

First Universalist Church Board of Trustees

October 21, 2021

Board Packet

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First Universalist Church of Minneapolis

Board of Trustees Meeting

October 21, 2021

6:30-9:00

First Universalist Church

[Zoom](#) (virtual only)

I. Welcome (6:30-6:35)

- a. Call to Order and Agenda Approval
- b. Lighting the Chalice
 - i. *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 (6:40 ~ 7:05)

- a. Somatic Practice - Grounding/Resourcing
- b. Relationship Building Activity

III. Consent Agenda

- a. *Approval* of September meeting minutes
- b. *Approval* of Ordination Process for Stephanie Vos
- c. *Approval* of Recognition for Randy's 10th year anniversary of service
- d. *Monitoring*: Acceptance of attendance and membership numbers and trends
- e. *Monitoring*: Acceptance of staff and significant volunteer changes
- f. *Monitoring*: Protection of Assets and Investment and Financial Policies

V. Fiduciary Responsibilities (7:05 ~ 7:25)

- a. Capital Campaign Update
- b. Monthly Financial Review
- c. End of Year Financial Review Update

VI. Board Members Resignations and Replacement Process Update (7:25 ~ 7:35)

- a. Request from Janet Merrill (Chair of Foundation Board)
 - i. Would like to the Board to make a formal request of the Nomination Committee to find a replacement for Suzan Klein
 - ii. Vote to Approve Request (if needed)

BREAK - 10 mins

VII. Somatic Grounding and Relationship Building (7:45 - 8:00)

VIII. Creating New Visionary Goals - Emergent Strategy Process (8:00 ~ 8:55)

- a. [Defining Emergent Strategy Principles and More](#)
- b. Orientation Around the Why and How
- c. Beginning the Exploration of the Big Question

VII. Gratitudes (8:55-9:00)

VIII. Adjourn - 9:00

Senior Minister Board Report
Prepared by Rev. Jen Crow
October 18, 2021

Information Items

Orienting ourselves to our current time and space - to what is going on inside ourselves, our church, and our community - is an essential component of leadership. In my sermon on October 10th, I asserted that we are living in a liminal time - an in-between space - on so many levels. The task of leadership in liminal times is specific - it is to hold space, to listen, to resist the urge for quick fixes, to make room for the next turn on our shared journey to emerge. If you haven't had a chance to listen to the sermon - you can find it here:

[First Universalist Church Sunday Service Podcast](#) - to listen
[Sunday, Oct 10 Worship with First Universalist Church](#) - to watch

For those who may want to learn more about leading in liminal times, I recommend Susan Beaumont's book, *How to Lead When You Don't Know Where You're Going*, and her blog, <https://susanbeaumont.com/blog/>.

Here are a few excerpts from the book:

"Organizational life is full of liminal experiences—seasons where something has ended, but a new thing has not yet begun. Seasons where watching and waiting can be difficult, overplanning can be futile, and it simply isn't helpful to pretend that we understand what happens next. Liminal seasons are challenging, disorienting, and unsettling. We strive to move forward with purpose and certainty. Instead, we feel as though we are trudging through mud, moving away from something comfortable and known, toward something that can't yet be known. Liminal seasons are also exciting and innovative. The promise of a new beginning unleashes creative energy, potential, and passion. All truly great innovations are incubated in liminality. God's greatest work occurs in liminal space." (2)

"Congregations regularly experience liminal seasons. The interim time between established pastorates. The beginning of a new pastorate, when consensus about the way forward is still forming. The end of a building project when leaders are spent, and no one knows what is being called forth from the new space. Following the completion of a strategic plan, when leaders are left wondering where the next big idea will come from. The death of a matriarch or patriarch. Liminal seasons are threshold experiences where the continuity of tradition is called into question, and uncertainty about the future fuels doubt...During liminal seasons, our destination is not yet clear. The leader must keep the people moving forward, but the endpoint is fuzzy. Liminal seasons require us to build the bridge as we walk on it." (8)

