



FIRST UNIVERSALIST CHURCH OF MINNEAPOLIS

Annual Report 2016–2017



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Rev. Ruth MacKenzie *Minister of Worship and Coming of Age*

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In January, we dedicated a beautiful new pulpit,



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SENIOR MINISTER'S REPORT

By Rev. Justin Schroeder



Looking back over this past year, in worship, in Religious Education, in our Racial Justice journey, it's clear that we have been striving to "meet the moment," as we've called upon the promise and potential of our Unitarian Universalist faith and have sought to activate our deepest values of equity, inclusion, and justice.

Post election, we've seen a surge in attendance, and through our programming and worship, we have worked to create a religious environment that strengthens, equips, and empowers our members and friends to see this moment not as the "darkness of the tomb, but the darkness of the womb" (Valerie Kaur). As people of faith, committed to dismantling the systems that sustain white supremacy culture and prevent mutual flourishing and a healthy planet, we are clear that we can help be the midwives of the new world waiting to be born.

Building a new world requires sustaining and nurturing our spirits. Through our special post election service, our "Moving Through Heavy Heartedness" service in February, and our regular Sunday morning worship services, we have created multiple venues for people to "fill their cup," and respond to the call to action.

Building a new world requires intentional spiritual practices. Through Soul Matters, Wellspring, racial justice workshops and our many Circles, we have invited members and friends to strengthen their spiritual groundedness, and to lean on their faith in these troubling times.

Building a new world requires faithful risk taking. In February, we voted 221-0 to become a Sanctuary Congregation, recognizing this decision is deeply connected to our racial justice journey, and must be grounded in relationships with those most impacted by the fear mongering and anti-immigrant sentiment in our country.

"Since the election, we seem to have a newfound confidence in who we are as a faith community, and what we're called to do in the world."



In February, we voted 221-0 to become a Sanctuary Congregation.

Building a new world requires that our spiritual home be up to the task. In 2016, we launched our capital campaign, ***"Not for Ourselves Alone: Building an Inclusive Future."*** The vision of the campaign is simple:

1. to expand our hospitality, by creating a more accessible and welcoming building,
2. to enhance our worship space,
3. to ensure we have adequate room for our programming and for community needs, and
4. to allow future ministries to flourish by retiring our current debt.



As of when this was written, we've raised more than **\$5 million** toward total needs of nearly \$6.5 million. Given that our last capital campaign was over 15 years ago, and we raised \$1.5 million, this campaign—focused on an every member visit—has already been a smashing success! We'll finalize plans in the fall—with congregational input—and work will begin in 2018.

Since the election, we seem to have a newfound confidence in who we are as a faith community, and what we're called to do in the world.

This next year will bring some staffing changes, as well; Rev Elaine Aron Tenbrink, her husband, Jason, and their

Continued on page 4

SENIOR MINISTER'S REPORT,

continued from page 3

daughter, Sarah, will be adding a child to their family this November! Because of this, and a desire to spend more time with her family, Elaine has asked to move to 80% time, and will be doing so on July 1. Rev. Ruth MacKenzie will be moving to full time, starting July 1, leading Pastoral Care, and once again working with our Worship Associates. Rev. Jen Crow and I will continue to share the leadership of the church, partnering and collaborating in all we do.

It is a blessing to serve this church, alongside such dedicated staff, members, and friends.

With love and gratitude,

Justin

Top photo: Rev. Justin Schroeder and Capital Campaign Consultant Skip Schlafer updating the Capital Campaign progress chart in April. As of late May, we've raised just over \$5 million toward total identified needs of nearly \$6.5 million.

Bottom photo: First Universalist members Sofi Ali and Dan Berg have served as Capital Campaign Steering Committee co-chairs over this past year, leading a committee of dedicated volunteers working to make the campaign a success.



Rev. Justin Schroeder and Skip Schlafer



Sofi Ali and Dan Berg

CONGREGATIONAL CARE

Coffee made, cups laid out, tablecloths cleaned and spread smoothly beneath the buffet of home baked treats, flowers arranged just so and pictures of the recently departed presented with care beside mementos and cards—that is the scene that greets you after each memorial service down in the social hall.

A diagnosis comes and as the shock wears off, the call comes in to the church. The news is shared, and love and support are offered. Do you need a ride to the doctor's appointments, the physical therapy, the radiation? Would a meal for a night or a week ease the load for you and your family? Can we include you in the cycle of life so that all of us at church can send you love and cards of support? Can a minister come visit? Would you welcome the ongoing support of a Pastoral Care Visitor? Perhaps a comfort shawl delivered to your home or hospital room to wrap around you, offer color and warmth and the physical presence of your church community in those wee hours of the morning when you find yourself alone and scared?

You may never see it happen, but members and friends of this congregation are there, offering practical and spiritual support to one another every day.

This year, we offer our thanks to all who have helped in public and in private, and we especially thank our Pastoral Care Team Co-Chair, **Andrea Johnson**, who is leaving her leadership position to begin her ministerial internship, and our unending gratitude goes out to Congregational Care Co-Chairs, **Kathy Coskran** and **Kathy Urberg**, who are stepping down from leadership after four years of service. Please thank these three, and all who offer care, when you see them at church.

