

First Universalist Church Board of Trustees
March 19, 2020
Board Packet

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First Universalist Church of Minneapolis

Board Meeting

Thursday, March 19, 2020, 6:30 - 9:00pm

Zoom ¹

Facilitator: Bryana, Process Observer: Eric

I. Call to Order and Agenda Approval (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.

- Group Agreements (see Board Packet)
- Reading and reflection (see Senior Co-Ministers/Leadership report)

II. Consent Agenda (6:45)

- **Approval** of February meeting minutes
- **Monitoring:** Acceptance of attendance and membership numbers and trends
- **Monitoring:** Acceptance of staff and significant volunteer changes
- **Information:** Co-Senior Ministers Report
- **Approval:** Motion re: ordination request

III. Shared Work: Leading during COVID-19 (6:45-7:15)

IV. Shared Work: Racial Justice (see CT documents & Choice Points) (7:15 – 8:00)

- **Nominating Committee**
- **RJ Rubric**

BREAK (8:00 – 8:10)

IV. Fiduciary Responsibility (8:00 – 8:45)

- **Inform:** Annual Budget
- **Inform:** Building update
- **Approval:** 3 Year Financial Budget (Use Choice Points)

V. Shared Work: Co-minister evaluations (8:45 – 8:50)

VI. Process Observations (8:50)

Adjourn: 9:00

¹ JOIN Zoom MEETING: <https://stthomas.zoom.us/j/4871488075>

Use computer audio or Join by Phone: (646) 876-9923 JOIN BY ENTERING THIS MEETING ID: 487 148 8075

First Universalist's Mission

In the Universalist spirit of love and hope, we give, receive, and grow.

First Universalist's Visionary Goals

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

GPH Board Responsibilities

The Board has the ultimate fiduciary and policy-making authority for the Church with the exception of calling ministers and approving the annual budget, which are reserved to the congregation.

It is the Board's responsibility to articulate and develop the visionary goals statements, and to develop policies and practices that ensure accountability in achieving those ends

Group Agreements

1. **Listen actively** -- respect others when they are talking.
2. **Speak from your own experience instead of generalizing** ("I" instead of "they," "we," and "you").
3. **Do not be afraid to respectfully challenge one another** by asking questions, but refrain from personal attacks -- focus on ideas.
4. **Participate to the fullest of your ability** -- community growth depends on the inclusion of every individual voice. For White participants and others with privilege, check in with yourself to make sure your silence is not perpetuating the status quo
5. **Share the air** - Notice if your voice is dominating the space, if so, talk less and encourage hearing from other voices, particularly those from more marginalized communities
6. **Instead of invalidating** somebody else's story with your own spin on her, their, and/or his experience, share your own story and experience.
7. Seek to **achieve resolution through deeper understanding** of each other's position -- try to move forward and walk out of the room being able to speak in one voice as a Board.
8. **Be conscious of body language and nonverbal responses** -- they can be as disrespectful as words
9. **Confidentiality** -- maintain appropriate confidentiality, respecting individual privacy and positions and comments on issues

Co-Senior Minister Board Report

March 2020

Rev. Jen Crow

I. Monitoring Items

A. Staff and Volunteer Changes

We've recently hired Andres Gamero for part-time front-desk, facilities, and Sunday hospitality support.

B. Financial Condition, January 2020

Overall, we are well ahead of budget and continue to be on track to end the year with a surplus.

Revenues

- Annual Gifts are \$80,000 ahead of budget.
- Donations/Fundraising is also well ahead of budget but YCE and other no net effect accounts make up \$30,000 of the positive variance.
- According to the Financial Statements, Southside is 2 months behind in rent. We're still waiting on 1 month worth of rent but are in conversation with them to get that in as soon as possible, including late fees.

Expenses

- Most of the expenses budget lines are on budget or slightly below budget.
- Program Expenses include YCE and other no net effect accounts and like the corresponding revenue line make up \$30,000 of the negative variance.

C. Annual Budget and 3-Year Financial Plan - a draft 3-year budget will be provided at the Board meeting

D. Staff Survey - delayed

II. Informational Items

A. Covid-19 Response

What an amazing community and staff we have! Holy buckets, as Ruth would say, we've been working hard and folks have been shining. We've been talking about live streaming worship for years, and this week we made it happen in 2 days. We've pulled together a team of lay leaders and staff to brainstorm ways to care for one another in the next weeks and months, the team developed the survey you've been seeing, and we are already connecting folks to each other and checking in on the people who need us right now. The church program team (Rev. Ruth, Rev. Karen, Lauren, Arif, Jenn Stromberg and I) have been working well and intensely together. Ruth zoomed in with us from her study leave in Arizona to make sure we were able to provide pastoral care and serve our

youth. Lauren is an organizational master mind. Arif is not only serving First Universalist and the UU Church of Minnetonka right now, but he also pulled together a zoom call with all UU congregations in MN so we could support each other and share resources. Rev. Karen has been staying in touch and following my directions to stay home and rest up.

We've closed our building (except for Southside), and our facilities staff have been deep cleaning the facility and getting started on some of our clean out projects. The operations staff team will come together virtually this week to determine what still has to happen on-site to keep the church functioning and prepare us to work remotely as much as possible. All upcoming previously scheduled in person events (Gathering in Gratitude, Congregational Meeting about Building Renovations, etc.) are being reimagined. I'm proud of us all, and we really are embodying the "we've got this, together" message.

