

# Annual Report

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

2013-2014

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# Board of Trustees and Staff

## Staff of First Universalist Church

Senior Minister  
Minister of Program Life

Rev. Justin Schroeder  
Rev. Jen Crow

### Operations

Director	Diane Gavere
Assistant Finance Administrator	Brad Schmidt
Communications Manager	Heidi Johnson
Office & Events Manager	Bree Mattson
Administrative Assistant	K.C. Bogdan
Facilities Manager	Tracy Van Epps
Senior Cleaning Custodian	Tim Ewing
Sound Operator	Dave Kellerman

### Worship Arts

Minister of Worship Arts  
Music Director  
Choral Director

Rev. Ruth MacKenzie  
John Jensen  
Dr. Randal Buikema

### Membership & Adult Ministries

Minister of Membership and Adult Ministries

Rev. Elaine Aron Tenbrink

### Children, Youth & Family Ministries

Membership Support

Sandy DiNanni

Director	Lauren Wyeth
Youth Ministries Coordinator	Abe Levine
Program Assistants	Emily Christie
	Alice Fredrickson

### Faith in Action

Interim Director

Rev. Jen Crow

## Board of Trustees

President of the Board  
Vice-President of the Board  
Secretary  
Treasurer

David Bach  
Karen Wille  
Pamela Vincent  
Paul Robinson

Board Members  
Dan Berg  
Lark Weller  
Jill Braithwaite  
Cindy Marsh  
Dick Niemiec



# Senior Minister's Report

In *Daring Greatly*, author Brene Brown writes, "Empathy is a strange and powerful thing. There is no script. There is no right way or wrong way to do it. It's simply listening, holding space without judgment, emotionally connecting, and communicating that incredibly healing message of, 'You're not alone.'"

Though she's not a Universalist, Brene Brown is pointing to the Universalist message of love and hope. When we feel hope, it is because we know we're not alone. When we feel love, it is because we know there are others who walk with us, care about us, want the best for us, and are there when we stumble or fall short.

As I look back over this year, filled with countless Circle meetings, of truly digging into our racial justice journey, of raising money and then beginning to build a Habitat Home for a family that had previously been living in cramped quarters, this has been a year of empathy, of engaging in the spiritual practice of listening deeply, of saying, in word and action, "You're not alone." "You're not alone in your spiritual questions and struggles." "You're not alone in your desire to have this church be a place that lives and breathes racial justice principles." "You're not alone in your desire for an affordable home to raise your family in."

Once again, the heartbeat that held all of this together – the container that allowed our hearts to expand and our empathy to deepen - was our Sunday morning worship services, beautifully constructed by Rev. Ruth MacKenzie, our Minister of Worship Arts, as she worked closely with Dr. Randy Buikema, our Choral Director, and John Jensen, our beloved Music Director. Together, they brought beauty and grace to the Sunday morning experience. John Jensen announced that he will be retiring from his position in June, and we will miss him. Fortunately, he will still bless us with his presence from time to time. I am incredibly grateful for the work that Rev. Ruth has done with our Worship Associates program, with our Coming of Age youth, and with our Youth Sunday service. Likewise, Sunday mornings would not sing without the gifts of Dr. Randy Buikema, as he helps the choir stretch both spiritually and vocally.

As I complete my fifth year as

your Senior Minister, I am learning that each year brings its own transitions and changes. This year we welcomed Rev. Elaine Aron Tenbrink as our Minister of Membership and Adult Ministries, Heidi Johnson as our Communications Manager, Bree Matson as our Office and Events Manager, K.C. Bogdan as our Administrative Assistant, Diane Gavere as our Director of Operations, hired Brad Schmidt as our Assistant Finance Administrator and Abe Levine as our Youth Ministries Coordinator. We said goodbye to Lily Franz, Administrative Assistant, and Craig Lindahl-Urben, Communications Manager. Debra Rodgers, our Director of Faith in Action, resigned in January to take a position with Beacon Interfaith Housing Collaborative. I am grateful for the contributions of each of these individuals and wish them many blessings in the years to come.

With the exception of Sandy DiNanni, our Membership

## Senior Minister's Report, Continued...

Support staff person, this is an entirely new staff from when I first began. As a new staff team, we are still learning how we work together, and how we can best partner with congregants in shared ministry, as we help the Universalist flame of love and hope glow ever more brightly. It takes time for these relationships to deepen and grow. We're just beginning to sink our roots deep into the ground of shared ministry. I trust that empathy and listening will guide and strengthen us.

Empathy and compassion will guide us on our racial justice journey as well. As many of us heard again and again from Dr. Heather Hackman, our coach and consultant in this work, guilt and shame are not useful tools as we discuss and learn about race, racism, and whiteness. Instead, the 80 people who went through the 24 hour training and the 400 people who attended one of the 90 minute monthly workshops that Dr. Heather Hackman led from September through February heard that compassion, empathy, and curiosity are the tools and the way forward.

In 2013-2014, we celebrated our fourth year as a teaching congregation, with Terri Burnor as our Cummins Ministerial Intern. It is a great privilege and responsibility

that First Universalist Church holds as we shape the next generation of Unitarian Universalist ministers, and I am grateful to Rev. Jen Crow who so ably supervises our interns.

I am also incredibly grateful for the leadership of Dave Bach, Chair of the Board of Trustees, and for the work of the entire Board. The past five years have been years of growth, and it appears we're reaching a place of settling in, and of being good stewards of the growth we've experienced. The Board's steady approach is a gift to this congregation.

I love working with our staff. Though you might not know all of the staff (many of them aren't here on Sunday morning), I can tell you that they are a hardworking, committed, and creative staff! They are here because they love the values of this faith community, even if they are not Unitarian Universalist. It is a joy to laugh and work hard together, and to serve you all, the people of First Universalist Church. I am especially grateful for the gift of a two month sabbatical I took in March and April, a time of personal growth, slowing down, and deep reflection. Because of this sabbatical time, I see myself – my strengths and my

growing edges - more clearly. I am indebted to Rev. Jen Crow who stepped in as Acting Sr. Minister during this time.

Finally, it is a privilege to dedicate your children, to memorialize your loved ones, to walk with you through the lowest lows and the joyful highs, and to lead worship on a regular basis. Together, in so many countless ways, we give, receive, and grow into Love's people, saying to one another, and those in our wider community, "You are not alone. You are not alone."

In deep gratitude,  
Rev. Justin Schroeder



We worship to awaken minds, to build up the spirit in love, and send out changed hearts and an empowered community. We are growing into these worship statements.

The worship team is finding more ways to weave message, music and meaning in our Sunday morning services to create moments of *awakening, building up and sending out*. From the beginning of the year with music from Hairspray, and the powerful words of Dr. Heather Hackman, we were awakened into our racial justice work: opening eyes, teasing out nuances, naming truths, moving forward in love. We have built up the spirit in love with evocative sermon themes on *Secrets, What Saves You, Digging In, and Making Room*. Our choir took on a very difficult work by Eric Whitacre, providing the foundation for sending us out with powerful homilies about dreaming outside of the box.

This has been a year of increased participation by lay

leadership of all ages. Under the guidance and coordination of Rev. Ruth MacKenzie, three or more members of various groups joined the presiding minister and presented homilies on dreams, racial justice work, and the nature of being human on several Sundays throughout the year. Three Sundays were youth focused. Leaders from our 9<sup>th</sup> – 12<sup>th</sup> grade classes took on the role of Worship Associate, and shared powerful calls to worship. Our intergenerational services have been a weaving of gifts from our faith community: storytelling, acting, dancing, costuming, and music that have made stories jump off the page, creating multi-layered worship services of beauty and meaning.

Our Worship Associate program has remained strong with 12 members this year, continuing to work closely with Rev. Ruth MacKenzie to present stunning statements of witness, brokenness, healing, and hope each Sunday.

*In a worship retreat several years ago, Rev. Justin asked a provocative question: Why do we worship? The answer evolved over the course of a long discussion.*

# Worship Arts

Our choir has continued to grow under Dr. Randall Buikema's direction, increasing their capacity to take on complex music, moving us with beautiful harmonies, and stunning truths. Their repertoire has run the gamut from gospel, classical, musicals, and contemporary choral works.