While all of the ministers and program staff remain available to care for you in difficult times, one big change will be happening in the year ahead. Rev. Ruth MacKenzie will take on the ministerial leadership of our Pastoral Care ministry as Rev. Jen Crow moves more fully into executive leadership. We're looking forward to welcoming Rev. Ruth's ministerial gifts into our congregation even more fully!

2016–2017 WORSHIP THEMES



TELLING A NEW STORY | INVITATION | THE WHOLE STORY | MAKING SPACE FOR DISCOMFORT | PRESENCE | CLOUD OF WITNESSES | PROPHETIC IMAGINATION | RISK | TRANSFORMATION | EMBODIMENT

WORSHIP

The 2016–17 church year has been marked by our growing ability to respond in our worship life with agility and power to the current events and struggles of our time.

Rev. Elaine Aron Tenbrink preached a particularly powerful sermon in July 2016, in response to the murder of Philando Castile. This service was covered on National Public Radio.

The day after the election, we held a **post-election service** that drew hundreds of people. We sang, listened to music and poetry, and found strength and solace in community.

In February, a special **“Moving Through Heavy Heartedness”** service focused on finding ways to feel what we feel while remaining conscious and connected, centering the voices and experiences of People of Color in the congregation.



The People of Color and Indigenous People panel following the April 30 #UUWhiteSupremacyTeachIn service.

On April 30, we adjusted our regularly scheduled worship service to join 600 other UU congregations in holding a **“Resisting White Supremacy Teach-In.”** The second service was followed by a panel of People of Color and Indigenous people reflecting on what they saw and experienced in the service. More than 700 people attended both services.

Throughout all of the worship themes, we continued to weave in elements of our Racial Justice commitment, unpacking how our faith calls us to look for and disrupt the dynamics of race, racism, and whiteness, in all that we do.

We have deepened our relationship with Give, Get, Sistet (an African American a capella group). We continue to invite a variety of guest preachers of color into our pulpit, including the Rev. Karen Hutt and Imam Makram El-Amin, and our People of Color Circle led worship in November.

We encourage our youth to be moral leaders and worship creators through our Youth Sunday service and through our worship associate program.

Our worship team—ministers, worship associates, guest preachers, our choir and orchestra, pianist, guest musicians—has worked together to create meaningful Sunday morning experiences: healing, comforting, and challenging all of us to live ever more fully into our faith, and faithfully living ever more fully in our world.



Post-election service, November 9, 2016.



Senior High youth led worship on Youth Sunday in May.



Our People of Color Circle led worship on Nov. 20.



Give Get Sistet at the Resisting White Supremacy Teach-In.

MEMBERSHIP & ADULT MINISTRIES

We've got a full house at First Universalist! The 2016–17 church year has seen an extraordinary influx of visitors and new members responding to our Universalist message of love and hope. Our First Step orientation to Unitarian Universalism and First Universalist has reached 172 people wanting to learn more about our mission and ministry. We hustled to keep up with the strong interest in our 4-session Newcomer Circles, ultimately offering 11 of these small group experiences to over 100 participants looking to learn more about our faith, history, and traditions. We also had the privilege of welcoming a **record number of new members—108 in total**—which puts our church community over the 1,000 member mark.

Spiritual Deepening

Our spiritual deepening and learning opportunities for adults continue to be robust, deep, and relevant. In small groups of 8-10 people, our 16 Community Circles, 20 Spiritual Deepening Circles, 6 Wellspring groups, and 13 Soul Matters groups offered sacred spaces for spiritual growth with a focus on attentive listening, heartfelt reflection, and new learning. Whether you were exploring a specific topic—such as Singing Meditation or Creative Mindfulness—in a Spiritual Deepening Circle, reflecting on Sunday's worship in a Community Circle, bringing the worship theme into your daily life through a Soul Matters

“The 2016–17 church year has seen an extraordinary influx of visitors and new members responding to our Universalist message of love and hope.”

group, or delving deep into Unitarian Universalism and theology in Wellspring, our offerings created a space for spiritual grounding in community.

Daytime Connections

Daytime Connections, which empowers older adults at First Universalist to live intentional, joyful, purposeful, and spiritually fulfilled lives, remained strong this year, with average attendance of 48 people and topics such as “Resilience” and “Conscious Aging.”

Racial Justice Learning

Our racial justice educational opportunities remained strong this year, and continued to attract new and long-time congregants alike. Our amazing racial justice trainers offered movie viewings, book studies of “A Good Time for the Truth” and “Underground Railroad,” a newly revised, more

interactive Racial Justice and Our UU Faith workshop, and circles such as White Folks Showing Up For Black Lives and Talking About Race With Kids.

We also welcomed more than 300 people into our sanctuary on Friday, Jan. 27 for a honest, heartfelt panel discussion of “A Good Time for the Truth: Race in Minnesota” with contributing authors Taiyon J. Coleman, Bao Phi, and Rodrigo Sanchez-Chavarria, facilitated by First Universalist member Lena K. Gardner.