B. Wake Now Our Vision

As discussed in last month's board meeting, we will be receiving a total of \$23,200 in Legacy Challenge funds from the UUA's successful Wake Now Our Vision Campaign. For more information about this campaign and the intent of the matching funds to congregations, please see this FAQ sheet:

<http://plannedgiving.uua.org/documents/u/unitarian-universalist-association/our-vision/wnov-legacy-challenge-faq.pdf>

The FAQ sheet states that, "The matching funds from the Legacy Challenge will be unrestricted." We intend to use ¼ of the funds received for our annual operating budget and place the remaining ¾ of the matching funds in our operating reserve.

C. Church Trends

The last week of February, I attended the Senior Ministers of Large UU Congregations retreat in California. Rev. Dr. Susan Frederick-Gray (President of the UUA) addressed the group and shared information about church trends within and beyond our Unitarian Universalist Association. She noted:

- Across denominations, church attendance is more inconsistent than it used to be
- Methodist, Presbyterian, and UCC congregations are all in decline
- Unitarian Universalist congregations are holding steady
- Within Unitarian Universalism, there is an overall decline in religious education attendance. We are counter-cultural on this, showing a 12% increase in religious education participation over the last 5 years. Overall, after the last presidential election, many of our congregations have turned inward rather than outward and are not working collaboratively. The UUA's renewed commitment to racial justice and anti-racism work over the past 3 years has resulted in fairly predictable disension within the association and a decrease in funding from several donors. The UUA is asking, again, for all congregations to contribute their fair share to the annual program fund, especially in light of the decrease in contributions from donors uncomfortable with the UUA's anti-racism commitment. We currently pay roughly \$37,000 of our requested \$90,000 fair share contribution.

- Sanctuary efforts - I met with a small group of clergy whose congregations are all housing people in sanctuary in their facilities. Their sanctuary guests are all public knowledge to their congregations and larger communities. We shared common challenges around frustration with and the slow movement of cases through immigration, challenges in sharing the building with people living there, and racist/judgemental reactions of congregants/staff to guests and their ways of parenting, cooking, housekeeping, etc. We spent most of our time talking about the depression and trauma that sanctuary guests live often with, how to offer support and encourage independence, empowerment, and agency in this unusual situation. The majority of the clergy said they will not do this again (physical sanctuary). It is too hard and hopeless and they wonder if it is worth all the resources they are pouring into it. I shared that we are including an intentional multi-use space in our building renovations and plan to continue this work for the foreseeable future.

D. Building Renovations

We continue to move forward with pricing and planning for our upcoming building renovations, with several key meetings with our contractor and our church Building Team this week. I look forward to having more information to share in person. It is unclear so far what impact the covid-19 closures will have on our schedule and our renovations, and we are considering how to best share news about building renovations in online formats.

**First Universalist Church of Minneapolis
Board Meeting
Thursday February 20, 2020**

Participants: Richard Spratt, Keven Ambrus, Kristin Siegesmund, Ben Miles, Christa Anders, Dan Moriarty, Bryana French, Daryn Woodson, Eric Cooperstein

Staff: Brad Schmidt, Arif Mandami, Lauren Wyeth, Ruth MacKenzie

Guests: Larry Gottschalk, Ray Goebel, Jan Avery, Jim Ranheim, Cathy Manning, Pat Gottschalk, Sharon Ramirez

I. Call to Order and Agenda Approval

Ray shared with the Board some information about the Legacy Project that the Daytimes Connection group has been working on. They have collected the life stories of 80 congregants! Daytimes Connections is looking to age intentionally. They will be having some public events this spring. Ray invited the Board to attend on Thursday May 7 from 10:45 through lunch. They are looking for some small group facilitators. If you are interested, please let Ray know.

II. Consent Agenda

- Approval of January meeting minutes
- Monitoring: Acceptance of attendance and membership numbers
- Monitoring: Acceptance of staff and significant volunteer changes

APPROVED

III. Reports

- Senior Co-Ministers and Leadership Report

The church has hired Charles Jones who is doing really well in his new work as a facilities person.

The ministers and staff have updated the alcohol policy for the church. They are doing this in part because of insurance but primarily because they want to make the church a safe space for people who are in recovery. The church will now be an alcohol-free space with some exceptions like rental for things like weddings. Staff will be sending the new policy out far and wide so that congregants are aware of it.

Jen Crow asked Ruth and Lauren to follow up on finding summer meeting space and asked that they reach out to Shir Tikvah. This would be for June 7 through September 6. Shir Tikvah has generously said that we could use their space and that they would only charge us for the actual costs that are incurred. They are also looking into whether there are other options to partner with a Black church.

Lauren reports that things are actually going well! Even with the two senior co-ministers away. This church is indeed all of us and “we got this!” Arif shared work that is being contemplated with regard to our database. They are in the final stages of having identified a new database and will migrate things over the summer. Larry Gottschalk has been a big help with that database.

Jen and Chelsea did a lot of pre-work to identify big decisions. Building project is moving forward really well with Chelsea in place – that was a brilliant decision. It is feeling more amazing as they walk through the building. Staff are excited to see what happens and says that it will feel like a very different place. There are some wonderful things happening with young adult groups. There are two vibrant young people in the pastoral care group and they are bringing energy that is different. Ruth says this is a great example of living into a multigenerational congregation. Arif points out that this is in response to the congregational survey and people feeling like they don’t know how to form friendship in the church.

Keven Ambrus gave the financial update on the building project. Keven has projected out pledge revenue and expenses from now through December 2022. Because of the way that the pledges will come in, we will need to take out a loan for about \$1M. The loans will be repaid as the pledge comes in. We are in conversation with Sunrise Bank about the loan and the terms. It will be more like a line of credit. This plan does build in spending the contingency. There is a small “surplus” at the end of the project of around \$200,000. A question was asked about whether we could/should borrow from the Legacy Fund. We could also ask the church members to loan us money that would be repaid. Keven said yes – it is good to look at the lowest cost of capital.

