

FIRST UNIVERSALIST CHURCH

Annual Report

Annual Meeting: May 31st, 2015



Board of Trustees

David Bach (President)	Karen Wille (Vice-President)
Pamela Vincent (Secretary)	Dick Niemiec (Treasurer)
Lark Weller	Jill Braithwaite
Cindy Marsh	Richard Spratt
Eric Cooperstein	

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Staff of First Universalist Church

Rev. Justin Schroeder (Senior Minister)
 Rev. Elaine Aron Tenbrink (Minister of Membership & Adult Ministries)
 Lauren Wyeth (Director of Children, Youth, & Family Ministries)
 Brad Schmidt (Assistant Finance Administrator)
 Bree Mattson (Office & Events Manager)
 Chelsea Bertsch (Administrative Assistant)
 Tim Ewing (Senior Cleaning Custodian)
 Colleen Schaeffle (Children's Choir Director)
 Paula Goldade (Religious Education Program Assistant)

Rev. Jen Crow (Minister of Program Life)
 Rev. Ruth MacKenzie (Minister of Worship Arts)
 Randy Buikema (Director of Choral Arts)
 Heidi Johnson (Communications Manager)
 Tracy Van Epps (Facilities Manager)
 Sandy DiNanni (Membership Support)
 Jerrod Wendland (Pianist)
 Dave Kellerman (Sound Operator)
 Emma Stout (Coming of Age Program Assistant)



Peace garden
re-dedication

Year in Review: Senior Minister's Report

By Rev. Justin Schroeder

Though our ministry at First Universalist is wide and deep, Sunday morning worship, whether it's a special musical Sunday, a multi-generational service, or a guest preacher, is the "heart" that feeds and oxygenates the rest of our ministry. It is the place where we are challenged and comforted as we give, receive, and grow together in the spirit of love and hope.

First Universalist is living out our commitment to racial justice in worship. We've welcomed ministers and musicians of color, as they brought new perspectives, expressions and depth to our worship services. Guante and Frank Sentawli, Dom Wooten, Bishop Pearson, Pastor Danny Givens, Jr., and Rev. Karen Hutt are some of the preachers and artists we've welcomed.

This past year, the folk band was revitalized under

the leadership of Dick Hensold, in partnership with Rev. Ruth MacKenzie. Our Children's Choir returned under the direction of Colleen Schaeffe. We found a wonderful pianist in Dr. Jerrod Wendland, and Dr. Randy Buikema skillfully and gracefully led our adult choir to new heights. Musicians within our midst, such as Ellis and A Ghost Revival, contributed to the health and vibrancy of our worship.

Our Worship Associates program is strong and thriving. One participant remarked, "More than anything else I've done at First Universalist, being part of the Worship Associates team made me feel a part of this church."

Beyond Sunday morning worship, our

Continued...

(Continued)

programming, grounded in the Universalist spirit of love and hope, equips people with the tools they need to give, receive, and grow ever more deeply in the ways of love.

Children, Youth, Family and Adult Ministries

This past year, under the direction of Lauren Wyeth, our Children, Youth, and Family Ministries focused on two things: 1) eliminating all Religious Education Fees for 2015-2016; and 2) weaving racial justice into all aspects of our ministry with children, youth, and families. The Religious Education curriculum was reviewed with a racial justice lens and changes were made as needed. For the first time, we:

- offered three “Talking About Race with Kids” Circles this winter/spring.
- offered a 9 week racial justice curriculum in 2nd-3rd grade RE.
- offered a 3 session racial justice workshop in 8th grade RE.
- made plans for a Racial Justice Summer Camp for 3rd-8th grade, with an additional week-long training for 9th-12th grade Camp Counselors, scheduled for July 2015.

Additionally, the program ran a second year of a 9 week Our Whole Lives program for 5th grade Religious Education; ran a year-long 6th grade Religious Education curriculum, written in house, that addresses the unique spiritual needs and struggles of 11 and 12 year olds and empowers them to meaningful involvement in the larger life of the congregation; and made plans to shift the Boston pilgrimage to link it with Coming of Age, as a natural capstone to the COA experience.

This year the **Coming of Age** program was directed by Rev. Ruth MacKenzie in consultation with Lauren Wyeth. Ruth rewrote curriculum, implemented new activities, and gathered a powerful circle of adults to act as youth advisers and mentors.

Last year, the Coming of Age class was made up of 10 beautiful, deep, searching people. This year the Coming of Age class will graduate 27 beautiful graduates.

The Senior High group at First Universalist Church started off this church year with an overnight bike trip to a camp in Eden Prairie. This year, the Senior Group fundraised for their pilgrimage to Boston in June, and designed the Youth Sunday service.

AT A GLANCE...



“This year the Coming of Age program was directed by Rev. Ruth MacKenzie in consultation with Lauren Wyeth. Ruth rewrote curriculum, implemented new activities, and gathered a powerful circle of adults to act as youth advisers and mentors.”



“Heidi helped us launch a new website in 2014. We also launched a new publication in 2015—*The Weekly Liberal*—which is a hybrid of the “old” monthly Liberal newsletter and the weekly e-news. It is sent out to approximately 1800 people”

Senior Minister's Report (Continued)

In keeping with the broader movement within First Universalist Church, the Senior High youth have spent much of this church year learning about and discussing racial justice and whiteness, learning about how racial justice connects to our faith as Unitarian Universalists and to their identity as youth. We sent two of our youth to the Living Legacy Project's 50th "Marching in the Arc of Justice" conference in March of 2015 and we are now beginning to connect with other UU youth so that we can work in solidarity with the Black Lives Matter movement.

As we look towards next year, we hope to continue to create ways for Senior High youth to contribute to the life of First Universalist Church.

In **Adult Faith Formation**, there are several areas to lift up and celebrate:

- **Daytime Connections:** With the formation of the senior advisory team, this program has taken off! Each third Thursday of the month, 35-50 seniors gather to reflect on how to live a life of meaning.
- **Newcomer Circles:** In these Circles, Newcomers connect with others, learn about our faith and this church, and reflect on where they are in their own spiritual journeys. The Newcomer Circle is held every other month and consistently has 15-20 participants.
- **Racial Justice adult learning:** From film viewings to book discussions, to "Racial Justice and our UU Faith" workshops, to Circles on parenting and whiteness, to reflection/support groups for our most engaged racial justice leaders, to

the Black Lives Matter Vigil we held at First Universalist, to the high level of participation in the #ReclaimMLK Day March, to the 24-hour workshops led by Dr. Heather Hackman, there has been a deep and growing hunger to engage in racial justice learning.

