

First Universalist Church Board of Trustees
July 16, 2020
Board Packet

Table of Contents

First Universalist Mission, Visionary Goals, Group Agreements	1
July Board Meeting Agenda	2
June Board Meeting Minutes	3-5
161st Annual Meeting of the Membership Minutes	6-14
June Attendance	15
June Statistical Report	16
Analysis of Revenues and Expenses Summary	17
Operating Budget with Pie Charts	18
May 2020 Balance Sheet	19-20
Capital Campaign Summary	21
Choice Points	22
Racial Justice Rubrics	23-25

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

First Universalist Church of Minneapolis
Executive Meeting Board Retreat
Thursday, July 16, 2020 6:30pm - 8:30pm

Bryana French's Courtyard, weather permitting – Please wear a mask
Happy Birthday, Christa!!!!

I. Welcome!

- a. Call to Order and Agenda Approval
- b. Lighting the Chalice(s) (All)
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.
- c. Grounding In (Daryn)
- d. Icebreaker (Ben)

II. Consent Agenda

- a. *Approval* of June meeting minutes
- b. *Approval* of Annual Meeting minutes
- c. *Monitoring*: Acceptance of attendance and membership numbers
- d. *Monitoring*: Acceptance of staff and significant volunteer changes

III. Orientation to Board Procedures

[Review First Universalist Bylaws, GPH and Monitoring Schedule](#)
[Review UUA Board Member Training for more info](#)

- a. Policy Governance Orientation (Christa)
- b. Fiduciary Responsibility (Keven)
Review Financial Conditions
Capital Campaign/ Building Update
- c. Choice Points (Bryana)

IV. The Year Ahead

- a. COVID-19
- b. Racial uprisings
- c. Replacement Board Member (Daryn)

V. Freestyle Conversation (All) ;)

VI. Adjourn (8:30)

**First Universalist Church
Board Meeting
June 18, 2020 at 6:30 via Zoom**

Participating: Bryana French, Christa Anders, Eric Cooperstein, Daryn Woodsen, Jen Crow, Benjamin Miles, Dan Moriarty, Richard Spratt, Justin Schroeder

I. Call to Order and Agenda Approval

Bryana lit the chalice and called the meeting to order at 6:36 pm.

We heard the poet, Junauda Petrus, read her poem via video: Give the Police to the Grandmothers

<https://vimeo.com/426276718>

How can the church address the oppression that has done so much harm to all of our souls?

II. Consent Agenda

- Approval of May meeting minutes
- Monitoring: Acceptance of attendance and membership numbers
- Monitoring: Acceptance of staff and significant volunteer changes
- Inform: Co-Senior Ministers Report

APPROVED.

III. Fiduciary Responsibility

Reviewing Financial Conditions/Capital Campaign/Building Update

Annual giving is in at \$1,000,052. We are in good shape – some people are going down and some are going up. With capital campaign we have done asbestos abatement and lead abatement. The building is sealed off so that people don't go into the building. Now is where we make little adjustments.

We continue to be on track to end this challenging fiscal year with a balanced budget. Annual giving revenue has dropped off over the past few months and we remain on track to meet our year end projections. We are still several months behind in receiving rent from Southside. Expenses have been adjusted to ensure that we will end the year without a deficit. As a comparison, we were reporting a \$100,000 deficit at this point last year.

We are about \$25,000 in the hole with Southside if we keep their security deposit. They are in conversation with Reverend Crow and they are telling us that they are planning to pay. If we don't get a check from them by the end of the month, we will likely send them a letter signed by an attorney.

A big thank you to Jen and Keven who brought us through the pandemic without collapsing.

Building Update

We are all moved out of the RE wing and atrium. Asbestos abatement started this week. All of the applications are in for the demolition permits. There is a giant dumpster and staff is doing lots of the work right now tearing down walls in the bathroom, removing cupboards and cabinets. They are picking colors for the carpet right now – very exciting!! Once the permits get approved, the construction crews can come on sight.

IV. Shared Leadership: Work Group Report Back

- Racial Justice Update

How can we do racial justice without just raising up cis-gendered men? how do we do this work mindful of all the intersectionalities? There is a meeting on Tuesday evening with the broader group that will meet with Black Visions Collective. We will attend that Tuesday meeting.

- Congregational Survey

Kristin agreed to keep working on the congregational survey with Christa even though she is stepping down from the Board. Christa agreed that we will get something out before September.