MOTION was made to approve the capital budget as presented. **APPROVED.**

Eric will take Keven out to Manny’s if we end this project with a balance!!

The State of the Church meeting often happened in March. But with the ministers being out, and not a lot of things to update on, we are not going to have a full State of the Church meeting. Instead, we are having a congregant meeting on March 22 that will be about the building and updates. The Building Team is working hard to lock down things so that we can share as much as possible.

Other financial updates from Brad: Net totals are exceeding budget. This is a direct result of increased giving. We are ahead of budget and \$116,000 ahead of where we

were last year. Expenses are tracking as expected. Sioux Chef will be out in February and Southside will be out in April.

There is a part of the Minneapolis code that allows the city to tax the for-profit revenue. We have not talked to a lawyer but need to. There is a new tax assessor who is going to all churches in Minneapolis.

Wake Now Our Vision campaign. The UUA put up matching gifts for congregants who put the UUA into their planned giving. The UUA provided us with \$5800 and we thought that was it but it turns out that it was the first of four payments for a total of around \$23,200. The donor intent of the UUA in the Wake Now Our Vision program is that churches can spend it on what they wish.

Jen wanted us to also know that we will be using the Cummins fund to pay for the new ministerial intern.

IV. Shared Work

Healthy Congregation

The Healthy Congregation Task Force (Dan, Eric, Daryn) came to the Board with a draft charge from the Board of Trustees for consideration by the full board. The Board discussed the draft language and was supportive of the general direction. What is the outcome we are looking for? Healthy Congregation/Right Relation material has been developed by the UUA and shared with Dan, Eric and Daryn. This is a process that we will need to work through and we are confident we can do it.

This is like a code of conduct and the expectations for behavior and also something that has a dispute resolution mechanisms. What are the expectations when you become a member? The Board asked whether we also needed a code of conduct? Do we need a dispute resolution process? How can we make any resolution restorative? There was a suggestion to add some language that would ask this group to also look at existing policies.

Motion to Approve the Charge Language. **APPROVED.**

There is a gala on March 5 from 6 to 9. The Environmental Justice group has bought two tables and is extending an invitation to Board members. Bryana will send out an email to everyone.

Racial Justice Discussion

Reminder – we are having a longer conversation with the POCI caucus, RJET, and the Change Team on March 11.

We acknowledge that we have lots of work to do with regard to our racial justice work that we do as a Board so that we don't keep missing opportunities to apply a racial justice approach. How do we not just name racial justice but LIVE racial justice? It has to be named and it has to be at the forefront of our discussion and decision making. We all have to be committed to it and we all have to practice it.

Keven suggested a practice that they use at his work where they take an "equity pause." Richard suggested we need to do more education about Choice Points. Perhaps a video to share information. How are we living into the space as a Board where we can provide an example so that we can live into the space into where we want to be as a congregation? Board members appreciate the email that Ben sent to the Board.

We need to continue to have the great and meaty conversations but also need to actually do the work. It can't just rest with one person on the Board. We need to have it be a collective responsibility. We know that time sensitive issues drive a sense of having to make the convenient decision. Maybe we need to look further down the road and give ourselves more time to make decisions.

How do we set DEI goals around the things we value? Should we also revisit what we have accomplished? The truth is that there is no blueprint for this work. We are all trying to figure it out which is why we talk about it so much. What other things can/should be doing to live into our racial justice values? And we need to acknowledge that it is really hard to turn 1,000 member church comprised primarily of white people into a racially just congregation. We have to be the change and not wait for one or two leaders. We need to better understand Policy Governance and whether and how it is an arm of white supremacy. We should have this conversation and keep digging into this issue.

Meeting adjourned at 9:15pm

February Attendance									
		2020				2019			
Adults		9:30	11:15			9:30	11:15		
1st week		202	239	441		215	240	455	
2nd week		148	207	355	*	256	298	554	
3rd week		192	136	328		203	227	430	*
4th week		265	179	444		203	200	403	
5th week									
Monthly Total		807	761	1568		877	965	1842	
Average for February		202	190	392		219	241	461	
RE									
1st week		182	182	364		196	152	348	
2nd week		154	132	286	*	240	157	397	
3rd week		49	37	86	**	41	39	80	**
4th week		226	194	420		202	136	338	
5th week									
Monthly Total		611	545	792		679	484	815	
Average for January		153	136	198		170	121	204	
Combined Average		355	327	590		389	362	664	

* snowstorm that morning

** President's Day Weekend- childcare only

**2020 Statistical Report
February 2020
Board Meeting March 19, 2020**

MEMORIAL SERVICES: 1

Kriss Wells, Feb. 15

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 2

Larry LaVercombe, asked to be removed

Jen Alstad, asked to be removed (in Dec. 2019, but was deactivated Jan. 2020)

Kriss Wells, died Jan. 23, 2020

CHILDREN DEDICATED: 0

	To Date	End of Year Totals			
MEMBERS	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
(Fiscal Year)	6	81	66	109	54
TOTAL MEMBERS:	1064	1058	1049	1,011	934

Total members as of the last meeting: 1064

To be added: 0

To be removed : 3

TOTAL MEMBERS: 1061

Ordination Request
March 2020

First Universalist received the following request from AJ Galazen:

Dear Bryana,

After 10 years of preparation, I recently was approved by the MFC for preliminary fellowship. I would be deeply honored if First Universalist would be my official ordaining congregation.