Instrumentalists have been included on several large musical projects supported by professional instrumentalists from the community.

The Universalist Jazz Big Band under the direction of John Jensen has never been stronger with players ranging in age from 15 to 77, and a membership of 18. They rocked the "house" in

## Worship Arts Report, Continued...

December creating a great celebration for our House that Love Built initiative, and continue to bless our congregation with concerts, and music for congregational gatherings.

After 22 years of service, John Jensen gave his notice of retirement this spring. His musical prowess and big heart will be sorely missed. John will remain in relationship with the church and the jazz band on a project, by project basis, and he will be invited back as a guest musician for our Sunday services.

Although our search for a Children's Music Coordinator was unsuccessful, members of the team will reconvene to find a way to bring music and worship participation to our children.

The design of our Order of Service has changed to address concerns about font size, assembly time, while maintaining a sense of beauty. The new design is elegant, user friendly, and combines bulletin news with the Order of Service saving money and time.

The Visual Arts Committee continues to be an ever-expanding, diverse group of individuals, some involved as long as 30 years and others joining just this year. A small group of designers have begun meeting in order to repaint,

and revitalize our chancel, and will continue to hold the dream as we grapple with financial priorities.

Our worship attendance has remained steady for the most part, although the severe winter months showed some declining attendance numbers with hazardous walking and difficult parking. Numbers are back up as spring arrives, and our dreams for next year expand. The worship team continues to listen, collaborate with lay leaders, and expand the power of our worship each Sunday morning: awakening the mind, building up the spirit in love, and sending out changed hearts and an empowered community.





## Membership

In August 2014 I had the joy and honor to begin serving First Universalist as Minister of Membership and Adult Ministries. In this congregation with so much heart, there is great energy around spiritual growth, hospitality, and integrating new members. I'm so glad to be here and I look forward to our future together!

**Sunday Morning Hospitality**  
Our ministry of hospitality begins as the doors open on Sunday mornings. Our ushers and welcome teams greet newcomers and long-time members alike with warmth and welcome. Sandy DiNanni, our membership support staff and resident ray of sunshine, utilizes her strong communication, organizational, and morale-building skills to keep our leaders and volunteers engaged in this essential ministry.

## First Step

I had the good fortune of inheriting this fantastic 30-minute orientation for visitors. This year, 88 people have

learned about Unitarian Universalism, First Universalist, and shared a window into their faith journeys through First Step. This experience welcomes the visitor, offers an opportunity for discernment, and naturally leads visitors into greater engagement in the church.

## Voices of our Faith/Newcomer Circle

This programming for newcomers offers a low-risk, accessible opportunity to learn more about our faith, our community, and to connect with other newcomers through listening and personal reflection. We began the year with 11 participants in Voices of Our Faith, which had more of a classroom format. For our winter offerings, we changed the format to a circle, which has more focus on sharing and listening. This yielded 21 participants in 3 Newcomer Circles, as well as deeper reflection and stronger connections among participants, and greater familiarity with the circle experience.

# Membership & Adult Ministries

*In this congregation with so much heart, there is great energy around spiritual growth, hospitality, and integrating new members.*

## Pathway to Membership and Welcoming New Members

Our process for journeying into membership remains strong. Four times a year we offer the Pathway to Membership class, a chance to learn about our faith's history and vision, our church's history and culture, and how to get involved at church. After completing the Pathway class, participants are invited to a special Celebration of Membership dessert wherein they meet board members and ministers, reflect on the meaning of membership, and officially sign our books! The experiences culminate in our New Member Sunday ritual of welcoming during worship. As of this writing, we have 1026 members and 29 new members joined the church this year. We anticipate welcoming 26 more members at our June 1 ceremony, making a projected total of 1052 total members and 55 new members this year.

## Adult Ministries

This year, we chose to focus on our circles (formerly known as small groups) as our principal

## Membership and Adult Ministries Continued...

format for our adult ministry and faith formation. In our large church community, circles are a proven mode of nurturing spiritual growth and connections among participants. Including Wellspring, this year we had 47 circles, facilitated by 54 lay spiritual leaders, with 393 participants. This is an inspiring picture of a congregation deeply engaged in spiritual growth.

**Community Circles** offered an opportunity to reflect more deeply on our Sunday services and monthly worship themes. Some groups had a particular point of connection, such as Queer Young Adults, People of Color, People Living with or Affected by Mental Illness, and various groups for parents. We offered 12 year-long Community Circles and 16 six-session community circles, with a total of 201 participants.

**Spiritual Deepening Circles** delved into a particular topic or spiritual practice, such as Spirituality in the Second Half of Life, Songwriting as Spiritual Practice, Writing Your Life Story, Chi-Gung and Parents as Spiritual Guides. We also piloted four Racial Justice Circles, which invited participants into the inner work of cultivating an informed, loving lens on race, racism and whiteness. A total of 88 people participated.

**Newcomers Circles** offered 21 participants an opportunity to learn more about our liberal faith tradition and connect with others who are getting to know First Universalist.

**Care Circles** offered 13 participants an opportunity for connection and healing through an 8-session Grief Group and a year-long group for caregivers of loved ones.

**Wellspring** is an intensive, year-long program of spiritual deepening that was developed by our very own Rev. Jen Crow. Participants committed to a daily spiritual practice, completed reading assignments from a lengthy syllabus, and met monthly with a spiritual director. The groups covered topics such as Unitarian Universalist history, process theology, humanism, the afterlife, forgiveness, and joy. We had five Wellspring groups with 50 participants this year.

**Daytime Connections** Daytime Connections is a gathering for folks in the latter half of life. In the 2013/2014 church year, we met on the third Thursday of each month from 10:30-noon (followed by an informal lunch) from September through May. These meetings were facilitated by our ministerial intern, Terri Burnor. Daytime Connections offers not only companionship, but also an

opportunity to explore both spiritual and practical topics. For example, we created "found poetry" to express gratitude and engaged with guest speakers such as Tom Berg (author of Minnesota's Miracle), and Lucy Rose Fischer (featured artist in the social hall). Total attendance for these gatherings was more than 130.

### Special Adult Learning Opportunities:

#### Living Beautifully

Hal Schroer spearheaded this series for individuals who are engaging with the big life-transition questions that come up in the second half of life. Two-session workshops included *Making a Difference in Your Legacy Years* with George Dow, *Completing Your Healthcare Directive* with Suzanne Owens-Pike, and *Writing Your Legacy Story* with Cathy Manning.

#### Tilling the Soil for Racial Justice

This April, Kayci Rush and Clemma Muller kicked off this series that invites participants into thought-provoking movies and books, followed by discussion of race, racism, and whiteness. 16 people attended their first session. So far, this has been a fantastic opportunity to engage with the racial justice work that is central to this church's social justice focus.



# Congregational Care

*We give, receive, and grow as we celebrate each other's life celebrations and transitions together.*

Congregational care—our care of each other—is central to the mission of the church. We give, receive, and grow as we celebrate each other's life celebrations and transitions together. Many, many of you step forward to help when there is a need. We are so grateful to the many ways you care for one another and for the leadership of the volunteers who make our many programs run so smoothly.

Joyce Case, Janet Merrill, and Lisa Sinclair coordinate the beautiful receptions following memorial services and greet you, usher, arrange flowers, and bring food and comfort. Pam Vincent coordinates a large group of you who deliver flowers to congregants in times of grief and loss. Shirley Olson and Pat Foulkes coordinate the comfort shawl knitters who create beautiful shawls that are a true, physical comfort in times of challenge and loss. Anne

McBean coordinates transportation for those of us who need rides to church or medical appointments. Pat Gottschalk and Joyce Case make it easy for us to give blood by coordinating the annual blood drive. Sandy DiNanni keeps the caring corner supplied with cards and helps us all be informed of significant transitions through the Cycle of Life. Anne Frenchik coordinates the Caregiver Support Group facilitated by Lynn Cibuzar and Rev. Mary Bohmann and Kim Kindler continue to co-facilitate the Grief Support Group. A new Care Circle began this year for people affected by mental illness, facilitated by Rev. Tisha Moore.

