

First Universalist Church Board of Trustees
May 18, 2017
Board Packet

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First Universalist Church of Minneapolis

Board of Trustees Meeting

May 18, 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 April Board meeting.
- Approval of Executive Session Minutes (not included in Board packet).
- Information: Minutes of Congregational Budget Meetings
- Monitoring: Acceptance of attendance and membership numbers
- Monitoring: Acceptance of staff and significant volunteer changes
- Monitoring: Staff Survey Results (from SM, in packet)
- Monitoring: Congregant Grievances (in SM report)
- DATE REMINDERS:
 - The annual Board social event will be a brunch immediately following the Annual Meeting on **June 4, 2017**, location TBA.
 - June Board meeting will be **Wednesday, June 7, 2017**.

III. Finance Report and Approval of 2017-18 Budget (6:55)

- A. Update on Church finances through 3rd Quarter 2017.
- B. Budget discussion and approval of 2017-18 budget to be provided to Congregation with Annual Meeting materials.
 - a. Status of annual pledges and need for contingency budget
 - b. Presentation of budget to congregation.

NOTE: The Board may move into executive session during budget consideration if it becomes necessary to discuss confidential compensation or contingency issues.

BREAK 7:40 – 7:50

IV. Consideration and Approval of Revised Visionary Goals (7:50)

A copy of the revisions the Board tentatively approved in October and some additional revisions proposed by the Program Team are included in the Board packet.

V. Fiscal Agent for Mni Ki Wakan Summit (Justin & Eric) (8:05)

We have been asked by the planners of a conference whether our church could serve as a fiscal agent for the conference. Some explanatory materials are included in the packet.

VI. Change Team update (8:20)

The RJLT has deliberated further on the change team role and has suggested some friendly amendments for our consideration. There is a one-page summary of the suggested changes in the packet.

VII. Annual Meeting (8:30)

A brief discussion about logistics for the annual meeting.

VIII. Executive Session (Senior Minister review) (8:40).

IX. Adjournment (9:00)

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First Universalist Church of Minneapolis

Board of Trustees Meeting

Minutes

April 20, 2017

I. Attendance.

Trustees Present: Dave Bach, Eric Cooperstein, Cindy Marsh, Dick Niemic, Richard Spratt, Karin Wille, Lillie Pang, Caitlyn Rogers, Christa Anders

Trustee Absent:

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, “The Growing Edge” by Rev. Howard Thurman.

II. Consent Agenda – moved and approved.

- Approval of minutes from March meeting
- Acceptance of attendance and membership numbers

III. Admin

- a. June Board meeting rescheduled to June 7.
- b. Board year-end social event – Agreed to go off site for a brunch after the June 4 annual meeting.

IV. Finance Report

- a. Financial update through February 2017.

Rev. Crow provided a financial update. Things continue to track - no deficit or surplus expected. Overall income is ahead of expectations because of the tenant. Pledges are on track. Expenses are higher than budgeted because of the increase of salaries and utilities because of the tenant.

MAP has made some changes that impact our consultant. Staff will have to choose a new consultant or continue with Kurt on a private contract basis. The budget impact will likely will be less than \$3,000 so technically the equity-based vendor policy is not triggered but they are still using a racial justice lens to inform next steps.

- b. Proposed budget, contingency budget, three-year projections

We will have more information in May about how pledges are coming in and what they will look like. The public phase of the "Not for Ourselves

Along: Building an Inclusive Future" began on March 11, 2017. We have 122 capital campaign pledges over \$4 million. 126 annual pledges are in and they are holding steady over last year. 52 visitors have been coached. The Pledge Event is on April 26, 2017.

Regarding changes to the proposed budget since our last meeting, staff have pulled away from the idea of the 3rd service for now and so there is no 3rd service in the budget. There was a discussion of health care costs under our current plan.

The trustees discussed whether we should budget for paying off the mortgage during the next fiscal year, which would produce significant savings in interest payments. This ties in to the determination of the order of projects implemented after the capital campaign concludes. The Board suggested that we not make the decision now and asked that Rev. Crow redo the budget so that the mortgage is not paid off in this budget.

Regarding how the renovations and other work will be prioritized and implemented, we had previously agreed that the staff would present a budget and proposal and then the Board would approve it after deliberation. Rev. Crow would feel comfortable presenting the plan in the fall at the October. She will talk about it at the annual meeting and also include mention of listening sessions with the congregation to talk about the plans, prioritization.

The trustees discussed how to provide funds in the budget to support our Sanctuary Church resolution and commitment. It was suggested that Rev. Crow draft a Board resolution to increase the draw from the legacy to 7% and that the generated funds be put in a temporary restricted fund.

Rev. Crow also discussed possible contingency budget plans if annual pledges come in substantially less than in past years. The Board will reconsider the necessity of a contingency budget at the May meeting after more pledges have come in.

c. Planning for congregational budget meetings

The trustees discussed preparations for the upcoming meetings on April 30 and May 2, 2017.

V. Conversation with Shir Tikvah

There have been some informal conversations about increasing the sharing that we do between our congregation and Shir Tikvah. Suggested that there be a joint task force that looks at the many various issues and decides what needs to happen next. Trustees emphasized that a racial justice lens has to be applied to the question, including what opportunities could be foreclosed by a closer relationship

with Shir Tikvah. This would be a good working session for the Board and a topic for the July Board meeting.

VI. Change Team/RJLT Update

Karin Wille and Rev. Crow have been working closely with the Racial Justice Leadership Team (RJLT). Justin took the proposal to the RJLT last week.

The proposal would create a Racial Justice Education and Leadership Team which would report to the staff. A separate Racial Justice Change team would also be created as a committee of the Board. Reverend Crow would staff the Racial Justice Change Team but would not have a vote. The Change Team would be lay led. It would be racially balanced.

The charge of the Change Team is:

To develop, implement and monitor a process for addressing white privilege/white supremacy, whiteness and racism; setting clear standards for inclusion of racial justice at all levels of the organization; reviewing and ensuring accountability for the mission, vision, policies, procedures, budgets, board agreements, etc.; to ensure that the commitment to end racism is a consistent theme; to support First Universalist to live into its values and commitment to being a racially just community.

Moved to adopt the proposal with names for the committee to come back to the Board at the May meeting.

APPROVED.

VII. Executive Session

The Board moved into executive session to discuss confidential issues.

The meeting adjourned at 9:47 p.m.

First Universalist Church of Minneapolis

Congregational Budget Meeting

Minutes

April 30, 2017

I. Opening remarks

The meeting was called to order by Board of Trustees Treasurer, Dick Niemic, at 12:53.

Trustees Present: Eric Cooperstein, Dick Niemic, David Bach and Christa Anders

Staff Present: Reverend Jen Crow

Congregants Present: Abby Finger, Marcia Watson and Janet Merrill

II. Budget Presentation

Rev. Jen Crow presented the budget. See high-level summary attached.

-The 2017-2018 budget is presented as Answer balanced budget with the loan principal payment on our mortgage and line of credit presented below the line.

-This budget continues the elimination of RE fees, Answer commitment to Answer minimum rate of \$15/hour for all adult employees and funding Racial Justice line item.

-We will fund an artist in residence, set aside funds for Sanctuary costs, increases in our dues to the UUA and the Mid-American Region and progress toward fair staff compensation.

-Trend in annual pledging is staying flat or slightly increased.

-Capital campaign has already raised \$4.7 million. Staff will work over the summer and share Answer proposal for spending and prioritization in early fall.

III. Questions and Discussions

Question: How does paying off the mortgage fit into this? What is the timing on paying this off? Could we pay off the mortgage earlier rather than later?

Answer: The Question of what we do first is one that we will have to decide once we get the pledges committed. The money is not always there at the beginning. We will need to

consider holding onto our low interest mortgage vs. taking on Answer different construction loan. All of this will be considered.

Question: What are professional expenses vs. Membership vs fundraising expenses?

Answer: Membership – new member packets, new members’ events. Fundraising – Annual luncheon for legacy, pledge drive. Professional – dues to UUA ministers’ association, money for professional development for staff. UUA recommends that professional development for ministers is equal to 10% of salaries and we are not close to that but it is working fine.

Question: Do we have any interns?

Answer and Discussion: Not right now. Rev. Crow would like to use the Cummins fund and develop Answer long-range plan for having interns. The recommended package is insurance, moving expenses and Answer salary. Ministerial interns are underpaid across the denomination. If we were going to have interns and target Answer person of color, we would need to pay appropriately. Full time interns allow for the development of relationships. There are ministerial interns and then there are other kinds of interns.

Staff will put the budget on the web page.

First Universalist Church of Minneapolis

Congregational Budget Meeting

Minutes

May 2, 2017

I. Opening remarks

The meeting was called to order by Board of Trustees Treasurer, Dick Niemic.

Trustees Present: Eric Cooperstein, Cindy Marsh, Dick Niemic, David Bach, Christa Anders

Staff Present: Reverend Jen Crow

Congregants Present: Bob Friedman, Cynthia Newman, Bill Elwood, Jill Anderson, Christina Nicholson, Kathy Steinhauer

II. Budget Presentation

Reverend Crow presented the budget. See high-level summary attached.

III. Questions and Discussion

QUESTION: What is the below line expenditure?

ANSWER: Depends on which way we do our accounting; principal payments are included or not included depending on how you do the accounting – as you pay it, it also becomes an asset so you don't need to include it. Part of the capital campaign will be to pay off the mortgage.

QUESTION: What happens to reserves in this budget?

ANSWER: Nothing, other than they continue to gather interest. We can take 4 to 7% of the legacy fund for operations and we are taking 7%. There is also the Cummins Reserve for interns and an Operating Reserve – none of that is being used in this budget. We have authorization to borrow money from the Legacy Fund to fund capital campaign and we have have not had to use the full amount authorized because cash funds are coming in earlier.

QUESTION: Is there Answer balance sheet?

ANSWER: Yes, and Jen will post it on the web page.

SUGGESTION: that we have Answer restricted portion of our web page for financial pieces.

RESPONSE: Jen said she was not worried about our information being public.

QUESTION: How does this align with our values?

ANSWER: All of these are consistent with our UU values:

- Eliminating RE fees (we don't charge people extra for worship)
- Racial Justice funding
- Artist in Residence – bringing people of color in so people see themselves reflected in worship
- Bringing staff into pay range
- \$15 an hour for adult staff
- \$1500 faithful action line item

QUESTION: Housing Allowance for Ministers was in Answer Board packet – what is that?

ANSWER: Ministers don't pay taxes on housing allowance and so it has to be approved by the Board.

QUESTION: What is the \$10,000 for?

ANSWER: Sanctuary church expenses in the event that we are hosting refugees. Build shower, provide food, other related expenses.

QUESTION: Can we get camera system in the sanctuary? It would be great to stream and spread our message.

ANSWER: Good idea and we will likely include that in the actual capital buildout.

QUESTION: Offering plate is up – how come?

ANSWER: “Trump effect” is increasing attendance as well as increasing plate donations.

QUESTION: Have we thought about taking a higher draw of the plate offering to support the church?

ANSWER: Certainly something we could consider. It is a good reflection of the church to say that the majority of our offering plate is going out the door to the community.

QUESTION: Will we be on budget for this year?

ANSWER: Yes.

QUESTION: What are we doing for fundraising that will get us the \$46,500?

ANSWER: We did not do anything this year. We will return to Great Gathering, Auction, Give to the Max. \$25,000 of that is for the YCE.

QUESTION: What about Fair Share? We are giving less than what the UUA thinks is Fair Share. Can we give more? It reflects that we (First Universalist) is part of a movement. We should think of ourselves as part of a movement.

On the other hand, someone else would like to see more resources going into local efforts – like Justin’s work with the Northside Mosque.

ANSWER: Yes – we do get some value from being in the UUA and mature organizations need to contribute. We are increasing the dues we pay by 5% each year. The Board will certainly continue to look. The UUA is also deeply supporting (\$5 Million) the Black Lives of UU. We have to go back to the overall responsibility to the organization and the covenant that we are in. We can increase our message to the congregation about the importance of the UUA. David Lauth serves on the Midwest group.

QUESTION: Holiday giving program – hesitant to support it given all the other things going on - people have raised some questions about not having any input into the organization chosen. Highly recommend that there is more congregational input.