- Healthy Congregation

Dan, Eric and Arif have met twice in the last week. The Liberal article went out before George Floyd was killed. There is energy around racial justice but maybe not as much for the Healthy Congregations work. Arif is going to be making personal calls to people. And Eric is going to continue to be involved even though he is stepping off the Board.

- Governance Issues

Kristin had one year left in her term and she was Vice Chair so we will need someone to step in the Vice Chair role.

The Nominating Committee has recommended one person but those interviews and selection took place before Minneapolis has become the national hotspot for reform. Our

energy and focus have really shifted even more to doing some bold, justice centered work. We need a Board member who can lean into this work.

Ben Miles nominated Daryn Woodsen and she is willing to serve.

APPROVED.

Filling the Vacant Board Position

If we are going to have a white person, it needs to be someone who has done their own work, who can follow Black leadership and who has the trust of the congregation. Thinking maybe a long term old to middle guard person who is a fierce advocate.

Ben Miles - The people who have been leading the movement have been BIPOC Youth. So maybe a BIPOC youth would be a good fit for the Board. Leila – was 16 when she joined the Foundation Board and did awesome work.

Daryn and Richard both strongly advocated for a BIPOC youth. If we want to be radical and change our social structure and give opportunities to young people. This idea leans into radical change.

Do we need legal expertise? We are losing two lawyers (Eric and Kristin) and Christa is trained as an attorney but has not actively practiced for years.

Using the rubric, the anti-racist work does have to come from the Board leadership.

The general consensus was to reach out to a BIPOC youth to see if willing to serve on the Board for the upcoming year.

MEETING adjourned at 8:22 p.m.

**161st Annual Meeting of the Members
First Universalist Church of Minneapolis**

Sunday, June 14, 2020

Held by ZOOM

Call to Order

President of the Church, Bryana French, called the church to order at 11:39 p.m.

As of 11:35, there 129 people which means we have a quorum. As of 11:42 when the first vote was taken there were 154 participants.

Chalice Lighting and Opening Words

Rev. Jen Crow lit the chalice and shared opening words and some shared deep breathing.

Authorization of Board of Trustees to Approve the Minutes of the Meeting

MOTION: Authorization to have the Board of Trustees approve the minutes of this meeting at a subsequent Board meeting.

SECONDED. APPROVED.

Co-Senior Ministers Report

Please take a look at the Annual Report on the webpage – it will have all of the detail beyond what we will cover today. At the beginning of the year we thought we were just going to deal with Rev. Ruth's retirement, the building and Rev. Schroeder's sabbatical. But so much more happened!!

- The sanctuary guests that we had living in the church for two years were able to move out!
- We supported an asylum seeker who has moved into independence and is living on their own
- Then in mid-March, we closed the building because of the global pandemic. We have been virtual now for three months. We have two worship services every week along with multiple small groups. We have got this together. This is hard and challenging but we have used this time to move more fully into our visionary goals including our third visionary goals. Our Sunday service is now also intergenerational. We have offerings for BIPOC kids, youth, and adults. Intensive shared leadership and the deepening of collaborative leadership.
- Building renovation continued! Because of the pandemic, we made the responsible decision to break the renovation into two phases. The first phase

has started with the renovation of the religious education wing. We shifted gears and we are underway using money in hand. We are not taking out a loan but are using gifts already received. We have been experiencing a high level of generosity with the church. The ministers' emergency fund has money to support congregants. People have increased pledges as they can.

- A steadfast commitment to racial justice continues. We want to be a national and local voice and leaning into our commitments and leaning into advocacy and activism. In August we will have two new staff join us.
- We are also saying goodbye. Rev. Ruth will be leaving us in June. We also have had some layoffs due to changing times. We said goodbye to Lucia Webb, events coordinator; Richard Thomas, custodian, and Phyllis Stenerson, child care provider.

Special Recognition of Outgoing Volunteers

Special recognitions from Bryana French:

“Richard Spratt served on the Board for six years with the past four years serving as Vice President. Served 6 years on the Board of Trustees 4 years as Vice President, in addition to the tireless gifts he brought to Religious Education, the POCI Circle and POCI Caucus. His kind gentle yet strong spirit brought critical questions and movement to the Board in powerful ways. He consistently and patiently nudged us toward racial justice, using equity tools to make big bold decisions, even when it’s hard. He personally helped me believe in my unique perspective and trust my gut which meant so much to me as a Black woman president of a predominantly White church. Richard, we will miss your presence on the Board and are grateful for all you’ve given to this Church and surrounding community.

