



*In the Universalist  
Spirit of Love and  
Hope, we Give,  
Receive, and Grow.*



# Annual Report 2015–2016

**First Universalist Church  
of Minneapolis**

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## 2015–2016 Board of Trustees

Cindy Marsh *President*  
 Richard Spratt *Vice President*  
 Eric Cooperstein *Secretary*  
 Dick Niemiec *Treasurer*  
 David Bach  
 Marion Dane Bauer  
 Jill Braithwaite  
 Christina Nicholson  
 Karin Wille

### Staff (as of May 31, 2016)

Rev. Justin Schroeder *Senior Minister*  
 Rev. Jen Crow *Executive Minister*  
 Rev. Elaine Aron Tenbrink *Minister of Membership & Adult Ministries*  
 Rev. Ruth MacKenzie *Minister of Worship and Coming of Age*  
 Lauren Wyeth *Director of Children, Youth & Family Ministries*  
 Chelsea Bertsch *Administrative Assistant*  
 Dr. Randal Buikema *Director of Choral Arts*  
 Colleen Cook *Children's Choir Director*  
 Sandy DiNanni *Membership Support*  
 Tim Ewing *Senior Custodian*  
 Robert Frost III *Audio Tech*  
 Andrea Love *Finance Specialist*  
 Bree Mattson *Operations Manager*  
 Emma Paskewitz *Senior High Coordinator*  
 Brad Schmidt *Accountant*  
 Emma Stout *Youth Programs Assistant*  
 Jenn Stromberg *Communications Manager*  
 Bobby Union *Custodian*  
 Tracy Van Epps *Facilities Manager*  
 Dr. Jerrod Wendland *Pianist*



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First Universalist Choir



Summer Camp 2015



Bde/Mde Maka Ska Conversation



Third grade Stole Ceremony

# Senior Minister's Report

By Rev. Justin Schroeder



It has been nearly seven years that I have served as Senior Minister at First Universalist. Both of my children have been dedicated in this faith community, and I have grown in profound ways here, just as many of you have.

First Universalist Church is a dynamic, lively place, filled with compassionate

people, wanting to make a positive difference in the world. The engine of this dynamic faith, the heartbeat of First Universalist, is what happens on Sunday mornings in both **children's church** (children's chapel and Religious Education classes) under the guiding hand of Lauren Wyeth, and in **worship services** in the sanctuary, under the guiding hand of Rev. Ruth MacKenzie and our worship team. In these two spaces, serving between 800 and 900 people per Sunday, the body of the church is nurtured and strengthened. In these sacred spaces, we encounter one another and the mystery at the heart of life, and we seek to bring our best selves to all that we do. From these two spaces, the rest of our ministry, including our commitment to being a racially just church, is echoed and amplified and radiates outward into the bloodstream of the church.

Our **Pastoral Care ministries** reach out to those who are struggling, and hold them in the light. Church members, whether in the hospital, a care facility, or going through a life transition, know the church will be at their side, caring for them.

The **Faithful Action Council** ensures that we do our Faithful Action Ministry through partnerships, with a racial justice lens, and with time for spiritual reflection so that we can grow as Unitarian Universalists. After years without a focus to our justice work, we now have a cohesive and accountable structure in which to serve the world. As

part of my new portfolio, I co-chaired the Council (along with church member, Joan Naymark).

Our **Adult Ministries**, under the guidance of Rev. Elaine Aron Tenbrink, have never been stronger; our Daytime Connections programming regularly brings together 50 to 75 church elders, and our Circles, Wellspring Programming, Racial Justice offerings, and other adult programs serve hundreds more. Newcomer Circles continue to welcome new friends and members, creating a strong network of relationships and social connections. Each of these program areas invites participants to listen deeply to where love is calling them next.

Our **Children, Youth & Family** programming is stronger than ever, thanks to vibrant staff and congregant partnerships and a commitment to innovate, this year continuing to weave a racial justice lens into all curricula. Our parents, children and youth regularly experience religious rituals that help them grow and mature. This spring, Lauren Wyeth was among 15 Directors of Religious Education invited by the UUA to participate in an Innovation in Faith Development roundtable. There, she shared what we're doing to ensure our programs are relevant and responsive to the spiritual needs of people of all ages.

Our **staff** has never been stronger or more stable; Rev. Jen Crow, with her steady hand and calm presence, working in partnership with staff and congregants alike, has excelled in her new role as Executive Minister, overseeing many of the day to day ministry needs.

Looking back over this past year and the past seven, I know that our strength as a faith community comes from the sacred promises we make with one another, promises "to dwell together in peace, to seek the truth in love, and to help (and serve) one another."

It is a blessing to serve this vital faith community!

In faith, Justin

*I look forward to Sunday morning worship like you look forward to a glass of cool water after a long run. I pause, I gulp it in, and I reflect on the miles taken and the miles yet to come.” - Patsy Egan Vinogradov*

*“Helping lead worship by singing in the choir has great meaning to me. It is often a transcendent experience, and it is wonderful to contribute to the remarkable music that is a major element, for me, in connecting to the Love That Will Not Let (me) Go.” - Anne McBean*

**2015–2016 WORSHIP THEMES**



SOURCES | ROOTS | HUMILITY | BORDER CROSSING | MAKING ROOM | PASSAGES | BROKENNESS | WHOLENESS | SACRAMENT | DOORWAYS

# WORSHIP

We come together in worship on Sundays for spiritual deepening, growth, and renewal in community. Our worship team—ministers, worship associates, guest preachers, our choir, orchestra and pianist, guest artists and musicians—have worked together throughout the past year to create meaningful Sunday morning experiences— healing, comforting, and challenging us all in the process.



Ernest Bisong



Give Get Sistet



Shizumi Shigeto Manale, producer of “Pictures from a Hiroshima Schoolyard”  
*Photo: Janet Mills*

This year, our worship was blessed with a variety of artists from the wider community, as well as featuring musicians and artists from within. Our Universalist message of love and hope was made more compelling and creative with the likes of Guante, Give Get Sistet, Dom Wooten, and Ernest Bisong. Our choir took on Fauré’s *Requiem* with skill and passion under the direction of Dr. Randal Buikema, and our Folk Band is growing in numbers and skill under Dick Hensold’s care. Dr. Jerrod Wendland has introduced us to contemporary composers from all over the world, and moved us with his passionate performance.

Our multigenerational worship experience has deepened and we are all the more richer for it. Youth took on the worship theme of sacrament by offering a bread communion, and our Coming of Age youth filled our hearts with wisdom, tenderness, and hope as they shared their statements of faith in a special ceremony and in our Sunday service.

*“I never miss a Sunday morning service at First Universalist unless prevented by illness or travel. I count on that hour each week to challenge me, nurture me, send me away with renewed hope. It becomes the cornerstone of my week.” - Marion Dane Bauer*



In September, in a powerful reconvening Water Communion service, we welcomed back Minister Emerita Rev. Kate Tucker. Together with our four current ministers as well as Minister Emeritus Rev. John Cummins, we affirmed the strength and power of First Universalist’s ministry. *Photo: Janet Mills*

# YOUTH IN



After a year of reflection, discussion, service projects, and a nature vigil, Coming of Age youth in 9th and 10th grades shared their Faith Statements in the Coming of Age ceremony, as well as during a Sunday service in May. *Photo: Rick Schuster*



by the numbers  
**2015–16 Religious Education**  
**508** children and youth  
*(a 5% increase over last year)*  
**295** families  
**272** adult volunteers in classrooms



## CHILDREN, YOUTH & FAMILY MINISTRIES

Children, youth and families are at the heart of the ministry of First Universalist, and our Religious Education program for children and youth is one of the largest and most innovative among UU churches worldwide.