We added two new programs to Congregational Care this year. Reverend Jen Crow created a Pastoral Care Team of 12 church members whose purpose is to provide a ministry of presence to members of our

community in times of physical and emotional crisis and during long-term transitions and struggles. Team members commit to a two-year term, meet monthly for training and support, and view this service as a form of spiritual practice and growth.

Our newest addition to Congregational Care is our Welcome Baby program created by Jody Beresford and Ann Terlizzi. Volunteers are invited to support and celebrate our tiniest members and their families during the baby's first weeks home with a meal and short visit.

We are so grateful to be surrounded by the love and caring of our community, taking the work and systems of those who came before us into the future. We are all strengthened as we hold one another. This is the work of the church.

Kathy Urberg and Kathy Coskran, Congregational Care Co-Chairs with the Reverend Jen Crow.



# Faith in Action

*Here are a few snapshots from our Faith in Action ministry this past year:*

## Sharing the Plate

We continued to give away the majority of our plate collection to organizations outside our walls who embody our vision of love and hope for the world. Plate collection recipients included: TRUST, Reclaim, Habitat for Humanity, the Unitarian Universalist Service Committee, Augsburg Fairview Academy, and many more.

## Environmental Justice

This year, our Environmental Justice team focused in on food justice. A successful panel discussion engaged over 100 people and a church-wide Meatless Monday campaign helped us to connect across ages and expanded our connections with other faith communities.

## Marriage Equality and the Wedding Party

This summer, we celebrated the arrival of marriage equality in Minnesota by hosting a Wedding Party for the church and for the community. Staff and church members worked

together to host a memorable event - complete with 16 weddings, cake, dancing, photographers, and all kinds of joy.

## 4th Annual Day of Service - March 15, 2014

The annual, congregation-wide Day of Service continued this year with Judy Broad as our fearless leader. 322 people worked on 18 different projects for a total of 1277 hours of service. These projects provided tangible, needed help - and they also provided important opportunities for connection and engagement in our congregation. It was an inspiring, successful day thanks to all of you.

## Housing

This year, our Housing Justice team focused their attention on youth homelessness, and our partnerships deepened with both Augsburg Fairview Academy and Habitat for Humanity. Our partnership with AFA expanded to include a pilot

tutoring program, the donation of a plate collection and a brief talk by AFA's Executive Director at a Sunday worship service, a Day of Service cleanup project, as well as our continued sponsorship of the food and clothing closets. This partnership continues to grow in depth, trust, leadership, and congregational participation.

We continue to serve meals at Simpson Shelter regularly, and many congregants participated in the annual memorial service for people who have experienced homelessness.

## The House that Love Built

This year, our relationship with Habitat for Humanity grew as we raised over \$115,000 through our House That Love Built (HTLB) campaign to reclaim the holidays and become the primary financial sponsor of a home. Children, youth and adults brought their creativity and generosity to bear in this church-wide effort, and we

## Faith in Action Continued...

exceeded our original fundraising goal of \$60,000. In addition to raising funds and awareness, this project continues now as we work together to build the house. Congregants built the walls and capped the foundation this spring, and we look forward to three full work weeks in the months ahead. This year we also built on the momentum of HTLB, and tripled our attendance at Habitat on the Hill over the year before- expanding our work with Habitat beyond service and fundraising to include a larger focus on advocacy, as well.

### Our Racial Justice Journey

While our racial justice journey does not belong exclusively to our Faith in Action work, many of our Faith in Action leaders attended not only the 90 minute overview sessions but also the 24-hour trainings this year with our consultant, Dr. Heather Hackman. These trainings, as well as ongoing conversations, will continue to inspire and guide us as we plan our work ahead.

### Leadership Challenges

Even with all of these successes, this year also brought significant challenges in leadership for Faith in Action. Our long-time Director of Faith in Action, Debra Rodgers, resigned and moved on to a full-time position with Beacon Interfaith Housing at the end of December. Our Faith in Action Steering Committee and team leaders stepped in and stepped up to keep us moving in the right direction - and it is clear that a new model, with broader and deeper leadership, working alongside staff leadership - will be important in the year ahead.





# Children, Youth & Family Ministries

*This year, our congregation more deeply realized the vision of being a truly multigenerational religious community.*

With an enrollment of over 500 kids from nearly 300 families, First Universalist Church of Minneapolis is home to the third largest Religious Education program in the nation.\* Children, youth and parents come here to find – and create – opportunities for spiritual development for the whole family.

This year, our congregation more deeply realized the vision of being a truly multigenerational religious community. Given the numbers, as well as the resources and history of our church, we recognize that we are called to lead the way in developing ministries that are relevant, responsive, and inclusive to young and old alike.

By bringing the whole church body together, we break down the tendency to separate children and youth in one wing of the church. Beyond just being in the same spaces, we worked diligently to ensure that the values, goals, and initiatives of

the church are integrated throughout all programs, activities, classes and worship, regardless of the age of the participants.

Some examples of our efforts and successes include:

- the enthusiastic participation of children and youth in the church-wide House That Love Built; they pared down their Christmas wish lists, brought coins, sold cookies, and led the way in embracing the spirit of the initiative
- the devotion of 147 Religious Education teachers and youth advisors, including 29 who do not have a child in the classroom, but recognize the valuable gifts they give and receive by sharing the journey
- Rev. Ruth MacKenzie's ministry to teens and guidance to adult mentors in the Coming of Age program, and her collaboration as muse and teacher for 11<sup>th</sup> and 12<sup>th</sup> graders designing the annual Youth

Sunday worship service.

· the many parents, children and youth who engaged in “courageous conversations,” recognizing that the values of our faith tradition called us to help bring marriage equality to Minnesota



- the team of trained youth who provide childcare on Sunday mornings and for church programs, allowing parents to fully participate in their religious community while offering nurturance, friendship and guidance to our little ones
- Chalice Camp's kick-off, where 31 elementary-age kids,

## Children, Youth and Family Ministries, Continued...

six adults and eight youth counselors spent as many hours bonding, growing and learning together in one week as they will in a whole year of Sunday morning Religious Education classes

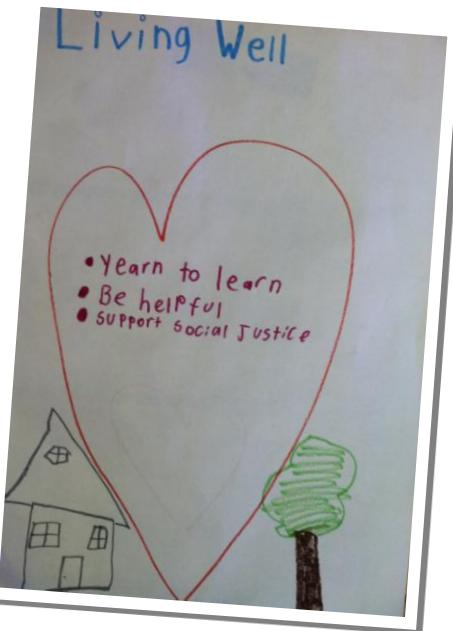
- the pride fifteen young Chalice Lighters bring to the task of kindling the flame for worship services, and the joy we all experience through their service to our community

In 2014-2015, Children, Youth & Family Ministries will continue with the successes of the previous year, and will bring focused attention and energy to a few areas in particular, including:

- the ongoing work of reviewing and redesigning Religious Education curricula to give our children and youth tools for shedding and combating the spiritual bonds borne of racism, inequity, and unexamined systems of racial oppression
- considering ways to bring alternative worship experiences to families and more frequent worship opportunities to our high school youth
- convening a youth ministries advisory team to set an innovative course for 7<sup>th</sup>-12<sup>th</sup> grade Religious Education

for the next five years, with a focus on developing opportunities that feed the needs and welcome the contributions of our diverse community of youth

*\* According to statistics for large congregations published on the Unitarian Universalist Association website*





# Association of Universalist Women

*We bring our faith to action in the world on behalf of women. AUW has a proud and visible history of fighting for and defending women's rights.*

Started in 1905, the Association of Universalist Women of Minnesota (AUW) has a long standing history and affiliation with First Universalist Church. The mission of AUW is creating community, deepening our spirit, and bringing UU faith to action on behalf of women.

