

# **First Universalist Church Board of Trustees**

**December 17, 2015**

## **Board Packet**

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Date: December 14, 2015  
To: First Universalist Board of Trustees  
From: Cindy Marsh, President  
Re: December 17, 2015 Meeting

“In this hectic season and these troubling times in our world, who and what sustains you?” This was the reflection question for my Wellspring group this month. For me, it is relationship with my spouse, family and friends – especially those within our church community. And it gives me comfort that we are taking steps, even if small steps, individually and collectively to heal our broken world.

Our focus topic for December is using the Choice Points model to eliminate barriers and increase inclusion in leadership. The Governance Committee will lead this discussion; please review their proposal included in the packet. Note that the proposal includes 1) a proposed statement to more clearly institutionalize our use of Choice Points for decision making as a Board, and 2) a proposal for increasing inclusion in leadership. While we may identify some barriers that require more study and/or further discussion, the GC has made some suggestions which could be implemented this year. Our objective is to provide specific guidance to the Nominating Committee to influence the slate for 2016-17.

The Resource Development Planning Committee will meet on December 16, so Justin and I will provide a verbal update at our meeting. Note the discussion of the known elements of the “comprehensive/capital” campaign in Justin’s Senior Minister Report; this information will be shared with the Resource Planning Team.

Finally, we will plan for our January 9 working session (note time was extended: 8:30 am – 12:30 pm on the 9th). Is anyone willing to host?

I hope you are finding ways to nurture and sustain your spirit. I look forward to being together on the 17<sup>th</sup>.

**First Universalist Church of Minneapolis  
Board of Trustees Meeting  
December 17, 2015  
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/thought question

**6:50 Consent Agenda**

- Approval of minutes from November 19 meeting
- Acceptance of attendance and membership numbers

**6:55 November meeting evaluation report**

**7:00 Senior Minister items** (see written report; opportunity for clarification)

**7:15 Governance Committee**

- Institutionalizing our use of Choice Points for decision making
- Proposal for increasing inclusion in leadership

**8:15 Break**

**8:20 Planning for January 9 working session**

- Finalize topic
- Logistics – place and assignments

**8:40 Finance Committee Report**

**8:45 Items from the President**

**9:00 Adjournment**

# First Universalist Church of Minneapolis

## Board of Trustees Meeting

### Minutes

November 19, 2015

#### **I. Attendance.**

Trustees Present: Dave Bach, Marion Bauer, Jill Braithwaite, Eric Cooperstein, Cindy Marsh, Dick Niemiec, Richard Spratt, Karin Wille.

Trustee Absent: Christina Nicholson

Staff Present: Rev. Jen Crow

The meeting convened at 6:35 with the call to order and chalice lighting.

The Trustees discussed, as reading and spiritual reflection, “Kindness,” by Naomi Shihab Nye.

#### **II. Consent Agenda – moved and approved.**

- Approval of minutes from October meeting
- Acceptance of attendance and membership numbers
- Acceptance of updated monitoring schedule
- Acceptance of Jack Gaede Congregational Sponsorship

#### **III. Board Reflection Survey**

Board discussed the brief surveys that have been sent to Trustees after Board meetings. We agreed they are marginally helpful and will continue to do them.

#### **IV. Items from the Senior Minister**

Rev. Crow discussed the funding for a new pulpit which is badly needed. A committee led by Rev. MacKenzie has worked over the past year to choose a design and contractor. AUW has agreed to fund part of the project as AUW’s annual gift to the church. \$10,000 remains to be raised. The Board approved allowing the ministers to go forward with off-budget fundraising to secure the necessary funds.

The Trustees discussed how the Choice Points racial-justice lens might have been applied to the decision-making process regarding this project, which in turn led to a discussion of the staff’s use of Choice Points (reported below).