This year we eliminated Religious Education fees to make RE accessible to all families and show the value we place on our children. We continued to rewrite curricula with a racial justice lens and align RE with the values and mission of the larger church so that children and youth are actively engaged in a spiritual journey with the whole congregation.

Three threads are woven throughout Children, Youth & Family Ministries at First Universalist Church:

### Worshipping Together

Children and youth, like adults, need time for reflection, singing, storytelling, and sharing what's in their hearts every Sunday morning. Each time we come to church, we begin with worship, whether in children's chapel, an opening circle, or by joining the service in the sanctuary.

Experiencing meaningful, engaging worship throughout childhood helps our youngest members develop a sense of connection to something larger than themselves, and gifts them with practices they can turn to for comfort and inspiration throughout their lives.

*“Having age-appropriate, community-building, soul-expanding worship be a part of the regular rhythm of church life for our kids is key.” - Sara Massman Smalley*

### Preparing for & Celebrating Milestones

This begins with child dedication and continues with Kindergarteners' Rainbow Path graduation, 3rd graders' Stole Ceremony, 6th graders' Rites of Passage, 9th graders' Coming of Age, and 12th graders' Bridging during the Youth Sunday service. Each milestone is addressed through curriculum that explores the young person's newly-unfolding capacities and responsibilities, and offers resources and community to help them and their families navigate change with grace.

### Conversation & Reflection on subjects not often addressed well or openly.

In 5th and 8th grade OWL (Our Whole Lives sexuality education), we talk about bodies, relationships and intimacy in an age-appropriate manner that affirms sexuality as a natural, healthy part of our human experience. Similarly, we address race, racism, diverse identities, and racial- and social justice issues in a direct, age-appropriate way from early on in the RE classroom. These courageous conversations have a huge impact on youth and their families.

*“Family doesn't have to mean you were born from someone. It is the “chain of family” that keeps family together. You are always connected with love.”  
 - Amelia, age 7, who—when asked where she learned this—said: “Church!”*

## WORSHIP



Senior High Youth led worship on April 24; they named their truths, shared their vulnerabilities, and spoke about how important this faith community is to them. Seniors then marked an important milestone in their Bridging Ceremony. *Photo: Bob Friedman*



*by the numbers*

## 2015–16 Adult Ministries

417 participated in a Circle

50 participated in Wellspring

79 completed the 24-Hour Racial Justice Training



# ADULT LEARNING & FAITH FORMATION

Our Adult Ministries, including Wellspring, Circles, Racial Justice learning, and Daytime Connections, engaged hundreds of members, friends and guests this past year.

## Circles & Wellspring

Small group ministry at First Universalist is an important way that our members and friends establish deep connections at church.

**Community Circles** offered a chance to reflect on our worship services in sacred community—in small groups open to everyone, as well as groups specifically for parents, young adults, people of color, and other communities.

**Spiritual Deepening Circles** offered opportunities for reflection and learning in three areas: Racial Justice, Aging & Spirituality, and Spiritual Practice. This past year, we offered circles such as Talking About Race With Kids, Examining Whiteness, Chi-Gung, and Writing to Wake the Soul.

The **People of Color Circle** met regularly to reflect on the spiritual content and messages from the Sunday morning sermon. We also offered learning sessions for People of Color on self care and coping strategies for racial oppression. These learning sessions were facilitated by Marie Michael, a colleague of Dr. Heather Hackman.

50 people participated in **Wellspring**, a year-long small group experience that offers spiritual deepening within our UU tradition, an opportunity for learning more about ourselves and our faith.

## Daytime Connections

A vibrant and growing area of programming, 50–75 people have regularly attended the monthly programs offered by Daytime Connections this year. Programs have included: “Creativity: Bringing Joy to the Spiritual Journey of Aging,” “Exploring Life Completion,” and “Defining Home,” and special speakers have included Rev. Kate Tucker, Rev. Harlan Limpert, and Rev. John Cummins. Daytime Connections also offered genealogy workshops and formed several leisure groups.

## Soul Matters

A team of circle facilitators, led by Rev. Elaine, piloted “Soul Matters,” a unique small group curriculum that invites participants into engagement with monthly worship themes through spiritual practice and living with deep questions each month. Our Circle Leadership Team has done a beautiful job of guiding this work and supporting our robust small group ministry program.

## Racial Justice Learning

First Universalist Church has made a commitment to Racial Justice through intensive education and training of our congregation on the historical and current impacts of systemic racism and white privilege on society and the environment.

This past year, we offered a regular film/book discussion series that engaged participants in conversations about race, racism, and whiteness. New members especially were encouraged to participate in our “Racial Justice and Our UU Faith” workshops, and 79 people completed the 24-hour Racial Justice training with Dr. Heather Hackman this year.

In November, we welcomed Debby Irving, author of *Waking Up White*, for two well-attended public talks.

We hosted four community conversations about Bde/Mde Maka Ska (currently called Lake Calhoun) in collaboration with the Native community.

Together indigenous peoples, members of our faith community, and the broader community came together to envision bold possibilities that transcend the boundaries of the past, and that call a powerful future into the present.



Four Bde/Mde Maka Ska Community Conversations were hosted at church.



Faithful Action Council 2015–2016

*“The people of First Universalist Church work to build a just, loving and sustainable world.”*



First U families are Habitat Housing Heroes!

# FAITHFUL ACTION MINISTRIES

## Faithful Action Council

The Faithful Action Council was launched in August 2015 to set the direction of our faithful action ministries. Balancing our efforts for systemic change and serving immediate needs, the Faithful Action Council ensures that our guiding principles of working through partnerships and with a racial justice lens guide all that we do.

## Community Partners

The Council developed a transparent partnership application process to select community partners. Church members were invited to submit applications in partnership with a community organization. The application focused on racial equity and set clear expectations for measurable results. Seven partners for the 2016–2017 church year were announced in March: **Twin Cities Habitat for Humanity, EMERGE, Augsburg Fairview Academy, Simpson Housing Services, Minnesota Interfaith Power and Light, Beacon Interfaith Housing Collaborative, and Project for Pride in Living.**

## Advocacy

The Council launched Advocacy work in January at the start of the MN State Legislative session. Several activities began, in partnership with Beacon and Twin Cities Habitat, and also with the 15 Now ballot campaign to raise the minimum wage in Minneapolis to \$15/hour.

## Holiday Giving: The Gift of Home

This year, we invited members and friends to reimagine the holidays and to consider redirecting half of their holiday spending to values-based giving. We partnered with Beacon Interfaith Housing Collaborative to expand the ways we can give the gift of home and raised \$70,000 as a congregation for Beacon!

## Families Moving Forward

In September 2015 and May 2016, we hosted families from Families Moving Forward for a total of three weeks. A program of community partner Beacon Interfaith Housing Collaborative, it offers families experiencing homelessness hospitality, emergency shelter and a path to home. More than one hundred volunteers from our congregation helped make this possible!

## UU Community Solar Garden

This winter, our Environmental Justice team headed up the launch of a Community Solar Garden in collaboration with the Unitarian Universalist Solar Coalition, a multi-church group of volunteers who have dedicated two years to interviewing and vetting solar developers. First U members and friends had the opportunity to learn more about solar power and sign up for a UU Community Solar Garden subscription earlier this year.



Congregants and ministers continue to participate in marches and rallies led by organizations working for racial justice.



Volunteers made our Families Moving Forward hosting weeks in September and May possible!



We gave “The Gift of Home” and raised \$70,000 for Beacon Interfaith Housing Collaborative through our Holiday Giving efforts.