Eric Cooperstein also served 6 years on the Board of Trustees. He served 3 years as Board President – which included a third year despite the term limits given lack of readiness from many of us to serve in this way. And one year as Board Secretary. Eric led the church through significant transitions: The election and aftermath of Donald J. Trump, resolving to become a Sanctuary Church and support undocumented Americans in active ways, kicking off the Capital Campaign “Not for ourselves Alone”, shifting to co-ministry model between Senior Ministers Jen Crow and Justin Schroeder, Discerning Co Location with Shir Tikvah – and countless behind the scenes work that comes with board presidency. Thank you – for all you’ve given to this community and your leadership on the Board. You have big shoes to fill and I’m grateful for your modeling.”

Kristin Siegesmund also has made the hard decision that she needs to step down as a trustee so that she can remain neutral as a Hennepin County District judge. The church is moving quickly to move to respond to action as it should. However, after deep reflection, it is impossible for her to maintain her duty of neutrality while being an effective advisor on the Board. With regret, she has to resign from the Board. She has confidence that we are in good hands and that church will bend the long arc toward justice.

Janet Avery, Chair of the Nominating Committee. She thanked her fellow nominating committee members: Sharon Ramirez, Jim Ramnaraine, Greg Hoelzer, Pat Gottschalk.

Greg has been a member for more than 25 years. He served six years on the Nominating Committee. He contributed invaluable during this time and is transitioning to serve on the Board of Trustees.

President's Report

Board President Bryana French shared her report with the congregation. What a difference a year makes!! This was not her vision about how the year was going to go. We started with orientation, decided to not merge with Shir Tikvah. Starting in December we focused on our third Visionary Goal. We had two meetings regarding our racial justice work with support from Laura Johansson and Arif Mandami. The March Board meeting was the last time we had an in-person meeting. The Board has shifted the focus to support Rev. Crow, virtual church, an economy slowing to a halt, the world turned upside down, applied for the Payroll Protection Plan funds to support staff salaries during the pandemic.

And now we are reeling from the public lynching of another Black man by the people who were sworn to protect and serve. Minneapolis is the rebirth of a revolution. Who knew this besides maybe Prince? This is important now more than ever that we lead into our radical mission as a racially justice-focused church.

The Board, POI, RJET, and the Change Team have had conversations about what is next. We will be having intentional conversations to discern next steps. We are doing what we can to support Black liberation. Expect additional meetings to come.

Treasurer's Report and Presentation of Recommended Budget for 2020- 2021

Rev Jen reminded everyone that the budget is a reflection of our values. Our fiscal year runs from July 1 through June 30. Because of the careful stewardship for the staff and the generosity of the church, we will end the year with a balanced budget.

As we prepared the new fiscal year, we developed three budget scenarios: Best, Expected and Worst-Case Scenarios. These three scenarios allowed us to look at many options and plan accordingly. The Board and staff constructed a financially conservative yet still mission-bold budget for the upcoming church year.

We focused on:

- Our commitment to racial justice, especially the third Visionary Goal
- Responsible financial stewardship
- Appropriate staffing levels

Proposed budget:

- Projecting an overall 10% decrease in giving to the church
- No major tenants or rentals
- Renovation of the RE wing is proceeding first so that we are positioned for another renter
- We received a forgivable loan from the Paycheck Protection Plan
- We plan to release up to \$40,000 of capital campaign funds for staff who are doing work on the building renovation

We are very excited to welcome a new intern, Barrington Walker. He will be our first ministerial intern and will be supporting POCI ministers.

We will also be welcoming Julica Hermann de la Fuente on a half time basis as our First Director of Anti-Racism and Anti-Oppression Ministries. She brings a deep commitment to Unitarian Universalism. She will be joining us in August.

Finally, there is a surplus projected but this is intentional to build in flexibility for the year ahead.

Questions and Answers regarding the Budget:

Q: Dan Berg. It would be helpful to know what the year end total is.

A: Projected to be a slight surplus of about 20 to 25K. This was about a month ago. We are not expecting a huge surplus or deficit. The numbers are in the April Board packet.

Q: Rick Gravrok. He supports the budget and is in support of it.

Q: Geoff Lenox: I know we are not talking budget yet, but when we get there can we address how much more annual pledge we would need to hire back those who have been laid off. I think it is important for the membership to know what they might be able to do to bring them back.