“The primary work in leading people through the liminal phase is to normalize the experience and to frame/define the season as acceptable and even desirable. One of the most difficult aspects of liminality is that people don’t understand it and they tend to think of it as undesirable and aberrant.” (12-13)

Monitoring Items

Ordination Process for Stephanie Vos: I am delighted to report that Stephanie Vos has completed all requirements for fellowship as a Unitarian Universalist minister, and has asked that First Universalist ordain her as such. Stephanie has served our congregation as a worship leader, a small group leader, and a Coming of Age mentor. Previously an ordained Lutheran pastor, Stephanie has found a home in Unitarian Universalism and at First Universalist. She comes to the Board and the congregation with the full support of the clergy and religious professionals at First Universalist. The next step in her process of ordination would be for the Board to present a recommendation to the congregation for her ordination and for the congregation to vote to ordain her. I suggest that this Board recommendation and congregational vote take place at the State of the Church meeting in February.

Staff and Volunteer Transitions: I am delighted to report that Richard Thomas has rejoined our facilities staff as of October 15th. You may remember that Richard was laid off when the building was closed - and we are all glad to have him back with us. Allison Connelly, part-time Communications Assistant, has resigned to accept a different position at another congregation. Allison recently completed her Master of Divinity degree. Rev. Jen Crow will request an exit interview with Allison. Hiring is under way for an Audio Visual Coordinator who will oversee livestreaming of all worship services and events.

Protection of Assets: The church has all relevant insurance policies in place and paid to date.

Investment and Financial Policies: The church’s investment and financial policies can be found here <https://firstuniversalistchurch.org/church-finances/>. Keven Ambrus (Treasurer) Rev. Jen, and Brad Schmidt (Finance Manager), will be meeting with our investment team Accredited Investors Wealth Management in November to review our portfolio. If any Board members are interested in working on a review of our investments to better align with our values, I’d welcome your input and work in this area of shared ministry.

Financial Summary

Year-End Financials

While we await the confirmation of our consultant's review, we anticipate a significant surplus of roughly \$50,000 for the 2020-21 church year. We look forward to presenting final numbers to you as soon as our consultant is able to review the year end numbers.

August 2021 Income and Expenses

As expected, expenses exceed income at this point in the year. It will be important to pay attention as we proceed, looking for ways to increase annual giving support as we open the building for multi-platform worship and in-person religious education for children.

Revenues

- Annual Support is \$13.5k under budget - this is to be expected, as the annual giving goal has not yet been met. It is helpful to note that we have only experienced a 2% reduction in total gifts at this point of the year in comparison to last year - which signals healthy giving and continued commitment of the congregation.
- With worship services still primarily being held over zoom, our offering plate numbers continue to be less than budgeted. At this point of the year we are \$5.5k behind in our projected YTD numbers.
- Room Rental income will start to increase, and close the \$8K unfavorable variance, as we fully open our building and as we start to receive monthly rent from GNNS.
- Julica's Coaching Clients will be billed for Q1 coaching sessions in September as we complete our software conversion/implementation. This should minimize the \$6.7k budget unfavorability in this category at the end of August.

Expenses

- Personnel Expenses are under budget due as we continue to hire people for our vacant positions.
- Administrative and Program expenses appear to be over budget - this is primarily due to prepaying a portion of our UUA annual dues and for expenses that are equally offset with released revenue from restricted funds.

Capital Campaign Project

The vast majority of our capital project renovations are complete. Replacement of the sanctuary roof, tuckpointing of the religious education wing, finishing touches on the main entry storefront and exterior signage are still underway and will be complete within

the next few weeks. Replacement of the playground will likely take place in the spring/summer of 2022, to accommodate the reality of Minnesota weather. The project is expected to come in on budget, and capital gifts continue to come in on schedule thanks to the generosity of so many people. We continue to have about \$700,000 to raise to end the project without a mortgage.

It has recently come to our attention that replacement of the sanctuary piano is an urgent need, and we are working to find an appropriate instrument and include some of the cost in our capital budget, if possible.