*by the numbers*

## Welcoming Newcomers

**91** participated in First Step

**90** took part in an 8-hour Newcomer Circle

**53** became Members in 2015–2016

**949** total Members (as of May 31, 2016)



Rev. Elaine Aron Tenbrink welcomed new members during ceremonies at both services on May 22, 2016. *Photo: Janet Mills*

# MEMBERSHIP

First Universalist Church boasts a large membership of more than 900 individuals and their families who call this church their spiritual home. Members are truly the heart of this community.

Membership asks us to walk our spiritual path with courage and care, ever mindful of our covenant with one another to dwell together in peace, seek the truth in love, and to help one another.

This year, an Exploring Membership Team was formed to conduct deep research into people's experiences of belonging and connection at First Universalist Church. The research that has been done will help us to create an approach to membership that reflects the unique culture and community of our church and helps people to find their place and grow their soul in community.

From January through April 2016, the team gathered information using two tools: an online survey, and in-depth one-on-one interviews. The research affirmed that people are coming to church for spiritual deepening and social connection. Being seen and known in community, spiritual growth in community, and opportunities to live out our values in community are three key elements of a meaningful experience here at First Universalist.

A wealth of informative and useful data has been gathered, and we are looking forward to the coming year being a time of innovation, experimenting, and piloting new possibilities!

# CONGREGATIONAL CARE

*“First Universalist Church is an intergenerational community of mutual caring and support.”*

Caring for each other is central to the mission of this church: giving of ourselves, receiving (and accepting) help when needed, and growing into deeper, better people in the process.

The Congregational Care team offers support and comfort to members and friends in times of need, and provides the opportunity for congregants to give that support to others.

This year, we are celebrating the third year of the Pastoral Care team and the second year of delivering poinsettias to people who have lost a loved one in the past year. We expanded our Pastoral Care programming, offering a

Marital First Responders Workshop and hosting a Heart to Heart Retreat. We also welcomed a new parish nurse, Ann Dunnagan, through our relationship with TRUST.

In total, more than 120 members of our community volunteered their time with Congregational Care over the past year. We are grateful to all those who step forward to help with memorial services, deliver meals, offer rides, welcome babies, and more!







“Pictures from a Hiroshima Schoolyard”



Chandelier cleaning was a big undertaking!



Volunteers are essential when it comes to keeping our spaces—inside and out—looking great.

# OPERATIONS & FACILITY

## Caring for Our Spaces

Thanks to the hard work and dedication of facilities staff and volunteers from the congregation, a number of important projects were completed this year. We installed a balcony railing in the sanctuary, cleaned and made repairs to the sanctuary chandeliers, and renovated the seasonal storage room.



Seasonal Storage Room volunteer team

*Schoolyard*, Art Quilts by Susan Stein, *The Beginning of Knowing* by the Jewish Women’s Circle, Mosaics by Tom Miller, Cheryl Anderson, and Debbie Cash, Abstracted Nature Acrylic Paintings by Robin Colerin, and *Capturing Moments*, an exhibit of oil paintings by Dakota Hoska.

## Technology & Infrastructure

A number of upgrades and improvements to our technology have been implemented under the guidance of operations staff. We made the switch to fiber internet, upgraded our phones to a Voice Over Internet system, installed new televisions in a number of classrooms, and worked with our IT consultant to transition to using Google Drive.

## First U Awarded Grant for Sustainable Improvements to Our Parking Lot

After the capital improvement budget was approved at last year’s annual meeting, church staff and our Building and Grounds Committee began looking into options to replace the asphalt in our parking lot, as well as make environmentally sustainable improvements.

Working with a sustainable parking lot designer, we came up with a plan that utilizes rain gardens, silva cells, and bio swales—and then applied for an Action Grant from the Mississippi Watershed Management Organization.

We received word this spring that we were awarded a grant of \$50,000 to make the desired environmentally sustainable improvements possible! After it’s finished, our new parking lot will not only be safer and more attractive, it will also capture and slow down 85% of our stormwater runoff, protecting the rivers and lakes around us.

## Art Exhibits in the Social Hall

The Visual Arts Committee put together an impressive schedule of exhibits in the Social Hall, ensuring that there was always art to enjoy on Sundays. Exhibits included: Calligraphy by Diane von Arx, *Pictures from a Hiroshima*

# Our Visionary Goals

## GUIDE THE WORK WE DO

- The people of First Universalist Church grow in their UU faith: we are equipped to live out our values and experience worship, spiritual practices, and rituals that challenge, comfort, celebrate, and heal.
- First Universalist Church is a home for ageless wisdom. People of all ages find opportunities to engage in an intellectual and spiritual search for deeper meaning and understanding in the UU tradition, both as individuals and in community. We know our roots, find our wings, and apply our knowledge and wisdom to all our endeavors.
- First Universalist Church is an intergenerational community of mutual caring and support. We build this community by actively welcoming all and encouraging each other to discover, develop and share their gifts.
- The people of First Universalist Church work to build a just, loving and sustainable world. We are a visible, influential voice, and we act to shape the larger community into a more just and equitable society.

# First Universalist Foundation Annual Report

The First Universalist Foundation acts as a catalyst for social change by promoting and supporting the development of emerging leaders, youth, young adults, and/or disenfranchised communities through monetary grants to nonprofits working in those communities. We are committed to aligning the Foundation's grantmaking with the priorities of the church while upholding our mission and values.

This year, the First Universalist Foundation suspended its Fall grantmaking cycle in an effort to streamline our process. For our Spring grant round, we continued our practice of accepting nominations for proposal invitations from the congregation. We also reached out directly to the High School youth and encouraged them to consider a nomination based on their social justice work in the community.

We received 26 nominations and invited 20 organizations to submit proposals. We received 13 completed grant applications and selected 8 grantees. We disbursed \$40,000 to projects in support of racial, economic and social justice in the Twin Cities.

The organizations and projects that received funding this year are:

## **EDIT**

\$5,000 for phase 3 of The True Northside, a partnership with EMERGE to change community perceptions of North Minneapolis by inviting neighboring community members to visit youth in North Minneapolis and help with arts-based community beautification projects.

## **EMERGE**

\$5,000 for 'North 4' to create pathways to success for gang/cliqye involved young men (18 to 24) in four North Minneapolis neighborhoods, which experience high rates of violence, crime, and poverty, through life skills groups, job readiness training, a 16-week paid internship, and mentoring relationships with caring adults.

## **Exposed Brick Theatre**

\$5,000 to bring "American as Curry Pie" & The SAM Plays to schools in an effort to combat anti-Muslim bias, enhance the positive identity of Muslim youth, and create healing, empathy, and support for the Muslim community in the Twin Cities.

## **Grease Pit Bike Shop**

\$5,000 for job skills training, after-school activities and affordable transit solutions to increase the access to resources and transportation for low income adults and youth in the Phillips Community of South Minneapolis.

## **MUUSJA**

\$5,000 for YoUUth SOALS, a spiritual organizer/activist leadership seminar to educate UU youth on the skills and practice of social justice community organizing and activism within, among, and beyond their congregations.

## **Rock 'N' Read**

\$5,000 for the Rock 'n' Read Bus to provide summer reading programs for 3rd–6th grade children of color and new immigrants who are reading one or more years behind.

## **TruArt Speaks**

\$5,000 for the Be Heard MN Youth Poetry Slam Series to support literacy, leadership, and self-expression of marginalized youth through the arts.

## **YouthFarm**

\$5,000 for the Youth Farm Summer Program to promote food justice and access by working with urban youth leaders ages 9–24 in five lower income neighborhoods through community development, nutrition education, and farming.

