

First Universalist Church Board of
Trustees January 19, 2017
Board Packet

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First Universalist Church of Minneapolis

Board of Trustees Meeting

January 19, 2017

6:30 p.m. Cummins Room

Agenda

I. Call to Order (6:30).

- 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 (see SM report)
- Spiritual reflection question (see SM report)

II. Consent Agenda (6:50)

- Approval of minutes from November meeting.
- Monitoring: Acceptance of attendance and membership numbers (SM report)
- Monitoring: Acceptance of staff and significant volunteer changes (SM report)

[Note: Two monitoring items regarding the annual staff compensation/salary analysis and staff deferred compensation analysis are being deferred to February at Rev. Crow's request so that she can consult with MAP in early February].

III. Finance Report (Jen Crow) and Related Budget Issues (7:00)

- a. Financial report through Nov. 30, 2016, including capital projects and line of credit status.
- b. Recommendation regarding annual audit / financial review (Monitoring schedule item).
- c. Capital Campaign income and expenses; consideration of whether \$295,000 Legacy Fund borrowing limit is also the cap on Capital Campaign expenses.
- d. 2017-18 Budget planning, including timing of annual campaign, developing budget assumptions for next fiscal year, and reserving dates for congregational budget meetings.

IV. Sanctuary Church (7:30)

As Rev. Schroeder discussed from the pulpit on Sunday, a group of congregants has been working on the issue of what it would mean for our church to become a Sanctuary

Church. An introductory memorandum, prepared by Denise Konen, is included with the Board packet. Several aspects of this discussion merit the Board's discussion:

- a. Is the decision to become a Sanctuary Church a Staff or Board or shared decision?
- b. Separate from the question of responsibility, would any action be enhanced by a Board resolution?
- c. What are the merits of a seeking congregational vote on the issue? If so, kind of input should be solicited from the congregation prior to such a vote?

V. State of the Church (8:00)

The State of the Church meeting will be February 19, 2017, at 12:30. Tentative agenda:

- a. Financial report (Jen)
- b. Capital Campaign Report (possibly presented by one or both campaign co-chairs)
- c. Senior minister report (Justin)
- d. Update on BOT work and Visionary Goals refresh (Eric)

VI. Amend November's minutes to reflect acceptance of the clergy 2017 housing allowance elections (8:10)

VII. Adjournment (8:15)

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First Universalist Church of Minneapolis

Board of Trustees Meeting

Minutes

November 17, 2016

I. Attendance.

Trustees Present: Dave Bach, Eric Cooperstein, Cindy Marsh, Richard Spratt, Lillie Pang, Caitlin Rogers, Dick Niemiec

Trustees Absent: Karin Wille

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

The meeting convened at 6:36 with the call to order and chalice lighting.

The Trustees discussed, as reading and spiritual reflection, two poems: “Opening Reflection” by Jessica York and “Turning to One Another” by Margaret Wheatley. Stay Woke.

II. Consent Agenda – moved and approved.

- Approval of minutes from October regular meeting
- Approval of minutes from November 6, 2016 special meeting
- Monitoring: Acceptance of attendance and membership numbers
- Monitoring items from the Senior Minister report:
 - Capital Campaign Update re Steering Committee Composition including the Racial Justice/Inclusive Focus
 - Parking Lot Task Force

III. Capital Campaign Update.

Reverend Crow has been working with our real estate agent to investigate other potential churches in the city of Minneapolis. A review of those listings shows no churches with sanctuaries as large as our sanctuary is. Estimates to find a church, sell our church, remodel and move is at least a 2 to 3 year process.

IV. Financial Report.

Rev. Crow led a discussion of the review of the first quarter income and expense results and revised budget projections based on income and expenses associated with our new tenant, Southside Child Development Center.

We are on track with both income and expenses. The biggest change has been signing the lease with Southside Child Care Center. There is both additional

income and expense with the tenant. We also have another new tenant, Sioux Truck, and they will be using our kitchen on Saturday. Their food truck will be parked in the parking lot with the exception of Sunday. Our kitchen is a commercial kitchen and it is up to code with the exception of one sink for which we got a waiver for one year.

It was agreed that we will pay the realtor expenses over the three years of the lease. There is a slight surplus of income right now and staff recommends that we not spend it. They can foresee that we may need more support for hospitality (e.g janitorial, RE staffing) as the number of people coming to the church is increasing. Staff will monitor to see if we can provide some small staff salary increases or bonuses since no staff got increases this past year.

V. Strategic Plan 2012 - 2017

David Bach provided a history of the current strategic plan. It was developed through a very thorough and elaborate process. We had over 20 meetings and lots of opportunities for input. Meetings were set around the four visionary goals so people could focus on the issues for which they were most passionate. The strategic planning committee then had to bring the feedback together into a coherent whole. The plan was accepted at the annual meeting. The Board refreshed the plan in 2013 to include more of a racial justice focus.

The Board looked at the four areas of the strategic plan and commented on which pieces were going well, where we need continued focus and where we could remove items that have been completed. The plan and the feedback will be sent back to staff for revision who will also run new language past the relevant groups, e.g. Racial Justice Leadership Team, for their input.

The Board will invite the senior leadership team to the February Board meeting to have a conversation and dive in deeply together. We will need to continue work together to determine how to prioritize the various elements of the plan.

Big kudos to staff and the various teams who have done so much of the work already on the plan. This is a living strategic plan that is well used.

VI. Items from the President

There will be no board meeting in December but notes and financials will be circulated via email.

Eric Cooperstein is contemplating appointing an acting chair while finding a full chair for the Nominating Committee. The Board approved his plan pending

acceptance by the congregant. Karin Wille is going to serve as the Board's representative to the Nominating Committee.

The meeting adjourned at 9:06 p.m.

Sr. Minister Report for Jan. 19, 2017 Board Meeting

I. Opening Reflection -

Only Begun

Spirit of Life and Love, dear God of all nations:

There is so much work to do.

We have only begun to imagine justice and mercy.

Help us hold fast to our vision of what can be.

May we see the hope in our history,

and find the courage and the voice

to work for that constant rebirth

of freedom and justice.

That is our dream.

Amen.

Reflection: What vision are you holding fast to as we approach the inauguration? What hope in our history are you discovering?

II. Monitoring Items from Monitoring Schedule:

A. There are no staff or volunteer changes to report. Rev. Crow will share our recommendation for our yearly audit/financial review. The monitoring items, “compensation/salary analysis and deferred compensation” will be covered at the February meeting.