Three contributing authors to “A Good Time for the Truth: Race in Minnesota” read from their essays and shared their stories with us at a panel discussion in January.



From Community Circles and Soul Matters to Spiritual Deepening Circles and Wellspring, adults gather to nurture spiritual growth in community throughout the year.



Daytime Connections offered third Thursday programming on a variety of inspirational and educational topics this year.

CHILDREN, YOUTH & FAMILY MINISTRIES



While other churches struggle to attract younger participants, our Children, Youth and Family Ministries are going strong! In 2016–17, we saw another year of growth in enrollment to **535 children and youth from 304 families** in Sunday morning childcare and classes.

Children, youth and families are at the heart of the ministry of First Universalist, as evidenced by the investment of well over 200 adults who regularly volunteer on Sunday mornings. We are proud to employ over 20 youth childcare and Religious Education helpers, who serve as role models to younger kids and share responsibility for leading classes.

On Sunday mornings, church happens not just in our sanctuary, but also in classrooms. We keep our programs relevant and responsive to the spiritual needs of people of all ages by focusing on the following priorities, adjusted to the developmental needs of each age and grade:

Worship

We worship together. Children and youth, like adults, need time for reflection, singing, storytelling and sharing. Each time we come to church, we begin with worship—in children’s chapel, in 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 offers them practices they can turn to for comfort and inspiration throughout their lives.

Milestones

We prepare for and celebrate transitions and milestones. Religious Education curriculum dives deep into the young person’s newly-unfolding capacities and responsibilities every few years through high school graduation, offering resources and community to help them and their families navigate change with grace and compassion. The spiritual growth and depth of our youth was beautifully surfaced as they shared their reflections at the 6th grade Rites of Passage ritual, 9th grade Coming of Age ceremony, and Youth Sunday worship service this spring.

Important Topics

We intentionally utilize church as a place to open up conversation and reflection on subjects that are often not addressed well or openly. Our kids need help from their faith community as we approach these subjects in age-appropriate ways—and so our curriculum provides opportunities to talk about race, racism, and whiteness; sexuality, gender, and intimate relationships; death and dying; injustice, poverty, mental health issues, and other tough topics. Our UU faith calls us to acknowledge the pain and brokenness of our world and provides us with tools for cultivating hope, resilience and resistance. We seek to raise whole, authentic people in vibrant UU community, and so we are called to bravely and lovingly approach the places in ourselves and our world that need and want our attention.



In May, we recognized those who have volunteered with our seven Faithful Action partners this past year. Many (but not all!) are pictured.

FAITHFUL ACTION MINISTRIES

The Faithful Action Council, formed in 2015, has continued and expanded its work of creating Faithful Action opportunities for First Universalist friends and members, with the goal of being transparent, accountable to our racial justice ministry, and ensuring that the opportunities are accessible to all congregants.

This year, we highlighted each of our seven partners on **Faithful Action Partner Sundays** throughout the fall: Twin Cities Habitat for Humanity, EMERGE, Augsburg Fairview Academy, Simpson Housing Services, Minnesota Interfaith Power and Light, Beacon Housing Collaborative (Families Moving Forward), and Project for Pride in Living.

The Council has been active in Advocacy work, most notably to advance affordable housing and eliminate homelessness with the Homes for All Coalition, which represents four of our partners: Beacon, Habitat, Simpson, and PPL. In January, First Universalist sent four buses to the Women’s March in St. Paul, joining more than 100,000 others in speaking out for women’s rights, for the care of the planet, for immigrants, and for the dismantling of white supremacy culture. In February, we offered an Advocacy 101 workshop, called “Using Your Moral Power.” More than 100 people attended, packing the Cummins Room to capacity! In April, members of First Universalist participated in the national and local marches for science and climate.

In February we voted unanimously to become a **Sanctuary Congregation**, responding to increased anti-immigrant sentiment in our country. We have partnered with ISAIAH in these efforts, and join over 25 other Twin Cities churches in this effort.

The Faithful Action Council has worked tirelessly over this past year to create a coherent and meaningful structure for our justice work to live in.



First Universalist sent four buses to the Women’s March in St. Paul on January 21.

OPERATIONS & FACILITY

BEFORE

A New Parking Lot

This year began with an exciting project: our old, crumbling parking lot was torn up and resurfaced. With the help of a \$50,000 grant from the Mississippi Watershed Management Organization, we also added rain gardens and trees to capture stormwater runoff and protect our watershed from pollution. The end result is a parking lot that is safer, more attractive, and more reflective of our values.

AFTER



Sharing Our Spaces

We also welcomed two new long-term tenants to our building. In October, Southside Child Development Center began sharing our lower level classrooms. They provide daytime preschool classes and after school programs for children from around south Minneapolis, including many new immigrants and refugees. In a world that has felt hostile for many of them since the election in November, our building has provided a safe space. Southside will be with us for two more years.