ANSWER: Yes – and, in fact, Justin is working with a committee on this very thing. That process will make allow for more input into the decision.

QUESTION: What is the deadline for the capital campaign?

ANSWER: Trying to wrap up as much as possible by the end of May. But we still make congregational visits through the summer. The annual budget will be approved at the Annual meeting. The execution of the capital campaign is a staff function with Board approval. Requests for proposals have gone out to architectural firms. There will be proposals presented to the congregation so they can weigh in. Nothing is set in stone. Focus groups gave us the priorities: welcoming environment, inclusiveness, religious education, future ministry. Architects will respond around those themes.

Reminder to pay attention to making sure that we are where we need to be with big systems like electrical and plumbing etc. Make sure we have a higher contingency – consider to up it to 20% to help offset those unanticipated expenses.

QUESTION: Does paying off our mortgage help us to not have a tenant?

ANSWER: Not necessarily – we want to use our space responsibly. We want to help others and the current tenant is a good fit.

QUESTION: Is the congregation really aware of the costs of the building and the needs of the church? How many people can find and read the Board packet? Can we make some direct links to the Board packet on the weekly email?

ANSWER: We will look into that.

ATTACHMENT:

2017-18 Proposed Budget Prepared by Rev. Jen Crow

Overview

The 2017-18 budget is presented as a balanced budget, with the loan principal payment on our mortgage and line of credit presented below the line. It includes the assumptions affirmed by the Board of Trustees at its February meeting, and it allows us to continue down the path of increasingly aligning our resources with our values. In this budget, we continue the elimination of RE fees, the funding of a Racial Justice line item, the beginning of an Artist-in-Residence program, funds set aside for Sanctuary costs, increases in our dues to the UUA and the MidAmerica Region, and progress toward fair staff compensation.

Income

This budget includes:

- No overall increase or decrease in pledges
- Use of the temporarily restricted Music Fund (5945.89) to help cover piano repairs and beginning of new Artist-in-Residence program
- \$10,000 set aside from the 16-17 budget for Sanctuary costs in 17-18
- A 7% draw from the Legacy Fund (within the acceptable 4-7% range)
- Our major tenant, Southside Child Development Center, continues
- General fundraising line at \$20,000
- Increase in offering plate for the church (7,000)
- Slight increase in unrestricted donations
- Holiday giving program, with 10% given to the church, will happen in 2017

Expenses

This budget includes:

- \$15/hr minimum pay rate for all regular adult employees
- Increase in facilities and RE hours to support tenant
- Increase in utilities to support tenant
- 3% pool for raises
- Meet the increase in health insurance premiums to continue our current plan (roughly a 15% increase)
- 5% increase to Mid-America and UUA dues
- Continued funding of the Racial Justice line item at \$7500
- \$10,000 available for Sanctuary costs
- Increase in piano tuning for repairs
- Adjustment of salaries to bring them closer to appropriate salary ranges
- Continued elimination of RE fees

A contingency budget is being prepared should pledge income come in lower than anticipated. A Capital Budget for 2017-18 is in the process of being prepared. A plan for Capital Campaign spending will be developed by the staff and Board this summer, and presented to the Congregation for feedback this fall.

**First Universalist Church
April 2017 Statistical Report
May 18, 2017**

MEMORIAL SERVICES: 0

MARRIAGES/SERVICES OF COMMITMENT: 1

Janel Larson and Michael Trom, April 15 – by The Rev. Jen Crow

MEMBERS FOR APPROVAL: 18

Brad and Marlane (Laney) Brown, Golden Valley
Bill and Evelyn Browne, Minneapolis
Faith Buss, Minneapolis
Angela Bowles Edwards, St. Paul
Liam Everett, Minneapolis
Brenda Everitt, Minneapolis
Bobby Gillespie and Sarah Lindsay, Minneapolis
Matt Keller, Minneapolis
Barry Lawson, St. Paul
Gordon Loery, Minneapolis
Katrina Mitchell, Minneapolis
Sara Olson, Minneapolis
Kristy Schuttenbach and Kevin Schuttinger
Karry Tierney, Excelsior

MEMBERS REINSTATED: 2

Jim Beneke and Linda Hammersten, St. Louis Park

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
	108	54	58	46	110
TOTAL MEMBERS:	1,014	934	920	921	1030

TOTAL MEMBERS AS OF THE LAST MEETING: 994

To be added: 20
To be removed : 0

TOTAL MEMBERS: 1,014

April Attendance								
			2017				2016	
Adults	9:30 AM	11:15			9:30 AM	11:15		
1st week	128	280	408		219	238	457	
2nd week	323	220	543		410	451	861	
3rd week	419	373	792		194	202	396	
4th week	260	213	473		278	267	545	
5th week	350	371	721					
Monthly Total	1480	1457	2937		1101	1158	2259	
Average for April	296	291	587		275	290	565	
RE								
1st week	52	46	98	*	79	48	127	*
2nd week	167	166	333		197	155	352	
3rd week	18	18	36	*	170	141	311	
4th week	177	131	308		75	55	130	*
5th week	74	59	133	*				
Monthly Total	414	361	908		521	399	920	
Average for April	83	72	182		130	100	230	
Combined Average	379	363	769		405	390	795	
Notes	1st Week: Spring Break, childcare only				1st Week: Spring Break, no 6th-12th RE			
	2nd Week: Easter service, childcare only				4th Week: Youth Sunday, no 4th-12th RE			
	3rd Week: Multi-gen service , no 5th-12th gr RE							

Sr. Minister Report for May, 2018 Board Meeting

I. Opening Reflection

Reading: “Shoulders” By Naomi Shihab Nye

A man crosses the street in rain,
stepping gently, looking two times north and south,
because his son is asleep on his shoulder.

No car must splash him.
No car drive too near to his shadow.

This man carries the world’s most sensitive cargo
but he’s not marked.
Nowhere does his jacket say FRAGILE,
HANDLE WITH CARE.

His ear fills up with breathing.
He hears the hum of a boy’s dream
deep inside him.

We’re not going to be able
to live in this world
if we’re not willing to do what he’s doing
with one another.

The road will only be wide.
The rain will never stop falling.

Reflection: What speaks to you in this poem? What might change, if you imagined each human life as being marked with a sticker, “Fragile, Handle with Care?”

II. Monitoring Items from Monitoring Schedule:

A. Staff and Volunteer Changes

There are no significant staff or volunteer changes to report.

B. Attendance Trends

Attendance continues to track higher than previous years.

C. Staff Survey Results

First Universalist Staff Survey 2017

Key: 1) Strongly Disagree, 2) Disagree, 3) Neutral, 4) Agree, 5) Strongly Agree.

1) I have a clear understanding of the mission and the goals of the church.

2014: 4.17	17 total survey respondents in 2014
2015: 4.3	13 total survey respondents in 2015
2016: 4.6.	15 total survey respondents in 2016
2017: 4.6	13 total survey respondents in 2017

2) I understand how my work directly contributes to the overall mission and goals of the church.

2014: 4.53
2015: 4.54
2016: 4.67
2017: 4.69

3) There is a strong feeling of teamwork and cooperation among First Universalist staff.

2014: 4.17
2015: 4.23
2016: 4.13
2017: 4.00

4) Our staff maintains high standards of quality for our work.

2014: 4.23
2015: 4.15
2016: 4.53
2017: 4.46

5) Information and knowledge are communicated effectively among First Universalist staff.

2014: 3.17
2015: 3.85
2016: 3.6
2017: 3.62

6) I have a clear understanding of the goals and responsibilities of my job.

2014: 4.29

2015: 4.54

2016: 4.33

2017: 4.62

7) The expectations for my job duties and performance are clear and consistent.

2014: 4.17

2015: 4.38

2016: 4.33

2017: 4.31

8) I have the resources I need to do my job.

2014: 3.47

2015: 4.25

2016: 3.87

2017: 4.08

9) I receive useful and constructive feedback from my supervisor.

2014: 4.23

2015: 4.38

2016: 4.47

2017: 4.46

10) I have worked at First Universalist for more than one year.

2014: 9 Yes's. 8 No's.

2015: Three have worked less than a year. Two have worked 1 to 2 years. Five have worked 2 to 4 years. Two have worked 5 to 10 years. One has worked 10 years or longer.

2016: 2 less than a year. 4 one to two years. 5 two to four years. 3 five to ten years. 1 more than ten years.

2017: 2 one to two years. 7 two to four years. 3 five to ten years. 1 more than 10 years.

11) My annual performance review with my supervisor was constructive and useful.

2014: 3.27
2015: 3.8
2016: 4.29
2017: 4.36

12) Do you feel supported in your role by the Congregation and the Board of Trustees?

2015: 3.69
2016: 4.06
2017: 4.23

13) In your interactions with the congregation and the Board of Trustees, have you been treated with respect? (New question.)

2015: 4
2016: 4.26
2017: 4.31

14) I would recommend First Universalist as a place to work to a friend or colleague.

2014: 3.47
2015: 3.85
2016: 4.06
2017: 4.54

15) What do you like best about working at First Universalist?

the remarkable people in the congregation and on the staff
The people on the ministry team and on staff, work that is meaningful and relevant
The sense of teamwork and camaraderie - and knowing that my work contributes to good in the world.

alignment of my work and my values
The people
The mission, the congregation and the people I work with
The work environment feels supportive, respectful, and healthy.
Fellow staff members and the overall environment.
The social justice focused mission and colleagues
Supporting our mission and values and great people work here.
I love working for an organization that is deeply committed to living out its Unitarian Universalist values through thoughtful action that runs all the way through the church, from which vendors we contract with to staff wages to mutually respectful communication among ministers and staff members.

16)What would make First Universalist a better place to work?

good storage space
Shorter office house, especially in the summer.
regular pay increases, some family health insurance benefit
administrative support

better staff communication
A nicer physical space - but we're working on that!
Improved communication amongst the staff as a whole.
Fair compensation.
Appreciating and compensating staff
Higher salaries.
Nothing immediately comes to mind.

17) Additional Comments?

It's a wonderful place to work!
I feel incredibly supported in my work at First Universalist, both personally and professionally.

D. Report on Visionary Goals

Mission Statement: In the Universal Spirit of love and hope, we give, receive, and grow.

Visionary Goals:

The people of First Universalist Church grow in their UU faith: we are equipped to live out our values and experience worship, spiritual practices, and rituals that challenge, comfort, celebrate, and heal.

We began our 2016-2017 church year with a “Blessing of the Backpacks” service in August. This annual multigenerational service offered children, youth, and adults the opportunity to reflect upon how we might carry the love of our church community and tools of our faith with us wherever we go.

Over the course of the church year, we explored such worship themes as Invitation, The Whole Story, Making Space for Discomfort, Presence, Cloud of Witnesses, Prophetic Imagination, Risk, Transformation and Embodiment. Children attended monthly for the first part of the service, and we had numerous “All Ages Sundays,” when everyone worshipped together.

Throughout all of these worship themes, we continued to weave in our Racial Justice commitment, looking to disrupt the dynamics of race, racism, and whiteness in our worship, and striving to center more voices of color in our worship services, whether as musicians, speakers, or performers. Rev. Elaine Aron Tenbrink preached a particularly powerful sermon in July, 2016, in response to the murder of Philando Castile. This service was covered on NRP.

<http://www.npr.org/sections/codeswitch/2016/07/10/485482689/after-a-tragic-we-ek-many-in-minneapolis-see-solace-in-the-sanctuary>)

In 2016-2017, we continued and deepened the ritual elements in worship, continuing our Water Communion Service, blessing the new pulpit during a service, and charging the Capital Campaign Steering Committee in the fall; we also offered our Solstice Service (600 + in attendance), our “Service of Remembrance” in early January, our Pastoral Care Commissioning, our Choir Led music Sunday in May, and Flower Communion in June. We have created powerful ritual touch points throughout the church year.

Over this past year, we deepened our relationship with Give, Get, Sistet, and they will be joining us next year as “artists in residence,” helping us shape several worship services, potentially offering workshops, and partnering with us as we continue to strive toward being a multicultural, multiracial church.

We continued to invite a variety of guest preachers into our pulpit, including Rev. Karen Hutt and Imam Makram El-Amin.