First Universalist Church of Minneapolis
Board of Trustees Meeting
September 16, 2021
6:30-9:00pm
First Universalist Church
[Google Meet](#)

Participants: Reverend Jen Crow, Bryana French, Cathy Geist, Sarah Hedge, Julica Hermann de la Fuente, Ben Miles, Dan Moriarty, Zoe Mulvihill, Rebecca Slaby, Daryn Woodson. (Absent: Keven Ambrus, Matt Keller)

Welcome

Lighting of the Chalice - May this flame that burns before us light our way, informed by the wisdom of leaders gone before, and inspired by the trust that we have been given as stewards of this Church. May we have vision, compassion, and courage as we serve this congregation now and for the generations to come.

Call to Order and Agenda Approval

MOVED by Rebecca. SECONDED by Sarah. DISCUSSION: None. APPROVED unanimously.

Executive Session

[Community Building/Restorative Practices Activities](#) - "Had poh-tah-toes on mars!"

Recognized the [Theory of Change Shift](#) (slide 6). We will uplift and center ourselves on the shift we have chosen for the year. We have come to this shift. New ideas have been added with things we've been doing. We will add as the year goes on. This Jamboard is OURS; we can add to it if we want. Do we have a definition of sustainable in mind? No shared definition in this moment. In our October board meeting, we will discuss the process for creating new visionary goals for the next 5 years.

Consent Agenda

- *Approval* of August meeting minutes
- *Approval* of Dates for Annual Meeting, State of Church, Congregational Budget Meetings
- *Monitoring*: Acceptance of attendance and membership numbers and trends

- *Monitoring:* Acceptance of staff and significant volunteer changes
- *Monitoring:* Acceptance of staff and volunteer treatment and grievances

MOVED by Zoe. SECONDED by Bryana. DISCUSSION: None. APPROVED unanimously.

Change Team Charge - Discussion and Approval

- [Proposed Change Team Charge - September 2020](#) - shared by Karin Wille, co-chair of the Change Team
- [Discussion Protocols](#)
- [Parking Lot](#)
- DISCUSSION:
 - This proposed charge appears to be empowering to the Change Team. How is the Change Team supposed to function in relation to other groups in the church: the Racial Justice Education Team, Environmental Justice, Circles, Faithful Action Council, etc.? Is the board releasing responsibility for doing anti-racism work to the Change Team? No, the Change Team creates sustainable institutional accountability; you don't always have a board that wants to do the work. Some board members expressed a desire to learn more about how the church is organized and structured. We need to strengthen communication between all groups in the church to get away from the silo-way of thinking and to move toward a move connected church eco-system. This idea of "breaking down silos" is Julica's biggest project this year. Multiple groups are requesting this. Groups are ready and willing without pockets of resistance. Is the charge too broad, too untethered for a group of mostly volunteers? Initially the Change Team's role was to review the policies and practices of racial justice throughout the church, so maybe they can focus on reviewing policies and practices through the Racial Justice Rubric? Using the Racial Justice Rubric is the next thing for the Change Team to do, and to support Julica with creating structures that align the different groups and break down those silos. Let's lean into trust with each other. Let's not word-smith the charge ('worshipping the written word') and instead move towards action in trying to shed White supremacist practices. Let's connect this charge with Racial Justice Rubric and the board's shift to center BIPOC liberation and joy. Is our White church in a place to center BIPOC joy? How do we even center BIPOC joy? That is our work to do. Many board members expressed a desire to support the Change Team through further collaboration and partnership.

- DECISION: Approve a [revised Change Team charge](#) that centers liberation and joy of BIPOC folx and that focuses on the use of the Racial Justice Rubric.
- MOVED by Sarah. SECONDED by Rebecca. DISCUSSION: None. APPROVED unanimously.

Fiduciary Responsibilities

- Capital Campaign Update
- End of Year Financial Review Update

Decided to postpone this discussion until October, after the annual review is double checked with the consultant. Determined that there is nothing else urgent to discuss this month.