In November, The Sioux Chef moved into our kitchen to operate their catering business until they can open a restaurant. If you came to Pledge Day this year, you had the opportunity to taste their delicious food. Their speciality in modern indigenous cuisine has garnered them a lot of attention and success. We feel lucky to have them call First Universalist home for a while!

Lend-A-Hand

This year has also seen the start of a new volunteer team, Lend-A-Hand. Each month a dedicated group of people have spent one Thursday morning helping our facilities staff with projects ranging from deep cleaning rooms or pews to painting and repairing things around the building. In April, Lend-A-Hand pulled off the monumental task of clearing out storage spaces that had been filled with unused and unwanted clutter. Items were gotten rid of, sold, given away or recycled. The newly cleared storage areas not only look better but provide much needed space for program materials.



The Sioux Chef's Chef de Cuisine Brian Yazzie and Culinary Ethnobotanist Tashia Hart spoke about the evening's menu at Pledge Day in April.



Lend-A-Hand volunteers took on many projects this past year, including installing these new signs in the parking lot.

First Universalist Foundation Annual Report

The First Universalist Foundation was created in 1984 from an endowment fund resulting from the sale of Unity Settlement House, a neighborhood center owned by the predecessor to First Universalist Church, The Church of the Redeemer. With programs dating back to 1901, the Unity Settlement House held a library and provided social services for immigrant families including nursery school, vocational training, a variety of classes and athletic programs for both girls and boys.

The Foundation values the spirit of innovation that led members of the Church of the Redeemer to found Unity to serve the unmet needs of immigrant families in Minneapolis. The Foundation strives to carry on the tradition of Unity through funding programs and organizations doing the work of social change.

Mission

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.

Giving Priorities and Criteria

The Foundation places a high priority on projects that meet the following criteria:

- Demonstrate the potential to ameliorate one or more causes of injustice.
- Work to engage emerging leaders, youth, young adults, and/or disenfranchised communities in the work of social change.
- Have goals, a plan to achieve them, and a commitment to measure success for the purpose of improvement.
- Focus on the Twin Cities community.

Grants 2016–2017

This year the Foundation gave 10 grants of \$5,000 to each of the following organizations. Based on nominations from the congregation, the Foundation invited over 20 organizations to submit applications. The projects funded focused on innovative projects and many are meeting pressing needs in the immigrant and prison community. We especially focus on projects where First Universalist's modest funding can make an impact.

1. **Exposed Brick Theatre:** promoting understanding of Muslim-American experience.
2. **Honor the Earth:** Native American youth education project.
3. **Advocates for Human Rights:** a special project to educate the Somali community about immigration rights.
4. **Urban Boatbuilders:** employment training for underserved youth.
5. **Creative Spirit:** journaling project for Native American incarcerated women.
6. **Minnesota Prison Writing Workshop:** with public reading and journal publication.
7. **United Renters for Justice:** helping immigrant renters faced with threats of deportation to organize and advocate.
8. **Minnesota Interfaith Power and Light:** summer camp engaging northside youth in imaging a career in solar industry.
9. **COMPAS:** writing workshops for women in prison.
10. **Planting Seeds of Power:** promoting grass roots circles of women and youth to develop responses to social justice issues.

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 monetary contributions and gifts. 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) Voting Rights Working Group. AUW members also contribute by knitting for charity for Hats for the Homeless led by Barb Melom.

For 2016–17, AUW had 69 members. Members planned and participated in four core annual events and many other activities throughout the year. The main events were:

- 1) Fall Kick-Off, Sept. 10, 2016;
- 2) Winter Tea, Feb. 11, 2017;
- 3) Spring Retreat, April 21-23, 2017; and
- 4) Spring Dinner & Annual Meeting, May 20, 2017



AUW sponsored 4 programs that were open to the church:

- Barbara Harmon, “Artist Talk: Physical Accommodations for Aging” on Nov. 6
- Nancy Donovan, “No Shame, No Silence: Speaking Up to Stop Sexual Violence” on Feb. 24
- Joan Hicks Boone, “Growing Up in Domestic Violence” on April 29
- Farhio Khalif, “Cultural Challenges for East African Women in America” on April 29

We sponsored and helped organize buses to go to the MN Women's March on January 21, 2017. Ongoing activities included Get Connected events, the Planned Parenthood Solidarity Rally on Good Friday, April 15, 2017, 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 2016 to 2017 AUW Board of Directors includes: Valerie Garber, President; Meredith Smith, Treasurer; Jeanne Verdick, Secretary; Ann Styx, Membership Poobah; Melody Luepke, Newsletter Editor; Carol Hiniker, Jane Baudelaire, and Sydney Dunitz.

AUW Spring 2017 Retreat



Board President's Report

By Eric Cooperstein



WOW! What a year! And what a privilege to serve as the President of your Board of Trustees this year!

As I think back over the year, my mind is flooded with memories of how this congregation has responded to the challenges set before

us. Welcoming a new school into our building. The robust attendance at the focus groups last fall to plan the future of our church home.

Coming together in solidarity the night after the election and sitting shoulder to shoulder with each other as over 1,100 people filled our sanctuary during the two services the following Sunday. Voting – with gusto!– to become a sanctuary church. The Capital Campaign kickoff party! The outpouring of financial support for the Campaign. The #UUWhiteSupremacyteachin.

