

# First Universalist Church Board of Trustees

January 21, 2016

## Board Packet

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Date: January 14, 2016  
To: First Universalist Board of Trustees  
From: Cindy Marsh, President  
Re: January 21, 2016 Meeting

We are seeing an exciting start to the new year – new small groups and circles are forming, racial justice training and workshops continuing, the Solar Gardens project launching, and important work underway with the Faithful Action Leadership Council and Racial Justice Leadership Team (among many other important initiatives). I'm energized by our own fast start at our January 9 Board working session!

#### *January Meeting Focus*

At our working session we heard an exciting and bold vision outlining the next steps towards the achievement of our mission and visionary goals, leading to a Comprehensive Campaign. We agreed with Unity Consulting's recommendation that we refresh our visionary goals with input from the congregation prior to launching a comprehensive campaign; at our January meeting we will start to plan a process to do so. Another item is planning for the "State of the Church" meeting on February 7. We will also hear more about Planned Giving from guest Velma Wagner (pre-read is on Website). Rev. Justin and Rev. Jen will present high level assumptions about the Pledge Drive and 2016-17 budget.

#### *Updates*

Positively, our guidance to the Nominating Committee about steps to increase inclusion and to recruit from congregants aligned with our racial justice ministry was well received by Chair, Pam Vincent. Staff has prepared a summary of congregants (and contact information) who have participated in the 24 hour and four hour training sessions to aid the Committee.

The Faithful Action Leadership Council (FALC) is in the process of evaluating and selecting our first round of Community Partnerships, which will be announced in March. FALC Chair Joan Naymark is chartering a team to focus and organize our advocacy efforts. The Environmental Justice group has launched the Solar Garden initiative; subscriptions will generate dollars for First Universalist social justice work.

Relative to the finance committee attachments please concentrate on the minutes, Jen's financial report, the draft budget assumptions and investment performance. The divestment and policies & procedures attachments are for background at this point. Recommendations will be made in the future.

Eric, Dave, Karin, and I, along with Justin and Jen, will attend the Trustee Day at Unity Unitarian St. Paul on January 16. We expect to bring back some useful knowledge and best practices.

Link to Planned Giving: <http://firstuniversalistchurch.org/heritage-circle/>

I hope the new year is off to a good start for you. See you on the 17<sup>th</sup>.

**First Universalist Church of Minneapolis  
Board of Trustees Meeting  
January 21, 2016  
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/Reflection question

**6:50 Consent Agenda**

- Approval of minutes from December 17 meeting
- Acceptance of attendance and membership numbers
- December meeting evaluation report
- Acceptance of Andrea Johnson Congregational Sponsorship

**7:00 Planned Giving Presentation – Velma Wagner**

**7:15 Senior Minister and President update items** (see written reports; opportunity for clarification)

**7:25 Follow-up from Jan 9 Working Session**

- Process to Refine Visionary Goals with congregation
- Next steps with Comprehensive Campaign
- Plans for “State of the Church Meeting” – Feb 7

**8:15 Break**

**8:20 Budget and Pledge Preliminary Assumptions**

**8:40 Finance Committee Report**

**8:50 Governance Report**

- Monitoring Schedule: Treatment of staff: salary ranges tied to market and job descriptions, compensation and benefits; Long term comp and benefits

**9:00 Adjournment**

## First Universalist Church of Minneapolis

### Board of Trustees Meeting

#### Minutes

December 17, 2015

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

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

Trustee Absent: Richard Spratt

Staff Present: Rev. Jen Crow, Rev. Justin Schroeder

The meeting convened at 6:31 with the call to order and chalice lighting.

The Trustees discussed, as reading and spiritual reflection, “Hauling Out Stones” by Nancy Shaffer.

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

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

#### **III. November Meeting Evaluation Report**

Eric Cooperstein reported on the most recent board evaluation survey, which showed mostly positive reviews of board meetings by the trustees.

#### **IV. Senior Minister Report**

Rev. Schroeder reported on current developments in the church, including the success of the efforts to place thank-you calls to most of the membership, hiring a professional firm to assist with the church auction, and the progress of the solar garden project.

#### **V. Governance Committee Report**

Lark Weller led a discussion of the governance committee’s work on how to go about putting a priority on inclusion in the selection of members to serve on the Board and other committees. The Board considered a policy proposal from the Governance Committee regarding the Choice Points decision-making model.

The Board reaffirmed the Choice Points process will be utilized as the decision making process for all board actions.

A motion to adopt the governance committee recommendation was moved and seconded. After discussion, the Board amended the motion and approved the following language:

As a faith community committed to racial justice, and as a first-step as the Board continues its ongoing work to review church structure and organization through a racial justice lens, the Board of Trustees directs the Nominating Committee in 2016 to recruit persons to apply 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 recruited or nominated. In this case, the congregant will be advised to complete the four-hour training before the Annual Meeting.

The motion passed with seven members in favor and 1 abstention. Chair Marsh will communicate with the chair of the nominating committee regarding the adoption of the policy and how the work should be communicated to and carried out by the Nominating Committee as a whole.

David Leppik, through the governance committee, asked for the Board’s affirmation that the current visionary goals should be the focus of the annual congregational survey. The Board agreed that the survey should proceed on that basis.

## **VI. Finance Committee Report**

Rev. Crow reported that income and expenses are mostly on budget for the year.

## **VII. Planning for January 9 working session**

Strategic planning and goal-setting will be the topic.

President Marsh reported on the Resource Planning Development Committee. The members of the committee needed more groundwork on the vision for the capital campaign and the timeline before moving to selecting a consultant. As a result, the focus of the Board’s January 9, 2016 retreat will likely be the possible vision for a capital campaign so that the development committee can continue its work.

## **VIII. Items from the President**

President Marsh reported that the executive committee met and discussed whether to have a state of the church meeting this February. Although the executive committee recommended not having the meeting, President Marsh discussed additional feedback she

received from congregants regarding the desire to have the meeting. The Board agreed to go ahead with a state of the church meeting on Feb. 7.

The meeting adjourned at 8:55 p.m.



+ Create Survey

Upgrade to get meaningful results: View all your responses and get powerful analysis. View Pricing ->

# BOT - Board Covenant Survey 4 (...)

Summary Design Survey Collect Responses Analyze Results

## CURRENT VIEW

+ FILTER + COMPARE + SHOW

### No rules applied

Rules allow you to FILTER, COMPARE and SHOW results to see trends and patterns. [Learn more](#)

## SAVED VIEWS (1)

Original View (No rules applied)

+ Save as...

## EXPORTS

## SHARED DATA

### No shared data

Sharing allows you to share your survey results with others. You can share all data, a saved view, or a single question summary. [Learn more](#)

Share All

RESPONDENTS: 10 of 10

Export All Share All

Question Summaries Data Trends Individual Responses

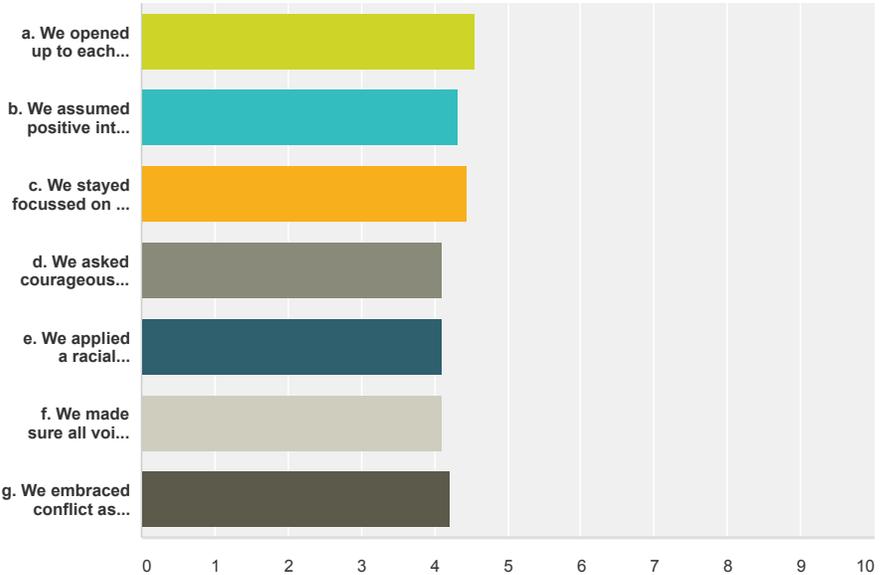
PAGE 1: 1st U Board of Trustees - Board Covenant Survey 4 (Dec. 2015 meeting)

Q1

Customize Export

Please rate each of the following items according to how well you think we practiced this goal at the last board meeting:

Answered: 9 Skipped: 1



	Not at all (OR we clearly failed to practice this)		Neutral / Did not come up this month		We practiced this goal	Total	Weighted Average
▼ a. We opened up to each other with trust	0.00% 0	0.00% 0	11.11% 1	22.22% 2	66.67% 6	9	4.56
▼ b. We assumed positive intent even when conflict arose	0.00% 0	0.00% 0	22.22% 2	22.22% 2	55.56% 5	9	4.33
▼ c. We stayed focussed on the entire meeting	0.00% 0	0.00% 0	11.11% 1	33.33% 3	55.56% 5	9	4.44

▼ d. We asked courageous questions	0.00% 0	11.11% 1	11.11% 1	33.33% 3	44.44% 4	9	4.11
▼ e. We applied a racial justice lens	0.00% 0	0.00% 0	22.22% 2	44.44% 4	33.33% 3	9	4.11
▼ f. We made sure all voices were heard before we came to a conclusion	0.00% 0	0.00% 0	11.11% 1	66.67% 6	22.22% 2	9	4.11
▼ g. We embraced conflict as normal when dealing with complex issues	0.00% 0	0.00% 0	11.11% 1	55.56% 5	33.33% 3	9	4.22

Q2

Export

## Feel free to comment on any of your answers above.

Answered: 3 Skipped: 7

Responses (3)

Text Analysis

My Categories

**PRO FEATURE**

Use text analysis to search and categorize responses; see frequently-used words and phrases. To use Text Analysis, upgrade to a GOLD or PLATINUM plan.

Upgrade

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Categorize as...

Filter by Category

Search responses



Showing 3 responses

Tough meeting but excellent discussion.

1/4/2016 9:38 PM [View respondent's answers](#)

No comment. Did not attend the meeting.