III. Information Items

A. Sanctuary Church Updates:

A team of a dozen congregants, led by Denise Konen, has been meeting since November, working with ISIAH (<http://isaiahmn.org/>), and many others, to explore

what it would mean to be a sanctuary church (see attached documentation). In addition to this, this team has uncovered the role First Universalist played in the Sanctuary Church movement of the 1980's (see attached documentation.)

Back Up Solar Subscriber Update:

Bill Elwood and Mark Bohnhurst, both of the Environmental Justice Team, have been working with Shiloh Temple and Community Energy Futures, and are nearing an agreement for First Universalist to be a backup subscriber for Shiloh Temple. The Solar Garden, which will be installed on the roof of Shiloh Temple in a few months, is meant for North Minneapolis residents and institutions. The financier for the Solar Garden, however, has requested that there be one or more "back-up subscribers" that could temporarily step in and take over payments if residential subscribers default. CEF and MNIPPL have requested First Universalist to be one of the back-up subscribers. Mark and Bill have been doing their due diligence about what this entails (there is virtually no downside to the church), and I've included their report (see attached documentation).

Parking Lot Task Force Updates:

The "Parking Lot Taskforce" - Larry Gottschalk, Bill Elwood, Suzann Wilhite, Steve Merrill, Hal Schroer, Judy Goebel, Stan Sattinger, Jill Anderson, John Shockley, and Ben Cooper - have been working hard the past two months, and after engaging with local churches to discover how they address their parking issues, this team shared ten possibilities that First Universalist might consider. Of those ten, we intend to pursue three of them immediately, doing additional research. The three possibilities we're exploring are: 1) Start a shuttle service between the Church and the Cub lot at Lake and Dupont, and/or between the church and a pay lot such as Calhoun Square parking lot and the nearby Wells Fargo lot; 2) Start a very active ride sharing program; 3) Price out the purchase price and operational costs of having a church van (include in this effort seeing if we could rent someone's van's for Sunday morning use.) Many thanks to Larry Gottschalk for heading up this team! They have done outstanding work.

Capital Campaign Update:

Almost the entire Board of Trustees and the Steering Committee have been solicited for their Campaign Gifts. The conversations around "the ask" have been exceptionally rich, and members and friends are truly responding with inspirational gifts. We have a dedicated and deeply committed Campaign Team in place.

Our Campaign Kick off event is planned for March 11, at the Minneapolis Events Center. Here's an outline of the evening:

5-6 p.m. arrival

6pm - Youth Buffet, adult dinner stations
8pm - Short Program
Dancing/fun til 10:30 - 11:00.

The continued need for our progressive, liberal Faith:

Since the election, our worship and religious education attendance has increased, as neighbors, friends, and former members have been coming through our doors. Our Welcome Teams have begun wearing their Gold "Standing on the Side of Love" shirts, in order to be more easily identified and welcoming and we've added additional signage to the parking lot, indicating the lot is for families with young children, visitors, and people with limited mobility. In other words, we are focusing on deep hospitality and welcoming.

Sanctuary Church Information: Summary for the Board of First Universalist

"Sanctuary is not a building. It's a response rooted in faith and nurtured by prayer and conscience."

-- From the Religious Leaders Affirmation of Sanctuary
Ministry Jan 23, 1985

Providing Sanctuary at First Universalist Church

Our Unitarian Universalist faith and the seven principles guide us to act in the world with compassion and justice. *"We are in a new era. We have a renewed call on us as people of faith to come together and make a choice: We will choose either complicity to violence and dehumanization or prophetic resistance through our faith. This choice cannot be abstract or sentimental because for many it is about life and death" ISIAH*

Since November 2016 in response to ISIAH's call to churches in the area, a group of First Universalist members have been meeting to explore what it means to join the sanctuary and resistance movement in this growing climate of disregard for human rights. Our faith calls us to do whatever it takes to resist hate and unjust laws that harm people; whether it is providing space to organize, contributing our time and resources to stated needs of groups we support, aligning in solidarity with those who are targeted or providing a safe place to live for those who need our protection. If our church decides to harbor undocumented or targeted people at First Universalist we see it as a way to further our commitment to racial justice and awaken folks to address and change the systems that oppress people.

Our hope is that First Universalist Church will be:

1. A location of resistance and action for the community (through public events, showing up when asked, supporting organizing, possible living space, etc.).

2. One of the public faces of sanctuary in Minneapolis (responding to press, making public statements about sanctuary issues, etc.),
3. A source of political education for the congregation (more than provide physical/emotional support to individuals in sanctuary, to teach and encourage the congregation to take political action to support sanctuary and individuals who are being targeted in the community).

A group of congregants from First Universalist have begun meeting to explore what it would mean to be a sanctuary and resistance church. So far there are twelve people involved: Denise Konen, Emma Paskewitz, Laura Kimball, Jared Cruz, Meg Riley, Paula Goldade, Ginger Murphrey, Chuck Coskran, Heidi Romanish, Suzanne Hay, Tara Boedekker, and Gail O'Kane .

There will be a large kick-off event, "Building Our Prophetic Resistance" on January 28, 2017 at Shiloh Temple International Ministries from 1:00 to 4:00. Several of us plan to go. Here is the link to register: <https://www.facebook.com/events/183800772084896/>

Where and how can Sanctuary seekers be housed in the church?

We have had some experience with providing sanctuary at First Universalist. Suzanne Hay has talked to members who were here in the 1980's and reviewed some church documents to summarize our church's experience with harboring undocumented immigrants. (attached) Working with Justin and the staff we have identified the north and south narthex rooms as bedrooms and the Arches as a common room. We are planning on putting in a microwave, refrigerator and television set. Emma Paskewitz has volunteered to set up the rooms with the senior high youth and be available for middle of the night needs! There are bathrooms two floors down. Chuck Coskran is working on where to rig up a shower, permits needed and an estimation of the costs. We also need to see what kinds of building codes there are for bedrooms and common living area (fire escapes and fire codes). We know there is a possibility that a shower will be installed as part of the capital campaign and need to take that into consideration. Guests will need to have access to kitchen facilities or have food prepared for them. We are setting up a process for how we will contact the volunteers needed if someone needs immediate safe living space. If a person or family stays here for a long time volunteers will most likely be needed for buying groceries, food preparation, health care, fellowship and fun, spiritual support, education, and legal support, online advocacy and publicity.