#### **V. Staff Implementation of Choice Points.**

The staff has been introduced to Choice Points model of viewing decision-making through a racial justice lens and will be introducing the model this year, with goal of being

fully implemented in the 2016-17 church year. Staff will not be expected to apply the Choice Points to every decision made by staff this year but rather work with it in certain decisions, much as the Board of Trustees has begun to do.

The Board requested that the Ministers report back to the Board in March regarding the staff's efforts to use the Choice Points model in decision-making and that the ministers will work with Faithful Action Leadership Council and the Racial Justice Leadership Team to use the Choice Points model and report back in March regarding that work.

## **VI. 2015-16 Board Goals**

The Board approved the following goals:

1. Continue leading on racial justice, using the groundwork established through the passage of the Racial Justice resolution; specifically we will:
  - ‘ Continue educating ourselves about race, racism, and whiteness.
  - ‘ Consistently apply the *Race Forward* Choice Points model to achieve inclusion and equity as we identify opportunities and make decisions.
2. Create, review, and revise policies to ensure they reflect our racial justice work and commitment.
3. Review the current and future financial needs, strategic goals, and aspirations of First Universalist Church and develop a financial and strategic plan to address them, incorporating congregant input.
4. Work with Nominating Committee and through our own efforts to increase equity and inclusion among leaders in our senior leadership roles: Board of Trustees, Foundation Board, and Nominating Committee (e.g., increase diversity based on age, gender, tenure with church, race, point of view, and other demographics).
5. Continue Board linkage with the congregation through meaningful opportunities to listen closely to needs and aspirations.
6. Implement the shared leadership model and best practices developed by the Board and Senior Minister Team in order to build a trusting and effective partnership; periodically evaluate our progress in implementing these practices. Complete analysis on Board operations (use of committees, meeting times, selection of officers, and so on) and implement needed improvements.

## **VII. Increasing Inclusion in Leadership**

The Trustees discussed how to go about broadening the volunteer leadership of the church, applying a racial justice lens to our existing practices. Amongst the ideas discussed were reexamining job descriptions, evaluating the function of term limits, reviewing the size of the board, revisiting how committees are populated, and reviewing the bylaws.

The Governance Committee will look at the job description, bylaws provisions regarding board membership, board meeting times, pledging (5% aspirational), Board culture in the context of questions 3 and 4 of the Choice Points and report back to the Board.

### **VIII. Finance Committee Report**

Dick Neimiec reported on meeting with Kurt Hochfeld from MAP. We have stronger financial systems in place which will continue to strengthen further. Kurt recommends we move forward with dashboard. He also saw no need for a formal, paid review of Church accounting practices this year. Instead, he suggests the dollars be used to continue to strengthen systems and processes.

A motion from the Finance not to have a financial review this year was approved unanimously.

The First Quarter financials were reviewed in detail by the Finance Committee; we appear to be tracking well against budget projections.

### **IX. Governance Committee Report**

Richard Spratt, Chair, reported. The Committee practiced the Choice Points model around the annual congregational survey. The survey is based on the visionary goals which were drafted before the church started its racial justice work, so the survey does not adequately address racial justice issues. The Committee also discussed making the survey shorter next year. The Board gave the committee the go ahead to shorten the survey and revise as needed to address the racial justice issues.

### **X. Items from the President**

The Trustees discussed possible agendas for a half-day retreat in January.

The meeting adjourned at 9:23 p.m.

# November Attendance

	2015			2014		
	9:30	11:15		9:30	11:15	
<b>Adults</b>						
1st week	274	322	596	296	335	631
2nd week	372	350	722	253	288	541
3rd week	206	310	310	273	290	563
4th week	244	266	510	254	294	548
5th week	228	253	481	228	*0	228
Monthly Total	1324	1501	2619	1304	1207	2511
<b>Average for November</b>	265	300	524	261	302	502
<b>RE</b>						
1st week	227	176	403			
2nd week	224	180	404			
3rd week	204	181	385			
4th week	221	166	387			
5th week	25	14	39			
Monthly Total	901	717	1618			
<b>Average for November</b>	180	143	324			
<b>Combined Average</b>	445	443	848			

\*5th week was multi-gen service.