12/18/2015 10:49 AM [View respondent's answers](#)

One of the best Board meetings we've had all year. We were focused, made some important decisions and ended on time. Very positive experience. Felt good and like we had accomplished some things.

12/18/2015 10:28 AM [View respondent's answers](#)

## December Attendance

	2015			2014		
	9:30	11:15		9:30	11:15	
<b>Adults</b>						
1st week	249	328	577	281	324	605
2nd week	352	384	736	325	419	744
3rd week	244	0*	244	214	186	400
4th week			167*			193*
5th week						
Christmas Eve			189*			682*
Monthly Total	845	712	1557	820	929	1749
<b>Average for December</b>	282	356	519	273	310	583
<b>RE</b>						
1st week	204	168	372	195	175	370
2nd week	184	159	343	187	176	363
3rd week	25	16	41	176	181	357
4th week	11	0	11	172	167	339
5th week						
Monthly Total	424	343	767	730	699	1429
<b>Average for December</b>	106	114	192	183	175	357
<b>Combined Average</b>	388	470	711	228	242	470

Notes: \*One service the 4th week. No data was collected for the 11:15 service the third week. Attendance from those services and Christmas Eve not included in totals and averages.

RE: Third and fourth week of December were multigenerational services.

**First Universalist Church  
DECEMBER 2015 Statistical Report  
JANUARY 21, 2015**

**MEMORIAL SERVICES: 2**

December 5 – Shirley Olson – Rev. Jennifer Crow

December 13 – Caroline Mills – Rev. Elaine Aron Tenbrink

**MARRIAGES/SERVICES OF COMMITMENT: 0****MEMBERS FOR APPROVAL: 5**

Kate Grussing and Mike Paton, St. Louis Park

Karen Kingsley, Minneapolis

Judy Spencer-Reichwald, Minneapolis

Liz Erickson, Minneapolis

**MEMBERS REINSTATED:****MEMBERS FOR REMOVAL:**

Megan Hall – attending Unity...closer to home

Bob Albrecht – attending Unity, remaining as “friend of First U”

**CHILDREN DEDICATED: 0**

	<b>To Date</b>	<b>End of Year Totals</b>			
<b>MEMBERS</b>	<b>2015-2016</b>	<b>2014-2015</b>	<b>2013-2014</b>	<b>2012-2013</b>	<b>2011-2012</b>
(Fiscal Year)	25	58	46	110	76
<b>TOTAL MEMBERS:</b>	<b>935</b>	<b>920</b>	<b>921</b>	<b>1030</b>	<b>953</b>

**TOTAL MEMBERS AS OF THE LAST MEETING: 933**

**To be added: 5**

**To be removed : 2**

**TOTAL MEMBERS: 936**

## Statement of Congregational Sponsorship

One of the requirements for Fellowship as a Unitarian Universalist minister is sponsorship by a Unitarian Universalist (UU) congregation. The purpose of this requirement is to ensure familiarity on the part of our UU ministers with UU congregational life, and encourage congregations to take a responsible role in the recruitment, preparation and assessment of our future ministers.

Sponsorship of a Candidate indicates confidence in the person's potential and suitability for UU ministry. The Ministerial Fellowship Committee and the UUA Ministry and Professional Leadership Staff Group will regard congregational sponsorship as evidence that the person seeking fellowship is actively committed to Unitarian Universalism and the institutions which uphold our faith tradition.

In most instances, sponsorship of a Candidate will be determined by the congregation or its representative body, and not by congregational vote.

**With the above in mind, we, the First Universalist Church of Minneapolis are pleased to sponsor Andrea Johnson as a Candidate for fellowship in the UU ministry.**

**Signed,**

Cynthia E. Marsh

President, First Universalist Church of Minneapolis

**Please Print:** Andrea Johnson

Name of Congregation: First Universalist Church of Minneapolis

Address of Congregation: 3400 Dupont Ave South, Minneapolis MN 55408

Please return to the Ministerial Credentialing Office:  
[mcoordinator@uua.org](mailto:mcoordinator@uua.org)

# **Statement of Congregational Sponsorship**

Unitarian Universalist Association  
24 Farnsworth Street  
Boston MA 02210-1409

**Andrea Johnson**

**Ministry Candidate Statement**

Prepared for First Universalist Church

January 17, 2016

I am pursuing my MDiv at United Theological Seminary and I expect to graduate in 2018. I have been a member of First Universalist Church since 2001 and have been involved in teaching Religious Education, facilitating small groups, supporting Rev. Jen Crow on the Pastoral Care team, attending the Racial Justice trainings and marching at Black Lives Matter events.

I felt my call to ministry during the Senior Minister Search Committee that selected Justin Schroeder. I so thoroughly enjoyed learning about theology, listening to ministers' sermons and discerning my own theological beliefs that in 2010 I audited a class at United Theological Seminary and then enrolled as a degree seeking student in 2012. I recently finished my internship as a Hospital Chaplain at Abbott Northwestern Hospital. I worked on the Spine and Orthopedics floor but covered the entire hospital when I was on call. I was an enthusiastic learner during my internship and had many sacred conversations, presided over bedside services where families were mourning the death of loved ones and learned how to be truly present with my patients.

I thrive in a collaborative setting where I have colleagues to work with and can implement programs as part of a team. I envision my future ministry encompassing some or all of the following:

- Ministry in a Parish or Denominational setting focusing on Membership and Small Group Ministry, Adult Education, Pastoral Care and Racial Justice.
- Social Justice Work in the community – working for a Religious or Secular Non-Profit such as Habitat for Humanity, ISAIAH, SURJ, Joint Religious Legislative Coalition etc.,
- Contract chaplaincy work perhaps in a Hospice setting.

My faith is grounded in my belief in a loving God who calls me to love and care for creation and my neighbor. God did not reveal laws but rather inscribed within us, like a spiritual DNA, the yearning and means to live lives in the reality of the oneness of which we are a part. We must do our best to take care of each other and creation, and to ensure a fair and just world for all. We can follow the ethical teachings of Jesus and other great spiritual teachers who help us learn to love God and our neighbor as our self. The circumstances and events of life make it difficult to be mindful and intentional about our lives. Spiritual practice can help to bring us into regular contact with God, heal our brokenness and to become our best selves. Spiritual practices invite us to pay attention and to be awake to the present moment; to listen deeply to the rhythms of our lives and pay attention to God's presence.

I choose to live out my faith and values in the context of a Unitarian Universalist church community; a community that calls me to my best self. A place where we can practice our faith together and encounter God in real human community. At First Universalist Church we say that we sometimes need to be the ocean that holds up another person and sometimes we need the ocean to sustain us. At church I can show up with my whole self. I can learn that I am always enough and alone I am never enough. My church community asks me to answer the question where is love calling me next.

## **Sr. Minister Report, Jan, 2016**

**Opening Reading/Reflection:** “A Prayer for Those Who Pray and Those Who Don’t” by Susan Manker-Seale

For those who pray and those who don’t,

For those who believe there is some ultimate power that listens and can affect the world,  
And, for those who believe that it is only through the power and love of our own hearts that we  
make a difference,

We pray to ourselves, to each other, to God, Goddess, Spirit, the Great Mystery of the Universe  
that is beyond our understanding as well as our naming,

Within each of our hearts is a yearning, a yearning for something better for ourselves, for each  
other, for the world.

That is our prayer.

Beyond the personal prayers of our hearts, we share the collective prayers of humanity, prayers  
for love and justice, mercy and solace, respect, compassion, and peace. Universal prayers  
manifest in the values we cherish.

Prayer is the seed, the guide, the vision, the direction. But our hands must to build a better  
world and our feet must walk the paths that lead to a universal, loving, respectful human  
community. Let us pray, and then, let us begin the work, once again.

**Reflection:** What is your prayer/hope/intention in this new year? If we were to pray for you,  
what would you have us pray for?

### **Updates:**

Mosaic Makers Conferences:

First Universalist has been invited to the Mosaic Makers Conference at Unity Church Unity, Aug  
26-28, 2016. I’d like to send a delegation of staff, Board Members, Racial Justice Team  
Leaders, and others. Please let me know if you’d like to attend. More information at the end of  
this report.

**Strategic Workplan:** As a reminder, here's the Strategic Workplan we're using as a staff, grounded in the 2012-2017 Strategic Plan.

Additional, please note the comments in *italics*, which comprise updates on achievement toward our Visionary Goals.

### Staff Workplan - 2015-2016

The 2015-2016 church year is a year of great potential. We are entering the fourth year of our five year strategic plan. Though we will not accomplish everything we set out to do when the plan was created in 2012, we have taken great strides toward our goals. We have restructured staff positions to allow staff to fully utilize their greatest gifts in their areas of strength. We are beginning to apply a racial justice/racial equity lens to all that we do, and we are implementing a Faithful Action Leadership Council, which promises to transform the way that we do our Faithful Action ministry. Worship, Circles, Religious Education, Public Witness, Pastoral Care Team, Congregational Care, and so much more, all remain central components of what we do and we are sustaining and in many cases building on them, in 2015-2016.

However, in 2015-2016, we are focusing our attention on “resources and infrastructure,” implementing systems that allow us to be more effective in our ministry, building out the church’s development and stewardship capacity, and ensuring that staff have the training and skills they need to succeed and thrive in their new roles. I believe that we’ve been in a season of “consolidation” for the past two years, working on implementing solid systems, structures, and processes.

We are still in that season of “consolidation,” but now we are creating systems and support structures that allow us to dream again and prepare for another period of growth. We are strong and stable as we move into 2015-2016, ready to build on the strengths of last year - the elimination of Religious Education Fees, spiritual growth and deepening in our Circles and Wellspring Groups, a Racial Justice Resolution, and a strong sense of “shared ministry” between staff, lay-leaders, and Board members. Our programming is strong and our vision is clear. Our focus this year is on systems, resources, and infrastructure.

Below, in each of the five highlighted area, we’ve identified key goals, tied to key elements of the Strategic Plan, for 2015-2016. We’ve also noted areas and objectives that are no longer a priority. Finally, I want to note that there are many staff goals, initiatives, and efforts that are happening this year, that are not mentioned in the workplan. The workplan is a high-level overview of the year.

### **Worship**

In 2015-2016, we will continue to offer outstanding worship, Sunday after Sunday, that involves congregants of all ages - as speakers, musicians, chalice lighters, and designers. Worship is the heartbeat of what we do, and we continue to craft services that inspire, challenge, and heal.