Faithful Action Ministries

This has been an energizing year for our Faithful Action programming. We've focused on three major efforts:

- placing our commitment to racial justice at the center of all that we do.
- establishing transparent, engaging systems for our work.
- strengthening our current partnerships and exploring new ones.

Our Faithful Action Steering Committee has met monthly, creating a structure for the years ahead that makes our processes clear and visible, embeds a racial justice lens in all that we do, and encourages congregation-wide participation. This spring, the congregation will see and have a chance to offer feedback on the shared ministry model of Faithful Action, the processes for applying for our every other year Holiday Giving effort, the process and structure by which our partnerships come into being and how they are supported, and more.

As we've worked to clarify and strengthen our foundation, we've also:

- continued our partnerships with Augsburg Fairview Academy, Simpson Shelter, and Habitat for Humanity.
- dedicated the House that Love Built, and provided a one-on-one partner for the homeowner's first year of homeownership.
- deepened our commitment to ending homelessness and providing affordable housing by partnering with Beacon Interfaith

Senior Minister's Report (Continued)

Housing Collaborative on advocacy and service efforts. In particular, we've joined the Families Moving Forward program, and will begin hosting families experiencing homelessness in our building beginning on September 6.

- re-energized our Environmental Justice efforts, hosting a weekend of events with Minnesota Interfaith Power and Light and Honor the Earth, a Daytime Connections gathering, Earth Day events, and exploring the possibility of joining a solar garden as a church and a new partnership with Minnesota Interfaith Power and Light.
- Continued to give away the majority of Sunday offering plate to various partners in the community.

Pastoral Care

This year, in response to the congregational survey last spring, the Congregational Care Team has worked hard to increase its visibility and to ensure that the congregation is aware of all of the opportunities to give, receive, and grow as we care for one another.

We:

- remembered those who had lost loved ones throughout the year by delivering poinsettias in early December.
- welcomed several new members to our Pastoral Care Team, increasing our team to 15.
- sponsored the Daytime Connections gathering on the book, Being Mortal.
- provided meals, rides to doctors appointments, visits, supported families with new children, and coordinated memorial service receptions as requested.

- began a new "Chore Service", offering assistance with routine household needs (changing light bulbs, preparation for changing seasons, etc.) to support one another in staying in our homes as we age.

Operations and the Facility

Supporting all of these ministry efforts is the day-to-day work of our operations team. Tracy Van Epps, Diane Gavere, and others worked tirelessly to ensure we had a solid capital budget for the 2014-2015 year. Bree Mattson and Tracy also helped us prepare to find a renter for the 2015-2016 church year.

Heidi Johnson, our Communications Manager, helped us launch a new website in 2014. We have also launched a new publication—The Weekly Liberal—which is a hybrid of the “old” monthly Liberal newsletter and the weekly e-news. Sent out every Thursday to approximately 1800 people, the Weekly Liberal provides news and information about programs and events at First Universalist, devotional and spiritual content in the form of worship resources, and a weekly column by Rev. Justin, as well as featured articles by congregants and staff alike.

Heidi has also had a larger role this past year in partnering with congregant-led committees, such as the Pledge Team (creating a communications plan and designing the pledge materials) and the Racial Justice Leadership Team Communications Committee (authoring a comprehensive communications audit and participating in monthly meetings/workshops). One of our goals this year was to focus on proactive communication.

This past year, thanks to the work of Bree Mattson, Chelsea Bertsch, Diane Gavere, Brad Schmidt, congregant Ron Parker, and many others, we implemented a new Database and Financial system, which fully integrates our membership database, a financial module, and a calendaring system. The new calendaring system is much more functional than our



old one. Congregants can log in to this system through a “My FirstU” link on the webpage.

In 2014-2015, we had successful fundraisers where we partnered with congregants to plan and produce events such as the Great Gathering and the Winter Warm Up.

The Pledge Drive and “Pledge Day” brought a new energy to the congregation about pledging, and we successfully eliminated Religious Education Fees!

Living into our Ministry

In every dimension of church life, we are aligning our practices as a faith community with our core religious values and commitments, as we give, receive, and grow together. We are weaving a racial justice lens into every part of church life. We successfully eliminated Religious Education fees! We are engaging more deeply in our community, whether it’s through Black Lives Matter, Habitat for Humanity, Simpson Shelter, or Augsburg Fairview Academy. We are growing



strong Unitarian Universalist children, youth, and adults, and they are living their faith inside and outside of these walls.

It is a blessing to serve this faith community.

In gratitude,

Rev. Justin Schroeder, Rev. Jen Crow,
and the entire First Universalist Staff

Board President's Report

By David Bach



Serving on the Board of Trustees of this church is certainly an honor but it is a role we all take very seriously. To summarize our work this past year, I would say our priority has been to keep becoming a better board. What has that meant?

First of all, we are making sure that we both recognize and strengthen the spiritual connection we have to each other and as the governing body of this church. Readings, reflections and deep listening to each other have moved us into a truer understanding of this and the role of spirituality in all that we do. As a regular reminder, the “ringing of the bowl” separates each section of our agenda and calls us to find our center and connect with our spiritual self before proceeding.

We have made an effort to set aside time for deep discernment on important “big picture” and long-range issues of the church. That has included regular monthly discussions on racial justice to help us both grow personally but also to grow in our understanding of what “looking at our work through a racial justice lens” really means, both as a church and as a board. In addition to monthly reading materials from Justin, the Racial Justice Leadership Team and Dr. Heather Hackman have attended our meetings and contributed to our understanding. Eric Cooperstein and Justin also brought to us personal insights on their experiences from their journey to Selma with other members of our congregation. We have used our Saturday Working Sessions to research and wrestle with

important questions including what people are looking for from church membership on a national level and throughout our denomination and asking what it means for our church.

We have also tried to improve our operations by:

- Creating and implementing a system to more carefully collect and retrieve policies of the Board,
- Improving the clarity of financial reports,
- Providing stronger coordination with the Nominating Committee on leadership development, and
- Making sure all the diverse voices we put on the Board of Trustees are heard.