Outreach

ISAIAH will be one avenue for getting the word out that we are a sanctuary church. Immigrants who are good candidates for sanctuary are often referred by law clinics or immigration lawyers and groups that work with immigrants. It is likely that someone we know personally will ask for our help because many of the team members have connection with targeted communities and organizations. We would like to begin by offering our space for groups to meet and/or organize so that we are known as a safe, supportive place. At our next meeting we will be considering approaching United Renters for Justice to begin.

Legal Concerns (from Northfield FAQ sheet)

The point of offering (physical) sanctuary is to raise the profile of the issue as well as the problems with the system. Accordingly, we will be very public about sanctuary work. Furthermore, the courts have generally found that “harboring” an undocumented person in sanctuary is only illegal if it is done secretly.

No one has been arrested recently for providing safe housing but in the 1980s, a handful of clergy, nuns, and laymen were convicted in “The Sanctuary Trials” for their efforts on behalf of immigrants. Faith leaders today are working with legal teams to keep this from happening, but have said that if law enforcement enters their church to detain those in sanctuary, they will stand in the way — even if it means arrest.

In the 1980’s about 150 sanctuary churches openly defied the FBI, INS, State Department, Department of Justice and the Reagan Administration. There was never an attempt by any government agency to strip those churches of their tax exempt status. No state institution has shown an appetite for attacking churches, the public respect for sacred space is too high.

Here are two immigration policies that do relate to Sanctuary:

1. “Sensitive Areas” — There’s no official legislation that keeps law enforcement from entering a church to arrest someone outside of a 2011 ICE memo that advises officials to avoid detaining immigrants in “sensitive areas” like schools, hospitals, and churches. But, can you imagine what would happen if immigration officials broke into a church to drag away a mom?
2. “Prosecutorial Discretion” — Activists and faith leaders are using ICE’s own policies of “prosecutorial discretion” to argue that these immigration cases are low-priority. Deportation would only serve to break up a family and the community that supports them.

Congregational Engagement

Katia Hansen of UURise has stressed the important of securing the strong support of the congregation. We want to utilize the gifts and resources of our entire community and create an intergenerational group of people who are deep involved. If people don’t have a whole hearted commitment to sanctuary and aren’t prepared to make adjustments as needed they can sabotage or create problems. Some of the Sanctuary and Resistance team members plan to be available to listen, answer questions and engage folks in conversations after both services on Sunday, June 15, 2016 when Justin introduces what it would mean to be a sanctuary and resistance church. We will need to continue to find ways to be transparent and provide information as we go along. At some point, we believe it is important to get a congregation wide vote of our commitment after people in our community feel they have enough information to make an informed decision.

Final Considerations

“It is important for us to acknowledge that no amount of information will make this process easy-- this will be a leap. All great movements have worked with imperfect

information. Our responsibility is not to do what is perfect, but to start doing what we know is right.” How can we support each other to this call to live our faith?

Sanctuary History at First Universalist

During the mid-1980s, First Universalist Church was actively involved in the political and religious Sanctuary Movement, which focused on providing safe haven for Central American refugees seeking protection from political conflict in their home countries. This was in response to Reagan-era immigration policies, which made political asylum difficult to obtain for Central Americans, who would be positioned to expose the U.S. government’s on-going covert and overt military actions in the region.

In 1984, First Universalist Church became an officially sanctioned and public Sanctuary Church under the leadership of Reverend John Cummins, and subsequently harbored several political refugees within its walls. The first sanctuary seekers were a young Guatemalan couple, Jenny and Gorge, who were given refuge from October 1, 1984, until February 1, 1985. Two days after Jenny and Gorge left First Universalist, Marlon Machado, a 22-year-old Salvadoran church activist, was received into sanctuary and stayed in shelter until July, 1985. Although Jenny and Gorge had chosen not to go public with their reasons for leaving Guatemala, Marlon Machado actively sought to tell his story, taking requests for interviews, participating in multiple speaking engagements and developing a sanctuary newsletter.

First Universalist members provided support for Marlon Machado and the Sanctuary Movement in multiple ways. Part of the work of the Sanctuary team was to raise awareness about the U.S. government’s political asylum policies and the plight of Central American asylum seekers. As such, Marlon Machado’s reception into sanctuary was a highly publicized PR event that involved a standing-room-only welcoming service followed by a press conference, with coverage given by multiple local newspapers and television stations. There was also an around-the-clock vigil for the first two weeks of Marlon’s stay, and more than 50 church members were active in providing clothing, food, religious counsel and worship, ESL classes, and social activities. Sanctuary members continued to support Marlon until he left sanctuary that summer.

Although First Universalist did not provide physical sanctuary for any other asylum seekers after Marlon Machado’s departure, there was a continued Sanctuary Committee that provided program and financial support to the Twin Cities Sanctuary Committee and the National Sanctuary Movement. In addition to attending local and national sanctuary conferences, Sanctuary Committee members remained active in educating the congregation about human rights actions in Central America. They

sponsored fundraising activities for sanctuary seekers, and supported speaking engagements for several authors and human rights activists. The committee also co-sponsored a number of informational/educational outreach programs with other social justice/religious organizations in the Twin Cities. During this time, John Cummins and other members of the Sanctuary Committee also wrote several newspaper articles and op ed pieces regarding sanctuary that appeared in the local newspapers and magazines.

Overview of First Universalist Church back-up subscriber role for Community Energy Futures—Shiloh Temple community solar garden

From: Bill Elwood and Mark Bohnhorst

On December 7, 2016, the three of us (Justin, Bill and Mark) discussed the proposed back-up subscriber relationship for the CEF-Shiloh Temple solar garden (the “Solar Garden”). Cooperative Energy Futures (CEF) is the Solar Garden’s developer. Our social justice partner, Minnesota Interfaith Power and Light (MNIPL), has worked with CEF and other organizations through the Just Community Solar Coalition to bring the Solar Garden Project to fruition.

The Solar Garden, which will be installed on the roof of Shiloh Temple in a few months, is meant for North Minneapolis residents and institutions. The financier for the Solar Garden, however, has requested that there be one or more “back-up subscribers” that could temporarily step in and take over payments if residential subscribers default. CEF and MNIPL have requested First Universalist to be one of the back-up subscribers.

A back-up subscriber receives corresponding bill credits on its monthly Xcel Energy electric bills during back-up periods. In early years, the credits would exceed the payments, and (considering the financial terms, discussed below) that benefit would likely continue in later years.