First Universalist Foundation board members in 2015–16 were: Kristin Siegesmund (Chair), John Borden (Treasurer), Charmagne Campbell-Patton (Secretary), Julie Gottesleben, Dennis Haskin, Victoria Shanen, Pam Berry, Chris Bremer and Jill Anderson.



In Exposed Brick Theatre's "American as Curry Pie," Aamera Siddiqui shares her story of growing up as an immigrant and searching for her identity—a balancing act between her Indian Muslim heritage and her American surroundings.

# Association of Universalist Women (AUW)

## Annual Report

Started in 1905, the Association of Universalist Women of Minnesota (AUW) has a long-standing history and affiliation with First Universalist Church. The mission of AUW is to create community, to deepen our spirit, and to bring UU faith to action on behalf of women.

AUW contributes to the church and the larger community by proudly supporting our First Universalist Community with annual monetary contributions and gifts. This past year AUW provided \$2,000 toward funding for the design of a new pulpit for the church chancel. Our contributions have also been in-kind by developing women leaders, mentoring young women, and continually initiating and incubating innovative ideas and programs.

We bring our faith to action in the world on behalf of women. AUW has a proud and visible history of fighting for and defending women's rights. Two main issues are Women's Reproductive Rights and Women's Voting Rights through the Minnesota Unitarian Universalist Social Justice Alliance (MUUSJA). AUW members also contribute by knitting for charity through Hats for the Homeless led by Barb Melom.



For 2015–2016, AUW had 98 members. Members planned and participated in five core annual events and many other activities throughout the year. The main events were the:

- 1) Fall Kick-Off on Sept. 12, 2015;
- 2) Fall Mini Retreat on Nov. 7, 2015;
- 3) Winter Tea on Feb. 6, 2016;
- 4) Spring Retreat April 15–17, 2016; and
- 5) Spring Dinner and Annual Meeting on May 21, 2016.

AUW sponsored a reception for the *Pictures from a Hiroshima Schoolyard* documentary on Sept. 20, 2015. We collected more than \$500 for winter coats for Augsburg Fairview Academy at our Fall Retreat. On April 26, we sponsored a screening of the documentary film *Trapped*, about increasing restrictions on women's access to abortion in some states. Ongoing activities included Get Connected events, the Planned Parenthood Solidarity Rally on Good Friday, March 25, 2016, and a variety of gatherings of Friendship Groups that have formed over the years.

AUW is governed by a board of directors made up of seven to eleven members. The 2015–16 Board of Directors includes: Valerie Garber (President); Meredith Smith (Treasurer); Jeanne Verdick (Secretary); Ann Styx (Membership Poobah); Jane Hallas (Communications); Melody Werner Luepke (Newsletter Editor); Jean Ramlow; Rita Peterson; and Sydney Dunitz.

# Board President's Report

By Cindy Marsh



We are growing and learning as a Board. The new staffing model that was implemented in June 2015 is working well and allows both Rev. Justin Schroeder and Rev. Jen Crow to operate in areas of strength. Rev. Jen has done an excellent job in the new role of Executive Minister, and we believe this change has significantly improved the stability and morale of Church

staff. Together, we have completed foundational work this year that will pay off in the future, including learning to do our work through a racial justice lens and laying the groundwork for a comprehensive stewardship campaign.

Our priority as a Board this year has been to live into the Racial Justice Resolution that our congregation passed last year at the Annual Meeting.

We have endeavored to understand and put into practice what it means to do our work with a racial justice lens. To guide us, we adopted a decision-making framework called Choice Points developed by a leading national anti-racist organization, Race Forward. To be honest, we struggled at times to apply the model consistently and effectively. The Governance Committee members acted as our process consultants, consistently reminding us to use the model. Positively, at every meeting we had discussions at some level about race, racism and whiteness and the impact of our decisions and practices on equity and inclusiveness. We are learning to exercise this new perspective and skill, and are seeking additional board development in governance with a racial justice perspective.

Given our engagement, learning, and focus on racial justice, the Board recently announced a process for congregants to give feedback on how our racial justice work has impacted our four visionary goals. We contracted with Rainbow Research, a local research and evaluation firm, to assist us. Focus groups, listening sessions, and a questionnaire were launched in May 2016 and analysis will continue through the summer; we should have a report in the fall.

Another important goal this year involved laying the groundwork for a comprehensive stewardship campaign. The Board chartered a small committee consisting of our Senior Minister, three board members and four congregants to begin to discuss our approach. This group emphasized the need to develop an inclusive process so all congregants will feel part of our future. They also emphasized the need for the campaign to flow from our mission, vision and values and requested the Board develop a compelling vision for the campaign. Rev. Justin and Rev. Jen then presented a preliminary vision and statement of need to the Board, which will continue to be developed. As a next step, the Board undertook a national search to find

a fundraising consultant with expertise in working with churches, particularly UU churches. We selected the firm that had the strongest track record of success, had the most inclusive process, and provided the most value and support for the fees. We selected James D. Klote & Associates, Inc. of Falls Church, VA. The campaign begins in the fall of 2016 with a Readiness Assessment (feasibility study) which will include a detailed presentation

of the vision, case, and goals. We'll talk more about these plans at the Annual Meeting and in the months to come.

The Finance Committee, chaired by Dick Niemiec, Treasurer, has developed a strong working partnership with Rev. Jen Crow, Executive Minister, and has made excellent progress on improving financial reporting, systems and processes this year. See the Treasurer's report for more information.

The Governance Committee, chaired by Richard Spratt, Vice President, leads the important work of driving the monitoring schedule, a monthly review of the key indicators of the health and direction of the church. The Governance Committee also administers the Congregational Survey and the Board Self-Evaluation, and gathers Trustee input for the Senior Minister Performance Review.

I was honored to serve this congregation as President during the past church year and found it to be a transformative leadership experience as we tackled so many challenging issues. All Trustees appreciate our informal contacts with you in the Social Hall and at events as well as your attendance at our formal gatherings like the State of the Church and budget meetings. Thank you for your support.

*"We are growing and learning as a Board. Together, we have completed foundational work this year that will pay off in the future."*

# Treasurer's Report

By Dick Niemiec



I'm pleased to offer this report as the Church's treasurer and chair of the Finance Committee. The committee has been active in fulfilling its fiduciary and strategic role in working with the board and the ministers to align Board priorities and the visionary goals with other competing financial

needs. My fellow Finance Committee members are Board members Eric Cooperstein, Christina Nicholson and Karin Wille. Nate Ahlberg serves as the non-board member of the committee.

The Finance Committee has developed a strong working partnership with Rev. Jen Crow in her role as Executive Minister. She takes the lead in monitoring our finances and developing the annual budget. In her year leading the finance team she has made excellent progress in improving financial reporting, systems and processes.

The Church continues to use MAP, a resource for non-profits, as a consultant to ensure financial integrity, and to advise on accounting and procedural issues.

Over this year Rev. Crow and the committee have:

- Moved the accounting systems to a modified cash basis to increase the transparency of the financial statements.
- Supported the development of a vendor policy that applies a racial justice lens to large purchasing decisions.
- Developed a three-year financial forecast to shape the church's long-term strategic planning and to aid in the comprehensive stewardship campaign.

The 2015–16 fiscal year is expected to end with a deficit of approximately \$16,000. Rev. Crow has aggressively monitored church expenses to adhere to budget priorities but pledge income and miscellaneous fundraisers were below budget resulting in the deficit. The payment of the mortgage principal was covered in the operating budget for the first time in recent years.

The board directed Rev. Crow to consider these priorities in developing the 2016–17 operating budget:

- Offsetting the loss of a tenant for the last ten months of the fiscal year.
- Including the costs associated with the comprehensive stewardship campaign.
- Ensuring all adult employees will earn a minimum of \$15 per hour.
- Make adjustments to salaries wherever possible to bring them within or approach the appropriate salary range for each position.
- Incrementally increasing UUA and MidAmerica Region dues.

