

First Universalist Church Board of Trustees

June 17, 2021

Board Packet

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First Universalist Church of Minneapolis
Board of Trustees Meeting
Thursday, June 17, 2021 6:30pm ~¹ 8:00pm
Zoom²: <https://stthomas.zoom.us/j/830886549>
Facilitator: Bryana; Process Observer: Zoe, Time-Keeper: Need Volunteer

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.

II. Executive Session – Recognizing Positionality in Board Work (6:35 – 7:05)

III. Consent Agenda (7:05)

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

IV. Financial Review (7:05 – 7:35)

Break (7:35 – 7:45)

V. Change Team Update (7:45 ~ 7:55)

VI. Co-Senior Minister Evaluation (7:55 ~ 8:30)

- a. Congregational Survey
- b. Staff Survey

¹ Agenda item lengths are approximate

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US or 877 853 5247 US Toll-free, JOIN BY ENTERING THIS MEETING ID: 830 886 549

Senior Minister Board Report
Prepared by Rev. Jen Crow
June 14, 2021

I. Monitoring Items

A. Staff and Volunteer Changes

Rev. Justin Schroeder completed his ministry with us on June 6th, 2021. Thank you to his Good Goodbye Team (Ginny McAninch, Bette DeMars, Lena Gardner, Frederic McDonald-Dennis, Karin Wille, Nancy Gaschott, Rich Jaeger) for such thoughtful preparation, gifts, and celebration.

We have hired a new Director of Worship Arts, Dr. Glen Thomas Rideout, who will begin work with us on August 1, 2021. Thank you to the Hiring Advisory Team (Cindy Marsh, Katharine Harrell, Fawzia Khan, Janet Mills, Rev. Arif Mamdani) for working with me in this process.

Plans for re-opening the church building this summer and fall continue, along with hiring processes to increase staffing to meet these needs. We anticipate hiring a new Office and Facilities Manager and Young Children's Program Assistant over the summer. We have recently confirmed that Grace Neighborhood Nursery School will be leasing space from First Universalist beginning on August 15th, 2021 for a three-year term.

B. Financial Condition,

Included in this report you will find an Operating Income and Expense Summary that reflects our annual operating budget income and expenses through the end of April 2021. You'll notice that with forgiveness of our PPP loan, we are expecting to end the year with a surplus.

You will also see a Capital Project Income and Expense Summary from the end of March 2021, and one from the end of May 2021. All income and expenses are on track.

C. Staff Survey - Please see the summary here:

 **Staff Survey Summary May 2021**

D. Capital Campaign

Phase 2 of building renovations are underway. Preliminary demolition of the social hall has been completed and final plans are being set. We are currently in the final stage of budgeting and scope adjustment for our project, and construction has begun in earnest.

All financial documents, an environmental survey, and building appraisal have been completed and provided to Sunrise Bank for our \$2 million loan - and our loan is

currently in underwriting, with an expectation that all conditions will be finalized and cash will be available to us within the next few weeks.

Fundraising for Phase 2 has begun, with the goal of raising as much as possible to offset the additional \$1.3 million cost included in Phase 2 of construction. Thus far, we have over \$570,000 in additional commitments toward this goal. We look forward to inviting the rest of the congregation to join in funding Phase 2 over the next few months.

**First Universalist Church Meeting
May 20, 2021**

I. Welcome and Call to Order

Participating: Bryana French, Daryn Woodson, Dan Moriarty, Ben Miles, Dan Moriarty, Yahanna Mackbee, Julica Herman de la Fuente, Zoe Mulvihill, Justin Schroeder, Jen Crow, Christa Anders

II. Consent Agenda

- a. *Approval* of April meeting minutes
- b. *Monitoring*: Congregant grievances
- c. *Monitoring*: Acceptance of attendance and membership numbers and trends
- d. *Monitoring*: Acceptance of staff and significant volunteer changes

APPROVED.

III. Co-Senior Minister Evaluation Process

- a. Congregational Survey
 - Add to question 3 – adding if it is economically inclusive
 - Consider cultural humility as the language to be used
 - Keep it simple and send it out as soon as possible so that the results can be incorporated into the ministerial evaluation
- b. Monitoring: Ends outcomes review (AKA measurable visionary Goals) – intentional for next set of goals and thinking this year's for practice

Agreed that we will ask Justin if he wants to be evaluated and allow for qualitative feedback in the survey tool.

IV. Annual Meeting June 6, 2021

- a. Finalize language for Youth Board Member Bylaws Change

Article III.1.e. The church may elect two Youth Trustees of the church to serve on the Board, in addition to the 9 Trustees elected under Paragraph a. Youth include those who are between the ages of 16-24 years of age, to align with the developmental periods of older adolescence and emerging adulthood. Youth Trustees may be elected for one-year terms, renewable for up to three times/years. There should be two Youth members serving at a given time to reduce isolation and tokenization of youth on an otherwise adult Board. Youth Trustees shall be voting members of the church and are full voting members of the Board. Youth members are recruited and selected by the Director of Youth Ministries and other youth in consultation with the Nominating Committee and approved by the Board.

- b. Access and Inclusion for the virtual meeting

The Board approved a policy to facilitate inclusion in the annual meeting. As people register for the Annual meeting and indicate a special need, the church staff are authorized to work with them so that their votes can be included and counted.

c. Racial Justice Resolution Update

We are planning to move forward with the Racial Justice resolution at the annual meeting. Ben, Dan and Christa participated in the congregational meetings. People who have been attending have been very appreciative and supportive and indicated a hopefulness that the resolution would pass. There is some worry about language that would indicate support about defunding the police.

Ashley Horan recommended that we be prepared to answer the question about defunding the police. In reality, this is not a yes/no question.

It was discussed that the little Black girl who got shot and killed this week may not be centered in this resolution. The people who are most impacted by systemic racism are low-income people of color. This resolution maybe feels like it is centered on more middle and higher income people of color. How can we better center low-income issues such as gang violence, drug abuse and addiction etc. We talked about how to get this resolution through and continue to work on all of these other issues. We also talked about how we are not ready to center low-income communities because we are not really in community with them. Yes, we do have relationships with organizations but they are more charity focused. First U needs to work in community with the people we ARE in community with – and right now those people may be middle income. We want to step out of binary thinking. Who do we need to be accountable to? The people who are in the congregation now.

It was agreed that we would send out some explanatory/educational material along with a “straw poll.”

d. Parliamentarian Volunteer

Bryana will ask some church members if they will be willing to serve in this role.

V. Fiduciary Responsibilities

a. Monitoring Financial review and audit

Keven and Jen will email the March financials out. Capital campaign is coming in as planned. We are in underwriting with the bank right now for the loan. They have started fundraising for the \$1.3 M and are already at \$500,000.

We held two meetings to discuss the budget with the congregation. They were well attended and people affirmed the direction that we were heading. Note that this budget does not include switching to the UUA insurance plan.

The meeting with the Historic Preservation folks went well. Laura Cooper, Dan Berg and Eric Cooperstein did a great job.

Motion made to approve the budget. **APPROVED.**

VI. Executive Session

We loved up Reverend Schroeder!!

**First Universalist Church
Annual Meeting of the Membership
June 6, 2021**

Call to Order

187 Participants were online, constituting more than the necessary number of participants per our Bylaws.

Bryana French, Chair of the Board of Trustees, welcomed everyone to the 162nd annual church meeting.

Chalice Lighting

Love is the spirit of this church and service is its law. This is our great convent: to dwell together in peace, to seek the truth in love and to help one another.

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

Motion was made to authorize the Board of Trustees to approve the minutes of the Annual Meeting at a subsequent Board meeting.

APPROVED. 97% yes, 3% abstain

Appointment of Parliamentarian

Motion was made to appoint Eric Cooperstein to serve as the Parliamentarian for the Annual Meeting.

APPROVED. 97% yes, 3% abstain

Co-Senior Minister's Report/Visionary Goals Review

Reverend Jen Crow and Reverend Justin Schroeder presented their annual report to the congregation and reviewed our collective progress on our Visionary Goals.

Co-Senior Ministers' Report (continued)

Visionary Goal #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.*

- We welcomed people from around the world to our vibrant, dynamic, intergenerational, online worship services, featuring stories and song from Aimee K. Bryant, a variety of congregants, the choir, and many others.
- We offered online membership class, Small Groups, grief groups, and more.
- We offered online and online/multi-platform memorial services to members and friends.
- In every aspect of our ministry, we sought to support those most deeply impacted by the twin pandemics of racism and Covid-19.

Co-Senior Ministers' Report (continued)

Visionary Goal #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.*

- We offered intergenerational Sunday services, with children and families doing the chalice lighting, youth often telling a story for all ages, and youth deeply ministering to us during the Coming of Age and Youth Sunday services.
- Dozens and dozens of church elders participated in Legacy Circles.
- Through church programming on Zoom (classes, Circles and more), we built community and meaningful relationships.

Co-Senior Ministers' Report (continued)

Visionary Goal #3: *First Universalist is a **multiracial, multicultural, 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.*

- This past year, we focused on becoming a "Community of Communities," creating an Accessibility and Inclusion Community, a UU's in 12 Step Recovery Community, a Single Parent/Caregiver Community, a BIPOC Youth Space, a BIPOC Circle, and many others.
- Our Care Companions were available to meet with congregants after every service, Wednesdays and Sundays. Our Pastoral Care Ministries also shared "Grief Kits" and "Love Kits" with Congregants.

Co-Senior Ministers' Report (continued)

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

- With the hiring of Julica Hermann de la Fuente as our Director of Liberation and Transformation Ministries, First Universalist sought to bring our commitment to dismantling white supremacy culture and building Beloved Community to a new level.
- We supported Black Lives of Unitarian Universalism with our Holiday Giving (year 2 of 5)
- In the late winter and early spring of 2021, over 80 congregants participated in First Universalist Abolition Circles, spaces designed to share the rich and deep history of the abolition movement.
- Today (this weekend), many First Universalist members are supporting our indigenous siblings in their fight against the Line 3 pipeline.

Special Recognition of Outgoing Church Leaders

Ray Dillon shared thanks for the outgoing Nominating Committee members: Sharon Ramirez and Pat Gottschalk.

Suzan Klein shared thanks for the outgoing Foundation Directors: John Bringewatt, Jill Anderson, Leila Ambrus, Rochelle Hammer.

Bryana French shared thanks for the outgoing Church Trustee Christa Anders.

President's Report

Bryana French, Board President, gave her update on the year. She noted that the Board was using Adrien Maree Brown's fractal model of leadership. This means that the Board tried to do things on a small scale to encourage transformation on a large scale. The Board increased youth leadership by inviting Zoe Mulvihill and Yahanna Mackbee to serve on the Board. The Board focused on leaning into becoming an anti-racist, anti-biased team with coaching from Julica Herman de la Fuente. It was a challenging year but a good year.

Fractal Model of Leadership

- Continuing to lead through multiple pandemics
- Financial stability
- Youth board members
- Relational, anti-oppressive Board member development
- Reinvigorated Change Team
- Racial Justice Resolution



Financial Report

Reverend Crow presented the financial report. Despite a year of unpredictable change, thanks to careful stewardship and congregation's generosity, we will end the year with a balanced budget.

Fiscal Year 2021-22

- Operating budget is a tangible expression of our values, vision, and mission
- We focused on
 - Responsible financial stewardship
 - Appropriate staffing levels needed to care for our congregation and our community
 - Continuing progress toward our visionary goals, especially our third Visionary Goal which states that
 - **First Universalist Church is a multi-racial, multicultural, 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.**

Proposed Budget

- We are in a transitional time
 - Ongoing impact of COVID 19 pandemic
 - Ongoing impact of pandemic of racism in America
 - Rev. Justin's departure and welcoming a new minister/director of worship arts
 - Re-opening our building to in-person ministries while maintaining online offerings
 - Shifting into membership without bounds (no geographic requirement for membership)
 - Greater commitment to accessibility and inclusion
 - Preparing for new visionary goals for 2022-2027

Proposed Budget

The proposed operating budget includes the Board's direction to proceed with:

- Hiring a full-time director/minister of worship arts
- Focus our resources on youth and BIPOC needs
- Continue progress toward our visionary goals
- Deliver a balanced budget.

Over the next 3 years, we will continue to **diversify our income streams** through building rentals, coaching and consulting that supports individual and institutional anti-racism and anti-oppression goals, and launching a family spiritual resource center.

All of these efforts will support not only our church community, but our larger community. We will continue to transform our focus so that our building and our ministries are truly **Not for Ourselves Alone**. Recognizing that two income streams (PPP loans and capital campaign operating budget support) will end at the conclusion of the 2021-22 church year, we intend to use the 2021-22 fiscal year as a runway to help us build the needed infrastructure and staffing to successfully grow our income through consulting, coaching, rentals, and our new family spiritual resource center.