AUW contributes to the church and the larger community by proudly supporting our First Universalist Community with annual monetary contributions and gifts. This past year AUW provided funding for ordination activities and comfortable seat cushions for the pews. Our contributions have also been in-kind by developing women leaders, mentoring young women, and continually initiating and incubating innovative ideas and programs.

We bring our faith to action in the world on behalf of women. AUW has a proud and visible history of fighting for and defending women's rights. For women's justice, we are now focused on two main issues:

(1) Women's Reproductive Rights in coordination with Reverend Kelli Clement, Executive Director of Minnesota Religious Coalition for Reproductive Choice (MN RCRC) [www.mnrcrc.org](http://www.mnrcrc.org) and (2) Women's Voting Rights through the Minnesota Unitarian Universalist Social Justice Alliance (MUUSJA) [www.muusja.org](http://www.muusja.org), Voting Rights Working Group and co-chair Jenny Thomas. AUW members also contribute by knitting for charity for Hats for the Homeless led by Barb Melom.

During the year of 2013-14, AUW grew to over 135 members. Members planned and participated in five core annual events and many other activities throughout the year. The main events were the 1) Fall Kick-Off in September, 2) Fall Mini Retreat in November 3) Winter Tea in February 4) Spring Retreat in April and 5) Spring Dinner and Annual Meeting in May. Ongoing activities were the Friday Get Connected events on the first

Friday of each month, the Planned Parenthood Solidarity Rally on Good Friday, April 18, 2014, and a variety of gatherings of Friendship Groups that have formed and reformed over the years.

AUW is governed by a board of directors made up of seven to eleven members. Officers of the board are President, Vice-President, Secretary and Treasurer. The 2013-2014 AUW Board of Directors includes: Suzann Willhite: President; Rise Nybakke: Treasurer; Evelyn Browne: Secretary; Carol Gilbert, Fawzia Khan, Marilyn Lamoreux, Mary Helmin, Jane Hallas, Jean Ramlow, Kristin Siegesmund. Adjunct to the Board are Rita Peterson: AUW Newsletter Editor, Tracy Yue: Communications Coordinator, and Mary Sandbo: Poinsettia Event.



# Board President's Report

*"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."*

This has been a year for the Board to grow more deeply into its role in the Policy Governance model that frames our relationships with our ministers and with the congregation. That has required considerable work on our Governing Policies to clarify our responsibilities. We now have a monitoring schedule that drives us to monthly review key indicators of the health and direction of the church. These include membership and attendance information, staff and volunteer changes, financial reports and plans, key governance and financial policies, and progress in our Strategic Plan and Visionary Goals. The scope of our work has also required us to periodically add Saturday Working Sessions, in addition to our monthly board meetings, to dig deeper into issues.

The best way to summarize our work this year is to share with you our goals which define our priorities. Each month we review these goals as part of our

meeting agenda. They include the following:

## Overarching Goals

- Begin an initiative to define, understand and live into excellence in leadership as a policy governance board
- Conduct a comprehensive review of the Strategic Plan
- Develop and implement a strong Communication Plan with the Congregation and other major stakeholders
- Develop and implement a strong Linkage Program with the Congregation (opportunities to listen closely to needs and aspirations)
- Determine the appropriate linkage and contribution level to the UUA and the Mid-America Region (formerly Prairie Star

District)

- Become an intentional Community Circle as a Board, including developing and engaging in a regular spiritual practice

## Finance Committee Goals

- Develop a financial reserve policy
- Develop strategies for capital improvements
- Refinance mortgage
- Review the cost/benefit of the frequency of financial monitoring for staff and board

## Governance Committee Goals

- Review Governing Policy Handbook non-financial policies and make recommendations to the Board
- Evaluate implementation of monitoring schedule for timeliness and efficiency

## Board President's Report Continued...

- Develop and implement a strong board evaluation process
- Evaluate HR systems to determine policies required for appropriate monitoring including exit interview process
  - Determine responsibility for oversight of policies
- Review letter of agreement for Senior Minister and other ministerial contracts
- Standardize the process for Senior Minister evaluation
- Resolve 5.6 policy issue: Compensation and Benefits, and recommend a resolution to the Board

We have achieved most of these goals through the hard work of our committees, our monthly meetings which usually exceed three hours in length, and our Working Sessions. It has been a labor of love of this church and the community we serve.

We have singled out our communications and linkage with the congregation to be our most important goals and to that extent have on our agenda at every meeting  
“Communications with the

Congregation,” when we share with each other the conversations you have had with us over your dreams and your concerns for this church. This will continue to be a priority for the Board. In addition, this year we held a State of the Church meeting in February to update you on the work of the church and to listen to your passions for this church. We found this beneficial but see many ways to improve it in the future. We have participated in the Racial Justice Training, New Members Orientation, and other opportunities to listen to the voices of this precious congregation. We are shaping additional opportunities to listen and link with you in the future.

As leaders in this church, we have shared in your sorrows as we have said goodbye to many members of our congregation, many far too early in their lives. Some have been leaders in this church before us and it was their shoes we stepped into to take on this work. The sorrow of our losses is joined with our undying optimism for the future of this church. Those moments remind us of our obligations to do our best in our moment in time. I close by sharing a spiritual practice that we, the Board of First Universalist Church, adopted which we speak with the lighting of the chalice before

each of our meetings.

*“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.”*

*Words by Board Member Dan Berg*

# 2014-15 Nominating Committee Recommendations

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

<u>Position</u>	<u>Name</u>	<u>Term Expires</u>
<b><u>BOARD OF TRUSTEES</u></b>		
<b>Executive Committee:</b>	<i>Terms are one year</i>	
<b>President</b>	<b>David Bach</b>	
<b>Vice President</b>	<b>Karin Wille</b>	
<b>Treasurer</b>	<b>Dick Niemiec</b>	
<b>Secretary</b>	<b>Pam Vincent</b>	
<b>New Trustees:</b>	<i>Terms are three years</i>	
	<b>Richard Spratt</b>	2017 (first term)
	<b>Eric Cooperstein</b>	2017 (first term)
Continuing Trustees:		
	<b>David Bach</b>	2017 (second term)
	Jill Braithwaite	2016 (first term)
	Dick Niemiec	2016 (first term)
	Cindy Marsh	2016 (first term)
	Pam Vincent	2015 (first term)
	Lark Weller	2015 (first term)
	Karin Wille	2015 (first term)
<b><u>FOUNDATION BOARD</u></b>		
<b>Chair (one year)</b>	<b>Victoria Schanen</b>	
<b>New Members:</b>	<i>Terms are three years</i>	
	<b>Charmagne Campbell-Patton</b>	2017 (first term)
	<b>Julie Gottesleben</b>	2017 (first term)
Continuing Members:		
	Pam Berry	2015 (first term)
	Welcome Jerde	2015 (first term)
	Victoria Schanen	2015 (first term)
	Kristen Siegesmund	2015 (first term)
	John Borden	2016 (second term)
	Chris Bremer	2016 (second term)
	Molly Darsow	2016 (second term)

## Nominating Committee Recommendations Continued...

### **NOMINATING COMMITTEE**

**Chair (one year)**

*Appointed by Board of Trustees*  
Ginny McAninch

**New Members:**

*Terms are three years*  
**Greg Hoelzer** **2017 (first term)**

## Continuing Members:

Bob Albrecht	2015 (first term)
Ginny McAninch	2015 (second term)
David Lauth	2016 (first term)
Deborah Talen	2016 (first term)
<b>Doug Smalley</b>	<b>2017 (second term)</b>