Finally, we have tried to step up and provide leadership on issues of great importance to our church. On our agenda for this Annual Meeting you will find:

- Congregational Covenant – to set some expectations of how we respect each other and work together as a congregation,
- Resolution on Racial Justice – to create an opportunity for us to bring together our strong commitment to racial justice in a statement we can share with the community.
- Calling of Jen Crow as a minister by the congregation – expressing the need to commit to strong leadership for all the parts that make up a strong ministry.

We are growing and learning. We are creating a clearer definition of “policy governance” for our church and taking our place in the appropriate buckets of responsibility. We are continuing the important monitoring of the health of this church but making sure our work includes an eye on the “big picture” and an ear to the moral owners of this church, you, its members. Thank you for your support and for helping us grow.

Treasurer's Report

By Dick Niemiec



It's an honor serve as the Church's treasurer and chair of the finance committee. My fellow finance committee members are board members Eric Cooperstein, Cindy Marsh and Karin Wille. Lianne Knych serves as the non-board member

of the committee. Their work and that of Paul Robinson, my predecessor, made this year successful.

The Congregation's role is to review and approve the operating and capital budgets that the Senior Minister develops by aligning board priorities and the visionary goals among other competing financial needs. The finance committee works in a strategic and fiduciary role with the Senior Minister.

Last fall the committee began reviewing assumptions and anticipated major changes for 2015-16 so the introduction of the budget in the March-April timeframe would produce few "surprises". Subsequently the board approved the budget and two budget meetings were held with members of the Congregation. Revisions have been incorporated in the budget that is now presented to the Congregation.

In February, the director of operations, Diane Gavere, left the Church. As a result of this departure, Rev. Justin Schroeder, with help from MAP, a resource for non-profits, developed an organizational restructuring plan. The finance committee and the board enthusiastically support

Rev. Jen Crow assuming responsibility for finance and operations. In addition to realigning staff responsibilities, Rev. Crow will engage MAP to provide outside consulting expertise on financial matters.

During budget development the finance committee and the board directed Rev. Schroeder to consider three budget priorities:

- Modest increases in the UUA and MidAmerica Region dues (the second year of an increase).
- Increases in the compensation for ministers and staff to offset earlier underfunding.
- Including the mortgage principal in the budget. These payments impact the balance sheet, not the operating statement. They will be budgeted so the payments are not drawn from reserves.

The assumptions that the budget is based on are included elsewhere in this annual report.

Although the 2014-15 fiscal year will end with a deficit, the proposed 2015-16 budget is balanced without a deficit.

This year the finance committee contracted with MAP to conduct a financial review that verified the integrity of the Church's finances and included suggestions for improvements. In the future the committee will consider when a full financial audit will be conducted.

The finance committee over the year finalized a policy to ensure the Church maintains sufficient financial reserves and monitored existing policies. We reviewed our investment portfolio with our outside advisors and began an examination of fossil fuel divestment opportunities.

In the year ahead we will work towards developing simpler and more transparent financial statements and a multi-year budget.

Annual Report from the First Universalist Foundation

By Victoria Schanen

This year the Foundation continued to explore ways to further align with the congregation through funding justice-focused projects and organizations in which our congregants are engaged and/or that share the values of our faith in action initiatives.

Our Fall round garnered a rather small slate of applicants, so we ended up only funding three:

1) The Rock 'n' Read Project - Submitted by Ann Kay (supported by Karen Parson and Bonnie Gray) - \$5,000

We felt that this project not only met our criteria, but had impressive outcomes in terms of increasing the literacy of kids of color, cost-effective / lean budgets with all the budget items going directly to programming (no staff costs!), and their approach is quite innovative.

2) Main Street Project, Latina Women Agripreneur Project - Submitted by Mark Ritchie (supported by Kathy Coskran and Nancy Gaschott) - \$5,000

While Northfield isn't in the core of the Twin Cities, is a "bedroom community" with lots of crossover of

residence / workers. This project was attractive to us for a number of reasons - the justice and leadership components - but what pushed Main Street Project across the line was the potential for impact. They seem to have a solid business plan, which may or may not work, but at \$22K, the possibility to launch 6 Latina entrepreneurs is very attractive. There's also potential for us to partner with them by selling their eggs at church.

3) EMERGE, North 4 Program - Submitted by Kathy Coskran (supported by Marjorie Herdes and Kristen Mengelkoch) \$5,000

There was some initial concern that EMERGE was providing services rather than training leaders for change, however many pointed out that this particular program goes quite far in training former gang members to be leaders. The program not only teaches job readiness but also prepares the young men to serve as role models by running community events and even mentoring kids. There's potential for the church to get involved by conducting mock interviews to graduates or perhaps providing internships. They also offered to send program graduates to church to speak.

Thankfully, we got a much stronger response in the Spring round and funded quite a number of projects. The following

AT A GLANCE...



"The program not only teaches job readiness but also prepares the young men to serve as role models by running community events and even mentoring kids"

ABOUT FUNDING

"As has been the practice of the Foundation, we issue small grants to projects and organizations where our funding constitutes the large majority (or entirety) of the funding needed as opposed to being a "drop in the bucket" alongside behemoth grants from Fortune 500 companies. In other words, we strive to engage when and where we can make an impact."

Foundation Board Report (Continued)

organizations are our Spring 2015 grantees:

- Mid-Minnesota Legal Aid - funded 1 intern to work on housing justice initiatives - \$5,000
- MUUSJA - funded UU Youth Spiritual Organizer / Activist Leadership School - \$5,000
- Voices for Racial Justice - Minneapolis Education Equity Project - \$5,000
- First Universalist Church - funded the racial justice camp - \$5,000
- #BlackLivesMatter - \$3,000
- MNIPL - funding north Minneapolis Socially Just Solar - \$5,000
- Exposed Brick Theater - funded play about Islamic discrimination - \$5,000
- The unPrison Project - funded life skills training for women coming out of prison - \$7,000
- Augsburg Fairview Academy - funded Hope Project - \$2,000
- MN350 - funded environmental justice school engagement program - \$3,000

As has been the practice of the Foundation, we issue small grants to projects and organizations where our funding constitutes the large majority (or entirety) of the funding needed as opposed to being a "drop in the bucket" alongside behemoth grants from Fortune 500 companies. In other words, we strive to engage when and where we can make an impact. We're thrilled to continue to fund newer and riskier projects that might not otherwise find funding and to see organizations leverage that funding into successful and groundbreaking justice work.