Our Worship Associates included members of different ages, races, genders, and sexual orientations and their Calls to Worship have been well received by the congregation.

Specific worship highlights from 2016-2017 include:

On the Wednesday after the election, we held a post election service for our community. Hundreds of people attended, as we sang, listened to music, heard poetry, and found strength and solace in community together.

On November 20, 2016, the People of Color Circle led the service. This has been done each of the past two years and we anticipate doing it again in 2017-2018.

In February, Ruth, Jerrod, I, and a team of church members helped to create a “Moving Through Heavy Heartedness” worship service, that focused on centering the voices and experiences of People of Color in the congregation.

On April 30th, we adjusted our regularly scheduled worship service to join 600 other UU congregations in holding a “Resisting White Supremacy Teach In.” The 2nd service was followed by a panel of People of Color and Indigenous people reflecting on what they saw and experienced in the service. Over 700 people attend both services and nearly a hundred stayed for the panel.

This past year, we continued to offer Contemplative Evening Worship services. We offered this three times during the year. These services were attended by 35-55 people each. We are evaluating whether to continue this or not.

In short, our worship team – ministers, worship associates, guest preachers, our choir and orchestra, pianist, guest musicians – worked together to create Sunday morning experiences that healed, comforted, and challenged all of us.

First Universalist Church is a home for ageless wisdom. People of all ages find opportunities to engage in an intellectual and spiritual search for deeper meaning and understanding in the UU tradition, both as individuals and in community. We know our roots, find our wings, and apply our knowledge and wisdom to all our endeavors.

First Universalist has one of the largest Religious Education Programs in the country. From September through May, First Universalist Church offers Religious Education classes for children and youth in preschool through high school. We are home to nearly 300 families and more than 500 children and youth! Between the two services, 300+ children and youth attend Religious Education/Faith Formation classes.

After several years of changes to the program (under Lauren Wyeth’s leadership), the program is now strong and stable, meeting the needs of our families, helping them navigate the issues and challenges of their lives in profoundly meaningful ways, as they build a strong Unitarian Universalist identity. Furthermore all of our curriculum continues to be written and rewritten with a

racial justice lens.

In addition to our family, children, and youth programming, we are serving record number of adults and guiding them in their faith formation. As Rev. Elaine Aron Tenbrink writes in her letter in the Annual Report,

“The 2016-2017 church year has seen an extraordinary influx of visitors and new members responding to our Universalist message of love and hope. Our First Step orientation to Unitarian Universalism and First Universalist has reached 172 people wanting to learn more about our mission and ministry. We hustled to keep up with the strong interest in our 4-session Newcomer Circles, ultimately offering 11 of these small group experiences to over 100 participants looking to learn more about our faith, history, and traditions. We also had the privilege of welcoming a record amount of new members --- 108 in total -- which puts our church community over the 1,000 member mark.

Our spiritual deepening and learning opportunities for adults continue to be robust, deep, and relevant. In small groups of 8-10 people, our 16 Community Circles, 20 Spiritual Deepening Circles, 6 Wellspring groups, and 13 Soul Matters groups offered sacred spaces for spiritual growth with a focus on attentive listening, heartfelt reflection, and new learning. Whether you were exploring a specific topic-- such as Singing Meditation or Creative Mindfulness-- in a Spiritual Deepening Circle, reflecting on Sunday's worship in a Community Circle, bringing the worship theme into your daily life through a Soul Matters group, or delving deep into Unitarian Universalism and theology in Wellspring, our offerings created a space for spiritual grounding in community.

Our racial justice educational opportunities remained strong this year, and continued to attract new and long-time congregants alike. Our amazing racial justice trainers offered movie viewings, book studies of “A Good Time for the Truth” and “Underground Railroad,” a newly revised, more interactive Racial Justice and Our UU Faith workshop, and circles such as White Folks Showing Up For Black Lives and Talking About Race With Kids. We also welcomed over 300 people into our sanctuary on Friday, January 27 for a honest, heartfelt panel discussion of “A Good Time for the Truth: Race in Minnesota” with contributing authors Taiyon J. Coleman, Bao Phi, and Rodrigo Sanchez-Chavarria and facilitated by First Universalist member Lena Gardner.

Daytime Connections, which empowers older adults at First Universalist to live intentional, joyful, purposeful, and spiritually fulfilled lives, remained strong this year, with average attendance of 48 people and topics such as “Resilience” and “Conscious Aging.”

First Universalist Church is an intergenerational community of mutual caring and support. We build this community by actively welcoming all and encouraging each other to discover, develop and share their gifts.

The Capital Campaign has been a major focus this year, beginning last October, with our month of Focus Groups. The Capital Campaign kick off party, in March, 2017, was an embodiment of our desire to welcome and care for all our church members. The event, under the leadership of Katie Oberle and Lisa Haugen, was welcoming to children, youth, and adults. Children and youth had their own space, games, and food. Parents felt comfortable knowing their children were being well cared for. The planning team focused on making the event accessible, working to secure rides for member and friends that needed them, and highlighting the fact that this was a no charge, no ask event. Many, many people jumped in to help with this event, and we felt the strength and power of what it means to be a community of faith, as we heard from church leaders, Ann Reed, and Give, Get, Sistet at this event. It was the best all church party I've ever attended.

Under the leadership of Rev. Jen Crow and the pastoral care team, we again offered the Marital First Responders Workshop. (As a reminder, Marital First Responders are church members and friends who offer to serve as peer resources and listening ears to those who are struggling in their marriage.)

The Pastoral Care Team also delivered dozens of poinsettias to church members and friends who had lost a loved one over the past year.

This year, like every year, there were a number of teams, groups, and task forces that worked in partnership with staff to move ministry initiatives forward as they shared and developed their gifts and passions (i.e., The Racial Justice Leadership Team, our Worship Associates, our Welcome Team Leaders, our Circle Leadership Team (and dozens of facilitators), the Capital Campaign Pre-Design Team, Capital Campaign Steering Committee, The Pledge Team, The Winter Warm Up Planning Team (and Rock Band), our Religious Education Teaching Teams, the Planned Giving Team, various Committees on Ministry (that support Affiliate Ministers, as well as current Ministers), the Host Planning Team for the Mde Maka Ska conversations, the Faithful Action Team, the Sanctuary and Resistance Team, and many others.

We continue to offer congregants a variety of ways to share their musical gifts and talents as a part of their ministry, through the Folk Band, the Choir, the Orchestra, and various other musical and vocal opportunities.

Finally, a group of congregants have been hard at work this past year, dreaming of how we might have a “Human Capital Campaign,” identifying the skills, interests, and passions of the people of First Universalist Church. This group is working to create a survey to share with the congregation that would allow congregants to share their skills and interests and put this data into our database, so we could better “mine” the human capital of this church to better serve our mission and vision.

The people of First Universalist Church work to build a just, loving and sustainable world. We are a visible, influential voice, and we act to shape the larger community into a more just and equitable society.

The Faithful Action Council, formed in 2015, continued its work of creating Faithful Action opportunities for First Universalist friends and members, with the goal of being transparent, accountable to our racial justice ministry, and ensuring that Faithful Action opportunities are accessible to all congregants (i.e., to families, to Seniors, to new members, etc.)

The Faithful Action Council works with a Racial Justice Lens, prioritizes working through partnerships with community and internal church groups, and balances advocacy and systemic change while attending to immediate needs. The Faithful Action Council seeks to ensure a spiritual component in its social justice work, as well. Rev. Justin Schroeder and Joan Naymark served as co-chairs of the Council, and Karen Kingsley served as secretary.

This year, the Council focused on Faithful Action Partner Sundays, highlighting each of our seven partners, and inviting members or constituents of those organizations to give a brief testimonial during the service. Our seven partners last year were: Twin Cities Habitat for Humanity, Emerge, Augsburg Fairview Academy, Simpson Housing Services, Minnesota Interfaith Power and Light, Beacon, and Project for Pride in Living.

Post election, the Council realized we need to expand beyond our partnership, and explored the possibility of adding “Incubator Partners,” “Endorsed Service Groups,” both external and internal, “Endorsed Advocacy/Witness Groups,” both external and internal, and “Unitarian Universalist Associations,” UU organizations of which we are affiliated.

The Council has been active in Advocacy work, most notably with Beacon and Habitat. In February, the Council Sponsored an Advocacy Workshop, and over 100 people attended. The Council has also endorsed and support the

Sanctuary and Resistance Team, the Women's March efforts, and the Mde Maka Ska Community Conversation.

The Council also developed and refined [guiding principles](#) for itself and the Faithful Action Ministry of the Church.

In December, 2016, Justin Schroeder and Ruth MacKenzie responded to the call for people of faith to travel to Standing Rock to be in solidarity with indigenous people, in their fight for their treaty and land rights, and to care for the planet. Earlier in the year, church member, John Saxhaug, travelled with members of the LePointe family to Standing Rock. Because of these connections, the Environmental Justice Team is doing more and more of its ministry with a racial justice lens.

We continued to host Community Conversation about "Mde Maka Ska," and members of the host planning team (folks from First Universalist and the indigenous community), are now planning a "Mni Ki Wakan - Water is Sacred: Indigenous Peoples' Decade of Water Summit." This will be an "International water summit dedicated to the protection of water and human rights. Participants will convene with indigenous peoples and allies from the international community in Minneapolis, Minnesota, USA, ancestral homeland of the Dakota, the land of 10,000 lakes. They will help co-create and design an indigenous-centered, youth-oriented, and decade-long water summit that reflects the diverse tributaries of values and confluences of indigenous wisdom and knowledge."

In January, 2017, First Universalist sent 4 buses to the Women's March in St. Paul. We joined over 100,000 other people of faith and no faith, in speaking out for women's rights, for the care of the planet, for immigrants, for the dismantling of white supremacy culture.

In February, 2017, First Universalist voted to become a Sanctuary Congregation, responding to the fear mongering and anti-immigrant sentiment in our country. We have partnered with ISAIAH in these efforts, and join over 25 other Twin Cities Church in this effort. The Sanctuary and Resistance Team at First Universalist is lead by Denise Konen and Suzanne Hay, and over 300 people have expressed interested in helping in some way with these efforts.

In April, 2017, members of First Universalist participated in the National and Local Science marches.

Over the course of the year, the church and its ministry was represented in the larger public square in a variety of ways:

- In July, 2016, Rev. Elaine was quoted on NPR, as she preached in response to the murder of Philando Castile.
- In May, 2017, Rev. Justin Schroeder and Denise Konen were interviewed by CW 23, in regards to our Sanctuary and Resistance work.
- Last fall, the church was highlighted for its environmentally friendly parking lot. Article here:
<http://mwmo.org/blog/churchs-values-shine-new-eco-friendly-parking-lot-design/>
- We are renting space to the Sioux Chef and using them for our events and gathering. (We also share space with Showing Up for Racial Justice (SURJ), as well as a number of other organizations.
- In April, we hosted a community watch party for the panel discussion of “Whose Faith Is It Anyway? Confronting White Supremacy in Faith Institutions.”

There are a variety of other ways that we live out our faith and work for justice in the world:

- Our Ministry of Generosity continues to have an impact in our community. We regularly give away \$1000 per Sunday to a non-profit organization in our community.
- In the spring of 2017, we'll host Families Moving Forward for a week, and in the fall, we'll host again for two weeks.

III. Information Items

A. Capital Campaign Update

Architecture Update: The Pre-Design subgroup interviewed three architectural firms on May 17th. Once we have secured an architectural firm, they will work with us to create a timeline for design, congregational input, and ultimately, construction. As discussed at last month's Board meeting, the Board of Trustees and Executive Team will need to create a capital budget and timeline at the end of the campaign. At this point, no construction or significant improvements will take place before the summer of 2018.

Campaign Update and Plan for Wrap Up: We have raised nearly \$5 million in pledges!

We've extended the contract of our consultant, Skip Schlafer, through June 2. Andrea Love, our Finance Specialist, will take on additional hours in the middle of May, as she transitions to taking over the details of the campaign. These costs are included in the pre-approved capital campaign budget.