*We continue to craft worship services with a variety of musical and artistic expressions, such as Ghost Revival, Guante, the violinist and percussionist from the January 3rd service, etc.*

...we will invite the People of Color Circle to help lead a worship service to elevate the group's visibility and highlight this important dimension of our Racial Justice work.

*On November 8th, the People of Color Group led a beautiful worship service, lifting up a variety of voices, and sharing important and challenging messages about what it's like to be a person of color in this congregation and in the world.*

...in partnership with congregants and staff, explore the possibility of adding a third worship service in the fall of 2016.

*Rev. Ruth MacKenzie and Dr. Jerrod Wendland are offering a contemporary, reflective worship service multiple times during the year, in recognition of the turning of the seasons. The first service, held on Sunday evening, was at the end of October. The next will be at the end of January. Congregant feedback has been extremely positive.*

We are not currently working on livestreaming or any additional worship resources beyond what we are already offering.

## **Faith Formation**

We will continue to offer classes, Circles, retreats, Daytime Connections, faith formation opportunities and more, to congregants of all ages.

*The fall and winter programming guides have offered a variety of Circles, Groups, and social opportunities for our church member. When church members fully embrace this faith and its practices, they are reporting that their lives are "disrupted" (in a good way), as they are changed and transformed! One church member said, "Church activities should come with the warning label, 'Warning: Participation May Disrupt Your Life!'"*

We will continue to invest in our Coming of Age program, as this program grows youth leaders, adult leaders, and spiritually grounded Unitarian Universalists. Under the leadership of Rev. Ruth MacKenzie, our Coming of Age graduates will land in a variety of ministry areas - as worship associates, as musicians, and spoken word artists.

*This has been a year of deep investment, as we're working to create a strong and stable adult advisory team for our Coming of Age youth. We've had youth as Worship Associates, and youth as RE support folks on Sunday mornings.*

We will rewrite and pilot our Neighboring Faiths curriculum with an eye to race, racism, and whiteness.

*Emma Stout has re-written this curriculum and it is being implemented.*

In 2015-2016, we will offer two 24-hour trainings with Heather Hackman, as well as a variety of other classes, Circles, videos, and book discussions, related to our faith and racial justice.

*Currently, we have 42 members and friends signed up for the final training with Heather Hackman. We also have multiple opportunities each month for church members and friends to deepen their racial justice learning, whether through book discussion, movie viewing, or Circles. Many of these learning opportunities are outlined here: <http://firstuniversalistchurch.org/racial-justice-learning-opportunities/>*

We will actively invite members, elders, and lay leaders to participate in RE classes and Children's Chapels, and we will actively develop various leaders by offering Wellspring Circles for them.

*Rev. Elaine Aron Tenbrink and Rev. Jen Crow are leading Wellspring Groups; Lauren Wyeth works with parents and others to help lead Children's Chapel. Lauren the RE team frequently reaches out to adults in the congregation to engage with our children and youth in a variety of ways.*

In October, we will hold our first ever multigenerational Sabbath Sunday, a day of rest, renewal, faith formation, worship and play.

*We held this "Sabbath Sunday" on the nicest possible day in October, and attendance for the whole afternoon was a little low. We've debriefed this event, focusing on the clear "wins" we achieved (powerful multi-generational worship, importance of eating together, joy of singing together), and getting clear that some of the other parts of Sabbath Sunday could be changed or eliminated entirely.*

Additionally, in 2015-2016, we will experiment with new content for our Small Groups, piloting a "Soul Matters" group.

*Rev. Elaine Aron Tenbrink is piloting this program.*

### **Supportive Community**

We will look to partner with local UU congregations on one or two big events this year, whether public witness or programming events.

*In November, Minnesota UU Social Justice Alliance, First Unitarian Society, Unity Church Unitarian, and Edina Community Lutheran Church, all helped sponsor the visit of Debby Irving, author of **White Like Me**. Nearly 200 people attended this event, and a smaller discussion for with Debby for those who had read the book.*

We will develop a “robust communication plan.” This is underway, already evidenced in the weekly Liberal, order of service, and our Social Media. The website will also be redone, so that navigation is intuitive, and next steps are easy to take for guests, visitors, and church members as they connect with us via the website.

*Much of this plan is already implemented, as seen in the new format for the Weekly Liberal, the coordinated communication between various programs/groups and our Communications Manager, and the professionalization and branding of communication that the church uses. Our Communications Manager has created a comprehensive plan for the website update, but she is only 30 hrs a week, and has not had the time necessary to implement these changes.*

While creating a formal “leadership development” track is not a goal for this coming year, leadership development continues to happen in Religious Education, Pastoral Care, Faithful Action Leadership Council, Circles, Wellspring, and countless other areas of church life. For example, in our Religious Education program, we are intentionally cultivating, coaching, and empowering lay leadership, as Lauren gets out of the “middle person” role and helps her lay leaders take charge. In addition, staff members are leading Circles to help lay leaders grow in their ministries, and to grow as spiritual leaders.

*Jen, Elaine, Justin, and Lauren have all led Circles, and are leading some sort of Circle for this winter/spring semester, as well. As a result of this, and the outstanding work that Elaine is doing, we have dozens of leaders and facilitators emerging from these various circles - leaders who are spiritually grounded, deliberate in their decision making, and able to hold the best interests of the church in mind. Our Daytime Connections program, with support from Elaine, continues to be a place where leaders are grown and cultivated. Additionally, our Faithful Action Leadership Circle is a place where a new generation of leaders is emerging, as well.*

*Development Work (with consultant Liz Loeb) has helped create a growing pool of “Development Leaders,” folks who are engaging other congregants in “thank you” calls, asks, and conversations about the mission and ministry of the church. The Pledge and Planned Giving Team have both played key roles in reaching out to congregants to thank them for their gifts and to hear their feedback.*

New this year, the Pastoral Care Team will be present for Sunday morning support, available to folks in the congregation, and the Congregational Care Team continues to find ways to provide real life services to members in times of transition and crisis.

*Thanks to the work of Jen Crow and the Care Team, Pastoral Care Team members are present and available to church members after each service on Sunday.*

We will re-examine our definition of membership and our membership practices, including the ways we invite members into deeper engagement and leadership in the

congregation, so that by the end of the church year, we will have a draft document of learnings and proposed next steps.

*Ginny McAninch and Rev. Elaine Aron Tenbrink are co-chairing this team, and they have mapped out a two year process to engage members (both new and long term) to discover what the key elements of belonging, membership, and engagement are. In addition, they are seeking to understand new ways we might conceive of membership.*

## **Faithful Action**

In the summer of 2015, we will...

...launch (we did launch!) our first ever Racial Justice Jam Camps led by youth for youth.  
(Lauren)

*This camp was well attended and deeply meaningful for participants. Participants shared some of their work with the Congregation in an exhibit in the Social Hall this past fall.*

...host Families Moving Forward for two or three weeks in 2015-2016, giving hundreds of congregants, of all ages, a chance to act on their faith.

*We hosted Families Moving Forward this past fall, and will host Families Moving Forward for two weeks this spring (the weeks of May 22 and May 29.) Hundreds of Congregants were involved last fall, and we anticipate hundreds being involved again. We are planning to offer a special 4 hour training, led by our racial justice trainers, for all of those volunteering for FMF.*

...create a multi-generational Holiday Giving Team to build on the successes of the House that Love Built campaign, as we support the work of Beacon Interfaith Housing Collaborative

*This team had four on it, long time members and new members. As of this writing, we are closing in on goal of raising \$70,000 for Beacon.*

...launch the Faithful Action Leadership Council, creating a high visibility of this Council. We'll hold a Faithful Action Fair in the fall to highlight the new Council, how we do our Faith in Action work (through partnerships, and with a Racial Justice lens), and roll out a formal application process for organizations to become official church partners (the partnerships will be grounded in key racial equity requirements.)

*The FALC has done outstanding work this year, and in the next month will review our first round of Partnership Applications, with announcements slated for early March. Additionally, we're creating an Advocacy Working Group of FALC, which is striving to create multiple ways for congregants to engage in advocacy work, whether it's around a living wage, affordable housing, or something else.*

...continue to integrate the Environmental Justice and Racial Justice perspectives whenever possible.

*I am meeting regularly with the Environmental Justice Team, and this is a frequent topic of conversation, particularly as it relates to Climate Change, reducing our carbon footprint, and making sure that clean energy solutions (as well as clean energy jobs) are available to people of color.*

*First Universalist is becoming known in the community for our Faithful Action Work, whether it's because our Holiday Giving, Pictures from a Hiroshima Schoolyard, our work with Habitat, our Racial Justice Commitment, or something else.*

*We're also recognized in the community for our choir - they performed at The Events at the Guthrie in November.*

*Finally, the Church is regularly in the news:*

#### ***Rev. Justin Schroeder Interviewed on WCCO Radio***



*On Sunday, Sept. 13, Rev. Justin Schroeder, along with Pastor Stephen Cornils from Mount Olivet, chatted with WCCO radio host Jearlyn Steele about what churches are doing to stay relevant and how they're welcoming more people into their communities.*

[\*Listen to the interview here.\*](#) *(Episode may no longer be posted.)*

Habitat for Humanity, Sr. Pastor Build: <http://www.swcbulletin.com/news/3875641-home-team-pastors-pitch-habitat-build-cottage-grove>

## First Universalist Featured on Ch. 23's "Our Issues Twin Cities"



Rev. Justin was interviewed by Our Issues Twin Cities host Rana Kamal.

In December, First Universalist was recognized on a Twin Cities television program for the racial justice work being done by our community.

Rev. Justin Schroeder, Senior Minister at First Universalist, and Ben Miles, member of the [Racial Justice Leadership Team](#), appeared on a segment of "Our Issues Twin Cities" that aired on The CW-23 in December. The segment covers police brutality, the recent emergence of the Black Lives Matter movement - "one of the most powerful civil rights movements since the 1960s" - and highlights First Universalist as one of several predominantly white communities in the Twin Cities that is putting racial justice at the center of its mission and responding to the call from Black Lives Matter to stand in solidarity.

The CW-23 program is available to [watch online via YouTube](#). Look for Rev. Justin Schroeder and Ben Miles starting around the 15:30 mark.

### Resources and Infrastructure

We will...