Over the past two months, we have made due diligence inquiries to clarify both the nature of the Solar Garden and the back-up subscriber role. Bill arranged for a law firm (Stoel Reeves—one of Bill’s neighbors, who practices green energy law, is a partner there) to provide advice on a pro bono basis. Following a few telephone conferences, the firm completed its review, and on December 21 Mark forwarded the revised draft agreement to CEF and MNIPL.

The Stoel Reeves draft proposes a number of revisions in the CEF template. We expect to negotiate those items in the next couple weeks.

Under the back-up subscriber arrangement, First Universalist will become a regular subscriber to a de minimis amount of Solar Garden capacity. This allows the Church to be entered into Xcel's system as a subscriber to the Solar Garden and simplifies administration—the back-up amounts can be added to or removed from the Xcel bill without needing to re-subscribe each time.

As currently drafted, the agreement will commit the Church to back up a maximum of 9.45% of the solar garden's capacity for residential customers; this is roughly 20% of the Church's capacity. The 9.45% figure might be revised as we negotiate final details. CEF is obligated to use commercially reasonable efforts to replace customers who default, and it will be in CEF's economic interest to do so, since the Church will be paying CEF at the general commercial rate, which is lower than the residential rate that replacement subscribers will pay for the same amount of production.

Financial risk to First Universalist Church is limited. The financial terms are favorable. The subscriber payment rate escalates at 2% for the first six (6) years but is held steady for the last 19 years. The termination terms are favorable. The Church can terminate the agreement at any time with payment of a \$75 fee and three months of monthly payments. In the Stoel Reeves draft, that monthly payment applies only to the regular subscription, which is minimal.

Financial transactions with CEF and with Xcel can be handled electronically, and we will establish (see attached draft) a set of written instructions that explain the process and minimize administrative burden on Church office staff. The written procedures would explain how the billing statements from CEF will change from time to time, as customers are first backed-up, and then no longer backed-up when CEF finds replacements, and how these changes should be reflected in Xcel energy statements, on which the corresponding bill credits will change. We have not yet finalized these instructions.

Viewed through the lens of reputation and fulfillment of core mission, there are definite upsides. The Shiloh Project is well known in the green energy community for being at the forefront of efforts to provide low income/minority households accessible solar energy in a socially and economically just manner. There is likely to be a lot of publicity associated with cutting of ribbons for commencement and/or completion of the work. In addition, Shiloh may be the first project in the country to implement the back-up subscriber model, which one national policy group has listed as a "best practice" for bringing solar power to low income households. Thus, the role the Church will be playing may be one focus of attention.

We will keep you up to date as details are finalized.

DRAFT

First Universalist Church (Church) Cooperative Energy Futures Shiloh Temple Solar Garden (CEF) Subscriber and Back Up Subscriber Billing Procedure

CEF Invoice and Payment

1. On or about the 9th of each month (a “current month”), CEF will invoice the Church for the prior month’s allocation of energy provided to Xcel.
2. CEF invoices will itemize the Church’s regular subscription allocation and any back-up subscriber allocations. Thus, each CEF invoices will show when the Church is performing a back-up subscriber role and the extent of changes in that role from month to month.
3. Payment is due within 20 days of the CEF invoice. Using auto-pay procedures, on or about the 30th day of the current month, the payments to CEF (for the previous month’s production) will automatically be deducted from the Church’s bank account.

XCel Credits and Bills

4. On or before the time CEF sends its invoice—on or about the 9th of the current month—Xcel Energy will have calculated the credits to be allocated to the Church for the previous month. Xcel will apply the credits to the Church’s account on the 9th of the current month. Xcel’s bill will show a credit for the same amount Solar Garden production for which the Church has been invoiced by CEF. The credits will increase when the Church is playing a back-up subscriber role, and decrease to the credits for the base subscription when it is not.
5. If the Church has a billing cycle that is AFTER the 9th, the credits for the previous month’s production will be deducted from Church’s Xcel bill in the current month. This would be before payment for those credits is due to CEF.
6. If the Church has a billing cycle that is BEFORE the 9th of the month, Xcel will put the credit on the following month’s bill. In that case, payments to CEF (due the 30th) would be due a few days--up to 10 days--BEFORE the corresponding credits are deducted from the Church’s Xcel bill.

Note: we should find out what the Church's billing cycle is and use either paragraph 5 or paragraph 6.

Additional point:

When the Solar Garden commences operation, CEF will provide a schedule specifying the start dates for the contract calendar year and the amount charged by CEF per kwh of production during each contract year.

The rate of payments to CEF is to increase by 2% per year for the first 6 years and will remain fixed for the last 19 years of the contract period. The credit provided by Xcel will vary from year to year, based on annual changes in Xcel's rates.

November Attendance							
			2016				2015
Adults	9:30	11:15			9:30	11:15	
1st week	264	332	596		274	322	596
2nd week	636	399	1035		372	350	722
3rd week	320	349	669		206	310	516
4th week	288	320	608		244	266	510
5th week					228	253	481
Monthly Total	1508	1400	2908		1324	1501	2825
Average for November	377	350	727		265	300	565
RE							
1st week	213	164	377		227	176	403
2nd week	238	205	443		224	180	404
3rd week	221	186	407		204	181	385
4th week	23	12	35 *		221	166	387
5th week					25	14	39
Monthly Total	695	567	1262		901	717	1618
Average for November	174	142	316		180	143	324
Combined Average	551	492	1043		445	443	889
	*4th Sunday, multi-gen service				*5th week was multi-gen service.		

December Attendance							
			2016				2015
Adults	9:30	11:15			9:30	11:15	
1st week			0 *		249	328	577
2nd week	283	343	626		352	384	736
3rd week	190	161	351		244	0*	244
4th week			92 *				167
5th week							
Christmas Eve			224*				189*
Monthly Total	473	504	977		845	712	1724
Average for December	158	168	326		211	178	431
RE							
1st week	201	186	387		204	168	372
2nd week	130	128	258		184	159	343
3rd week	24	21	45 *		25	16	41
4th week		0	0 *		11	0	11
5th week							
Monthly Total	355	335	690		424	343	767
Average for December	89	84	173		106	86	192
Combined Average	247	252	499		317	264	623
	*first sunday, no data collected				*third sunday, no data collected 2nd service		
	*fourth sunday, one service at 10 a.m.				*fourth sunday, one service at 10 a.m.		
	*Extreme cold, RE cancelled. childcare for Nursery-5th grade only						
	*no RE or childcare for Christmas Day service						

**First Universalist Church
November 2016 Statistical Report
December 15, 2016**

MEMORIAL SERVICES:

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL:

MEMBERS REINSTATED: 1

JoAnne Berkenkamp, Minneapolis

MEMBERS FOR REMOVAL: 0

CHILDREN DEDICATED: 0

	To Date	End of Year Totals			
MEMBERS	2016-2017	2015-2016	2014-2015	2013-2014	2012-2013
(Fiscal Year)	56	54	58	46	110
TOTAL MEMBERS:	955	934	920	921	1030

TOTAL MEMBERS AS OF THE LAST MEETING: 954

To be added: 1

To be removed : 0

TOTAL MEMBERS: 955

**First Universalist Church
December 2016 Statistical Report
January 19, 2017**

MEMORIAL SERVICES:

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 3

Patsy Grace Egan, Crystal
Jane Jordan, Hopkins
Karen Warren, Minneapolis

MEMBERS REINSTATED: 2

Trina Joyce, Minneapolis
Sheila McGuire, Minneapolis

MEMBERS FOR REMOVAL: 0

CHILDREN DEDICATED: 0

MEMBERS (Fiscal Year)	To Date	End of Year Totals			
	2016-2017	2015-2016	2014-2015	2013-2014	2012-2013
	56	54	58	46	110
TOTAL MEMBERS:	955	934	920	921	1030

TOTAL MEMBERS AS OF THE LAST MEETING: 955

To be added: 5

To be removed : 0 TOTAL

MEMBERS: 960

**January 2017 Board Meeting
Financial Summary
Prepared by Rev. Jen Crow**

November Income and Expenses

Summary

As of the end of November, income was exceeding expenses by nearly \$59,000. Especially notable are the facts that:

- Pledges and donations are coming in higher at this point in the year than last year
- Expenses are coming in lower than at this point in the year last year

Income

The receipt of pledges is up from last year and very close to matching the year to date budget, which is excellent at this point in the year. December is often a large income month for pledges, and should bring us up and over the year to date pledge income expectations. We have received \$12,000 more in donations than we did at this time last year and are well ahead of budget. Rental income is significantly higher than expected, thanks to our tenant, the Southside Child Development Center.

Expenses

Expenses are tracking as expected or under budget in nearly all areas. Salaries and benefits are slightly higher due to tenant variances and small raises for a few positions. Classroom supplies are \$6,000 less than last year at this point. The Consultant line has been reduced and booked as a deferred expense which will be accounted for throughout the term of the tenant's lease over 3 years. Utilities are tracking slightly higher than budgeted, this is expected with our tenant and the building being used more frequently.

Line of Credit/Capital Expenses Update

Many capital projects have been completed thanks to this line of credit, and several more are substantially complete. Our new parking lot is substantially complete and in full use. The purchase and installation of bumpers surrounding the central garden remains, as does installation of the interpretative sign that will explain the environmental features of the parking lot. We expect that after the remainder of the grant from the Watershed District is received, roughly \$25,000 will remain for any capital projects we wish to undertake prior to the completion of the capital campaign.

Capital Campaign Update

We are excited to report that significant donations have already begun to come in to support our Capital Campaign. All budget lines are tracking as expected. Income currently exceeds expenses by roughly \$10,000.

Monitoring Item - Financial Review Recommendation

With our current checks and balances in place, where an outside consultant (Kurt Hochfeld of MAP), verifies our income and expenses and serves as an advisor monthly, I recommend that we forgo a formal audit, and instead ask Kurt to conduct a high level year end financial review. Kurt and Brad Schmidt both support this recommendation, and Kurt suggests that the review include looking at the following:

- Current assets and liabilities - review of aging reports and supporting documentation
- Fixed assets - (i) review of fixed asset summary including any acquisitions and dispositions and (ii) discussion with client regarding any obsolescence or abandonment issues. We would also do a cursory review of depreciation expense.
- Long term liabilities - review of year end supporting documentation.
- Net assets - restricted and unrestricted - review of additions and transfers including review of supporting workpapers.
- Review of annual budget versus actuals for statement of operations with emphasis on any material variances and explanations provided to Board.

Proposed 2017-18 Budget Process and Schedule

This year, the annual campaign will be conducted in tandem with our capital campaign, with a goal of a one-on-one visit with each church member and pledging friend. Due to this approach, Pledge Day will take place on April 26th, 2017, and pledge income for the 2017-18 church year will not be verified until much closer to our annual meeting than usual. Given this change, I suggest the following process:

- At its February meeting, the Board affirms a list of recommendations and assumptions to guide the staff's work in creating the 2017-18 operating budget.
- In March, an advisory group is convened to work directly with Rev. Crow to review the preliminary 2017-18 budget prior to review by the Board at its April meeting.
- A preliminary budget is presented to the Board at its April meeting.
- Congregational budget meetings take place during the week of May 7-13. I recommend that one budget meeting be held on Sunday, 5/7, at 12:30pm, and another be held in the evening on Thursday, 5/11, at 6:30pm. At these meetings and in all budget communications with the congregation, we share our working assumption that pledges will come in flat over 2016-17, with no variances expected. This assumption may be adjusted when the Board meets in May.
- At the May Board meeting, adjustments to the projected pledge income can be shared, and the budget adjusted, if need be. The Board approves the 2017-18 operating budget at the May Board meeting.

Capital Budget

Total Funding Available	\$ 175,000.00
Parking Lot Grant	\$ 50,000.00

Completed Projects

Building Audit/Reserve Study	\$ 5,000.00
Balcony Railing	\$ 2,495.00
Carpeting for Stage Stairs (Social Hall)	\$ 325.00
New Lighting Sanctuary	\$ 1,790.70
Reach-In Freezer	\$ 3,200.00
New Lighting Chandeliers	\$ 1,497.75

Projects in Progress

		Actual Costs	Remaining Balance	Including Grant
Computers/AV Needs	\$ 28,300.00	\$ 25,457.03	\$ 2,842.97	NA
Parking Lot	\$ 100,000.00	\$ 145,317.88	\$ (45,317.88)	\$ (32,817.88)
Parking Lot Grant To be Received	\$ 50,000.00	\$ 12,500.00	\$ 37,500.00	NA

Remaining Projects

AC Split System	\$ 30,000.00
Front Landing Replacement	\$ 5,000.00
Repair Main Entrance Stairwell	\$ 8,000.00

Estimated Cost (Includes Remaining Projects) \$ (10,608.45)

Remiaining Funds in Sunrise Savings \$ 2,416.64

Date	Payee	Explanation	Amount
12/30/2015	US Bank Credit Card	18W LED Soft White Light	\$ 1,497.75
			\$ 1,497.75

