

First Universalist Church Board of Trustees
August 20, 2020
Board Packet

Table of Contents

July Board Meeting Agenda	1
First Universalist Mission, Visionary Goals, Group Agreements	2
Co-Senior Minister's Report	3-4
July Board Meeting Minutes	5
Revised- 161st Annual Meeting of the Membership Minutes	6-13
July Attendance	14
July Statistical Report	15
Racial Justice Resolution Special Meeting minutes	16-17
Analysis of Revenues and Expenses Summary	18
Operating Budget with Pie Charts	19
Capital Campaign Summary	20
Choice Points	21

First Universalist Church of Minneapolis
Board of Trustees Meeting
Thursday, August 20, 2020 6:30pm ~ 8:30pm
Zoom¹: <https://stthomas.zoom.us/j/830886549>
Facilitator: Bryana; Process Observer: TBD

I. Welcome! (6:30 ~ 6:50)

- 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. Reading and Reflection (Justin)

II. Consent Agenda (6:50)

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

III. Board Covenant and Additional Group Agreements (6:50 ~ 6:55)

- a. Review [Board Covenant](#) ahead of time (p. 10 item 3.4.3)
- b. Discern additional group agreements

IV. Fiduciary Responsibilities (6:55 ~ 7:40)

- a. Financial Orientation (Keven) *optional: review [information from UUA](#)*
- b. Review Fourth Quarter Financials (Jen)

V. Racial Justice Resolution (7:40 ~ 8:00)

- a. Finalize [draft](#) (Sarah and Ben)

VI. Appointments (8:00 ~ 8:20)

- a. Nominating Committee Chair and Board Liaison (All w/ input from Greg)
- b. Change Team Members, Board Liaisons, and Chair (All w/ input from Ben & Sarah)

VII. Process Observation (8:20 ~ 8:30)

- a. *See these documents from [UUA](#) and [DRUMM](#) on process observations*

VIII. Approximate Adjourn: 8:30

¹ JOIN Zoom MEETING: <https://stthomas.zoom.us/j/830886549>
JOIN AUDIO BY TELEPHONE: +1 646 876 9923 US or 877 853 5247 US Toll-free
JOIN BY ENTERING THIS MEETING ID: 830 886 549

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

August 2020 Co-Senior Minister's Report
Prepared August 16, 2020
By Rev. Jen Crow & Rev. Justin Schroeder

Opening Reading/Reflection

From adrienne marie brown's *Emergent Strategy*: "We are in an imagination battle. Trayvon Martin and Mike Brown and Renisha McBride and so many others are dead because, in some white imagination, they were dangerous. And that imagination is so respected that those who kill, based on an imagined, radicalized fear of Black people, are rarely held accountable.

Imagination has people thinking they can go from being poor to a millionaire as part of a shared American dream...Imagination gives us borders, gives us superiority, gives us race as an indicator of ability. I often feel I am trapped inside someone else's capability. I often feel I am trapped inside someone' else's imagination, and I must engage my own imagination in order to break free."

Question: In what ways are you in an imagination battle? Who's imagination are you trapped in? How are you breaking free?

adrienne marie brown's website, <http://adriennemareebrown.net/>, is well worth spending some time on.

Monitoring Items

Staff and Volunteer Transitions: Several new staff members began working on August 1st. Aimee K. Bryant will be our Artist in Residence this year, serving on our worship team as a singer and storyteller, working approximately 20 hours/month. Julica Hermann de la Fuente is our new Director of Anti-Racism and Anti-Oppression Ministries and is with us 20 hours/week. Barrington Walker is our Ministerial Intern, and he is with us full-time, learning and serving.

Financial Plan/4th Quarter Financials: Finalized year-end reporting will take place at the September Board meeting. Preliminary report below.

Strategic Plan (Annual Work Plan): Agreed to present a draft workplan to the Board in September, after new staff have come on board and the program/leadership team has had a chance to develop the themes and focus of efforts for the year.

Financial Summary

Year-End Financials - While not all numbers are yet final, we anticipate only minor adjustments to the document presented to you, currently showing a \$7500 surplus for the 2019-2020 church year. We look forward to presenting final numbers to you in September. Because the year-end numbers are not yet finalized, we will share a year-end balance sheet in September, as well.