...build up and support the staff team, integrating new staff members, and living into a successful restructure of the team, as staff move into new roles. We will ensure that new staff

roles, especially the Executive Minister role, are successful, as the Executive Minister serves a key role as a “one person bridge” between the Program Team and the Operation Team.

*This restructure has allowed both Jen and I to play to our gifts, and we are pleased with the stability and strength of this staff team. Information is flowing between the staff and the Board in a way that allows all of us to do our jobs, and “row together” in the same direction. Jen, in her Executive Minister, has bridged many areas of church life, and we are seeing the fruit of that work.*

...review and re-imagine employee benefits so we meet legal and ethical standards, with an eye toward being an outstanding place to work.

*This review is underway.*

....create a Master Communication plan, and begin to work on the development of the church’s brand, including templates, logos, and updates to the website. In addition, we will put effective communication systems in place for collecting information for the Weekly Liberal, order of service, website, and more, in ways that are both congregant and staff friendly.

*This plan is in place and is being executed.*

...create a comprehensive stewardship and development plan, including plans for a capital/comprehensive campaign, and provide leadership for its implementation.

*Thanks to the work with Liz Loeb, our Development Consultant, we have unsilo-ed the church’s developments efforts and are well on our way to creating a new culture of giving, appreciation, and recognition. Further, in partnership with the Board, we are ready to move forward with a comprehensive stewardship campaign.*

...work with MAP, Finance Committee and the staff to move to a modified cash basis of accounting; implement previous recommendations from MAP.

*Happening.*

...work to create a multi-year budget.

*In process.*

...create a plan to manage and anticipate ongoing capital improvements needs.

*In process and part of the reason to launch a comprehensive stewardship campaign.*

...begin development of “Dashboard” to track key church metrics.

*Not happening yet.*

...ensure that the transition to having a full time tenant is successful, and doesn't negatively impact our Religious Education program.

*We have made this as successful as possible, but the impacts on our RE programming is huge. Additionally, we under-estimated the number of additional custodial hours that we'd need.*

...ensure that the entire staff is working on one shared platform (Google Apps), and is utilizing the tools available to share information, workplans, important communication, and more, in the most effective manner.

*This has happened. Additionally, we are working to bring more congregants on to ACS (our church database).*

...update our technology, including moving to a higher speed internet provider, phone services, and AV equipment in the classrooms.

*Everything except updated AV Equipment in the classrooms has happened.*

## The MidAmerica Region Mosaic Makers Conference

August 26 – 28, 2016

Unity Church - Unitarian, St Paul, Minnesota

### YOU ARE INVITED – SAVE THE DATE!

The MidAmerica Region (MA) would like to invite a leadership team from your congregation to participate in the first MA Mosaic Makers Conference. Modeled after the highly successful Unitarian Universalist Association’s National Mosaic Makers Conference, the MA Mosaic Makers Conference is an opportunity for congregational leaders in the MidAmerica Region to come together to learn, share, network, and plan how their congregations can move closer to becoming multicultural congregations.

### What is a Mosaic Makers Conference?

- Leadership congregations sharing their learning with other congregations on the multicultural journey
- Participants comprised of leadership delegations from invited congregation because this is shared ministry/shared leadership and a “leadership job”
- A focus on the four pillars of a multicultural congregation: multicultural worship, leadership and intercultural competency, a congregational culture that welcomes and includes, and justice ministries as solidarity
- The Unitarian Universalist Association sharing best practices
- An ongoing learning community comprised of other Mosaic congregations
- Additional resources and support

### Participants

MidAmerica Region staff, in consultation with UUA national staff, has selected your congregation to participate in this important regional conference because of your prior actions, current commitments, and future potential as a leadership congregation in the work of multicultural ministries and social movement building in the MidAmerica Region. Unlike the National Mosaic Makers Conference, which is for leadership congregations at a high level of multicultural engagement, this regional conference is especially designed for congregations in the early to middle stages of their multicultural journey.

If you accept this invitation, we ask that you create a strong leadership delegation to participate in the conference. Recommended participants include minister(s), religious educator, music director, representatives of the board, social justice chair, and other key leaders.

### DATES AND LOCATION

The conference runs from 6:00 pm Friday, August 26, 2016 to Noon on Sunday, August 28, 2016 and is being held at Unity Church – Unitarian, in St Paul, MN.

## FACULTY AND STAFF

The faculty and staff for the conference includes:

- Taquiena Boston, Director of UUA Multicultural Growth and Witness
- Janice Marie Johnson, UUA Multicultural Ministries and Leadership Director
- Annette Marquis, UUA LGBTQ and Multicultural Programs Director
- The Rev. Lisa Presley, MidAmerica Congregational Life Consultant
- the Revs. Janne Eller-Isaacs, Rob Eller-Isaacs, and Lisa Friedman, Unity Church – Unitarian (and their staff)
- Participating congregations

## SCHEDULE (SUBJECT TO CHANGE)

### FRIDAY

6:00 pm – 7:00 pm	Welcome reception and light dinner
7:00 pm – 7:45 pm	Opening worship
7:45 pm – 8:00 pm	Welcome and introductions
8:00 pm – 9:00 pm	The four pillars of a multicultural congregation

### SATURDAY

8:30 am – 9:00 am	Breakfast
9:00 am – Noon	Building multicultural leadership and intercultural competency
Noon to 1:00 pm	Lunch
1:00 pm – 5:00 pm	Designing multicultural worship, changing congregational culture, and engaging in justice ministries
5:00 -	Dinner on your own
	Evening event (to be announced)

### SUNDAY

9:00 am – 9:45 am	Bringing Mosaic Makers home: reaching the multicultural tipping point in your congregation
10:00 am – 11:00 am	Unity Church Unitarian worship
11:15 am - 12:30	Developing a Mosaic network in MidAmerica

## Intercultural Developmental Inventory (IDI)

Before attending the conference, participants are encouraged to complete the Intercultural Developmental Inventory. The Intercultural Development Inventory (IDI) assesses intercultural competence—the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. The Intercultural Development Inventory is a 50-item online questionnaire that can be completed in 15–20 minutes. Cost: \$18 per team member, which we hope will

be subsidized (see Cost below). Individuals can also request individual IDI interpretation sessions for an additional \$35.

### Cost

We are applying for a grant from the Unitarian Universalist Funding Program to cover all or part of the cost of conference materials, lodging, IDI, and meals for participants. If this is not funded, participating congregations will be asked to contribute a registration fee of approximately \$100 per participant. Staffing and other costs are supported by the Unitarian Universalist Association, the MidAmerica Region of the UUA, and Unity Church – Unitarian.

### Lodging

We are making arrangements to obtain a group rate at a local hotel, and we are approaching area congregations to see if they can provide home hospitality at a reasonable, or no, cost. If funding comes through, accommodation will be covered by grant funding, on a double room occupancy basis.

### Commitment and Questions

Please notify Lisa Presley, Congregational Life Consultant, MidAmerica Region, [lpresley@uua.org](mailto:lpresley@uua.org), as soon as possible, to accept this invitation, or for additional questions.

Especially as a new racial justice movement is advancing in this country, we hope you will join the effort to build a strong network of multicultural congregations in MidAmerica.

**First Universalist Church – Finance Committee Minutes  
Thursday, January 14, 2016  
Cummins Room**

Attendance: Present – Eric Cooperstein, Christina Nicholson, Dick Niemiec, Karin Wille, Rev. Jen Crow

Absent – Nate Ahlberg,

Dick Niemiec convened the meeting at 6:05 pm.

The committee approved the November 12, 2015 minutes.

Jen presented her financial report for November 30 and the accompanying financial statements. Income and expenses are netting each other out with both income and expenses running about \$15,000 under budget. Pledges are about \$10,000 under budget but that is probably due to the timing of year-end contributions. Other variances are generally explained by the seasonality of expenses and related income. A full quarterly analysis will be available in February.

Jen presented a draft of the 2016-7 budget assumptions that includes no major new initiatives. The major drivers of income are retaining the tenant income of \$80,000, increasing pledges by \$80,000 and increasing fundraising by \$10,000.

Expense increases under consideration are raising the minimum hourly rate for all regular adult employees to \$15, increasing MidAmerica and UUA dues again, slight increases to racial justice expenses, complete elimination of RE fees, and increases in compensation and benefits.

Jen will present a preliminary budget to the finance committee and the board in March with final consideration in April.

Jen and the committee reviewed the timing of the congregational budget meetings. Past practice has been to hold the first meeting seven weeks before the annual meeting. The committee felt the congregation would have sufficient time to consider the budget with a five-week time frame. Based on review of the GPH and bylaws the committee will ask the board at the next meeting to make the change.

Jen and the committee discussed ways to finance the anticipated comprehensive (capital) campaign through loans, reserves or the operating budget. The committee asked Jen to consult with Kurt Hochfeld of MAP about best practices and report back to the committee and the board.

The committee reviewed the meeting with Ross Levin of Accredited Investors on December 2. Investment performance for the reserve account, the legacy account and the Foundation (attached) was slightly behind the benchmarks but overall the committee was satisfied with the performance of Accredited.

A recap of the discussion with Ross on ESG investing (Environmental, Social and Corporate Governance) is attached. Both Breckinridge Capital Advisors and Aperio Group could fulfill the divestment goals of the Church. (descriptions attached) Before bringing recommendations to the board Dick will consult with the Foundation since their assets will be needed to meet investment minimums, Eric will talk to the Faithful Action Leadership Council and Dick will ask Nate to further review investment minimums and other logistics.

Jen presented her work on staff fiscal policies and procedures. The committee was pleased to know more about the internal controls and felt they complement the board's oversight through the monitoring schedule. Dick asked the committee to further review the policies and procedures and give feedback to Jen. Based on this synchronization Jen will recommend timing changes to the monitoring schedule.

The meeting adjourned at 7:20 pm.

Submitted by Dick Niemiec, committee chair

**Monthly Financial Report – November, 2015**  
**Rev. Jen Crow, Executive Minister**  
**December 16, 2015**

**Summary**

Overall, we continue to track as expected in both income and expenses, with our income exceeding our expenses by roughly \$18,000. No major unanticipated expenses or income occurred this month.

**Income**

Our income is tracking roughly \$15,000 behind budget. Pledges are tracking roughly \$10,000 under budget, but it is typical for pledge payments to increase in December as members maximize their tax benefit for the calendar year. Fundraising for both YCE and our Youth Trips has significantly exceeded what was budgeted, and the entirety of the current Fundraising income line comes from these two items. Expenses for YCE and our Youth Trips exactly match these income items for no net effect on our operating budget.