A: Jen appreciates the love and care in this question. It is heartbreaking to let these staff go. The total impact of their salaries is about \$90,000. With the pandemic, our building is not in use at all. So that means that work has shifted. There is very little work to be done in the building. The positions with the layoffs are focused with the change in income but also the

change in work. When the building does re-open, we hope to be able to re-hire people but for now, it does not make much sense.

Q: What is the difference between annual giving and donations and why is the latter increasing?

A: Donations and fundraising include everything that is not annual giving and releases from restrictions. The PPP loan is part of the increase. Also, there are some targeted savings that we moved forward. Donations and fundraising include things like Close the Gap efforts.

Q: Multiple questions on PPP loans.

A: The PPP shows in donations and it is \$130,000. Releases from restrictions are things like when we take money out of the Cummins fund to pay for the intern. It is an accounting technical term. We have money that has been given for very specific reasons and we can only use it for those purposes.

Q: Fawzia Khan: What are the terms of the PPP loan? Marcia Wattson: How complicated is it deal with it?

A: The PPP is a forgivable loan as long as you comply with the terms. The PPP requires us to spend it on labor, rent or interest. These are the qualifying requirements and as long as we spend it on those areas, we don't have to pay it back. We are well within the requirements and it is all going well.

Q: Why is there is a decrease in the buildings and grounds budget?

A: We are not in the building so those expenses go away.

Q: Is there any money for the library?

A: Typically we have \$250 money for purchases in the library. We zeroed that out because we are not going to be in the building right away and there is money in a different account that the library team can use.

Q: Do the pledges coming in align pretty well with the budgeted amount?

A: We have been keeping an eye on this. Right now we have \$1,052,000 which is about what we have budgeted so we are doing well.

Q: Cathleen Simons: Will any capital campaign money be used for the operating budget?

A: We have been using some staff to do capital campaign work. We can't use it for the regular operating budget. Has to be related to the capital project.

Q: Karen Wills. She is director of MUUSJA and in that work monitors 30 congregations. The fact that you are able to finish the year with a balanced budget is such a testament to our work. So proud and this is a reflection of your competence and commitment. We are a model for the entire region. Thank you so much!!

Q: Chad Johnson: Could someone talk about the planned program expenses?

A: We are not eliminating programs but just the expenses are expected to be less.

Q: Cathleen Simons: What is other income?

A: Julica's teaching practice would be included here. Also interest income.

Q: Nancy Gaschott: Who will be responsible for taking over Rev Ruth's design of services?

A: We will be figuring all of that out when the ministers and staff meet in August.

Q: Cathy Geist. Does this budget include our continuing on climate change and environmentally sustainable practices?

A: We will continue to use environmentally sustainable practices and continue to support the environmental justice team.

MOTION: To present the 2020-2021 Budget for approval.

SECONDED.

APPROVED unanimously (139 votes).

APPROVED with one dissent.

Report of the Nominating Committee

Janet Avery, Chair of the Nominating Committee, presented the slate of candidates for the Board.

BOARD OF TRUSTEES

NEW:

- Sarah Hedge
- Greg Hoelzer
- Bryana French (second term)

APPROVED Unanimously.

CONTINUING:

- Christa Anders
- Keven Ambrus
- Daryn Woodsen
- Dan Moriarty
- Nominated for Board of Trustees Officers:
 - Bryana French, President
 - Keven Ambrus, Treasurer
 - Christa Anders, Secretary

APPROVED unanimously.

FOUNDATION BOARD:

- Suzan Klein, Chair
- Anne McBean

APPROVED unanimously.

Do you approve Suzan Klein as Chair of the Foundation Board?

APPROVED unanimously.

NOMINATING COMMITTEE:

NEW:

Ray Dillon

Jim Ramnaraine

APPROVED with one abstention.

A reminder that the General Assembly is all virtual this year. It is June 24 – 28, 2020.

MOTION: To authorize the Board of Trustees to authorize additional delegates or Senior Co-Ministers.

APPROVED.

NOTE: The Board can appoint additional delegates. Roberta Haskins was not on the poll due to an error but the Board will approve her. Also Velma Wagner and Sherry Merriam may also be interested in attending GA.

MOTION TO Designate Rev Ruth MacKenzie to Emerita Status.

APPROVED unanimously.

