

First Universalist Church Board of Trustees
January 21, 2020
Board Packet

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First Universalist Church of Minneapolis
Board of Trustees Meeting
Thursday, January 21, 2020 6:30pm ~ 8:30pm
Zoom¹: <https://stthomas.zoom.us/j/830886549>
Facilitator: Bryana; Process Observer: Julica

I. Welcome! (6:30)

- 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. Body Grounding (please have oil or lotion at hand)

II. Executive Session: Anti-Oppression/Board Relationship Building (6:40 ~² 7:10)

III. Consent Agenda (7:10 ~ 7:15)

- a. *Approval* of December meeting minutes
- b. *Monitoring*: Acceptance of attendance and membership numbers
- c. *Monitoring*: Acceptance of staff and significant volunteer changes
- d. *Approval*: Congregational Sponsor of Mark Caswell

IV. Reflection, Recognition & Focused Directions (7:15 ~ 7:25)

V. Governance: Short Term Appointment (7:25 ~ 7:45)

5 MINUTE BREAK

VI. Governance: Change Team Update (7:50 ~ 8:00)

- a. Sarah, Justin, and Julica

VII. Fiduciary Responsibilities (8:00 ~ 8:20)

- b. Finances
- c. Capital Campaign and Construction Update

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

IX. Adjourn – No later than 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

² Agenda item lengths are approximate

January 2021 Co-Senior Minister's Report
Prepared January 15, 2021
By Rev. Justin Schroeder

Staff and Volunteer Changes:

In recognition of the additional Communication and Tech needs required to support our 100% virtual ministry, we've hired Allison Connelly as our part time (15-20 hours a week) Communications and Worship Tech Assistant. (This position was budgeted for in the budget the congregation passed at the annual meeting.) Allison reports to Jenn Stromberg, our Communications Manager.

A bit about Allison: Allison grew up in Knoxville, TN and moved to Minneapolis after completing her undergraduate education at Vanderbilt University. While in Minneapolis, she completed a volunteer year of service through the Sisters of St. Joseph of Carondelet before working in health insurance navigation for JustUs Health (formerly the Minnesota AIDS Project). She moved to New York City in the Fall of 2018 to pursue a Master of Divinity degree at Union Theological Seminary. Now in her final semester of her degree program, Allison is wrapping up a thesis on religious ableism and restorative justice to complete her interdisciplinary academic concentration in disability theology. She began working in church communications during seminary, and incorporates her commitments to anti-racism, disability justice, organizational transparency, and communal decision making into her communications work. Allison was raised Catholic and now finds a spiritual home in radical, lay-led Catholic communities and in the United Church of Christ. Her writing can be found in *Dear Joan Chittister: Conversations with Women in the Church* (TwentyThird Publications, 2015) and in *Liberating Liturgies 2.0* (Women's Ordination Conference, 2020). Allison and her fiancée, Brooklyn, plan to move back to the Twin Cities in 2021, and look forward to larger apartments, colder winters, and better coffee.

Financial Summary

Year End Review

Our fiscal year 2019-2020 finances have received a high level review by our third party consultant with no glaring issues or discrepancies. Unfortunately there was a delay in the processing of our data with Blackbaud, our new financial management software, which has delayed the detailed review of year end balances and data conversion. Our data has been submitted with the intent of having all balances finalized and approved by Tuesday, February 19th.

November 2020

We continue to be in a solid financial position with our operating budget as of the end of November. We currently are showing a slight deficit with expenses exceeding revenues by \$34,710.36 but we expected this to happen and projected November to experience a deficit of nearly \$50,000. Overall, we are still experiencing positive variability in regards to our budget and expect revenues to far exceed expenses as we move into the end of the calendar year.

Revenues

- Annual giving is over \$22,000 ahead of our projected year to date budget. We expect annual gifts to continue to exceed budget throughout the remainder of the fiscal year.
- Donations/Fundraising is \$32,265.89 behind our projected year to date budget. This is primarily due to a reduction in unrestricted donations and offering plate collections.

Expenses

- Expenses continue to be under budget across all categories with the exception of other expense but this is due to temporarily restricted fund activity (Minister's Emergency Fund, Sanctuary and Resistance Fund, Black Lives Matter Lawn Sign Fund) which has equal and offsetting revenues (released from restriction) resulting in no net impact.