Date	Payee	Explanation	Amount
4/24/2015	EnergyScapes, Inc.	Parking Lot Plans	\$ 1,125.00
7/30/2015	EnergyScapes, Inc.	Parking Lot Plans	\$ 1,500.00
10/1/2015	EnergyScapes, Inc.	Parking Lot Plans	\$ 1,125.00
1/26/2016	EnergyScapes, Inc.	Parking Lot Grant	\$ 300.00
8/18/2016	Field Outdoor Spaces	50% of Estimate Down Payment	\$ 21,886.47
10/18/2016	Field Outdoor Spaces	Remaining Payment for Landscaping	\$ 22,011.12
10/19/2016	Olson Co. Inc.	Parking Lot Excavation and Curbing	\$ 63,463.00
11/1/2016	Field Outdoor Spaces	6 Rock Areas at the Inlet & Outlet of Drains	\$ 1,246.30
11/1/2016	Plehal Blacktopping, LLC	Parking Lot Blacktopping	\$ 34,870.00
11/11/2016	EGAN	Install Conduit Under Parking for Future Lighting	\$ 3,000.00
11/15/2016	Field Outdoor Spaces	Four Cedar Bridges	\$ 1,978.40
11/28/2016	Weld & Sons Plumbing	Commercial Exterior Lawn Faucet	\$ 812.59
11/30/2016	EnergyScapes, Inc.	Parking Lot Environmental Consulting	\$ 4,500.00
			\$ 157,817.88

Date	Payee	Explanation	Amount
9/20/2014	Best Buy Advantage Account	Accounting Computer	\$ 1,404.93
5/20/2015	Mind IT Services	AV and Wifi Assessment	\$ 210.00
6/22/2015	Mind IT Services	Wireless Site Survey	\$ 210.00
6/29/2015	Mind IT Services	New Computers (8)	\$ 7,127.75
8/6/2015	Geek Appeal	Google for Nonprofits/Apps	\$ 1,137.50
9/8/2015	Geek Appeal	Google Drive Installation	\$ 480.00
9/10/2015	US Bank Credit Card	AntiVirus for New Computers	\$ 1,293.36
9/16/2015	Phones 'N Things	Wall Mount, 24 Port Patch	\$ 850.00
10/1/2015	Galactic	1st to 2nd Floor Cabling	\$ 496.00
10/5/2015	Geek Appeal	Micro Center: Switch	\$ 311.09
10/23/2015	US Bank Credit Card	Firewall Upgrade	\$ 879.20
11/1/2015	US Internet	Voice Over Internet Installation	\$ 483.99
11/1/2015	Galactic	New Phone System Cabling	\$ 1,069.00
11/12/2015	Geek Appeal	Google for Nonprofits/Apps	\$ 1,137.50
12/1/2015	US Internet	Power Supply	\$ 356.32
2/16/2016	Phones 'N Things	Cat 5e Communication Cabling	\$ 374.20
3/25/2016	Best Buy Advantage Account	Classroom Monitors and Wall Mount	\$ 2,364.14
4/5/2016	Geek Appeal	Tech Requests	\$ 120.00
4/9/2016	Best Buy Advantage Account	Classroom Computers and Projector	\$ 3,290.59
4/14/2016	Phones 'N Things	Install Wire Mold and Cable to TV's	\$ 300.00
4/22/2016	Best Buy Advantage Account	IT Improvements, Cables and Locking	\$ 201.85
8/18/2016	Wausau Electric, Inc.	Electrical Receptacles for Classroom	\$ 880.00
9/16/2016	US Bank Credit Card	Power Supply	\$ 48.99
9/16/2016	US Bank Credit Card	Wall Mounted Shelf	\$ 41.97
9/16/2016	US Bank Credit Card	Gigabit Switch	\$ 64.65
10/5/2016	Geek Appeal	Tech Requests	\$ 324.00
			\$ 25,457.03

Capital Budget

Total Funding Available \$ 175,000.00

Completed Projects

Building Audit/Reserve Study	\$ 5,000.00
Balcony Railing	\$ 2,495.00
Carpeting for Stage Stairs (Social Hall)	\$ 325.00
New Lighting Sanctuary	\$ 1,790.70
Reach-In Freezer	\$ 3,200.00

Projects in Progress**Actual Costs****Remaining Balance**

Computers/AV Needs	\$ 28,300.00	\$ 24,097.42	\$ 4,202.58
Parking Lot	\$ 100,000.00	\$ 4,050.00	\$ 95,950.00
New Lighting Chandeliers	\$ 2,000.00	\$ 1,497.75	\$ 502.25

Remaining Projects

AC Split System	\$ 30,000.00
Front Landing Replacement	\$ 5,000.00
Repair Main Entrance Stairwell	\$ 8,000.00

Estimated Cost \$ (11,110.70)

Remiaining Funds \$ 132,544.13

Capital Campaign 2016-2017 Budget Breakdown

Division	Budget	\$	Remaining Budget
Revenue			
Donations	\$ 6,400,000.00	\$ 86,522.00	\$ (6,313,478.00)
Expense			
Consultants	\$ 230,000.00	\$ 74,000.00	\$ 156,000.00
Printing	\$ 8,000.00	\$ 472.58	\$ 7,527.42
Launch Event	\$ 30,000.00	\$ -	\$ 30,000.00
Architectural Pre-Work	\$ 27,000.00	\$ 2,000.00	\$ 25,000.00
Total Budget	\$ 295,000.00	\$ 76,472.58	

First Universalist Church of Minneapolis
Analysis of Revenues & Expenses - Summary
July to November 2016