The Plan:

1. We'll continue to support current visitors and recruit new visitors.
2. Online visit requests were activated April 27th. During the week of May 1st, we sent another reminder to members with an update and a link to request a meeting, to discuss the campaign and ask for annual and capital support. Visitors will be recruited to make specific visits, as needed.
3. Pizza Party for campaign visitors was held May 4, 6-8pm. Visitors were invited to turn in cards for people they have been unable to reach. Those turned in were reassigned. Visitors were encouraged to take new names. We thanked visitors and shared the vision of how we end this campaign strong! We asked visitors to fill out their visitor reports, indicating if they have scheduled meetings, or met with people and haven't received pledge cards back yet.
4. Visitors will continue to make calls and schedule visits through the end of June. Our goal is to reach out to everyone by the end of May. Consideration will be giving to if and when group visits would be helpful.
5. The Board of Trustees meets on May 18th. Share annual and capital totals with them, including pending visits, as well as assigned visits and total annual pledge \$ related to those visits.
6. May 21st, turn on online annual pledging, announce this in worship, and send e-blast out to congregation: "Pledge online or by phone!" Have pledge packets available after both services. As people make their pledge, they can also request a capital campaign visit.
7. At Annual Meeting, June 4th, announce total raised for capital campaign and annual, highlighting all who have pledged to capital and annual (big posters with names). If we are close to \$5.5 million, announce challenge/matching gifts to help achieve goal. Begin to line up matching gifts now, but make final decision closer to the end of May.
8. Beginning June 5, following the Annual Meeting, phone banking team will call all remaining members, offering to arrange a visit at a time they

choose, or asking for their annual pledge over the phone, if they can't meet before the end of June.

9. On Monday, June 18th, those who we haven't met with yet (and don't have a meeting scheduled with) will be sent a persuasive letter, campaign brochure, capital pledge card and return envelope, promising a follow up call "in the coming weeks.
10. Follow up calls will be made over the summer: "Did you receive our campaign mailing? Any questions? Can we count on your support?"
11. In the fall, report to congregation on campaign pledge total.
12. Plan a victory party celebration sometime in the fall!
13. Continue to invite New Members to support the campaign as they join the church and make their annual pledge.

D. Racial Justice Leadership Team Update

The Team met last week and has shared their recommendations with the Board.

Third Quarter Financial Report
Prepared by Rev. Jen Crow
May Board Meeting, 2017

Executive Summary

Income and expenses are tracking largely as expected. Pledge income is slightly lower than expected, rental income is higher than budgeted. Salaries, utilities, and rental income are all higher than originally budgeted. This reflects the changes that came with our new tenant, Southside Child Development Center. We are not anticipating a significant surplus or deficit this year.

For your information - We will be purchasing new hearing assist devices for the sanctuary. These are a capital item, and will be paid for from a temporarily restricted Audio/Visual fund.

Our Year End Projections include a 7% draw from the Legacy Fund, and a new expense line establishing a Temporarily Restricted Fund in the amount of \$10,000, for use in the case that we do begin housing individuals at risk of deportation.

Income

Our current annual income stands at \$1,320,598.20 and our projected annual income is \$1,794,431.45. Pledges are slightly ahead of where we were last year, and we have adjusted our projected pledge income to match what has actually been pledged at this point in the year, minus a 5% reduction for estimated unpaid pledges.

You will likely note that the Miscellaneous Controlled Releases line has been increased significantly. This reflects activity from all of our temporarily restricted funds (Minister's Emergency Fund, Racial Justice, etc.) and has an equal and offsetting expense line and has no net effect on our operating budget. Income and expenses for YCE and Youth Trips have also been increased to reflect expectations for the year, and have no net impact on the operating budget. With the arrival of our tenant, Miscellaneous Room Rentals were decreased from \$19,000 to \$8,500.

Expenses

Our current annual expenses stand at \$1,323,955.03 and our projected annual expenses are \$1,783,687.36. Salaries and utilities are higher than budgeted. These increases support our major tenant. You may note that our Racial Justice spending appears low (442.00). This is because the majority of our spending in that area thus far this year has come from our temporarily restricted Racial Justice Fund. Our consultant

line is significantly higher than budgeted, this reflects payment of realtor fees in securing the tenant. There are some relatively small expense increases for Printing & Copying, Paper, Telephone, Credit Card Discount Fees, and Software Expenses to reflect actual costs.

Capital Budget

All scheduled capital projects are largely complete, and we have received the remainder of the grant from the Watershed District (37,500). This leaves us with roughly \$40,000 remaining in our line of credit. In conversations with Tracy, roof repairs are our next high priority item. Tracy and I will consult with BAG and our pre-design team to determine whether funds are best spent to repair or try to replace our atrium and RE wing roofs at this time. Leaks continue to be a significant problem and there is worry that the leaks will cause significant damage if not controlled soon. There are sufficient funds in the remaining capital budget to patch both roofs.

Capital Campaign

Expenses for our capital campaign are running as expected. The loan from the Legacy Fund totals \$37,289.94. We are grateful to have received several early donations that are helping to offset campaign expenses and keep our loan amount from the Legacy Fund low. We expect to close the capital campaign with expenses within the approved budget of \$295,000.

	2015-16 A	2016-17 A	2016-17 YEP	2016-17 Budget	
	Q3 Actuals	Q3 Actuals	Year End Projections	Budget	
Income					
Pledges					
4015 - Pledges	\$ 804,765.16	\$ 807,414.49	\$ 1,148,600.00	\$ 1,174,500.00	
4025 - Est Unpaid Pledges Releases	\$ -	\$ -	\$ (57,430.00)	\$ (58,725.00)	
Total Pleges	\$ 804,765.16	\$ 807,414.49	\$ 1,091,170.00	\$ 1,115,775.00	
Contributions Unrestricted					
4110 - Contributions Unrestricted	\$ 60,149.32	\$ 55,942.90	\$ 67,500.00	\$ 67,500.00	
4113 - Contributions Hospitality	\$ 522.20	\$ 591.02	\$ 700.00	\$ 500.00	
4120 - Memorials Designated	\$ 900.00	\$ 3,015.00	\$ 3,015.00	\$ -	
4140 - Offering Plate for Church	\$ 21,644.03	\$ 29,012.86	\$ 37,500.00	\$ 30,000.00	
Total Unrestricted	\$ 83,215.55	\$ 88,561.78	\$ 108,715.00	\$ 98,000.00	
Contributions Temp Restricted					
4291 - Cummins Contr Temp Restr	\$ -	\$ -	\$ -	\$ -	
Total contributions Temp Rest	\$ -	\$ -	\$ -	\$ -	
Contributions Released from Rest					
4310 - Misc Contr Releases	\$ -	\$ 239,252.17	\$ 300,000.00	\$ 9,500.00	this line has a matching offset in expenses for no net gain or loss (includes Capital Campaign)
4320 - Offering Plate for Comm Release	\$ 29,872.58	\$ 34,690.69	\$ 45,000.00	\$ 40,000.00	
Grant from Foundation	\$ 5,000.00	\$ -	\$ -	\$ -	
4380 - Legacy Fund Releases	\$ -	\$ -	\$ 38,145.31	\$ 22,000.00	4% Payout \$21,797.32, 7% Payout \$38,145.31
Total Contrib Released from Restricted	\$ 34,872.58	\$ 273,942.86	\$ 383,145.31	\$ 71,500.00	
Fundraisers					
Families Moving Forward Fundraising	\$ 2,845.83	\$ -	\$ 4,500.00	\$ 5,000.00	
Families Moving Forward, 10% retained	\$ 664.07	\$ -	\$ 500.00	\$ 500.00	
Holiday Giving, 10% goes to church for admin. exp.	\$ 4,761.67	\$ -	\$ -	\$ 0	
Holiday Giving	\$ 64,884.38	\$ -	\$ -	\$ -	
Contributions Daytime Connections	\$ -	\$ 1,082.25	\$ 1,200.00	\$ -	
4540 - Misc Fundraisers	\$ 3,312.38	\$ 135.00	\$ 135.00	\$ 5,000.00	
4550 - YCE	\$ 29,050.92	\$ 35,184.67	\$ 40,000.00	\$ 11,000.00	
4560 - Youth Trips	\$ 24,324.38	\$ 18,912.15	\$ 20,000.00	\$ 10,000.00	
Total Fundraisers	\$ 129,843.63	\$ 55,314.07	\$ 66,335.00	\$ 31,500.00	
Program Fees/Donations					
4601 - RE Basic	\$ -	\$ -	\$ -	\$ -	
4602 - 7th Grade Donation	\$ 1,202.00	\$ -	\$ -	\$ -	
4602 - RE 7th Grade Bike Trip	\$ -	\$ -	\$ 1,200.00	\$ -	
4603 - RE 8th Grade Donation	\$ 100.00	\$ 50.00	\$ 50.00	\$ -	
4604 - RE COA Donation	\$ 3,300.00	\$ 15.00	\$ 15.00	\$ -	
Senior High Donation	\$ 430.00	\$ -	\$ -	\$ -	
4609 - RE Summer	\$ -	\$ -	\$ -	\$ -	
4610 - Re 5th Grade OWL Donation	\$ 561.00	\$ 1,134.00	\$ 1,134.00	\$ -	
4620 - Summer Camp Fees	\$ 5,040.00	\$ -	\$ -	\$ 6,600.00	
Total Program Fees	\$ 10,633.00	\$ 1,199.00	\$ 2,399.00	\$ 6,600.00	
Rentals					
4710 - Large Tenant	\$ 58,333.60	\$ 49,285.41	\$ 83,928.00	\$ 14,600.00	\$8,666/month from Southside Child Development beginning November 1 (Includes two month of Temple Israel Rent)
4711 - Misc Room Rentals	\$ 3,347.50	\$ 5,977.00	\$ 8,500.00	\$ 19,000.00	
4712 - Weight Watchers	\$ 3,800.00	\$ 3,700.00	\$ 5,000.00	\$ 4,800.00	
4713 - ShirTikvah	\$ 3,900.00	\$ 4,200.00	\$ 4,200.00	\$ 4,800.00	
4714 - 12 Step Groups	\$ -	\$ -	\$ -	\$ -	
4770 - Antennae Lease	\$ 9,902.73	\$ 10,199.76	\$ 13,500.00	\$ 13,200.00	
4781 - Weddings & Commitments	\$ 200.00	\$ 200.00	\$ 1,200.00	\$ 1,000.00	
Total Rental Income	\$ 79,483.83	\$ 73,562.17	\$ 116,328.00	\$ 57,400.00	
Dividends & Interest					
4801 - Div & Int Unrestricted	\$ 12,178.69	\$ 9,709.88	\$ 12,500.00	\$ 15,000.00	
Realized and Unrealized Gain/Loss	\$ -	\$ 1,839.14	\$ 1,839.14	\$ -	
Total Dividends & Interest	\$ 12,178.69	\$ 11,549.02	\$ 14,339.14	\$ 15,000.00	
Other Income					
4951 - Misc Income	\$ 5,186.88	\$ 9,054.81	\$ 12,000.00	\$ 3,333.33	
Total Other Income	\$ 5,186.88	\$ 9,054.81	\$ 12,000.00	\$ 3,333.33	