MINUTES

First Universalist Church of Minneapolis
Board of Trustees Meeting
Thursday, December 17, 2020
By Zoom

Participants: Dan Moriarty, Christa Anders, Sarah Hedge, Zoe Mulvihill, Daryn Woodson, Yahanna Mackbee, Bryana French, Keven Ambrus, Ben Miles, Justin Schroeder and Julica Hermann de la Fuente.

I. Welcome!

a. Call to Order and Agenda Approval

b. Lighting the Chalice(s)

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.

II. Executive Session: Anti-Oppression/Board Relationship Building²

a. Pre-reading on White Supremacy Culture from Julica and Yahanna

b. Affinity group discussions

1. how do the concepts offered in this document show up in my life personally? For BIPOC folks: where are you working to liberate yourself from these cultural norms? For white folks: which of these characteristics do I recognize in myself?

2. how have these behaviors shown up in our board meetings? Where do we see evidence of the antidotes as well? Where do we want to put our focus to strengthen the antidotes to white supremacy culture?

III. Consent Agenda (6:55 ~ 7:00)

a. *Approval* of November meeting minutes

b. *Monitoring*: Acceptance of attendance and membership numbers

c. *Monitoring*: Acceptance of staff and significant volunteer changes

d. *Monitoring*: Approval of Minister Housing Allowances

APPROVED.

IV. Governance: Change Team Future and Purpose

a. Brief Statements and Perspectives from Ben and Sarah, Justin and Julica

b. Discussion and Discernment

The decision to pause the Change Team was not about specific people on the Change Team, the staff, the Board or anyone else. It really is about wanting to get some more clarity from the Board –

making sure the Board is holding this work and guiding this work. This is a time that is ripe for miscommunication and we want to make sure that we are communicating clearly.

The original charge to the Change Team:

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

There are three main questions/areas of feedback that the Change Team is looking for:

1. Does the Board believe that a Change Team is necessary? Why or why not? (If it is about further racial justice efforts at the church or is it about dismantling White Supremacy?)
2. If the Board BELIEVES a Change Team is needed at this time by the church, what are we committing to do to institutionalize stronger working relationships between the Board, staff, and the Change Team, including stronger communication channels?
3. If the Board DOES NOT believe a Change Team is needed at this time by the church, what additional support, if any, is needed to support institutionalized racial justice practices moving forward? How will we track the progress of these decisions?

The Change Team wants to make sure at least one Senior Minister is involved with other staff, including Julica, involved as appropriate.

Julica talked the importance of Change Teams. Change Teams allow the Board to hold something and make it happen while they are also holding other things. Sometimes, the challenge with institutional work is that it gets attached to a particular charismatic person. An effective Change Team creates a legacy and a consistency.

People don't always want to hear this but this work requires a lot of patience. We continue to have these tough conversations and that in itself is change!

It was pointed out that we are not allowing uncomfortable feelings to be held in this space. We need to be able to say and feel the hard things. Dismantling White Supremacy is not enough – we need the second half – we need to go all the way. We need liberation! Liberation gives everyone access to their full humanity. Right now, BIPOC people feel their full humanity only with other BIPOC but not necessarily within the predominately White church. We need to really do institutional change so that these things have life that is not tied to personalities. We need to honor and acknowledge the exhaustion and stress that people of color have.

This work is messy. It is about the culture and the processes as well as communication. Ben said two obvious things would be to institutionalize Choice Points and the Racial Justice Rubric. You have to give up something in order to take on the tasks of dismantling White Supremacy. The Change Team is wondering what we have given up?

The Change Team needs more leadership from the Board and needs more direction from the Board.

One of the challenges that the Change Team seems to be feeling is a lack of trust and an almost combative relationship between the Change Team and some staff. Julica is trying to enter the system gently and not wanting to come in like a tornado and startle and create more anxiety. But she is ready and willing to provide guidance.

The Change Team considered three different models at recent meetings and it feels a bit overwhelming. It can feel disjointed to have a new thing introduced each time. There is also a lot of energy, enthusiasm and really great conversations. There needs to be healing happening with a certified deep breather. We were reminded that it is not Black people's job to tell White people how to be better!! If you can center Brown and Black joy, then it can work.