Proposed Budget - Income

- Annual Giving total of \$1,200,000 (largest source of income)
- Includes Paycheck Protection Plan forgivable loan of \$102,000
- Rental income of \$92,000, welcoming Freedom School and Grace Neighborhood Nursery School
- Combined Close the Gap and Fundraising planned for \$40,000
- Coaching for religious professionals and congregations seeking to build anti-racist and multicultural/multi-racial communities
- Staff continue to allocate hours to the capital campaign budget for all work done to prepare for and accomplish building renovation projects (\$20,000)

Proposed Budget - Expenses

- Staffing
 - Additional staffing for Facilities and Office Management
 - Maintaining current tech and membership support staffing
 - Full-time Director/Minister of Worship Arts
 - Full-time Director of Liberation and Transformation Ministries (previously known as our half-time Director of Anti-Racism and Anti-Oppression Ministries)
 - Increase in Rev. Karen Hutt's time with us from .25 to .33 FTE
 - Increase to Children, Youth, and Family Ministry staffing
 - Continued steps to pay all staff positions within minimum salary guidelines
- Other costs
 - Increased health insurance costs
 - Increased building related costs
 - A 5% increase in our commitment to the UUA

The Freedom School will be using our space this summer starting in one week! Grace Neighborhood Nursery signed a 3-year lease. These will help provide rental income.

The Recommended Budget for 2021-2022

Keven Ambrus and Reverend Crow presented the recommended budget for 2021 – 2022. Keven Ambrus recognized the hard work that Rev. Crow, staff and Board did to make it through the pandemic with a balanced budget.

	2020-21 Budget	2020-21 Year End Projections	2021-22 Proposed Budget
REVENUE			
Support			
Annual Giving	1,005,400.00	1,028,574.96	1,140,000.00
Donations/Fundraising	350,100.00	299,132.34	320,200.00
Released from Restriction	166,866.80	121,628.32	20,000.00
Total Support	1,522,366.80	1,449,335.62	1,480,200.00
Earned Revenue			
Rental Income	15,400.00	15,083.64	92,500.00
Investments	9,125.00	17,306.54	11,500.00
Other Income	12,333.00	19,428.00	40,000.00
Total Earned Revenue	36,858.00	51,818.18	144,000.00
Total Revenue	1,559,224.80	1,501,153.80	1,624,200.00
EXPENSES			
Expenses			
Personnel Expenses	1,132,050.00	1,058,879.71	1,279,499.31
Program Expenses	71,350.00	41,132.21	67,900.00
Administrative Expenses	179,737.96	127,395.52	176,130.26
Building & Grounds	113,150.00	96,327.84	100,600.00
Other Expenses	57,000.00	170,934.28	0
Total Expenses	1,553,287.96	1,494,669.56	1,624,129.56
NET TOTAL	5,936.84	6,484.24	70.44

Consideration and Vote on Annual Budget

Motion to limit conversation to two minutes per person and not to exceed 20 minutes in total for the agenda item.

APPROVED. 97% yes, 1% no, 2% abstain.

Q: What does other expenses mean? Should we have something built in to cover unexpected items? Looks like there is no wiggle room.

A: The largest item that goes in there are things that are released from restrictions. Anything that is released in the income side is then released as expenses and they “wash” each other out. Because we have not included anything else in release from restriction so that is why that is zero.

Q: How confident are we with rental income?

A: Quite confident. Grace Nursery School will be with us M – F from 8 to 3:30 and they signed a three-year lease. The Freedom School will be here over the summer and there is also a T-Mobile antenna on the top of our building.

Q: What is other income?

A: Other income is from coaching and consulting.

Q: What do we mean by released from restricted?

A: Sometimes we get donations that are “restricted”, for example it specifically has to be spent for childcare and so we can only spend it on childcare and when we do that, we “release” it.

Q: When will the new positions start?

A: August 1 will be the start date for new minister and new admin.

Q: If the Worship Arts minister is BIPOC, do we have plans to hear the voice of white men who are working for racial justice and sharing their learning and growth, which Justin did so beautifully?

A: We will welcome and ensure that multiple voices and identities will be part of worship.

Motion to approve the budget. **APPROVED** 96% yes, 0% no, 4 % abstain.

Bryana noted that staff have worked hard with people to make sure that this meeting was accessible for those who cannot access the Zoom meeting and/or polling.

Capital Campaign



Not for Ourselves Alone: Building an Inclusive Future

First Universalist Church Capital Campaign

- Expand Welcoming Hospitality
- Enhance Worship Experience
 - Ensure Inclusive Programs
 - Encourage Future Ministries

In 2017, we raised more than \$4.5 million for renovations to improve our church’s accessibility, hospitality, welcoming presence, and education & meeting spaces; allow us to address deferred maintenance and secure our financial future; and improve the worship experience through enhancements to the sanctuary.

Phase 1 Review

- New roof on RE Wing & Atrium
- New & environmentally friendly HVAC units and controls for the RE wing
- Fully accessible & gender inclusive restrooms. Family restroom with accessible shower.
- New ADA ramp to the Atrium entrance
- A dedicated sanctuary apartment/living space - with kitchenette and accessible restroom.
- Upgraded, accessible senior high lounge and youth space
- Upgraded security, Audio/Visual, and HVAC controls



Phase 1 - Continued

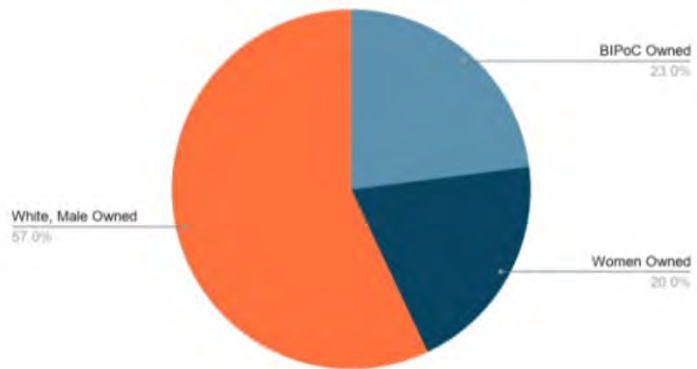
- A new **Cummins Room** with updated A/V equipment and an accessible restroom
- Connected nursery, toddler, and pre-K rooms with their own restroom
- Upgraded A/V equipment and internet access in all classrooms and offices
- New first floor office space
- Fresh paint, carpet and flooring, LED lighting, classroom and meeting room furniture
- Water damage remediation and waterproofing of the RE Wing



Phase 1 Facts

- Completed on time and on budget
- Total spent at end of Phase 1: \$3,350,000 - including mortgage payoff, critical repairs, and Phase 1 renovations
- Vendor policy results
- Team: Watershed Partners, Miller Dunwiddie and Flannery Construction

Diversity of Vendors



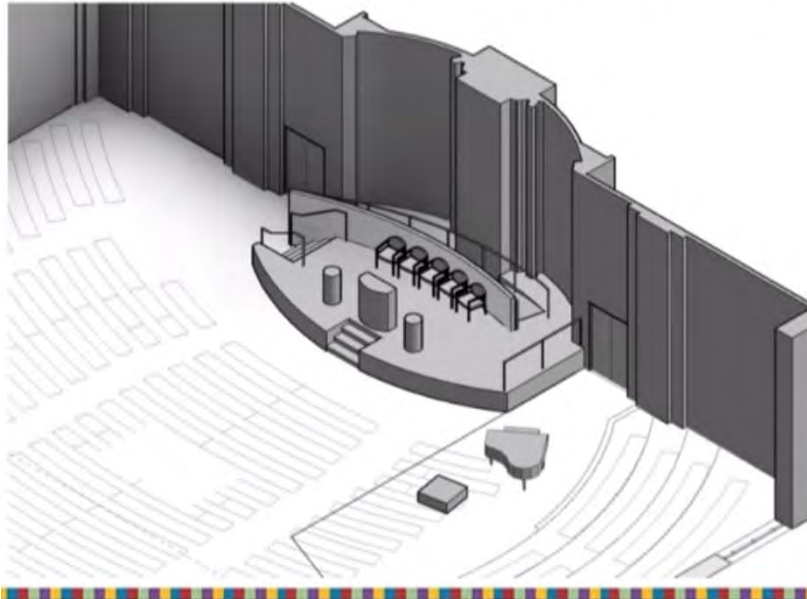
We have done a lot already!! We have used our vendor policy which has resulted in significant contributions from women and BIPOC-owned firms. We are hoping to reach 50% women and/or BIPOC-owned in Phase II. We welcomed new architects and hope to be in the building by mid-September.

Phase 2: Moving Forward

- In November the Board approved moving forward with Phase 2 immediately - with the intention that the building would be **complete and ready when we are able to return to gather in person - mid-September 2021**
- Continuing to work with Flannery Construction & Watershed Partners, welcomed architects LHB and MDA
- In April, the Board approved an additional \$300,000 in spending for Phase 2, to ensure that adequate HVAC, audio visual, accessibility and inclusion, and critical repair upgrades were included in the renovations.

Coming up: New accessible ramp, cushions, more space for the choir with Bluetooth and hearing loop for accessibility.

Phase 2 Preliminary Design - Sanctuary



- New carpet & paint
- New hard surface in front of Choir
- More space in front of Choir
- Pew Cushions
- ADA cutouts in pews to improve accessibility
- Improved audio visual equipment to improve hearing accessibility and allow for live-streaming and in-person/online worship

Social Hall Renovations

- Increase welcoming & warmth and improving accessibility: remove current “garage” storage area, restore original stairway, new ceiling, lighting, and upgrade audio visual equipment
- Increase and improve storage space and wall space available for art and announcements/displays
- Sound mitigation - new acoustically rated doors at top of stairway, new materials will reduce noise, attention at other entries to contain sound

We need \$1.3 million in additional support in order to avoid a new long-term mortgage. A small group has been fundraising to complete this work. The Environmental Justice Team has been working to support the solar installation, pooling the contributions of its members to make a significant contribution to these additional costs. In total, our preliminary efforts have raised \$570,00 in new pledges. This is fantastic and Rev. Crow hopes that others will respond generously when asked.

Elections

Jim Ramnarine, Chair of the Nominating Committee, joined us from California where he is getting a new guide dog!

New Candidates for the Board of Trustees:

Matt Keller, first term
Rebecca Slaby, first term
Cathy Geist, first term, (two year)

Motion to approve candidates for the Board of Trustees: APPROVED. 97% yes, 1% no, 3% abstain.

Officers for the Board of Trustees:

Daryn Woodson, President
Dan Moriarty, Vice President
Sarah Hedge, Secretary
Keven Ambrus, Treasurer

Motion to approve officers for the Board of Trustees: APPROVED. 97% yes, 0% no, 3% abstain

New Candidates for the Foundation Board:

Janet Merrill, First Term Chair
Bonita Hill, First Term
Rui Rui Bleifus (one year), First Term
Deborah Talen, First Term
Ginny Halloran, Second Term

Motion to approve candidates for the Foundation Board: APPROVED. 96% yes, 1% no, 3% abstain.

New Candidates for the Nominating Committee:

Susannah Marshall, First Term
Evelyn Brown, First Term

Motion to approve candidates for the Nominating Committee: APPROVED. 95% yes, 1% no, 4% abstain.

Jim thanked the members of the Nominating Committee: Pat Gottschalk, Sharon Ramirez

Delegates to the UUA General Assembly 2021, June 23 -27, 2021.

Note: We can have up to 20 delegates.

Martha Easter-Wells
Liv Dalby
Susannah Marshall
Jill Braithwaite

Motion to approve delegates to the UUA General Assembly. APPROVED. 96% yes, 0% no, 4% abstain

We welcome additional delegates between now and the UUA Annual meeting.

Motion to allow the Board to appoint additional delegates to the General Assembly. APPROVED. 97% yes, 1% no, 2% abstain.

Racial Justice Resolution

Board member Ben Miles introduced the Racial Justice Resolution. A video from the Board of Trustees was shared. You can see the video here:

<https://drive.google.com/file/d/14HCPRhJl78fTT5JAbF0u-dH3umyBaEbF/view?usp=sharing>

Susannah Marshall spoke in support. She was grateful for the Town halls, the Abolition Circles. She identifies as a White person and is learning every day to combat white conditioning. As a health practitioner, when she hears “I can’t breathe” she thinks of Code Blue. I can help open doors and make sure that we are not being an impediment. She hopes people support this resolution.

Lark Weller spoke in support. This church is beloved to her. We are good at talking the talk. We are all well intentioned. We are not always humble and want to have perfection in the written word. She urged her fellow White congregants to slow down and listen to our BIPOC sisters and brothers. Let your goals for perfectionist language sit with you and let our wise BIPOC leaders lead us.