Katie and I have been members of this church for 23 years. I have never seen us so strong, so connected to each other and to the wider community, and so passionate.

One of the privileges of serving as President is the depth of understanding one develops of what is going on “under the hood” of our Church. It is humbling to work in partnership with a ministerial team that has such an expansive vision of the work we can do together and inspires our staff to work so hard on our behalf. I see our members and friends, whose lives are already full with commitments, joyfully stepping forward to support our ministry. I notice the work of the “unsung” heroes of our church who help maintain the building, lead the circles, and teach our children.

There are also the conversations with you. You have shared with me in person and by e-mail your heartfelt concerns, grounded in love for our community, about the campaign and our racial justice journey and other issues. To say that we are moving forward in love does not mean we all agree. Often the questions are as important as the answers. Never hesitate to share your questions or feedback.

I have also been blessed to work with a group of trustees who are deeply committed to our church, to racial justice, and to the work of the Board. We all take our responsibility seriously, bring our complete

selves to the work, and engage honestly. Mostly we agree. When we sometimes have vigorous discussions, they are always grounded in mutual respect. Your trust in their leadership is well-placed.

Thank you for the opportunity to serve. I am excited to see what new heights we can reach next year!

#love #gratitude #covfefe

“I have never seen us so strong, so connected to each other and to the wider community, and so passionate.”



Board President Eric Cooperstein speaking at the Capital Campaign Kickoff Party, which was held at Minneapolis Event Centers, on March 11, 2017.

Treasurer's Report

By Dick Niemiec



I'm pleased to offer this report as the Church's treasurer. The finance committee was inactive since the Board operated as a committee of the whole during this year.

Rev. Jen Crow is completing her second full year leading the Church's financial

operations. She takes responsibility for our finances and develops the annual budget. In her time leading the finance team she has made excellent progress in improving financial reporting, systems and processes.

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

The 2016-17 fiscal year is expected to end with a slight surplus not considering the payment of the mortgage principal. Income is tracking ahead of expectations largely as a result of our new, large tenant (Southside Child Development Center). Pledges are on track. Expenses are running higher than budgeted with salaries over budget due to an increase in facility staff hours to support the new tenant. Expenses are offset by the higher income.

The Congregation last June waived the Board policy of covering the payment of the mortgage principal (\$39,165) in the operating budget. One goal of the capital campaign is to pay off the mortgage within the next year or two based on resources raised. Thus, the proposed budget again does not include the payment of the mortgage principal from the operating budget.

The loan from the Legacy Fund for the costs associated with the capital campaign has been repaid using early contributions to the capital campaign.

This has been a challenging year to develop the annual budget with the on-going capital campaign. The annual pledge campaign has not been completed as early as in previous years so the Board instructed Rev. Crow to develop a contingency budget should pledge income be lower than expected.

The Board in consultation with Rev. Crow set priorities in developing a balanced 2017-18 operating budget by aligning our resources with our values. Please refer to the budget narrative for specific priority items.

The budget was reviewed and modified by the Board at four Board meetings. The Board and Rev. Crow held two Congregational budget meetings to explain the budget and gather feedback. The Board approved the budget in May and presents it to the Congregation for final approval.

“The Board in consultation with Rev. Crow set priorities in developing a balanced 2017–18 operating budget by aligning our resources with our values.”

The financial section of the annual report includes the 2017-18 operating budget, assumptions and priorities used to develop the budget, and the statement of financial position (balance sheet).

The Ministers and the Board this summer will develop a plan for capital campaign spending based on the results of the campaign.

The capital budget progress report that is usually presented to the congregation at the annual meeting will be incorporated in the capital campaign plan. The entire capital budget will be presented to the Congregation for feedback in the fall.

During the 2017–18 fiscal year the Board will work with Rev. Crow to continue the practice of transparent financial reporting. The Board will also develop a policy on financial reviews or audits to ensure fiscal integrity.

RECOMMENDATIONS FROM THE NOMINATING COMMITTEE FOR 2017–2018

Boldface type indicates those who require a vote by the congregation

POSITION	NAME	TERM EXPIRES
Board of Trustees		
New trustee (three-year term)	Bryana French	2020 (first term)
Continuing Trustees	Richard Spratt	2020 (second term)
	Eric Cooperstein	2020 (second term)
	Cindy Marsh	2019 (second term)
	Dick Niemiec	2019 (second term)
	Lillie Pang	2019 (first term)
	Karin Wille	2018 (second term)
	Caitlin Rogers	2018 (partial term)
	Christa Anders	2018 (partial term)
Officers	Eric Cooperstein, President	
	Richard Spratt, Vice President	
	Dick Niemiec, Treasurer	
	Christa Anders, Secretary	