The nuance of the work is so important – where is the historical and intergenerational trauma and deep pain? How do light-skinned folk engage in a conversation of their demand to heal and their demand to look inward because that will lead to their collective liberation? If you are here to help me, bye. But if you are here to help your own liberation, then yes, let's work together. We need to have some goals, some strategy some ways to measure this and hold ourselves accountable. This needs to be widely owned. Can't just be about Julica or Justin. The Change Team would welcome Julica's expertise. This has to be the whole Board owning this.

CONSENSUS: The Board is fully supportive of having a Change Team focused on dismantling White Supremacy, BIPOC liberation, working on communication, clarifying a clear charge, setting goals, coming together in a retreat and perhaps creating a covenant where we agree to work together collaboratively together.

To be continued.

V. Governance: Proxy Participation By Laws Change

- a. Yahanna and Christa gave an overview of the proposed changes to the bylaws
- b. Discussion and Discernment

We should change the bylaws when there is an issue or a problem. The problem we see is power. Youth have less power than adults do and we need to fully embody and share power. Having youth, and allowing youth proxy, allows us to share power. Having a youth proxy addresses many of the issues called out in the document we started our meeting with – characteristics of White Supremacy culture. We need to make a change and correct some of this so that we can share power. Change the written word so it works for us, get uncomfortable, stop hoarding power. Is this more like "Trustee Sharing" or do we want to have more youth representation? Should we fill the vacancy with another youth voice?

Why don't we have a Youth Board or a Youth Council? Youth make up a lot of the church! They have grown up in this church and if we are making decisions about youth, they should be involved and invested.

Is it a yes/and? Can we do both? What can adults do to make this a space where more youth want to be??

VI. Process Observation

Who is doing the emotional labor? In this meeting, it is the marginalized people. There is an opportunity to share that labor. There was a lot of realness because two Black women made it real and the rest of the people did not resist. Trust and capacity continue to be built.

We did a good job of validating people's experiences.

VII. Adjourn – The meeting was adjourned at 8:45 p.m.

December Attendance										
					2020					2019
Adults	Wed. 7p	Sun. 10a	Zoom Total	YouTube	Total		9:30	10:00	11:15	
1st week	86	355	441	219	660		209		136	345
2nd week	61	375	436	176	612		240		250	490
3rd week	76	480	556	270	768		294		299	593
4th week	-	223	223	129	352		238		127	365
5th week	-							177		177
Christmas Eve			146	102	248					214
Monthly Total	223	1433	1656	896	2640		981	177	812	1970
Average for December	74	358	414	179	528		245	177	203	493
RE										
1st week			0				18		12	30
2nd week			0				177		180	357
3rd week			0				135		151	286
4th week			0*					0*		0*
5th week								12		12
Monthly Total	0	0	0				330	12	343	685
Average for December	0	0	0				110		114	171
Combined Average	74	358	414				355	177	3173	6645

Notes:

- 2020 Zoom Worship attendance numbers indicate the total number of devices that logged into the Zoom worship webinar at any point.
- YouTube views represent the total number of views at the time of this packet's distribution.
- RE Attendance numbers were unavailable at the time of the packet's distribution.

**Statistical Report
December 2020
Board Meeting January 21, 2021**

MEMORIAL SERVICES: 1

Cecelia Newton, December 13, via zoom

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 10

Emberly (Em) Hermann-Johnson
Paul Johnson
Kaden Colton
Lynn Broadus
Marc Gorelick
Carol Berg
Linda (Maggie) M. Collins
Bailey Rehnberg
Jim Crants
Sonja Hendrickson

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 0

CHILDREN DEDICATED: 0

Total members as of the last meeting: 1053

To be added: 10

To be removed: 0

TOTAL MEMBERS: 1063

	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:	1061	1058	1049	1,011	934

Change Team (CT) Meeting Notes

January 7, 2021 ~ 6:30-8:30pm

Attendees: Julica Hermann de la Fuente, Justin Schroeder, Karin Willie, Sarah Hedge

Reading/Chalice Lighting

“A Chalice Lighting for When Things Aren't Okay” by Molly Brewer

My beloved people,
I cannot pretend,
And so I will not tell you,
That everything is okay right now.
That there is no reason to be angry,
That you must be optimistic
Or at peace.
I cannot pretend these things,
And so I won't tell them to you.
But now our chalice is lit,
And so all I ask in this moment is that we remember the words of Rebecca Parker:
There is a Love.
There is a Love holding us.
There is a Love holding us all.
By the light of our chalice,
Let us rest in this Love.