Mark Bohnhorst had some suggestions for language. One is a friendly amendment to include elders in addition to sisters and brothers. Bullet 3 of the “therefore” clauses commits to advocating for fundamental change in the criminal punishment system. Bullet 2, which calls out sexual and domestic abuse in particular, calls for change “without relying on police or prisons.” While there is a diversity of views, many victims of sexual violence very much insist on involving the police and prisons. For example, a long-time friend of my son is serving a long prison sentence for having raped his former girlfriend at knife point. Mark asked if we could delete “without relying on police and prison from bullet 2.”

MOTION to Amend the Racial Justice Resolution to replace “brothers and sisters” with “elders” and to insert “solely” in the bullet point so that it reads:

- Ensuring and redefining safety in our communities for ALL BIPOC bodies and at-risk individuals and communities (especially Indigenous Women and Women of Color, immigrants, people with disabilities, gender expansive people, survivors of domestic and sexual abuse), without relying solely on police or prisons.

APPROVED. 89% yes, 4% no, 7% abstain.

David Bach was Chair of the Board when we adopted our first Racial Justice resolution. He sees this as a growth process and that this resolution has included more voices. He is fully supportive of this new resolution.

Peg Mitchell – did we have any conversations about reparations? Ben Miles responded that we had a more broad conversations and it is more of a visionary document about the congregation we want to live into. We want to enter into those conversations and grow into those conversations.

MOTION TO PASS THE RESOLUTION AS AMENDED. 93% yes with 7% abstention.

NOTE: Amended and approved Racial Justice Resolution attached below.

Bylaws Change to Encourage Youth Participation in Leadership

We have had the wonderful youth participants on the Board this year, Zoe Mulvihill and Yahanna Mackbee, and the Board would like to institutionalize that.

Bylaws Change to Encourage Youth Participation in Leadership

Article III.1.e.

- The church may elect two Youth Trustees of the church to serve on the Board, in addition to the 9 Trustees elected under Paragraph a.
- Youth include those who are between the ages of 16-24 years of age, to align with the developmental periods of older adolescence and emerging adulthood.
- Youth Trustees may be elected for one-year terms, renewable for up to three times/years.
- There should be two Youth members serving at a given time to reduce isolation and tokenization of youth on an otherwise adult Board.
- Youth Trustees shall be voting members of the church and are full voting members of the Board.
- Youth members are recruited and selected by the Director of Youth Ministries and other youth in consultation with the Nominating Committee and approved by the Board.



Marjorie Smith noted that ten years ago they youth on the Foundation Board it was an unqualified success.

Motion to support the amendment to our Bylaws: APPROVED. 91% yes, 2% no, 7% abstain

Good Goodbye for Reverend Justin Schroeder

Rev. Schroeder was joined by his wife Juliana Keen and their two sons, Tucker and Jesse.

Ginny McAninch introduced the Good Goodbye Team and a memory box full of notes and reflections from congregants.

Rev. Schroeder was given a gift from the congregation. It is a broadside of William Stafford's poem "The Way it Is". A broadside is both a poem and a piece of art. They acquired the broadside from

the William Stafford Foundation. It was framed and presented by Bette Demars on behalf of the congregation.

Tucker and Jesse also received pillows that were especially made for them by the church community because they are special to us and we will miss them, and we wish them the best!

There have been 26 reflections posted on the Liberal newsletter in the past months. Nancy shared thanks for those who contributed. These will be made into a book and given to Justin and will also be copies in the church library.

Now go forth and keep loving the hell out of this world!!

Meeting adjourned.

First Universalist Church of Minneapolis Recommitment to Racial Justice Resolution June 2021

WHEREAS:

- The state of Minnesota has some of the worst racial disparities in the country;
- The murder of George Floyd, an African American man, by a White police officer in Minneapolis, the violence inflicted upon Iyanna Dior, a Black trans woman, and full ICE detention centers in Minnesota and family separation policies confirm that White supremacy culture (e.g., White-body supremacy, White guilt, White savior complex, White fragility, and White rage), structural racism, race-based immigration policies, colonialism, misogyny, transphobia, ableism and other systemic oppression remain pervasive and insidious elements of our community;
- We continue to experience the violation of the rights, territories, and bodies of Minnesota's Indigenous People, as evidenced by the disappeared and murdered Indigenous women, and the approvals of crude-oil pipelines that destroy ancient lands and threatens water supplies;
- White-identified communities and religious organizations, including First Universalist Church, have benefited from White supremacist systems of oppression, capitalist structures and anti-Blackness practices including but not limited to those related to law enforcement, policing & incarceration, environmental extraction and destruction, housing, land use patterns, health care, voter suppression, education, access to community services and resources, and economic opportunity, and whereas these truths impact our ability to live into our values;
- First Universalist Church of Minneapolis publicly declared its commitment to continuing the fight for Racial Justice through ongoing changes to the processes of the church, leadership, education, advocacy, self-reflection, and relationship-building in a Resolution approved by the Congregation on May 31, 2015;
- In that same resolution, First Universalist Church committed to addressing structural racism and Whiteness in the church through intentional efforts in every area of our ministry and work;
- The third visionary goal of the church states that "First Universalist is a multiracial, multicultural, 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;"

- This third visionary goal has not yet been realized, as measured by the small percentage of current members that do not identify as White (1-2 percent), and by the fact that some of our Black, Indigenous, and People of Color (BIPOC) members report experiencing our practices and services as still culturally White;
- First Universalist Church has engaged in education, training and work to learn about systemic racism and the history of White supremacy culture in America;
- Despite this education, training and work, we acknowledge that we have a long way to go before Black, Indigenous and People of Color in our congregation feel a sense of fully belonging, support and love;
- First Universalist Church has experienced success in supporting transformational change in public opinion, policies and laws as most recently demonstrated by our collective work to ensure that same sex couples have the legal right to marry and our efforts led by our Lakota elders to return the traditional name to Bde Maka Ska;
- Dismantling White supremacy requires a re-allocation of resources, reconciliation, and reparations, and it requires individual, congregational and communal sacrifice and discomfort for those with privilege;
- Our faith demands that we continue to educate ourselves and move to action to create a more just, equitable, safe, and healthy community and environment for all;

Therefore, be it resolved that First Universalist Church of Minneapolis publicly declares its commitment toward BIPOC liberation and joy, as we dismantle White Supremacy, anti-Blackness, colonization, racism, environmental destruction, and other oppressions, both in ourselves and our institutions by:

- Journeying toward spiritual wholeness by building a diverse, anti-racist, Beloved Community, as envisioned by the Rev. Dr. Martin Luther King, Jr.;
- Ensuring and redefining safety in our communities for ALL BIPOC bodies and at-risk individuals and communities (especially Indigenous Women and Women of Color, immigrants, people with disabilities, gender expansive people, survivors of domestic and sexual abuse), without relying solely on police or prisons;
- Challenging and advocating for fundamental change in the criminal punishment system/prison industrial complex; unjust immigration policies and laws; voter suppression of all forms; disparities in health, education, housing, and economic policies and wherever racial disparities are present;
- Demanding fair access to the resources and healthy environments we all need and an end to violence, so that ALL people experience safety;

- Developing a deep understanding of the need for healing for ALL (both as individuals and as a collective);
- Investing in holistic strategies for addressing violence that speaks to the intersection of ALL forms of oppression through community-based initiatives/organizations;
- Humbly following the leadership of Black Minnesota leaders as well as other leaders of color and Indigenous leaders that are aligned with our theology, and refraining from performative action;
- Supporting re-allocating resources, reconciliation and reparations, recognizing that the intersectionality of racial justice, economic justice, and environmental justice is central to our goals;
- Continuing to work with and through Community Partner organizations, whose work is at the intersection of racism and economic injustice, environmental injustice, housing injustice, immigration injustice and/or other oppressions impacting BIPOC communities;
- Holding each other and our local leaders accountable (both for their words and their actions) in compassionate (though not always comfortable) ways;
- Investing our time and treasure in ways that support these goals;
- Grounding our actions in Unitarian Universalist principles, especially the [8th Principle](#);
- Engaging in continuous intentional learning, especially as we willingly engage the discomfort and self-examination that is necessary to change the White supremacist culture present in our own congregation; and
- Staying in this struggle for now, and for generations to come, because this work for racial justice and planetary survival will not be done in our lifetimes.

APPROVED. June 6, 2021

First Universalist Church of Minneapolis Recommitment to Racial Justice Resolution June 2021

WHEREAS:

- The state of Minnesota has some of the worst racial disparities in the country;
- The murder of George Floyd, an African American man, by a White police officer in Minneapolis, the violence inflicted upon Iyanna Dior, a Black trans woman, and full ICE detention centers in Minnesota and family separation policies confirm that White supremacy culture (e.g., White-body supremacy, White guilt, White savior complex, White fragility, and White rage), structural racism, race-based immigration policies, colonialism, misogyny, transphobia, ableism and other systemic oppression remain pervasive and insidious elements of our community;
- We continue to experience the violation of the rights, territories, and bodies of Minnesota's Indigenous People, as evidenced by the disappeared and murdered Indigenous women, and the approvals of crude-oil pipelines that destroy ancient lands and threatens water supplies;
- White-identified communities and religious organizations, including First Universalist Church, have benefited from White supremacist systems of oppression, capitalist structures and anti-Blackness practices including but not limited to those related to law enforcement, policing & incarceration, environmental extraction and destruction, housing, land use patterns, health care, voter suppression, education, access to community services and resources, and economic opportunity, and whereas these truths impact our ability to live into our values;
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- The third visionary goal of the church states that "First Universalist is a multiracial, multicultural, 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;"

- This third visionary goal has not yet been realized, as measured by the small percentage of current members that do not identify as White (1-2 percent), and by the fact that some of our Black, Indigenous, and People of Color (BIPOC) members report experiencing our practices and services as still culturally White;
- First Universalist Church has engaged in education, training and work to learn about systemic racism and the history of White supremacy culture in America;
- Despite this education, training and work, we acknowledge that we have a long way to go before Black, Indigenous and People of Color in our congregation feel a sense of fully belonging, support and love;
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Therefore, be it resolved that First Universalist Church of Minneapolis publicly declares its commitment toward BIPOC liberation and joy, as we dismantle White Supremacy, anti-Blackness, colonization, racism, environmental destruction, and other oppressions, both in ourselves and our institutions by:

- Journeying toward spiritual wholeness by building a diverse, anti-racist, Beloved Community, as envisioned by the Rev. Dr. Martin Luther King, Jr.;
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- Holding each other and our local leaders accountable (both for their words and their actions) in compassionate (though not always comfortable) ways;
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- Grounding our actions in Unitarian Universalist principles, especially the [8th Principle](#);
- Engaging in continuous intentional learning, especially as we willingly engage the discomfort and self-examination that is necessary to change the White supremacist culture present in our own congregation; and
- Staying in this struggle for now, and for generations to come, because this work for racial justice and planetary survival will not be done in our lifetimes.

APPROVED. June 6, 2021

May Attendance								
				2021				2020
Adults	Wed.	10:00 AM	YouTube			Wed.	10:00 AM	
1st week	55	247	120	422		65	496	561
2nd week	46	196	*	242		79	421	500
3rd week	83	248	154	331		102	509	611
4th week	37	214	129	251		175	520	695
5th week		175	128	175			1147	1147
Monthly Total	221	1080	531	1421		421	3093	3514
Average for May	55	216	133	284		84	773	703
RE								
1st week				0			157	157
2nd week				0			122	122
3rd week				0			24	24
4th week				0			6	6
5th week				0			7	7
Monthly Total				0				316
Average for May				0				79
Combined Average				284				782

* COA Service not on YouTube

**Statistical Report
May 2021
Board Meeting June 17, 2021**

MEMORIAL SERVICES: 2

John Adleman, May 2

Kay Johnson, May 30

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 0

CHILDREN DEDICATED: 0

Total members as of the last meeting: 1059

To be added: 0

To be removed: 0

TOTAL MEMBERS: 1059

	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

First Universalist Church of Minneapolis

Income Statement

Analysis of Revenues and Expenses

	Actual 07/01/2020 to 04/30/2021	Budget 07/01/2020 to 04/30/2021	Variance	Annual Budget 07/01/2020 to 06/30/2021
Revenues				
Support				
Annual Giving	\$958,816.40	\$874,896.72	\$83,919.68	\$1,005,400.00
Donations/Fundraising	\$124,474.63	\$153,376.79	(\$28,902.16)	\$207,100.00
Revenue Released from Restriction	\$264,941.16	\$139,055.70	\$125,885.46	\$166,866.80
Total Support	\$1,348,232.19	\$1,167,329.21	\$180,902.98	\$1,379,366.80
Earned Revenue				
Service/Rental Income	\$19,122.91	\$20,333.40	(\$1,210.49)	\$24,400.00
Investment Income	\$42,984.35	(\$6,250.00)	\$49,234.35	(\$7,500.00)
Other Income	\$140,833.92	\$2,777.50	\$138,056.42	\$136,333.00
Total Earned Revenue	\$202,941.18	\$16,860.90	\$186,080.28	\$153,233.00
Total Revenues	\$1,551,173.37	\$1,184,190.11	\$366,983.26	\$1,532,599.80
Expenses				
Personnel Expenses	\$903,838.78	\$931,312.18	\$27,473.40	\$1,116,550.00
Administrative Expenses	\$125,282.22	\$121,060.64	(\$4,221.58)	\$149,685.96
Program Expenses	\$284,496.73	\$119,706.71	(\$164,790.02)	\$133,350.00
Building & Grounds	\$75,111.24	\$101,426.85	\$26,315.61	\$113,202.00
Other Expenses	\$13,287.28	\$833.40	(\$12,453.88)	\$1,000.00
Total Expenses	\$1,402,016.25	\$1,274,339.78	(\$127,676.47)	\$1,513,787.96
NET SURPLUS/(DEFICIT)	\$149,157.12	(\$90,149.67)	\$239,306.79	\$18,811.84