The Foundation Board members are Pam Berry, John Borden, Chris Bremer, Charmagne Campbell-Patton, Julie Gottesleben, Dennis Haskin, Welcome Jerde, Victoria Shanen, and Kristin Siegesmund.

Annual Report from the Association of Universalist Women

Started in 1905, the Association of Universalist Women of Minnesota (AUW) has a long standing history and affiliation with First Universalist Church. The mission of AUW is creating community, deepening our spirit, and bringing UU faith to action on behalf of women. AUW contributes to the church and the larger community by proudly supporting our First Universalist Community with annual monetary contributions and gifts. This past year AUW provided funding for painting the church chancel. Our contributions have also been in-kind by developing women leaders, mentoring young women, and continually initiating and incubating innovative ideas and programs.

We bring our faith to action in the world on behalf of women. AUW has a proud and visible history of fighting for and defending women's rights. Two main issues are Women's Reproductive Rights and Women's Voting Rights through the Minnesota Unitarian Universalist Social Justice Alliance (MUUSJA) www.muusja.org Voting Rights Working Group and co-chair Jenny Thomas. AUW members also contribute by knitting for charity for Hats for the Homeless led by Barb Melom.

For the period of 2014-15, AUW grew to over 132 members. Members planned and participated in five core annual events and many other activities throughout the year. The main events were the 1) Fall Kick-Off on September 13, 2014; 2) Fall Mini Retreat on November 1, 2014; 3) Winter Tea on February 87 2015; 4) Spring Retreat on April 10-12, 2015; and 5) Spring Dinner and Annual Meeting on May 15, 2015. Ongoing activities were the Get Connected events, the Planned Parenthood Solidarity Rally on Good Friday, April 3, 2015, and a variety of gatherings of Friendship Group that have formed and reformed over the years.

AUW is governed by a board of directors made up of seven to eleven members. The 2014-15 AUW Board of Directors includes: Suzann Willhite: President; Valerie Garber: Vice President; Rise Nybakke: Treasurer; Carol Gilbert: Secretary; Mary Helmin, Jane Hallas, Jean Ramlow, Kristin Siegesmund, Rita Peterson, Joanne Engelking and Sydney Dunitz.

Recommendations from the Nominating Committee for 2015-2016

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

Position	Name	Term Expires
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BOARD OF TRUSTEES

Executive Committee:

Terms are one year

President **Cindy Marsh**

Vice President **Richard Spratt**

Treasurer **Dick Niemiec**

Secretary **Eric Cooperstein**

New trustees: *Terms are three years*

Marion Dane Bauer **2018 (first term)**

Christina Nicholson **2018 (first term)**

Continuing trustees:

David Bach 2017 (second term)

Jill Braithwaite 2016 (first term)

Dick Niemiec 2016 (first term)

Cindy Marsh 2016 (first term)

Richard Spratt 2017 (first term)

Eric Cooperstein 2017 (first term)

Karin Wille **2018 (second term)**

FOUNDATION BOARD**Chair (one year)** **Kristen Siegesmund****New members:** ***Terms are three years*****Jill Andersen****2018 (first term)****Dennis Haskin****2016 (completing mid term vacancy)**

Continuing members:

Pam Berry**2018 (second term)**

Julie Gottesleben

2017 (first term)

Victoria Schanen**2018 (second term)****Kristen Siegesmund****2018 (second term)**

John Borden

2016 (second term)

Chris Bremer

2016 (first term)

Charmagne Campbell-Patton

2017 (first term)

NOMINATING COMMITTEE**Chair (one year)** ***Appointed by Board of Trustees*****New Members:** ***Terms are three years*****Pamela Vincent****2018 (first term)****Sharon Ramirez****2018 (first term)**

Continuing members

David Lauth

2016 (first term)

Deborah Talen

2016 (first term)

Doug Smalley

2017 (second term)

Greg Hoelzer

2017 (first term)

Delegates to the 2015 General Assembly of the Unitarian Universalist Association**David Lauth****Dick Huebner****Ralph Wyman**

Nominating Committee Recommendations: Candidate Bios

Board of Trustees

Executive Committee nominees for one-year terms



President: Cindy Marsh and her husband, Wendell, joined First Universalist in 2005. Cindy joined the Board of Trustees in the 2013-14 church year and has served on both the Board Governance and Finance Committees. She has served on the Faithful Action Leadership Team during the 2014-15 church year, and leads our faith in action work and partnership with Augsburg Fairview Academy (AFA). Cindy chaired the Nominating Committee from 2009 – 2013, served on the Search Committee that recommended we call Reverend Justin Schroeder, and served as a group facilitator for Mission Possible and Strategic Planning. She also participates in Circle Suppers, Wellspring, and small groups. Cindy is a psychologist who retired in 2013 after 31 years of service at Personnel Decisions International (PDI), a global leadership solutions

consulting firm. At PDI, Cindy held several executive leadership positions including President. Her consulting practice at PDI focused on leadership assessment and development, executive coaching, and board effectiveness. Cindy currently serves on the Board of a financial services company, and previously served on the Board of the Ordway Center for the Performing Arts. Cindy and Wendell enjoy film and arts events, gardening, biking and travel, along with family activities, frequently involving their dear nieces.



Vice President: Richard Spratt, joined the Board of Trustees in the 2014-2015 church year. Originally from Charlotte, North Carolina, he moved to Minneapolis to attend Augsburg College. He has worked as a social worker at Hennepin County for over 35 years. Richard and his wife, Kayci Rush, and son, Zo Spratt, have been attending First Universalist since 2012. Shortly after visiting First Universalist, Richard found himself joining a Circle and he has never looked back. He has served as a Worship Associate and then became active with the Racial Justice leadership team. After completing the first round of training for Racial Justice, Richard joined First Universalist in December 2013. Richard has been a participant in the 'People of Color Circle' and a Racial Justice Circle, in addition to completing the Racial Justice Train the Trainer series. Throughout his career, Richard has worked to develop community capacity in North Minneapolis

and now at Sabathani Community Center in South Minneapolis. He is looking forward to his continued work on Racial Justice and hopes to work with the Senior High youth. Richard looks forward to bringing his life experience to his work as a Trustee while continuing to learn more about our church community.