**Expenses**

Our expenses are tracking roughly \$15,000 under budget. Salary and benefits are tracking roughly \$20,000 under budget. You may note that Program Expenses appear to be tracking high. Some of this is to be expected, as the majority of program supplies are purchased at the beginning of each church year. We also budgeted \$10,000 for Youth Trips, but have spent \$19,000 on Youth Trips - this increased expense is offset by increased income in the Fundraising line. Miscellaneous Program Expenses also appear to be tracking high, with current expenses of \$20,700 when only \$12,500 had been budgeted. Again, this increased expense comes from YCE travel expenses, and is offset entirely by increased income in the Fundraising line.

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Detail**  
**Fund: 1. General Operating; Departments: Administration,Adult**  
**Ministries,CYFM,Communications,Denominational**  
**Connections,FIA,Facilities,Fundraising,Membership,Ministers,Pastoral Care,Worship**  
**July to November 2015**

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
<b>Revenues</b>			
<b>Pledges</b>			
1-4000-111 - Unrestricted Pledge Donations	\$447,853.59	\$481,250.00	\$1,155,000.00
1-4015-111 - Prior Year Pledge Recovery	\$0.00	\$0.00	\$0.00
1-4017-111 - Future Year Temp Rest	\$0.00	\$0.00	\$0.00
1-4019-111 - Current Year Releases FY14-15	\$0.00	\$0.00	\$0.00
1-4020-111 - Unpaid - Current Year	\$0.00	(\$24,062.50)	(\$57,750.00)
1-4022-111 - Unpaid - Prior Year	\$0.00	\$0.00	\$0.00
1-4025-111 - Est Unpaid Pledge Releases	\$0.00	\$0.00	\$0.00
<b>Total Pledges</b>	<b>\$447,853.59</b>	<b>\$457,187.50</b>	<b>\$1,097,250.00</b>
<b>Contributions Unrestricted</b>			
1-4110-103 - Unrestricted Dtns - CYFM	\$310.00	\$0.00	\$0.00
1-4110-111 - Unrestricted Dtns - Fundr	\$30,077.35	\$20,833.35	\$50,000.00
1-4113-108 - Hospitality Dtns - Mbrshp	\$259.29	\$208.35	\$500.00
1-4120-111 - Memorials Designated - Fundr	\$315.00	\$0.00	\$0.00
1-4140-111 - Offrg Plate for Church - Fundr	\$11,495.53	\$15,000.00	\$36,000.00
<b>Total Contributions Unrestricted</b>	<b>\$42,457.17</b>	<b>\$36,041.70</b>	<b>\$86,500.00</b>
<b>Contributions Temp Restricted</b>			
1-4220-105 - Offering Plate for Community - FIA	\$0.00	\$0.00	\$0.00
1-4291-101 - Cummins Contr Temp Restr	\$0.00	\$0.00	\$0.00
<b>Total Contributions Temp Restricted</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Contrib Released from Restr</b>			
1-4310-102 - Misc Contr Releases - Worship	\$0.00	\$0.00	\$0.00
1-4310-105 - Misc Contr Releases - FIA	\$0.00	\$0.00	\$0.00
1-4310-111 - Misc Contr Releases - Fundr	\$0.00	\$0.00	\$0.00
1-4320-105 - Offg Plate for Comm Release - FIA	\$0.00	\$0.00	\$0.00
1-4320-107 - Offrg Plate for Comm Rel - Past Car	\$0.00	\$0.00	\$0.00
1-4320-109 - Offrg Plate for Comm Rel - Den	\$0.00	\$0.00	\$0.00
1-4380-111 - Contr Rel from Rest - Fundr	\$0.00	\$0.00	\$0.00
<b>Total Contrib Released from Restr</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Fundraisers</b>			
1-4510-111 - Large Fundraiser - Fundr	\$0.00	\$0.00	\$0.00
1-4540-111 - Misc Fundraisers - Fundr	\$0.00	\$14,583.35	\$35,000.00
1-4550-105 - YCE - FIA	\$20,728.65	\$4,583.35	\$11,000.00
1-4560-103 - Youth Trips - CYFM	\$19,216.66	\$4,166.65	\$10,000.00
1-4580-105 - Greater Good Proj (EOY) - FIA	\$0.00	\$29,166.65	\$70,000.00
1-4590-105 - Racial Justice - FIA	\$0.00	\$0.00	\$0.00

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Detail**  
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**Ministries,CYFM,Communications,Denominational**  
**Connections,FIA,Facilities,Fundraising,Membership,Ministers,Pastoral Care,Worship**  
**July to November 2015**

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
<b>Total Fundraisers</b>	\$39,945.31	\$52,500.00	\$126,000.00
<b>Program Fees</b>			
1-4601-103 - RE Basic - CYFM	\$0.00	\$0.00	\$0.00
1-4602-103 - 7th Grade - CYFM	\$980.00	\$208.35	\$500.00
1-4603-103 - 8th Grade - CYFM	\$0.00	\$416.65	\$1,000.00
1-4604-103 - COA - CYFM	\$3,300.00	\$1,041.65	\$2,500.00
1-4605-103 - RE Grade 10 11 12	\$2,325.00	\$208.35	\$500.00
1-4609-103 - Summer - CYFM	\$0.00	\$0.00	\$0.00
1-4610-103 - 5th Grade OWL - CYFM	\$0.00	\$416.65	\$1,000.00
1-4620-103 - Chalice Camp - CYFM	\$5,040.00	\$2,750.00	\$6,600.00
1-4650-104 - Adult Ed Fees - AE	\$0.00	\$0.00	\$0.00
<b>Total Program Fees</b>	<u>\$11,645.00</u>	<u>\$5,041.65</u>	<u>\$12,100.00</u>
<b>Dividends &amp; Interest</b>			
1-4801-112 - Unrestricted Div & Int - Admin	\$2,043.11	\$4,166.65	\$10,000.00
1-4805-112 - Don Carter Fund Div & Int - Admin	\$242.20	\$0.00	\$0.00
1-4809-112 - Legacy Fund Div & Int - Admin	\$0.00	\$0.00	\$0.00
<b>Total Dividends &amp; Interest</b>	<u>\$2,285.31</u>	<u>\$4,166.65</u>	<u>\$10,000.00</u>
<b>Rental Income</b>			
1-4711-113 - Room Rentals - Fac	\$31,001.80	\$35,833.35	\$86,000.00
1-4712-113 - Weight Watchers - Fac	\$1,700.00	\$2,000.00	\$4,800.00
1-4713-113 - Shir Tikvah - Fac	\$0.00	\$1,666.65	\$4,000.00
1-4714-113 - 12 Step Groups - Fac	\$0.00	\$208.35	\$500.00
1-4770-113 - Antennae Lease - Fac	\$5,475.17	\$5,060.00	\$12,144.00
1-4781-113 - Weddings & Commitments - Fac	\$200.00	\$416.65	\$1,000.00
<b>Total Rental Income</b>	<u>\$38,376.97</u>	<u>\$45,185.00</u>	<u>\$108,444.00</u>
<b>Realized Gains &amp; Losses</b>			
1-4840-111 - Realized Gains/Losses - Fundr	(\$291.65)	\$0.00	\$0.00
<b>Total Realized Gains &amp; Losses</b>	<u>(\$291.65)</u>	<u>\$0.00</u>	<u>\$0.00</u>
<b>Unrealized Gains &amp; Losses</b>			
1-4852-111 - Unrlzd Gain/Loss Oper A/C - Fundr	\$605.63	\$0.00	\$0.00
<b>Total Unrealized Gains &amp; Losses</b>	<u>\$605.63</u>	<u>\$0.00</u>	<u>\$0.00</u>
<b>Other Income</b>			
1-4951-103 - Miscellaneous - CYFM	\$0.00	\$0.00	\$0.00
1-4951-104 - Miscellaneous - AE	\$616.43	\$0.00	\$0.00
1-4951-105 - Miscellaneous - FIA	\$1,773.95	\$0.00	\$0.00
1-4951-108 - Miscellaneous - Mbrshp	\$0.00	\$0.00	\$0.00
1-4951-111 - Miscellaneous - Fundr	\$0.00	\$1,388.90	\$3,333.33

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Detail**  
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**Ministries,CYFM,Communications,Denominational**  
**Connections,FIA,Facilities,Fundraising,Membership,Ministers,Pastoral Care,Worship**  
**July to November 2015**

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
1-4951-112 - Other - Admin	\$18.00	\$0.00	\$0.00
1-4951-113 - Miscellaneous - Fac	\$0.00	\$0.00	\$0.00
<b>Total Other Income</b>	<u>\$2,408.38</u>	<u>\$1,388.90</u>	<u>\$3,333.33</u>
<b>Total Revenues</b>	<u>\$585,285.71</u>	<u>\$601,511.40</u>	<u>\$1,443,627.33</u>

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Detail**  
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**Connections,FIA,Facilities,Fundraising,Membership,Ministers,Pastoral Care,Worship**  
**July to November 2015**