First Universalist Church of Minneapolis
Analysis of Revenues & Expenses - Capital Campaign
May 2021

	Project to Date Actual	Total Budget	Project to Date Variance
Revenues			
Revenues			
Donations	\$ 4,068,216.81	\$ 4,611,000.00	\$ (542,783.19)
Construction Loan	\$ -	\$ 2,000,000.00	\$ (2,000,000.00)
Total Revenues	\$ 4,068,216.81	\$ 6,611,000.00	\$ (2,542,783.19)
Expenses			
Initial Launch/Fundraising			
Architectural Pre-Work	\$ 2,000.00	\$ 27,000.00	\$ 25,000.00
Consultants	\$ 229,030.00	\$ 230,000.00	\$ 970.00
Launch Event	\$ 52,689.09	\$ 30,000.00	\$ (22,689.09)
Printing/Supplies	\$ 8,000.00	\$ 8,000.00	\$ -
Total Initial Launch/Fundraising Expenses	\$ 291,719.09	\$ 295,000.00	\$ 3,280.91
Miscellaneous Projects			
Architect Fee	\$ 166,795.87	\$ 166,795.87	\$ -
Debt Retirement	\$ 649,151.38	\$ 649,151.38	\$ -
Merchant Services	\$ 4,108.96	\$ 5,000.00	\$ 891.04
Misc. Capital Expenditures	\$ 77,375.87	\$ 79,555.75	\$ 2,179.88
Staff Salaries	\$ 54,100.43	\$ 95,000.00	\$ 40,899.57
Tuckpointing	\$ 122,000.00	\$ 122,000.00	\$ -
Loan Principal	\$ -	\$ 1,000,000.00	\$ 1,000,000.00
Loan Interest	\$ -	\$ 120,000.00	\$ 120,000.00
Contingency	\$ -	\$ -	\$ -
Total Miscellaneous Projects Expenses	\$ 1,073,532.51	\$ 2,237,503.00	\$ 1,163,970.49
Phase 1			
Architect Fee	\$ 134,872.70	\$ 134,372.00	\$ (500.70)
Flannery	\$ 1,459,726.11	\$ 1,521,669.00	\$ 61,942.89
Flannery Permits	\$ 19,614.13	\$ 19,614.00	\$ (0.13)
Misc. Consultants	\$ 44,012.00	\$ 14,381.00	\$ (29,631.00)
Misc. Construction	\$ 11,628.50	\$ 53,559.00	\$ 41,930.50
Owners Representative	\$ 87,654.10	\$ 87,654.00	\$ (0.10)
Owner Supplied Systems	\$ 151,936.45	\$ 97,248.00	\$ (54,688.45)
Total Phase 1 Project Expenses	\$ 1,909,443.99	\$ 1,928,497.00	\$ 19,053.01
Phase 2			
Architect Fee	\$ 28,890.00	\$ -	\$ (28,890.00)
Flannery	\$ -	\$ 1,750,000.00	\$ 1,750,000.00
Flannery Permits	\$ -	\$ -	\$ -
Misc. Consultants	\$ 42,150.00	\$ 265,000.00	\$ 222,850.00
Misc. Construction	\$ -	\$ -	\$ -
Owner Representative	\$ 43,130.00	\$ -	\$ (43,130.00)
Owner Supplied Systems	\$ 5,518.00	\$ 140,000.00	\$ 134,482.00
Solar Panels	\$ -	\$ 105,000.00	\$ 105,000.00
Contingency	\$ -	\$ 190,000.00	\$ 190,000.00
Total Phase 2 Project Expenses	\$ 119,688.00	\$ 2,450,000.00	\$ 2,330,312.00
Total Expenses	\$ 3,394,383.59	\$ 6,911,000.00	\$ 3,516,616.41

First Universalist Church of Minneapolis
Analysis of Revenues & Expenses - Capital Campaign Forecast
March 2021

	Project to Date Actual/Fcst	Total Budget	Project to Date Variance	Comments
Revenues				
Revenues				
Donations	\$ 4,609,048.17	\$ 4,611,000.00	(\$1,951.83)	\$760K of Remaining donations to be collected
Donations Phase 2			\$0.00	
Construction Loan	\$ 2,000,000.00	\$ 2,000,000.00	\$0.00	Loan not yet taken but modeled to be taken
Total Revenues	\$ 6,609,048.17	\$ 6,611,000.00	(\$1,951.83)	due to actions not taken yet (timing)
Expenses				
Initial Launch/Fundraising				
Architectural Pre-Work	\$ 2,000.00	\$ 27,000.00	(\$25,000.00)	
Consultants	\$ 229,030.00	\$ 230,000.00	(\$970.00)	
Launch Event	\$ 52,689.09	\$ 30,000.00	\$22,689.09	
Printing/Supplies	\$ 8,000.00	\$ 8,000.00	\$0.00	
Total Initial Launch/Fundraising Expenses	\$ 291,719.09	\$ 295,000.00	(\$3,280.91)	Expense favorability - This phase is completed
Miscellaneous Projects				
Architect Fee	\$ 187,765.87	\$ 166,795.87	\$20,970.00	Over budget
Debt Retirement	\$ 649,151.38	\$ 649,151.38	\$0.00	
Merchant Services	\$ 4,108.96	\$ 5,000.00	(\$891.04)	Under budget at this point
Misc. Capital Expenditures	\$ 83,538.87	\$ 79,555.75	\$3,983.12	Over budget
Staff Salaries	\$ 54,100.43	\$ 95,000.00	(\$40,899.57)	Under budget at this point
Tuckpointing	\$ 122,000.00	\$ 122,000.00	\$0.00	On budget
Loan Principal	\$ 2,000,000.00	\$ 2,000,000.00	\$0.00	Yet to be paid but model to be paid
Loan Interest	\$ 120,000.00	\$ 120,000.00	\$0.00	Yet to be paid but model to be paid
Contingency	\$ -	\$ -	\$0.00	
Total Miscellaneous Projects Expenses	\$ 3,220,665.51	\$ 3,237,503.00	(\$16,837.49)	Primarily due to actions not taken yet (timing)
Phase 1				
Architect Fee	\$ 134,872.70	\$ 134,372.00	\$500.70	Over budget
Flannery	\$ 1,525,804.00	\$ 1,521,669.00	\$4,135.00	Over budget
Flannery Permits	\$ 19,614.13	\$ 19,614.00	\$0.13	On budget
Misc. Consultants	\$ 14,381.00	\$ 14,381.00	\$0.00	On budget
Misc. Construction	\$ 72,212.00	\$ 53,559.00	\$18,653.00	Over budget
Owners Representative	\$ 87,654.10	\$ 87,654.00	\$0.10	On budget
Owner Supplied Systems	\$ 124,849.00	\$ 169,248.00	(\$44,399.00)	Under budget
Total Phase 1 Project Expenses	\$ 1,979,386.93	\$ 2,000,497.00	(\$21,110.07)	Budget favorability
Phase 2				
General Contractor + Misc Construction	\$ 1,795,907.00	\$ 1,450,000.00	\$345,907.00	Over budget
General Contractor - Board Approved Increase		\$ 300,000.00	(\$300,000.00)	Board approved increased spending
Consulting Fees	\$ 240,550.00	\$ 265,000.00	(\$24,450.00)	Under budget at this point
Owner Supplied Systems	\$ 203,394.00	\$ 140,000.00	\$63,394.00	Over budget
Solar Panels	\$ 111,000.00	\$ 105,000.00	\$6,000.00	Over budget
Contingency	\$ 150,000.00	\$ 190,000.00	(\$40,000.00)	Under budget at this point
Total Phase 2 Project Expenses	\$ 2,500,851.00	\$ 2,450,000.00	\$50,851.00	Budget unfavorability primarily due to over spend
Total Expenses	\$ 7,992,622.53	\$ 7,983,000.00	\$9,622.53	Budget unfavorability primarily due to actions not taken yet (timing)
Net Revenue minus expenses	(\$1,383,574.36)	\$ (1,372,000.00)	(\$11,574.36)	
Rebates	\$ 50,253.00			
Net Revenue minus expenses =====>	(\$1,333,321.36)			
% Budget over/(under)====>	16.70%			

LIST REBATES BELOW

Greenshare solar rebate	(\$9,344.00)
MCC BEEGP	(\$3,000.00)
MPLS GCS	(\$14,894.00)
Centerpoint and Xcel	(\$13,015.00)
Estimated LED Phase 2	(\$5,000.00)
Estimated HVAC Phase 2	(\$5,000.00)
Total Rebates =====>	(\$50,253.00)

Change Team (CT) Meeting Agenda & Notes

June 3, 2021 ~ 6:30-8:30pm

Attendees: Present: Charmagne Campbell-Patton, Sarah Hedge, Julica Hermann de la Fuente, Yahanna MackBee, Marguerita Tajibnapis, Karin Wille, Jen Crow. Absent: Keith Washington, Joel Fortang

Welcome Marguerita welcomed the group.

Grounding & Lighting of the Chalice

Julica will lead a grounding with somatic abolition practice. At the end, we will light our chalice. (Note: In Julica's absence, who was still in another meeting, Charmagne led this practice.)

Check In: Marguerita invited everyone to check in.

What is your mood as you enter the meeting? What is present for you? Please share in one or two sentences.

Pursuits for the Meeting:

1. Board Update (6:40pm)

Jen reported that there was an update on the RJ resolution and the proposed Bylaw change to add youth Board members, who will be chosen by the Board/Nominating Committee. On the budget, the Board is still working to get salaries in alignment with minimum guidelines and our values.

(Julica will check notes from board meeting and drop them here)

2. Covenant Review (6:42pm; Julica)

Julica will draft the [Change Team's Covenant-In-Progress](#) for brief discussion and continued approval process.

Update: Julica didn't have time to get this drafted, so we will discuss it at our next meeting.

Goal: approve our covenant. (Update: Moved to next meeting)

3. Definition and parameters of the change team (6:55)

Discussion: setting the parameters of what the change team will do, and its relationship with the board, based on the Dismantling Racism description, pp. 68-73. [Link to Dismantling Racism Workbook](#)

There was a discussion about the Job of a Change Team as set forth in the Dismantling Racism book. That led into a conversation about the RJ Rubric.

Goal: determine and approve the parameters of the change team.

Update: Sarah and Julica had had a conversation with Daryn earlier in the year about keeping black liberation and joy at the forefront of our language and RJ work. Julica suggested that she and Sarah re-visit that conversation with Daryn, and that following the conversation, the two of them rework the Workbook language for approval by the Team.

5 MINUTE BREAK (7:25pm)

4. RJ Rubric - the focus of the change team's work (7:30pm)

Julica will share how she uses the rubric with other congregations. [Link to the RJ Rubric](#)

Goal: Decide whether the racial justice rubric is the primary tool we will use for our organizational work moving forward

Update: The CT unanimously agreed to use the RJ Rubric as a primary tool for assessment and moving forward with organizational work.

5. Racial Justice Resolution Update (8:00pm; Julica)

Brief review of the results of the straw poll.

Update: Julica reported that 113 people responded to the straw poll. The primary question was how would you vote on the RJ Resolution if you were to vote today. Of those responding, 76% would vote yes, 16% would vote no, and 8% would abstain. Julica will post the survey responses as a link for the team. She suggested we look at the responses as a educational opportunity, recognizing that people are at different places on their RJ journeys, and that peoples' opinions will continue to shift and change.

Yahanna asked about a definitions page for certain words in the resolution. Julica had made a definitions video; she will create a page tomorrow and link it to the resolution.

[Link to the straw poll results is here.](#)

Goal: determine how this will inform our future work.

Jen observed that the resolution can inform our work in two ways: 1) the response to the straw poll and whatever is said on Sunday, and 2) the recommendations in the resolution itself for direction and action.