Final Draft and Approval of Staff Work Plan

- [Discussion Protocols](#)
- [Parking Lot](#)

The Staff Work Plan addresses timely and relevant issues in different areas of the church and are aligned with current visionary goals that expire this year. Staff seeks board approval now and will add and change it as the year progresses. The staff will check in with the board again in January about progress and changes made. Overall, the work plan is a fluid document that feels manageable while also being focused on our values.

Board members noted the desire to integrate the role of volunteers into the Staff Work Plan, to engage youth and young adults to build for the future of the church, to set benchmarks to track progress of the work plan to evaluate the senior minister. Perhaps benchmarks could be part of the visionary goals creation? Julica is scheduled to talk with Laura Park tomorrow about the process of developing the next visionary goals. One other piece of feedback was the iterative piece that adrienne marie brown discusses; beginning foundational practices are usually not observed and given feedback early enough, then default ways return. We need earlier connections, building a new way of being, embodying, lots of constant changes, and feedback are required. The choir is an influential community within our community to spread these practices. Other teams may like to be more involved as well, such as the Environmental Justice team and all of our Faithful Action teams.

The board discussed its role related to the Staff Work Plan. Some board members requested more orientation of how the church is structured, stating that they want to get out of the staff's way, with oversight of course. What can we do to support this gigantic organization that is doing amazing work with limited capacity? This Staff Work Plan is a lot. Board members

expressed good luck to the staff and to ask for help when they need it. Policy Governance seems to rely on the board for monitoring, which could be seen as confrontational. How could we transition to more generative collaboration and visioning instead of checks and balances? Policy Governance is a White way of operating, doesn't allow us to be vulnerable, to lean into healthy conflict, and collaborate together. We know we're ready for the shift, even if we don't know what it will look like yet. Yes, it's a lot to take on and we are strapped and stretched.

MOVED by Ben. SECONDED by Dan. APPROVED unanimously.

Board Members Resignations and Replacement Process

- Suzan Klein - Foundation Director
 - Collaboration with Nomination Committee
 - Foundation Directors would like to pass on filling the open position until next church year
- Yahanna Mackbee - Board of Trustees Youth Member
 - Current Bylaw Policy
 - *Directors unable to carry out their responsibilities as determined by the Foundation shall be replaced by appointment by the Trustees from among nominees presented by the Nominating Committee to the Trustees, following notification of the Members as specified in Article III, Section 3. Persons so appointed shall serve until the next Annual Meeting, at which time they or replacements shall be elected in accordance with Article II, Section 5, to serve out the remaining terms.*
 - *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.

DISCUSSION: Yahanna stepped down from the Board of Trustees; gratitude was expressed to her. Daryn has relationships with Zoe, Lauren, and the Youth, but could use support in replacing the position Yahanna held. The Foundation Board is advocating for us to wait until next year. APPROVED unanimously.

Process Observation and Gratitudes.

Adjourned at 9:06pm

Change Team (CT) Meeting Agenda & Notes

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

<https://uuma.zoom.us/j/92878853449>

Attendees: Charmagne Campbell-Patton, Rev. Jen Crow, Joel Fortang, Sarah Hedge, Julica Hermann de la Fuente, Marguerita Tajibnapis, Keith Washington

Absent: Karin Wille

Grounding & Lighting of the Chalice:

May this flame that burns before us light our way, informed by the wisdom of leaders gone before, and inspired by the trust that we have been given as stewards of this Church. May we have vision, compassion, and courage as we serve this congregation now and for the generations to come.

Check In:

Given any type of water, what type of water would you be right now and why? Please share in a few sentences.