**Delegates to the 2014 General Assembly of the Unitarian Universalist Association**

**Ralph Wyman**  
**Bill Elwood**

## Nominating Committee Recommendations Continued...

### Board of Trustees

#### *Executive Committee nominees for one year terms*

**President:** **David Bach** was elected to the Board of Trustees in the 2011-12 church year; He was President for the church year 2013-2014. David is a thoughtful, strategic, collaborative, and results focused leader who brings a wealth of experience to the role. He has over thirty years of nonprofit management experience serving as Vice President and COO of Scholarship America, Executive Director of the Minnesota Alliance for Arts in Education, Acting Director of MacPhail Center for the Arts, and Development Director for the Minnesota Center for Environmental Advocacy, and currently as Development Director for Lutheran Social Service of Minnesota. He has served on numerous national and local boards including the Kennedy Center Alliance for Arts Education Network, the Getty Center in Los Angeles, and education committees for the Walker Art Center and Minnesota Orchestra. He has been active at First Universalist as a canvasser for annual pledge drives and as a long-time member of the trumpet section of Universal Jazz and soloist for Sunday services. He completed thirteen years on the Management Committee for Camp Unistar where he served in a number of key leadership roles related to the direction of the Camp. He formerly served on the PSD Financial Advisory Committee. David and his wife, Narissa, are long-term members of First Universalist; they proudly raised two daughters in the church community and believe First Universalist helped prepare them to live successfully in today's multicultural world.



**Vice President:** **Karin Wille** was elected to the Board of Trustees in the 2012-13 church year. She served as Vice President for the 2013-2014 church year. Karin currently chairs the Governance Committee. She joined First Universalist in 1977 and has been a member for most of her adult life. She has served First Universalist in many different capacities, including as an RE teacher, previous Board of Trustees member, Unity Summer and Youth Cultural Exchange volunteer, congregational President, and as a member of committees on ministry, personnel and finance. Most recently she co-chaired the congregation's Sesquicentennial celebration. Karin has also served as a Prairie Star District/UUA Compensation Consultant and as a member of the Twin Cities President's Roundtable and the Midwest Regional Subcommittee on Candidacy. Karin practiced law for over 30 years, most recently with the law firm of Briggs and Morgan. She has worked with the boards and staff of several non-profit clients on strategic and policy issues in her practice and as a volunteer. Karin and her husband Mike have 4 children and 6 grandchildren; her daughter serves a UU church in Massachusetts. Karin's interest in the Board of Trustees is grounded in her desire to continue to give, receive and grow at First Universalist as our Strategic Plan is defined and implemented. She



## Nominating Committee Recommendations Continued...

brings keen problem solving skills and a strategic perspective to the Trustee role along with her wealth of experience.

**Secretary: Pamela Vincent** was elected to the Board of Trustees in the 2012-13 church year and served as Vice President and Chair of the Governance Committee. She served as Secretary in the 2013-2014 church year. She has been a member of First Universalist since 1991. She has held a variety of leadership roles including chair of the Pastoral Care Council, chair and founding member of Worship Associates, President of the Association of Universalist Women, and chair of the annual Winter Solstice Planning committee. Pam completed two terms as a member of the Nominating Committee. Other church activities have included small group facilitator, labyrinth circle, welcome team, choir, and 150<sup>th</sup> Celebration Steering Committee. In her professional life, Pam is a certified Project Management Professional, and in that role oversees timelines and budgets, develops strategies, and pays a great deal of attention to details. Pam feels this is a critical time in the life of the church, as we embark on an ambitious strategic plan. The advent of policy governance continues to shape how congregants become engaged in the life of the church, and how groups develop and interact with staff. She brings a spirit of collaboration along with a deep understanding of our organizational history. While embracing the new, she is mindful of preserving our heritage.

**Treasurer: Dick Niemiec** joined the Board of Trustees in the 2013-2014 church year and served on the Finance Committee. He and his wife, Joan, have been members of First Universalist since 1975. They raised their three children in the church. He served as a Foundation board member in the 1980s and more recently as a leader of the Day of Service project at Tubman for three years, a member of the Cummins Internship fundraising group and as facilitator for the 2002 long-range planning. He retired after thirty-four years as senior vice president of Blue Cross Blue Shield of Minnesota; one of his responsibilities included serving as chief compliance officer and staffing the board governance committee. After retirement he served as interim president of his alma mater, Beloit College, and continues as a member of its board of trustees. He has served on non-profit boards including the American Red Cross national board of governors, the YMCA of Greater St. Paul general board and the boards of Tubman, Walk-in Counseling and the Minnesota State Community Colleges. On these boards he frequently served as chair or vice-chair, and has extensive experience on governance and audit committees. Dick believes he can serve the church as a member of the board of trustees through his financial and governance expertise as well as a commitment to teamwork and consensus building.



## Nominating Committee Recommendations Continued...

### ***Nominees for Board of Trustees Membership***

**Richard Spratt**, originally from Charlotte, North Carolina, moved to Minneapolis to attend Augsburg College. He has worked as a social worker at Hennepin County for over 35 years. Richard and his wife Kayci Rush and son Zo Spratt have been attending First Universalist since 2012. Shortly after visiting First Universalist, Richard found himself joining a Circle and he has never looked back. He has served as a Worship Associate in 2012-2013 and then became active with the Racial Justice initiative. After completing the first round of training for Racial Justice, Richard joined First Universalist in December 2013. Richard has been a participant in the 'People of Color Circle' and a Racial Justice Circle, in addition to completing the Racial Justice Train the Trainer series. Throughout his career, Richard has worked to develop community capacity in North Minneapolis and now at Sabathani Community Center in South Minneapolis. He is looking forward to his continued work on Racial Justice and hopes to work with the Senior High youth in the fall of 2014. Richard looks forward to bringing his life experience to his work as a Trustee while continuing to learn more about our church community.



**Eric Cooperstein** has been a member since 1994. He signed the membership book twice, just to make sure. He previously served on the First Universalist Foundation Board for two terms and chaired that Board for four years; the Stewardship Committee; the Pledge Team; the Internship Committees for Ruth MacKenzie and Laura Smidzik; and has been a regular Habitat for Humanity volunteer. After dedicating a significant amount of volunteer time over the past four years as an officer of the Hennepin County Bar Association, Eric is looking forward re-engaging with the leadership team at First Universalist.



For the past seven years, Eric has operated a solo law practice devoted to representing lawyers regarding legal ethics issues. Eric credits his Unitarian Universalist faith for guiding his work with his clients, who are often distraught, isolated, and fearful as a result of some mistake they have made. Prior to opening his own law firm, Eric helped implement the settlement of a class action lawsuit by black farmers against the US Department of Agriculture and worked as a staff attorney for the Legal Aid Society of Minneapolis.

Eric is married to Katie Oberle, a locally-renowned kindergarten teacher. Their older daughter, Emma, goes to Champlain College in Burlington, Vermont, and their younger daughter, Claudia, will enter Emory University in Atlanta this fall. They also live with Roo, The Dog that Love Built.

## Nominating Committee Recommendations Continued...

### Foundation Board

#### *Nominated for One-Year Term as Chair*

**Victoria Schanen** was elected to the Foundation Board in the 2012-13 church year and previously served from 2007 to 2010. She served as Chair for the 2013-2014 church year. She has been a member of First Universalist Church since 2002 and also spent time in the RE program growing up. Victoria's contributions to the church have focused on youth and social justice, including advising in the Senior High class, mentoring COA, teaching OWLS, and coordinating Habitat for Humanity. In addition, she has participated in and facilitated small groups, played saxophone in the jazz band, and volunteered in a variety of other ways. Victoria is pleased to have the opportunity to contribute as the Foundation Board Chair. She brings strong leadership skills and a commitment to helping the Foundation Board achieve its mission. Outside of church, Victoria enjoys being a fun and engaging parent to her two little boys, Lamont and Vincent, as well as spending time with her husband, James. She also works outside the home as a Technical Recruiter.