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
<b>Expenses</b>			
<b>Salaries &amp; Wages</b>			
1-5001-101 - Salaries - Ministers	\$63,358.00	\$63,230.40	\$151,753.00
1-5001-102 - Salaries - Worship	\$16,200.35	\$18,926.65	\$45,424.00
1-5001-103 - Salaries - CYFM	\$39,361.45	\$43,058.35	\$103,340.00
1-5001-104 - Salaries - AE	\$24,319.18	\$24,670.00	\$59,208.00
1-5001-105 - Salaries - FIA	\$0.00	\$0.00	\$0.00
1-5001-108 - Salaries - Mbrshp	\$9,012.59	\$9,116.65	\$21,880.00
1-5001-110 - Salaries - Comm	\$12,746.35	\$16,183.35	\$38,840.00
1-5001-112 - Salaries - Admin	\$56,683.75	\$57,000.00	\$136,800.00
1-5001-113 - Salaries - Fac	\$31,368.85	\$32,929.60	\$79,031.00
1-5003-101 - Salaries - Senior Minister	\$45,500.00	\$48,980.85	\$117,554.00
<b>Total Salaries &amp; Wages</b>	<b>\$298,550.52</b>	<b>\$314,095.85</b>	<b>\$753,830.00</b>
<b>Payroll Taxes</b>			
1-5015-101 - FICA - Ministers	\$2,461.78	\$0.00	\$0.00
1-5015-102 - FICA - Worship	\$1,349.35	\$1,393.75	\$3,345.00
1-5015-103 - FICA - CYFM	\$2,948.07	\$3,294.15	\$7,906.00
1-5015-104 - FICA - AE	\$350.62	\$0.00	\$0.00
1-5015-105 - FICA - FIA	\$0.00	\$0.00	\$0.00
1-5015-108 - FICA - Mbrshp	\$689.44	\$697.50	\$1,674.00
1-5015-110 - FICA - Comm	\$935.12	\$1,237.90	\$2,971.00
1-5015-112 - FICA - Admin	\$6,409.59	\$4,360.40	\$10,465.00
1-5015-113 - FICA - Fac	\$304.54	\$2,519.15	\$6,046.00
<b>Total Payroll Taxes</b>	<b>\$15,448.51</b>	<b>\$13,502.85</b>	<b>\$32,407.00</b>
<b>Employee Benefits</b>			
<b>Medical Insurance</b>			
1-5021-101 - Medical Insurance - Ministers	\$5,034.85	\$5,332.50	\$12,798.00
1-5021-102 - Medical Insurance - Worship	\$1,438.10	\$1,641.65	\$3,940.00
1-5021-103 - Medical Insurance - CYFM	\$3,212.60	\$3,373.35	\$8,096.00
1-5021-104 - Medical Insurance - AE	\$2,235.53	\$2,794.60	\$6,707.00
1-5021-105 - Medical Insurance - FIA	\$0.00	\$0.00	\$0.00
1-5021-108 - Medical Insurance - Mbrshp	\$779.50	\$1,241.65	\$2,980.00
1-5021-110 - Medical Insurance - Comm	\$1,569.33	\$1,750.00	\$4,200.00
1-5021-112 - Medical Insurance - Admin	\$7,743.55	\$8,168.75	\$19,605.00
1-5021-113 - Medical Insurance - Fac	\$6,821.45	\$7,454.60	\$17,891.00
<b>Total Medical Insurance</b>	<b>\$28,834.91</b>	<b>\$31,757.10</b>	<b>\$76,217.00</b>
<b>LTD</b>			

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Detail**  
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**Ministries,CYFM,Communications,Denominational**  
**Connections,FIA,Facilities,Fundraising,Membership,Ministers,Pastoral Care,Worship**  
**July to November 2015**

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
1-5022-101 - LTD - Ministers	\$0.00	\$218.75	\$525.00
1-5022-104 - LTD - AE	\$218.75	\$218.75	\$525.00
<b>Total LTD</b>	<b>\$218.75</b>	<b>\$437.50</b>	<b>\$1,050.00</b>
<b>Life</b>			
1-5026-101 - Life - Ministers	\$547.84	\$797.90	\$1,915.00
1-5026-104 - Life Insurance - AE	\$193.00	\$192.90	\$463.00
<b>Total Life</b>	<b>\$740.84</b>	<b>\$990.80</b>	<b>\$2,378.00</b>
<b>401K</b>			
1-5028-101 - 401K - Ministers	\$10,133.23	\$10,423.75	\$25,017.00
1-5028-103 - 401K - CYFM	\$2,500.00	\$2,500.00	\$6,000.00
1-5028-104 - 401K - AE	\$2,291.65	\$2,291.65	\$5,500.00
1-5028-105 - 401K - FIA	\$0.00	\$0.00	\$0.00
1-5028-108 - 401K - Mbrshp	\$863.16	\$845.00	\$2,028.00
1-5028-110 - 401K - Comm	\$0.00	\$0.00	\$0.00
1-5028-112 - 401K - Admin	\$4,790.00	\$5,050.00	\$12,120.00
1-5028-113 - 401K - Fac	\$2,798.63	\$2,772.90	\$6,655.00
<b>Total 401K</b>	<b>\$23,376.67</b>	<b>\$23,883.30</b>	<b>\$57,320.00</b>
<b>Total Employee Benefits</b>	<b>\$53,171.17</b>	<b>\$57,068.70</b>	<b>\$136,965.00</b>
<b>Professional Expenses</b>			
1-5031-101 - Prof Exp - Executive Minister (Jen)	\$2,659.56	\$2,500.00	\$6,000.00
1-5031-102 - Prof Exp - Worship	\$350.18	\$375.00	\$900.00
1-5031-103 - Prof Exp - CYFM	\$1,519.80	\$729.15	\$1,750.00
1-5031-104 - Prof Exp - AE	\$1,722.80	\$1,666.65	\$4,000.00
1-5031-110 - Prof Exp - Communication	\$0.00	\$0.00	\$0.00
1-5031-112 - Prof Exp - Admin	\$6.00	\$625.00	\$1,500.00
1-5031-113 - Prof Exp - Fac	\$0.00	\$208.35	\$500.00
1-5032-101 - Prof Exp - Minister of Worship Arts	\$1,377.49	\$1,183.35	\$2,840.00
1-5035-101 - Prof Exp - Senior Minister (Justin)	\$2,945.38	\$3,333.35	\$8,000.00
<b>Total Professional Expenses</b>	<b>\$10,581.21</b>	<b>\$10,620.85</b>	<b>\$25,490.00</b>
<b>Temporary Labor</b>			
1-5041-110 - Temp Labor - Comm	\$0.00	\$0.00	\$0.00
1-5041-112 - Temp Labor - Admin	\$0.00	\$1,875.00	\$4,500.00
1-5042-103 - Childcare - CYFM	\$5,820.66	\$2,916.65	\$7,000.00
1-5043-102 - Guest Speakers - Worship	\$500.00	\$250.00	\$600.00
1-5045-102 - Musicians - Worship	\$2,085.00	\$4,583.35	\$11,000.00
1-5047-110 - Sound Tech - Comm	\$1,387.50	\$1,375.00	\$3,300.00
1-5049-112 - Misc Contractors - Admin	\$0.00	\$0.00	\$0.00

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Detail**  
**Fund: 1. General Operating; Departments: Administration,Adult**  
**Ministries,CYFM,Communications,Denominational**  
**Connections,FIA,Facilities,Fundraising,Membership,Ministers,Pastoral Care,Worship**  
**July to November 2015**

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
<b>Total Temporary Labor</b>	\$9,793.16	\$11,000.00	\$26,400.00
<b>Program Expenses</b>			
1-5102-103 - Classroom Supplies - CYFM	\$10,725.49	\$4,166.65	\$10,000.00
1-5119-103 - Chalice Camp - CYFM	\$6,066.54	\$0.00	\$0.00
1-5121-103 - Teacher Workshops - CYFM	\$0.00	\$541.65	\$1,300.00
1-5123-103 - Grade 7 - CYFM	\$1,879.15	\$333.35	\$800.00
1-5124-103 - Grade 8 - CYFM	\$542.26	\$625.00	\$1,500.00
1-5125-103 - Grade 9 COA - CYFM	\$3,136.10	\$1,041.65	\$2,500.00
1-5126-103 - Grade 10, 11, 12 - CYFM	\$192.20	\$291.65	\$700.00
1-5127-103 - Summer Program - CYFM	\$0.00	\$4,474.60	\$10,739.00
1-5128-103 - Youth Social Activities - CYFM	\$0.00	\$166.65	\$400.00
1-5129-103 - Youth Trips - CYFM	\$19,216.66	\$4,166.65	\$10,000.00
1-5130-103 - Grade 5 OWL - CYFM	\$750.00	\$0.00	\$0.00
1-5131-104 - Adult Ed - AE	\$425.98	\$500.00	\$1,200.00
1-5132-104 - Circles (formerly Small Grps) - AE	\$936.96	\$500.00	\$1,200.00
1-5134-102 - Multigenerational Music - Worship	\$27.83	\$208.35	\$500.00
1-5135-102 - Music Purchases - Worship	\$1,203.23	\$1,250.00	\$3,000.00
1-5136-102 - Piano Tuning - Worship	\$445.00	\$591.65	\$1,420.00
1-5137-102 - Worship Items Misc - Worship	\$89.91	\$208.35	\$500.00
1-5139-104 - Training - AE	\$0.00	\$0.00	\$0.00
1-5139-107 - Training - Past Care	\$0.00	\$0.00	\$0.00
1-5140-107 - Memorials Exp - Past Care	\$43.87	\$166.65	\$400.00
1-5140-108 - Memorials Exp - Mbrshp	\$315.00	\$0.00	\$0.00
1-5141-101 - Sabbatical Expenses	\$0.00	\$0.00	\$0.00
1-5199-102 - Other Pgm Exp - Worship	\$0.00	\$833.35	\$2,000.00
1-5199-103 - Other - CYFM	\$100.00	\$1,041.65	\$2,500.00
1-5199-104 - Other - AE	\$1,700.00	\$416.65	\$1,000.00
1-5199-105 - Other - FIA	\$442.57	\$416.65	\$1,000.00
1-5199-107 - Other Pgm Exp - Past Care	\$0.00	\$333.35	\$800.00
1-5199-108 - Other - Mbrshp	\$49.62	\$416.65	\$1,000.00
1-5199-112 - Other - Admin	\$52.07	\$0.00	\$0.00
<b>Total Program Expenses</b>	<b>\$48,340.44</b>	<b>\$22,691.15</b>	<b>\$54,459.00</b>
<b>Miscellaneous Program Expenses</b>			
1-5201-102 - Winter Solstice - Worship	\$0.00	\$0.00	\$250.00
1-5202-104 - Labyrinth - AE	\$0.00	\$0.00	\$0.00
1-5203-104 - Library - AE	\$0.00	\$208.35	\$500.00
1-5209-105 - Action Groups - FIA	\$0.00	\$208.35	\$500.00

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Detail**  
**Fund: 1. General Operating; Departments: Administration,Adult**  
**Ministries,CYFM,Communications,Denominational**  
**Connections,FIA,Facilities,Fundraising,Membership,Ministers,Pastoral Care,Worship**  
**July to November 2015**