Shared Joys and Concerns From Our Lives

Pursuits for the Meeting:

1. [Board \(BOT\) Update: Future and Purpose of the Change Team](#)
2. [Reflection on the Board Update:](#)

GO AROUND ALOUD - *What's one thing that stood out to you in the update?*

- Julica: Remembering all the feelings that accompany these notes. (Julica shared stories from the Board meeting; trust between CT and Staff and Board; CT hasn't been working well. Then the process went even deeper. Daryn: BIPOC, don't get used to doing emotional labor of others. explained story of what took place at Board meeting; about the Board as well as the CT
- Karin: The Charge to the Change Team hasn't been approved (there is an early Charge that Karin shared via email)
- Justin: The consensus (by the Board) that the Change Team matters and is needed and is committed to dismantling white supremacy culture. clarity Board achieved at the end
- Karin: It's good to know the Board has clarity about the Change team and the continuation of it. charge not original charge; don't understand some of what was said
- Sarah: The feelings really stood out. And the "division" even in the BoT agenda: Ben and Sarah, Julica and Justin. That sets something up, especially as reflected by CT being "divided" into congregant/staff for reporting.

GOOGLE DOC SHARE -

<i>What excites you about the update?</i>	<i>What frustrates you about this update?</i>
<ul style="list-style-type: none"> • Justin: Focus on Liberation! • Sarah: Black/Indigenous/People of Color (BIPOC) liberation as a major goal. We came to consensus! I'm hopeful that we can make some helpful changes. • Justin: Whole Board owning CT and their work • Julica: We want to do this! There is clarity and commitment. There is a will to make it happen. • Karin: Board supportive of CT working on White Supremacy (WS) and BIPOC liberation; working together 	<ul style="list-style-type: none"> • Justin: Can we name liberation for all? (how do we hold that vision that Julica often lifts up of racial justice as healing work, for BIPOC and white folks?) • Sarah: I want to do the healing work together and keep moving forward. Sometimes I get frustrated about the slow pace of moving forward, but I also understand that process is important. • Justin: What else needs to be said about trust between staff and CT, and CT and Board? What healing or truth telling (in love) helps with a reset and moving forward? • Julica: I regret how I may have contributed to the difficulties in earlier meetings. What if I had acted differently or named what I saw

	<p>sooner? I'm not frustrated about the update, but I'm sad that we had to go through the difficulty and "division."</p> <ul style="list-style-type: none"> • Karin: How does one develop a "plan" for dismantling White Supremacy (WS); liberating BIPOC? (somewhat facetious, but point is real - CT has been sidetracked so much)
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WHOLE GROUP SHARE - What's one major takeaway from this update and conversation?

- Constantly and regularly reviewing and reaffirming the charge
- Role clarity - CT role, BOT role, Staff on CT Role, congregant role on CT, board member role on CT, etc
- Celebrate Successes - tell the story of what has changed - this is key. Tell it congregation wide. Ie, vendor policy and changes that have occurred because of it.
- Clarity of the roles and strong positive connections between the change team, board, staff, and congregation will help us to make progress towards our goals (once they are better defined collaboratively)
- Concern that Ben isn't here - how do we bring him into the healing conversation?
- Commitment to an optimistic and collaborative approach to this work. Focus on trust.
- Assume everyone is operating in good faith and within our faith

THINK/INK/POPCORN SHARE - What are the 3-5 next steps that you would prioritize?

Brainstormed list below:

1. Clarify the role of the staff on the change team (staff support, consultant/coach, or member of the team?)
2. Bring new CT members on board and onboard them.
3. Formalizing the structure of the change team (i.e., congregant co-chair and board co-chair, if that's what we want)

4. Having regular standing agenda items between the Change Team and the Board (as part of the regular agenda)
5. Identify the different tools that we can use and when and where we use them (rubric, Choice Points, White Supremacy characteristics and antidotes) - how do we BUILD THESE INTO THE AGENDA?
6. Define charge with Board
7. Choose and onboard new people
8. Figure out how to develop a work plan/goals that are specific and achievable. Use the racial justice rubric. Do this with the CT and board.
9. How to build deeper trust across the key groups - staff, BOT, CT? What does this look like? Is trust missing?
10. Schedule a 1-on-1 with Ben to tell him about this meeting.