....Nominating Committee Recommendations: Candidate Bios

Board of Trustees

Executive Committee nominees for one-year terms



Secretary: Eric Cooperstein has been a member since 1994. He previously served two terms on the First Universalist Foundation Board and chaired that Board for four of those years; on the Stewardship Committee; on the Pledge Team; on the Internship Committees for Ruth MacKenzie and Laura Smidzik; and has been a regular Habitat for Humanity volunteer. After dedicating a significant amount of volunteer time over the past four years as an officer of the Hennepin County Bar Association, Eric has enjoyed re-engaging with the leadership team at First Universalist. He joined the Board of Trustees in the 2014-2015 church year. For the past seven years, Eric has operated a solo law practice devoted to representing lawyers regarding legal ethics issues. Eric credits his Unitarian Universalist faith for guiding his work with his clients. Prior to opening his own law firm, Eric helped implement the settlement of a class action lawsuit by black farmers against the US Department of Agriculture and worked as a staff attorney for the Legal Aid Society of Minneapolis. Eric is married to Katie Oberle. They have two daughters in college, Emma, goes to Champlain College in Burlington, Vermont and Claudia, attends Emory University in Atlanta.



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

...Nominating Committee Recommendations: Candidate Bios

Board of Trustees

Nominees for Board of Trustees Membership



Marion Dane Bauer has been a member of First Universalist Church for eight years. She has served the church in various capacities, including being a Worship Associate and a mentor for Coming of Age youth. She is a children's writer and has published nearly 100 books ranging from board books for infants to young-adult novels. She was one of the founding faculty and the first Faculty Chair for Vermont College of Fine Arts MFA program in Writing for Children and Young Adults. Marion is passionate about this church. It is the core community in her life. She wants to see it thrive, both sustaining and growing the spiritual lives of its members and acting in meaningful ways in the community



Christina Nicholson moved to the Twin Cities after finishing her Bachelor's Degree at the University of Missouri Columbia, in 1995. Since that time, she has been fortunate to work in our robust and dynamic Natural Foods Co-op Sector, first at the Wedge for 13 years, and for the last 7 at Mississippi Market in Saint Paul. Through her work as a Project Manager, Operations Manager and her current role as Strategic Initiatives Manager, she has developed a passion for finance and Policy Governance. Outside of work, Christina has served as Treasurer for her neighborhood board – Powderhorn Park Neighborhood Association - for three years. She has also recently been accepted to Hamline University

for their Masters of Business Administration program, which she will begin this Fall. Christina and her wife were married here at First Universalist in August of 2013, and became formal members in 2014. They have a 15 year old daughter, as well as a rich extended family that brings us much joy and laughter. She is truly honored to have this opportunity to serve her spiritual community through membership on the Board of Trustees and she looks forward to helping support the future of this robust and dynamic Church family!

....Nominating Committee Recommendations: Candidate Bios

Foundation Board

Nominated for One-Year Term as Chair:



Kristin Siegesmund has been a member of First Universalist for nearly 20 years and has taught RE, facilitated small groups, mentored youth for Coming of Age, served on the AUW board, and co-chaired the stewardship campaign. She and her partner take every opportunity to dance to the Universalist jazz and rock bands. Her daughter participated in RE and Unity Summer. Kristin has been actively involved in public service as a Legal Aid lawyer for 23 years and now as a judge. As chair of the Foundation she hopes to continue the strong sense of teamwork and fun the Foundation has built, to raise the profile of the Foundation within the church, and to continue to fund organizations that encourage the living legacy of Unity Settlement House, which is the source of the Foundation.

Foundation Board

Nominated for Foundation Board Membership:



Jill Andersen has been a member of First Universalist for around 17 years. She has been active with the church in a variety of ways over the years; including teaching Religious Education, participating on a number of Welcoming Teams as a low-tech barista serving coffee between services and as a greeter, and has served as an usher. Jill served in Leadership positions as a member of the Board of Trustees, acting as the Board's representative to the Nominating Committee, and serving as the Treasurer of the Congregation for one year. Now that her children, Trigve (19) and Annika (17), need (and want) less of her time she is looking forward to serving again, this time as a member of the Foundation Board.



Dennis Haskin was appointed to the First Universalist Foundation Board in the Fall of 2014 to fill a mid-term vacancy. Dennis has been a member of First Universalist since 2011 when he moved back home after traveling seven years with his wife Roberta who was serving as an interim minister during that time. Dennis has participated in small group ministry. Dennis, along with his wife Roberta, have served as greeters since becoming members. Dennis is very pleased to bring a background of grant giving, having served as a member of the Christian Sharing Fund while a member of his previous church. This background has helped him with the process of group dynamics. Outside of church, Dennis is retired after spending 35 years with The Trane Company. He spends his time traveling to see family and plays as much golf as possible.

...Nominating Committee Recommendations: Candidate Bios

Nominating Committee

Nominated for Nominating Committee Membership



Pamela Vincent has been a member of First Universalist since 1991. She has held a variety of leadership roles including chair of the Pastoral Care Council, chair and founding member of Worship Associates, President of the Association of Universalist Women, and chair of the annual Winter Solstice planning committee. Pam recently completed a three-year term as a member of the Board of Trustees, serving as Vice President and Secretary. She also served on the Governance Committee for two years. Prior to being elected to the Board, Pam served two three-year terms on the Nominating Committee. Other church activities have included small group facilitator, labyrinth circle, welcome team, choir, and the Sesquicentennial Celebration Steering

Committee. She enjoys the many dimensions of church life, particularly small circle groups, and is looking forward to a third year with her Wellspring group.