Foundation Board		
Chair (one year)	Kristin Siegesmund	
New Members (three-year term)	Suzan Klein	2020 (first term)
	Anne McBean	2020 (first term)
Continuing Members	Channing McKinley	2019 (first term)
	Dennis Haskin	2019 (second term)
	Chris Bremer	2019 (second term)
	Victoria Schanen	2018 (second term)
	Kristin Siegesmund	2018 (second term)
	Pam Berry	2018 (second term)
	Jill Andersen	2018 (first term)

Nominating Committee		
Chair (one year)	<i>Appointed by Board of Trustees</i>	
	TBD	
New Members (three-year terms)	Marcia Wattson	2020 (first term)
	Jim Ramnaraine	2020 (first term)
Continuing Members	Greg Hoelzer	2020 (second term)
	Suzanne Willhite	2019 (first term)
	Pat Gottschalk	2019 (first term)
	Sharon Ramirez	2018 (first term)

Delegates to the 2017 General Assembly of the Unitarian Universalist Association
 Roberta Haskin, David Lauth, Arif Mamdani, Stephanie McCain, Sara Smalley

NOMINATING COMMITTEE RECOMMENDATIONS

Nominated for Board of Trustees Officers



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 Officers (continued)



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



Bryana H. French, Ph.D.

Bryana French has been a member of First Universalist since May of 2015, and serves on the Racial Justice Leadership Team. She is an Associate Professor at the University of St. Thomas' Graduate School of Professional Psychology where she specializes in multicultural counseling and social justice psychology. A native of Minneapolis, returned to the Twin Cities after 11 years, leaving for graduate school at the University of Illinois' and then working in Maryland and Missouri. She considers herself a social justice educator, having trained mental health professionals and consulted locally and nationally about diversity, inclusion, and equity. She brings this lens and her experience as a leader to the Board of Trustees and is excited about First Universalist's commitment to racial justice.

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.

NOMINATING COMMITTEE RECOMMENDATIONS

Nominated for Foundation Board Membership



Suzan Klein

Suzan became a member of First Universalist in 2016 after attending, participating and volunteering in various capacities since 2014. She says that serving on the Foundation Board feels like a great next step into more formal committee involvement. As a facilitator in a professional capacity for the past 9 years, she helps diverse stakeholders with divergent perspectives advance their collective discussions of pressing issues in the environmental and public health realms. This involves varying degrees of scoping, governance, strategic planning, conflict resolution, diplomacy, as well as grant, proposal, and report writing. She is interested in exploring ways in which to manifest allyship into how Foundation resources and values are put to work toward social and racial justice ends. She is delighted to have found a spiritual home with so many ways to meaningfully engage and is thrilled at the opportunity to serve the Church and the broader community by participating on the Foundation Board.



Anne McBean

Anne has been a member of First Universalist for 25 years. She is currently transportation coordinator for Pastoral Care, a member of the choir, visitor for the Capital Campaign, volunteer at Simpson Shelter, and a third-year member of a Wellspring group. Over the years, she has participated in many other church activities and functions, including teaching religious education every year her daughters were growing up. She recently retired from the Department of Family Medicine and Community Health, University of Minnesota Medical School as an Instructor and Coordinator of the Compulsive Sexual Treatment Program at the Center For Sexual Health. She held dual licenses as a psychologist, and a marriage and family therapist. She is excited about the prospect of developing emerging leaders amongst youth, young adults and disenfranchised communities, while serving racial justice as a member of the Foundation.

Nominated for Nominating Committee Membership



Jim Ramnaraine

Jim is the ADA Coordinator for Hennepin County, where he has worked since 1988. He has nearly 40 years in the Human Resources profession. He is the primary advocate for persons with disabilities, assisting both employees and recipients of services from county government. Jim facilitates employee and management training on legal requirements of the Americans with Disabilities Act. He also trains on topics ranging from disability etiquette to cultural diversity. He co-produced training videos for law enforcement to assist them with complex encounters with residents with disabilities and testified before the U.S. Civil Rights Commission on this topic. He has also participated in web training conducted by the Substance Abuse and Mental Health Service Administration, a division of the U.S. Department of Health and Human Services. Jim has been a member of the church for seven years and sung in the choir since 1998.



Marcia Wattson

Marcia Wattson started her life as a Unitarian attending Sunday School on the Indiana University campus in Bloomington and later at the First Unitarian Society. She has been a member of First Universalist since 1982. Her first deep involvement in service to the church was through the Unity Summer youth program. She was a Board trustee from 2000-2006 and President in 2005-2006. She helped pilot the first Welcome Team, served on the Membership Committee, the search committee for Rev. Jen Crow, the committee on ministry for Rev. Elaine Aron Tenbrink, the Pledge Team, and the Sesquicentennial Steering Committee. Marcia's professional life has been in the book business, as a Buyer and Division Manager for B. Dalton, Bookseller and a Senior Librarian for Hennepin County Library. Five years into retirement, she is enjoying free time with her partner, Phil Burke, reading, walking, cooking, and spending time with friends.