Pursuits for the Meeting:

1. Board Update (Sarah)

- After our joint Change Team/Board conversation about the Racial Justice Rubric to our church in September, a revised [Change Team Charge](#) was approved by the Board on September 16, 2021.
 - Focus on Black joy & liberation; focus on RJ rubric
 - Unanimously approved after a robust conversation
 - Will there be push back from white congregants around the centering of BIPOC joy and liberation? - Yes - that is the world. All lives will matter when Black lives matter. How to address this?
 - Let teams discover that their work may not be inclusive through the RJ rubric - don't tell someone they are doing it wrong, because their reaction will be defensive or resistant.
 - As change team members, we can work across small and larger groups within the church to help those groups find their way and place in the RJ work - give them ownership and purpose
 - Very open-ended - an indication of trust of the change team by the board.
 - Question discussed by Board - shouldn't the Board be owning this RJ work? - work won't move as quickly without the team; and will maintain the focus even if the Board becomes less focused on or committed to RJ. When we have a change team, the POCI caucus doesn't have to be keeping an eye on the Board. We want to liberate POC from having to do that, only because they want to do

- it and are on the change team.
- No time stamp on it

2. Update on Racial Justice Summit (Julica)

- Planning team composed of people from different RJ committees - have had 1 meeting
- Current thoughts from Julica on her vision:
 - Introduce the rubric & have large group do it - continue to create common language and understanding (learning piece)
 - 2nd half - who does what; get to know one another - mind map
 - Goal: people are excited, know who is doing what, see themselves in the whole - hurrah :)
- Feedback:
 - Language of "summit" - this is not for the community, it is internal to the Church - get our house in order. Perhaps in the future, might be able to take this out into the community.
 - Like the simplicity of the idea - focus on our relationships with one another
 - Would like each team come up with a focus area - a change they would like to see this year - but also don't want to create silos - want to focus on collective decisions. The Board has prioritized joy and liberation for BIPOC people as a central theme - but that is not specific to a category of the rubric. The area that we work on within the rubric is something that we collectively decide as part of the visioning process.
 - Helpful for participants to grade using the rubric and process where they are surprised, where the focus is
 - Curious about how folks who are not in leadership get a chance to assess where they are - folks on lay leadership and on staff have a more intimate knowledge. How well are we communicating what is happening? What are people's experiences? Especially BIPOC folks. Outreach of how to engage others with the rubric is very important.
 - If centering joy and liberation of BIPOC folks, essential that they are giving their feedback.
 - How will we present our ideas from change team to POCI caucus? Ensure they have time to think about it, talk and meet and give feedback on what we're doing? - Julica presented racial justice rubric to the BIPOC caucus a long time ago before they stopped meeting. - might meet again once there is something pressing. But what they are more interested in is spiritual work and gathering rather than business meetings (centering joy and liberation).
 - Can see the summit becoming a business meeting - paperwork, voting, etc. - how do we avoid that? - ensure conversation and relationships are more important than specific outcomes - how do we model BIPOC joy and liberation, community-building
 - Need to be some thought about how to facilitate the placing of dots so that people can hear points of view that are different from theirs. - how to disagree with people, facilitate difficult conversations. - qualitative piece comes from the visioning goals process - small groups that have conversations, not at the RJ summit. - but can we bring stories into this?
 - Be careful about language - using terms data and rubric can make it feel very business-like. What about more about storytelling. Get more into feelings, embodiment, joy.

- Important to balance summit with deeper & clearer communication with the broader church in advance of the summit, communicate about what the change team is doing and how to communicate what comes out of the summit in the liberal or a sermon (Wednesday)