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
1-5210-107 - Friendship Caring Corner - Past Car	\$0.00	\$104.15	\$250.00
1-5231-105 - YCE Supplies - FIA	\$3,475.00	\$4,583.35	\$11,000.00
1-5231-505 - YCE Supplies - FIA	\$0.00	\$0.00	\$0.00
1-5232-105 - YCE Travel - FIA	\$17,253.65	\$0.00	\$0.00
1-5233-105 - YCE Other - FIA	\$0.00	\$0.00	\$0.00
1-5660-101 - Other Exp - Ministers	\$0.00	\$0.00	\$0.00
1-5660-104 - Other - AE	\$0.00	\$0.00	\$0.00
1-5660-111 - Other - Fundr	\$0.00	\$0.00	\$0.00
<b>Total Miscellaneous Program Expenses</b>	<b>\$20,728.65</b>	<b>\$5,104.20</b>	<b>\$12,500.00</b>
<b>Membership Program Expenses</b>			
1-5251-108 - Hospitality Exp - Mbrshp	\$3,783.40	\$3,125.00	\$7,500.00
1-5252-108 - Visitor Wecoming - Mbrshp	\$75.84	\$250.00	\$600.00
1-5254-108 - New Member Programs - Mbrshp	\$363.85	\$250.00	\$600.00
<b>Total Membership Program Expenses</b>	<b>\$4,223.09</b>	<b>\$3,625.00</b>	<b>\$8,700.00</b>
<b>Fundraising Expenses</b>			
1-5301-111 - Pledge Drive - Fundr	\$0.00	\$2,083.35	\$5,000.00
1-5302-111 - Planned Giving - Fundr	\$12.20	\$833.35	\$2,000.00
1-5303-111 - Large Fundraiser Exp - Fundr	\$0.00	\$1,458.35	\$3,500.00
1-5808-105 - Greater Good Proj (EOY) - FIA	\$0.00	\$125.00	\$300.00
<b>Total Fundraising Expenses</b>	<b>\$12.20</b>	<b>\$4,500.05</b>	<b>\$10,800.00</b>
<b>Administrative Expenses</b>			
1-5401-108 - Office Supplies - Mbrshp	\$58.32	\$0.00	\$0.00
1-5401-112 - Office Supplies - Admin	\$1,807.60	\$2,541.65	\$6,100.00
1-5402-110 - Paper - Comm	\$657.62	\$833.35	\$2,000.00
1-5402-112 - Paper - Admin	\$0.00	\$0.00	\$0.00
1-5414-112 - Printing & Copying - Admin	\$5,182.94	\$7,500.00	\$18,000.00
1-5416-110 - Postage & Shipping - Comm	\$19.60	\$0.00	\$0.00
1-5416-112 - Postage & Shipping - Admin	\$2,069.30	\$1,666.65	\$4,000.00
1-5418-112 - Telephone - Admin	\$1,003.34	\$1,458.35	\$3,500.00
1-5418-113 - Telepone - Fac	\$354.08	\$0.00	\$0.00
1-5420-110 - Internet Exp - Comm	\$0.00	\$0.00	\$0.00
1-5420-112 - Internet Exp - Admin	\$630.68	\$625.00	\$1,500.00
1-5422-110 - Website - Comm	\$574.75	\$625.00	\$1,500.00
1-5424-108 - Software Exp - Mbrshp	\$1,047.50	\$1,145.85	\$2,750.00
1-5424-112 - Software Exp - Admin	\$1,965.22	\$1,145.85	\$2,750.00
1-5470-112 - Legal - Admin	\$0.00	\$0.00	\$0.00
1-5475-112 - Fnl Review/Audit - Admin	\$0.00	\$625.00	\$1,500.00

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Detail**  
**Fund: 1. General Operating; Departments: Administration,Adult**  
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**Connections,FIA,Facilities,Fundraising,Membership,Ministers,Pastoral Care,Worship**  
**July to November 2015**

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
1-5480-112 - Consultants - Admin	\$7,819.91	\$13,541.65	\$32,500.00
1-5490-112 - Emp Appreciation - Admin	\$575.23	\$687.50	\$1,650.00
1-5510-103 - Volunteer Appreciation - CYFM	\$0.00	\$337.50	\$810.00
1-5510-112 - Volunteer Appreciation - Admin	\$68.85	\$337.50	\$810.00
1-5540-112 - Leadership Development - Admin	\$0.00	\$0.00	\$0.00
1-5550-112 - Fees - Admin	\$0.00	\$0.00	\$0.00
1-5571-112 - Payroll Fees - Admin	\$905.75	\$1,166.65	\$2,800.00
1-5572-112 - Bank Service Chg - Admin	\$432.35	\$625.00	\$1,500.00
1-5573-112 - Credit Card Disc - Admin	\$4,964.61	\$5,416.65	\$13,000.00
1-5580-103 - Mileage - CYFM	\$744.46	\$416.65	\$1,000.00
1-5580-112 - Mileage - Admin	\$0.00	\$416.65	\$1,000.00
<b>Total Administrative Expenses</b>	<b>\$30,882.11</b>	<b>\$41,112.45</b>	<b>\$98,670.00</b>
<b>Miscellaneous Expenses</b>			
1-5410-113 - Small Furnishings (SPIFF) - Fac	\$200.00	\$833.35	\$2,000.00
1-5412-112 - Visual Arts - Admin	\$476.15	\$1,750.00	\$4,200.00
1-5530-112 - Board Exp - Admin	\$0.00	\$416.65	\$1,000.00
<b>Total Miscellaneous Expenses</b>	<b>\$676.15</b>	<b>\$3,000.00</b>	<b>\$7,200.00</b>
<b>Insurance</b>			
1-5441-112 - Worker's Comp - Admin	\$1,994.61	\$2,920.00	\$7,008.00
1-5442-113 - Liability - Fac	\$2,672.67	\$5,937.50	\$14,250.00
<b>Total Insurance</b>	<b>\$4,667.28</b>	<b>\$8,857.50</b>	<b>\$21,258.00</b>
<b>Dues &amp; Memberships</b>			
1-5451-109 - UUA - Denom Conn	\$7,850.00	\$13,083.35	\$31,400.00
1-5452-109 - Mid America - Denom Conn	\$0.00	\$4,000.00	\$9,600.00
1-5453-109 - Other - Denom Conn	\$0.00	\$0.00	\$0.00
1-5453-112 - Other - Admin	\$0.00	\$608.35	\$1,460.00
<b>Total Dues &amp; Memberships</b>	<b>\$7,850.00</b>	<b>\$17,691.70</b>	<b>\$42,460.00</b>
<b>Utilities</b>			
1-5591-113 - Electric - Fac	\$11,703.31	\$11,250.00	\$27,000.00
1-5592-113 - Gas - Fac	\$946.63	\$8,333.35	\$20,000.00
1-5593-113 - Water & Sewer - Fac	\$2,649.03	\$3,750.00	\$9,000.00
<b>Total Utilities</b>	<b>\$15,298.97</b>	<b>\$23,333.35</b>	<b>\$56,000.00</b>
<b>Repairs &amp; Maintenance</b>			
1-5601-112 - General Repairs - Admin	\$0.00	\$0.00	\$0.00
1-5601-113 - General Rprs & Maint - Fac	\$10,187.63	\$7,166.65	\$17,200.00
1-5602-113 - HVAC - Fac	\$2,612.50	\$4,166.65	\$10,000.00
1-5603-113 - Elevator - Fac	\$1,245.11	\$1,375.00	\$3,300.00

**First Universalist Church of Minneapolis**  
**Analysis of Revenues & Expenses - Detail**  
**Fund: 1. General Operating; Departments: Administration,Adult**  
**Ministries,CYFM,Communications,Denominational**  
**Connections,FIA,Facilities,Fundraising,Membership,Ministers,Pastoral Care,Worship**  
**July to November 2015**

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
1-5604-113 - Alarm System - Fac	\$163.36	\$625.00	\$1,500.00
<b>Total Repairs &amp; Maintenance</b>	<u>\$14,208.60</u>	<u>\$13,333.30</u>	<u>\$32,000.00</u>
<b>Other Building Related Expense</b>			
1-5426-113 - Equipment Leases - Fac	\$0.00	\$72.90	\$175.00
1-5432-113 - Sound System - Fac	\$60.03	\$1,250.00	\$3,000.00
1-5560-113 - Interest Expense - Fac	\$16,389.97	\$16,240.25	\$38,976.62
1-5620-113 - Janitorial Supplies - Fac	\$4,445.68	\$3,333.35	\$8,000.00
1-5630-113 - Trash & Recycling - Fac	\$1,489.51	\$2,083.35	\$5,000.00
1-5640-113 - Groundskeeping - Fac	\$79.65	\$4,875.00	\$11,700.00
1-5650-113 - Pest Control - Fac	\$132.18	\$250.00	\$600.00
1-5660-112 - Other Exp - Admin	\$876.99	\$833.35	\$2,000.00
1-5660-113 - Other Exp - Fac	\$0.00	\$416.65	\$1,000.00
<b>Total Other Building Related Expense</b>	<u>\$23,474.01</u>	<u>\$29,354.85</u>	<u>\$70,451.62</u>
<b>Offering Plate for Community</b>			
1-5701-105 - Offering Plate for Comm - FIA	\$0.00	\$0.00	\$0.00
1-5704-107 - TRUST - Past Care	\$0.00	\$0.00	\$0.00
1-5799-105 - Racial Justice - FIA	\$9,264.59	\$3,125.00	\$7,500.00
<b>Total Offering Plate for Community</b>	<u>\$9,264.59</u>	<u>\$3,125.00</u>	<u>\$7,500.00</u>
<b>Total Expenses</b>	<u>\$567,170.66</u>	<u>\$582,016.80</u>	<u>\$1,397,090.62</u>
<b>Net Total</b>	\$18,115.05	\$19,494.60	\$46,536.71

First Universalist Church of Minneapolis  
Analysis of Revenues & Expenses - Summary

1. General Operating  
July to November 2015

Note: The Report Option to include Open Transactions is selected.