The budget developed by Rev. Crow was reviewed and modified at two finance committee meetings as well as two Board meetings. The Board and Rev. Crow held two congregational budget meetings to explain the budget and gather feedback. The Board has approved the budget and presents it to the congregation for final approval.

The financial section of the annual report also includes:

- The assumptions that the budget is based on.
- The statement of financial position (balance sheet).
- The capital budget progress report.

Unfortunately this budget does not include the payment of the mortgage principal from the operating budget and thus the 2016–17 budget has a deficit of approximately \$28,000.

During the 2016–17 fiscal year the Board will continue to work with Rev. Crow to develop simpler and more transparent financial statements and to enhance the Board policies to ensure fiscal integrity. The Board will also determine when a full financial audit will be conducted.

*“The Finance Committee has developed a strong working partnership with Rev. Jen Crow in her role as Executive Minister... In her year leading the finance team she has made excellent progress in improving financial reporting, systems and processes.”*

# Recommendations from the Nominating Committee for 2016–2017

*Boldface type indicates those who require a vote by the congregation*

POSITION	NAME	TERM EXPIRES
<b>Board of Trustees</b>		
New trustees (three-year terms)	<b>Lillie Pang</b>	<b>2019 (first term)</b>
	<b>Caitlin Rogers</b>	<b>2018 (partial term)</b>
	<b>Christa Anders</b>	<b>2018 (partial term)</b>
Continuing Trustees	<b>Cindy Marsh</b>	<b>2019 (second term)</b>
	<b>Dick Niemiec</b>	<b>2019 (second term)</b>
	Richard Spratt	2017 (first term)
	Eric Cooperstein	2017 (first term)
	David Bach	2017 (second term)
	Karin Wille	2018 (second term)
Executive Committee	<b>Eric Cooperstein, President</b>	
	<b>Richard Spratt, Vice President</b>	
	<b>Dick Niemiec, Treasurer</b>	
	<b>Christa Anders, Secretary</b>	

<b>Foundation Board</b>		
Chair (one year)	<b>Kristin Siegesmund</b>	
New Member (three-year term)	<b>Channing McKinley</b>	<b>2019 (first term)</b>
Continuing Members	<b>Dennis Haskin</b>	<b>2019 (second term)</b>
	Julie Gottesleben	2017 (first term)
	Victoria Schanen	2018 (second term)
	Kristin Siegesmund	2018 (second term)
	<b>Chris Bremer</b>	<b>2019 (second term)</b>
	Charmagne Campbell-Patton	2017 (first term)
	Pam Berry	2018 (second term)
	Jill Andersen	2018 (first term)

<b>Nominating Committee</b>		
Chair (one year)	Appointed by Board of Trustees Pamela Vincent	
New Members (three-year terms)	<b>Suzann Willhite</b>	<b>2019 (first term)</b>
	<b>Pat Gottschalk</b>	<b>2019 (first term)</b>
Continuing Members	Pamela Vincent	2018 (first term)
	Sharon Ramirez	2018 (first term)
	Doug Smalley	2017 (second term)
	Greg Hoelzer	2017 (second term)

**Delegates to the 2016 General Assembly of the Unitarian Universalist Association**  
Eric Cooperstein, Lena Gardner, Janet Hill, Kloie Rush-Spratt, Ralph Wyman

# Nominating Committee Recommendations

## *Nominated for Board of Trustees Executive Committee*



### **Eric Cooperstein, President**

Eric Cooperstein has been a member since 1994. He previously served: two terms on the First Universalist Foundation Board and chaired that Board for four of those years; on the Stewardship Committee; on the Pledge Team; on the Internship Committees for Ruth MacKenzie and Laura Smidzik; and has been a regular Habitat for Humanity volunteer. After dedicating a significant amount of volunteer time over the past four years as an officer of the Hennepin County Bar Association, Eric has enjoyed re-engaging with the leadership team at First Universalist. He joined the Board of Trustees in the 2014–2015 church year. For the past seven years, Eric has operated a solo law practice devoted to representing lawyers regarding legal ethics issues. Eric credits his Unitarian Universalist faith for guiding his work with his clients. Prior to opening his own law firm, Eric helped implement the settlement of

a class action lawsuit by black farmers against the U.S. Department of Agriculture and worked as a staff attorney for the Legal Aid Society of Minneapolis. Eric is married to Katie Oberle. They have two daughters in college: Emma, who goes to Champlain College in Burlington, Vermont, and Claudia, who attends Emory University in Atlanta, Georgia.



### **Richard Spratt, Vice President**

Richard Spratt, joined the Board of Trustees in the 2014–2015 church year. Originally from Charlotte, North Carolina, he moved to Minneapolis to attend Augsburg College. He has worked as a social worker at Hennepin County for over 35 years. Richard and his wife Kayci Rush and son Zo Spratt have been attending First Universalist since 2012. Shortly after visiting First Universalist, Richard found himself joining a Circle and he has never looked back. He has served as a Worship Associate and then became active with the Racial Justice initiative. After completing the first round of training for Racial Justice, Richard joined First Universalist in December 2013. Richard has been a participant in the ‘People of Color Circle’ and a Racial Justice Circle, in addition to completing the Racial Justice Train the Trainer series. Throughout his career, Richard has worked to develop community capacity in North Minneapolis and now at Sabathani Community Center in South Minneapolis. He is looking forward to his continued work on Racial Justice and hopes to work with the Senior High youth. Richard looks forward to bringing

his life experience to his work as a Trustee while continuing to learn more about our church community.



### **Dick Niemiec, Treasurer**

Dick Niemiec joined the Board of Trustees in the 2013–2014 church year. He and his wife, Joan, have been members of First Universalist since 1975. They raised their three children in the church. He has served on our Foundation Board and as a member of the Cummins Internship fundraising group and as facilitator for the 2002 long-range planning. He is retired from Blue Cross Blue Shield of Minnesota; one of his responsibilities included serving as chief compliance officer and staffing the board governance committee. After retirement he served as interim president of Beloit College, and continues as a member of its board of trustees. He has served on non-profit boards including the American Red Cross national board of governors, the YMCA of Greater St. Paul general board and the boards of Tubman, Walk-in Counseling and the Minnesota State Community Colleges. On these boards he frequently served

as chair or vice-chair, and has extensive experience on governance and audit committees. Dick believes he can serve the church as a member of the board of trustees through his financial and governance expertise as well as a commitment to teamwork and consensus building.

*(continued)*

# Nominating Committee Recommendations

## *Nominated for Board of Trustees Membership & Executive Committee*



### **Christa Anders, Secretary**

Christa Anders and her partner, Tom MacLeod, joined First Universalist in 1996 when they were expecting their first child and looking for a faith community in which to nurture their young family. Over the years, Christa has served the church in a variety of roles—many of them involving Religious Education—including multiple years teaching RE; serving on the RE Council and the All Church Council as the RE Council rep (pre-Policy Governance days); co-leading the RE-Vision discernment in 2001–2002; being part of the hiring committee for the director of Religious Education in 2004; and buying all the food for the RE bike trip for three years. By the third year, she figured out that the kids really did not like all the vegetables she thought they should be eating. She was member of the Pledge Team for two years, starting in 2009 and working with then newly-arrived minister Justin Schroeder. Most recently, she enjoys serving on a Welcome Team. In her

professional life, she is a partner in a small public policy consulting firm focused on improving the lives of low-income children and families in the Twin Cities. She is trained as an attorney and policy analyst and has experience working with nonprofits and government organizations. She and Tom have raised their three sons at First Universalist. Christa is grateful for the many ways the church has nurtured her family over the years and is passionate about ensuring ongoing opportunities for all families.