3. Next Steps: [Racial Justice Rubric](#) (All)

- Review the results of the Change Team (Key, Page 1, 2, 3, 4, 5) and
- Consider our reactions to the results of the Change Team and Board's Racial Justice Rubric assessment of our church.
 - What did you notice?
 - Concern about how we can get our ideas put together and presented to each other first before the Summit so we know how to present our ideas to other groups
 - In small group ministry and in religious education - BIPOC tended to rate higher
 - Overwhelm - everyone is in so many different places, how do we move forward, what can we glean?
 - Hope that other people see same areas of concern
 - Curiosity about the story behind the ratings - stories of joy at being on the far right side? Stories of being on far left side
 - Started looking at clusters - especially if clustered to right - exciting - felt hope
 - Places where things are scattered - some talking/discuss that needs to happen around that
 - Brain trying to sort - BIPOC/White, Board/CHange team - looking for ways to chunk down so can understand
 - Happy to see some clusters where we have put some energy in the past years - e.g. staffing, religious education = hope - be able to see that it is effective and that it matters is awesome: show that with some concentrated energy and resources, we can really shift this
 - Comparison with other congregations - we are not very different from most congregations doing this work - reassuring: this is an accurate representation - want to look at spread vs. clustering
 - Want more time to compare across data sets
 - Focus on accomplishment - celebrate successes and places we are living into values; but not trying to be the best
 - What feelings come up for you?
 - Overwhelm - a lot here, hard to take in
 - Excitement
 - Happy to see some progress, some clusters on the high end
 - Hopeful to see some higher ratings
 - Curious - what are the stories behind the data
 - Concern about how we will present this info
 - Reassured - we are where many UU congregations are
 - Grateful to be engaging this process
 - Nervous - at edge of knowing of how to do this; more certainty with antiracism at the individual level (failure is good but I don't like it)

- What excited you? What surprised you?
 - Excited
 - having specific conversation, go deep
 - about intersection of so many different opportunities all at once: RJ resolution, new charge for CT, Visionary goals, RJ summit - all coming together - a connecting thread
 - Opportunity to put our input into the process, share with other groups in the church - rubric gives us a chance to see how strong the CT is and how we can come together to put our ideas into different aspects of the church
 - Surprised
 - Yellow dots on the far right
- What questions come up for you when you review the results?
 - What are the stories behind people's answers?
 - How do we get more people involved with this rubric/assessment?
 - How do we communicate this process & results to others?
 - How do we sort the data? - BIPOC/White, Youth/Adult, longtime members/new members, Age
 - How do we capture the journey - when you first showed up vs. where we are today?
 - What areas was there disagreement/scattered dots and where are there clusters/agreement? How does this compare with other congregations?
 - How passionate or knowledgeable were people about where they placed their number? - what are people's competencies in evaluating these areas?
 - When we get results from a lot of people, how will the dots cluster? - hopeful that will help us prioritize
 - Question about language and meaning - are we looking at the individual level or at the congregational level or at the denominational level? > this is specific to our congregation
 - What is the time-frame? What do we want to have before the summit? - does it make sense to do small groups with rubric and bring that to the summit, or to do the rubric at the summit and take that back to small groups
- What are our next steps as a Change Team with this rubric?
 - Gather information from more people
 - Layer on centering joy and liberation for BIPOC folks
 - How do we also move beyond the rubric to envisioning church entirely differently
 - Practice telling individual stories & capturing other stories so we have them to use as examples and share with small groups - be able to help move some groups along to understand other perspectives and experiences - not just a data set. These are individuals. It might be important that there is one person who thinks a certain way - we need to pay attention to that data.
- How does this work dovetail with the visionary goals work of the board?

4. What is the role of the change team in the visionary goal process the board will lead this year?

- Julica is not ready for this yet - will work with Laura to think about how it all fits together:
 - Rubric
 - Summit
 - Visionary Goals
 - Organizing tools (Spring)
- Revisit this question in November

5. Future Meetings - Virtual or Multi-Platform?

- o The church now has really cool technology to hold multi-platform meetings that includes a panoramic view of the in-person meeting space and the ability to focus on whoever is speaking. That makes me wonder if we want to consider having an in-person meeting with those of us who prefer online meetings to join us virtually.
- o Next meeting: November 4 - 6:30-8:30
- o Thoughts:
 - i. Those who have used the technology have had a good experience
 - ii. In-person would be wearing masks
 - iii. Case by case - there may be times when we need to be together - come together when there is a purpose/need to be in the same room?
 - iv. Try it out and see how it goes? Since we have never been together as a team
 - v. Decision: come together if there is a reason where it would be especially beneficial, otherwise virtual

6. Future Topics of Conversation to Consider:

- Approve a Change Team covenant.
 - o Julica will draft the [Change Team's Covenant-In-Progress](#) for brief discussion and continued approval process.
- Determine and approve the parameters of the change team.
 - o 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.
- Co-vision with other Racial Justice entities at church.
 - o 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?)