#### *Nominated for Foundation Board Membership*

**Charmagne Campbell-Patton** was appointed to the First Universalist Foundation Board in the fall of 2013 to fill a mid-term vacancy. Raised UU across the river at Unity Church, she first joined First Universalist in 2010 when she moved back home after ten years of school, travel and adventure. Since joining First Universalist, she has been active as a community circle facilitator and member of the leadership team. In 2011-12, Charmagne had the honor of serving on the Church's Leap of Faith team, which partnered with All Souls in New York City to explore how to grow our church through key initiatives, including racial justice, small groups and hospitality. Charmagne loves working with young people and has taught RE to both toddlers and teens in addition to serving as a COA mentor. In her professional life, Charmagne works for World Savvy, a global education non-profit committed to building global competence of youth and educators. She brings eight years of program design, implementation and evaluation experience to the Foundation Board, as well as a deep commitment to supporting social justice in the Twin Cities and globally. A graduate of Grinnell College (BA, 2003) and American University (MA, 2007), Charmagne now lives in the Longfellow neighborhood of Minneapolis with her husband, Jeremy and daughter, Calla.



**Julie Gottesleben** joined First Universalist in 1991. She has participated in a number of small groups, Hearten, and AUW, was a choir member for six years, plus RE teacher and reader for the All Families Matter. Julie was very inspired by her trip to Guatemala with church members to volunteer at a nutrition program. As a three year member of our Green Sanctuary steering committee, she helped us get UUA accreditation in 2012, and continues to actively work on environment and food justice issues. Julie has an MSW and worked for 32 years in social services for Hennepin County. As a senior management analyst, social worker and supervisor, she served clients with disabilities. She was appointed to the

## Nominating Committee Recommendations Continued...

Governor's Council on Developmental Disabilities. In retirement, she volunteered with Homeless Connect, worked on marriage equality and continues as a volunteer puppeteer for PACER Center's "Count Me In" show about disabilities, and for HCMC's literacy program. Julie also volunteered for the Nonviolent Peaceforce, an international non-profit. She is eager to be part of the Foundation Board. This work with diverse communities and social justice matches Julie's life mission. Julie feels that being a volunteer provides important but limited impact in areas of need. It would be very rewarding to be in a position of working with others to make funding decisions that could make a more significant difference. She lives in Minneapolis with Donna, her partner of 26 years and their two "rescue" cats.



## Nominating Committee

### *Nominated for Nominating Committee Membership*

**Doug Smalley** and his wife Sara have been members of First Universalist for 18 years. They have two children, Ike (10) and Bennett (8). Doug has been an active volunteer in the Religious Education program, numerous programs, committees, and the Board of Trustees, where he served as Vice President. During his two terms on the board, Doug took a special interest in organizational effectiveness and governance issues, and was instrumental in helping the Board of Trustees understand and embrace the policy governance model. Doug has completed his first 3 year term on the Nominating Committee and has agreed to serve for a second 3 year term and will continue to help support the vibrancy of the lay leadership of the church at this exciting point in its history.



**Greg Hoelzer** has been a member of First Universalist for over 20 years. He has served the church in many capacities, including as Membership Committee member and chairperson, Circle-Support Fellowship activity leader with wife Marybeth, Welcome Team member, and Project Homeless Connect volunteer. Greg has over 25 years of professional experience in Software Development and Information Technology in variety of Leadership, Project Management, and Technical Architecture roles. Greg is currently responsible for leading the adoption and delivery of Mobile, Web, and Application data integration technologies at Fortune 500 companies throughout the Midwest and Canada. Finally taking his own advice given to many new members, Greg began to define his own spiritual path by joining the Zen Meditation group at First Universalist. He works to incorporate Zen Buddhist and Meditation practices into his daily life. Greg is excited to be able to put these values and lessons into practice by helping recruit the talented and diverse leaders within our congregation as part of the Nominating Committee. Greg and his wife Marybeth of 20 years love that Minneapolis has become a "Foodie" city, and meet their daughter Erin almost every Tuesday to try out new restaurants and return to their current favorites.





# Treasurer's Report

*There is learning taking place on the board and within our staff and I think we need to be ok with making a few mistakes along the way as we mature. I am definitely not a perfect parent but nonetheless my family grows and we hold each other close. Let's keep holding each other as we move forward into another great year in the life of this church family.*

I am optimistic about our future. I am not worried that we are in financial crises. Yet we have some serious financial issues to attend to and I do not want to sugar coat them.

Last year we went into the 2013-14 year with a lot of optimism. At the annual meeting all looked great; we were growing, membership was up, attendance was up, and things were on the rise. Unfortunately, that trend did not continue and we found out in February of this year that our pledge revenue would be coming in at least \$100,000 under what we budgeted. This required cuts to this year's budget to achieve the \$ 18,000 deficit that the congregation approved last June.

Below is my quick Good, Bad and Ugly financial summary.

## The Good

- **Financial Review-**  
MAP for non-profits conducted a financial

review (a less expensive version of an audit).

Their report gave the church high marks for the way we are handling and reporting our finances.

- **New Director of Operations - Diane Gavere**, our new Director of Operations, is getting her feet on the ground and has provided what we believe to be more realistic current and future revenue and expenditure projections. She will be able to assist the staff and board in analyzing operations, and external and internal trends.
- **Goals Accomplished -**  
The finance committee accomplished a number of its goals.
  - The committee

developed a reserve policy which is ready for board adoption.

- The finance committee is now receiving monthly financial reports
- The church mortgage was refinanced for 7 years.
- With approval of the proposed budget our loan will be increased to handle critical capital improvements.

## Treasurer's Report Continued...

### The Bad (think of this as ....could be better)

- **Membership and Pledge Units** – There is evidence that would suggest that both are declining, though not all the data is in yet. In 2012-13 we had 697 pledge units, for 2013-14 we had around 650 pledge units, and for 2014-15 it looks like it will be between 600 - 650. While we are still working on a final membership count it appears that membership will make a similar decline. On the positive side those that are pledging are on average pledging more.
- **UUA and Mid-America dues** – The finance committee did study the dues that we pay to the UUA and the Mid-America Region. Fair share according to the UUA and Mid America is \$60 per member and \$23 per member respectively. Around 40% of UUA congregations contribute at a fair share level. In

2013-14 we contributed \$26,000 in total to these organizations. Next year we are raising that total to \$36,000. Fair share based on our 959 members (at the beginning of 2013-14) would have been \$79,597. Even with a \$10,000 increase in the 2014-15 budget we are short of fair share by almost \$44,000. The committee will continue to explore ways to move towards fair share in future years.

- **Multi-Year budgeting** – The board approved a monitoring requirement for a multi-year budget. With the Senior Minister on sabbatical and a new finance director it was difficult for staff to create this in time for the annual meeting. One will still be completed this year.
- **Financial Monitoring** – The board and finance committee are finding their way within policy governance on how much and how deep to go when conducting

financial monitoring. More clarity is needed as we mature into policy governance. This was a goal that we were not able to make significant progress on this year.

- **Budgeting** – This year's budgeting timeline was short due to a number of factors. The senior minister and board will explore ways to expand the process both in terms of time and transparency to achieve more complete review by the congregation.
- **Pledge Revenue** – We did things differently this year. We waited to receive pledges so as not overestimate the incoming pledge revenue. Waiting until late in the year well after the pledge drive is over is not an effective way for the church to operate. We need members and pledging friends to submit pledges during the pledge drive so we can plan and budget effectively.

## Treasurer's Report Continued...

### The Ugly

- **Staffing** - To balance the 2014-15 budget we needed to cut staff. We have also benefited from unexpected staff turnover to balance or bring the budgets closer to balancing for the past two years. This is not a reliable way to balance our budgets.
- **Mortgage Principal** – Mortgage principal is not an expense since it affects the balance sheet and therefore it is not shown in the operating expenses of the church. The 2014-15 budget we are presenting is balanced on an operational level. However, there is still \$25,000 in capital costs that are being paid from the church's reserve to pay for the mortgage principal. We had planned on providing income to cover this capital cost in the 2014-15 budget but at this time there are not funds to cover this cost.

