

First Universalist Church Board of Trustees

June 16, 2016

Board Packet

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Date: June 12, 2016
To: First Universalist Board of Trustees
From: Cindy Marsh, President
Re: June 16, 2016 Meeting

Reflecting on our successful Annual Meeting on June 5, I am feeling good about our work this past year! We've faced some challenges issues and have more work ahead as a Board--including continuing to develop our ability to govern with a racial justice lens, collaborating with Rev. Justin to support the implementation of the comprehensive stewardship campaign, and acting on the recommendations from our work with Rainbow Research. Most of this work will involve our new Board going into the 2016-17 church year. Yet our 2015-16 Board has accomplished some very important groundwork.

Our primary topics this month include a review of our Board Self-Evaluation Survey and discussion of how we operate as a Committee of the Whole. We'll start with the Board Self-Evaluation as these results will likely have implications for how we operate as a Committee of the Whole and how we welcome and integrate new Trustees. Please review the survey results and the Governance Committee analysis sent out under separate cover.

Eric and I will lead a discussion on how we operate as a Committee of the Whole during our one-year experiment. Our processes will surely evolve over the year but we will establish some guidelines to begin.

Because the work with Rainbow Research was delayed this spring, our consultants are not ready with their report and recommendations this month. Eric and Richard will provide a brief update.

You were sent the link to the Congregational Survey results and an executive summary of the results; these were prepared by David Leppik who administered and analyzed the survey. At our June meeting we'll review the highlights, themes and trends, and we will need to carve out time at a later meeting to dig in more deeply.

Finally, we'll conclude with an Executive Session for the purpose of reviewing the draft document for the Senior Minister Performance Review; this will be your final opportunity for input and ensuring that I have captured our collective perspective. Rev. Justin and I have scheduled the review for June 21.

As always, I look forward to seeing you!

First Universalist Church of Minneapolis
Board of Trustees Meeting
16 June 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/thought question
- 6:50 Consent Agenda
- Approval of minutes from May 19 meeting
 - Acceptance of attendance and membership numbers
- 6:55 Items from the Senior Minister and President
- 7:05 Rainbow Research Update: Visionary Goals and Racial Justice Integration
- 7:10 Governance Committee Report
- Board Self-Evaluation
- 7:30 Operating as a Committee of the Whole
- 8:15 Break
- 8:20 Governance Committee Report
- Congregational Survey - Overview
- 8:35 Finance Committee Report
- 8:45 Executive Session
- 9:15 Adjourn

First Universalist Church of Minneapolis

Board of Trustees Meeting

Minutes

May 19, 2016

I. I. Attendance.

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

Trustee Absent: None.

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

The meeting convened at 6:30 with the call to order and chalice lighting.

The Trustees discussed, as reading and spiritual reflection, “Prayer for Living in Tension,” Joseph M. Cherry.

I. II. Consent Agenda – moved and approved.

- ☐ Approval of minutes from April 21 meeting
- ☐ Acceptance of attendance and membership numbers

I. III. Conference Call with Jim Klote, Campaign Consultant

Jim Klote, of James D. Klote & Associates, provided an overview of the Comprehensive Stewardship Campaign process that will be led by his consulting firm. The campaign would begin with a four-week readiness assessment and feasibility study that would be conducted in the fall of 2016. This phase will revolve around focus groups with congregants and interviews with various church members to discern the needs and vision of the church, to generate interest in the campaign, and assess the potential campaign results. Assuming that the campaign moves forward, a consultant from Klote & Associates would be embedded in the church full time to coordinate and manage the campaign and its volunteers.

Rev. Schroeder reported that he has spoken with other UU ministers whose congregations have conducted a campaign with Klote & Associates. Each of the campaigns were highly successful and the ministers had high regard for Klote &

Associates.

I. IV. Items from the Senior Minister and President

Rev. Schroeder provided the board with a lengthy written senior minister report detailing the work that has been accomplished this year for each of the Church's four visionary goals (the report is available to the congregation as part of the May 2016 Board agenda packet). In addition, Rev. Schroeder reported on the results of the annual staff survey. Comparing the results of the survey with the results over the past two church years, staff satisfaction and positive responses were equal or higher in nearly every category. The only notable concern was a sense amongst staff that some individuals fear making mistakes and being called-out or criticized disproportionately by congregants. The Trustees discussed this recurring theme of a lack of respect by some congregants for staff.

President Marsh raised the issue of how Board officers should be selected for approval by the congregation at the annual meeting. The process in the past has been informal, with the President and/or subset of current officers making the recommendation usually in conversation with the Chair of the Nominating Committee. President Marsh recommended that the President and the Senior Minister make the recommendation in collaboration with the Chair of the Nominating Committee. The Trustees acknowledge that the Nominating Committee, according to our by-laws, makes the recommendation of the officer slate to the congregation, but several noted the Trustees should have input into officer selection. The trustees recommend that the Nominating Committee resume its past practice of interviewing Board members each year prior to the process of filling Board vacancies.

Consultants are being interviewed and considered for hiring a racial justice consultant for board as part of a short-term effort of assisting the Board in applying a racial justice lens

to its decision-making.

I. V. Visionary Goals/RJ Integration Update

Richard Spratt reported on the listening sessions and focus groups that had been conducted so far by Rainbow Research. It appears that between the focus groups, listening sessions, and survey, about 125 to 150 church members will have participated in the process. A report is expected from Rainbow Research in June.

I. VI. Membership Study: Key Themes -Rev. Elaine Tenbrink & Ginny McAninch.

Rev. Tenbrink and Ginny McAninch (co-chair) reported on efforts of the Exploring Membership team to evaluate what it means to be a member of First Universalist Church. This inquiry was initiated by a Board retreat in January 2015. The committee, which also included Jeff Sylvestre, Jerry Sattinger, and Lucas Hollenkamp, gathered information from January through April 2016 through an on-line survey and in-depth one-on-one interviews. Dr. Bryana French, a social scientist and member of the Racial Justice Leadership Team, helped the committee to craft the survey and analyze the results. The major themes elicited center around community, spiritual growth, and living out our values (a complete copy of the report is available to the congregation in the May 2016 board agenda packet). The composition of the Exploring Membership team may change in the second phase of its work, which is to identify possible new programming for experimentation and piloting, with possible roll out during the 2017-18 church year.

I. VII. Update: Mapping Review special committee

Ms. Wille and Mr. Spratt provided a preliminary report on racial justice mapping. A document related to racial justice mapping document was created in 2014 but now there is a need to build a system of accountability for racial justice within various church structures. Racial justice frameworks are becoming a part of many different components of the church, such as the board, religious education, vendor policy, etc. The connections between these elements are not necessarily clear or coordinated. This will be subject of an upcoming RJLT retreat.