First Universalist was my first UU church home. I loved the preaching of Terry Sweetser, Susan Milnor, Gretchen Thompson, Kate Tucker, and John Cummins. I was involved for many years as a Worship Associate, a regular at Rise Up Singing, a member of the Membership Committee and coordinator of the Interweave group. I had the joy of speaking several times and organizing services for Pride Sunday. I still drop in from time to time to experience your wonderful and vibrant community. Rev. Justin Schroeder was one of my teachers in seminary, and Rev. Jen Crow has shared her professional encouragement. Arif Mamdani, Ginny McAninch and David Lauth are First Universalist members who are familiar with my dedication to ministry.

I'm not asking for financial support. Nor do I expect your personal participation if you are not available. First Unitarian Society has graciously offered the use of their facilities on Saturday, May 2, 2020 for the service. Rev. Rob Eller-Isaacs of Unity Church in St. Paul will preach, and I hope that my dear friend and mentor John Cummins will be able to attend.

I live in Northern Wisconsin, yet most of my colleagues, friends, and family live in the Minneapolis area. From a green-logistic point of view, a service in the Minneapolis area means greater participation, far less travel, and less inconvenience. My ties to First Universalist may be a distant memory, but they have been incredibly important in my ministerial formation.

Thank you for considering this request! Please let me know as soon as you can if this is a possibility, and what you might require from me.

In Faith,

A.J. Galazen

Box 160

Cornucopia, WI 54827

715-742-3283

In Unitarian Universalist congregations, ministers are ordained by the congregation. There is a lot of ritual in this ceremony and must. The Board President asks for an affirmation from the congregants who are there as part of the ceremony. As such, these decisions must be approved by the Board of Trustees. In January 2019, the Board approved the following process for recommending someone for ordination.

- The candidate has passed the Ministerial Fellowship Committee of the UUA and are approved for Preliminary Fellowship
- There is some relationship or connection to our congregation (i.e., member or worked at the church)

AJ has not been a member of this church in over 10 years and does not have a current relationship. It is also unusual for multiple churches to participate in ordination in this way (i.e., hold services at First Unitarian Society, have a senior minister from Unity Church preach, but have the ordaining congregation be First Universalist Church).

After consultation with Rev. Jen Crow, Rev. Ruth Mackinze and Arif Mamdani, I Motion that we deny AJ's request for ordination.

BOT CHANGE TEAM MINUTES
Thursday, March 5, 2020
6:30-8

Present: Richard Spratt, Kayci Rush, Ben Miles, Karin Wille. Absent: Sarah Hedge, Keven Ambrose, Jen Crow

The meeting opened with a reading from James Baldwin. Richard distributed the Race Forward Choice Points.

Agenda items (suggested by Ben) were budget assessment (particularly in view of Ruth's departure) and open Board positions, as it relates to the Nominating Committee.

Regarding the budget, the CT is mindful that Southside and Sioux Chef are leaving next year, and that the Minister of Worship functions (Senior High, Worship Associates, COA, worship support) need to continue. Using the choice points to assess options, the CT recommends that consideration be given to increasing the hours of our current POCI ministers (assuming they're interested in working more) and of using the intern of color to fill in as much as possible for the coming year. The CT strongly recommends that furthering our racial justice work be a high priority in budget decisions for the 2020-21 FY.

The CT also expressed concern about the feedback it received, both at a Board meeting and in emails, from staff members regarding the decision to relocate to Shir Tikvah this summer. The staff seemed unclear whether a racial justice lens/choice points was used in making the decision.

The CT therefore recommends to the Board that it insure that choice points are being used when staff decisions are made. In particular, when staff decisions are presented to the Board, the choice points analysis, and its impact on the ultimate decision, should be shared as part of the staff presentation. The CT further recommends that a Board member be assigned (or volunteer) to take process responsibility for insuring that the choice points are used in all decision making.

The CT's next agenda item was Board vacancies and Nominating Committee process. Two Board members have served 6 years; more may be leaving. The CT recommends that the NC application for all positions (including the NC) ask applicants what racial justice means to the applicant and how they would apply their racial justice perspective to the position they're applying for.

Regarding Board officers, the CT recommends that the Board establish a process for selecting officers, in part to insure that individuals selected are the appropriate individuals to carry forward the racial justice work of the church.

The CT revisited, in concept, the recommendations it made in 2018 regarding the sections of the Bylaws relating to the Nominating Committee. The CT recommends that the Board revisit those recommendations, approve them, and take them to the congregation for a vote at the annual meeting in June.

As noted in our February minutes, the CT is supportive of the Board and staff adopting a racial justice rubric which could be used in all area of the church to move the congregation toward being an anti-racist congregation (with the understanding that this decision, at this point, probably needs to follow the joint racial justice meeting on March 11).

The CT would also like to meet with the intern when he comes on board, in order to share perspectives and offer support.

The meeting adjourned at 8:30.