Total Income	\$ 1,160,179.32	\$ 1,320,598.20	\$ 1,794,431.45	\$ 1,399,108.33
Gross Profit	\$ 1,160,179.32	\$ 1,320,598.20	\$ 1,794,431.45	\$ 1,399,108.33
Expenses:				
Salaries & Wages				
5001 - Salaries & Wages	\$ 547,306.96	\$ 560,908.29	\$ 750,000.00	\$ 724,462.00
5003 - Senior Ministers Salary	included above	included above	-	included above
Total Salaries & Wages	\$ 547,306.96	\$ 560,908.29	\$ 750,000.00	\$ 724,462.00
Employee Benefits				
Payroll Taxes	\$ 35,673.46	\$ 42,226.29	\$ 57,000.00	\$ 55,289.00
5021 - Medical Insurance	\$ 52,036.82	\$ 46,475.27	\$ 62,000.00	\$ 63,212.00
5022 - LTD	\$ 306.25	\$ -	\$ -	\$ 1,050.00
5026 - Life Insurance	\$ 1,493.00	\$ 1,450.30	\$ 1,900.00	\$ 2,378.00
5028 - 401K	\$ 42,831.14	\$ 47,165.31	\$ 63,084.00	\$ 62,221.00
Total Employee Benefits	\$ 132,340.67	\$ 137,317.17	\$ 183,984.00	\$ 184,150.00
Professional Expenses				
5031 - Professional Expenses	\$ 11,222.24	\$ 20,216.33	\$ 26,340.00	\$ 24,240.00
5035 - Senior Minister Prof Expenses	\$ 3,353.42	included above	includ	included above
Total Prof Exp	\$ 14,575.66	\$ 20,216.33	\$ 26,340.00	\$ 24,240.00
Temporary Labor				
5041 - Temp Labor	\$ 295.60	\$ 225.00	\$ 1,000.00	\$ 1,600.00
5042 - Childcare	\$ 12,970.77	\$ 13,093.50	\$ 16,500.00	\$ 16,000.00
5043 - Guest Speakers	\$ 500.00	\$ 850.00	\$ 1,800.00	\$ 1,800.00
5045 - Musicians	\$ 5,160.00	\$ 9,070.00	\$ 11,100.00	\$ 12,600.00
5047 - Sound Technicians	\$ 1,927.00	\$ 507.25	\$ 1,500.00	\$ 3,300.00
Total Temp Labor	\$ 20,853.37	\$ 23,745.75	\$ 31,900.00	\$ 35,300.00
Program Expenses				
5103 - Classroom Supplies	\$ 12,418.52	\$ 7,179.58	\$ 11,000.00	\$ 11,000.00
5121 - Teacher Workshops	\$ 258.06	\$ 912.96	\$ 1,800.00	\$ 1,800.00
5123 - Grade 7	\$ 2,817.76	\$ 230.00	\$ 1,000.00	\$ 1,000.00
5123 - 7th Grade Bike Trip	\$ -	\$ 200.00	\$ 1,200.00	\$ -
5124 - Grade 8	\$ 991.60	\$ 1,856.50	\$ 1,900.00	\$ 1,000.00
5125 - Grade 9 COA	\$ 3,953.10	\$ 3,600.15	\$ 5,000.00	\$ 4,000.00
5126 - Grade 10 11 12	\$ 176.70	\$ 558.86	\$ 1,000.00	\$ 500.00
5127 - Summer Programs (Camps)	\$ 6,238.50	\$ -	\$ -	\$ 6,600.00
5128 - Youth Social Activities	\$ -	\$ -	\$ -	\$ -
5129 - Boston Youth Trips	\$ 24,324.38	\$ 18,912.15	\$ 20,000.00	\$ 10,000.00
5130 - Grade 5 Owl	\$ 2,287.08	\$ 2,076.44	\$ 2,100.00	\$ -
5131 - Adult Ed	\$ 575.98	\$ 741.84	\$ 1,000.00	\$ 800.00
5132 - Circles (formerly Small Groups)	\$ 1,504.76	\$ 1,270.78	\$ 1,700.00	\$ 1,200.00
5134 - Daytime Connections	\$ -	\$ 647.33	\$ 1,600.00	\$ 400.00
5799 - Racial Justice	\$ 7,500.00	\$ 817.00	\$ 7,500.00	\$ 7,500.00
5134 - Multigenerational Music	\$ 27.83	\$ -	\$ -	\$ 150.00
5135 - Music Purchases	\$ 1,954.68	\$ 2,754.88	\$ 3,000.00	\$ 3,000.00
5136 - Piano Tuning	\$ 1,135.00	\$ 625.00	\$ 1,750.00	\$ 1,750.00
5137 - Worship Items Misc	\$ 551.71	\$ 64.25	\$ 500.00	\$ 500.00
5140 - Memorials Expense	\$ 447.68	\$ 152.71	\$ 400.00	\$ 400.00
5199 - Other Program Expense	\$ 8,595.56	\$ 4,277.39	\$ 6,060.00	\$ 8,300.00
Total Program Expenses	\$ 75,758.90	\$ 46,877.82	\$ 68,510.00	\$ 59,900.00
Other Expenses				
5201 - Winter Solstice	\$ -	\$ -	\$ -	\$ -
5202 - Labyrinth	\$ (26.00)	\$ 3.36	\$ 3.36	\$ -
5203 - Library	\$ 28.45	\$ 267.68	\$ 500.00	\$ 500.00
5209 - Action Groups	\$ -	\$ -	\$ 500.00	\$ 500.00
5210 - Friendship Caring Corner	\$ -	\$ -	\$ 250.00	\$ 250.00
5231 - YCE Supplies	\$ 8,232.27	\$ 9,145.37	\$ 40,000.00	\$ 11,000.00
5232 - YCE Travel & Related	\$ 20,818.65	\$ 26,039.30	\$ -	\$ -
5233 - YCE Other	\$ 254.00	\$ -	\$ -	\$ -
Families Moving Forward	\$ 2,845.83	\$ -	\$ 5,000.00	\$ 5,000.00
Total Other	\$ 32,153.20	\$ 35,455.71	\$ 46,253.36	\$ 17,250.00

Membership Expenses

5251 · Hospitality	\$ 7,088.87	\$ 6,646.02	\$ 8,000.00	\$ 8,000.00	
5252 · Visitor Welcoming	\$ 369.08	\$ 558.00	\$ 600.00	\$ 600.00	
5254 · New Member Programs	\$ 628.76	\$ 1,474.79	\$ 2,000.00	\$ 600.00	
Total Membership Expenses	\$ 8,086.71	\$ 8,678.81	\$ 10,600.00	\$ 9,200.00	
Fundraising Expenses					
5301 · Pledge Drive	\$ 1,129.97	\$ 239.95	\$ 4,000.00	\$ 4,000.00	
5302 · Planned Giving	\$ 28.20	\$ 126.44	\$ 500.00	\$ 1,500.00	
5303 · Misc Fundraisers	\$ 200.33	\$ 100.00	\$ 100.00	\$ -	
5808 · The Greater Good	\$ -	\$ -	\$ -	\$ -	
Total fundraising Expenses	\$ 1,358.50	\$ 466.39	\$ 4,600.00	\$ 5,500.00	
Office Expenses					
5401 · General Office Supplies	\$ 3,429.10	\$ 3,089.32	\$ 4,500.00	\$ 5,500.00	
5402 · Paper	\$ 1,443.95	\$ 2,421.76	\$ 2,750.00	\$ 2,000.00	
Total 5400 · Office Supplies	\$ 4,873.05	\$ 5,511.08	\$ 7,250.00	\$ 7,500.00	
5410 · Small Furnishings Purchases (SPIFF)	\$ 244.80	\$ 1,924.22	\$ 2,000.00	\$ 2,000.00	new chairs for upstairs classrooms
5412 · Visual Arts	\$ 1,655.74	\$ 3,995.26	\$ 4,200.00	\$ 4,200.00	
5414 · Printing & Copying	\$ 13,799.70	\$ 15,654.03	\$ 21,500.00	\$ 18,500.00	
5416 · Postage & Shipping	\$ 4,909.05	\$ 3,876.39	\$ 5,300.00	\$ 5,300.00	
5418 · Telephone	\$ 3,378.68	\$ 4,383.64	\$ 5,700.00	\$ 4,800.00	
5420 · Internet Expense	\$ 1,022.58	\$ 822.38	\$ 1,300.00	\$ 1,500.00	
5422 · Website	\$ 1,274.55	\$ 1,163.65	\$ 1,500.00	\$ 1,500.00	
5424 · Software Expense	\$ 5,685.51	\$ 6,437.77	\$ 9,000.00	\$ 6,000.00	needed to add In Design to more computers
5426 · Equipment Leases	\$ -	\$ 144.94	\$ 175.00	\$ 175.00	
5432 · Sound System	\$ 2,373.81	\$ 2,524.22	\$ 3,000.00	\$ 3,000.00	additional hearing assist purchase will be made from the Temp Restricted Audio Visual Fund
Total 5430	\$ 34,344.42	\$ 40,926.50	\$ 53,675.00	\$ 46,975.00	
Insurance					
5441 · Workers Comp	\$ 5,054.23	\$ 5,138.45	\$ 7,050.00	\$ 7,050.00	
5442 · Liability Insurance	\$ 9,932.66	\$ 12,128.69	\$ 16,700.00	\$ 16,700.00	
Total Insurance	\$ 14,986.89	\$ 17,267.14	\$ 23,750.00	\$ 23,750.00	
Denominational Expenses					
5451 · Dues & Memberships UUA	\$ 15,700.00	\$ 16,485.00	\$ 32,970.00	\$ 32,970.00	
5452 · Dues & Memberships PSD	\$ 4,800.00	\$ 5,040.00	\$ 10,080.00	\$ 10,080.00	
5453 · Dues & Memberships Other	\$ 550.00	\$ 734.00	\$ 800.00	\$ 800.00	
Total 5450 · Dues & Memberships	\$ 21,050.00	\$ 22,259.00	\$ 43,850.00	\$ 43,850.00	
5475 · Financial Review/Audit	\$ -	\$ 675.00	\$ 675.00	\$ 1,500.00	
5480 · Consultants	\$ 8,388.66	\$ 11,146.74	\$ 12,500.00	\$ 10,500.00	24,400 for realtor fees divided over 3 years, \$8133 per year
5490 · Employee Appreciation	\$ 1,307.52	\$ 941.16	\$ 1,500.00	\$ 1,500.00	
5510 · Volunteer Appreciation	\$ 279.63	\$ 821.50	\$ 1,425.00	\$ 1,650.00	825 RE
5530 · Board Expenses	\$ 3,000.00	\$ -	\$ 1,000.00	\$ 1,000.00	
5540 · Leadership Development	\$ -	\$ -	\$ -	\$ -	
5560 · Interest Expense	\$ 28,967.40	\$ 27,913.18	\$ 37,200.00	\$ 39,000.00	
5571 · Payroll Processing Fees	\$ 2,402.29	\$ 2,495.12	\$ 3,100.00	\$ 3,100.00	
5572 · Bank Service Charges	\$ 709.02	\$ 384.00	\$ 500.00	\$ 1,000.00	
5573 · Credit Card Discount Fees	\$ 9,572.85	\$ 11,331.53	\$ 15,500.00	\$ 13,000.00	
Total 5570	\$ 54,627.37	\$ 55,708.23	\$ 73,400.00	\$ 72,250.00	
5580 · Mileage	\$ 788.85	\$ 83.53	\$ 200.00	\$ 1,000.00	
Utilities					
5591 · Utilities Electric	\$ 18,369.14	\$ 21,693.25	\$ 29,000.00	\$ 27,000.00	
5592 · Utilities Gas	\$ 9,566.42	\$ 10,551.75	\$ 13,000.00	\$ 14,000.00	
5593 · Utilities Water & Sewer	\$ 5,524.40	\$ 6,406.24	\$ 8,600.00	\$ 8,000.00	will likely be reduced because of reduction in stormwater run-off fee
Total Utilities	\$ 33,459.96	\$ 38,651.24	\$ 50,600.00	\$ 49,000.00	
Repairs & Maintenance					
5601 · Repairs & Maintenance General	\$ 13,318.87	\$ 6,992.04	\$ 12,000.00	\$ 17,200.00	
5602 · HVAC Repairs & Maintenance	\$ 7,371.00	\$ 4,255.46	\$ 10,000.00	\$ 10,000.00	
5603 · Elevator Maintenance	\$ 2,192.19	\$ 2,669.73	\$ 3,500.00	\$ 3,300.00	
5604 · Alarm Maintenance	\$ 705.89	\$ 595.04	\$ 700.00	\$ 1,500.00	
Total 5600 · Repairs & Maintenance	\$ 23,587.95	\$ 14,512.27	\$ 26,200.00	\$ 32,000.00	