DISCUSSION - How can we put these prioritized next steps together?

3. Decision - Summary of Next Steps

WHAT?	WHO?	BY WHEN?	NOTES
Reach out to Ben to follow up and complete healing	Julica	Reach out tonight; hoping to meet together by 3rd week of January	Julica will start, but Karin and Sarah can connect with Ben as well (Justin could too, but he wasn't present when we made this decision :)
Interview and select applicants (inviting them, developing questions, scheduling)	<p>Julica will come up with a way to gather schedules</p> <p>Sarah will start drafting interview questions and share them in google doc for comments</p> <p>Justin will reach out to the applicants inviting to interviews (Julica will communicate with him)</p>	Done by the next meeting	<p>What level of understanding do we expect?</p> <p>We'll interview all of the applicants.</p>
Onboarding new	Change Team	After new Change	Storytelling - where

change team members (including mandatory racial justice training)		Team members are selected	we've been, where we're going; Change-Team-board retreat
Define CT make-up and charge with board	Karin will start to draft this; Change Team develops this at next Change Team meeting to propose to board	Next Change Team Mtg	Using the original charge, most recent proposed charge, board meeting notes from 12/17, and the "Dismantling Racism" workbook as guides, pp. 69-72
Create plan with board	Change Team develops agenda Julica facilitates CT and Board	Once we have new members onboarded	
Systematize tools and team process	Change Team	All the time	Clarify roles, trust, agenda, holding space for CT and board in meetings; de-centering WS and focusing on liberation, etc.
Clarify working definitions/terms for common understanding (White Supremacy, Liberation, etc.)	Julica	When new CT members have joined	Training

Shared Joys and Concerns From This Meeting

Closing Words:

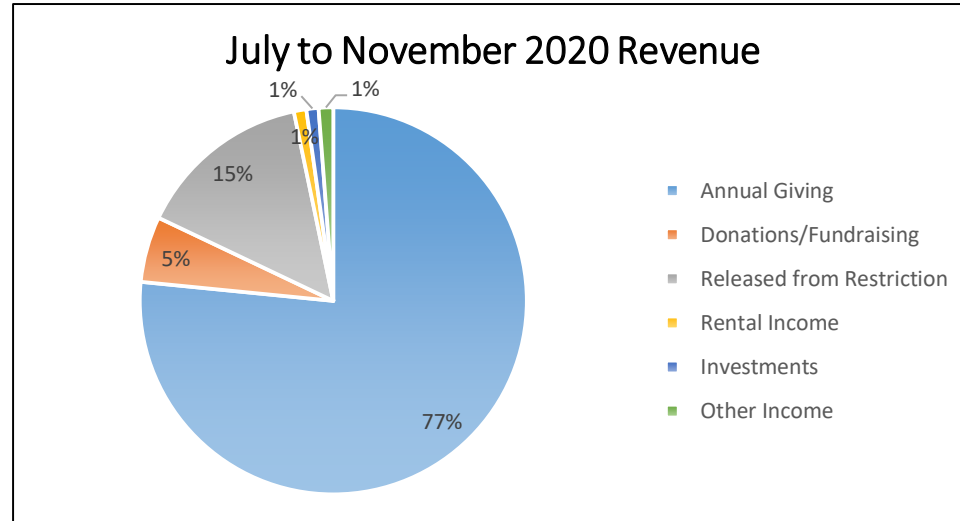
There is a Love.
There is a Love holding us.
There is a Love holding us all.
By the light of our chalice,
Let us rest in this Love.
-- Rebecca Parker

Extinguished the Chalice

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

Revenue Summary

Annual Giving	Actual	\$ 447,762.89
Donations/Fundraising		\$ 32,130.86
Released from Restriction		\$ 85,730.03
Rental Income		\$ 6,101.38
Investments		\$ 5,923.59
Other Income		\$ 7,116.07
Total Revenue Variance		\$ 584,764.82