Karin Wille, Recorder



Using Choice Points to Advance Equity

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

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

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

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

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

	2013	2014	2015	2016	2017 Capital Campaign	2018	2019	Random or Institutionalized
Ministers	RJLT Consult with HH	HH TOT	Race racism whiteness	Join Sacred Solidarity	Sacred Solidarity	Hired Karen Hutt .25 FTE; Sacred Solidarity	Ruth presenting ASDIC	R: no specific expectations in this area
Worship	RJ sermons	Carlton Pearson; Worship Associate Program;	POCI service Lena Gartner	POCI service WS Teach-in	Imam Makram El-Amin 2nd WS Teach-in Karen Hutt	Karen Hutt Arif Mamdani	Karen Hutt	R: no consistent use of RJ Lens;
Staff		RE Curriculum revised; all program areas use RJ Lens	Shir Tikva exploration launched			ASDIC (Anti-racism Study Dialogue Circles). POCI RE Programming;- JOY OWL Revised Boston Trip revised	Staff retreat on WS; Working group for Intern of Color	I: Institutional change in programming with worship associate and children's RE; R: in terms of staff policies and procedures.
BOT		HH	Adopted Choice Points RJ resolution BLM Banner	Annual Giving transformed; Became Sanctuary Church	Change Team & RJET; Vendor Policy	CT recommends hiring full time Minister of Color; Preparing for Intern of color; POCI Listening sessions	Change Team	R: Inconsistent use of Choice Points; Board Practices are still evolving.
Budget & Foundation		Line item for RJ Foundation Granting: \$10,000 Grant to Support Sacred Solidarity Network. \$20,000 grant to Mni Ki Wakan.	RE fees ended	Space for SURJ; Million Artists Mvt.	Space for Sioux Chef Rental for Somali Child Care	S & R emergency fund for immigrants; Received grant for Intern of color; Co minister change	Space: Winyan Awanyankapi:Protecting the Lifegivers; MidWest Mixed's conference	R: Inconsistent use of Choice Points in budget decision & in-kind use of building space. Generous donation of funds & space,
Training	First 24 hour HH training	2nd & 3rd 24 HH training; Action Training	4th 24 hour HH training	5th 24 hour HH training		Racialized Trauma Training for staff; Moral Witness Training		No congregational wide training since 2016
Events			Debbie Irving, Waking up White		A Good time for the Truth	Peace Literacy Paul Chappell	Adrienne Marie Brown Not FU organized	R: FU/RJET events
Program- ing	Youth Cultural Exchange	POCI group; RJ circles; Talking to children circles; RJ Book studies;	Faithful Action adopts RJ lens Environmental Programming adopts RJ lens; Selma Pilgrimage	Sanctuary & Resistance' POCI circle, RJ circles, Examining whiteness Circles; WS Teach-in	Arts is Residence Sistet; Doctrine of Discovery program;	Beloved Conversations	Rachel Trauma w/Indigenous Community Increase Beloved Conversations groups	Institutionalized: Consistent use of RJ lens in church programming since 2014.
Community		BLM & BLMi interfaith vigil	MLK Parade BLM Jamar Clark	Philando Castile protest hwy 94	Indigenous Youth Ceremony;			R. No consistent pattern of community involvement
Partnerships		Emerge Beacon Interfaith Housing	Dakota Tribe/Bde Maka Ska; BLM MOA protest	Dakota continue; Joined Isaiah; Mni KeWakan Water Summit	Marnita's Table;	2nd water Summitt;	Me'Lea Connely and the Village Financial Cooperative,	R. driven my senior ministers; no clear partnership criteria

How to institutionalize RJ.

Ministers	Ministers will develop a Racial Justice Policy re: guest ministers, Annual Performance Evaluation includes racial justice leadership and training
Worship	Ministers will develop a RJ policy that reflects worship associates, worship themes, music, White Supremacy Teach-Ins, POC I led worship, etc.
Staff	Senior co--ministers will revise staff job descriptions and evaluations to reflect personal RJ goals; Ministers will develop staff on-boarding about racial justice and annual staff retreats/trainings for rj;
BOT	Develop policy for BOT training and Trustee on-boarding process that includes RJ.. Include Foundation and Nominating Committee; Develop formal policy re: Choice Points. Ministers will update hiring policies that include rj.
Budget & Foundation	Develop Budget Policy that utilizes Choice Point, solicits feedback from POC I adults and Youth; Budget /Fiscal decisions which reflect RJ values; support RJ work, and reimburses POC I.
Training	With RJET and POC I develop 3-5 year training calendar for congregation, staff, program leaders, RE, etc.
Events	With RJET and POC I, develop 3-5 year RJ event calendar; Annual guest speaker
Program-iing	Develop policy with staff and RJET & POC I that formalizes RJ programming church wide.
Community	Develop policy for responding and supporting community RJ events in a timely manner. Show Up.
Partner-ships	Develop policy for defining who First U partners with, the guiding values of these partnerships

	Status Quo Congregation (white cultural hegemony)	Multiculturally Aware Congregation	Anti-Racist Congregation
Public Witness and Prophetic Voice	The congregation is too consumed with internal affairs and strife to have a significant presence in the public square. Fear of offending other members in the congregation keeps discussion about social and political issues to a minimum.	Small groups, usually comprised of the same people, represent the church in public witness. The leaders of these small groups have “pet projects and issues” that they champion and invite others to participate with them. The majority of the congregation is not involved in social justice efforts.	The congregation is in agreement about their role in the public square. A large group of members regularly, boldly, and accountably uses its institutional capital to publicly proclaim its yearning for racial justice and equity as a natural outgrowth of its religious values. The congregation has a vital and healthy process that engages newcomers and invites them to contribute their perspective and energy to the collective project in the public square.
Mission & Purpose; Leadership	There is no mention of racial justice in the congregation’s mission or vision. The purpose of the congregation is to continue to provide services and programs for its current members. It behaves like a clique or small club. Leadership is coveted and tightly held by a few individuals.	The congregation includes racial justice in its mission, but does not reflect it consistently in its practices. The congregation is not yet practicing what it preaches. Leadership is more distributed, but an idolatry of the democratic process and making sure every voice is heard and included keeps the congregation mired in discussion and ineffective in its practices.	The congregation engages in critical self-assessment and seeks outside consultation to ensure that power structures and practices align with stated racial justice values and make space for diverse leadership and participation. Racial justice is explicitly mentioned in its mission/vision, and concrete practices are in place to support the continued relevance of the work. Leadership is actively shared and is seen as a behavior rather than a role; it is leveraged effectively in the service of the agreed-upon mission and vision.
Worship	Worship privileges and centers the White Protestant tradition, both in its format and with the music and rituals it observes.	Worship sometimes incorporates practices or music from other cultures. Can sometimes fall into cultural misappropriation – using these resources thoughtlessly or without proper contextualization.	The congregation regularly expresses its commitment to building a racially just and loving world through communal worship, embodied ritual, and practices of joy and gratitude. Multiple voices and cultures are carefully and thoughtfully incorporated in the service. Worship also occurs outside of the traditional Sunday morning format.