6. Action Steps: (8:10pm)

DATE	WHAT	WHO	NOTES
<i>By the Monday after this meeting</i>	Review notes from meeting	Change team members	We will edit and add notes as needed. Sarah will forward the notes to the Board.
<i>July 2021</i>	Julica will send invitation	Charmagne, Marguerita, Yahanna, Julica	*Join the RJ summit planning team and plan it!
<i>July 2021</i>	covenant	Julica	Draft covenant statements and send to change team in advance of August meeting
<i>July 2021</i>	Specify the parameters of the change team work	Sarah, Daryn and Julica	Will meet to review and improve the change team description in Dismantling Racism Workbook and enhance it by focusing it further on BIPOC liberation and joy. The draft will be shared with the change team in advance of the August change team meeting.
<i>August 2021</i>	Change Team Co-visions with other RJ entities at RJ Summit	Change Team, Board and other RJ groups	*Define the relationships between the CT, the Board, Racial Justice Education Team (RJET), Faithful Action Council, and other relevant groups (and how to build deeper trust among the groups) - at the RJ Summit *How does one develop a “plan” for dismantling White Supremacy (WS) and liberating BIPOC? Figure out how to develop a work plan/goals that are specific and achievable. Use the racial justice rubric. *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?)
<i>On-Going</i>	Systematize tools and	Change Team members	Focus on liberation, de-center White Supremacy, etc.

	team process		Clarify roles; build trust; hold space for CT and board in meetings.
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Next meeting: Thursday, August 5. No meeting in July!

Check Out (8:25pm):

What is one word or phrase that sums up how you are feeling right now?

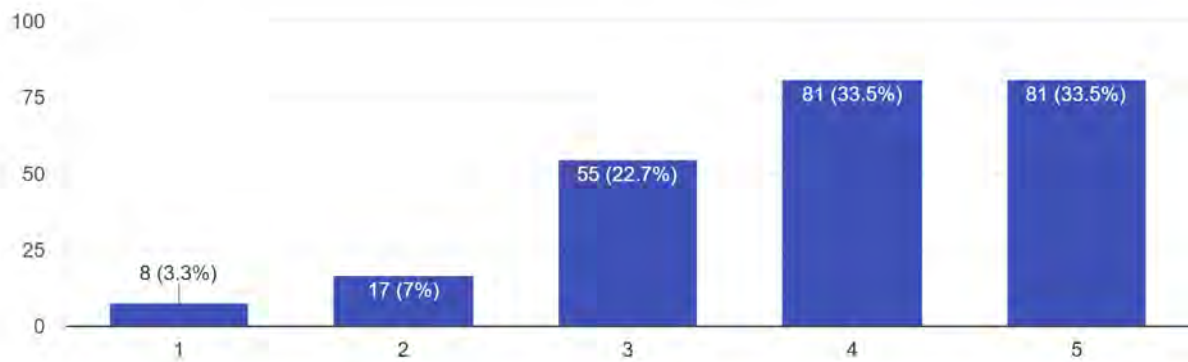
Extinguishing the Chalice (8:30pm)

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Context of the Times

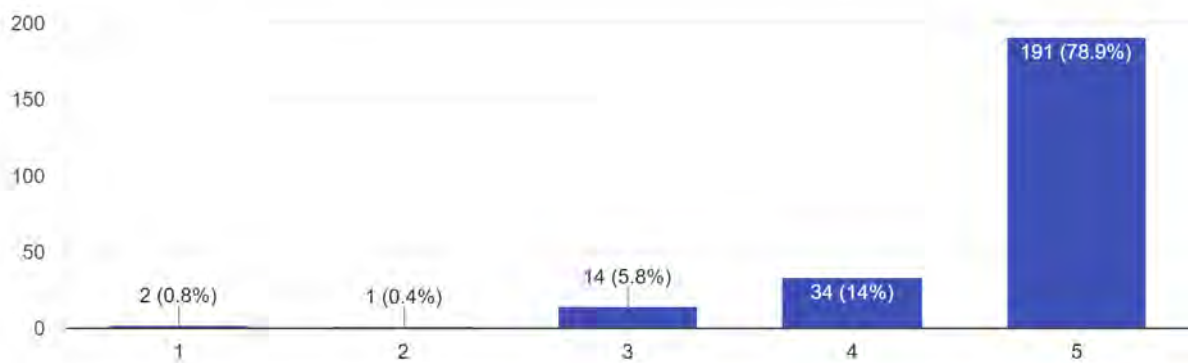
1. First Universalist Church met my spiritual needs during the past 12 months.

242 responses



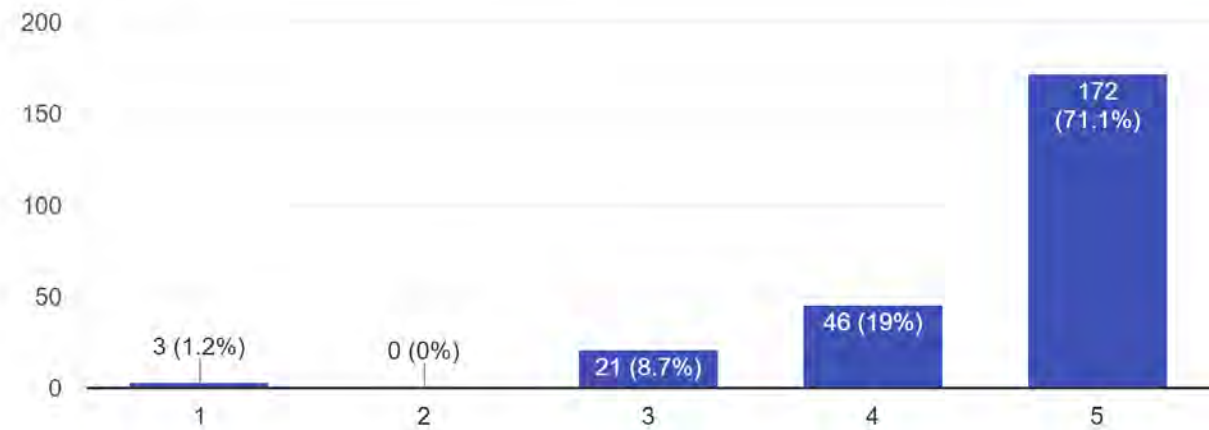
2. First Universalist Church responded with care to the impact of the COVID-19 pandemic.

242 responses



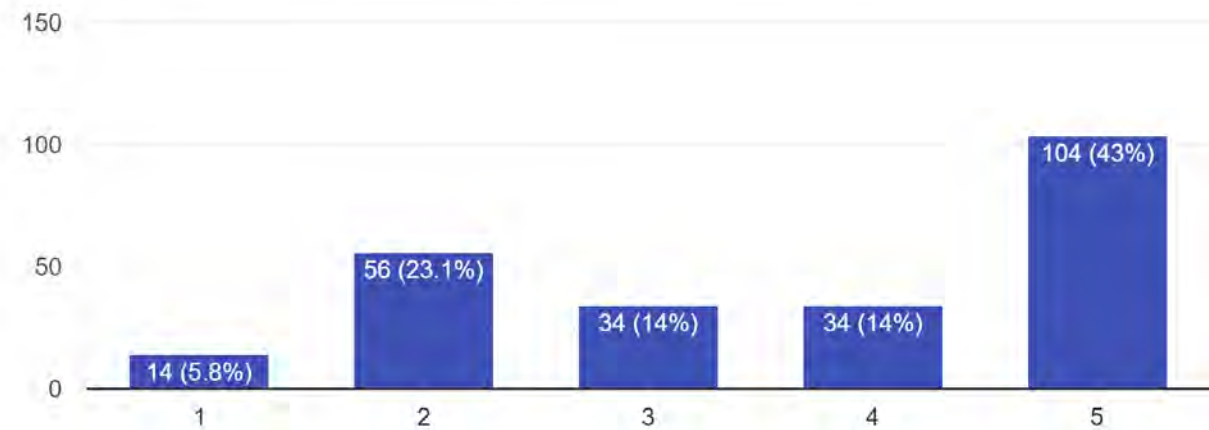
3. First Universalist Church responded with care to the racial injustice in our community.

242 responses



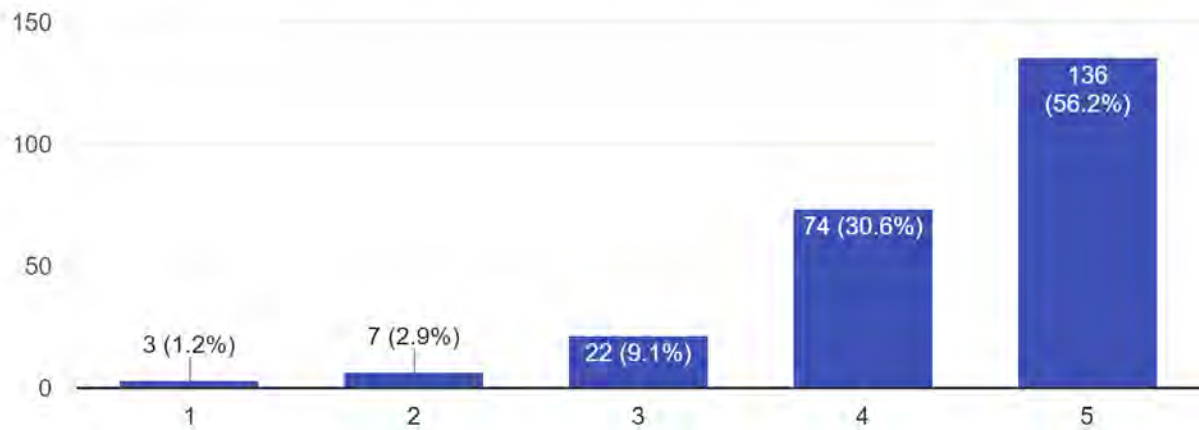
4. I attended (via Zoom, YouTube or Podcast) virtual services throughout the pandemic.

242 responses



5. I feel confident in First Universalist Church leadership (i.e., Senior Ministers, Staff leadership team, Board of Trustees, other Lay Leaders)