\* No data recorded for service.

**First Universalist Church  
NOVEMBER 2015 Statistical Report  
December 17, 2015**

**MEMORIAL SERVICES: 0**

Fran Addington, Nov. 15 – Rev. Jen Crow  
Colleen McCann, Nov. 21 – Rev. Justin Schroeder

**MARRIAGES/SERVICES OF COMMITMENT: 0**

**MEMBERS FOR APPROVAL: 12**

Ron and Laura Sue Schlatter, Minneapolis  
Janell Hill, Golden Valley  
Jennifer Gasperini, Minneapolis  
Colleen M. Boyer, Minneapolis  
Kara Skahen, Richfield  
Natalie and Nik Sell, Minneapolis  
Tasha Hegna, Minneapolis  
Travis Bell and Alex Fernandez, St. Paul  
Ingrid Young, Minneapolis

**MEMBERS REINSTATED:**

**MEMBERS FOR REMOVAL: 6**

Colleen McCann, deceased – Oct. 10  
Fran Addington, deceased – Nov. 1  
Shirley Olson, deceased – Nov. 7  
Caroline Mills, deceased – Oct. 26  
John Peschken, deceased  
Michael Holt, asked to be removed

**CHILDREN DEDICATED: 0**

	To Date	End of Year Totals			
MEMBERS (Fiscal Year)	2015-2016	2014-2015	2013-2014	2012-2013	2011-2012
<b>TOTAL MEMBERS:</b>	<b>933</b>	<b>920</b>	<b>921</b>	<b>1030</b>	<b>953</b>

**TOTAL MEMBERS AS OF THE LAST MEETING: 927**

**To be added: 12**

**To be removed : 6**

**TOTAL MEMBERS: 933**



## **Sr. Minister Report, December, 2015**

Opening Reading: "Hauling Out Stones" by Nancy Shaffer

Once, he said an odd thing: Forgiving begins with someone sitting near.  
Later he said, It isn't for the one who did the hurting.

It's the other one who needs it.  
One day, without warning, He wept. I sat close.

He told an old hurt  
in half-sentences and single words  
like stones he was coming upon, new; like tree limbs, broken,  
which he needed both arms for hauling aside.

A half-dozen times that summer we sat,  
He weeping, hauling out stones, gathering limbs;  
I near.

The stones got smaller,  
his sentences longer.

He said, It's the crying part I couldn't do by myself.  
And later he said, I feel cleaned out.  
A wan (juan) smile. Still later, he said, I think I've done it.  
Made a kind of peace, he meant.

**Reflection questions:** What's in the way? What spiritual debris, stones or broken tree limbs are in the way?

What old wounds, what addiction, secret, or silence prevents something new from taking root in our lives?

What's in the way? What it's the way of connecting you to the great source of love that holds us all?

Who might sit with you and support you as you do the hard work of clearing out the path of your life? OR - who has helped you clear out the path of your life?

### **Stewardship/Development Update:**

**Thank You Calls:** Thanks to nearly 35 church volunteers, we are well on our way to calling and thanking every member of the congregation for their contributions to the church (financial and otherwise). These calls have been invigorating, both for the callers, and for those receiving the calls. It's provided a

chance for us to close the loop with congregants, to remind them of what their gifts help us accomplish (no RE fees, racial justice work, hosting Families Moving Forward), to say “thank you,” and to invite any feedback that they have about the church. **NOTE:** The Pledge Team is calling all of the top donors of the church, thanking them for their gifts, and letting them know that we’re not holding a “Top Donor” event this year as we’ve done in the past. Instead of ‘Top Donor’ event, we’ll decided those resources to making Pledge Day a huge celebration and party at the church, as we celebrate our ministry, and the power of our collective impact. **ADDITIONAL NOTE:** Planned Giving Team members are making thank you calls to Heritage Circle members, to thank them for their contributions, but also to thank them for their Planned Gift.