Accounts	Current Balance (This Year)	YTD Budget (This Year)	Annual Budget (This Year)	Last Year YTD Actual
Revenues				
Pledges	\$460,614.49	\$464,906.25	\$1,115,775.00	\$447,853.59
Contributions Unrestricted	\$59,558.91	\$50,000.00	\$120,000.00	\$42,457.17
Contributions Temp Restricted	\$0.00	\$0.00	\$0.00	\$0.00
Contrib Released from Restr	\$0.00	\$0.00	\$0.00	\$0.00
Fundraisers	\$25,767.92	\$11,041.70	\$26,500.00	\$39,945.31
Program Fees	\$372.00	\$2,750.00	\$6,600.00	\$11,645.00
Dividends & Interest	\$2,806.70	\$6,250.00	\$15,000.00	\$2,285.34
Rental Income	\$38,555.47	\$23,916.65	\$57,400.00	\$38,376.97
Realized Gains & Losses	(\$385.74)	\$0.00	\$0.00	(\$291.65)
Unrealized Gains & Losses	\$356.02	\$0.00	\$0.00	\$605.63
Other Income	\$3,626.06	\$1,388.90	\$3,333.33	\$2,408.38
Total Revenues	\$591,271.83	\$560,253.50	\$1,344,608.33	\$585,285.74
Expenses				
Salaries & Wages	\$305,603.18	\$302,175.80	\$725,222.00	\$298,550.52
Payroll Taxes	\$22,903.81	\$23,060.45	\$55,345.00	\$15,448.51
Employee Benefits				
Medical Insurance	\$25,340.80	\$26,571.20	\$63,771.00	\$28,834.91
LTD	(\$0.04)	\$437.50	\$1,050.00	\$218.75
Life	\$695.20	\$990.80	\$2,378.00	\$797.80
401K	\$26,043.28	\$25,986.20	\$62,367.00	\$23,376.67
Total Employee Benefits	\$52,079.24	\$53,985.70	\$129,566.00	\$53,228.13
Professional Expenses	\$5,840.82	\$10,100.00	\$24,240.00	\$11,016.21
Temporary Labor	\$10,069.50	\$14,708.30	\$35,300.00	\$9,793.16
Program Expenses	\$24,566.82	\$21,833.25	\$52,400.00	\$48,340.44
Miscellaneous Program Expenses	\$12,290.55	\$5,104.20	\$12,250.00	\$20,728.65
Membership Program Expenses	\$3,295.49	\$3,833.35	\$9,200.00	\$4,223.09
Fundraising Expenses	\$205.00	\$2,291.65	\$5,500.00	\$12.20
Administrative Expenses	\$35,615.04	\$32,645.80	\$78,350.00	\$32,245.85
Miscellaneous Expenses	\$788.64	\$3,000.00	\$7,200.00	\$676.15
Insurance	\$6,693.97	\$9,895.85	\$23,750.00	\$4,667.28
Dues & Memberships	\$575.00	\$18,270.85	\$43,850.00	\$7,850.00
Utilities	\$17,586.30	\$20,416.70	\$49,000.00	\$15,572.67
Repairs & Maintenance	\$9,994.95	\$13,333.30	\$32,000.00	\$14,208.60
Other Building Related Expense	\$23,875.30	\$27,072.90	\$64,975.00	\$23,039.01
Offering Plate for Community	\$1,340.00	\$3,125.00	\$7,500.00	\$9,264.59
Total Expenses	\$533,323.61	\$564,853.10	\$1,355,648.00	\$568,865.06
Net Total	\$57,948.22	(\$4,599.60)	(\$11,039.67)	\$16,420.68

First Universalist Church of Minneapolis
Balance Sheet
November 2016

Headings and Account

Current Balance (This Year)

Assets		
Current Assets		
Cash & Cash Equivalents		
Sunrise Bank - Checking	\$	25,874.77
U S Bank - Checking	\$	(1,044.72)
U S Bank - Savings	\$	416.75
Total Cash & Cash Equivalents	\$	25,246.80
Investments		
Schwab- Church Operating	\$	68,905.99
Schwab - Church Reserve	\$	292,679.98
Schwab - Don Carter & Mary Carter	\$	67,751.10
Schwab- Legacy Fund	\$	758,200.95
Schwab - Temporarily Restricted	\$	107,250.09
Sunrise - Church Reserve	\$	7,709.71
Total Investments	\$	1,302,497.82
Cash & Cash Equiv - Foundation		
University Bank - Foundation	\$	11,138.34
Total Cash & Cash Equiv - Foundation	\$	11,138.34
Investments - Foundation		
Schwab - Foundation	\$	1,580,247.86
Total Investments - Foundation	\$	1,580,247.86
Total Current Assets		\$ 2,919,130.82
Other Current Assets		
Other Current Assets		
Mortgage Escrow Deposits	\$	1,532.45
Prepaid Expenses	\$	16,320.96
Prepaid Loan Expenses	\$	6,756.19
Prepaid Medical Insurance	\$	7,312.42
Total Other Current Assets	\$	31,922.02
Total Other Current Assets		\$ 31,922.02
Fixed Assets		
Fixed Assets		
Fixed Assets	\$	1,762,013.09
Total Fixed Assets	\$	1,762,013.09
Total Fixed Assets		\$ 1,762,013.09
Total Assets		\$ 4,713,065.93

Liabilities & Equity			
Current Liabilities			
Accounts Payable			
Accounts Payable	\$	32,833.30	
Total Accounts Payable	\$	32,833.30	
Total Current Liabilities			\$ 32,833.30
Other Current/Long-Term Liabilities			
Benefits Payable	\$	3,590.09	
Accrued Expenses	\$	14,288.21	
Deferred Revenue	\$	19,016.22	
Misc Other Liabilities	\$	29,124.93	
Mortgage Payable - Long Term	\$	589,058.14	
Mortgage LOC Advance Payble	\$	143,326.26	
Total Other Current/Long-Term Liabilities	\$	798,403.85	
Total Other Current/Long-Term Liabilities			\$ 798,403.85
Total Liabilities & Equity			\$ 831,237.15
Fund Principal and Excess Cash Received			
Fund Principal			
Undesignated Net Assets/Equity			
Church Equity	\$	1,723,537.71	
Total Undesignated Net Assets/Equity	\$	1,723,537.71	
Designated Net Assets			
Board Designated Net Assets	\$	966,683.30	
Total Designated Net Assets	\$	966,683.30	
Unrestricted Net Assets			
Unrestricted Net Assets	\$	662,660.73	
Total Unrestricted Net Assets	\$	662,660.73	
Temp Restricted Net Assets			
Temp Restricted Net Assets	\$	78,457.41	
Total Temp Restricted Net Assets	\$	78,457.41	
Other Temp Restr Net Assets			
Temp Restr - Legacy Fund	\$	54,686.39	
Temp Restr Cummins Ministerial Fund	\$	191,813.37	
Total Other Temp Restr Net Assets	\$	246,499.76	
Permanently Restricted			
Don Carter Endowment	\$	52,817.34	
M E Carter Endowment	\$	14,405.52	
Total Permanently Restricted	\$	67,222.86	
Total Fund Principal	\$	3,745,061.77	
Excess Cash Received			
Excess Cash Received	\$	136,767.01	
Total Excess Cash Received	\$	136,767.01	
Total Fund Principal and Excess Cash Received			\$ 3,881,828.78
Total Liabilities & Equity, Fund Principal, & Restricted Funds			\$ 4,713,065.93

Sanctuary Church
Summary to the Board of Trustees
January 17, 2017

"Sanctuary is not a building. It's a response rooted in faith and nurtured by prayer and conscience."