I. VIII. Finance Committee Report

Dick Niemiec reported on the current financials. Rev. Crow's projection is a year-end deficit of \$16K, mostly because of an anticipated shortfall on pledges made but not paid by year-end. Expenses were held to budget for the year. Hence, if the budgeted pledges do come in, the deficit will be reduced. No action needed.

In response to issues that were raised at the congregational budget meetings and

fine-tuning prior to the annual meeting, there were small changes in the budget that the Board approved in April 2016. **Motion** from the Finance Committee to approve those small changes to budget as laid out in finance committee report, including increase to volunteer appreciation line item. Approved.

The expenses of the Comprehensive Stewardship Campaign will be financed through a loan from the Legacy Fund, which was approved at the Board's April 2016 meeting. The exact terms of the loan, including interest at an annual rate of 4%, were discussed by the Finance Committee at its last meeting. **Motion** from Finance Committee to approve language of loan agreement. Approved.

I. IX. Executive Session

The Trustees met in executive session to review the performance of the Senior Minister.

The meeting adjourned at 9:40 p.m.

May Attendance									
				2016					2015
Adults	9:30 AM	10:00	11:15			9:30 AM	10:00	11:15	
1st week	267		265	532		391	0	314	705
2nd week	290		245	535		267	0	228	495
3rd week	235		215	450		254		264	518
4th week	290		278	568			203		203
5th week		215		215					
Monthly Total	1082	215	1003	2300		912	203	806	1921
Average for May	271	215	251	460		304	203	269	480
RE									
1st week	96		54	150					
2nd week	154		110	264					
3rd week	130		153	283					
4th week	113		77	190					
5th week									
Monthly Total	493	40	394	927					
Average for May	123	40	99	232					
Combined Average	394	255	350	692		304	203	269	480
Notes						No RE numbers available			

**First Universalist Church
May 2016 Statistical Report
June 16, 2016**

MEMORIAL SERVICES: 4

Lynn Elling – May 1 – Rev. Justin Schroeder
Betsy Horton – May 8 – Rev. Jen Crow
Robert Leonard – May 14 – Rev. Jen Crow
Earl Stanhope's Mother – May 15 – Rev. Jen Crow

MARRIAGES/SERVICES OF COMMITMENT: 1

Charlie Luepke and Melody Werner – Rev. Jen Crow

MEMBERS FOR APPROVAL: 1

Kloie Rush-Spratt, Minneapolis

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 13

David and Ruth Arnold – moved to Middleton, WI
Janet Schuba – no longer attending
Bryant and Jennifer Noice – no longer attending
George and Tammy Thaler – no longer attending
Parvaneh Golbon and Gregory Trobec – moved away
Gail Splinter – no longer attending
John Bose – moved to Willow River, MN
Joseph Sayles – resigned
Patti Remes - resigned

CHILDREN DEDICATED: 10

Leo Timothy Benoit,
Penny Evelyn Hughes,
Harriet Rose Rutmanis
Rosalie Virginia Evans
Hannah Grace Holmboe

Sean Soulen
Samantha Angelina Soulen
Jesse Patrick Keen Schroeder
Finlay Robert Snyder
Branley Birch Rellias-Korpi

	To Date	End of Year Totals			
MEMBERS	2015-2016	2014-2015	2013-2014	2012-2013	2011-2012
(Fiscal Year)	54	58	46	110	76
TOTAL MEMBERS:	949	920	921	1030	953

TOTAL MEMBERS AS OF THE LAST MEETING: 949

To be added: 1

To be removed: 16

TOTAL MEMBERS: 934

Sr. Minister Report for June 16, 2016 Board Meeting

Opening Reading and Reflection

Poem in Thanks by Thomas Lux

Lord Whoever, thank you for this air
I'm about to in- and exhale, this hutch
in the woods, the wood for fire,
the light-both lamp and the natural stuff
of leaf-back, fern, and wing.
For the piano, the shovel
for ashes, the moth-gnawed
blankets, the stone-cold water
stone-cold: thank you.
Thank you, Lord, coming for
to carry me here -- where I'll gnash
it out, Lord, where I'll calm
and work, Lord, thank you
for the goddamn birds singing!

Reflection Questions:

As we finish the 2015-2016 church year, what “thank you” do you carry deep within you? What “thank you” do you want to name and share with your fellow Board members? As you look back over this past year, where have you been surprised by gratitude?

Sr. Minister Report:

2016-2017 Pledge Drive: At the Board meeting, I'll have the most up to date numbers to share with the Board.

Finishing Out the 2015-2016 Budget Year: Brad, Andrea, and I have just send a final end of year mailing to those who still have outstanding balances on their pledges. We're generating a list of individuals to have phone call follow ups with. I would like the Board's help with these follow up calls. I'll provide a script and a call list of about 15 people per Board member. This will help us ensure that 2015-2016 pledges land in the 2015-2016 fiscal year.

MidAmerica Mosaic Makers Conference: We have been invited to attend this Mosaic Makers conference at the end of August. Invitees are those who are engaging in racial justice/multicultural work. (Note from Justin: I think we should participate in this, having one or

two Board members as part of our team; we also need to recognize that focus on race, racism, and whiteness, is different than leading a “Vital Multicultural Congregation,” though there is plenty of overlap, and I believe it’s important we are a part of this conversation and learning with other UU leader teams.) The registration deadline is the end of July.

August 26 - 28, 2016, Unity Unitarian Church, St. Paul, MN

A leadership team from your congregation is invited to participate in the MidAmerica Mosaic Makers Conference. Modeled after the highly successful Unitarian Universalist Association’s Mosaic Makers Conference: Leading Vital Multicultural Congregations, the MidAmerica 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
- Leadership training/development
- Congregations sharing their learnings
- The Unitarian Universalist Association sharing best practices
- Additional resources and support
- An ongoing learning community comprised of other Mosaic congregations in your region

Participants

The participating congregations have been carefully selected by MidAmerica Region staff, in consultation with UUA national staff, based on prior actions, current commitments, and future potential to become leadership congregations in the work of multicultural ministries and social movement building in the MidAmerica Region and the UUA.

Each invited congregation is asked to 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. We recommend that the team be at least four persons, and no more than eight.