	Status Quo Congregation (white cultural hegemony)	Multiculturally Aware Congregation	Anti-Racist Congregation
Small group ministry & Pastoral care	No awareness of the impact of race/ethnicity and other social identities have on our daily experiences. Small group ministry does not address racial justice issues, or the impact of social justice work. Pastoral care providers have no training in supporting activists or people of color with the specific challenges they encounter.	Pastoral care providers have some awareness of the impact of race/ethnicity and other social identities have on our daily experiences. Success in addressing these issues is mixed, depending on the person providing the pastoral care. There is a budding awareness that the work of social justice and anti-racism in our many roles is taxing and requires support.	Multiculturally competent pastoral care acknowledges the various ways our social identities impact our daily lives. An understanding of power dynamics and the consequences of white supremacy is included in this understanding. All pastoral care providers have been trained and are supported in this awareness, and have tools and techniques that are effective in supporting those on the front lines of AR/AO work. The congregation prioritizes nurturing the spiritual and emotional health of its justice leaders, and equipping them with the competencies to be faithful and effective.
Religious education for adults	Issues of racial justice are not included in religious education. The congregation does not recognize the impact that anti-oppressive learning has on our many roles as parents, managers, teachers, service providers, etc.	Racial justice education is sometimes offered and is an option for interested members. The focus is primarily on helping white congregants become more “woke” regarding racism. The congregation offers some support for folks who want to apply their anti-racism skills in other areas of their lives (work, school, other volunteer organizations).	The congregation offers regular opportunities for members to learn about justice issues, gain concrete skills, and develop political analysis. The congregation expects its members to be engaged in their own education and development around racial justice issues, and it recognizes that it has an active role in supporting people as they apply what they are learning to other areas in their lives. The spiritual needs of members of color in the congregation are acknowledged and addressed through educational programming.
Religious education for children and youth	All education is targeted toward white children and youth. No discussion around racial justice issues is included.	Other cultures are sometimes incorporated into religious education. Sometimes racial justice issues are brought up, like when we study Dr. Martin Luther King Jr.	The different needs of white youth and youth of color are acknowledged and addressed in religious education. The teaching/learning occurs with a complex understanding of both social identity and faith development stages.

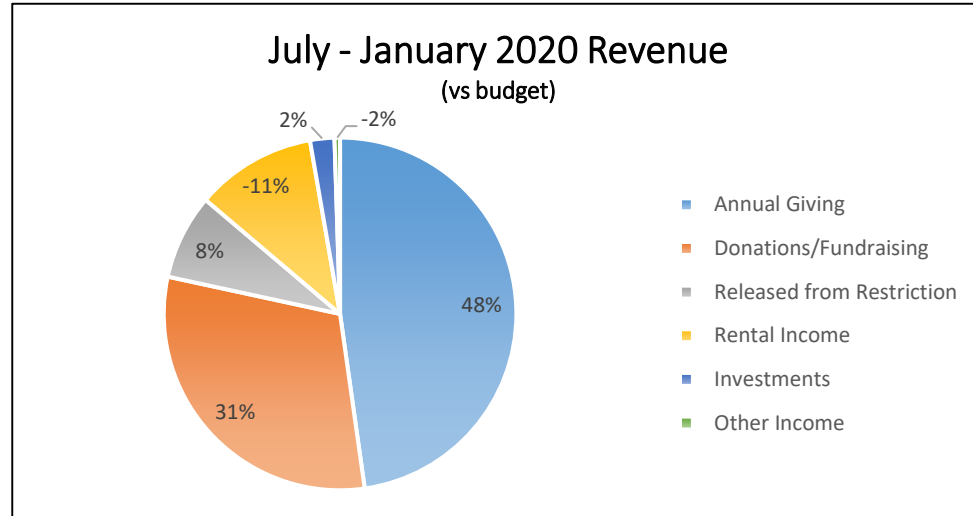
	Status Quo Congregation (white cultural hegemony)	Multiculturally Aware Congregation	Anti-Racist Congregation
Partnerships and Solidarity with community	The congregation exists in a bubble, with no partnerships in the community. In this type of congregation, the weekdays and the weekend are separate and independent spheres.	The congregation is building relationships with community members and organizations, and is getting involved in local issues. Some activist work is shared with others in the congregation, but the definition and scope of that work is not actively discussed or negotiated.	The congregation cultivates cultural and spiritual humility, and develops deep and mutually-fulfilling partnerships with other faith communities and coalitions working for racial justice. Congregants understand that they have opportunities to influence systems in their work life and the communities they live in; they leverage resources and support in their congregation to make this work more effective.
Finances	A small group of decision makers manage and control budget decisions for the congregation. No money is allocated toward racial justice work. There is little to no awareness of socially responsible investing by the congregation or its members.	Racial justice work is on a shoestring budget. It is often one of the first things cut when money is tight. There is some awareness of socially responsible investing, but it is not discussed openly and honestly in the congregation. Money is still seen as a taboo topic for the most part.	Commitment to racial justice work is reflected in the budget on a consistent basis. The congregation is self-aware about its financial resources and networks, and is willing to leverage this power to channel money into movement building for racial justice beyond the congregation. The congregation also engages in socially responsible investing and its members' financial practices are in alignment with these principles.
Theology	Individual expression and freedom of belief are the most important values. Theology is not public or shared.	The intersection between racial justice and theology is sometimes explored or shared, regarding individual members' theologies.	The congregation sees racial justice work as a natural expression their tradition's values and beliefs, can articulate a communal theology of racial justice, and is able to evaluate issues and actions through the lens of their faith.