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
<b>Revenues</b>			
<b>Pledges</b>	\$447,853.59	\$457,187.50	\$1,097,250.00
<b>Contributions Unrestricted</b>	\$42,457.17	\$36,041.70	\$86,500.00
<b>Contributions Temp Restricted</b>	\$0.00	\$0.00	\$0.00
<b>Contrib Released from Restr</b>	\$0.00	\$0.00	\$0.00
<b>Fundraisers</b>	\$39,945.31	\$52,500.00	\$126,000.00
<b>Program Fees</b>	\$11,645.00	\$5,041.65	\$12,100.00
<b>Dividends &amp; Interest</b>	\$2,285.31	\$4,166.65	\$10,000.00
<b>Rental Income</b>	\$38,376.97	\$45,185.00	\$108,444.00
<b>Realized Gains &amp; Losses</b>	(\$291.65)	\$0.00	\$0.00
<b>Unrealized Gains &amp; Losses</b>	\$605.63	\$0.00	\$0.00
<b>Other Income</b>	\$2,408.38	\$1,388.90	\$3,333.33
<b>Total Revenues</b>	<u>\$585,285.71</u>	<u>\$601,511.40</u>	<u>\$1,443,627.33</u>

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

**1. General Operating  
 July to November 2015**

**Note: The Report Option to include Open Transactions is selected.**

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
<b>Expenses</b>			
Salaries & Wages	\$298,550.52	\$314,095.85	\$753,830.00
Payroll Taxes	\$15,448.51	\$13,502.85	\$32,407.00
Employee Benefits			
Medical Insurance	\$28,834.91	\$31,757.10	\$76,217.00
LTD	\$218.75	\$437.50	\$1,050.00
Life	\$740.84	\$990.80	\$2,378.00
401K	\$23,376.67	\$23,883.30	\$57,320.00
<b>Total Employee Benefits</b>	<b>\$53,171.17</b>	<b>\$57,068.70</b>	<b>\$136,965.00</b>
Professional Expenses	\$10,581.21	\$10,620.85	\$25,490.00
Temporary Labor	\$9,793.16	\$11,000.00	\$26,400.00
Program Expenses	\$48,340.44	\$22,691.15	\$54,459.00
Miscellaneous Program Expenses	\$20,728.65	\$5,104.20	\$12,500.00
Membership Program Expenses	\$4,223.09	\$3,625.00	\$8,700.00
Fundraising Expenses	\$12.20	\$4,500.05	\$10,800.00
Administrative Expenses	\$30,882.11	\$41,112.45	\$98,670.00
Miscellaneous Expenses	\$676.15	\$3,000.00	\$7,200.00
Insurance	\$4,667.28	\$8,857.50	\$21,258.00
Dues & Memberships	\$7,850.00	\$17,691.70	\$42,460.00
Utilities	\$15,298.97	\$23,333.35	\$56,000.00
Repairs & Maintenance	\$14,208.60	\$13,333.30	\$32,000.00
Other Building Related Expense	\$23,474.01	\$29,354.85	\$70,451.62
Offering Plate for Community	\$9,264.59	\$3,125.00	\$7,500.00
<b>Total Expenses</b>	<b>\$567,170.66</b>	<b>\$582,016.80</b>	<b>\$1,397,090.62</b>
<b>Net Total</b>	<b>\$18,115.05</b>	<b>\$19,494.60</b>	<b>\$46,536.71</b>

**First Universalist Church of Minneapolis**  
**Balance Sheet**  
**November 2015**

**Accounts****Assets****Current Assets****Cash & Cash Equivalents**

1-1001-001 - U S Bank - Checking	(\$710.72)
1-1015-001 - U S Bank - Savings	\$416.61
1-1020-001 - Sunrise Bank - Checking	\$20,558.25

**Total Cash & Cash Equivalents** **\$20,264.14**

**Investments**

1-1101-001 - Schwab- Church Operating	\$9,320.88
1-1108-001 - Schwab - Church Reserve	\$279,203.18
1-1109-001 - Sunrise - Church Reserve	\$180,416.02
1-1110-001 - Schwab - Don Carter & Mary Carter	\$63,887.05
1-1111-001 - Schwab - Temporarily Restricted	\$102,013.23
4-1104-004 - Schwab- Legacy Fund	\$722,091.62

**Total Investments** **\$1,356,931.98**

**Cash & Cash Equiv - Foundation**

5-1801-005 - University Bank - Foundation	\$11,138.34
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**Total Cash & Cash Equiv - Foundation** **\$11,138.34**

**Investments - Foundation**

5-1851-005 - Schwab - Foundation	\$1,543,591.48
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**Total Investments - Foundation** **\$1,543,591.48**

**Total Current Assets****\$2,931,925.94****Other Current Assets****Other Current Assets**

1-1416-001 - Prepaid Loan Expenses	\$8,285.83
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**Total Other Current Assets** **\$8,285.83**

**Total Other Current Assets****\$8,285.83****Fixed Assets****Fixed Assets**

1-1501-001 - Land	\$250,000.00
1-1503-001 - Building & improvements	\$3,289,860.59
1-1504-001 - Accum Depr - Bldg & Impr	(\$1,897,982.26)
1-1506-001 - Furniture & Fixtures	\$219,327.28
1-1507-001 - Accum Depr - F&F	(\$150,880.87)

**Total Fixed Assets** **\$1,710,324.74**

**Total Fixed Assets****\$1,710,324.74****Total Assets****\$4,650,536.51****Liabilities, Fund Principal, & Restricted Funds****Liabilities & Equity****Current Liabilities****Accounts Payable**

1-2000-001 - Accounts Payable	\$31,775.67
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**Total Accounts Payable** **\$31,775.67**

**Total Current Liabilities****\$31,775.67****Other Current Liabilities****Benefits Payable**

1-2103-001 - Insurance Payable	\$411.45
1-2105-001 - 401K Payable	\$12.37
1-2107-001 - Employee Flex Spending	\$1,348.35

**Total Benefits Payable** **\$1,772.17**

**Accrued Expenses**

1-2205-001 - Accrued Vacation	\$8,003.24
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**Total Accrued Expenses** **\$8,003.24**

**Deferred Revenue**

1-2301-001 - Deferred Revenue - YCE	\$20,982.31
1-2302-001 - Deferred Revenue - Youth Trips	(\$206.30)

**Total Deferred Revenue** **\$20,776.01**

**Misc Other Liabilities**

1-2401-001 - T-Mobile Taxes Escrow	(\$3,651.67)
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1-2402-001 - Wellspring (National)	\$13,108.58	
1-2501-001 - Damage Deposits	\$7,291.70	
<b>Total Misc Other Liabilities</b>	<b>\$16,748.61</b>	
<b>Long-term Liabilities</b>		
1-2600-001 - Mortgage Payable - Long Term	\$610,141.54	
1-2601-001 - Mortgage LOC Advance Payble	\$161,711.61	
<b>Total Long-term Liabilities</b>	<b>\$771,853.15</b>	
<b>Total Other Current Liabilities</b>		<b>\$819,153.18</b>
<b>Total Liabilities &amp; Equity</b>		<b>\$850,928.85</b>
<b>Fund Principal and Excess Cash Received</b>		
<b>Fund Principal</b>		
<b>Undesignated Net Assets/Equity</b>		
1-3001-001 - Church Equity	\$1,363,107.39	
2-3001-001 - Church Equity (TR)	(\$925,416.74)	
3-3001-001 - Church Equity (Non Op)	(\$151,773.96)	
5-3801-005 - Foundation Equity	\$1,570,549.66	
<b>Total Undesignated Net Assets/Equity</b>	<b>\$1,856,505.35</b>	
<b>Designated Net Assets</b>		
1-3101-001 - Board Designated - Memorials	\$3,191.88	
1-3102-001 - Board Designated - Future Debt	\$51,627.96	
1-3103-001 - Board Designated - Contingency	\$271,109.21	
1-3104-001 - Bd Des - Undesignated Bequests	\$65,332.22	
4-3105-004 - Board Designated - Legacy Additions	\$446,649.20	
<b>Total Designated Net Assets</b>	<b>\$837,910.47</b>	
<b>Unrestricted Net Assets</b>		
1-3200-001 - Unrestricted Net Assets	\$662,660.73	
<b>Total Unrestricted Net Assets</b>	<b>\$662,660.73</b>	
<b>Temp Restricted Net Assets</b>		
1-3201-001 - Miscellaneous Funds	\$17,618.59	
1-3202-001 - C&M Olson Fund	\$23,806.75	
1-3203-001 - Minister's Discretionary Fund	\$5,378.35	
1-3204-001 - History Hounds Fund	\$3,568.31	
1-3205-001 - Music Fund	\$3,945.89	
1-3206-001 - Children's Offering Fund	\$3,340.14	
1-3207-001 - Library Fund	\$7,132.52	
1-3208-001 - Captial Campaign Fund	\$6,624.04	
1-3209-001 - RE Music Fund	(\$154.57)	
1-3210-001 - Event Salaries	\$2,454.19	
1-3211-001 - Rev. Jen Crow Wellspring Fund	\$600.00	
1-3212-001 - Holiday Giving Fund	\$2,628.34	
1-3231-001 - Miscellaneous Offering Plate	\$44,516.56	
1-3232-001 - Augsburg Fairview Academy - Other	\$2,627.28	
1-3233-001 - Offering Plate - Habitat	\$1,398.73	
1-3234-001 - Offering Plate - Racial Justice	\$1,020.00	
1-3235-001 - Offering Plate - Simpson Meals	\$820.43	
1-3236-001 - Augsburg Fairview Academy - Coats	\$18.15	
1-3237-001 - Families Moving Forward	\$3,769.91	
1-3299-001 - Gain/Loss on Temp Restr Funds	(\$597.73)	
<b>Total Temp Restricted Net Assets</b>	<b>\$130,515.88</b>	
<b>Other Temp Restr Net Assets</b>		
4-3300-004 - Temp Restr Cummins Ministerial Fund	\$181,937.26	
4-3400-004 - Temp Restr - Legacy Fund	\$92,776.88	
<b>Total Other Temp Restr Net Assets</b>	<b>\$274,714.14</b>	
<b>Permanently Restricted</b>		
4-3901-004 - Don Carter Endowment	\$49,791.19	
4-3902-004 - M E Carter Endowment	\$13,567.62	
<b>Total Permanently Restricted</b>	<b>\$63,358.81</b>	
<b>Total Fund Principal</b>	<b>\$3,825,665.38</b>	
<b>Excess Cash Received</b>		
Excess Cash Received - 1. General Operating	\$18,047.31	
Excess Cash Received - Temporarily Restricted	\$16,348.39	
Excess Cash Received - Non-Operating	(\$24,098.00)	
Excess Cash Received - 3. Legacy/Cummins/Endowment	\$0.00	

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Excess Cash Received - 2. Foundation	(\$36,316.42)	
<b>Total Excess Cash Received</b>	<b>(\$26,018.72)</b>	
<b>Total Fund Principal and Excess Cash Received</b>		<b>\$3,799,607.66</b>
<b>Total Liabilities, Fund Principal, &amp; Restricted Funds</b>		<b>\$4,650,536.51</b>