**End of Year Letter:** For the first time <ever?!> we sent out an end of year letter to all of the pledging members and friends of the church, asking them to consider the church in their end of year giving, and inviting folks to come meet with me if they want to talk about First Universalist and our ministry.

**Auction/Great Gathering:** The Auction/Great Gathering Team met with Glen Flabadoe, from Flabadoe Auctions, and we’ve just signed a contract to work with them. They will help us plan and run our event, which is set for the evening of April 23rd. They feel our target of \$40,000 is realistic. In the words of one of the team members, “It’s a no brainer to move forward with the professional auctioneer and we all appreciated Glen’s expertize and candor tonight.” We’ll be doing “fund a need” this year, and tickets will cost \$40.

### **UU Community Solar Garden Update:**

The UU Community Solar Garden (CSG) Project is progressing at an exciting pace at First Universalist, and at each of the other participating UU churches (First Unitarian Society, Unity Unitarian St. Paul, and Minnesota Valley UU). The churches have targeted 500-1,000 potential subscribers among the participating UU churches.

Xcel Energy has finally begun to approve the developer solar garden applications, allowing for the start of subscription drives and construction planning. Minnesota Community Solar, our recommended developer with whom First Universalist has signed a Community Partner Agreement, has completed training of our UU volunteers on their subscriber system enabling us to begin our subscription marketing campaigns. Because of differences in timing and resources, each of the participating UU churches are conducting their own subscriber marketing programs to fill the gardens.

At First Universalist, the Environmental Justice Solar Team is anticipating a large demand for subscriptions and some garden capacity limitations due to delays in getting Xcel Energy approvals, and the year-end 2016 expiration of the favorable 30 percent

federal investment tax credit for garden financiers. For these reasons, and to ensure maximum participation, we've accelerated the timing of our church-wide campaign kickoff to January 10<sup>th</sup>. On that day, after the second service, we'll have a meeting in the sanctuary with J. Drake Hamilton of Fresh Energy, a nationally recognized expert on renewable energy, as our guest speaker. This week we've moved ahead with early sign up opportunities for First Universalist congregants having previously indicated an interest in CSG participation. We'll also be reserving space in the garden for the church as a subscriber to reduce church electricity costs. And, we're starting to plan for a low-income/targeted marketing outreach effort in January, and an optional Environmental Justice training scholarship program-using subscriber rebates (estimated at \$200/subscriber or \$30,000) during 2016.

The Environmental Justice Solar Team is very excited about offering this program to our congregation and hoping for a large number of participants. Please contact Stan Sattinger or me if you have questions, and thank you so much for your support on this renewable energy project to fight climate change.

Bill Elwood  
[Elwood39@gmail.com](mailto:Elwood39@gmail.com)  
 Stan Sattinger  
[sattinss@aol.com](mailto:sattinss@aol.com)

### **Racial Justice Update:**

\*We'll be offering a final 24 hr Racial Justice Training with Dr. Heather Hackman on Feb 6, 20, and April 9th, from 4-8pm, at the church. I hope that Board members will personally invite other congregants to consider attending this training. Congregants can apply here: <http://firstuniversalistchurch.org/racial-justice-learning-opportunities/>

\*In 2016, we'll be inviting other churches and people of faith to attend our Racial Justice Workshops and learning opportunities, as a way to build relationships, invite others into this journey, and deepen our community connections.

### **Resource Development Committee Update:**

The following financial information was shared with the Resource Development Committee on their December 16th meeting:

#### **1) What's our total mortgage? How much do we pay each year in principal and interest?**

Total Mortgage: \$611,981.29, Total Principal Annually: \$20,500, Total Interest Annually: \$31,000

Line of credit: \$163, 228. Total Principal Annually: \$17,600. Total Interest Annually: \$8,400

*Total Mortgages (mortgage and line of credit): \$775,209.*

*Total Annual Principal (mortgage and line of credit): \$38,100. Total Annual Interest (mortgage and line of credit): \$37,500*

## **2) How much is in the Cummins Fund?**

\$175,000 (\$500,000 would fund a full time intern every year)

## **3) When have we had a funded capital budget?**

In 2012-2013. (For Quickbooks implementation, North Entrance cement work, Speakers, as well as a few other things.)