First Universalist Church of Minneapolis
Year to Date Performance
July to January 2020

Revenue Summary

Annual Giving	\$ 80,005.74
Donations/Fundraising	\$ 51,306.34
Released from Restriction	\$ 13,073.44
Rental Income	\$ (18,536.07)
Investments	\$ 3,741.02
Other Income	\$ (840.71)
Total Revenue Variance	\$ 128,749.76

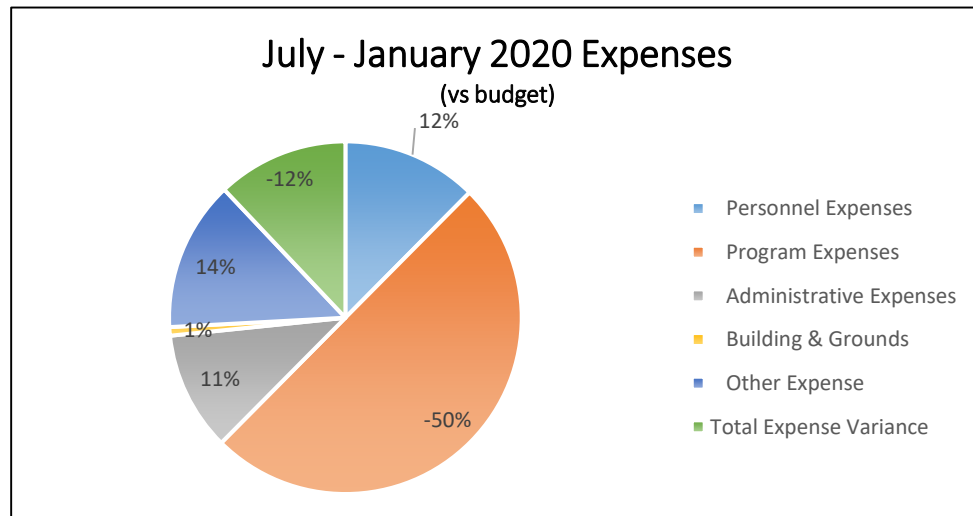
Variance



Expense Summary

Personnel Expenses	\$ 7,412.11
Program Expenses	\$ (29,810.03)
Administrative Expenses	\$ 6,519.52
Building & Grounds	\$ 465.29
Other Expense	\$ 8,226.61
Total Expense Variance	\$ (7,186.50)

Variance



Net Total

\$ 121,563.26

First Universalist Church of Minneapolis
Analysis of Revenues & Expenses
July to January 2020

Headings and Account	Actual	Budget	Variance
Revenue			
Support			
Annual Giving	\$ 714,279.08	\$ 634,273.34	\$ 80,005.74
Donations/Fundraising	\$ 141,602.38	\$ 90,296.04	\$ 51,306.34
Released from Restriction	\$ 61,323.44	\$ 48,250.00	\$ 13,073.44
Support	\$ 917,204.90	\$ 772,819.38	\$ 144,385.52
Earned Revenue			
Rental Income	\$ 62,955.62	\$ 81,491.69	\$ (18,536.07)
Investments	\$ 14,386.83	\$ 10,645.81	\$ 3,741.02
Other Income	\$ 1,103.54	\$ 1,944.25	\$ (840.71)
Earned Revenue	\$ 78,445.99	\$ 94,081.75	\$ (15,635.76)
Revenue	\$ 995,650.89	\$ 866,901.13	\$ 128,749.76
Expenses			
Personnel Expenses	\$ 661,797.44	\$ 669,209.55	\$ 7,412.11
Program Expenses	\$ 71,765.29	\$ 41,955.26	\$ (29,810.03)
Administrative Expenses	\$ 40,605.55	\$ 47,125.07	\$ 6,519.52
Building & Grounds	\$ 80,124.08	\$ 80,589.37	\$ 465.29
Other Expense	\$ 55,798.96	\$ 64,025.57	\$ 8,226.61
Expenses	\$ 910,091.32	\$ 902,904.82	\$ (7,186.50)
Net Total	\$ 85,559.57	\$ (36,003.69)	\$ 121,563.26

First Universalist Church of Minneapolis
Capital Campaign Budget Breakdown (As of 2/29/2020)