## *Nominated for Board of Trustees Membership*



### **Lillie Pang**

Lillie began visiting First Universalist Church in 1990. Last spring she decided to become a member. Lillie has been an educator for 35 years. She has taught first graders to seniors in high school. After attending college in Pennsylvania she taught in the inner city of Milwaukee, southern California, Chicago and Tokyo. Returning to Minneapolis, she worked as a teacher for the Minneapolis district for 10 years. After receiving her administrative license she became a principal in Minneapolis and has served in that role for 15 years. Lillie is committed to social justice issues. She is excited about the work the church is doing in the area of social justice. Lillie has been a SEED (Seeking Educational Equity and Diversity) Trainer. She is on the Executive Board of MESPA (MN Elementary School Principals' Association) and is the Secretary of the Principals' Forum. She is a member of the RJLT (Racial Justice Leadership Team). As an administrator, Lillie understands governance. Lillie lives in Minneapolis with her spouse Catherine. They have two daughters, Jillian, a

senior in college, and Maria, a senior in high school. She is happy to be a member of this life-giving spiritual community. Lillie would be honored to have the opportunity to serve this church through membership on the Board of Trustees.



### **Caitlin Rogers**

Caitlin Rogers has always looked up to her older sister, Laura Johansson. So when Laura started attending First Universalist some fifteen years ago, Caitlin tagged along. After a decade of adventures in Richmond, Indiana (Earlham College), Chicago, and New Zealand, Caitlin was delighted to return to this community five years ago with partner Conrad Carlozzi. They live near Powderhorn Park with their dog, Winfield. Caitlin works as the Productions Director of Next Day Animations. Caitlin is passionate about the great things happening at church. She has served as a greeter, small group facilitator, made pledge thank you calls, and on the Membership Committee. She is currently a mentor for Coming of Age and this year completed the 24-Hour Racial Justice training and is delighted to participate on the Board of Trustees.



# Nominating Committee Recommendations

## *Nominated for One-Year Term as Foundation Board Chair*



### **Kristin Siegesmund**

Kristin Siegesmund has been a member of First Universalist for nearly 20 years and has taught RE, facilitated small groups, mentored youth for Coming of Age, served on the AUW board, and co-chaired the stewardship campaign. She and her partner take every opportunity to dance to the Universal Rock band. Her daughter participated in RE and Unity Summer. Kristin has been actively involved in public service as a Legal Aid lawyer for 23 years and now as a judge. As chair of the Foundation she hopes to continue the strong sense of teamwork and fun the Foundation has built, to raise the profile of the Foundation within the church, and to continue to fund organizations that encourage the living legacy of Unity Settlement House, which is the source of the Foundation.

## *Nominated for Foundation Board Membership*



### **Channing McKinley**

Channing McKinley was born and raised in Minneapolis and attended First Universalist as a child. She returned to the church in 2009 with her husband Arif Mamdani and children Satya and Rasana, and became a member in 2012. Since returning to church, Channing has taught in the Religious Education program and participated in the children's choir director hiring committee. She is also deeply involved in the Racial Justice work at church as a member of the Racial Justice Leadership Team and a member of one of the Racial Justice Training teams. Outside of church, Channing has practiced chiropractic and holistic bodywork for the past

10 years. She owns her own practice in St. Paul where she lives with her family, two cats and huge garden. Channing is honored to be able to expand her service to the church and surrounding communities as a member of the Foundation Board.

## *Nominated for Nominating Committee Membership*



### **Pat Gottschalk**

Pat has been an active member of First Universalist since 1973 and still feels excited about our changing community and its social justice and personal development activities. She has served on the Board of Trustees, the Foundation Board, the AUW Board and the Planned Giving Committee, as well as leading Spiritual Practice Circles and participating in Wellspring. All these wonderful years, singing in the choir has brought vigor and creativity to her life. She's also enjoyed leading the chi-gung group for 23 years and being a Worship Associate for two years. She has worked on Habitat for Humanity and AFA Charter School. Her interest in the Nominating Committee springs from her interest in encouraging participation by ongoing and new members, by experienced and beginning First U leaders. Pat appreciates our talented volunteer leaders and wants to do her part—this time on the Nominating Committee.



### **Suzann Willhite**

Suzann Willhite first began attending First Universalist Church in 1989. Along with her partner Kristin Siegesmund, she became a member in 2001. She has participated with several church groups, taught religious education, co-chaired the annual stewardship campaign in 2009–10 and served on the First Universalist Foundation for six years, starting in 2001. Suzann has been a member and president of the Minnesota Association of Universalist Women (AUW) based at First Universalist. She has learned a great deal, met wonderfully talented people and enjoys being a part of this community. Professionally, she is happy working for the Minnesota Department of Natural Resources. Personally, she loves to read, dance, bike, hike, garden, kayak and participate in most other outdoor activities.

# Proposed 2016–2017 Operating Budget

## Budget Narrative

With this proposed budget, we continue to align our actions and our resources with our values. This budget continues the elimination of all Religious Education fees and now includes the elimination of expected donations for youth programming. All adult employees will earn a minimum of \$15/hour and we continue to provide an exceptional level of benefits for our full-time employees. We continue to fund a \$7,500 line item for Racial Justice programming, and we have committed to increasing the frequency of guest speakers who are people of color in our pulpit. We continue our commitment to incrementally increase our dues to the UUA and the MidAmerica Region. All of these actions reflect our values.

It is also true that the upcoming fiscal year is atypical. The Board is recommending that the congregation approve a loan from the Legacy Fund to provide funding for the anticipated cost of a Comprehensive Stewardship Campaign. All funds withdrawn from the Legacy Fund will be repaid, and the Comprehensive Stewardship Campaign budget will be reviewed regularly by the Board as the project proceeds. The Board is also recommending that the cost of the principal payment for the mortgage be paid out of reserves rather than out of the operating budget. This will result in a deficit budget for 2016–17. In this in-between year, when we do not anticipate having a major tenant and with the intention of retiring the mortgage before the next fiscal year, this change will allow us to continue the positive momentum of our programming and staffing.

## Income

- Pledge Income – anticipated pledge income has increased by \$19,500.
- Projected unrestricted donations are increased by \$17,500, mirroring trends seen in 2015–16
- Fundraising – no major fundraiser is planned for the operating budget
- There will not be a holiday giving recipient in 2016–17
- Rental Income: no major tenant is included after Temple Israel departs Aug. 31; miscellaneous rentals are increased by \$10,000
- RE fees and expected donations have been eliminated.
- Loan from Legacy Fund – a short term loan of up to \$295,000 from the Legacy Fund is being proposed to pay for the costs of a comprehensive stewardship campaign and will be repaid (with interest) from the funds raised.