Dates and Location

The conference runs from 5:30 pm Friday, August 26, 2016, to 1:00 p.m. 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:

- Dr. Janice Marie Johnson, UUA Multicultural Ministries and Leadership Director
- The Rev. Dr. Lisa Presley, MidAmerica Region Congregational Life Consultant
- The Rev. Lisa Friedman, Minister of Congregational and Community Engagement, and the Revs. Rob and Janne Eller-Isaacs, Co-Ministers, Unity Unitarian Church (and Unity staff)
- Participating congregations

Schedule (subject to change)—ALL Times are CENTRAL DAYLIGHT TIME

Friday

5:30 pm – 6:00 pm	Registration
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	Intercultural Competency
Noon to 1:00 pm	Lunch
1:00 pm – 5:30 pm	Leadership, Multicultural Worship, Congregational Culture, and Justice Ministries
5:30 -	Dinner on Your Own
7:30 - 9:00	Evening Event with Unity Church - Unitarian

Sunday

10:00 am – 11:00 am	Unity Church - Unitarian Worship
11:15 am – 1:00 pm	Continuing Your Learning and Bringing Mosaic Makers Home

Intercultural Developmental Inventory (IDI)

As part of a personal commitment to developing intercultural competence, about a month prior to the conference, each participant will receive an email inviting them to take the Intercultural Developmental Inventory. The Intercultural Development Inventory 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. Results will be combined into a conference group profile and into individual congregational team profiles. The cost for the IDI is included in the conference registration cost. Individuals will also be able to request individual IDI interpretation sessions for an additional cost of \$35.

Cost for the Conference

The conference is generously supported by a grant of the Unitarian Universalist Funding Panel and by the Unitarian Universalist Association, the MidAmerica Region of the UUA, and Unity Church - Unitarian. Cost to each participant to defray additional costs is \$100.00.

Lodging

Lodging will be available at no cost to you (thanks to the grant from the UU Funding Panel), at double-room occupancy. We are still negotiating with the hotel, and will let you know the details as soon as possible.

Registration

Registration will be open soon, and we will send you a link as soon as it's available. All registrations need to be made by no later than July 31st. You will be asked whether you need hotel accommodation, and with whom you would like to share a room. A limited number of single occupancy rooms will be available, at additional cost. We will advise of that cost as soon as possible, but anticipate it being between \$50-75 per night.

Childcare

For those desiring childcare, please email Lisa Presley, lpresley@uua.org, no later than July 31st. Please provide names, ages of the children you will be bringing.

Questions

For questions, please contact Lisa Presley, lpresley@uua.org, or 248-514-5458.

Invitation to Participate in Sacred Solidarity Program: First Universalist has been invited to participate in a one year "Sacred Solidarity" program for churches living into a racial justice identity. This program is sponsored by MARCH (Multi-faith Anti-Racism, Change and Healing), a local coalition of faith leaders committed to supporting mostly white faith communities in their racial justice work. In this one year program, the First Universalist Team (of 5-6 people) would engage monthly with teams from other churches, staying accountable to a racial justice agenda, and working on the institutional change so critical to this work. This program would kick off with a half day retreat in early September.

Here's additional information:

What is MARCH?

MARCH is the Multi-faith Antiracist Change and Healing group. MARCH has its roots in the multi-faith work to support the Marriage Equality campaign and has come together as MARCH to help organize predominantly white faith communities in support of and solidarity with Black Lives Matter and other efforts to dismantle racism and white supremacy.

What is the Sacred Solidarity Network?

The Sacred Solidarity Network is a project MARCH is piloting, in collaboration with the Kaleo Center for Faith, Justice & Social Transformation, the MN Unitarian Universalist Social Justice Alliance, and OutFront MN to invite 6-12 congregations to be part of a one year cohort, working in collaboration to advance our individual and collective work to address racism and white supremacy in ourselves, in our congregations, and in the wider world.

Faith communities have long been prophetic institutions, naming bold visions for justice and equity in our society, and working in partnership to realize that vision. Now more than ever, in the face of our deep awareness of the brokenness of our systems and institutions, communities of faith are being called to live out our deepest values and beliefs as partners in movements for social justice. In particular, people of faith are called to respond to the brokenness that festers among people of all races as a result of the structural injustices perpetrated by the system of white supremacy in which all of us in the United States live. This destructive system of privilege and oppression demeans our humanity and our divinity. It is both immoral and idolatrous.

We believe that faith communities are critical to the success of movements for racial justice, and have a responsibility to leverage our spiritual and social power, infrastructure, and access to work for a more just and loving world. For predominately white congregations to participate effectively and accountably in this work, however, there is a delicate balance between taking bold action to dismantle the systems of structural racism and cultivating the humility needed to deeply listen to the guidance and leadership of people of color who are most impacted by white supremacy. We must own both our privilege and our power; we must be ready to organize ourselves while also taking cues from leaders of color. We refer to this work as a spiritual discipline of follower-ship.

What's involved? Timeline and Process:

Sacred Solidarity Network Members agree to participate in the following:

A meeting in mid-August (dates TBD) of clergy from participating faith communities

An opening retreat on September 11th for each network member's project team (clergy + lay leaders appropriate to each congregation – project teams will vary in size and composition)

Monthly check-in/updates/resource sharing conference calls (project team point person)

Optional trainings on specific areas of skill/growth as identified by cohort

A closing retreat in the spring/early summer, dates to be determined

What do we get?

Access to trainings and curated resources

Support, solidarity, and partnership with other people of faith leading racial justice work in their congregational contexts

A collaboratively developed assessment that helps you evaluate your faith community's efforts to realize a vision of racial justice in six key areas of praxis: Encounter, Education, Advocacy, Organizing, Envisioning, Proclamation

Support and consulting from MARCH staff where needed/appropriate

Being part of a multi-faith network of faith leaders sharing challenges and developing solutions in collaboration

The opportunity to pilot a collaborative, multi-faith approach to congregational racial justice work that will inform future partnerships here in the Twin Cities, and potentially across the country

How do we join?

We're asking interested faith communities to have an initial conversation with a member of the MARCH team, and to get formal organizational buy-in and sign-off in the manner that's appropriate for your faith community.

Questions?

Contact Arif Mamdani: arif@kaleo.center and/or Rev. Ashley Horan: muusja1@gmail.com

Invitation to Participate in Interfaith Partners for Peace: I've been invited (by Rabbi Michael Latz, of Shir Tikvah) to participate in an interfaith partners for peace trip to Israel and Palestine, from Oct 30 to Nov 8, 2016. From their website: Interfaith Partners for Peace is a network of pairings of rabbis and non-Jewish clergy in locations across the country committed to peace and reconciliation and to two thriving states for Israelis and Palestinians, as well as true interfaith dialogue without tearing down the narratives of either group. The pairs sign on to a statement which commits them to pursue local interfaith efforts to promote peace and the peaceful coexistence. The partners pledge to speak out in their communities about peace and reconciliation and to convene genuine and civil dialogue on the topic. The partners also travel

with other partners to Israel and Palestine. You can learn more here:
<http://interfaithpartnersforpeace.org/>

Governance Committee

Monday, June 6, 2016 — 6:30-8:00 p.m.