In 2015-2016 (railing on balcony, new surface for parking lot, new computers; funded - from line of credit)

## **4) What is the amount we have reserves?**

Currently we have a surplus of approximately \$10,000 in reserves. That number does not include the current contingency plan and future debt balances currently in place. Altogether we have \$333,000 in reserves accessible in an emergency. Please note that balance includes the Sunrise Reserve Savings Account which funds our capital needs. Since all of those projects are not restricted that cash account goes towards our reserve balance. If we exclude that cash account our reserve balance is reduced to \$152,600.

The Legacy Fund has a balance of \$722,000 and the Foundation has a balance of \$1,555,000.

If we had \$700,000 in reserves, we'd have approximately six months of expenses built up

## **5) What is the total amount anticipated in building repairs over the next five years? (Based on Building audit done in November, 2014; details available if needed)**

Deferred costs for 2015: \$250,000

Anticipated Costs for 2016: \$40,000  
Anticipated Costs for 2017: \$83,000  
Anticipated Costs for 2018: \$15,000  
Anticipated Costs for 2019: \$11,000

*Total: \$399,000*

**Public Witness:**

This past Sunday, I was honored to stand with my Minneapolis clergy colleagues and put this message/ad in the Star Tribune: "Given recent events, we are compelled to stand up and speak out to support our Muslim brothers and sisters. We condemn violence perpetrated in the name of religion. No faith tradition, including Islam, condones injury toward others, except as distorted by extremists. We choose to be in solidarity with our Muslim friends, and call you, as well, to compassion and peace for all."

## Downtown Minneapolis Senior Clergy

The Rev. Dr. Carla J. Bailey  
Senior Minister  
Plymouth Congregational Church

Fr. John Bauer  
Rector  
The Basilica of Saint Mary

Rev. Phil Boelter  
Vicar  
Gethsemane Episcopal Church

Rev. Dr. David Breeden  
Senior Minister  
First Unitarian Society of  
Minneapolis

Rev. Dr. Dan Collison  
Senior Pastor  
First Covenant Church

Imam Makram Nu'Man El-Amin  
Masjid An-Nur (Mosque of the Light)

Imam Dr. Hamdy El-Sawaf  
Islamic Community Center  
of Minnesota  
Masjid Al-Iman (Mosque of Faith)

The Rev. Dr. Timothy Hart-Andersen  
Senior Pastor  
Westminster Presbyterian Church

Rev. Patrick Kennedy  
Saint Olaf Catholic Church

Fr. Dale Korog  
Pastor  
Church of the Ascension

The Very Rev. Paul Lebens-Englund  
Dean  
Saint Mark's Episcopal Cathedral

Pastor Peter Nycklemoe  
Senior Pastor  
Central Lutheran Church

Rev. Michael J. O'Connell, Ret.

Rev. Laurie Pound-Feille  
Senior Pastor  
First Christian Church  
(Disciples of Christ)

Rev. Justin Schroeder  
Senior Minister  
First Universalist Church  
of Minneapolis

Rev. Judith K. Zabel  
Senior Pastor  
Hennepin Avenue United  
Methodist Church

Rabbi Marcia A. Zimmerman  
Alvin & June Perlman  
Senior Rabbinic Chair  
Temple Israel

# A Call for Compassion

**As senior leaders of faith communities in Minneapolis, we abhor and condemn violence perpetrated in the name of religion. No faith tradition, including Islam, condones hatred and injury toward others, except as distorted by extremists.**

The recent terror visited upon fellow citizens is no excuse for the increasing unchecked animosity and demeaning rhetoric directed toward Muslims in our country. Freedom to exercise one's religion without intimidation and respect for the dignity of each individual are the bedrock of American democracy. Those rights are inalienable, yet they are under attack today.