Capital Campaign/Building Project

We continue to proceed with Phase 1 of our Building Renovation project, with a projected completion date of October 16th. We have already met our revenue goal for this phase of the project and expenses are coming in within budget. We continue to maintain a healthy contingency in our budget should unforeseen discoveries or needs arise.

First Universalist Church of Minneapolis
Executive Meeting Board Retreat
July 16, 2020 at 6:30
Held in Person, Socially Distant, at Bryana French's Courtyard

Participating: Bryana French, Christa Anders, Daryn Woodson, Benjamin Miles, Dan Moriarty, Sarah Hedges, Greg Hoelzer, Keven Ambrus

I. Call to Order and Agenda Approval

Bryana lit the chalice and called the meeting to order at 6:40 pm.

Icebreaker - Daryn

Grounding in – Ben

II. Consent Agenda

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

APPROVED.

III. Orientation to Board Procedures

Returning Board members gave brief overviews of fiduciary responsibilities, policy governance and Choice Points analysis.

IV. The Year Ahead

Daryn reported that there were two youth from the BIPOC Youth Group who were very excited to serve on the Board of Trustees for a 1 year replacement term. Yahanna Mackbee would be the primary Trustee and Zoe Mulvihill would be an alternate.

Motion to approve Yahanna Mackbee to the Board of Trustees, seconded. **APPROVED.**

We will need to pursue some potential by-laws changes in order to have an alternate.

MEETING adjourned at 8:00 p.m.

**161st Annual Meeting of the Members First Universalist Church of Minneapolis
Sunday, June 14, 2020
Held by ZOOM**

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 of 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 and Cathy Manning.

Janet Avery thanked Greg Hoelzer for his service saying: “I want to recognize and thank Greg Hoelzer. After 6 years on the Nominating committee, Greg will be rotating off. Greg has been an active church member for more than 25 years. Many of you may have first encountered Greg several years ago when he volunteered on the Membership Committee and ultimately chaired that group. For those of you who’ve participated in Circle Suppers, you’ll likely recall that Greg and his wife Maribeth coordinated this major effort for many years. Through these and other activities Greg has gotten to know many, many church members, and this wealth of knowledge and his friendships with so many of you has contributed invaluable to his service on the Nominating Committee. We value his many contributions over the past 6 years, and are very grateful for his good work. We wish him well!”

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, POCI, 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 of 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.

July Attendance							
			2020				2019
Adults	Wed.	10:00 AM				10:00	
1st week	52	345	397			236	
2nd week	76	290	366			203	
3rd week	52	294	346			268	
4th week	67	309	376			203	
5th week	57		57				
Monthly Total	304	1238	1542			910	
Average for July	61	310	308			228	
RE							
1st week		35	35	*		19	
2nd week		34	34	*		37	
3rd week			0			34	
4th week			0			42	
5th week			0				
Monthly Total			69			132	
Average for July			35			33	
Combined Average			343			261	

*RE numbers reflect weekly attendance for Virtual Summer Camp

**2020 Statistical Report
July 2020
Board Meeting August 20, 2020**

MEMORIAL SERVICES: 0

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 0

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: 1062

To be added: 0

To be removed: 0

TOTAL MEMBERS: 1062

First Universalist Church of Minneapolis
Special Meeting Board of Trustees re Racial Justice Resolution
August 13, 2020

Participating: Bryana French, Christa Anders, Justin Schroeder, Jen Crow, Dan Moriarty, Ben Miles, Sarah Hedge, Daryn Woodsen, Julica Hermann de la Fuente, Yahanna Mackbee
Observing: Zoe Mulvihill

I. Introductions and Welcome

Welcome to our new board members!! We are very excited to have Yahanna Mackbee and visitor Zoe Mulvihill at our meeting with us. We are also so excited to welcome our new minister of anti-oppression and anti-racism, Julica Hermann de la Fuente.

Bryana has asked Ben Miles to facilitate this meeting.