Sharon Ramirez and her husband Mark Lutterman have been members of First Universalist Church since 2002 and have a 10 year old son John. Sharon has served First Universalist Church in various ways: Church Foundation Board of Directors, Strategic Planning Committee, and Association of Universalist Women Board of Directors. She has worked with the Pledge Team projects, works on social justice activities that address immigrant, racial, gender and LGBT justice, voting access, peace/anti-war efforts and environmental concerns. She photographs many of the church's events. Sharon was also grants panel chair of the Equity and Justice Grants Program of the Unitarian Universalist Women's Federation. Sharon has experience in the nonprofit sector as evaluator, director, researcher, and trainer. In the larger community, she serves on the Board of Directors of the Stephen's Square Foundation. Previously, she served on the boards of Headwaters Fund, National Network of Grantmakers, Midwest Chapter of Asian American/ Pacific Islanders in Philanthropy, Filipino-American Women's Network of MN, and is a founding planner/member of the National Asian Pacific American Women's Forum. She is interested in building our church community through facilitating connections and networking, and interested in supporting the development of a wider segment of the lay leadership of the church.

Proposed 2015-16 Budget with Staff Allocations by Department

	2015-16	2014-15	2014-15
	Budget	Year End projections	Budget
OPERATING REVENUE			
Operating Contributions			
Pledges	1,155,000.00	1,065,576.91	1,131,525.93
Contingency for Unpaid Pledges	-57,750.00	-50,000.00	-55,470.00
Contributions	50,500.00	48,050.00	48,833.34
Offering Plate for Church	36,000.00	33,000.00	40,000.00
TOTAL OPERATING CONTRIBUTIONS	1,183,750.00	1,096,626.91	1,164,889.27
FUNDRAISERS			
Families Moving Forward Fundraising	9,000.00	0.00	0.00
Families Moving Forward, 10% retained	1,000.00	0.00	0.00
Holiday Giving, 10% retained	7,000.00	0.00	0.00
Holiday Giving	63,000.00	0.00	0.00
Other Fundraisers	35,000.00	31,000.00	37,000.00
YCE	11,000.00	11,000.00	11,000.00
Youth Trips	10,000.00	10,000.00	10,000.00
TOTAL FUNDRAISERS	136,000.00	52,000.00	58,000.00
DIVIDENDS & INTEREST			
Unrestricted Div. & Interest	10,000.00	15,000.00	10,000.00
RENTAL INCOME			
Large Tenant	77,000.00	0.00	0.00
Other Rental	31,444.00	30,394.00	32,077.33
TOTAL RENTAL INCOME	108,444.00	30,394.00	32,077.33
RELIGIOUS EDUCATION			
Fees		41,253.00	40,310.00
Donations	5,500.00	900.00	0.00
Summer Camp	6,100.00	4,950.00	2,000.00
Foundation Grant	5,000.00	0.00	0.00
TOTAL R.E. INCOME	16,600.00	47,103.00	42,310.00

2015-16	2014-2015	2014-15
Budget	Year End projections	Budget

OTHER INCOME

Miscellaneous Income	3,333.33	1,076.00	3,333.33
Hospitality	500.00	850.00	500.00
Offering Plate for Community Release	46,000.00	56,000.00	60,000.00
Offering Plate for Racial Justice	4,000.00		
Offering Plate for TRUST	4,000.00	4,000.00	4,000.00
Legacy Fund Release	21,299.20	13,061.88	13,061.88
Misc. Releases	9,500.00	7,500.00	7,000.00
TOTAL OTHER INCOME	88,632.53	82,487.88	87,895.21

TOTAL OPERATING REVENUE	1,543,426.53	1,323,611.79	1,395,171.81
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OPERATING EXPENSES**WORSHIP**

Total Staff Compensation	181,314.25	155,561.59	165,315.52
Total Program Expenses	19,270.00	14,419.94	18,068.00
TOTAL WORSHIP	200,584.25	169,981.53	183,383.52

FAITHFUL ACTION

Total Staff Compensation	45,744.50	43,410.46	46,132.35
Total Program Expenses	21,800.00	11,800.00	12,500.00
Racial Justice	7,500.00	16,000.00	7,500.00
Holiday Gift	63,000.00	0.00	0.00
Offering Plate for Community	46,000.00	43,000.00	49,000.00
TOTAL FAITHFUL ACTION	184,044.50	114,210.46	115,132.35

Children, Youth and Families

Total Staff Compensation	146,561.55	142,314.69	151,238.02
Program Expenses	48,639.00	42,979.10	30,800.00
TOTAL CYFM	195,200.55	185,293.79	182,038.02

CONGREGATIONAL CARE

Total Staff Compensation	43,622.65	54,956.74	58,402.61
Program Expenses	1,450.00	1,011.00	1,800.00
TRUST	4,000.00	4,000.00	4,000.00
TOTAL PASTORAL CARE	49,072.65	59,967.74	64,202.61

	2015-16	2014-15	2014-15
	Budget	Year End projections	Budget
ADULT MINISTRIES			
Total Staff Compensation	59,130.25	53,345.63	56,690.48
Program Expenses	3,900.00	1,551.78	3,100.00
TOTAL ADULT MINISTRIES	63,030.25	54,897.41	59,790.48
MEMBERSHIP			
Total Staff Compensation	47,495.35	45,737.61	48,605.43
Program Expenses	9,700.00	9,200.00	11,600.00
TOTAL MEMBERSHIP	57,195.35	54,937.61	60,205.43
DENOMINATIONAL CONNECTIONS			
Total Staff Compensation	12,887.05	12,799.37	13,601.91
Dues - UUA	31,400.00	27,600.00	27,600.00
Dues - Mid-America	9,600.00	8,400.00	8,400.00
TOTAL DENOMINATIONAL CONNECTIONS	53,887.05	48,799.37	49,601.91
ADMINISTRATION			
Total Staff Compensation	295,742.40	298,771.34	317,504.72
Expenses	183,639.62	160,116.00	161,872.81
TOTAL ADMINISTRATION	479,382.02	458,887.34	479,377.53
BUILDING			
Total Staff Compensation	110,122.00	88,163.51	93,693.40
Expenses	120,892.00	97,835.00	107,500.00
Loan Principal	28,306.10	N/A	N/A
TOTAL BUILDING	259,320.10	185,998.51	201,193.40
TOTAL OPERATING EXPENSES	1,541,716.72	1,332,973.76	1,394,925.24
NET OPERATING INCOME (LOSS)	1709.81	-9,631.97	246.57
Loan Principal	N/A	25,374.11	25,374.11
NET	1709.81	-35,006.08	-25,620.68

NOTE: Loan principal was **not** included in the 2014-15 budget and year-end projections but is included in the 2015-16 budget.