**We are compelled to stand up and speak out. For decades we and our predecessors in our faith communities have met monthly to share a meal and conversation. We have become friends.**

Our theological differences are real, yet they are not cause for distrust or disrespect. On the contrary, by building relationships with one another we have developed deep esteem for the various traditions we represent. People of differing faith traditions and goodwill can live together in harmony.

Our Muslim friends report they have been subject to harassment in recent days. Their children are frightened and tell of increased bullying at school. Muslim-owned businesses have been vandalized. Their families and communities fear being in public places.

Much of the current vitriol comes from anxiety about the unknown and fear of the other. Targeting groups is not the answer. Our various religious traditions teach that it is precisely in the stranger that we find our common humanity. We all long for justice and peace in our communities.

**Interfaith dialogue is the antidote to religious violence.**

In this season, when our homes and streets and sanctuaries are filling with light in the growing winter darkness, let us commit ourselves anew to love one another. Let us not succumb to the temptation to vilify others or denigrate them because they do not believe as we do. Let us learn to listen and to reach out to those outside our own circle. **The future vitality and safety of our communities depend on being able to see ourselves in the other.**



*2015 Thanksgiving Day Interfaith Worship, Westminster Presbyterian Church, Minneapolis (Photo by Tom Northensold)*



## Using Choice Points to Advance Equity

1. **Identify a Choice Point:** What is one of your points of opportunity to make or influence a decision that may affect equitable outcomes?
2. **Assess Impacts:** What are the impacts of current decisions and actions that may be unintentionally reinforcing bias, barriers or inequities?
3. **Generate Options:** What are some alternative action options that could produce different outcomes? (Try to generate several of them.)
4. **Decide Action:** Which option will generate the most leverage, momentum or gain towards advancing equity and inclusion?
5. **Change Habits:** What reminders or “equity primes” can be structured into you routine practices and protocols to make equity an ongoing priority and habit? What relationships, supports, incentives or accountability measures could help?

First Universalist  
Board of Trustees  
Guiding Principles for Practice

*The master's tools will never dismantle the master's house.*

*Audre Lorde*

**BOT Guiding Principles:**

As the Governance Committee strives to promote racial justice and inclusion, it is imperative to examine the areas where institutional practices and policies may act as barriers:

**Planning:** what to change and prioritize in programs/workplans?

**Budgeting:** what items to prioritize, add or cut?

**Personnel:** who to hire, retain, promote, or develop as leaders?

**Policy Development:** what to propose or modify?

**Practices:** routine/habits to continue, change, or cut?

The BOT has made a decision to be guided by the Choice Points decision-making process. Choice Points is a **best practice** decision-making process, which strives to promote equity and inclusion.

Using Choice Points to advance racial justice requires examining **all** decision making:

1. Where are the decision-making points that affect outcomes?
2. What decisions/actions may be reinforcing the status quo, implicit bias and current inequities?
3. What alternative action options could produce different outcomes?
4. Which action will best advance equity and inclusion?
5. What reminders, supports and accountability systems can be structured into routine practices to keep equity as a high priority?

The Choice Points process can and should be applied in all decision making (Worship, Faith Formation, Supportive Community, Faithful Action, and Resources and Capacity) from hiring, contracting with vendors, to worship and capital campaign planning. The GC recommends that the Board Level agenda, (topics and issues),



strategic plan, and visionary goals, be determined by the Choice Points process.

### **Choice Points in Governance:**

The Governance Committee recommends the Choice Points process be utilized as the decision making process for all board actions. Current by-laws (ratified in 2012) do not have any restrictions or requirements in regards to the “decision-making” process used by the BOT.