II. Grounding

Ben asked each of us to talk about where we are with regard to the racial justice issues swirling around in our country and our world. Responses from participants:

- More energized and committed to keeping it front and center. I want our work to keep these issues from dying down.
- Committed to the long haul. This is a marathon and not a sprint. I want us to be radical. I want us to be doing something big. I fear the energy is fading.
- Grateful that we have done work and want to work on the resolution but not focus on it as an end. We need to do more.
- Feel like we have not done that much work for BIPOC in our congregation. We need a reckoning about the impact of COVID and the uprisings and more and the impact on Black people. How can we get to the root of this prison industrial complex and get to root issues. There is gender injustice happening in our church. That is inner work that we can start now. How also do we look at our community and the communities we are a part of? How do we support the most marginalized and oppressed communities within and among us?
- This should not be a one-time thing. When another Black person dies and it becomes a nationwide thing there is a lot of performative action to quiet it down or say that they did something. Until people of color in our church feel safe and loved and welcomed, I don't think that the church can say that we have come so far. Can't be just about George Floyd and have it be about that and then be done. Has to be about Black people.
- Congregational change is creepy crawly, creepy crawly and then there often is a "whoosh" and things move fast.
- I feel a lot more grounded and more humbled. Trying not to be so edgy. All these companies are coming out with statements. I want to do what I can do within this congregation. We can save the world and savor the world at the same time.
- Committed to long term structural change and listening carefully and holding the experiences of those who are the most marginalized. Get that in the resolution. What does

change look like? I felt a lot of pressure right after George Floyd's murder and am looking forward to long term action not just quick fixes.

- My hope is that whatever we create is just one step in our work in dismantling supremacy.

III. Discussion of Proposed Resolution

We group edited a Google Document and Sarah and Ben agreed to take all the comments and edits and bring a revised version to the Board meeting.

Meeting was adjourned at 8:10.

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

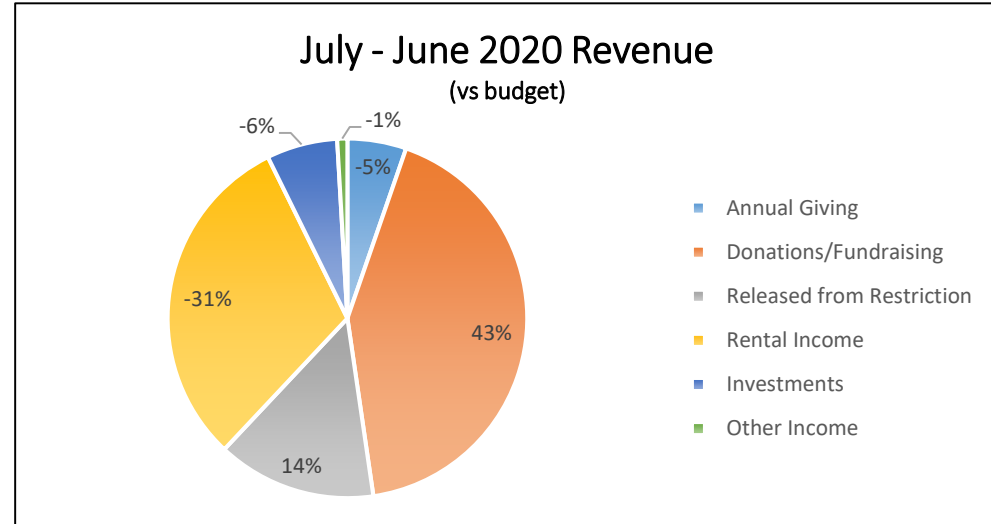
Headings and Account	Actual	Budget	Variance
Revenue			
Support			
Annual Giving	\$ 1,109,769.83	\$ 1,118,400.00	\$ (8,630.17)
Donations/Fundraising	\$ 265,207.60	\$ 196,200.00	\$ 69,007.60
Released from Restriction	\$ 123,313.88	\$ 100,000.00	\$ 23,313.88
Support	\$ 1,498,291.31	\$ 1,414,600.00	\$ 83,691.31
Earned Revenue			
Rental Income	\$ 90,710.48	\$ 140,700.00	\$ (49,989.52)
Investments	\$ 7,871.39	\$ 18,250.00	\$ (10,378.61)
Other Income	\$ 1,845.54	\$ 3,333.00	\$ (1,487.46)
Earned Revenue	\$ 100,427.41	\$ 162,283.00	\$ (61,855.59)
Revenue	\$ 1,598,718.72	\$ 1,576,883.00	\$ 21,835.72
Expenses			
Personnel Expenses	\$ 1,121,685.73	\$ 1,147,518.85	\$ 25,833.12
Program Expenses	\$ 105,736.34	\$ 71,150.00	\$ (34,586.34)
Administrative Expenses	\$ 84,394.15	\$ 83,850.00	\$ (544.15)
Building & Grounds	\$ 124,620.89	\$ 163,702.00	\$ 39,081.11
Other Expense	\$ 154,802.18	\$ 109,758.06	\$ (45,044.12)
Expenses	\$ 1,591,239.29	\$ 1,575,978.91	\$ (15,260.38)
Net Total	\$ 7,479.43	\$ 904.09	\$ 6,575.34

