</b>	<b>\$ 310,910.62</b>	<b>\$ 332,023.76</b>
<b>Net Income/Loss</b>	<b>\$ 95,129.39</b>	<b>\$ (16,988.23)</b>	<b>\$ (59,657.90)</b>	<b>\$ 18,483.26</b>	<b>\$ 50,489.86</b>
<b>Less Mortgage Principal</b>	<b>\$ (1,642.10)</b>	<b>\$ (1,648.57)</b>	<b>\$ (1,567.21)</b>	<b>\$ (4,857.88)</b>	<b>\$ (5,271.88)</b>
<b>Adjusted Net Income/Loss</b>	<b>\$ 93,487.29</b>	<b>\$ (18,636.80)</b>	<b>\$ (61,225.11)</b>	<b>\$ 13,625.38</b>	<b>\$ 55,761.74</b>



## Reserve Requirements

Operating Reserve	\$	100,000
Contingency Reserve	\$	231,074
Building & Capital Asset Reserve	\$	<u>10,943</u>
Total Reserve Requirement	\$	342,017

## Cash Reserves as of 9/30/14

A/C 1108 Schwab Church Reserve	\$	358,421
A/C 1109 Sunrise Reserve	\$	<u>60,527</u>
Total Cash Reserves	\$	418,948
Less A/C 3101 Bd Designated Memorials	\$	<u>(2,342)</u>
Adjusted Cash Reserves	\$	416,606
Less Total Reserve Requirement per policy	\$	<u>(342,017)</u>
Net Cash Reserves	\$	74,589