7. Update Action Steps:

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>November 4, 2021</i>	NEXT CHANGE TEAM MEETING	Change Team members	Weigh in after Julica talks to Laura
<i>On-Going</i>	Systematize tools and team process	Change Team members	Focus on liberation, de-center White Supremacy, etc. Clarify roles; build trust; hold space for CT and board in meetings.

Check Out:

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

Extinguishing the Chalice

###

September Attendance								
				2021				2020
Adults	Wed.	10:00 AM	YouTube			Wed.	10:00 AM	
1st week						x	x	0
2nd week	47	257	192	496		66	299	365
3rd week	49	250	150	449		73	330	403
4th week	35	153	95	283		82	354	436
5th week	42			186		57		57
Monthly Total	173	660	437	1414		278	983	1261
Average for September	43	220	146	318		70	328	360
RE								
1st week				-				0
2nd week				-				0
3rd week				210				0
4th week				112				0
5th week				-				0
Monthly Total				322			369	369
Average for September				161				185
Combined Average				515				545

YouTube views recorded at 4pm October 12, 2021

No services during the week before Labor Day due to all-staff time off and office closure.

3rd week RE numbers reflect in-person activities at Minnehaha Falls Park for pre-K-12th grade

4th week RE numbers reflect in-person classes at 1st U for 7th-12th grade.

**Statistical Report
September 2021
Board Meeting October 21, 2021**

MEMORIAL SERVICES: 2

Ada Jeanette Miller, September 25

Peter May, September 26

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 1

Patsy Egan

CHILDREN DEDICATED: 0

Total members as of the last meeting: 1053

To be added: 0

To be removed: 1

TOTAL MEMBERS: 1052

	To Date	End of Year Totals			
MEMBERS JOINED	2020-2021	2019-2020	2018-2019	2017-2018	2016-2017
(Fiscal Year)	18	21	81	66	109
TOTAL MEMBERS:	1058	1061	1058	1049	1,011

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

	Project to Date Actual	Total Budget	Project to Date Variance
Revenues			
Revenues			
Donations	\$ 4,262,141.46	\$ 5,158,077.07	\$ (895,935.61)
Construction Loan	\$ -	\$ 2,000,000.00	\$ (2,000,000.00)
Total Revenues	\$ 4,262,141.46	\$ 7,158,077.07	\$ (2,895,935.61)
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	\$ 80,205.97	\$ 79,555.75	\$ (650.22)
Staff Salaries	\$ 54,100.43	\$ 95,000.00	\$ 40,899.57
Tuckpointing	\$ 122,000.00	\$ 122,000.00	\$ -
Loan Principal	\$ -	\$ 2,000,000.00	\$ 2,000,000.00
Loan Interest	\$ -	\$ 120,000.00	\$ 120,000.00
Contingency	\$ -	\$ -	\$ -
Total Miscellaneous Projects Expenses	\$ 1,076,362.61	\$ 3,237,503.00	\$ 2,161,140.39
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	\$ 112,612.16	\$ -	\$ (112,612.16)
Flannery	\$ 95,127.66	\$ 1,750,000.00	\$ 1,654,872.34
Flannery Permits	\$ -	\$ -	\$ -
Misc. Consultants	\$ 43,938.75	\$ 265,000.00	\$ 221,061.25
Misc. Construction	\$ 33,671.45	\$ -	\$ (33,671.45)
Owner Representative	\$ 85,630.00	\$ -	\$ (85,630.00)
Owner Supplied Systems	\$ 41,386.95	\$ 140,000.00	\$ 98,613.05
Solar Panels	\$ 44,500.00	\$ 105,000.00	\$ 60,500.00
Contingency	\$ -	\$ 190,000.00	\$ 190,000.00
Total Phase 2 Project Expenses	\$ 456,866.97	\$ 2,450,000.00	\$ 1,993,133.03
Total Expenses	\$ 3,734,392.66	\$ 7,911,000.00	\$ 4,176,607.34
Net Total	\$ 527,748.80	\$ (752,922.93)	