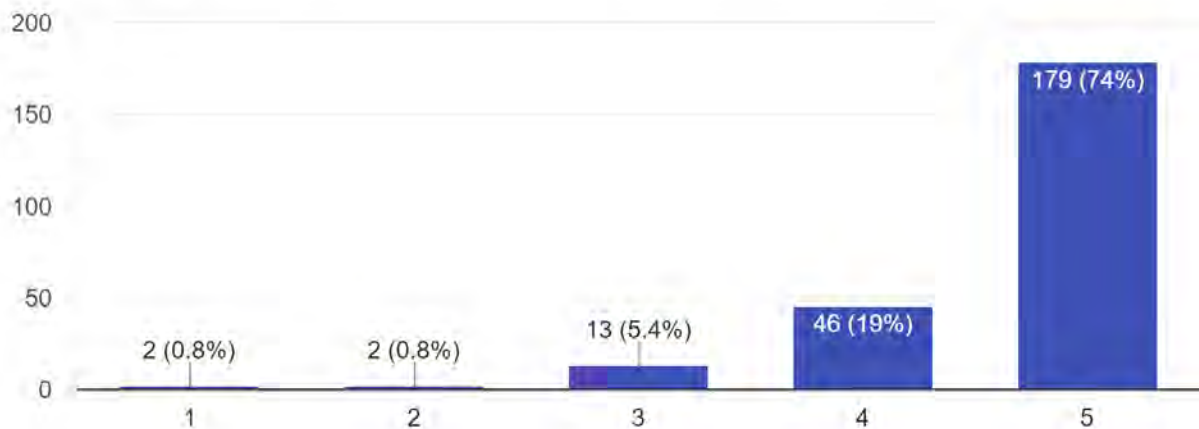
242 responses



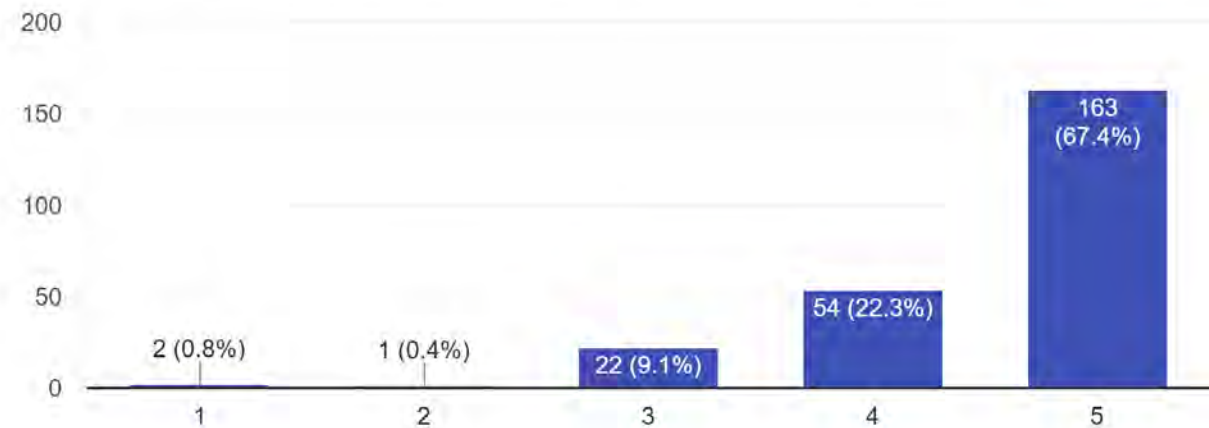
Visionary Goal #1

1. First Universalist Church affirms the Seven Principles of Unitarian Universalism.

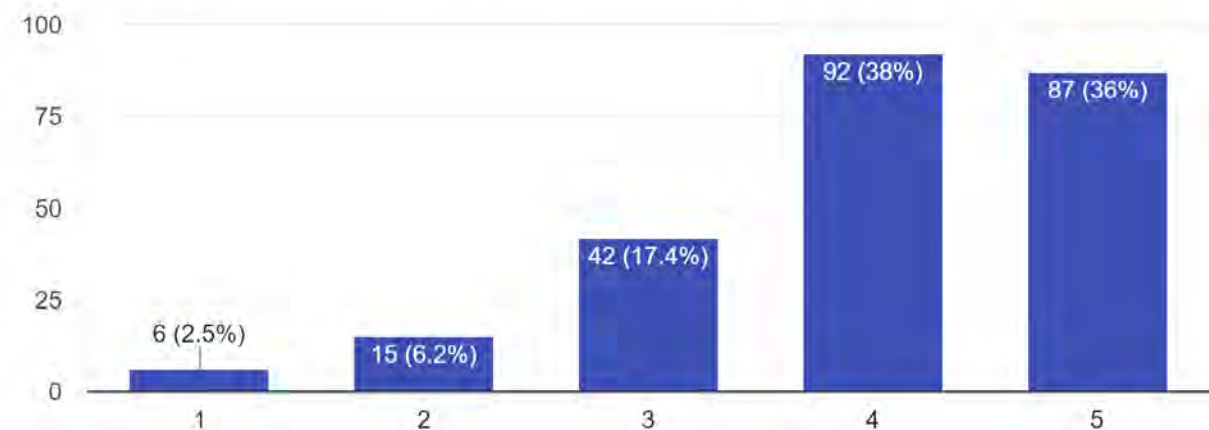
242 responses



2. First Universalist affirms the 8th Principle of Unitarian Universalism (i.e., “We, the member congregations of the Unitarian Univ...ions in ourselves and our institutions.”)
242 responses

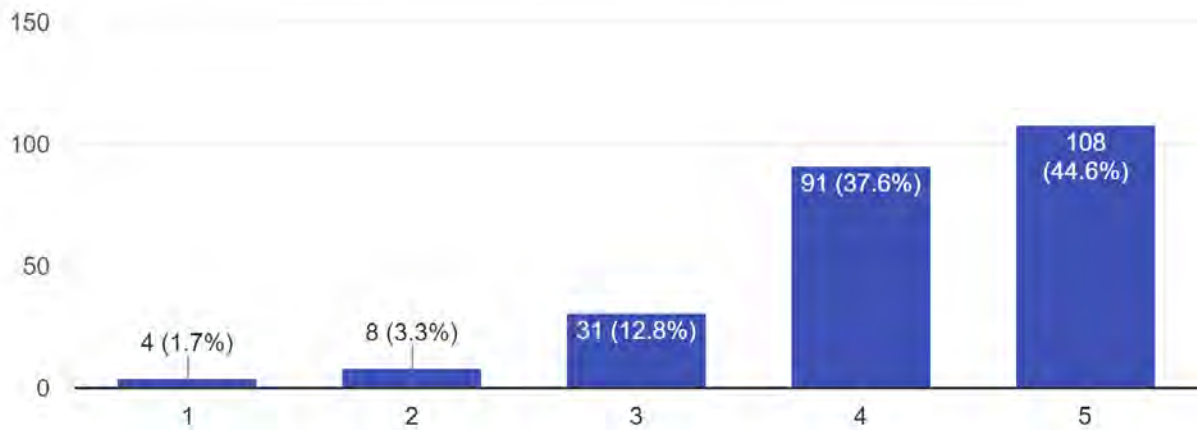


3. My experience at First Universalist has helped me feel more unified with others.
242 responses



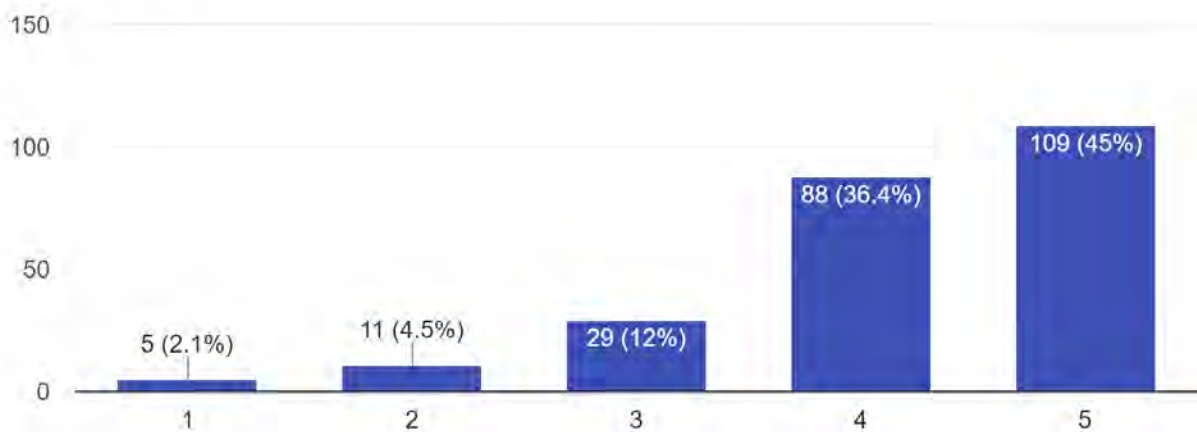
4. My experience at First Universalist has helped challenge some of my assumptions.

242 responses



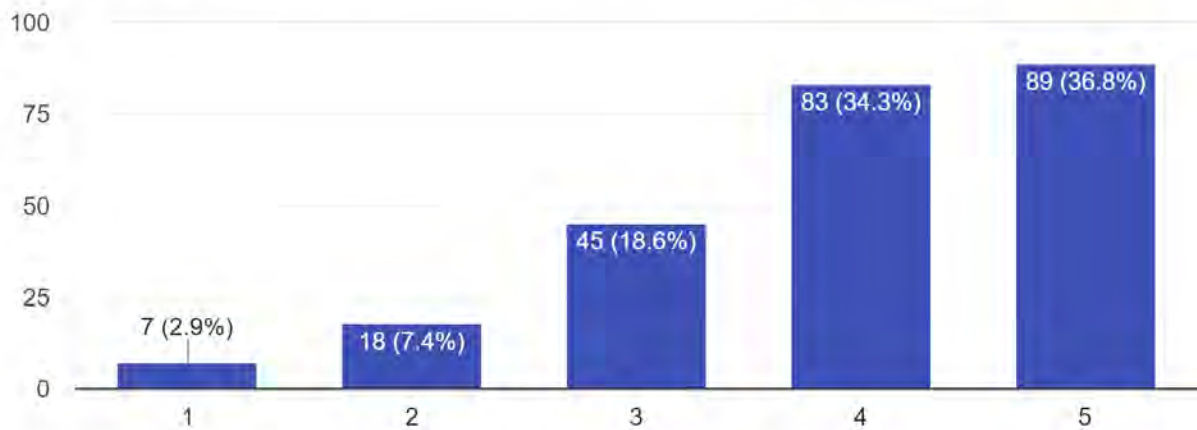
5. My experience at First Universalist has provided comfort to me.

242 responses



6. My experience at First Universalist has helped connect me to what I find holy.

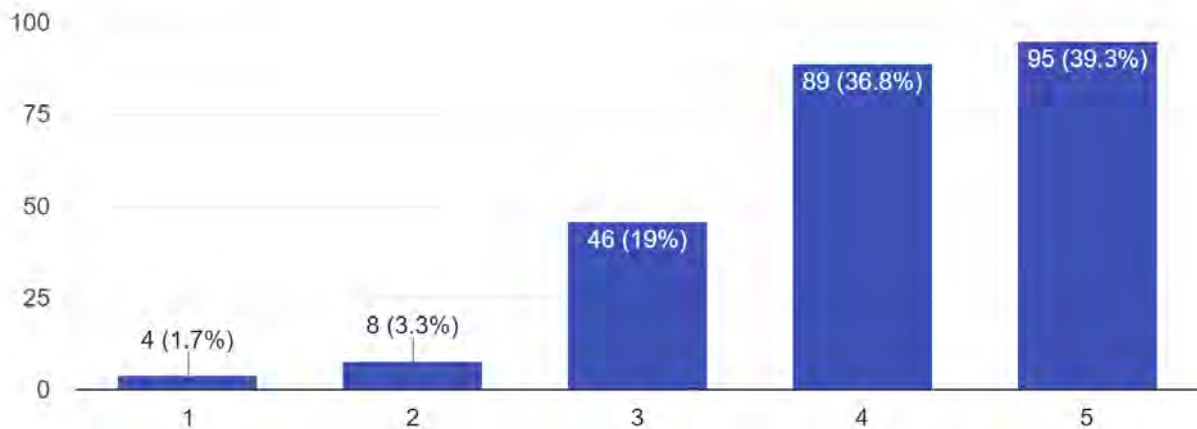
242 responses



Visionary Goal #2

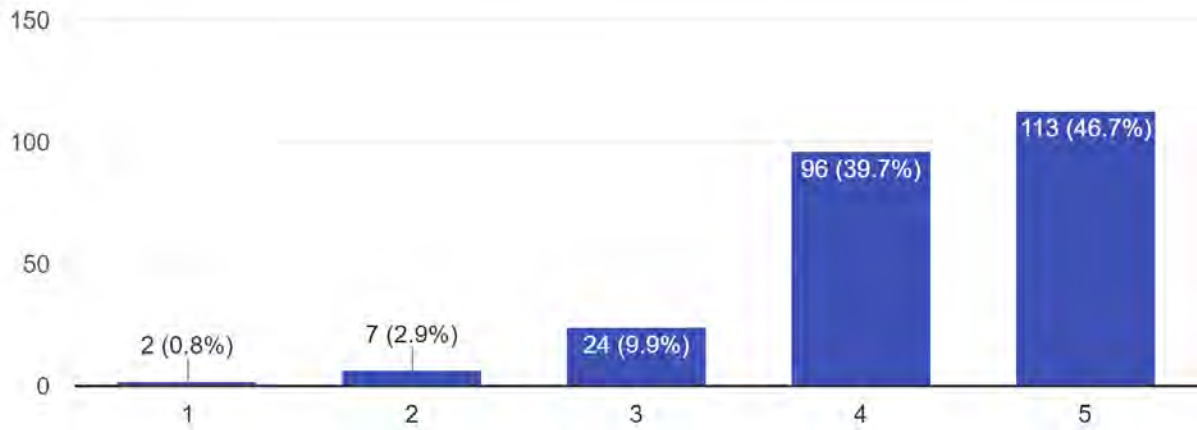
1. My experience at First Universalist has helped me understand UU religious traditions.