Miscellaneous Other Expenses					
5620 · Janitorial Supplies	\$	7,398.62	\$	5,237.07	\$ 7,500.00 \$ 5,500.00
5630 · Trash & Recycling	\$	2,542.31	\$	2,596.79	\$ 4,475.00 \$ 3,500.00
5640 · Groundskeeping	\$	9,204.65	\$	11,209.95	\$ 13,000.00 \$ 11,700.00
5650 · Pest Control	\$	308.42	\$	396.55	\$ 600.00 \$ 600.00
5660 · Other Expense	\$	442.49	\$	1,986.55	\$ 2,000.00 \$ 1,500.00
5701 · Offering Plate for Community	\$	29,872.58	\$	33,368.04	\$ 43,000.00 \$ 38,000.00
5704 · TRUST	\$	-	\$	1,322.65	\$ 2,000.00 \$ 2,000.00
Holiday Giving Gift	\$	64,884.38	\$	-	\$ - \$ -
Misc Release from Temp Restricted Exp	\$	-	\$	239,252.17	\$ 300,000.00
Temp. Restricted Sanctuary Fund				\$	10,000.00
Total 5700	\$	114,653.45	\$	295,369.77	\$ 382,575.00 \$ 62,800.00
<hr/>					
Total Expenses	\$	1,134,805.91	\$	1,323,955.03	\$ 1,783,687.36 \$ 1,399,127.00
Net Income	\$	25,373.41	\$	(3,356.83)	\$ 10,744.09 \$ (18.67)
<hr/>					
Mortgage Principal	\$	(29,296.26)	\$		(21,157.00)
Line of Credit Principal	\$	-	\$		(18,008.00)
<hr/>					
Adjusted Net Income	\$	(3,922.85)	\$	(3,356.83)	\$ (28,420.91)

increase in snow plowing fees

First Universalist Church of Minneapolis
Balance Sheet
March 2017

Headings and Account

Current Balance (This Year)

Assets		
Current Assets		
Cash & Cash Equivalents		
Sunrise Bank - Checking	\$	18,563.13
U S Bank - Savings	\$	416.79
Total Cash & Cash Equivalents	\$	18,979.92
Investments		
Schwab- Church Operating	\$	57,943.65
Schwab - Church Reserve	\$	306,826.07
Schwab - Don Carter & Mary Carter	\$	71,485.96
Schwab- Legacy Fund	\$	758,633.58
Schwab - Temporarily Restricted	\$	112,767.23
Sunrise - Church Reserve	\$	1,565.51
Total Investments	\$	1,309,222.00
Cash & Cash Equiv - Foundation		
University Bank - Foundation	\$	11,138.34
Total Cash & Cash Equiv - Foundation	\$	11,138.34
Investments - Foundation		
Schwab - Foundation	\$	1,661,793.28
Total Investments - Foundation	\$	1,661,793.28
Total Current Assets		\$ 3,001,133.54
Other Current Assets		
Other Current Assets		
Mortgage Escrow Deposits	\$	3,320.32
Prepaid Expenses	\$	16,320.96
Prepaid Loan Expenses	\$	6,718.42
Prepaid Medical Insurance	\$	11,267.36
Total Other Current Assets	\$	37,627.06
Total Other Current Assets		\$ 37,627.06
Fixed Assets		
Fixed Assets		
Fixed Assets	\$	1,768,985.75
Total Fixed Assets	\$	1,768,985.75
Total Fixed Assets		\$ 1,768,985.75
Total Assets		\$ 4,807,746.35

Liabilities & Equity

Current Liabilities		
Accounts Payable		
Accounts Payable	\$	18,051.97
Total Accounts Payable	\$	18,051.97
Total Current Liabilities		\$ 18,051.97
Other Current/Long-Term Liabilities		
Benefits Payable	\$	948.77
Accrued Expenses	\$	13,993.17
Deferred Revenue	\$	18,824.07
Misc Other Liabilities	\$	13,000.00
Mortgage Payable - Long Term	\$	581,790.85
Mortgage LOC Advance Payble	\$	137,171.41
Total Other Current/Long-Term Liabilities	\$	765,728.27
Total Other Current/Long-Term Liabilities		\$ 765,728.27
Total Liabilities & Equity		\$ 783,780.24
Fund Principal and Excess Cash Received		
Fund Principal		
Undesignated Net Assets/Equity		
Church Equity	\$	1,644,805.40
Total Undesignated Net Assets/Equity	\$	1,644,805.40
Designated Net Assets		
Board Designated Net Assets	\$	1,005,489.18
Total Designated Net Assets	\$	1,005,489.18
Unrestricted Net Assets		
Unrestricted Net Assets	\$	662,660.73
Total Unrestricted Net Assets	\$	662,660.73
Temp Restricted Net Assets		
Temp Restricted Net Assets	\$	135,241.67
Total Temp Restricted Net Assets	\$	135,241.67
Other Temp Restr Net Assets		
Temp Restr - Legacy Fund	\$	58,406.52
Temp Restr Cummins Ministerial Fund	\$	200,891.50
Total Other Temp Restr Net Assets	\$	259,298.02
Permanently Restricted		
Don Carter Endowment	\$	55,229.31
M E Carter Endowment	\$	14,657.29
Total Permanently Restricted	\$	69,886.60
Total Fund Principal	\$	3,777,381.60
Excess Cash Received		
Excess Cash Received	\$	246,584.51
Total Excess Cash Received	\$	246,584.51
Total Fund Principal and Excess Cash Received		\$ 4,023,966.11
Total Liabilities & Equity, Fund Principal, & Restricted Funds		\$ 4,807,746.35

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	\$ 146,149.04	\$ (46,149.04)	\$ (33,649.04)
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 \$ 1,585.48

Capital Campaign 2016-2017 Budget Breakdown (As of 04/27/2017)

Division	Budget	\$	Remaining Budget
Revenue			
Donations/Legacy Fund Transfer	\$ 6,400,000.00	\$ 407,028.12	\$ (5,992,971.88)
Expense			
Consultants	\$ 230,000.00	\$ 200,130.00	\$ 29,870.00
Printing/Supplies	\$ 8,000.00	\$ 4,259.70	\$ 3,740.30
Launch Event	\$ 30,000.00	\$ 50,929.67	\$ (20,929.67)
Architectural Pre-Work	\$ 27,000.00	\$ 2,000.00	\$ 25,000.00
Total Budget	\$ 295,000.00	\$ 257,319.37	
Remaining Budget	\$ 37,680.63		
Total Loan from Legacy Fund	\$ 37,289.94		

**2017-18 Proposed Budget
Executive Summary
Prepared by Rev. Jen Crow
5/15/2017**

Overview

The 2017-18 budget is presented as a balanced budget. It includes the assumptions affirmed by the Board of Trustees at its February meeting, and it allows us to continue down the path of increasingly aligning our resources with our values. In this budget, we continue the elimination of RE fees, the funding of a Racial Justice line item, increases in our dues to the UUA and the MidAmerica Region, and progress toward fair staff compensation. We will also launch a new Artist-in-Residence program, and Rev. Ruth's position will become a year-round, full-time position as Rev. Elaine's position decreases (by her request) to a $\frac{3}{4}$ time position, year-round.

Income

This budget includes:

- No overall increase or decrease in pledges
- Use of the temporarily restricted Music Fund (5945.89) to help cover piano repairs and beginning of new Artist-in-Residence program
- A 7% draw from the Legacy Fund (within the acceptable 4-7% range)
- Our major tenant, Southside Child Development Center, continues
- General fundraising line at \$20,000
- Increase in offering plate for the church
- Holiday giving program, with 10% given to the church, will happen in 2017

Expenses

This budget includes:

- \$15/hr minimum pay rate for all regular adult employees
- Increase in facilities and RE hours to support tenant
- Increase in utilities to support tenant
- 3% pool for raises
- Meet the increase in health insurance premiums to continue our current plan (roughly a 15% increase)
- 5% increase to Mid-America and UUA dues
- Continued funding of the Racial Justice line item at \$7500
- Increase in piano tuning for repairs
- Adjustment of salaries to bring them closer to appropriate salary ranges
- Continued elimination of RE fees

2017-18 3-Year Budget

	2019-2020	2018-19	2017-18	2016-17	2015-16
	Budget	Budget	Budget	Projected	Actual
<u>Income</u>					
Pledges					
4015 - Pledges	\$ 1,246,027.05	\$ 1,209,735.00	\$ 1,174,500.00	\$ 1,148,600.00	\$1,064,167.19
4025 - Est Unpaid Pledges Release:	-\$ 62,301.35	-\$ 60,486.75	-\$ 58,725.00	-\$ 57,430.00	\$ -
Total Pleges	\$ 1,183,725.70	\$ 1,149,248.25	\$ 1,115,775.00	\$ 1,091,170.00	\$1,064,167.19
Contributions Unrestricted					
4110 - Contributions Unrestricted	\$ 65,000.00	\$ 65,000.00	\$ 65,000.00	\$ 67,500.00	\$69,634.37
4113 - Contributions Hospitality	\$ 700.00	\$ 700.00	\$ 700.00	\$ 700.00	\$700.59
4140 - Offering Plate for Church	\$ 38,000.00	\$ 38,000.00	\$ 38,000.00	\$ 37,500.00	\$29,091.74
4120 Memorials Designated				\$ 3,015.00	\$14,413.08
Total Unrestricted	\$ 103,700.00	\$ 103,700.00	\$ 103,700.00	\$ 108,715.00	\$113,839.78
Contributions Temp Restricted					
4291 - Cummins Contr Temp Restr	\$-	\$-	\$ -		\$ -
Total contributions Temp Rest	\$-	\$-	\$ -		
Contributions Released from Rest					
Sanctuary Fund			\$ 10,000.00		
Music Fund			\$ 5,945.89		
4310 - Misc Contr Releases	\$ 9,500.00	\$ 9,500.00	\$ 9,500.00	\$ 300,000.00	\$49,232.96
4320 - Offering Plate for Comm Rel	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ 45,000.00	\$29,828.92
Grant from Foundation	\$ -	\$ -	\$ -		\$ -
4380 - Legacy Fund Releases	\$ 25,000.00	\$ 25,000.00	\$ 38,000.00	\$ 38,145.31	\$31,383.10
Total Contrib Released from Restr	\$ 74,500.00	\$ 74,500.00	\$ 103,445.89	\$ 383,145.31	\$110,444.98
Fundraisers					
Families Moving Forward Fundrais	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 4,500.00	\$5,893.82
Families Moving Forward, 10% reta	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$664.07
Holiday Giving, 10% goes to church	\$ 5,000.00	\$ -	\$ 5,000.00		\$4,761.67
Holiday Giving	\$ 45,000.00	\$ -	\$ 45,000.00		\$65,131.88
4540 - Misc Fundraisers	\$ 20,000.00	\$ 20,000.00	\$ 20,000.00	\$ 135.00	\$18,602.69
4550 - YCE	\$ 11,000.00	\$ 11,000.00	\$ 11,000.00	\$ 40,000.00	\$47,174.05
4560 - Youth Trips	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 20,000.00	\$28,946.21
7th Grade Bike Trip				\$ 1,200.00	\$2,542.19
Contributions Daytime Connections				\$ 1,200.00	
Total Fundraisers	\$ 96,500.00	\$ 46,500.00	\$ 96,500.00	\$ 67,535.00	\$173,716.58

2017-18 3-Year Budget

	2019-2020	2018-19	2017-18	2016-17	2015-16
	Budget	Budget	Budget	Projected	Actuals
4601 • RE Basic	\$ -	\$ -	\$ -		
4602 • RE 7th Grade Donation	\$ -	\$ -	\$ -		\$1,327.00
4603 • RE 8th Grade Donation	\$ -	\$ -	\$ -	\$ 50.00	\$139.06
4604 • RE COA Donation	\$ -	\$ -	\$ -	\$ 15.00	\$3,308.00
Senior High Donation	\$ -	\$ -	\$ -		\$430.00
4609 • RE Summer	\$ -	\$ -	\$ -		
4610 • Re 5th Grade OWL Donation	\$ -	\$ -	\$ -	\$ 1,134.00	\$561.00
4620 • Summer Camp Fees	\$ 6,600.00	\$ 6,600.00	\$ 6,600.00		\$5,040.00
Total Program Fees	\$ 6,600.00	\$ 6,600.00	\$ 6,600.00	\$ 1,199.00	\$10,805.06
Large Tenant	\$ 103,992.00	\$ 103,992.00	\$ 103,992.00	\$ 83,928.00	\$ -
4711 • Misc Room Rentals	\$ 9,000.00	\$ 9,000.00	\$ 9,000.00	\$ 8,500.00	\$83,556.20
4712 • Weight Watchers	\$ 4,800.00	\$ 4,800.00	\$ 4,800.00	\$ 5,000.00	\$4,900.00
4713 • ShirTikvah	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 4,200.00	\$3,900.00
4714 • 12 Step Groups	\$ -	\$ -	\$ -		\$ -
4770 • Antennae Lease	\$ 14,656.22	\$ 14,298.75	\$ 13,950.00	\$ 13,500.00	\$13,223.40
4781 • Weddings & Commitments	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,200.00	\$800.00
Total Rental Income	\$ 138,448.22	\$ 138,090.75	\$ 137,742.00	\$ 116,328.00	\$106,379.60
Dividends & Interest					
4801 • Div & Int Unrestricted	\$ 20,000.00	\$ 20,000.00	\$ 15,000.00	\$ 12,500.00	\$13,179.82
Realized/Unrealized Gains/Losses				\$ 1,839.14	\$720.11
Total Dividends & Interest	\$ 20,000.00	\$ 20,000.00	\$ 15,000.00	\$ 14,339.14	\$13,899.93
Other Income					
4951 • Misc Income	\$ 3,333.33	\$ 3,333.33	\$ 3,333.33	\$ 12,000.00	\$6,910.26
Total Other Income	\$ 3,333.33	\$ 3,333.33	\$ 3,333.33	\$ 12,000.00	\$6,910.26
Total Income	\$ 1,626,807.25	\$ 1,541,972.33	\$ 1,582,096.22	\$ 1,794,431.45	\$1,600,163.38
Gross Profit	\$ 1,626,807.25	\$ 1,541,972.33	\$ 1,582,096.22	\$ 1,794,431.45	\$1,600,163.38