PROPOSED 2017–2018 OPERATING BUDGET

Budget Narrative

The 2017–18 budget is presented as a balanced budget, and it allows us to continue down the path of increasingly aligning our resources with our values. In this budget, we continue the elimination of RE fees, the funding of a Racial Justice line item, increases in our dues to the UUA and the MidAmerica Region, and progress toward fair staff compensation. We will also launch a new Artist-in-Residence program, and Rev. Ruth's position will become a year-round, full-time position as Rev. Elaine's position decreases (by her request) to a .8 time position, year-round.

Income

This budget includes:

- No overall increase or decrease in pledges.
- A 7% draw from the Legacy Fund (within the 4–7% range set by Board policy) to support Church operations.
- Southside Child Development Center will continue as a tenant with an increase in facilities and RE hours to support the tenant.
- General fundraising line will be \$20,000.
- Increase in offering plate for the church.
- The holiday giving program, with 10% held by the church for administrative costs, will take place in December.

Expenses

This budget includes:

- Progress will continue toward fair staff compensation through a \$15/hr minimum pay rate for all regular adult employees and a 3% pool for merit increases.
- Increase in facilities and RE hours to support the tenant.
- Increase in utilities to support the tenant.
- Meet the increase in health insurance premiums to continue our current plan (roughly a 15% increase).
- A 5% increase to Mid-America and UUA dues.
- Continued funding of the Racial Justice line item at \$7,500
- Sanctuary Church costs will be covered by a \$10,000 budget line item, offering plate collections, and contributions from supporting congregations.

PROPOSED 2017–2018 OPERATING BUDGET

	<u>2017–18</u> <u>Budget</u>	<u>2016–17</u> <u>YE projections</u>	<u>2016–17</u> <u>Budget</u>
<u>OPERATING REVENUE</u>			
Operating Contributions			
Pledges	1,174,500.00	1,148,600.00	1,174,500.00
Est. Unpaid Pledges	(58,725.00)	(57,430.00)	(58,725.00)
Contributions Unrestricted	65,000.00	67,500.00	67,500.00
Offering Plate for Church	38,000.00	37,500.00	30,000.00
Total Operating Contributions	1,218,775.00	1,196,170.00	1,213,275.00
Fundraisers			
Families Moving Forward Fundraising	5,500.00	5,000.00	5,500.00
Holiday Giving, 10% goes to church for admin. exp.	5,000.00	—	—
Holiday Giving	45,000.00	—	—
Misc Fundraisers	20,000.00	2,535.00	5,000.00
Youth Cultural Exchange	11,000.00	40,000.00	11,000.00
Youth Trips	10,000.00	20,000.00	10,000.00
Total Fundraisers	96,500.00	67,535.00	31,500.00
Dividends & Interest	15,000.00	14,339.14	15,000.00
Rental Income			
Large Tenant	103,992.00	83,928.00	14,600.00
Other Rental Income	33,750.00	32,400.00	42,800.00
Total Rental Income	137,742.00	116,328.00	57,400.00
Religious Education Fees & Donations	6,600.00	1,199.00	6,600.00
Other Income			
Miscellaneous Releases	15,445.89	9,500.00	9,500.00
Contributions Hospitality	700.00	700.00	500.00
Offering Plate for Community Release	40,000.00	45,000.00	40,000.00
Sanctuary Fund	10,000.00	—	—
Legacy Fund Release	38,000.00	38,145.31	22,000.00
Memorials Designated	—	3,015.00	—
Miscellaneous Income	3,333.33	12,000.00	3,333.33
Loan from Legacy Fund	—	—	295,000.00
Total Other Income	107,479.22	108,360.31	370,333.33
Total Operating Revenue	1,582,096.22	1,503,931.45	1,694,108.33
<u>OPERATING EXPENSES</u>			
Worship			
Total Staff Compensation	192,205.00	182,100.00	182,101.69
Total Program Expenses	25,400.00	19,550.00	21,800.00
Total Worship	217,605.00	201,650.00	203,901.69
Faithful Action			
Total Staff Compensation	44,354.00	47,000.00	46,618.87
Total Program Expenses	20,046.58	46,560.00	17,500.00
Racial Justice Programming	7,500.00	7,500.00	7,500.00