- **Unfunded expenses/needs** - I am not sure of the exact amount but there are legitimate expenses that are not being covered by this year's budget. For example bringing our staff to 85% of the median pay which is a policy of the church.
- **Generally, lower than average giving** – While many of us give generously not all can give to the levels needed to sustain the church. A large majority of us give less than what it costs to run the church. This year if we end up with 600 pledge units and 950 members we need \$1,806 per pledge unit or \$ 1,141 per member to run the church. Currently in this year's and last year's pledge drive around 70% of the pledges are less than the \$1,806 needed per unit.

We are in this together. While I wanted to be very forthright with the Church in this report I do not want this to cast a wave of concern that spirals into negativity. We have a very

strong base. It is made up of long-time and new members. I see us at a plateau, a resting place, as we settle in to some of the growth and change we've experienced. There is learning taking place on the board and within our staff and I think we need to be ok with making a few mistakes along the way as we mature. I am definitely not a perfect parent but nonetheless my family grows and we hold each other close. Let's keep holding each other as we move forward into another great year in the life of this church family.

# 2014-2015 Proposed Budget

## FY14-15 Proposed Budget w/Ministerial Allocations by Department

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	6/30/14 Projected	FY13-14	FY14-15	Comments	
	Income	Budget	Budget		
<b>OPERATING REVENUE</b>					
<b>OPERATING CONTRIBUTIONS</b>					
Pledges	1,087,527.29	1,182,503.00	1,128,525.93	See footnote	
Estimated O/S Pledges			3,000.00	See Footnote	
Contingency for Unpaid Pledges	-60,265.00	-59,125.00	-55,470.00	5% write offs	
Pledges Prior	-3,919.00	0.00	0.00	None budgeted	
Contributions	65,046.62	44,500.00	48,333.34	Misc unrestricted contributions	
Offering Plate for Church	29,423.52	30,000.00	40,000.00	Church's portion 60/40 split	
Realease of Restrictions	26,550.33	6,000.00	11,500.00	\$2,000 Cummins Fund, \$3,500 Children's Choir Dir, Benefits Study (funding from temporarily restricted funds)	
<b>TOTAL OPERATING CONTRIBUTIONS</b>	<b>1,144,363.76</b>	<b>1,203,878.00</b>	<b>1,175,889.27</b>		
<b>FUNDRAISERS</b>					
House That LOVE Built	111,861.66	60,000.00	0.00	Greater Good Proj every other year	
Youth Cultural Exchange	25,330.00	11,000.00	11,000.00	Offset by Pgmn Exp in Faith In Action	
The Great Gathering (formerly Auction)	41,362.66	36,000.00	0.00		
Other Fundraisers	4,967.06	14,000.00	47,000.00	Congregational led fundraisers. One large (\$35K) & misc smaller ones. \$10K Youth Boston Trip, \$2K Amazon	
<b>TOTAL FUNDRAISERS</b>	<b>183,521.38</b>	<b>121,000.00</b>	<b>58,000.00</b>		
<b>DIVIDENDS &amp; INTEREST &amp; REALIZED GAIN/LOSS</b>					
Reserve Account Div & Int	26,666.74	10,000.00	10,000.00	Same as FY13-14 budget	
Realized Gain & Loss	545.78	0.00	0.00		
Don Carter Fund Div & Int	0.00	0.00	0.00		
<b>TOTAL DIV &amp; INT &amp; REALIZED GAIN/LOS</b>	<b>27,212.52</b>	<b>10,000.00</b>	<b>10,000.00</b>		
<b>BUILDING USE</b>					
Antenna Lease	12,204.22	12,144.00	12,144.00	T-Mobile contract	
Rental Income	24,854.70	11,600.00	19,933.33	Anticipate slight increase based on FY13-14	
<b>TOTAL BUILDING USE</b>	<b>37,058.92</b>	<b>23,744.00</b>	<b>32,077.33</b>		
<b>MISCELLANEOUS</b>					
Offering Plate for Community	70,843.87	70,000.00	60,000.00	60/40 Split given away	
From Foundation	1,000.00	1,000.00	0.00	Admin work done by volunteer	
Legacy Fund Distribution	7,483.93	4,000.00	13,061.88	Increase draw to 7% of rolling avg bal	
Misc Funds and Other Donations	7,681.95	0.00	3,333.33		
Hospitality	413.79	700.00	500.00		
Bequests Unrestricted	350.00	0.00	0.00		
<b>TOTAL MISCELLANEOUS</b>	<b>87,773.54</b>	<b>75,700.00</b>	<b>76,895.21</b>		
<b>RELIGIOUS EDUCATION</b>					
Contributions	0.00	0.00	0.00		
Program Fees	39,571.00	55,075.00	42,310.00	Offsets Religious Education expenses	
<b>TOTAL RELIGIOUS EDUCATION</b>	<b>39,571.00</b>	<b>55,075.00</b>	<b>42,310.00</b>		
<b>TOTAL OPERATING REVENUE</b>	<b>1,519,501.12</b>	<b>1,489,397.00</b>	<b>1,395,171.81</b>		

## 2014-2015 Proposed Budget Continued...

### FY14-15 Proposed Budget w/Ministerial Allocations by Department

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	6/30/14 Projected Expenses	FY13-14		FY14-15		Comments
		Budget	Budget	Budget	Budget	
<b>OPERATING EXPENSE</b>						
<b>MINISTERS</b>						
Ministerial Salaries & Benefits	297,027.15		301,191.00		88,098.50	Portion allocated for administrative functions
Program Expenses	200.00		2,000.00		0.00	No accrual for future sabbatical
<b>TOTAL MINISTERS</b>	<b>297,227.15</b>		<b>303,191.00</b>		<b>88,098.50</b>	
<b>WORSHIP</b>						
Ministerial Salaries & Benefits					99,190.20	Allocation of Support by Ministers
Salaries & Benefits	51,904.79		59,276.00		50,795.00	Reconfiguration planned resulting in lower salaries/benefits
Program Expenses	17,618.99		13,250.00		17,220.00	\$3,500 offsetting income for Children's Music Director
<b>TOTAL WORSHIP</b>	<b>69,523.78</b>		<b>72,526.00</b>		<b>167,205.20</b>	
<b>CHILDREN YOUTH &amp; FAMILY MINISTRIES</b>						
Salaries & Benefits	134,524.40		149,340.00		137,263.00	Reduced/restructured staffing FY14-15
Program Expenses	39,210.33		35,700.00		31,800.00	Eliminate free childcare
<b>TOTAL CYF MINISTRIES</b>	<b>173,734.73</b>		<b>185,040.00</b>		<b>169,063.00</b>	
<b>CONGREGATIONAL CARE</b>						
Ministerial Salaries & Benefits					52,996.60	Allocation of Support by Ministers
Program Expenses	11,789.80		4,800.00		5,600.00	Includes \$4,000 TRUST Offering Plate
<b>TOTAL CONGREGATIONAL CARE</b>	<b>11,789.80</b>		<b>4,800.00</b>		<b>58,596.60</b>	
<b>ADULT MINISTRIES</b>						
Ministerial Salaries & Benefits	66,820.50		67,657.00		51,478.55	Allocation of Support by Ministers
Program Expenses	9,406.73		6,300.00		2,950.00	FY13-14 included relocation exp
<b>TOTAL ADULT MINISTRIES</b>	<b>76,227.23</b>		<b>73,957.00</b>		<b>54,428.55</b>	
<b>MEMBERSHIP</b>						
Ministerial Salaries & Benefits					18,212.25	Allocation of Support by Ministers
Salaries & Benefits	29,402.52		25,515.00		25,917.00	
Program Expenses	22,550.36		25,400.00		14,200.00	FY13-14 included software conversion costs
<b>TOTAL MEMBERSHIP</b>	<b>51,952.88</b>		<b>50,915.00</b>		<b>58,329.25</b>	
<b>FAITH IN ACTION</b>						
Ministerial Salaries & Benefits					41,838.40	Allocation of Support by Ministers
Salaries & Benefits	19,840.19		27,467.00		0.00	
Program Expenses	197,734.76		83,000.00		69,300.00	Offsetting revenue for Youth Cultural Exchange and offering plate give away portion
<b>TOTAL FAITH IN ACTION</b>	<b>217,574.95</b>		<b>110,467.00</b>		<b>111,138.40</b>	
<b>DENOMINATIONAL CONNECTIONS</b>						
Ministerial Salaries & Benefits					12,360.50	Allocation of Support by Ministers
Program Dues UUA	20,801.00		20,000.00		27,600.00	
Program Dues Mid America	6,000.00		6,000.00		8,400.00	
Scholarships	55.00		0.00		730.00	
<b>TOTAL DENOMINATIONAL CON</b>	<b>26,856.00</b>		<b>26,000.00</b>		<b>49,090.50</b>	