## Expenses

- Minimum pay rate of \$15/hour for all adult employees
- Reduces expenses for health insurance as we move to a new plan
- Reduces facilities staff, utilities, and associated expenses to pre-tenant levels
- Expenses related to the anticipated Comprehensive Stewardship Campaign
- Includes a 5% increase to UUA & Mid America dues

	<u>2016–17</u> <u>Budget</u>	<u>2015–16</u> <u>YE projections</u>	<u>2015–16</u> <u>Budget</u>
<b><u>OPERATING REVENUE</u></b>			
<b>Operating Contributions</b>			
Pledges	1,174,500.00	1,044,765.00	1,155,000.00
Est. Unpaid Pledges	(58,725.00)	—	(57,750.00)
Contributions Unrestricted	67,500.00	68,000.00	50,500.00
Offering Plate for Church	30,000.00	28,000.00	36,000.00
<b>Total Operating Contributions</b>	<b>1,213,275.00</b>	<b>1,140,765.00</b>	<b>1,183,750.00</b>
<b>Fundraisers</b>			
Families Moving Forward	5,500.00	6,064.07	10,000.00
Holiday Giving, 10% goes to church for admin. exp.	—	4,761.67	7,000.00
Holiday Giving	—	64,884.38	63,000.00
Misc Fundraisers	5,000.00	23,700.00	35,000.00
YCE	11,000.00	30,000.00	11,000.00

# Proposed 2016–2017 Operating Budget

	<u>2016–17</u>	<u>2015–16</u>	<u>2015–16</u>
	<u>Budget</u>	<u>YE projections</u>	<u>Budget</u>
Youth Trips	10,000.00	24,350.00	10,000.00
<b>Total Fundraisers</b>	<b>31,500.00</b>	<b>153,760.12</b>	<b>136,000.00</b>
<b>Dividends &amp; Interest</b>	<b>15,000.00</b>	<b>13,000.00</b>	<b>10,000.00</b>
<b>Rental Income</b>			
Large Tenant	14,600.00	80,208.70	77,000.00
Other Rental Income	42,800.00	27,924.00	31,444.00
<b>Total Rental Income</b>	<b>57,400.00</b>	<b>108,132.70</b>	<b>108,444.00</b>
<b>Religious Education</b>			
Fees	—	—	—
Donations	—	8,055.00	5,500.00
Summer Camp	6,600.00	5,040.00	6,100.00
Grant from Foundation	—	5,000.00	5,000.00
<b>Total Religious Education</b>	<b>6,600.00</b>	<b>18,095.00</b>	<b>16,600.00</b>
<b>Other Income</b>			
Miscellaneous Releases	9,500.00	9,500.00	9,500.00
Offering Plate for Comm Release	40,000.00	39,500.00	50,000.00
Hospitality	500.00	525.00	500.00
Memorials Designated	12,900.00		
Legacy Fund Release	22,000.00	21,299.20	21,299.20
Miscellaneous Income	3,333.33	5,500.00	7,333.33
Loan from Legacy Fund	295,000.00		
<b>Total Other Income</b>	<b>370,333.33</b>	<b>89,224.20</b>	<b>88,632.53</b>
<b>Total Operating Revenue</b>	<b>1,694,108.33</b>	<b>1,522,977.02</b>	<b>1,543,426.53</b>
<b><u>OPERATING EXPENSES</u></b>			
<b>Worship</b>			
Total Staff Compensation	182,101.69	178,486.08	181,314.25
Total Program Expenses	21,800.00	17,398.00	19,270.00
<b>Total Worship</b>	<b>203,901.69</b>	<b>195,884.08</b>	<b>200,584.25</b>
<b>Faithful Action</b>			
Total Staff Compensation	46,618.87	45,086.33	45,744.50
Total Program Expenses	17,500.00	37,640.70	21,800.00
Racial Justice Programming	7,500.00	7,500.00	7,500.00
Holiday Gift	—	64,884.38	63,000.00
Offering Plate for Community	38,000.00	38,000.00	46,000.00
<b>Total Faithful Action</b>	<b>109,618.87</b>	<b>193,111.41</b>	<b>184,044.50</b>
<b>Children, Youth, and Family Ministries</b>			
Total Staff Compensation	122,761.01	144,462.17	146,561.55
Total Program Expenses	55,600.00	78,670.00	48,639.00
<b>Total Children, Youth, and Family Ministries</b>	<b>178,361.01</b>	<b>223,132.17</b>	<b>195,200.55</b>

# Proposed 2016–2017 Operating Budget

	<u>2016–17</u>	<u>2015–16</u>	<u>2015–16</u>
	<u>Budget</u>	<u>YE projections</u>	<u>Budget</u>
<b>Congregational Care</b>			
Total Staff Compensation	44,509.27	43,041.17	43,622.65
TRUST	2,000.00	1,500.00	4,000.00
Total Program Expenses	1,450.00	1,300.00	1,450.00
<b>Total Congregational Care</b>	<b>47,959.27</b>	<b>45,841.17</b>	<b>49,072.65</b>
<b>Adult Ministries</b>			
Total Staff Compensation	60,767.25	58,314.75	59,130.25
Total Program Expenses	3,900.00	5,385.00	3,900.00
<b>Total Adult Ministries</b>	<b>64,667.25</b>	<b>63,699.75</b>	<b>63,030.25</b>
<b>Membership</b>			
Total Staff Compensation	49,083.15	46,852.60	47,495.35
Total Program Expenses	10,200.00	10,850.00	9,700.00
<b>Total Membership</b>	<b>59,283.15</b>	<b>57,702.60</b>	<b>57,195.35</b>
<b>Denominational Connections</b>			
Total Staff Compensation	13,738.62	12,707.84	12,887.05
Dues - UUA	32,970.00	31,400.00	31,400.00
Dues - MidAmerica Region	10,080.00	9,600.00	9,600.00
<b>Total Denominational Connections</b>	<b>56,788.62</b>	<b>53,707.84</b>	<b>53,887.05</b>
<b>Administration</b>			
Total Staff Compensation	312,590.07	293,684.98	295,742.40
Total Expenses	156,025.00	160,478.00	183,639.62
<b>Total Administration</b>	<b>468,615.07</b>	<b>454,162.98</b>	<b>479,382.02</b>
<b>Building</b>			
Total Staff Compensation	100,682.07	109,579.09	110,122.00
Total Expenses	109,250.00	112,600.00	120,892.00
Loan Principal	—	29,296.26	28,306.10
<b>Total Building</b>	<b>209,932.07</b>	<b>251,475.35</b>	<b>259,320.10</b>
<b>Comprehensive Stewardship Campaign</b>			
Consultants	230,000.00		
Printing	8,000.00		
Launch Event	30,000.00		
Architectural Pre-Work	27,000.00		
<b>Total Comprehensive Stewardship Campaign</b>	<b>295,000.00</b>		
<b>Total Operating Expenses</b>	<b>1,694,127.00</b>	<b>1,538,717.34</b>	<b>1,541,716.72</b>
<b>Net Operating Income (Loss)</b>	<b>(18.67)</b>	<b>(15,740.32)</b>	<b>1,709.81</b>
<b>Loan Principal</b>	<b>(28,306.10)</b>		<b>—</b>
<b>NET</b>	<b>(28,324.77)</b>	<b>(15,740.32)</b>	<b>1,709.81</b>

# Statement of Financial Position

as of March 31, 2016

## ASSETS

### Current Assets

Cash & Cash Equivalents	\$4,640.59
Cash & Cash Equivalents Foundation	\$11,138.34
Investments	\$1,350,467.29
Investments Foundation	\$1,535,852.16
Other Current Assets	\$8,285.83
<b>Total Current Assets</b>	<b>\$2,910,384.21</b>

### Fixed Assets

Land	\$250,000.00
Building & improvements	\$3,292,032.54
Accumulated Depreciation Building & Improvements	\$(1,897,982.26)
Furniture & Fixtures	\$229,843.34
Accumulated Depreciation Furniture & Fixtures	\$(150,880.87)
<b>Total Fixed Assets</b>	<b>\$1,723,012.75</b>

<b>Total Assets</b>	<b>\$4,633,396.96</b>
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## LIABILITIES & NET ASSETS

### Liabilities

#### Current Liabilities

Accounts Payable	\$39,952.26
Benefits Payable	\$4,287.29
Accrued Expenses	\$8,003.24
Deferred Revenue	\$26,115.94
Other Liabilities	\$14,746.52
<b>Total Current Liabilities</b>	<b>\$93,105.25</b>