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

Revenue Summary

Annual Giving	\$ (8,630.17)
Donations/Fundraising	\$ 69,007.60
Released from Restriction	\$ 23,313.88
Rental Income	\$ (49,989.52)
Investments	\$ (10,378.61)
Other Income	\$ (1,487.46)
Total Revenue Variance	\$ 21,835.72

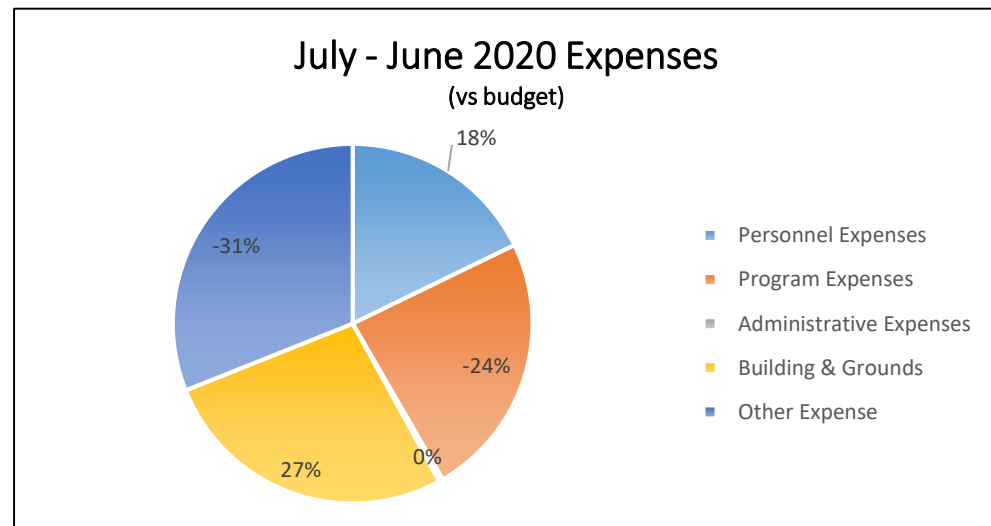
Variance



Expense Summary

Personnel Expenses	\$ 25,833.12
Program Expenses	\$ (34,586.34)
Administrative Expenses	\$ (544.15)
Building & Grounds	\$ 39,081.11
Other Expense	\$ (45,044.12)
Total Expense Variance	\$ (15,260.38)

Variance



Net Total

\$ 6,575.34

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

Division	YTD Budget	YTD Actual	Total Variance
Revenue			
Donations	\$ 3,335,482.02	\$ 3,466,009.15	\$ 130,527.13
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	\$ 3,040,482.02	\$ 3,174,290.06	\$ 127,246.22
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	\$ 97,846.57	\$ (7,189.51)
Owner Supplied Systems	\$ 80,000.00	\$ -	\$ 80,000.00
WPI	\$ 54,450.00	\$ 72,104.10	\$ (17,654.10)
Miller Dunwiddie	\$ 240,337.57	\$ 234,293.17	\$ 6,044.40
Other Expenses	\$ 123,100.00	\$ 3,550.00	\$ -
	\$ 2,124,479.54	\$ 1,278,342.88	\$ 726,586.66
Net Income	\$ 916,002.48	\$ 1,895,947.18	\$ 860,394.70

*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?