Division	Budget	Actual	Variance
Revenue			
Donations	\$ 4,664,680.59	\$ 3,034,879.07	\$ 1,629,801.52
Initial Project Expenses			
Expense			
Consultants	\$ 230,000.00	\$ 229,030.00	\$ 970.00
Printing/Supplies	\$ 8,000.00	\$ 8,000.00	\$ -
Launch Event	\$ 30,000.00	\$ 52,689.09	\$ (22,689.09)
Architectural Pre-Work	\$ 27,000.00	\$ 2,000.00	\$ 25,000.00
Total Initial Project Expenses	\$ 295,000.00	\$ 291,719.09	\$ 3,280.91
Remaining Budget	\$ 4,369,680.59	\$ 2,743,159.98	\$ 1,626,520.61
Project Expenses			
Architect Fee	\$ 132,797.57	\$ 132,797.57	\$ -
Debt Retirement	\$ 649,151.38	\$ 649,151.38	\$ -
Other Expenses	\$ 43,893.26	\$ 43,893.26	\$ -
Owners Rep	\$ 28,320.00	\$ 28,320.00	\$ -
Staff Salaries	\$ 79,784.46	\$ 79,784.46	\$ -
Tuckpointing	\$ 122,000.00	\$ 122,000.00	\$ -
	\$ 1,055,946.67	\$ 1,055,946.67	\$ -
Net Income	\$ 3,313,733.92	\$ 1,687,213.31	\$ 1,626,520.61

First Universalist Church of Minneapolis
Balance Sheet
January 2020

Headings and Account	Current Balance (This Year)		Change in Balance
	Assets		
Current Assets			
Cash & Cash Equivalents			
Cash	\$	818,153.34	\$ (29,320.26)
Total Cash & Cash Equivalents	\$	818,153.34	\$ (29,320.26)
Investments			
Schwab - Church Operating	\$	847,618.07	\$ 15,977.56
Schwab - Church Reserve	\$	355,582.85	\$ (4,284.39)
Schwab - Don Carter & Mary Carter	\$	85,757.58	\$ (1,297.67)
Schwab - Legacy Fund	\$	900,751.71	\$ (13,072.33)
Schwab - Temporarily Restricted	\$	132,734.66	\$ (2,252.75)
Thrivent Mutual Funds	\$	23,879.17	\$ -
Total Investments	\$	2,346,324.04	\$ (4,929.58)
Cash & Cash Equiv - Foundation			
Sunrise Bank - Foundation	\$	11,275.50	\$ -
Total Cash & Cash Equiv - Foundation	\$	11,275.50	\$ -
Investments - Foundation			
Schwab - Foundation	\$	1,671,831.42	\$ (25,059.82)
Total Investments - Foundation	\$	1,671,831.42	\$ (25,059.82)
Total Current Assets		\$ 4,847,584.30	\$ (59,309.66)
Other Current Assets			
Other Current Assets			
Prepaid Expenses	\$	14,518.99	\$ 12,973.99
Total Other Current Assets	\$	14,518.99	\$ 12,973.99
Total Other Current Assets		\$ 14,518.99	\$ 12,973.99
Fixed Assets			
Fixed Assets			
Accumulated Depreciation	\$	(2,438,538.30)	\$ -
Fixed Assets	\$	4,182,876.63	\$ -
Total Fixed Assets	\$	1,744,338.33	\$ -
Total Fixed Assets		\$ 1,744,338.33	\$ -
Total Assets		\$ 6,606,441.62	\$ (46,335.67)

Liabilities & Equity			
Current Liabilities			
Accounts Payable			
Accounts Payable	\$ 17,602.77		\$ (18,163.76)
Total Accounts Payable	\$ 17,602.77		\$ (18,163.76)
Total Current Liabilities		\$ 17,602.77	\$ (18,163.76)
Other Current Liabilities			
Benefits Payable			
Benefits Payable	\$ 1,455.19		\$ 1,094.63
Accrued Expenses	\$ 15,024.47		\$ (3,016.53)
Deferred Revenue	\$ 16,647.01		\$ (71.07)
Misc Other Liabilities	\$ 13,000.00		\$ -
Total Other Current Liabilities	\$ 46,126.67		\$ (1,992.97)
Total Other Current Liabilities		\$ 46,126.67	\$ (1,992.97)
Total Liabilities & Equity		\$ 63,729.44	\$ (20,156.73)
Fund Principal and Excess Cash Received			
Fund Principal			
Undesignated Net Assets/Equity			
Church Equity	\$ 1,187,952.47		\$ (35,192.48)
Total Undesignated Net Assets/Equity	\$ 1,187,952.47		\$ (35,192.48)
Board Restricted Net Assets			
Contingency Reserve	\$ 271,109.21		\$ -
Legacy Fund	\$ 890,730.50		\$ -
Memorials	\$ 6,881.88		\$ -
Total Board Restricted Net Assets	\$ 1,168,721.59		\$ -
Temp Restricted Net Assets			
Capital Campaign Fund	\$ 1,660,882.16		\$ 35,606.62
Cummins Ministerial Fund	\$ 236,718.48		\$ (394.09)
Foundation	\$ 1,607,470.88		\$ -
Miscellaneous Funds	\$ 7,798.93		\$ 92.45
Total Temp Restricted Net Assets	\$ 3,512,870.45		\$ 35,304.98
Permanently Restricted			
Don Carter Endowment	\$ 50,000.00		\$ -
M E Carter Endowment	\$ 14,000.00		\$ -
Total Permanently Restricted	\$ 64,000.00		\$ -
Total Fund Principal	\$ 5,933,544.51		\$ 112.50
Excess Cash Received			
Excess Cash Received	\$ 609,167.67		\$ (26,291.44)
Total Excess Cash Received	\$ 609,167.67		\$ (26,291.44)
Total Fund Principal and Excess Cash Received		\$ 6,542,712.18	
Total Liabilities & Equity, Fund Principal, & Restricted Funds		\$ 6,606,441.62	