<b>Mortgage Payable</b>	<b>\$602,894.17</b>
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<b>Mortgage Payable Line of Credit</b>	<b>\$155,641.45</b>
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<b>Total Liabilities</b>	<b>\$851,640.87</b>
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### Net Assets

#### Undesignated Net Assets/Equity

Church Equity	\$313,223.33
Foundation Equity	\$1,546,990.50
<b>Total Undesignated Net Assets/Equity</b>	<b>\$1,860,213.83</b>

<b>Board Designated Net Assets</b>	<b>\$854,103.01</b>
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<b>Unrestricted Net Assets</b>	<b>\$662,660.73</b>
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#### Temporarily Restricted Net Assets

Temporarily Restricted Net Assets - Miscellaneous	\$111,078.78
Legacy Fund - Temporarily Restricted	\$92,269.64
Cummins Ministerial Fund	\$182,126.42
<b>Total Temporarily Restricted Net Assets</b>	<b>\$385,474.84</b>

<b>Permanently Restricted</b>	<b>\$63,512.97</b>
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<b>Excess Cash Received</b>	<b>\$(44,209.29)</b>
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<b>Total Net Assets</b>	<b>\$3,781,756.09</b>
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<b>Total Liabilities &amp; Net Assets</b>	<b>\$4,633,396.96</b>
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# Amended 2015–2016 Capital Budget

**Total Funding Available** **\$175,000**

## Completed Projects

Building Audit/Reserve Study	\$5,000
Balcony Railing	\$2,495
Carpeting for stage stairs (social hall)	\$325
New Lighting sanctuary	\$1,790
New Lighting Chandeliers	\$2,000
Freezer - reach-in	\$3,200
<b>Total Completed</b>	<b>\$14,810</b>

## Projects in progress

	<b>Estimated Cost</b>
Computers & AV needs	\$28,300
Parking lot	\$131,890
<b>Total in progress</b>	<b>\$160,190</b>

**Total Estimated Costs of Proposed Projects** **\$175,000**

## Projects not happening

Carpet (library, balcony, chancel stairs)	\$4,000
AC Split System (serves sanctuary) 1976	\$25,000-30,000
Front Landing Replacement	\$5,000
Repair Main Entrance Stairwell	\$8,000

## Projects paid through operating budget

Pipe repairs	\$3,000
Vinyl Asbestos Tile (Arches) seal and carpet	\$100

# Proposed Legacy Fund Loan

The Board of Trustees is recommending to the congregation that a loan of up to \$295,000 be authorized from the Legacy Fund to cover the costs of a proposed comprehensive stewardship campaign. The Legacy Fund is made up of gifts from Members and friends of the Church with the purpose of supporting and enhancing the mission of the church. The current Legacy Fund balance is roughly \$730,000.

## Repayment Provisions

This loan will be repaid as soon as possible. Early gifts to the campaign will first go to offset further costs, and then toward repayment of the Legacy Fund Loan. No funds will become available for capital needs until the costs of the campaign, and repayment of the loan with interest, have been covered. The Board of Trustees will closely monitor the progress of the campaign and will instruct staff to begin repayment of the loan at the earliest opportunity. It is anticipated that the Loan will be repaid within one year of the first draw of funds on the loan.

## Interest

Future investment returns are very difficult to anticipate. We recommend an interest rate of 4% to be assessed on the loan.

# Heritage Circle

The Heritage Circle is an expanding group of members and friends who have decided to invest in the future of the church beyond their lifetime by designating First Universalist as a beneficiary of their estate. The Legacy Fund is made up of many such planned gifts. We'd like to take this opportunity to thank our Heritage Circle members, who have declared their intent to invest in the future of the church, as well as recognize those who have passed away, whose gifts are now part of the Legacy Fund.

Anonymous (5)	Rev. John Cummins	Rev. Harlan Limpert &	Ray Rossini*
Betsy Allis & Bill Elwood	John & Bette DeMars	Christine Keane	Tom Saterstrom
Christa Anders &	Mary Djerf	Kim Lund	Hal Schroer
Tom MacLeod	Mary L. Dyar*	MaryLee & Ward Lyndall	Dale & Kay Schwie
Carol Anderson*	Lynn Elling*	Jerry Machalek*	Lisa P. Sinclair
Tom* & Nancy Atchison	Mary Ellison	Cynthia Marsh &	Marjie Smith
Leonard & Margaret E. Beilke*	Mary Evans*	Wendell Vandersluis	Rebecca & John Shockley
Robert B. Benjamin	Pat & Larry Gottschalk	Earl & Audrey Masterson*	Earl Jay Stanhope
Margit & Thomas Berg	Jane E. Hallas	Ginny McAninch	Jennie Thomas
Martha Bird	Gail & Stuart Hanson	Peg Meier	Joy Throm
Dan Bishop*	Jack Heckelman*	Barb & Gary Melom	Mary L. Hoaglund Vedder*
John Borden & Betsy Long	Hildegard W. Holtz*	Cecelia Newton	Pamela Vincent
Karen Bruce	Bill & Julie Howard	Joan & Dick Niemiec	Velma Wagner
Betsy & Sherman Brudellie*	Arlene Jacobson*	Riley Owens	Karen J. Warren
David Caccamo & Sofia Ali	Barry & Karen Johnson	Ronald G. Parker &	Marcia Wattson
Ruth & Don Carter*	Fred & Jeanne Johnson	Janet L. Houck	John W. Welsh
Angeline Clement*	Janet Keysser	Verner Pittman*	Karin Wille
Ben & Laura Cooper	Bill Kirkpatrick & Susan Bidwell	Jean Roberts*	Donald C. Wilson*
Chuck & Kathy Coskran	John Landry & Nancy McCall	Ruth Roberts*	<i>*deceased</i>

We have made every effort to ensure the accuracy of this list and to honor the wishes of those members who would like to remain anonymous. If you've designated First Universalist as a beneficiary of your estate and your name is not included here (and you haven't requested anonymity), please let the office know. If you're interested in becoming a Heritage Circle member, please connect with a minister.

# Annual Meeting Agenda

**157th Annual Meeting of the Members  
First Universalist Church of Minneapolis  
Sunday, June 5, 2016  
11:30 a.m. to 1 p.m.  
Agenda**

<b>Call to Order</b>	Cindy Marsh, President
<b>Chalice Lighting and Opening Words</b>	Rev. Justin Schroeder, Senior Minister
<b>Appointment of Parliamentarian</b>	
<b>Authorization of Board of Trustees to Approve the Minutes of this Meeting</b>	
<b>Senior Minister's Report</b>	Rev. Justin Schroeder
<b>President's Report</b>	Cindy Marsh
<b>Treasurer's Report and Presentation of Recommended Budget for 2016-2017</b>	Dick Niemiec, Treasurer Rev. Jen Crow, Executive Minister
<b>Vote to Approve short-term loan to fund Comprehensive Stewardship Campaign</b>	
<b>Vote to Approve Budget</b>	
<b>Report of the Nominating Committee</b>	Pam Vincent, Chair
<b>Election of Trustees, First Universalist Church</b>	
<b>Election of Officers, First Universalist Church</b>	
<b>Election of Directors, First Universalist Foundation</b>	
<b>Election of Members, Nominating Committee</b>	
<b>Election of Delegates to the 2016 General Assembly of the UUA</b>	
<b>Special Recognition</b>	Cindy Marsh
<ul style="list-style-type: none"><li>• Outgoing Church Trustees</li><li>• Outgoing Foundation Directors</li><li>• Outgoing Nominating Committee Members</li></ul>	
<b>Closing Words</b>	Rev. Justin Schroeder