Ruth shared how moved she was by this honor. Watching the trajectory of the congregation fills her with joy. We are leaning into the best and most important work. She will so sorely miss all of us. She is very, very happy even though she is crying and she is extremely grateful!!

Bryana talked about how much we are going to miss Ruth. It is a small gesture but it is a gesture of our love.

We are will also be affirming our racial justice resolution with more detail and care and attention – stay tuned.

The meeting was adjourned at 1:08 pm still with 131 members in attendance.

June Attendance							
		2020					2019
Adults	Wed.	10:00 AM				10:00	
1st week	104	520	624			251	
2nd week	101	461	562			195	
3rd week	59	446	505			242	
4th week	67	385	452			200	
5th week			0			184	
Monthly Total	331	1812	2143			1072	
Average for June	66	453	429			214	
RE							
1st week			0				
2nd week			0				
3rd week			0				
4th week			0				
5th week			0				
Monthly Total			0			181	
Average for June			0			45	
Combined Average			429			260	

**2020 Statistical Report
June 2020
Board Meeting July 16, 2020**

MEMORIAL SERVICES: 0

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 2

Andy and Sharon Keiser, moving out of town

CHILDREN DEDICATED: 0

	To Date	End of Year Totals			
MEMBERS JOINED	2019-2020	2018-2019	2017-2018	2016-2017	2015-2016
(Fiscal Year)	21	81	66	109	54
TOTAL MEMBERS:	1062	1058	1049	1,011	934

Total members as of the last meeting: 1068

To be added: 0

To be removed: 2

TOTAL MEMBERS: 1066

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

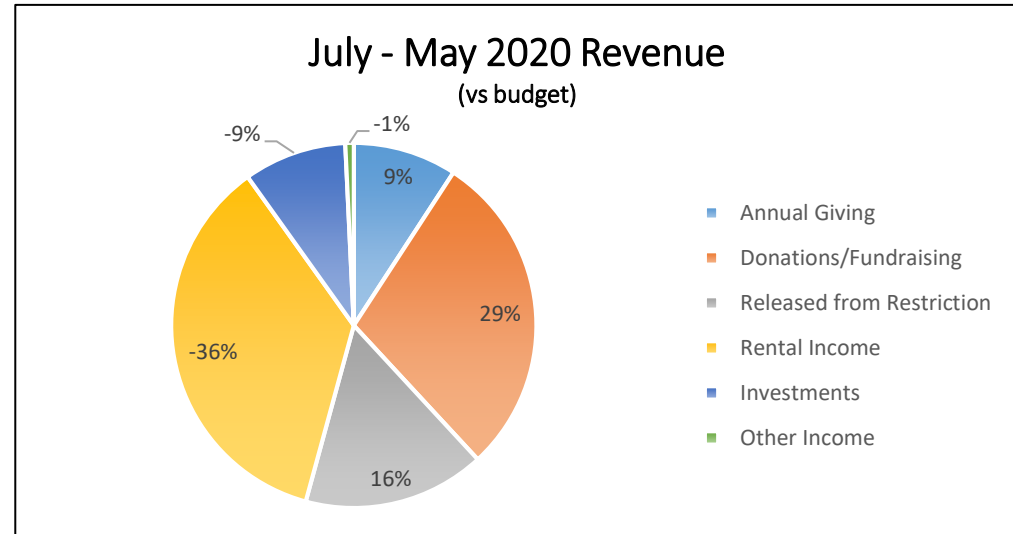
Headings and Account	Actual	Budget	Variance
Revenue			
Support			
Annual Giving	\$ 1,035,347.84	\$ 1,020,530.05	\$ 14,817.79
Donations/Fundraising	\$ 235,119.69	\$ 188,491.36	\$ 46,628.33
Released from Restriction	\$ 81,245.46	\$ 55,250.00	\$ 25,995.46
Support	\$ 1,351,712.99	\$ 1,264,271.41	\$ 87,441.58
Earned Revenue			
Rental Income	\$ 70,218.86	\$ 128,058.37	\$ (57,839.51)
Investments	\$ 2,024.01	\$ 16,729.13	\$ (14,705.12)
Other Income	\$ 1,845.54	\$ 3,055.25	\$ (1,209.71)
Earned Revenue	\$ 74,088.41	\$ 147,842.75	\$ (73,754.34)
Revenue	\$ 1,425,801.40	\$ 1,412,114.16	\$ 13,687.24
Expenses			
Personnel Expenses	\$ 1,017,230.41	\$ 1,052,117.93	\$ 34,887.52
Program Expenses	\$ 87,118.45	\$ 64,781.20	\$ (22,337.25)
Administrative Expenses	\$ 77,263.62	\$ 77,229.13	\$ (34.49)
Building & Grounds	\$ 119,310.95	\$ 129,590.32	\$ 10,279.37
Other Expense	\$ 112,643.31	\$ 100,611.61	\$ (12,031.70)
Expenses	\$ 1,413,566.74	\$ 1,424,330.19	\$ 10,763.45
Net Total	\$ 12,234.66	\$ (12,216.03)	\$ 24,450.69