PROPOSED 2017–2018 OPERATING BUDGET

	<u>2017–18</u> <u>Budget</u>	<u>2016–17</u> <u>YE projections</u>	<u>2016–17</u> <u>Budget</u>
Sanctuary Church Costs	10,000.00	—	—
Holiday Gift	45,000.00	—	—
Offering Plate for Community	38,000.00	43,000.00	38,000.00
Total Faithful Action	164,900.58	144,060.00	109,618.87
Children, Youth, and Family Ministries			
Total Staff Compensation	152,581.00	125,000.00	122,761.01
Total Program Expenses	55,400.00	62,300.00	55,600.00
Total Children, Youth, and Family Ministries	207,981.00	187,300.00	178,361.01
Congregational Care			
Total Staff Compensation	60,558.00	44,510.00	44,509.27
Total Program Expenses	3,250.00	3,250.00	3,450.00
Total Congregational Care	63,808.00	47,760.00	47,959.27
Adult Ministries			
Total Staff Compensation	56,359.00	60,775.00	60,767.25
Total Program Expenses	4,400.00	5,800.00	3,900.00
Total Adult Ministries	60,759.00	66,575.00	64,667.25
Membership			
Total Staff Compensation	42,394.00	49,000.00	49,083.15
Total Program Expenses	12,500.00	11,600.00	10,200.00
Total Membership	54,894.00	60,600.00	59,283.15
Denominational Connections			
Total Staff Compensation	12,429.00	13,750.00	13,738.62
Total Expenses (UUA & MidAmerica dues)	45,202.00	43,050.00	43,050.00
Total Denominational Connections	57,631.00	56,800.00	56,788.62
Administration			
Total Staff Compensation	332,982.00	315,000.00	312,590.07
Total Expenses	171,579.00	168,867.00	156,025.00
Total Administration	504,561.00	483,867.00	468,615.07
Building			
Total Staff Compensation	131,285.00	125,000.00	100,682.07
Total Expenses	118,650.00	109,575.00	109,250.00
Total Building	249,935.00	234,575.00	209,932.07
Sanctuary Fund		10,000.00	—
Capital Campaign Expenses	—	—	295,000.00
Total Operating Expenses	1,582,074.58	1,493,187.00	1,694,127.00
Net Operating Income (Loss)	21.64	10,744.45	(18.67)
Loan Principal	(39,000.00)	(39,165.00)	(28,306.10)
NET	(38,978.36)	(28,420.55)	(28,324.77)

STATEMENT OF FINANCIAL POSITION

as of March 31, 2017

ASSETS

ASSETS

Current Assets

Cash & Cash Equivalents	\$18,979.92
Cash & Cash Equivalents Foundation	\$11,138.34
Investments	\$1,309,222.00
Investments Foundation	\$1,661,793.28
Other Current Assets	\$37,627.06
Total Current Assets	\$3,038,760.60

Fixed Assets

Land	\$250,000.00
Building & improvements	\$3,453,044.22
Accumulated Depreciation Building & Improvements	\$(2,004,619.71)
Furniture & Fixtures	\$251,315.98
Accumulated Depreciation Furniture & Fixtures	\$(180,754.74)
Total Fixed Assets	\$1,768,985.75

TOTAL ASSETS

\$4,807,746.35

LIABILITIES & EQUITY

LIABILITIES

Current Liabilities

Accounts Payable	\$18,051.97
Benefits Payable	\$948.77
Accrued Expenses	\$13,993.17
Deferred Revenue	\$18,824.07
Other Liabilities	\$13,000.00
Total Current Liabilities	\$64,817.98

Mortgage Payable

\$581,790.85

Mortgage Payable Line of Credit

\$137,171.41

TOTAL LIABILITIES

\$783,780.24

EQUITY

Unrestricted and Designated Net Assets/Equity

Church Equity	\$1,644,805.40
Board Designated Net Assets	\$1,005,489.18
Unrestricted Net Assets	\$662,660.73
Total Undesignated Net Assets/Equity	\$3,312,955.31

Temporarily Restricted Net Assets

Miscellaneous	\$135,241.67
Legacy Fund	\$58,406.52
Cummins Ministerial Fund	\$200,891.50
Total Temporarily Restricted Net Assets	\$394,539.69

Permanently Restricted

\$69,886.60

Excess Cash Received

\$246,584.51

TOTAL EQUITY

\$4,023,966.11

TOTAL LIABILITIES & EQUITY

\$4,807,746.35

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



The Tree of Life that hangs in the southwest corner of the sanctuary was created in 1991 to commemorate those making memorial bequests to our church. It symbolizes a feeling of warmth, community, strength, and permanence.

ANNUAL MEETING AGENDA

158th Annual Meeting of the Members First Universalist Church of Minneapolis

Sunday, June 4, 2017
11:30 a.m. to 12:30 p.m.

AGENDA

Call to Order	Eric Cooperstein, President
Chalice Lighting and Opening Words	Rev. Jen Crow, Executive Minister
Appointment of Parliamentarian	
Authorization of Board of Trustees to Approve the Minutes of this Meeting	
Senior Minister's Report	Rev. Justin Schroeder, Senior Minister
President's Report	Eric Cooperstein
Treasurer's Report and Presentation of Recommended Budget for 2017–2018	Dick Niemiec, Treasurer Rev. Jen Crow
Consideration and Vote on Annual Budget	
Report of the Nominating Committee	Doug Smalley, Chair
Election of Trustees, First Universalist Church	
Election of Officers, First Universalist Church	
Election of Directors, First Universalist Foundation	
Election of Members, Nominating Committee	
Election of Delegates to the 2017 General Assembly of the UUA	
Special Recognition	Eric Cooperstein
<ul style="list-style-type: none">• Outgoing Nominating Committee Members• Outgoing Foundation Directors• Outgoing Church Trustees	
Closing Words	Rev. Justin Schroeder

TOGETHER, WE ARE MEETING THE MOMENT



Backpack Blessing Sunday, Aug. 21, 2016



Capital Campaign Kickoff Party, March 11, 2017



First Universalist Church of Minneapolis
3400 Dupont Avenue S.
Minneapolis, MN 55408