-- From the Religious Leaders Affirmation of Sanctuary Ministry, January 23, 1985.

Providing Sanctuary at First Universalist Church

Our Unitarian Universalist faith and the seven principles guide us to act in the world with compassion and justice. *"We are in a new era. We have a renewed call on us as people of faith to come together and make a choice: We will choose either complicity to violence and dehumanization or prophetic resistance through our faith. This choice cannot be abstract or sentimental because for many it is about life and death" ISAIAH*

Since November 2016 in response to ISAIAH's call to churches in the area, a group of First Universalist members have been meeting to explore what it means to join the sanctuary and resistance movement in this growing climate of disregard for human rights. Our faith calls us to do whatever it takes to resist hate and unjust laws that harm people; whether it is providing space to organize, contributing our time and resources to stated needs of groups we support, aligning in solidarity with those who are targeted or providing a safe place to live for those who need our protection. If our church decides to harbor undocumented or targeted people at First Universalist we see it as a way to further our commitment to racial justice and awaken folks to address and change the systems that oppress people.

Our hope is that First Universalist Church will be:

1. A location of resistance and action for the community (through public events, showing up when asked, supporting organizing, possible living space, etc.).
2. One of the public faces of sanctuary in Minneapolis (responding to press, making public statements about sanctuary issues, etc.),
3. A source of political education for the congregation (more than provide physical/emotional support to individuals in sanctuary, to teach and encourage the congregation to take political action to support sanctuary and individuals who are being targeted in the community).

A group of congregants from First Universalist have begun meeting to explore what it would mean to be a sanctuary and resistance church. So far there are twelve people involved: Denise Konen, Emma Paskewitz, Laura Kimball, Jared Cruz, Meg Riley, Paula Goldade, Ginger Murphrey, Chuck Coskran, Heidi Romanish, Suzanne Hay, Tara Boedekker, and Gail O'Kane .

There will be a large kick-off event, "Building Our Prophetic Resistance" on January 28, 2017 at Shiloh Temple International Ministries from 1:00 to 4:00. Several of us plan to go. Here is the link to register: <https://www.facebook.com/events/183800772084896/>

Where and how can Sanctuary seekers be housed in the church?

We have had some experience with providing sanctuary at First Universalist. Suzanne Hay has talked to members who were here in the 1980's and reviewed some church documents to summarize our church's experience with harboring undocumented immigrants. (attached) Working with Justin and the staff we have identified the north and south narthex rooms as bedrooms and the Arches as a common room. We are planning on putting in a microwave, refrigerator and television set. Emma Paskewitz has volunteered to set up the rooms with the senior high youth and be available for middle of the night needs! There are bathrooms two floors down. Chuck Coskran is working on where to rig up a shower, permits needed and an estimation of the costs. We also need to see what kinds of building codes there are for bedrooms and common living area (fire escapes and fire codes). We know there is a possibility that a shower will be installed as part of the capital campaign and need to take that into consideration. Guests will need to have access to kitchen facilities or have food prepared for them. We are setting up a process for how we will contact the volunteers needed if someone needs immediate safe living space. If a person or family stays here for a long time volunteers will most likely be needed for buying groceries, food preparation, health care, fellowship and fun, spiritual support, education, and legal support, online advocacy and publicity.

Outreach

ISAI AH will be one avenue for getting the word out that we are a sanctuary church. Immigrants who are good candidates for sanctuary are often referred by law clinics or immigration lawyers and groups that work with immigrants. It is likely that someone we know personally will ask for our help because many of the team members have connection with targeted communities and organizations. We would like to begin by offering our space for groups to meet and/or organize so that we are known as a safe, supportive place. At our next meeting we will be considering approaching United Renters for Justice to begin.

Legal Concerns (from Northfield FAQ sheet)

The point of offering (physical) sanctuary is to raise the profile of the issue as well as the problems with the system. Accordingly, we will be very public about sanctuary work. Furthermore, the courts have generally found that "harboring" an undocumented person in sanctuary is only illegal if it is done secretly.

No one has been arrested recently for providing safe housing but in the 1980s, a handful of clergy, nuns, and laymen were convicted in "The Sanctuary Trials" for their efforts on behalf of immigrants. Faith leaders today are working with legal teams to keep this from happening, but have said that if law enforcement enters their church to detain those in sanctuary, they will stand in the way — even if it means arrest.

In the 1980's about 150 sanctuary churches openly defied the FBI, INS, State Department, Department of Justice and the Reagan Administration. There was never an attempt by any government agency to strip those churches of their tax exempt status. No state institution has shown an appetite for attacking churches, the public respect for sacred space is too high.

Here are two immigration policies that do relate to Sanctuary:

1. “Sensitive Areas” — There’s no official legislation that keeps law enforcement from entering a church to arrest someone outside of a 2011 ICE memo that advises officials to avoid detaining immigrants in “sensitive areas” like schools, hospitals, and churches. But, can you imagine what would happen if immigration officials broke into a church to drag away a mom?
2. “Prosecutorial Discretion” — Activists and faith leaders are using ICE’s own policies of “prosecutorial discretion” to argue that these immigration cases are low-priority. Deportation would only serve to break up a family and the community that supports them.

Congregational Engagement

Katia Hansen of UURise has stressed the important of securing the strong support of the congregation. We want to utilize the gifts and resources of our entire community and create an intergenerational group of people who are deep involved. If people don’t have a whole hearted commitment to sanctuary and aren’t prepared to make adjustments as needed they can sabotage or create problems. Some of the Sanctuary and Resistance team members plan to be available to listen, answer questions and engage folks in conversations after both services on Sunday, January 15, 2017 when Justin introduces what it would mean to be a sanctuary and resistance church. We will to need to continue to find ways to be transparent and provide information as we go along. At some point, we believe it is important to get a congregation wide vote of our commitment after people in our community feel they have enough information to make an informed decision.

Final Considerations

“It is important for us to acknowledge that no amount of information will make this process easy-- this will be a leap. All great movements have worked with imperfect information. Our responsibility is not to do what is perfect, but to start doing what we know is right.” How can we support each other to this call to live our faith?