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

Revenue Summary

Annual Giving	\$ 14,817.79
Donations/Fundraising	\$ 46,628.33
Released from Restriction	\$ 25,995.46
Rental Income	\$ (57,839.51)
Investments	\$ (14,705.12)
Other Income	\$ (1,209.71)
Total Revenue Variance	\$ 13,687.24

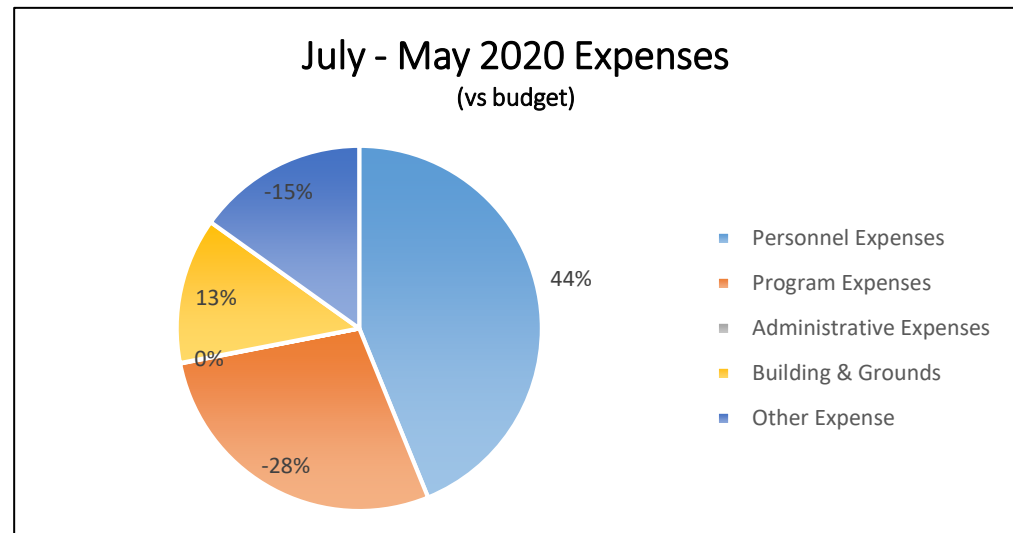
Variance



Expense Summary

Personnel Expenses	\$ 34,887.52
Program Expenses	\$ (22,337.25)
Administrative Expenses	\$ (34.49)
Building & Grounds	\$ 10,279.37
Other Expense	\$ (12,031.70)
Total Expense Variance	\$ 10,763.45

Variance



Net Total **\$ 24,450.69**

First Universalist Church of Minneapolis
Balance Sheet
May 2020

Headings and Account	Current Balance (This Year)		Change in Balance
Assets			
Current Assets			
Cash & Cash Equivalents			
Cash	\$	1,121,663.70	\$ 167,214.34
Total Cash & Cash Equivalents	\$	1,121,663.70	\$ 167,214.34
Investments			
Schwab - Church Operating	\$	925,623.79	\$ 54,694.25
Schwab - Church Reserve	\$	343,100.13	\$ 9,359.27
Schwab - Don Carter & Mary Carter	\$	82,693.43	\$ 3,234.44
Schwab - Legacy Fund	\$	866,833.10	\$ 32,094.52
Schwab - Temporarily Restricted	\$	127,527.39	\$ 4,903.13
Thrivent Mutual Funds	\$	24,955.42	\$ -
Total Investments	\$	2,370,733.26	\$ 104,285.61
Cash & Cash Equiv - Foundation			
Sunrise Bank - Foundation	\$	11,275.50	\$ -
Total Cash & Cash Equiv - Foundation	\$	11,275.50	\$ -
Investments - Foundation			
Schwab - Foundation	\$	1,596,111.07	\$ 59,616.56
Total Investments - Foundation	\$	1,596,111.07	\$ 59,616.56
Total Current Assets		\$ 5,099,783.53	\$ 331,116.51
Other Current Assets			
Other Current Assets			
Prepaid Expenses	\$	20,369.05	\$ -
Total Other Current Assets	\$	20,369.05	\$ -
Total Other Current Assets		\$ 20,369.05	\$ -
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		\$ 6,864,490.91	\$ 331,116.51