Narthex Room, First Universalist Church

Attendees: Lark Weller, Richard Spratt, David Leppik, Marion Dane Bauer, Jill Braithwaite

June monitoring schedule items

- **Staff performance reviews** completed; format and process. We will look for this from the Senior Minister in the June board packet.
- **Board self-evaluation.** We used the “long version” this year. Note that 11 responses were collected – 1 is clearly a duplicate, and the other is an additional set of answers. We moved forward with analysis, but note that results are skewed in some way by these 2 additional sets of results). We discussed the results and identified the key themes including strengths to build on and opportunities for improvement and continued board development. Our report will be presented and discussed at the June Board of Trustees meeting.
- **Senior minister evaluation.** We discussed the remaining elements of the Senior Minister’s evaluation. It will be informed by the following elements:
 - Board/Senior Minister survey of how we work together and of Senior Minister executive competencies. Results (and discussion of any themes, trends, etc.) were shared at May Board meeting.
 - Ends outcomes review. Richard’s evaluation was shared at May Board meeting.
 - Findings/themes from congregational survey analysis.
 - Dave shared his analysis of the survey. In short, there are no major changes in the results from last year. Please see his analysis and the detailed data for more information.
 - Many of the long-form responses are about the church’s racial justice work and focus. Some are positive, some are negative; they about balance each other out. It was suggested that a more regular, consistent, and explicit discussion of the spiritual nature and imperative of our racial justice work may be productive for helping to keep the community grounded in the purpose of this work.
 - It is unlikely that David will run the survey next year. We also believe this survey may have run its course – it’s been used for 5-6 years – and could be replaced by something else the Board decides to use.
 - Findings/themes from staff survey analysis (themes, areas of improvement over last year, and so on). Results were shared at May Board meeting.
 - GC assessment of Senior Minister’s adherence to Senior Minister Limitations policy.
 - Results of GC analysis were shared at May Board meeting. In the meantime, Dick sent his comments on behalf of the Finance Committee—see combined GC/FC version attached.
 - Note policy text from Dick that needs to be updated in the GPH. **Board should ensure those text changes are reflected in the most up-to-date version.**
 - Evaluation of progress on strategic plan.
 - **Jill** distributed her analysis of the workplan and its alignment with the strategic plan. After a few updates are made to the analysis, it will be shared

with the full Board. The great majority of the workplan is aligned well with the Strategic Plan, with great progress on it made this year.

GC year-end reflection, celebration

As we celebrate our work together this year, we reflected on a couple questions about our work together, and we expressed our appreciation for each other's contributions.

GC goals for this year

- Racial justice lens and decision points.
- Guidelines to ensure all voices are heard in committee and Board meetings: Update on discussion with the Board in May.
- Congregational survey (evaluate what we are getting from this tool or what we might get from other tools).
- Visionary Goals, and mission evaluation.
- Strategic Plan's upcoming "expiration" (6 years after the VGs were adopted).

June 2016
Income and Expenses – Executive Summary of April 2016
Rev. Jen Crow

Summary

Overall, we continue to track as expected in both income and expenses, with income exceeding expenses by roughly \$29,000. This does not include payments toward our mortgage principle which totals roughly \$28,000 annually. No major unanticipated expenses occurred this month.

Income

Our income is tracking roughly \$22,000 ahead of budget for this point in the year. Pledges are tracking under budget roughly (\$37,000) for this point in the year. Unrestricted contributions continue to track higher than expected for this point in the year, with our annual draw from the Legacy Fund yet to be included. Our large fundraiser came in significantly under budget (\$22,000). The income and expenses for the Gift of Home holiday giving project are not reflected in this analysis, and represent another major component of our Fundraising income and expense expectations. Fundraising for both YCE and our Youth Trips has significantly exceeded what was budgeted. 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 \$4,000 under budget for this point in the year. Salary and benefits are tracking roughly \$13,000 under budget for this point in the year. Childcare expenses (which are included in the temporary labor category) are significantly higher than budgeted, representing our commitment to have at least one paid and consistent youth or adult staff member in every young children's classroom. The increase in childcare expenses also reflects the decision by our Director of CYFM to underspend her Salary & Benefit line to offset this Childcare expense. You may note that Program Expenses are tracking high. Some of this is attributable to increased spending on Youth Trips, which is offset by matching increased income. Miscellaneous Program Expenses also appear to be tracking high, again, this increased expense comes largely from YCE travel expenses, and is offset entirely by increased income in the Fundraising line. Administrative expenses and Utilities are coming in under budget thus far.

Projections

As we approach the end of the fiscal year, so much depends on how we end up with pledge income by June 30th. Currently, we have a total of \$985,700 paid in pledges. Our projected pledge income total for June 30th has been \$1,044,000, leaving roughly \$59,000 to be collected between now and June 30th, if we are to achieve our projected pledge income for 2015-16.

First Universalist Church of Minneapolis
Analysis of Revenues & Expenses - Detail
General Operating
July 2015 to April 2016

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
Revenues			
Pledges			
1-4000-111 - Unrestricted Pledge Donations	\$877,699.18	\$962,500.00	\$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	(\$48,125.00)	(\$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
Total Pledges	\$877,699.18	\$914,375.00	\$1,097,250.00
Contributions Unrestricted			
1-4110-103 - Unrestricted Dtns - CYFM	\$315.00	\$0.00	\$0.00
1-4110-111 - Unrestricted Dtns - Fundr	\$65,855.48	\$41,666.70	\$50,000.00
1-4113-108 - Hospitality Dtns - Mbrshp	\$608.74	\$416.70	\$500.00
1-4120-111 - Memorials Designated - Fundraising	\$13,813.88	\$0.00	\$0.00
1-4140-111 - Offrg Plate for Church - Fundr	\$24,679.76	\$30,000.00	\$36,000.00
1-4150-111 - Legacy Fund Contribution	\$0.00	\$17,749.30	\$21,299.20
Total Contributions Unrestricted	\$105,272.86	\$89,832.70	\$107,799.20
Contributions Temp Restricted			
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
Total Contributions Temp Restricted	\$0.00	\$0.00	\$0.00
Contrib Released from Restr			
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
Total Contrib Released from Restr	\$0.00	\$0.00	\$0.00
Fundraisers			
1-4510-111 - Large Fundraiser - Fundr	\$12,259.99	\$29,166.70	\$35,000.00
1-4540-111 - Misc Fundraisers - Fundr	\$2,822.38	\$0.00	\$0.00
1-4550-105 - YCE - FIA	\$44,152.79	\$9,166.70	\$11,000.00
1-4560-103 - Boston Youth Trips	\$25,078.58	\$8,333.30	\$10,000.00
1-4570-105 - Families Moving Forward 10%	\$664.07	\$0.00	\$0.00
1-4580-105 - Greater Good Proj (EOY) - FIA	\$4,761.67	\$5,833.30	\$7,000.00
1-4590-105 - Racial Justice - FIA	\$0.00	\$0.00	\$0.00
Total Fundraisers	\$89,739.48	\$52,500.00	\$63,000.00