### **Nominating Committee:**

The use of the Choice Points decision-making process will not impact the structure of the Nominating Committee. The current by-laws do not outline a specific process for choosing members to serve. As a faith community committed to racial justice, the Governance Committee recommends that the Nominating Committee recruit persons to serve the church from the pool of people who have:

- Completed the 24 hour racial justice training; or
- Completed a 4 hour training; or
- Serve on RJLT or Faithful Action committees; or
- People of Color in the church.

To date, approximately 130 people have participated in RJ training and another 100 have participated in the 4 hour training. Recruiting from these pools of members will help the BOT to institutionalize racial justice into its structure.

Members who have not participated in racial justice training may still potentially be nominated. In this case, the congregant will be advised to complete the four hour training before the Annual Meeting.

Section V, item “c” states:

*Nominations may be made from the floor provided that the consent of the nominee has been obtained.*

In this situation, the member can be strongly encouraged to attend RJ training as soon as possible.

**First Universalist Church of Minneapolis**  
**Board and Board Committee Goals for 2015-16**  
**Adopted 19 November 2015**

**Board of Trustees Goals:**

- 1) Continue leading on racial justice, using the groundwork established through the passage of the Racial Justice resolution; specifically we will:
  - Continue educating ourselves about race, racism, and whiteness.
  - Consistently apply the *Race Forward* Choice Points model to achieve inclusion and equity as we identify opportunities and make decisions.
- 2) Create, review, and revise policies to ensure they reflect our racial justice work and commitment.
- 3) Review the current and future financial needs, strategic goals, and aspirations of First Universalist Church and develop a financial and strategic plan to address them, incorporating congregant input.
- 4) Work with Nominating Committee and through our own efforts to increase equity and inclusion among leaders in our senior leadership roles: Board of Trustees, Foundation Board, and Nominating Committee (e.g., increase diversity based on age, gender, tenure with church, race, point of view, and other demographics).
- 5) Continue Board linkage with the congregation through meaningful opportunities to listen closely to needs and aspirations.
- 6) Implement the shared leadership model and best practices developed by the Board and Senior Minister Team in order to build a trusting and effective partnership; periodically evaluate our progress in implementing these practices. Complete analysis on Board operations (use of committees, meeting times, selection of officers, and so on) and implement needed improvements.

First Universalist Church  
Racial Justice Resolution  
Approved by the Congregation at the  
May 31, 2015 Annual Meeting of the Members

Whereas:

- We are witnesses to a crisis in our nation regarding systemic racism and oppression in education, employment, government and our justice system;
- Systemic racism has been highlighted in the news media because of the pervasive mistreatment, including recurring killings, of African Americans and other people of color by law enforcement officers in communities throughout the nation;
- We are guided by the following definitions: Racial Justice is the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all; a Racial Justice Lens focuses on ways in which race, racism, and whiteness shapes experiences with institutional and cultural power, access to opportunity, treatment and outcomes, both today and historically;
- The impacts of systemic racism are fundamentally at odds with our Unitarian Universalist beliefs, and confronting racial inequity and oppression is essential for our humanity and spiritual life;
- First Universalist Church has made a commitment to Racial Justice through intensive education and training of our congregation on the historical and current impacts of systemic racism and white privilege on society and the environment;
- We have created a Racial Justice Leadership Team and a Faithful Action Leadership Team to provide guidance for our Racial Justice work;
- First Universalist Church has undergone an extensive Racial Justice mapping process to define the most strategic areas for change, within our church structure, that will have the most impact on eliminating structural racism within our church;
- We have made a commitment to looking at our worship services, religious education curricula, board meetings, committees, and all our programming with a Racial Justice Lens; and
- Members of our congregation and clergy are standing next to our brothers and sisters in public protests, on social media, and in our communities to support efforts to address racial injustice;

Therefore, be it resolved that:

First Universalist Church of Minneapolis publicly declares its commitment to:

- Continuing the fight for Racial Justice through ongoing changes to the processes of the church, education, advocacy, self-reflection, and relationship-building; and
- Addressing structural racism and whiteness in First Universalist Church through intentional efforts in every area of our ministry and work.