First Universalist Church of Minneapolis

Income Statement

	Actual 07/01/2021 to 08/31/2021	Budget 07/01/2021 to 08/31/2021	Variance	Annual Budget 07/01/2021 to 06/30/2022
Revenues				
Support				
Annual Giving	\$185,589.30	\$199,260.84	(\$13,671.54)	\$1,140,000.00
Donations/Fundraising	\$10,161.62	\$17,703.65	(\$7,542.03)	\$204,800.00
Revenue Released from Restriction	\$15,326.43	\$3,333.32	\$11,993.11	\$20,000.00
Total Support	\$211,077.35	\$220,297.81	(\$9,220.46)	\$1,364,800.00
Earned Revenue				
Service/Rental Income	\$5,607.94	\$23,749.96	(\$18,142.02)	\$142,500.00
Other Income	\$105.77	\$0.00	\$105.77	\$102,200.00
Total Earned Revenue	\$5,713.71	\$23,749.96	(\$18,036.25)	\$244,700.00
Total Revenues	\$216,791.06	\$244,047.77	(\$27,256.71)	\$1,609,500.00
Expenses				
Personnel Expenses	\$185,882.52	\$211,678.38	\$25,795.86	\$1,267,275.00
Administrative Expenses	\$30,342.28	\$23,871.68	(\$6,470.60)	\$145,430.26
Program Expenses	\$14,063.14	\$12,178.79	(\$1,884.35)	\$73,100.00
Building & Grounds	\$13,645.67	\$18,575.56	\$4,929.89	\$124,600.00
Other Expenses	\$129.45	\$749.98	\$620.53	\$4,500.00
Total Expenses	\$244,063.06	\$267,054.39	\$22,991.33	\$1,614,905.26
Investment Activity				
Realized Losses	(\$157.70)	\$0.00	(\$157.70)	\$0.00
Unrealized Losses	(\$498.38)	\$0.00	(\$498.38)	\$0.00
Dividends & Interest	\$51.91	\$1,416.66	(\$1,364.75)	\$8,500.00
Realized Gains	\$237.33	\$0.00	\$237.33	\$0.00
Unrealized Gains	\$69.24	\$0.00	\$69.24	\$0.00
Total Investment Activity	(\$297.60)	\$1,416.66	(\$1,714.26)	\$8,500.00

First Universalist Church of Minneapolis

Income Statement

	Actual 07/01/2021 to 08/31/2021	Budget 07/01/2021 to 08/31/2021	Variance	Annual Budget 07/01/2021 to 06/30/2022
NET SURPLUS/(DEFICIT)	(\$27,569.60)	(\$21,589.96)	(\$5,979.64)	\$3,094.74

First Universalist Church of Minneapolis

Balance Sheet

	Actual As of 08/31/2021
Assets	
Current Assets	
Cash	\$317,859.06
Investments	\$4,095,688.92
Accounts Receivable	\$12,178.55
Other Current Assets	\$32,330.31
Total Current Assets	\$4,458,056.84
Non-Current Assets	
Fixed Assets	\$1,871,608.05
Total Non- Current Assets	\$1,871,608.05
Total Assets	\$6,329,664.89
Liabilities and Fund Balance	
Liabilities	
Current Liabilities	
Accounts Payable	\$158,258.39
Benefits Payable	\$32,613.38
Other Current Liabilities	\$124,082.46
Total Current Liabilities	\$314,954.23
Long Term Liabilities	
Interfund Transfer	(\$28,924.81)
Total Long Term Liabilities	(\$28,924.81)
Total Liabilities	\$286,029.42
Fund Balance	
Unrestricted Net Assets	\$2,531,778.41
Donor Restricted Net Assets	\$3,511,857.06
Total Fund Balance	\$6,043,635.47
Total Liabilities and Fund Balance	\$6,329,664.89