Statement of Financial Position as of March 31, 2015

ASSETS

Current Assets

Cash & Cash Equivalents	41,866.76
Cash & Cash Equivalents Foundation	11,138.34
Investments	1,314,843.11
Investments Foundation	1,623,059.73
PLedges Receivable	435,270.66
RE Fees Receivable	-12,172.00
Accounts Receivable	4,500.00
Other Assets	21,102.33
Total Current Assets	3,439,608.93

Fixed Assets

Land	250,000.00
Building & Improvements	3,277,502.23
Accumulated Depreciation Building & Improvements	1,791,928.35
Furniture and Fixed Assets	207,770.25
Accumulated Depreciation Furniture & Fixed Assets	-121,768.59
Total Fixed Assets	1,821,575.54

TOTAL ASSETS

5,261,184.47

LIABILITIES AND NET ASSETS

Liabilities

Accounts Payable	31,874.39
Benefits Payable	-40,182.64
Accrued Expenses	9,968.87
Deferred Revenue	24,099.47
Short Term Portion of Debt	51,627.96
Other Liabilities	14,861.18
Total Current Liabilities	92,249.23

Mortgage - Line of Credit

26,000.00

Long Term Debt

578,553.19

TOTAL LIABILITIES

696,802.42

Net Assets

Designated Net Assets	844,265.12
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<u>Undesignated Net Assets/Equity</u>	
Church Equity	1,443,346.65
Foundation Equity	1,634,198.07
Total Undesignated Net Assets	3,077,544.72
Designated Net Assets	844,265.12
Unrestricted Net Assets	662,660.73
<u>Temporarily Restricted Net Assets</u>	
Temporarily Restricted - Miscellaneous	81,026.36
Cummins Ministerial Fund	183,560.00
Legacy Fund Temporarily Restricted	89,219.65
Total Temporarily Restricted Net Assets	353,806.01
Permanently Restricted Net Assets	63,341.84
Excess Cash Received	-437,236.47
<u>NET ASSETS</u>	4,564,381.95
<u>TOTAL LIABILITIES AND NET ASSETS</u>	5,261,184.37

2015-2016 Proposed Budget Assumptions

Narrative

The proposed 2015-16 budget reflects several significant changes, many of which are outlined below. The major changes include a large tenant, the elimination of Religious Education fees, and a restructuring of staff responsibilities.

We are excited to welcome Temple Israel's Early Childhood Learning Center to First Universalist for a one-year lease beginning on August 1, 2015.

One of our main goals of the pledge drive was to eliminate basic RE fees. With this budget, we eliminate all RE fees.

We do not plan to re-hire the Director of Operations position in 2015-16. Including benefits and associated expenses, this position required roughly \$85,000 per year. We anticipate using roughly \$60,000 of those funds to hire additional administrative staff and elevate the responsibilities and compensation of current employees. We will use roughly \$23,000 of those funds to hire consultants to support our accounting and information technology needs. This restructure will allow us to build on the creativity, dedication, and talents of our current staff, while also tending to some of our previously unfunded needs, such as IT support and compensation levels that meet church policies.

Income

- Includes an increase in pledges, expected pledges that will come in from new members and friends throughout the fiscal year, and a 5% allowance for un-collectable pledges
- All RE fees are eliminated.
- New \$5,000 grant from the First Universalist Foundation to support Racial Justice Jam Camp is included.
- Our every other year Holiday Giving effort will occur in December 2015, with a goal set at \$70,000, and a new retention of 10% for administrative expenses.
- We plan to raise a total of \$10,000 to support our Families Moving Forward partnership, and plan to retain 10% for the church.

Expenses

- Includes \$5,000 total increase in UUA and MidAmerica Region Dues.
- Principal and interest of the building mortgage is included in the budget
- Senior minister salary and professional expenses are largely restored from previous cuts. Prior to cuts in past years, the Senior Minister's professional expenses were set at \$9,000/year. In this budget, the Senior Minister professional expenses have been increased to \$8,000, and the Minister of Program Life professional expenses have been increased by \$1,000.
- In the previous year, the Senior Minister's salary line included FICA reimbursement of \$7,000+, this year the Senior Minister's FICA reimbursement is included in the payroll tax line, which is consistent with how salary and FICA reimbursement is tracked for all ministers.
- A small amount of sabbatical coverage is included (roughly \$1,500) to help cover Jen's sabbatical time in June of 2016.

Expenses (continued)

- A pool of money has been set aside for staff salary increases. The pool is large enough to cover many 3% increases in salaries, and a few targeted increases to bring employees who are below the policy of 85% of midpoint up and into the appropriate salary range. This pool is included in the proposed budget.
- This budget includes an increase of 28 hr/week of custodial support.
- This budget includes a new .5 FTE administrative assistant.
- This budget does include funds for maintenance and repairs. Funding for our most pressing capital needs over the next few years has been funded by our recent mortgage re-financing.

Future

Looking ahead, we know that we will need to keep several things in mind for the 2016-17 budget. We are signing a one-year lease with a major tenant, and that increases our income significantly. Our Holiday Giving program happens every other year, so we know that we should not count on that income or expense in the next year. We will also be taking a look at our health insurance benefits policies, and possibly selecting an alternate insurer and/or changing the benefits we offer to employees and their families. All of these things will impact our budget moving forward.

Capital Budget - Progress Report

Total Funding Available	\$175,000
<u>Completed Projects</u>	
Building Audit/Reserve Study	\$5000
Pipe problems	\$3000
Total Completed	\$8000
<u>Projects in progress</u>	
	<u>Estimated Cost</u>
Computers & AV needs	\$18,000
Parking lot	\$100,000
New Lighting (Sanctuary)	\$10,000
Balcony Railing	\$2700
Carpeting for stage stairs (social hall)	
Total in progress	\$130,700
<u>Remaining Projects</u>	
	<u>Estimated Cost</u>
Carpet (library, balcony, chancel stairs)	\$4000
Vinyl Asbestos Tile (Arches)	\$3300
Classroom Updates	\$14,000
AC Split System (serves sanctuary)	\$25,000
Freezer - reach-in	\$2000
Front Landing Replacement	\$5000
Repair Main Entrance Stairwell	\$8000
Total Remaining	\$51,200
Total Estimated Costs of Proposed Projects	\$189,900

In order to stay within our total loan amount, it is likely that not all projects will be completed. The Buildings and Grounds Committee, working with Tracy Van Epps, our facilities manager, and Rev. Jen Crow, will determine which projects will go forward.