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Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
Program Fees			
1-4601-103 - RE Basic - CYFM	\$0.00	\$0.00	\$0.00
1-4602-103 - 7th Grade - CYFM	\$1,327.00	\$416.70	\$500.00
1-4603-103 - 8th Grade - CYFM	\$139.06	\$833.30	\$1,000.00
1-4604-103 - COA - CYFM	\$3,300.00	\$2,083.30	\$2,500.00
1-4605-103 - RE Grade 10 11 12	\$430.00	\$416.70	\$500.00
1-4609-103 - Summer - CYFM	\$0.00	\$0.00	\$0.00
1-4610-103 - 5th Grade OWL - CYFM	\$561.00	\$833.30	\$1,000.00
1-4611-103 - 7th Grade Bike Trip	\$0.00	\$0.00	\$0.00
1-4620-103 - Chalice Camp - CYFM	\$5,040.00	\$5,500.00	\$6,600.00
1-4650-104 - Adult Ed Fees - AE	\$0.00	\$0.00	\$0.00
Total Program Fees	\$10,797.06	\$10,083.30	\$12,100.00
Dividends & Interest			
1-4801-112 - Unrestricted Div & Int - Admin	\$10,623.81	\$8,333.30	\$10,000.00
1-4805-112 - Don Carter Fund Div & Int - Admin	\$1,572.32	\$0.00	\$0.00
1-4809-112 - Legacy Fund Div & Int - Admin	\$0.00	\$0.00	\$0.00
Total Dividends & Interest	\$12,196.13	\$8,333.30	\$10,000.00
Rental Income			
1-4711-113 - Room Rentals - Fac	\$68,972.80	\$71,666.70	\$86,000.00
1-4712-113 - Weight Watchers - Fac	\$4,300.00	\$4,000.00	\$4,800.00
1-4713-113 - Shir Tikvah - Fac	\$3,900.00	\$3,333.30	\$4,000.00
1-4714-113 - 12 Step Groups - Fac	\$0.00	\$416.70	\$500.00
1-4770-113 - Antennae Lease - Fac	\$11,009.62	\$10,120.00	\$12,144.00
1-4781-113 - Weddings & Commitments - Fac	\$200.00	\$833.30	\$1,000.00
Total Rental Income	\$88,382.42	\$90,370.00	\$108,444.00
Realized Gains & Losses			
1-4840-111 - Realized Gains/Losses - Fundr	(\$291.65)	\$0.00	\$0.00
Total Realized Gains & Losses	(\$291.65)	\$0.00	\$0.00
Unrealized Gains & Losses			
1-4852-111 - Unrlzd Gain/Loss Oper A/C - Fundr	\$816.20	\$0.00	\$0.00
Total Unrealized Gains & Losses	\$816.20	\$0.00	\$0.00
Other Income			
1-4951-103 - Miscellaneous - CYFM	\$1,325.00	\$0.00	\$0.00
1-4951-104 - Miscellaneous - AE	\$1,743.43	\$0.00	\$0.00
1-4951-105 - Miscellaneous - FIA	\$2,435.29	\$0.00	\$0.00
1-4951-108 - Miscellaneous - Mbrshp	\$26.00	\$0.00	\$0.00
1-4951-111 - Miscellaneous - Fundr	\$60.00	\$2,777.80	\$3,333.33
1-4951-112 - Other - Admin	\$12.00	\$0.00	\$0.00
1-4951-113 - Miscellaneous - Fac	\$200.00	\$0.00	\$0.00
Total Other Income	\$5,801.72	\$2,777.80	\$3,333.33

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Total Revenues	<u>\$1,190,413.40</u>	<u>\$1,168,272.10</u>	<u>\$1,401,926.53</u>

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Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
Expenses			
Salaries & Wages			
1-5001-101 - Salaries - Ministers	\$124,221.70	\$126,460.80	\$151,753.00
1-5001-102 - Salaries - Worship	\$41,205.90	\$37,853.30	\$45,424.00
1-5001-103 - Salaries - CYFM	\$78,630.89	\$86,116.70	\$103,340.00
1-5001-104 - Salaries - AE	\$45,937.08	\$49,340.00	\$59,208.00
1-5001-105 - Salaries - FIA	\$0.00	\$0.00	\$0.00
1-5001-108 - Salaries - Mbrshp	\$19,818.70	\$18,233.30	\$21,880.00
1-5001-110 - Salaries - Comm	\$27,555.35	\$32,366.70	\$38,840.00
1-5001-112 - Salaries - Admin	\$115,485.00	\$114,000.00	\$136,800.00
1-5001-113 - Salaries - Fac	\$65,727.20	\$65,859.20	\$79,031.00
1-5003-101 - Salaries - Senior Minister	\$91,000.00	\$97,961.70	\$117,554.00
Total Salaries & Wages	\$609,581.82	\$628,191.70	\$753,830.00
Payroll Taxes			
1-5015-101 - FICA - Ministers	\$10,623.88	\$0.00	\$0.00
1-5015-102 - FICA - Worship	\$3,243.97	\$2,787.50	\$3,345.00
1-5015-103 - FICA - CYFM	\$5,740.62	\$6,588.30	\$7,906.00
1-5015-104 - FICA - AE	\$3,506.20	\$0.00	\$0.00
1-5015-105 - FICA - FIA	\$0.00	\$0.00	\$0.00
1-5015-108 - FICA - Mbrshp	\$1,500.26	\$1,395.00	\$1,674.00
1-5015-110 - FICA - Comm	\$2,046.85	\$2,475.80	\$2,971.00
1-5015-112 - FICA - Admin	\$8,762.22	\$8,720.80	\$10,465.00
1-5015-113 - FICA - Fac	\$4,994.86	\$5,038.30	\$6,046.00
Total Payroll Taxes	\$40,418.86	\$27,005.70	\$32,407.00
Employee Benefits			
Medical Insurance			
1-5021-101 - Medical Insurance - Ministers	\$9,627.66	\$10,665.00	\$12,798.00
1-5021-102 - Medical Insurance - Worship	\$2,898.70	\$3,283.30	\$3,940.00
1-5021-103 - Medical Insurance - CYFM	\$6,739.12	\$6,746.70	\$8,096.00
1-5021-104 - Medical Insurance - AE	\$4,374.63	\$5,589.20	\$6,707.00
1-5021-105 - Medical Insurance - FIA	\$0.00	\$0.00	\$0.00
1-5021-108 - Medical Insurance - Mbrshp	\$1,593.40	\$2,483.30	\$2,980.00
1-5021-110 - Medical Insurance - Comm	\$3,547.08	\$3,500.00	\$4,200.00
1-5021-112 - Medical Insurance - Admin	\$16,115.22	\$16,337.50	\$19,605.00
1-5021-113 - Medical Insurance - Fac	\$14,633.82	\$14,909.20	\$17,891.00
Total Medical Insurance	\$59,529.63	\$63,514.20	\$76,217.00
LTD			
1-5022-101 - LTD - Ministers	\$0.00	\$437.50	\$525.00
1-5022-104 - LTD - AE	\$306.25	\$437.50	\$525.00
Total LTD	\$306.25	\$875.00	\$1,050.00