Liabilities & Equity			
Current Liabilities			
Accounts Payable			
Accounts Payable	\$ 88,019.18		\$ (316.70)
Total Accounts Payable	\$ 88,019.18		\$ (316.70)
Total Current Liabilities		\$ 88,019.18	\$ (316.70)
Other Current Liabilities			
Other Current Liabilities			
Benefits Payable	\$ 2,201.83		\$ 864.70
Accrued Expenses	\$ 15,024.47		\$ -
Deferred Revenue	\$ 54,960.23		\$ 13,700.50
Misc Other Liabilities	\$ 13,000.00		\$ -
Total Other Current Liabilities	\$ 85,186.53		\$ 14,565.20
Total Other Current Liabilities		\$ 85,186.53	\$ 14,565.20
Total Liabilities & Equity		\$ 173,205.71	\$ 14,248.50
Fund Principal and Excess Cash Received			
Fund Principal			
Undesignated Net Assets/Equity			
Church Equity	\$ 979,606.49		\$ (64,318.11)
Total Undesignated Net Assets/Equity	\$ 979,606.49		\$ (64,318.11)
Board Restricted Net Assets			
Contingency Reserve	\$ 271,109.21		\$ -
Legacy Fund	\$ 837,023.89		\$ -
Memorials	\$ 6,881.88		\$ -
Total Board Restricted Net Assets	\$ 1,115,014.98		\$ -
Temp Restricted Net Assets			
Capital Campaign Fund	\$ 1,876,636.73		\$ 70,556.34
Cummins Ministerial Fund	\$ 236,718.48		\$ -
Foundation	\$ 1,607,470.88		\$ -
Miscellaneous Funds	\$ 1,070.15		\$ (6,238.23)
Total Temp Restricted Net Assets	\$ 3,721,896.24		\$ 64,318.11
Permanently Restricted			
Don Carter Endowment	\$ 50,000.00		\$ -
M E Carter Endowment	\$ 14,000.00		\$ -
Total Permanently Restricted	\$ 64,000.00		\$ -
Total Fund Principal	\$ 5,880,517.71		\$ 0.00
Excess Cash Received			
Excess Cash Received	\$ 810,767.49		\$ 316,868.01
Total Excess Cash Received	\$ 810,767.49		\$ 316,868.01
Total Fund Principal and Excess Cash Received		\$ 6,691,285.20	\$ 316,868.01
Total Liabilities & Equity, Fund Principal, & Restricted Funds		\$ 6,864,490.91	\$ 331,116.51

First Universalist Church of Minneapolis
Analysis of Revenues & Expenses - Capital Campaign
June 2020

Division	YTD Budget	YTD Actual	Total Variance
Revenue			
Donations	\$ 3,113,011.54	\$ 3,432,323.83	\$ 319,312.29
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	\$ 2,818,011.54	\$ 3,140,604.74	\$ 316,031.38
Project Expenses			
Debt Retirement	\$ 649,151.38	\$ 649,151.38	\$ -
Staff Salaries	\$ 79,783.53	\$ 79,783.53	\$ -
Tuckpointing	\$ 122,000.00	\$ 122,000.00	\$ -
Flannery	\$ 685,000.00	\$ 19,614.13	\$ 665,385.87
Misc. Construction	\$ 90,657.06	\$ 59,193.26	\$ 31,463.80
Owner Supplied Systems	\$ 80,000.00	\$ -	\$ 80,000.00
WPI	\$ 54,450.00	\$ 63,331.34	\$ (8,881.34)
Miller Dunwiddie	\$ 240,337.57	\$ 218,139.23	\$ 22,198.34
Other Expenses	\$ 123,100.00	\$ 3,100.00	\$ -
	\$ 2,124,479.54	\$ 1,214,312.87	\$ 790,166.67
Net Income	\$ 693,532.00	\$ 1,926,291.87	\$ 1,112,759.87

*Initial Forecasted Revenue for September 2020: \$3,405,095.26



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?

	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.