2017-18 3-Year Budget

	2019-2020	2018-19	2017-18	2016-17	2015-16
	Budget	Budget	Budget	Projected	Actuals
EXPENSES					
Salaries & Wages					
5001 · Salaries & Wages	\$ 889,013.00	\$ 846,679.05	\$ 806,361.00	\$ 750,000.00	\$730,645.30
5003 · Senior Ministers Salary	included above	included above	included above		included above
Total Salaries & Wages	\$ 855,468.38	\$ 830,551.83	\$ 806,361.00	\$ 750,000.00	\$730,645.30
Employee Benefits					
Payroll Taxes	\$ 68,009.49	\$ 64,770.95	\$ 61,554.00	\$ 57,000.00	\$49,680.94
5021 · Medical Insurance	\$ 92,575.00	\$ 80,500.00	\$ 70,000.00	\$ 62,000.00	\$72,980.10
5022 · LTD			\$ -		\$306.25
5026 · Life Insurance	\$ 2,378.00	\$ 2,378.00	\$ 2,378.00	\$ 1,900.00	\$1,971.68
5028 · 401K	\$ 71,409.97	\$ 69,076.35	\$ 65,787.00	\$ 63,084.00	\$57,283.66
Total Employee Benefits	\$ 234,372.46	\$ 216,725.30	\$ 199,719.00	\$ 183,984.00	\$182,222.63
Professional Expenses					
5031 · Professional Expenses	\$ 28,650.00	\$ 28,650.00	\$ 26,650.00	\$ 26,340.00	\$24,703.27
5035 · Senior Minister Prof Expenses	included above	included above	included above	included above	included above
Total Prof Exp	\$ 28,650.00	\$ 28,650.00	\$ 26,650.00	\$ 26,340.00	\$24,703.27
Temporary Labor					
5041 · Temp Labor	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$881.22
5042 · Childcare	\$ 16,000.00	\$ 16,000.00	\$ 16,000.00	\$ 16,500.00	\$17,168.27
5043 · Guest Speakers	\$ 1,800.00	\$ 1,800.00	\$ 1,800.00	\$ 1,800.00	\$1,700.00
5045 · Musicians	\$ 17,600.00	\$ 17,600.00	\$ 14,800.00	\$ 11,100.00	\$7,770.00
5047 · Sound Technicians	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,500.00	\$2,020.50
Total Temp Labor	\$ 37,400.00	\$ 37,400.00	\$ 34,600.00	\$ 31,900.00	\$29,539.99
Program Expenses					
5103 · Classroom Supplies	\$ 12,000.00	\$ 11,500.00	\$ 11,000.00	\$ 11,000.00	\$13,644.21
5121 · Teacher Workshops	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 1,800.00	\$576.23
5123 · Grade 7	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$3,205.75
5124 · Grade 8	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,900.00	\$1,420.48
5125 · Grade 9 COA	\$ 4,500.00	\$ 4,500.00	\$ 4,500.00	\$ 5,000.00	\$4,694.87
5126 · Grade 10 11 12	\$ 700.00	\$ 700.00	\$ 700.00	\$ 1,000.00	\$424.50
5126 Grade 5 OWL				\$ 2,100.00	\$2,567.83
5127 · Summer Programs (Camps)	\$ 10,000.00	\$ 10,000.00	\$ 6,600.00	\$ -	\$6,238.50
5128 · Youth Social Activities	\$ 400.00	\$ 400.00	\$ 400.00	\$ -	\$50.00
5129 · Senior High Trips	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 20,000.00	\$28,946.21
5131 · Adult Ed	\$ 1,200.00	\$ 1,200.00	\$ 1,700.00	\$ 1,000.00	\$575.98
5132 · Circles (formerly Small Groups)	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,700.00	\$1,504.76
Daytime Connections				\$ 1,600.00	
5799 Racial Justice	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00	\$2,550.00
5134 · Multigenerational Music	\$ -	\$ -	\$ -	\$ -	\$113.83
5135 · Music Purchases	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$2,962.28

2017-18 3-Year Budget

5136 - Piano Tuning	\$	1,420.00	\$	1,420.00	\$	4,000.00	\$	1,750.00	\$1,325.00
5137 - Worship Items Misc	\$	500.00	\$	500.00	\$	500.00	\$	500.00	\$797.49

2017-18 3-Year Budget

	2019-2020	2018-19	2017-18	2016-17	2015-16
	Budget	Budget	Budget	Projected	Actual
5140 • Memorials Expense				\$ 400.00	
5199 • Other Program Expense	\$ 9,000.00	\$ 9,000.00	\$ 8,300.00	\$ 6,060.00	\$11,989.00
Total Program Expenses	\$ 65,420.00	\$ 64,920.00	\$ 63,400.00	\$ 67,310.00	\$84,168.35
Other Expenses					
5201 • Winter Solstice	\$ -	\$ -	\$ -	\$ -	
5202 • Labyrinth	\$-	\$-	\$-	\$ 3.36	\$ (26.00)
5203 • Library	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$193.43
Faithful Action			\$ 1,500.00		
5209 • Action Groups	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ -
5210 • Friendship Caring Corner	\$ 100.00	\$ 100.00	\$ 100.00	\$ 250.00	\$ -
5231 • YCE Supplies	\$ 11,000.00	\$ 11,000.00	\$ 11,000.00	\$ 40,000.00	\$10,687.24
5232 • YCE Travel & Related	\$-	\$-	\$-		\$36,486.81
5233 • YCE Other	\$-	\$-	\$-		\$ -
7th Grade Bike Trip				\$ 1,200.00	\$2,542.19
Families Moving Forward	\$ 4,500.00	\$ 4,500.00	\$ 4,500.00	\$ 5,000.00	\$5,893.82
Total Other	\$ 16,600.00	\$ 16,600.00	\$ 18,100.00	\$ 47,453.36	\$55,777.49
Membership Expenses					
5251 • Hospitality	\$ 8,500.00	\$ 8,500.00	\$ 8,500.00	\$ 8,000.00	\$8,872.36
5252 • Visitor Welcoming	\$ 600.00	\$ 600.00	\$ 1,000.00	\$ 600.00	\$369.08
5254 • New Member Programs	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$1,021.47
Total Membership Expenses	\$ 11,100.00	\$ 11,100.00	\$ 11,500.00	\$ 10,600.00	\$10,262.91
Fundraising Expenses					
5301 • Pledge Drive	\$ 5,000.00	\$ 5,000.00	\$ 4,500.00	\$ 4,000.00	\$1,355.93
5302 • Planned Giving	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 500.00	\$353.75
5303 • Misc Fundraisers	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 100.00	\$4,553.45
5390 • Racial Justice					\$ -
5808 • The Greater Good	\$-	\$-	\$-		\$ -
Total fundraising Expenses	\$ 10,000.00	\$ 10,000.00	\$ 9,500.00	\$ 4,600.00	\$6,263.13
Office Expenses					
5401 • General Office Supplies	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 4,500.00	\$3,934.04
5402 • Paper	\$ 2,200.00	\$ 2,200.00	\$ 2,000.00	\$ 2,750.00	\$1,828.82
Total 5400 • Office Supplies	\$ 8,100.00	\$ 8,100.00	\$ 7,000.00	\$ 7,250.00	\$5,762.86
5410 • Small Furnishings Purchase	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$1,009.96
5412 • Visual Arts	\$ 4,200.00	\$ 4,200.00	\$ 4,200.00	\$ 4,200.00	\$3,749.79
5414 • Printing & Copying	\$ 20,000.00	\$ 19,500.00	\$ 19,000.00	\$ 21,500.00	\$18,336.24
5416 • Postage & Shipping	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00	\$ 5,300.00	\$6,380.43
5418 • Telephone	\$ 4,800.00	\$ 4,800.00	\$ 4,800.00	\$ 5,700.00	\$4,601.59
5420 • Internet Expense	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,300.00	\$1,458.58
5422 • Website	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$1,808.30

2017-18 3-Year Budget

5424 • Software Expense	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00	\$ 9,000.00	\$8,161.02
	2019-2020	2018-19	2017-18	2016-17	2015-16
	Budget	Budget	Budget	Projected	Actual
5426 • Equipment Leases	\$ 175.00	\$ 175.00	\$ 175.00	\$ 175.00	\$ -
5432 • Sound System	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$2,980.31
Total 5430	\$ 50,675.00	\$ 50,175.00	\$ 49,675.00	\$ 53,675.00	\$48,486.22
5440 • Insurance					
5441 • Workers Comp	\$ 7,191.71	\$ 7,191.71	7120.5	7050	\$7,452.92
5442 • Liability Insurance	\$ 17,035.67	\$ 17,035.67	\$ 16,867.00	\$ 16,700.00	\$14,624.94
Total Insurance	\$ 24,227.38	\$ 24,227.38	\$ 23,987.50	\$ 23,750.00	\$22,077.86
Denominational Expenses					
5451 • Dues & Memberships UUA	\$ 38,166.90	\$ 36,349.43	\$ 34,618.50	\$ 32,970.00	\$31,400.00
5452 • Dues & Memberships PSD	\$ 11,668.86	\$ 11,113.20	\$ 10,584.00	\$ 10,080.00	\$9,600.00
5453 • Dues & Memberships Other	\$ 800.00	\$ 800.00	\$ 800.00	\$ 800.00	\$550.00
Total 5450 • Dues & Memberships	\$ 50,635.76	\$ 48,262.63	\$ 46,002.50	\$ 43,850.00	\$41,550.00
5475 • Financial Review/Audit	\$ 750.00	\$ 750.00	\$ 750.00	\$ 675.00	\$ -
5480 • Consultants	\$ 5,000.00	\$ 13,000.00	\$ 12,500.00	\$ 12,500.00	\$8,981.98
5490 • Employee Appreciation	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$1,920.38
5510 • Volunteer Appreciation	\$ 1,800.00	\$ 1,800.00	\$ 1,650.00	\$ 1,425.00	\$1,169.83
5530 • Board Expenses	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$6,337.55
5540 • Leadership Development	\$-	\$-	\$-		\$ -
5560 • Interest Expense	\$ -	\$ -	\$ 37,500.00	\$ 37,200.00	\$38,786.98
5571 • Payroll Processing Fees	\$ 3,100.00	\$ 3,100.00	\$ 3,100.00	\$ 3,100.00	\$3,059.19
5572 • Bank Service Charges	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 500.00	\$837.11
5573 • Credit Card Discount Fees	\$ 13,000.00	\$ 13,000.00	\$ 13,000.00	\$ 15,500.00	\$13,537.17
Total 5570	\$ 27,150.00	\$ 35,150.00	\$ 72,000.00	\$ 73,400.00	\$74,630.19
5580 • Mileage	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 200.00	\$829.67
5590 • Utilities					
5591 • Utilities Electric	\$ 29,000.00	\$ 28,000.00	\$ 28,000.00	\$ 29,000.00	\$24,809.06
5592 • Utilities Gas	\$ 17,000.00	\$ 17,000.00	\$ 16,000.00	\$ 13,000.00	\$11,261.69
5593 • Utilities Water & Sewer	\$ 7,000.00	\$ 7,000.00	\$ 7,000.00	\$ 8,600.00	\$7,550.66
Total Utilities	\$ 53,000.00	\$ 52,000.00	\$ 51,000.00	\$ 50,600.00	\$43,621.41
Repairs & Maintenance					
5601 • Repairs & Maintenance General	\$ 17,200.00	\$ 17,200.00	\$ 17,200.00	\$ 12,000.00	\$14,971.60
5602 • HVAC Repairs & Maintenance	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$8,771.75
5603 • Elevator Maintenance	\$ 3,300.00	\$ 3,300.00	\$ 3,300.00	\$ 3,500.00	\$3,138.52
5604 • Alarm Maintenance	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 700.00	\$2,394.01
Total 5600 • Repairs & Maintenance	\$ 32,000.00	\$ 32,000.00	\$ 32,000.00	\$ 26,200.00	\$29,275.88