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Life			
1-5026-101 - Life - Ministers	\$1,209.60	\$1,595.80	\$1,915.00
1-5026-104 - Life Insurance - AE	\$386.00	\$385.80	\$463.00
Total Life	\$1,595.60	\$1,981.60	\$2,378.00
401K			
1-5028-101 - 401K - Ministers	\$20,769.63	\$20,847.50	\$25,017.00
1-5028-103 - 401K - CYFM	\$5,000.00	\$5,000.00	\$6,000.00
1-5028-104 - 401K - AE	\$4,593.68	\$4,583.30	\$5,500.00
1-5028-105 - 401K - FIA	\$0.00	\$0.00	\$0.00
1-5028-108 - 401K - Mbrshp	\$1,772.73	\$1,690.00	\$2,028.00
1-5028-110 - 401K - Comm	\$0.00	\$0.00	\$0.00
1-5028-112 - 401K - Admin	\$9,840.00	\$10,100.00	\$12,120.00
1-5028-113 - 401K - Fac	\$5,702.88	\$5,545.80	\$6,655.00
Total 401K	\$47,678.92	\$47,766.60	\$57,320.00
Total Employee Benefits	\$109,110.40	\$114,137.40	\$136,965.00
Professional Expenses			
1-5031-101 - Prof Exp - Executive Minister (Jen)	\$3,845.98	\$5,000.00	\$6,000.00
1-5031-102 - Prof Exp - Worship	\$785.18	\$750.00	\$900.00
1-5031-103 - Prof Exp - CYFM	\$2,247.40	\$1,458.30	\$1,750.00
1-5031-104 - Prof Exp - AE	\$3,466.73	\$3,333.30	\$4,000.00
1-5031-110 - Prof Exp - Communication	\$0.00	\$0.00	\$0.00
1-5031-112 - Prof Exp - Admin	\$75.03	\$1,250.00	\$1,500.00
1-5031-113 - Prof Exp - Fac	\$0.00	\$416.70	\$500.00
1-5032-101 - Prof Exp - Minister of Worship Arts	\$2,052.82	\$2,366.70	\$2,840.00
1-5035-101 - Prof Exp - Senior Minister (Justin)	\$6,142.87	\$6,666.70	\$8,000.00
Total Professional Expenses	\$18,616.01	\$21,241.70	\$25,490.00
Temporary Labor			
1-5041-110 - Temp Labor - Comm	\$0.00	\$0.00	\$0.00
1-5041-112 - Temp Labor - Admin	\$295.60	\$3,750.00	\$4,500.00
1-5042-103 - Childcare - CYFM	\$14,726.27	\$5,833.30	\$7,000.00
1-5043-102 - Guest Speakers - Worship	\$1,100.00	\$500.00	\$600.00
1-5045-102 - Musicians - Worship	\$6,660.00	\$9,166.70	\$11,000.00
1-5047-102 - Sound Tech - Comm	\$1,927.00	\$2,750.00	\$3,300.00
1-5049-112 - Misc Contractors - Admin	\$0.00	\$0.00	\$0.00
Total Temporary Labor	\$24,708.87	\$22,000.00	\$26,400.00
Program Expenses			
1-5102-103 - Classroom Supplies - CYFM	\$12,697.43	\$8,333.30	\$10,000.00
1-5119-103 - Chalice Camp - CYFM	\$0.00	\$0.00	\$0.00
1-5121-103 - Teacher Workshops - CYFM	\$258.06	\$1,083.30	\$1,300.00
1-5122-103 - Grade 7 - CYFM	\$2,917.76	\$666.70	\$800.00

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Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
1-5123-103 - 7th Grade Bike Trip	\$0.00	\$0.00	\$0.00
1-5124-103 - Grade 8 - CYFM	\$991.60	\$1,250.00	\$1,500.00
1-5125-103 - Grade 9 COA - CYFM	\$3,998.10	\$2,083.30	\$2,500.00
1-5126-103 - Grade 10, 11, 12 - CYFM	\$176.70	\$583.30	\$700.00
1-5127-103 - Summer Camps	\$6,238.50	\$8,949.20	\$10,739.00
1-5128-103 - Youth Social Activities - CYFM	\$0.00	\$333.30	\$400.00
1-5129-103 - Boston Youth Trips	\$25,078.58	\$8,333.30	\$10,000.00
1-5130-103 - Grade 5 OWL - CYFM	\$2,287.08	\$0.00	\$0.00
1-5131-104 - Adult Ed - AE	\$575.98	\$1,000.00	\$1,200.00
1-5132-104 - Circles (formerly Small Grps) - AE	\$1,504.76	\$1,000.00	\$1,200.00
1-5134-102 - Multigenerational Music - Worship	\$27.83	\$416.70	\$500.00
1-5135-102 - Music Purchases - Worship	\$2,606.88	\$2,500.00	\$3,000.00
1-5136-102 - Piano Tuning - Worship	\$1,135.00	\$1,183.30	\$1,420.00
1-5137-102 - Worship Items Misc - Worship	\$596.71	\$416.70	\$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	\$132.68	\$333.30	\$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	\$1,348.63	\$1,666.70	\$2,000.00
1-5199-103 - Other - CYFM	\$3,398.30	\$2,083.30	\$2,500.00
1-5199-104 - Other - AE	\$3,027.18	\$833.30	\$1,000.00
1-5199-105 - Other - FIA	\$1,518.43	\$833.30	\$1,000.00
1-5199-107 - Other Pgm Exp - Past Care	\$327.54	\$666.70	\$800.00
1-5199-108 - Other - Mbrshp	\$448.87	\$833.30	\$1,000.00
1-5199-112 - Other - Admin	\$52.07	\$0.00	\$0.00
Total Program Expenses	\$71,659.67	\$45,382.30	\$54,459.00
Miscellaneous Program Expenses			
1-5201-102 - Winter Solstice - Worship	\$0.00	\$250.00	\$250.00
1-5202-104 - Labyrinth - AE	(\$26.00)	\$0.00	\$0.00
1-5203-104 - Library - AE	\$28.45	\$416.70	\$500.00
1-5209-105 - Action Groups - FIA	\$0.00	\$416.70	\$500.00
1-5210-107 - Friendship Caring Corner - Past Car	\$0.00	\$208.30	\$250.00
1-5231-105 - YCE Supplies - FIA	\$9,437.24	\$9,166.70	\$11,000.00
1-5231-505 - YCE Supplies - FIA	\$0.00	\$0.00	\$0.00
1-5232-105 - YCE Travel - FIA	\$34,715.55	\$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	\$254.00	\$0.00	\$0.00