Calling of the Rev. Jen Crow



Jen arrived at our congregation in the summer of 2012 as our new Minister of Program Life. Jen brought with her 8 years of experience in the ministry, and several years of service to our larger Unitarian Universalist Association. The creator of Wellspring, a Unitarian Universalist Program of Spiritual Deepening, a curriculum used in over 25 congregations, Jen has touched many individuals and congregations. Jen has served as a member of the Unitarian Universalist Ministers' Association Committee on Ethics and Collegiality, as a coach for other ministers, a mentor for new ministers, and a supervisor for 7 ministerial interns. Her writing can be found in both *Rev. X: How Generation X Ministers are Shaping Unitarian Universalism*, and *Not For Ourselves Alone: Theological Essays on Relationship*. Jen currently serves as the President of our MidAmerica Region of the Unitarian Universalist Minister's Association.

As a hired minister these past 3 years, Jen reported directly to our Senior Minister, Rev. Justin Schroeder, and was responsible for overseeing the ministries of Pastoral Care, Faithful Action, Adult Spiritual Development, Membership, and ministry to Children, Youth and Families. In this time, we've experienced stability and new depth in our program life. It would be impossible to name all that has happened as Jen has partnered with congregants and staff these past three years, but here are a few things of note:

- The House That Love Built – together we raised \$115,000 to build a home with Habitat for Humanity
- Families Moving Forward – we will become a host congregation for families experiencing homelessness beginning this fall
- A rejuvenated Environmental Justice team
- New structures for our Faithful Action ministry
- Wellspring is thriving in our congregation
- Spiritual development opportunities for adults have expanded
- A refreshed membership process for individuals joining the church
- Our religious education volunteers and classes are well supported and spiritually grounded
- Our ministry of Congregational Care has expanded to include welcoming new babies, a 15 member Pastoral Care Team of visitors, a chore service, and annual gifts of poinsettias for those who have experienced a loss.

As a called minister, Jen will be accountable to the Board of Trustees and may only be dismissed by a vote of the Membership of the Church. Jen will continue to oversee the program life of the church and will take on oversight of the operations of the church. This means that Jen will be responsible for the creation and monitoring of our annual budget and will work directly with the Board of Trustees to ensure the financial integrity of the church. Jen will also supervise our operations staff team, and will work with Justin to ensure that First Universalist becomes one of the best places to work in our Association. In our structure of policy governance, Justin, Jen and the Board all agree that it is best for the Board to delegate supervision of Jen to the Senior Minister. Calling Jen as a minister of our congregation represents an affirmation of her ministry with us, and an acknowledgment of the breadth of the new role she will be taking on.

BLACK LIVES MATTER

First Universalist Church

Racial Justice Resolution

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 systemic 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 systemic racism and whiteness in First Universalist Church through intentional efforts in every area of our ministry and work.

First Universalist Church: Covenant of Right Relations

As congregants and staff of First Universalist Church, we interact and work together in ways that exemplify our spiritual values and honor our Unitarian Universalist principles as we strive to fulfill our mission and achieve our visionary goals. We abide by the policies of the Church and maintain a community of safety, security, and trust. We seek to work together in ways that help all contribute to our common vision and feel respected within our community. We share a collective commitment to analysis of racism and white privilege, and establish accountable, responsible and inclusive relationships with our entire community. We use this covenant as a framework for right relationships with others as we work outside our walls in the larger community.

We welcome, affirm, and protect the light in each human heart, creating a culture of mutual respect, trust, and care. We:

- Act with kindness and compassion toward one another.
- Treat each other with respect, even in times of confusion, misunderstanding, or disagreement.
- Work together to clarify and understand our own roles and to respect the roles and responsibilities of others.
- Actively listen to one another with openness and a desire for genuine understanding.

We communicate constructively demonstrating clarity, candor, and kindness. We:

- Share our own views with openness and tact.
- Offer generous thanks and encouragement, thoughtful criticism, and constructive options, as appropriate.
- Speak directly to others when we have concerns.
- Avoid gossiping.
- Assume positive intent on the part of each individual.
- Deal with complex, awkward and difficult to resolve issues to the best of our ability.

We make thoughtful, wise, and sound decisions. We:

- Commit to examining where white privilege and racism may be informing our interactions, discussions, and decisions, and to discerning what a decision made from a racial justice lens would look like.
- Seek out reliable information, consider alternative viewpoints, contemplate intended and unintended consequences, and use critical thinking.
- Understand that not all decisions within the church are consensus decisions; some may be staff decisions and/or the decisions of elected or appointed groups.
- Strive for transparency in decision-making.
- Communicate and respect the stated process for coming to closure.

We recognize that we will sometimes fall short, failing to do and be all that we would wish. We:

- Acknowledge our own mistakes.
- Stay engaged in the process of reconciliation with each other.
- Practice forgiveness and begin again in love.

156th Annual Meeting of the Members

First Universalist Church of Minneapolis

AGENDA

Sunday, May 31, 2015

11:30 a.m. to 1 p.m.

Call to Order	Dave Bach, President
Chalice Lighting and Opening Words	Rev. Justin Schroeder, Senior Minister
Appointment of Parliamentarian	
Authorization of Board of Trustees to Approve Minutes of this Meeting	
Senior Minister's Report	Rev. Justin Schroeder
President's Report	Dave Bach
Treasurer's Report and Presentation of Recommended Budget for 2015-2016	Dick Niemiec, Treasurer, and Rev. Justin Schroeder
Vote to Approve Budget	
Vote to call Rev. Jen Crow as Minister	
Vote to approve the Covenant of Right Relations	Cindy Marsh
Vote to approve Racial Justice Resolution	Cindy Marsh
Report of the Nominating Committee	Ginny McAninch, Chair
Election of Trustees, First Universalist Church	
Election of Officers, First Universalist Church	
Election of Directors, First Universalist Foundation	
Election of Members, Nominating Committee	
Election of Delegates to the 2015 General Assembly of the UUA	
Special Recognition	Dave Bach
Outgoing Church Trustees	
Outgoing Foundation Directors	
Outgoing Nominating Committee Members	
Closing Words	Rev. Justin Schroeder