2017-18 3-Year Budget

	2019-2020	2018-19	2017-18	2016-17	2015-16
	Budget	Budget	Budget	Projected	Actual
Miscellaneous Other Expenses					
5620 · Janitorial Supplies	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00	\$9,089.11
5630 · Trash & Recycling	\$ 4,000.00	\$ 5,000.00	\$ 5,000.00	\$ 4,475.00	\$3,383.95
5640 · Groundskeeping	\$ 18,000.00	\$ 18,000.00	\$ 18,000.00	\$ 13,000.00	\$10,947.95
5650 · Pest Control	\$ 600.00	\$ 600.00	\$ 600.00	\$ 600.00	\$484.66
5660 · Other Expense	\$ 3,000.00	\$ 2,000.00	\$ 1,500.00	\$ 2,000.00	\$2,361.82
5701 · Offering Plate for Community	\$ 38,000.00	\$ 38,000.00	\$ 38,000.00	\$ 43,000.00	\$27,925.67
5704 · TRUST	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$1,903.25
Holiday Giving Gift	\$ 45,000.00	\$ -	\$ 45,000.00		\$65,131.88
Misc Release from Temp Restrictor	\$ 9,500.00	\$ 9,500.00	\$ 9,500.00	\$ 300,000.00	\$49,232.96
Temp Restricted Sanctuary Fund				\$ 10,000.00	
Total 5700	\$ 127,600.00	\$ 82,600.00	\$ 127,100.00	\$ 382,575.00	\$170,461.25
Total Expenses	\$ 1,633,398.98	\$ 1,549,462.13	\$ 1,579,595.00	\$ 1,783,687.36	\$1,560,278.41
Net Income	-\$ 6,591.73	-\$ 7,489.80	\$ 2,501.22	\$ 10,744.09	\$39,884.97
Loan Principal	\$ -	\$ -	-\$ 39,000.00	-\$ 39,165.00	\$ (39,028.89)
Adjusted Net Income	-\$ 6,591.73	-\$ 7,489.80	-\$ 36,498.78	-\$ 28,420.91	\$856.08

Visionary Goals Refresh
Suggested Updates from Program Team, January 2017

1. First Universalist is a faith community committed to a transformational spiritual path guided by Unitarian Universalism's theology and Seven Principles. Our worship, spiritual practices, and rituals unify us, challenge our assumptions, provide comfort, and connect us to the holy.
2. First Universalist is a multi-generational congregation where we connect to ageless wisdom, our ever-evolving religious tradition, listen for the call of love, and build meaningful relationships and community.
3. First Universalist is a multi-racial, multi-cultural, and intergenerational faith community of mutual caring and support where people bring all of who they are and welcome each other with joy. Our sense of who we are as a community of faith is ever expanding.

The rest are tactics - find a variety of opportunities for meaningful fellowship and deep relationship. Each person's unique identity and history is acknowledged, nurtured, and shared to create this community of caring and support.

4. First Universalist is a faith community that acts with humility, bravery, and compassion to create a racially just and sustainable world.

The rest are tactics - grounded in community partnerships, understanding the impact of race, racism, and whiteness is our first step in all of our justice efforts, whether they are social, economic, or environmental issues.

Visionary Goals Refresh

<u>Goal</u>	<u>Current Text</u>	<u>Suggested 2016 Update</u>
1	We, the people of First Universalist Church, grow in our UU faith: we are equipped to live out our values and experience worship, spiritual practices, and rituals that challenge, comfort, celebrate, and heal.	First Universalist is a faith community committed to the transformational spiritual path of Unitarian Universalism's Seven Principles. Our communal and individual worship, spiritual practices, and rituals unify and strengthen our community, challenge our personal and communal assumptions, and provide comfort to all who participate. Together, we celebrate our progress on our spiritual path, and help heal ourselves and the world.
2	First Universalist Church is a home for ageless wisdom. People of all ages find opportunities to engage in an intellectual and spiritual search for deeper meaning and understanding in the UU tradition, both as individuals and in community. We know our roots, find our wings, and apply our knowledge and wisdom to all our endeavors.	First Universalist is a community where people of all ages find opportunities to strengthen and deepen their personal spirituality and their Unitarian Universalist faith. Multigenerational faith-formation offerings connect children, youth, and adults to our UU history and ever-evolving faith tradition while also providing meaningful fellowship and relationship opportunities.

3	First Universalist Church is an intergenerational community of mutual caring and support. We build this community by actively welcoming all and encouraging each to discover, develop and share their gifts	First Universalist is a multi-racial, multi-cultural, and intergenerational community of mutual caring and support where people of all backgrounds feel a sense of welcoming and belonging, and find a variety of opportunities for meaningful fellowship and deep relationship. Each person's unique identity and history is acknowledged, nurtured, and shared to create this community of caring and support. Our sense of who we are as a community is ever expanding.
4	The people of First Universalist Church work to build a just, loving and sustainable world. We are a visible, influential voice, and we act to shape the larger community into a more just and equitable society.	We are a faith community committed to working with humility, compassion, and bravery to create a racially just and sustainable world. Understanding the impact of race, racism, and whiteness is our first step in all of our justice efforts, whether they are social, economic, or environmental issues. We work with community partners who share our values, including our commitment to racial justice, to build a just and sustainable world.

MNI KI WAKAN: Indigenous Peoples' Decade of Water Summit

The development committee for this conference is respectfully requesting that First Universalist Church act as the fiscal agent for the inaugural conference of this water summit. The committee is comprised of members of the LaPointe family (the Dakota family whom we have worked with on the Mde Maka Ska community conversations) First U members Mark Bohnhorst, John Saxhaug, Dakota Hoska, Stan Sattinger and Kristen Mengelkoch, and other community members.

The idea for the conference grew out of the work of the Mde Maka Ska community conversations. It is being designed for indigenous and allied youth, led by indigenous planners and facilitators, using indigenous ways of working together. It is to be a peer conference, in which the attendees themselves decide on the topics of discussion based on their own hopes and dreams, and decide their own next steps. Note the contrast with a typical conference that is composed of lectures and panel discussions involving expertise that has been developed through main stream channels such as universities, governments, non-profit groups, etc..

The conference is expected to draw attendees from all over the US, Central America and South America. We hope to get our church youth involved in attending, and other church adults involved in volunteer development and execution roles.

The summit will be held at Coffman Memorial Union at the University of Minnesota on August 1st and 2nd, 2017. A preliminary budget of \$100,000 has been set. We would be taking in money for conference registration and conference donations. We would be making payments for items such as venue rental, food vendors, marketing and promotional items, supplies, translation services, holding guarantor fees for hotels and dorms, etc.. A conference web site is ready to go live a few days from now, which would be the conduit to the church for registration fees and donations. The first expected outflow need would occur in early May, for a down payment on the venue rental (~\$4000 - \$5000).

Please see the attached copy of a post card that is being distributed this week by the LaPointe family at the United Nations UNPFII this week in New York (United Nations Permanent Forum on Indigenous Issues).

Kristen Mengelkoch

Kmengelkoch1@msn.com

(612) 822-1309

MINI KI WAKAN

Indigenous Peoples' Decade of Water Summit



Come and join like-minded and spirited peoples who proactively engage in an intimate relationship with the sacredness of water in this inaugural summit.

AUGUST 1-2, 2017

Coffman Memorial Union
University of Minnesota
300 Washington Ave SE
Minneapolis, Minnesota 55455
USA

For more information

Wakinyan LaPointe
mnikiwakan@gmail.com
612-979-5762

MNI KI WAKAN WATER IS SACRED Indigenous Peoples' Decade of Water Summit

An international water summit dedicated to the protection of water and human rights. Convene with indigenous peoples and allies from the international community in Minneapolis, Minnesota, USA, ancestral homeland of the Dakota, the land of 10,000 lakes.

Help co-create and design an indigenous-centered, youth-oriented, and decade-long water summit that reflects the diverse tributaries of values and confluences of indigenous wisdom and knowledge.

Come together to envision what will happen at our summit for the future of water. Help our indigenous peoples in designing and emerging uniquely powerful and flexible experiences for the next ten years. Share your experience, expertise, and stories that will empower and contribute to a responsive summit structure now and in the future.

Mni Ki Wakan budget & planning

		\$124,240					
Person responsible	Expense	Expense Cost	Notes	Person responsible	Revenue	Revenue Amount	Notes
KM	Event space	\$15,890	KM will get updated information on AV equipment which may change cost at later date; Need half of this amount by June 1		Ho Chunk Nation (most you can ask for is \$5000)		
	Catering (\$40/person/day)	\$40,000			Bush Foundation grant		
	T-shirts (500 t-shirts)	\$5,000			Scholarship donations		
	Print resources (post cards, event posters, retractable sign)	\$5,000			Travel Scholarship		
	Program materials (sticky boards [20 @ \$50], markers, nametags, etc)	\$2,500			Student registration (\$75/person)		
	Design manager (\$125/hr for 120 hours)	\$15,000			Student group registration (\$250/5 people)		
	Postage/Shipping	\$500			General admission (\$125/person)		
JS	Dorm lodging (200 dorms)	21,450	10,000 by June 1		General group admission (?)		
	Shuttle	\$1,000			Vendor fees (?)		
	Outward Bound	\$1,400					
	Speaker honorariums (2 @ \$2000)	\$4,000					
	Speaker travel (2 @ \$1800 each), per diem, transportation, & lodging	\$6,000					
	Gift for 2 speakers (2 panels of 4 people = 10); Northland Vision	\$500					
	Translation services	\$5,000					
	Recording events (U of M can provide)	\$1,000					
		\$124,240					

RJLT Comments regarding Change Team

After much discussion, the current RJLT is interested in simplifying this with the following recommendation:

- 1) Create a Board appointed Racial Justice Change Team as a committee of the Board. This would give the Church's racial justice work the structural authority RJLT has been lacking. This Racial Justice Change Team would be comprised of 2 members of the current RJLT, 2 Board members, and 2 at large members. Other church members would be invited to help with specific change work. Rev. Jen would be the staff person who served on this committee.
- 2) Create Racial Justice Education and Training team (called "R-JET") as a staff level team along the lines previously described. This team would meet regularly with the Program Team of the church to shape, influence, and deepen the Racial Justice Commitments. Rev. Elaine and Rev. Justin would be the primary liaisons with this team.
- 3) Ensure transparency about these changes through a Liberal article and allow congregants to surface their interest in being part of these two groups – by applying to serve on either team – at a minimum on a working group of either team
- 4) Expect the two committees to come together 2-4 times a year, to take the 30,000 view on RJ work at First Universalist, review goals and progress, and develop ongoing communication channels with the newly developing POCI Caucus to hear their feedback and perspective. Results of this feedback and review would be carried back to the Board level (policy work, driven by the change team), and to the staff (programmatic efforts, driven by the staff).
- 5) Treat this organizational redesign as a one-year experiment. The RJ Change Team, after a year, might make a recommendation to the Board that they appoint an ongoing Board RJ Committee that the Change Team would live under, but we don't recommend we to start from that place.