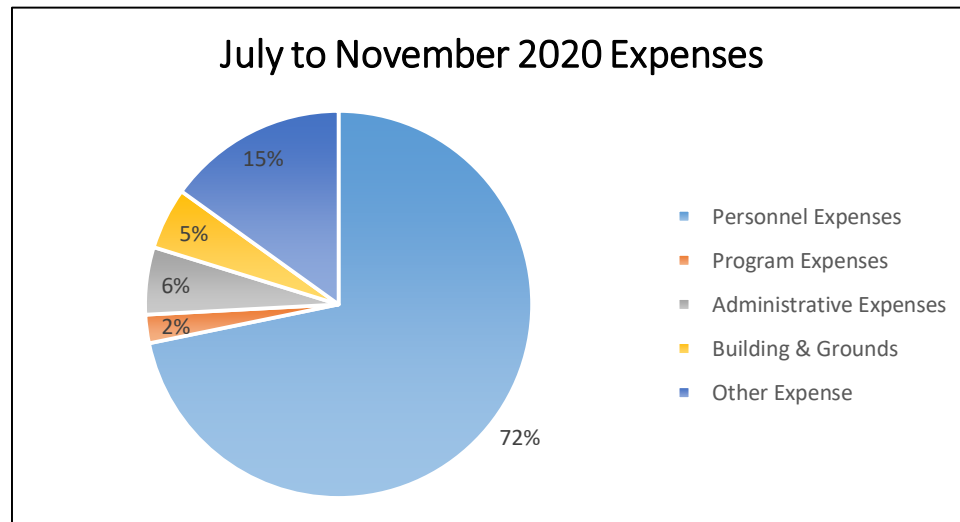


Expense Summary

Personnel Expenses	Actual	\$ 444,654.08
Program Expenses		\$ 14,715.19
Administrative Expenses		\$ 34,855.92
Building & Grounds		\$ 31,905.23
Other Expense		\$ 93,344.76
Total Expense Variance		\$ 619,475.18

Net Total

\$ (34,710.36)



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

Headings and Account	Actual	Budget	Variance
Revenue			
Support			
Annual Giving	\$ 447,762.89	\$ 425,349.09	\$ 22,413.80
Donations/Fundraising	\$ 32,130.86	\$ 64,396.75	\$ (32,265.89)
Released from Restriction	\$ 85,730.03	\$ 69,527.85	\$ 16,202.18
Support	\$ 565,623.78	\$ 559,273.69	\$ 6,350.09
Earned Revenue			
Rental Income	\$ 6,101.38	\$ 6,416.70	\$ (315.32)
Investments	\$ 5,923.59	\$ 3,802.10	\$ 2,121.49
Other Income	\$ 7,116.07	\$ 5,138.75	\$ 1,977.32
Earned Revenue	\$ 19,141.04	\$ 15,357.55	\$ 3,783.49
Revenue	\$ 584,764.82	\$ 574,631.24	\$ 10,133.58
Expenses			
Personnel Expenses	\$ 444,654.08	\$ 471,687.45	\$ 27,033.37
Program Expenses	\$ 14,715.19	\$ 40,377.52	\$ 25,662.33
Administrative Expenses	\$ 34,855.92	\$ 44,358.75	\$ 9,502.83
Building & Grounds	\$ 31,905.23	\$ 43,850.01	\$ 11,944.78
Other Expense	\$ 93,344.76	\$ 22,435.06	\$ (70,909.70)
Expenses	\$ 619,475.18	\$ 622,708.79	\$ 3,233.61
Net Total	\$ (34,710.36)	\$ (48,077.55)	\$ 13,367.19

First Universalist Church of Minneapolis
Balance Sheet
November 2020

Headings and Account

Current Balance (This Year)