## 2014-2015 Proposed Budget Continued...

### FY14-15 Proposed Budget w/Ministerial Allocations by Department

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	<u>6/30/14 Projected Expenses</u>	<u>FY13-14 Budget</u>	<u>FY14-15 Budget</u>	<u>Comments</u>
<b>COMMUNICATIONS</b>				
Salaries & Benefits	46,354.12	63,787.00	62,616.00	Reclassified Sound Tech under Communications
Program Expenses	12,922.31	7,100.00	4,800.00	Reduced printing costs, reduced temp help, reclassified some exp to admin
<b>TOTAL COMMUNICATIONS</b>	<b>59,276.43</b>	<b>70,887.00</b>	<b>67,416.00</b>	
<b>FUNDRAISING</b>				
Salaries & Benefits	0.00	0.00	0.00	
Program Expenses	26,281.99	56,600.00	8,000.00	Reclassified offering plate under FIA
<b>TOTAL FUNDRAISING</b>	<b>26,281.99</b>	<b>56,600.00</b>	<b>8,000.00</b>	
<b>FINANCE/ADMINISTRATION</b>				
Salaries & Benefits	194,750.28	212,103.00	225,487.43	Increase due to employees now eligible for retirement plan
Finance & Admin Expenses	95,730.78	90,924.00	83,835.00	Reduced temp help, reduced consultants, Benefit Study
<b>TOTAL FINANCE/ADMINISTRATION</b>	<b>290,481.06</b>	<b>303,027.00</b>	<b>309,322.43</b>	
<b>FACILITIES</b>				
Salaries & Benefits	82,434.93	77,493.00	84,929.00	Increase offset by rental income, Sound tech reclassified to Communications, no restoration of hours from FY13-14
Facilities Expenses	154,456.83	172,495.00	169,307.81	Reduced mortgage interest rate on re-fi, includes additional interest on Line of Credit advance for proposed Capital Improvements
<b>TOTAL FACILITIES</b>	<b>236,891.76</b>	<b>249,988.00</b>	<b>254,236.81</b>	
<b>TOTAL OPERATING EXPENSES</b>	<b>1,537,817.76</b>	<b>1,507,398.00</b>	<b>1,394,925.24</b>	
<b>NET OPERATING INCOME (LOSS)</b>	<b>-18,316.64</b>	<b>-18,001.00</b>	<b>246.57</b>	
<b>ADDITIONAL INFORMATION:</b>				
<b>Loan Principal</b>	<b>-20,925.56</b>	<b>-20,925.56</b>	<b>-25,374.11</b>	Includes additional principal payment for Line of Credit Advance for proposed Capital Improvements
	<b>-39,242.20</b>	<b>-38,926.56</b>	<b>-25,127.54</b>	

Footnote: The pledges received as of 5/29/14 are \$1,093,525.93. There is also an assumption for new members pledging built into this.

The members who pledged for FY13-14, but have not pledged for FY14-15 yet were analyzed. The total was reduced by pledges we know will not come in.

The giving patterns were analyzed for the remaining balance. Based on that information an assumption was developed.

The assumption is that an additional \$3,000 in pledges for FY14-15 could reasonably be expected to come in.

Footnote: The minister's salary and benefits have been allocated by department for the FY14-15 budget. For comparison purposes please note

that the total minister's salary under the category of Ministers would be \$291,326 and the total minister's salary under the category of Adult Ministries would be \$72,849.

# 2014-2015 Proposed Capital Budget

<b>FY14-15 Capital Budget</b>	
<b>Description</b>	<b>Est Cost</b>
Reserve Study	\$ 5,000
Safety Issues	\$ 23,000
Preparing for Renter	\$ 22,000
Building Improvements/Repairs	\$ 132,800
Total Line of Credit Advance	\$ 182,800

The Board of Trustees has requested a reserve study to determine needs for maintaining the building. This study, along with proposals from BAG and SPIFF for repairs and improvements will determine the exact use of these funds.

The above estimates are taken from the preliminary bids BAG and SPIFF have received previously.

**First Universalist Church of Minneapolis**  
**Statement of Financial Position**

As of April 30, 2014

**ASSETS**

**Current Assets**

Cash & Cash Equivalents	8,217.72
Cash & Cash Equivalents Foundation	11,111.13
Investments	1,164,677.80
Investments Foundation	1,613,417.23
Pledges Receivable	1,078,898.84
Accounts Receivable	345.00
Other Assets	48,671.18
<b>Total Current Assets</b>	<b>3,925,338.90</b>

**Fixed Assets**

Land	250,000.00
Building & Improvements	3,263,811.13
Accumulated Depreciation Building & Improvements	-1,687,060.93
Furniture and Fixtures	203,000.44
Accumulated Depreciation Furniture & Fixtures	-89,848.72
<b>Total Fixed Assets</b>	<b>1,939,901.92</b>

**TOTAL ASSETS**

**5,865,240.82**

**LIABILITIES & NET ASSETS**

**Liabilities**

Accounts Payable	41,328.12
Accrued Expenses	12,048.89
Deferred Revenue	52,112.23
Short Term Portion of Debt	51,627.96
Other Liabilities	11,870.10
<b>Total Current Liabilities</b>	<b>168,987.30</b>
<b>Long Term Debt</b>	<b>588,077.16</b>

**TOTAL LIABILITIES**

**757,064.46**

**Net Assets**

Designated Net Assets	636,670.03
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**Undesignated Net Assets/Equity**

Church Equity	2,005,292.29
Foundation Equity	1,320,534.15
Unrestricted Net Assets	418,411.00
Changes during the year	313,842.67
<b>Total Undesignated Net Assets</b>	<b>4,058,080.11</b>

**Temporarily Restricted Net Assets**

Temporarily Restricted - Miscellaneous	83,652.74
Cummins Ministerial Fund	176,685.79
Legacy Fund Temporarily Restricted	89,474.86
<b>Total Temporarily Restricted Net Assets</b>	<b>349,813.39</b>

**Permanently Restricted Net Assets**

**63,612.83**

**TOTAL LIABILITIES AND NET ASSETS**

**5,865,240.82**

# Annual Meeting Agenda

## 155th Annual Meeting of the Members

First Universalist Church of Minneapolis  
Sunday, June 1, 2014  
11:30 a.m. to 12:45 p.m.

Call to Order	Dave Bach, President
Chalice Lighting and Opening Words	Rev. Justin Schroeder, Senior Minister
Appointment of Parliamentarian	
Authorization of Board of Trustees to Approve Minutes of this Meeting	
Senior Minister's Report	Rev. Justin Schroeder
President's Report	Dave Bach
Treasurer's Report and Presentation of Recommended Budget for 2014-2015	Paul Robinson, Treasurer, and Rev. Justin Schroeder
Vote to Approve Budget	
Report of the Nominating Committee	Ginny McAninch, Chair
Election of Trustees, First Universalist Church	
Election of Officers, First Universalist Church	
Election of Directors, First Universalist Foundation	
Election of Members, Nominating Committee	
Election of Delegates to the 2014 General Assembly of the UUA	
Special Recognition	
Outgoing Church Trustees	
Outgoing Foundation Directors	
Outgoing Nominating Committee Members	
Closing Words	Rev. Justin Schroeder