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Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
Total Miscellaneous Program Expenses	\$44,409.24	\$10,458.40	\$12,500.00
Membership Program Expenses			
1-5251-108 - Hospitality Exp - Mbrshp	\$7,597.27	\$6,250.00	\$7,500.00
1-5252-108 - Visitor Wecoming - Mbrshp	\$369.08	\$500.00	\$600.00
1-5254-108 - New Member Programs - Mbrshp	\$848.75	\$500.00	\$600.00
Total Membership Program Expenses	<u>\$8,815.10</u>	<u>\$7,250.00</u>	<u>\$8,700.00</u>
Fundraising Expenses			
1-5301-111 - Pledge Drive - Fundr	\$1,465.87	\$4,166.70	\$5,000.00
1-5302-111 - Planned Giving - Fundr	\$353.75	\$1,666.70	\$2,000.00
1-5303-111 - Large Fundraiser Exp - Fundr	\$2,450.33	\$2,916.70	\$3,500.00
1-5808-105 - Holiday Giving	\$0.00	\$250.00	\$300.00
Total Fundraising Expenses	<u>\$4,269.95</u>	<u>\$9,000.10</u>	<u>\$10,800.00</u>
Administrative Expenses			
1-5401-108 - Office Supplies - Mbrshp	\$0.00	\$0.00	\$0.00
1-5401-112 - Office Supplies - Admin	\$3,573.60	\$5,083.30	\$6,100.00
1-5402-110 - Paper - Comm	\$1,632.36	\$1,666.70	\$2,000.00
1-5402-112 - Paper - Admin	\$0.00	\$0.00	\$0.00
1-5414-112 - Printing & Copying - Admin	\$14,978.70	\$15,000.00	\$18,000.00
1-5416-110 - Postage & Shipping - Comm	\$0.00	\$0.00	\$0.00
1-5416-112 - Postage & Shipping - Admin	\$5,134.93	\$3,333.30	\$4,000.00
1-5418-112 - Telephone - Admin	\$3,124.79	\$2,916.70	\$3,500.00
1-5418-113 - Telepone - Fac	\$645.30	\$0.00	\$0.00
1-5420-110 - Internet Exp - Comm	\$0.00	\$0.00	\$0.00
1-5420-112 - Internet Exp - Admin	\$1,131.58	\$1,250.00	\$1,500.00
1-5422-110 - Website - Comm	\$1,387.50	\$1,250.00	\$1,500.00
1-5424-108 - Software Exp - Mbrshp	\$2,095.00	\$2,291.70	\$2,750.00
1-5424-112 - Software Exp - Admin	\$4,277.18	\$2,291.70	\$2,750.00
1-5470-112 - Legal - Admin	\$0.00	\$0.00	\$0.00
1-5475-112 - Fnl Review/Audit - Admin	\$0.00	\$1,250.00	\$1,500.00
1-5480-112 - Consultants - Admin	\$8,516.98	\$27,083.30	\$32,500.00
1-5490-112 - Emp Appreciation - Admin	\$1,329.91	\$1,375.00	\$1,650.00
1-5510-103 - Volunteer Appreciation - CYFM	\$0.00	\$675.00	\$810.00
1-5510-112 - Volunteer Appreciation - Admin	\$348.44	\$675.00	\$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	\$2,617.33	\$2,333.30	\$2,800.00
1-5572-112 - Bank Service Chg - Admin	\$743.52	\$1,250.00	\$1,500.00
1-5573-112 - Credit Card Disc - Admin	\$11,336.93	\$10,833.30	\$13,000.00
1-5580-103 - Mileage - CYFM	\$744.46	\$833.30	\$1,000.00
1-5580-112 - Mileage - Admin	<u>\$44.39</u>	<u>\$833.30</u>	<u>\$1,000.00</u>

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Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
Total Administrative Expenses	\$63,662.90	\$82,224.90	\$98,670.00
Miscellaneous Expenses			
1-5410-113 - Small Furnishings (SPIFF) - Fac	\$244.80	\$1,666.70	\$2,000.00
1-5412-112 - Visual Arts - Admin	\$1,979.53	\$3,500.00	\$4,200.00
1-5530-112 - Board Exp - Admin	\$3,000.00	\$833.30	\$1,000.00
Total Miscellaneous Expenses	\$5,224.33	\$6,000.00	\$7,200.00
Insurance			
1-5441-112 - Worker's Comp - Admin	\$6,118.46	\$5,840.00	\$7,008.00
1-5442-113 - Liability - Fac	\$11,437.42	\$11,875.00	\$14,250.00
Total Insurance	\$17,555.88	\$17,715.00	\$21,258.00
Dues & Memberships			
1-5451-109 - UUA - Denom Conn	\$15,700.00	\$26,166.70	\$31,400.00
1-5452-109 - Mid America - Denom Conn	\$4,800.00	\$8,000.00	\$9,600.00
1-5453-109 - Other Membership Fees and Dues	\$0.00	\$0.00	\$0.00
1-5453-112 - Other Membership Fees and Dues	\$550.00	\$1,216.70	\$1,460.00
Total Dues & Memberships	\$21,050.00	\$35,383.40	\$42,460.00
Utilities			
1-5591-113 - Electric - Fac	\$20,231.96	\$22,500.00	\$27,000.00
1-5592-113 - Gas - Fac	\$10,910.10	\$16,666.70	\$20,000.00
1-5593-113 - Water & Sewer - Fac	\$6,229.46	\$7,500.00	\$9,000.00
Total Utilities	\$37,371.52	\$46,666.70	\$56,000.00
Repairs & Maintenance			
1-5601-112 - General Repairs - Admin	\$363.43	\$0.00	\$0.00
1-5601-113 - General Rprs & Maint - Fac	\$13,992.03	\$14,333.30	\$17,200.00
1-5602-113 - HVAC - Fac	\$7,371.00	\$8,333.30	\$10,000.00
1-5603-113 - Elevator - Fac	\$2,624.14	\$2,750.00	\$3,300.00
1-5604-113 - Alarm System - Fac	\$705.89	\$1,250.00	\$1,500.00
Total Repairs & Maintenance	\$25,056.49	\$26,666.60	\$32,000.00
Other Building Related Expense			
1-5426-113 - Equipment Leases - Fac	\$0.00	\$145.80	\$175.00
1-5432-102 - Sound System	\$2,498.84	\$2,500.00	\$3,000.00
1-5560-113 - Interest Expense - Fac	\$32,130.65	\$32,480.50	\$38,976.62
1-5620-113 - Janitorial Supplies - Fac	\$7,572.77	\$6,666.70	\$8,000.00
1-5630-113 - Trash & Recycling - Fac	\$2,854.38	\$4,166.70	\$5,000.00
1-5640-113 - Groundskeeping - Fac	\$10,594.65	\$9,750.00	\$11,700.00
1-5650-113 - Pest Control - Fac	\$396.54	\$500.00	\$600.00
1-5660-112 - Other Exp - Admin	\$637.82	\$1,666.70	\$2,000.00
1-5660-113 - Other Exp - Fac	\$0.00	\$833.30	\$1,000.00
Total Other Building Related Expense	\$56,685.65	\$58,709.70	\$70,451.62
Offering Plate for Community			