Assets			
Current Assets			
Cash & Cash Equivalents			
Cash	\$	1,053,373.33	\$ 579,744.88
Total Cash & Cash Equivalents	\$	1,053,373.33	\$ 579,744.88
Investments			
Schwab - Church Operating	\$	110,078.81	\$ (586,356.84)
Schwab - Church Reserve	\$	384,461.10	\$ 21,398.98
Schwab - Don Carter & Mary Carter	\$	96,710.76	\$ 7,411.41
Schwab - Legacy Fund	\$	998,579.31	\$ 71,954.15
Schwab - Temporarily Restricted	\$	411,699.09	\$ 30,822.96
Thrivent Mutual Funds	\$	34,471.10	\$ -
Total Investments	\$	2,036,000.17	\$ (454,769.34)
Cash & Cash Equiv - Foundation			
Sunrise Bank - Foundation	\$	11,320.80	\$ 45.30
Total Cash & Cash Equiv - Foundation	\$	11,320.80	\$ 45.30
Investments - Foundation			
Schwab - Foundation	\$	1,749,864.60	\$ 136,755.23
Total Investments - Foundation	\$	1,749,864.60	\$ 136,755.23
Total Current Assets		\$ 4,850,558.90	\$ 261,776.07
Accounts Receivable			
Miscellaneous Receivables			
Accounts Receivable	\$	3,525.00	\$ 15.00
Total Miscellaneous Receivables	\$	3,525.00	\$ 15.00
Total Accounts Receivable		\$ 3,525.00	\$ 15.00
Other Current Assets			
Other Current Assets			
Prepaid Expenses	\$	20,021.75	\$ (10,233.66)
Total Other Current Assets	\$	20,021.75	\$ (10,233.66)
Total Other Current Assets		\$ 20,021.75	\$ (10,233.66)
Fixed Assets			
Fixed Assets			
Accumulated Depreciation	\$	(2,581,174.13)	\$ -
Fixed Assets	\$	4,449,977.58	\$ -
Total Fixed Assets	\$	1,868,803.45	\$ -
Total Fixed Assets		\$ 1,868,803.45	\$ -
Total Assets		\$ 6,742,909.10	\$ 251,557.41

Liabilities & Equity			
Current Liabilities			
Accounts Payable			
Accounts Payable	\$ 708,732.13		\$ 654,085.22
Total Accounts Payable	<u>\$ 708,732.13</u>		<u>\$ 654,085.22</u>
Total Current Liabilities		\$ 708,732.13	\$ 654,085.22
Other Current Liabilities			
Other Current Liabilities			
Benefits Payable	\$ 2,589.39		\$ 2,589.39
Accrued Expenses	\$ 15,104.40		\$ -
Deferred Revenue	\$ 186,901.68		\$ 8,585.31
Total Other Current Liabilities	<u>\$ 204,595.47</u>		<u>\$ 11,174.70</u>
Total Other Current Liabilities		\$ 204,595.47	\$ 11,174.70
Total Liabilities & Equity		\$ 913,327.60	\$ 665,259.92
Fund Principal and Excess Cash Received			
Fund Principal			
Undesignated Net Assets/Equity			
Church Equity	\$ 2,978,334.22		\$ 623,731.03
Total Undesignated Net Assets/Equity	<u>\$ 2,978,334.22</u>		<u>\$ 623,731.03</u>
Board Restricted Net Assets			
Contingency Reserve	\$ 271,109.21		\$ -
Legacy Fund	\$ 837,033.89		\$ -
Total Board Restricted Net Assets	<u>\$ 1,108,143.10</u>		<u>\$ -</u>
Temp Restricted Net Assets			
Capital Campaign Fund (Current)	\$ 633,532.00		\$ (624,044.55)
Cummins Ministerial Fund	\$ 232,948.25		\$ -
Foundation	\$ 1,530,710.95		\$ 45.30
Miscellaneous Funds	\$ 175,213.62		\$ (7,340.79)
Total Temp Restricted Net Assets	<u>\$ 2,572,404.82</u>		<u>\$ (631,340.04)</u>
Permanently Restricted			
Don Carter Endowment	\$ 50,000.00		\$ -
M E Carter Endowment	\$ 14,000.00		\$ -
Total Permanently Restricted	<u>\$ 64,000.00</u>		<u>\$ -</u>
Total Fund Principal	<u>\$ 6,722,882.14</u>		<u>\$ (7,609.01)</u>
Excess Cash Received			
Excess Cash Received	\$ (893,300.64)		\$ (406,093.50)
Total Excess Cash Received	<u>\$ (893,300.64)</u>		<u>\$ (406,093.50)</u>
Total Fund Principal and Excess Cash Received		\$ 5,829,581.50	\$ (413,702.51)
Total Liabilities & Equity, Fund Principal, & Restricted Funds		<u>\$ 6,742,909.10</u>	<u>\$ 251,557.41</u>