242 responses



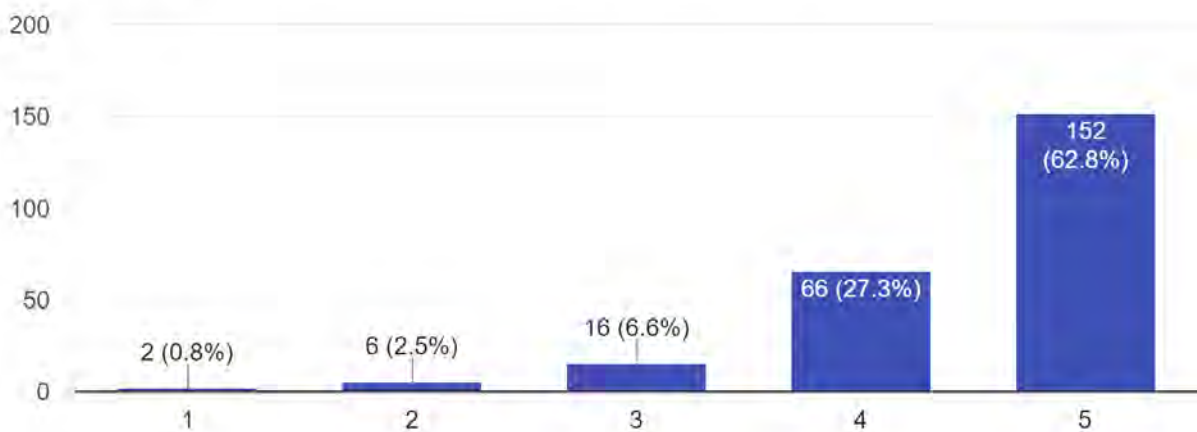
2. My experience with First Universalist has provided me with wisdom from many sources

242 responses



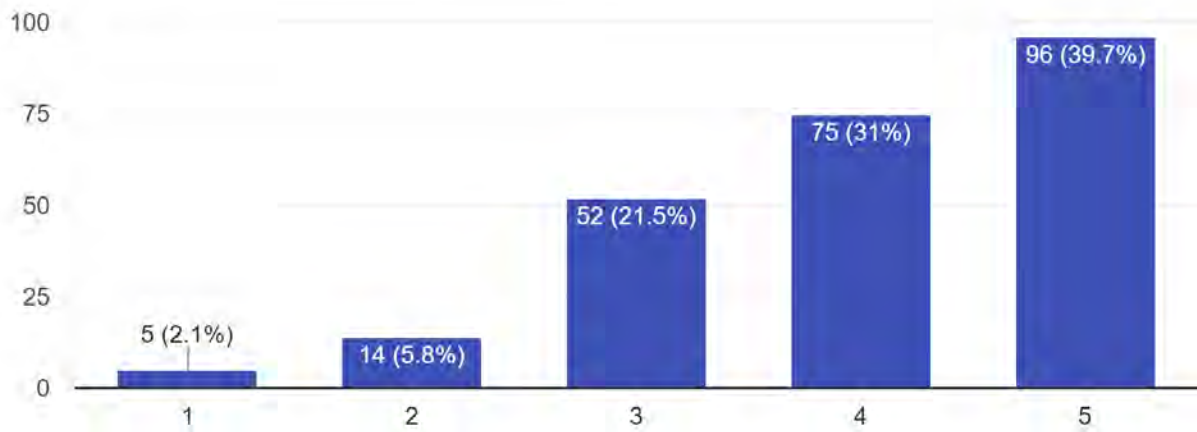
3. My experience with First Universalist helps call me to act with love.

242 responses



4. My experience with First Universalist has helped me build meaningful relationships.

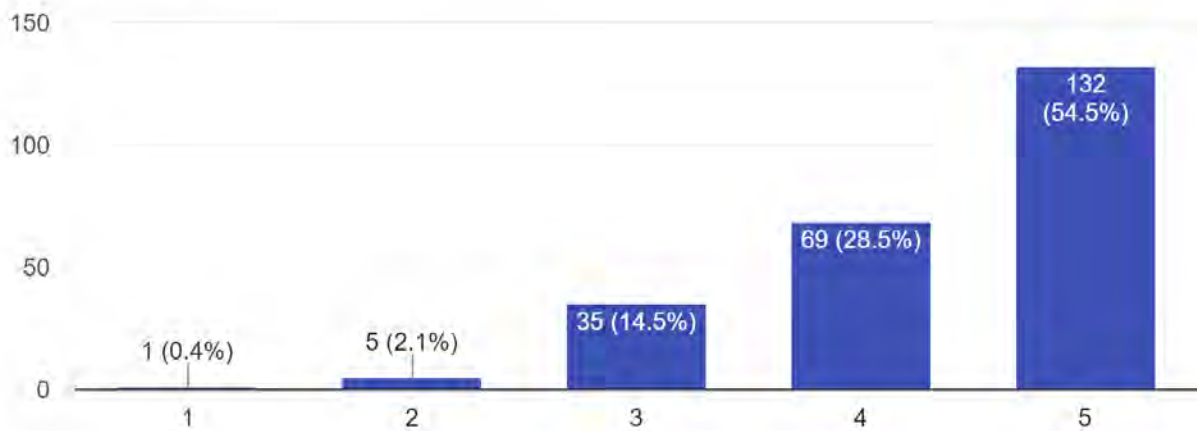
242 responses



Visionary Goal #3

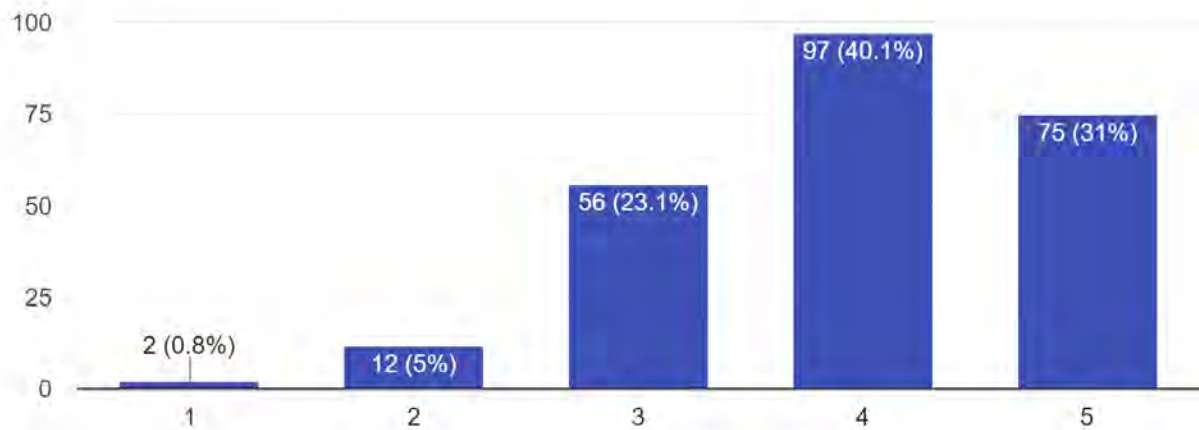
1. I feel welcomed at First Universalist.

242 responses



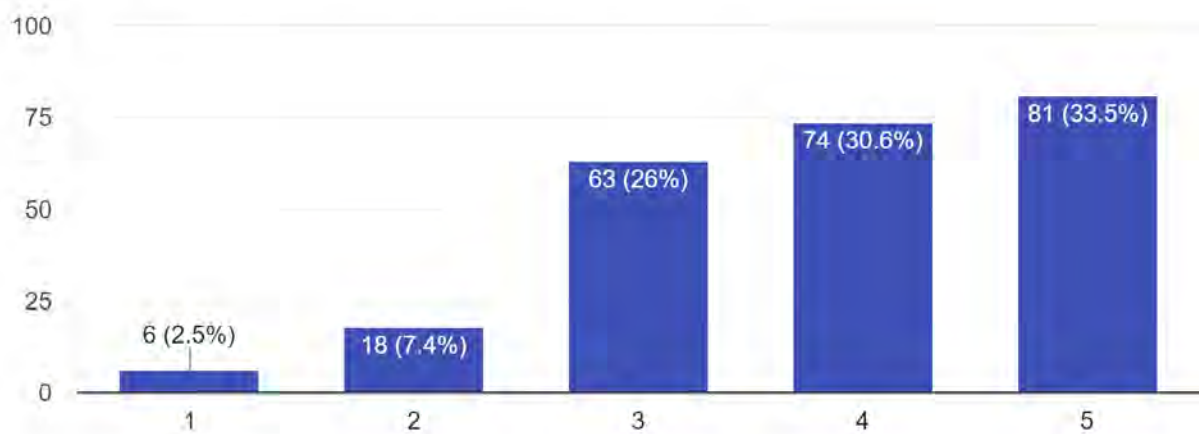
2. I feel that First Universalist is racially inclusive.

242 responses

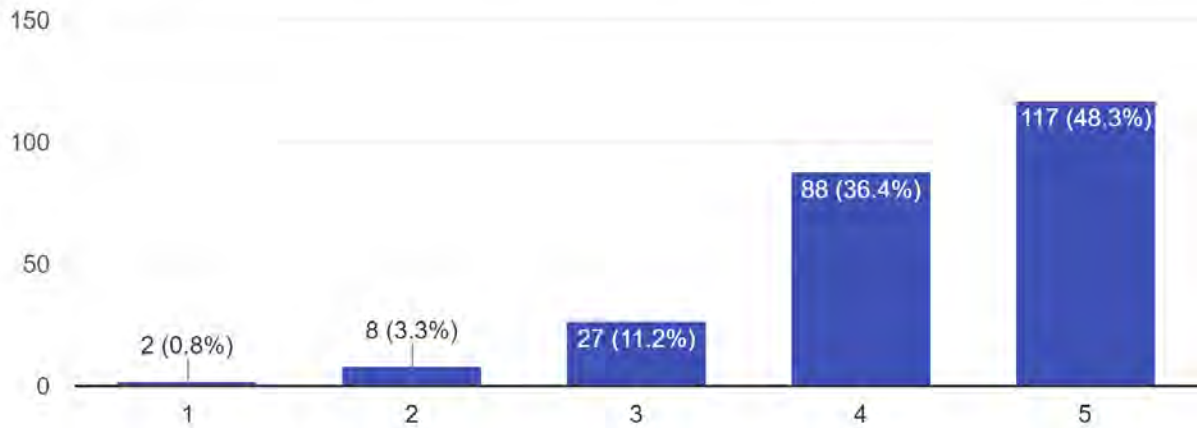


3. I feel that First Universalist is economically inclusive.

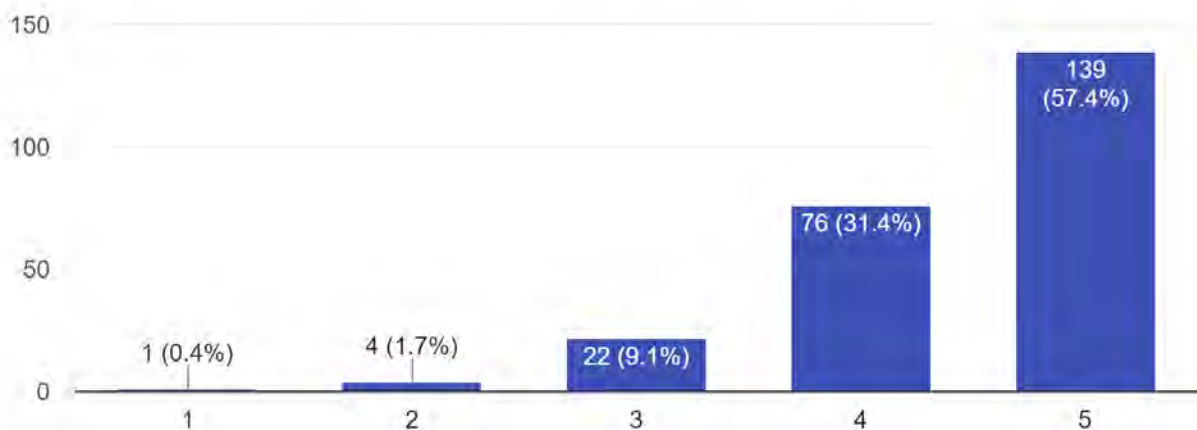
242 responses



4. I feel that First Universalist teaches cultural humility (i.e., a lifelong commitment to self-evaluation and critique, to redres...beneficial partnerships with communities.)
242 responses