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Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)
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	\$2,550.00	\$6,250.00	\$7,500.00
Total Offering Plate for Community	<u>\$2,550.00</u>	<u>\$6,250.00</u>	<u>\$7,500.00</u>
Total Expenses	<u>\$1,160,746.69</u>	<u>\$1,164,283.60</u>	<u>\$1,397,090.62</u>
Net Total	\$29,666.71	\$3,988.50	\$4,835.91

First Universalist Church of Minneapolis
Balance Sheet
April 2016

Headings and Account

Assets		
Current Assets		
Cash & Cash Equivalents		
Sunrise Bank - Checking	\$ 135,928.38	
U S Bank - Checking	\$ (954.72)	
U S Bank - Savings	\$ 416.68	
Total Cash & Cash Equivalents	\$ 135,390.34	
Investments		
Schwab- Church Operating	\$ 12,411.04	
Schwab - Church Reserve	\$ 281,716.24	
Schwab - Don Carter & Mary Carter	\$ 64,958.54	
Schwab- Legacy Fund	\$ 729,522.45	
Schwab - Temporarily Restricted	\$ 102,895.20	
Sunrise - Church Reserve	\$ 138,816.79	
Total Investments	\$ 1,330,320.26	
Cash & Cash Equiv - Foundation		
University Bank - Foundation	\$ 11,138.34	
Total Cash & Cash Equiv - Foundation	\$ 11,138.34	
Investments - Foundation		
Schwab - Foundation	\$ 1,557,168.68	
Total Investments - Foundation	\$ 1,557,168.68	
Total Current Assets		\$ 3,034,017.62
Other Current Assets		
Other Current Assets		
Prepaid Loan Expenses	\$ 8,285.83	
Total Other Current Assets	\$ 8,285.83	
Total Other Current Assets		\$ 8,285.83
Fixed Assets		
Fixed Assets		
Fixed Assets	\$ 1,726,925.19	
Total Fixed Assets	\$ 1,726,925.19	
Total Fixed Assets		\$ 1,726,925.19
Total Assets		\$ 4,769,228.64

Liabilities & Equity

Current Liabilities

Accounts Payable

Accounts Payable	\$	28,109.87
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Total Current Liabilities	\$	28,109.87
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Other Current/Long-Term Liabilities

Benefits Payable	\$	3,750.27
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Accrued Expenses	\$	8,003.24
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Deferred Revenue	\$	14,393.70
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Misc Other Liabilities	\$	14,432.99
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Mortgage Payable	\$	601,106.02
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Mortgage LOC Advance Payable	\$	154,119.11
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Total Other Current/Long-Term Liabilities	\$	795,805.33
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Total Liabilities & Equity		\$ 823,915.20
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Fund Principal and Excess Cash Received

Fund Principal

Undesignated Net Assets/Equity

Church Equity	\$	1,733,406.41
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Total Undesignated Net Assets/Equity	\$	1,733,406.41
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Designated Net Assets

Board Designated Net Assets	\$	972,692.71
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Total Designated Net Assets	\$	972,692.71
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Unrestricted Net Assets

Unrestricted Net Assets	\$	662,660.73
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Total Unrestricted Net Assets	\$	662,660.73
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Temp Restricted Net Assets

Temporarily Restricted Funds	\$	114,608.93
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Total Temp Restricted Net Assets	\$	114,608.93
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Other Temp Restr Net Assets

Temp Restr - Legacy Fund	\$	93,536.52
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Temp Restr Cummins Ministerial Fund	\$	184,629.78
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Total Other Temp Restr Net Assets	\$	278,166.30
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Permanently Restricted

Don Carter Endowment	\$	50,620.71
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M E Carter Endowment	\$	13,809.59
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Total Permanently Restricted	\$	64,430.30
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Total Fund Principal	\$	3,825,965.38
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Excess Cash Received

Excess Cash Received	\$	119,348.06
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Total Excess Cash Received	\$	119,348.06
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Total Fund Principal and Excess Cash Received		\$ 3,945,313.44
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Total Liabilities, Fund Principal, & Restricted Funds		\$ 4,769,228.64
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First Universalist Church
Racial Justice Resolution
Approved by the Congregation at the
May 31, 2015 Annual Meeting of the Members

Whereas:

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

Therefore, be it resolved that:

First Universalist Church of Minneapolis publicly declares its commitment to:

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



Using Choice Points to Advance Equity

1. **Identify a Choice Point:** What is one of your points of opportunity to make or influence a decision that may affect equitable outcomes?

2. **Assess Impacts:** What are the impacts of current decisions and actions that may be unintentionally reinforcing bias, barriers or inequities?

3. **Generate Options:** What are some alternative action options that could produce different outcomes? (Try to generate several of them.)

4. **Decide Action:** Which option will generate the most leverage, momentum or gain towards advancing equity and inclusion?

5. **Change Habits:** What reminders or “equity primes” can be structured into you routine practices and protocols to make equity an ongoing priority and habit? What relationships, supports, incentives or accountability measures could help?

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

Board of Trustees Goals:

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