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

	Total Budget	Project to Date Budget	Project to Date Actual	Project to Date Variance	Total Variance
Revenues					
Revenues					
Donations	\$ 4,914,680.59	\$ 3,879,954.69	\$ 3,704,717.16	\$ (175,237.53)	\$ (1,209,963.43)
Construction Loan	\$ 2,000,000.00	\$ -	\$ -	\$ -	\$ (2,000,000.00)
Total Revenues	\$ 6,914,680.59	\$ 3,879,954.69	\$ 3,704,717.16	\$ (175,237.53)	\$ (3,209,963.43)
Expenses					
Initial Launch/Fundraising					
Architectural Pre-Work	\$ 27,000.00	\$ 27,000.00	\$ 2,000.00	\$ 25,000.00	\$ 25,000.00
Consultants	\$ 230,000.00	\$ 230,000.00	\$ 229,030.00	\$ 970.00	\$ 970.00
Launch Event	\$ 30,000.00	\$ 30,000.00	\$ 52,689.09	\$ (22,689.09)	\$ (22,689.09)
Printing/Supplies	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00	\$ -	\$ -
Total Initial Launch/Fundraising Expenses	\$ 295,000.00	\$ 295,000.00	\$ 291,719.09	\$ 3,280.91	\$ 3,280.91
Miscellaneous Projects					
Architect Fee	\$ -	\$ -	\$ 166,795.87	\$ (166,795.87)	\$ (166,795.87)
Debt Retirement	\$ 649,151.38	\$ 649,151.38	\$ 649,151.38	\$ -	\$ -
Merchant Services	\$ -	\$ -	\$ 3,518.62	\$ (3,518.62)	\$ (3,518.62)
Misc. Capital Expenditures	\$ -	\$ -	\$ 75,427.60	\$ (75,427.60)	\$ (75,427.60)
Staff Salaries	\$ 94,783.53	\$ 94,783.53	\$ 41,540.23	\$ 53,243.30	\$ 53,243.30
Tuckpointing	\$ 122,000.00	\$ 122,000.00	\$ 122,000.00	\$ -	\$ -
Loan Principal	\$ 1,000,000.00	\$ -	\$ -	\$ -	\$ 1,000,000.00
Loan Interest	\$ 120,000.00	\$ -	\$ -	\$ -	\$ 120,000.00
Total Miscellaneous Projects Expenses	\$ 1,985,934.91	\$ 865,934.91	\$ 1,058,433.70	\$ (192,498.79)	\$ 927,501.21
Phase 1					
Architect Fee	\$ 134,372.00	\$ 134,372.00	\$ 134,872.70	\$ (500.70)	\$ (500.70)
Flannery	\$ 1,521,669.00	\$ 1,521,669.00	\$ 1,221,702.44	\$ 299,966.56	\$ 299,966.56
Flannery Permits	\$ 19,614.00	\$ 19,614.00	\$ 19,614.13	\$ (0.13)	\$ (0.13)
Misc. Consultants	\$ 14,381.00	\$ 14,381.00	\$ 44,012.00	\$ (29,631.00)	\$ (29,631.00)
Misc. Construction	\$ 53,559.00	\$ 53,559.00	\$ 11,628.50	\$ 41,930.50	\$ 41,930.50
Owners Representative	\$ 87,654.00	\$ 87,654.00	\$ 87,654.10	\$ (0.10)	\$ (0.10)
Owner Supplied Systems	\$ 97,248.00	\$ 97,248.00	\$ 122,493.50	\$ (25,245.50)	\$ (25,245.50)
Total Phase 1 Project Expenses	\$ 1,928,497.00	\$ 1,928,497.00	\$ 1,641,977.37	\$ 286,519.63	\$ 286,519.63
Phase 2					
General Contractor	\$ 1,450,000.00	\$ -	\$ -	\$ -	\$ 1,450,000.00
Consulting Fees	\$ 265,000.00	\$ -	\$ 32,250.00	\$ (32,250.00)	\$ 232,750.00
Owner Supplied Systems	\$ 140,000.00	\$ -	\$ -	\$ -	\$ 140,000.00
Solar Panels	\$ 105,000.00	\$ -	\$ -	\$ -	\$ 105,000.00
Contingency	\$ 190,000.00	\$ -	\$ -	\$ -	\$ 190,000.00
Total Phase 2 Project Expenses	\$ 2,150,000.00	\$ -	\$ 32,250.00	\$ (32,250.00)	\$ 2,117,750.00
Total Expenses	\$ 6,359,431.91	\$ 3,089,431.91	\$ 3,024,380.16	\$ 65,051.75	\$ 3,335,051.75
Net Income	\$ 555,248.68	\$ 790,522.78	\$ 680,337.00	\$ (110,185.78)	\$ 125,088.32



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?