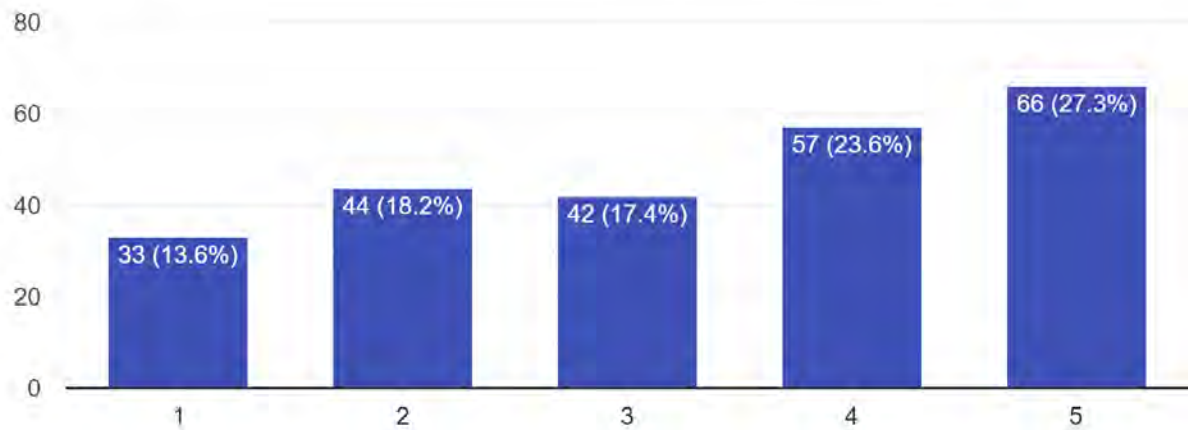


5. I feel that First Universalist is an intergenerational community.
242 responses



6. During the past 12 months, I sustained or built relationships with other church members.

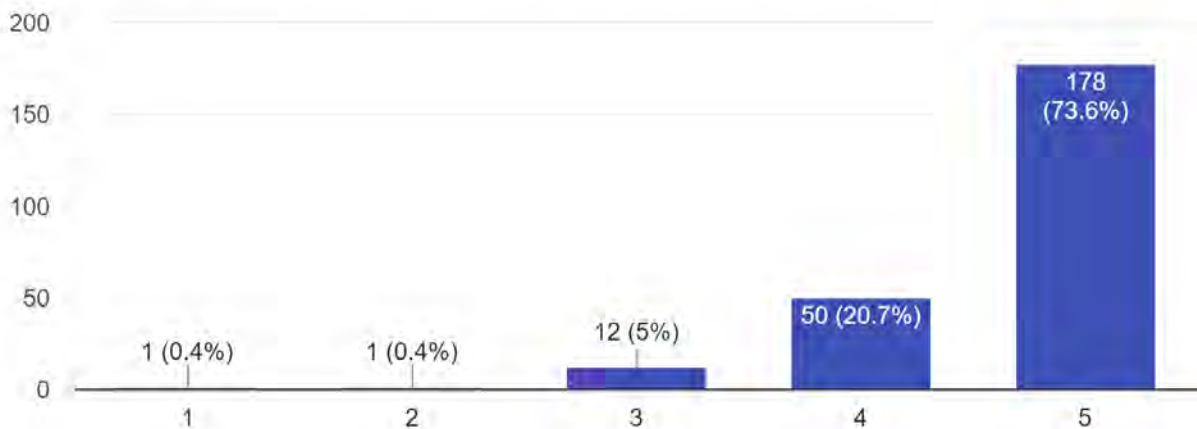
242 responses



Visionary Goal #4

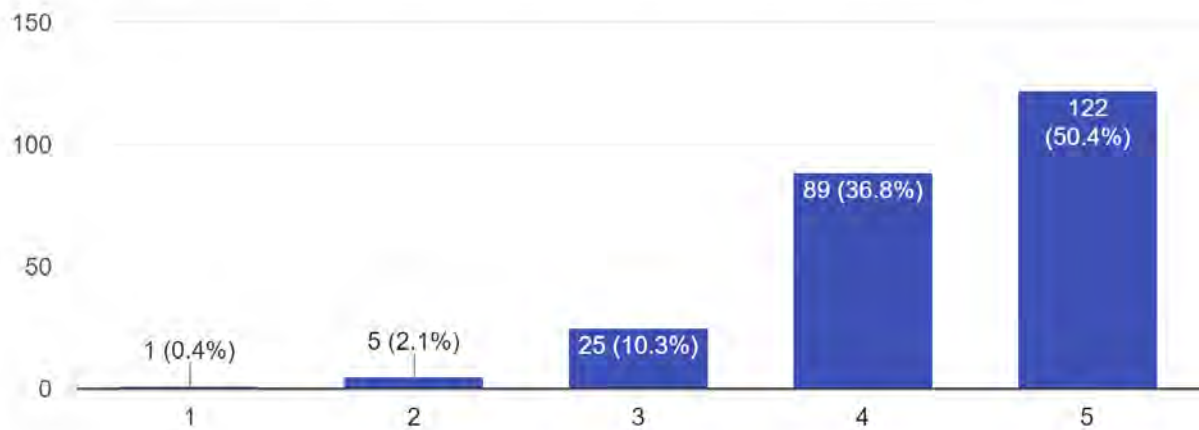
1. First Universalist is actively working to create a racially just world.

242 responses



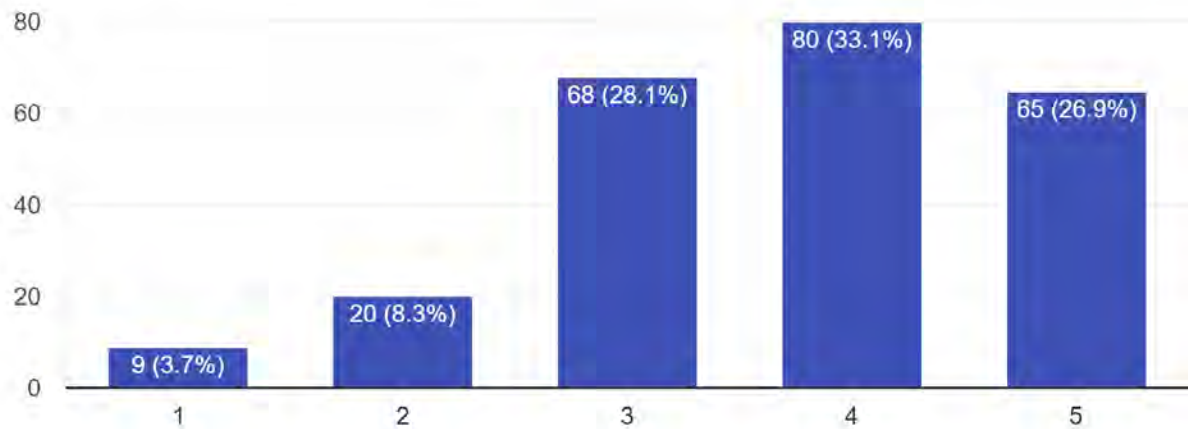
2. First Universalist is actively working to create a more sustainable world.

242 responses



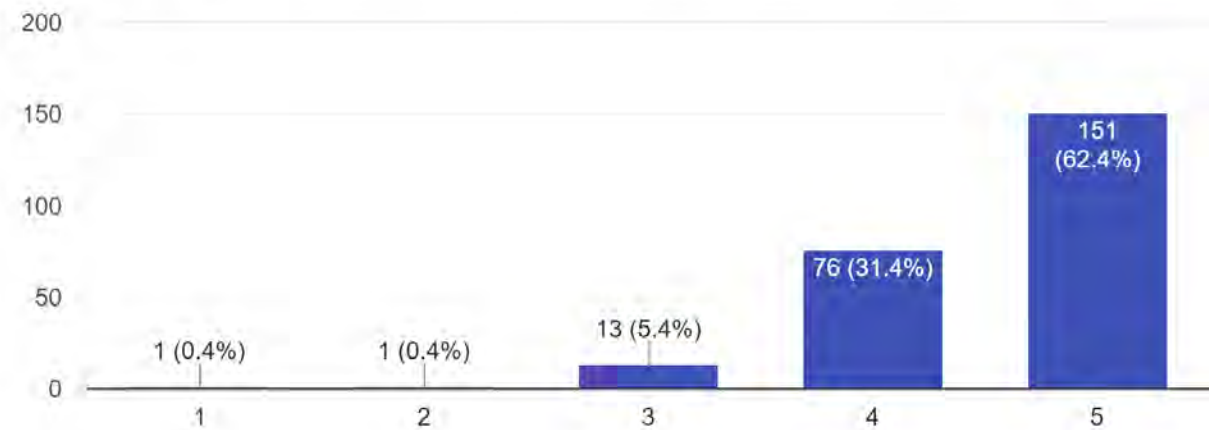
3. Because of my involvement with First Universalist, I have been more active in improving the world in the last 2 years.

242 responses



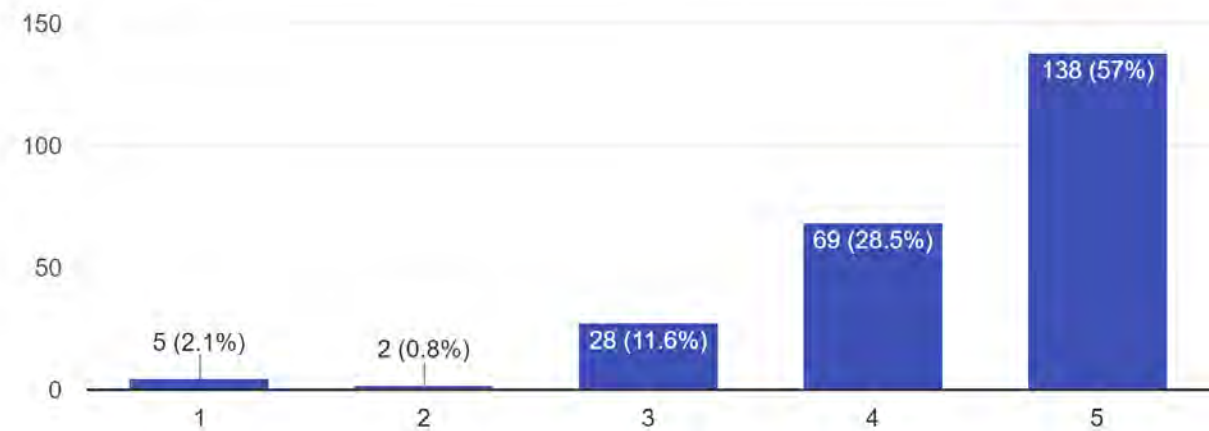
4. I believe that other members of First Universalist act to improve the world.

242 responses



5. I believe First Universalist's racial justice-based work has a positive impact on my community.

242 responses



First Universalist Staff Survey Summary May 2021

Key 1) Strongly Disagree 2) Disagree 3) Neutral 4) Agree 5) Strongly Agree

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

2014: 4.17 17 total survey respondents in 2014

2015: 4.3 13 total survey respondents in 2015

2016: 4.6 15 total survey respondents in 2016

2017: 4.6 13 total survey respondents in 2017

2018: 4.71 14 total survey respondents in 2018

2019: 4.82 11 total survey respondents in 2019

2020: 4.5 14 total survey respondents in 2020

2021: 4.9 11 total survey respondents in 2021 (NOTE: this is the highest average over an 8 year period)

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

2014: 4.53

2015: 4.54

2016: 4.67

2017: 4.69

2018: 4.71

2019: 4.73

2020: 4.6

2021: 4.8

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

2014: 4.17

2015: 4.23

2016: 4.13

2017: 4.00

2018: 4.28

2019: 4.1

2020: 3.4

2021: 4.4

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

2014: 4.23

2015: 4.15

2016: 4.53
2017: 4.46
2018: 4.43
2019: 4.73
2020: 4.6
2021: 4.5

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

2014: 3.17
2015: 3.85
2016: 3.6
2017: 3.62
2018: 3.43
2019: 3.64
2020: 3.4
2021: 3.9

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

2014: 4.29
2015: 4.54
2016: 4.33
2017: 4.62
2018: 4.79
2019: 4.73
2020: 4.8
2021: 4.8

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

2014: 4.17
2015: 4.38
2016: 4.33
2017: 4.31
2018: 4.50
2019: 4.55
2020: 4.2
2021: 4.6

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

2014: 3.47
2015: 4.25

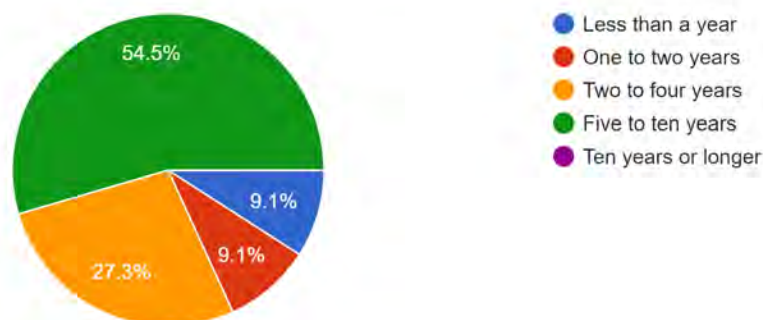
2016: 3.87
 2017: 4.08
 2018: 3.93
 2019: 4.45
 2020: 4.1
 2021: 4.6

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

2014: 4.23
 2015: 4.38
 2016: 4.47
 2017: 4.46
 2018: 4.70
 2019: 4.45
 2020: 4.4
 2021: 4.4

10) I have worked at First Universalist for...

11 responses



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

2014: 3.27
 2015: 3.8
 2016: 4.29
 2017: 4.36
 2018: 4.5
 2019: 4.5
 2020: 5
 2021: 5 (only two respondents; I'm not sure why there were only two respondents)

11) Do you feel supported in your role by the congregation and Board of Trustees?

2015: 3.69
2016: 4.06
2017: 4.23
2018: 4.43
2019: 4.36
2020: 4.8
2021: 4.2

12) In your interactions with the congregation and the Board of Trustees, have you been treated with respect?

2015: 4
2016: 4.26
2017: 4.31
2018: 4.29
2019: 4.45
2020: 4.6
2021: 4.5

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

2014: 3.47
2015: 3.85
2016: 4.06
2017: 4.54
2018: 4.57
2019: 4.45
2020: 4.4
2021: 4.4



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?