

CELEBRATION GROWTH JUSTICE COMMUNITY FUTURE



Annual Report 2017–2018

FIRST UNIVERSALIST CHURCH OF MINNEAPOLIS

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At left: A record number of 9th graders participated in Coming of Age this year, capped with sharing their personal spiritual statements during a Saturday afternoon service on May 12.

On the cover: Senior High youth led worship on Sunday, May 20. We recognized our graduating seniors with our traditional gift of rainbow chalice pillows lovingly crafted by volunteer quilters.

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MINISTRY TEAM REPORT

By Rev. Justin Schroeder and Rev. Jen Crow



When we think about this past year, a single word comes to mind: Alignment. As a faith community, we have been aligning our values of equity, inclusion, love and justice, with every part of our ministry, in every square inch of our building.

To that end, we opened our doors wide and offered space to community groups and organizations aligned with our vision of a just and fair world.

To that end, we raised \$5.6 million for our Capital Campaign: “Not for Ourselves Alone, Building an Inclusive Future,” imagining a building that better serves our ministry and the needs of the community.

To that end, we faithfully used our Equity Vendor Policy in selecting our architectural firm, Miller Dunwiddie, and will continue to use this policy as the building project moves forward.

To that end, the Board of Trustees appointed a Racial Justice Change Team, a team designed to take a 30,000 foot view of the church, looking at policies, procedures, practices, and habits that are barriers to creating a more authentic multi-cultural and multi-racial congregation.

To that end, with Board support and encouragement, we have moved toward Senior Co-Ministry, with pay equity between the two of us, and an understanding that by working in a deeply collaborative, equal relationship, we can better help the church achieve its Visionary Goals.

To that end, we have doubled down on the importance of cultivating a life-giving spiritual practice, offering Soul Matters Groups, Wellspring, Spiritual Deepening Circles, and Racial Justice Circles, serving more than 400 people throughout the church year.

In these challenging days, when so much feels out of alignment—with our country, with our politics, with our relationship with the earth—we are grateful to serve a community that calls us, again and again, to authentically live in alignment with our deepest values in all that we do.



Rev. Jen Crow with a group of our 2017–18 Chalice Lighters.

“As a faith community, we have been aligning our values of equity, inclusion, love and justice, with every part of our ministry, in every square inch of our building.”



Rev. Justin Schroeder looks on as a 3rd grader lights the chalice.

ALIGNMENT

BUILDING & RENOVATION PROJECT

In 2017, we raised \$5.6 million in our Capital Campaign, *Not for Ourselves Alone: Building an Inclusive Future*, for renovations and new construction that will improve our church's accessibility, hospitality, and welcoming presence, add much-needed space for education and meetings, allow us to address deferred maintenance, and improve the worship experience through enhancements to the sanctuary.

This project, made possible by the generosity of hundreds of members of our community who contributed to the capital campaign, will help us improve our accessibility, hospitality, and welcoming presence.

At the start of the 2017–18 church year, we wrapped up the Capital Campaign and celebrated with a reception and worship service at which Minister Emerita Rev. Kate Tucker preached.

A Building Committee, led by Rev. Jen Crow and consisting of church members with expertise in construction, finance, engineering, architecture, and design, was formed in the late summer and began work with our team of architects from Miller Dunwiddie Architecture, advising staff through the early planning phases.

From listening sessions with members in October 2017, to a presentation sharing schematic design ideas with the congregation in March 2018, we've invited congregational input and involvement as we make plans for the future.

As of May 2018 when this report was published, staff and the building committee continue to



Members of the First Universalist community had the opportunity to share thoughts and ideas directly with the architects at two listening sessions in October 2017.



Rev. Jen Crow introduces our architects, who presented a first round of schematic design ideas in March 2018—a first glimpse of what our spaces may look like in the future!



work with the architects to balance priorities for improvements to our spaces with the funds available, made possible by the generosity of hundreds of members and friends who contributed to the capital campaign.

We expect to have more concrete plans and to begin work on deferred maintenance projects that are part of our capital budget this coming church year.

BUILDING FOR THE FUTURE

WORSHIP

Our worship life has been full of emerging possibilities, and stronger ties to our community. We partnered with the women’s vocal ensemble, Give Get Sistet, to create services that featured Afrocentric singing and worship patterns. A strong relationship of care and creativity emerged from this artist in residence program and enriched our worship life and our racial justice work. We hope to invite more artists of color, and community activists into our midst.



Franco Holder came on board as our new pianist in December 2017.



Children singing in worship.

A small group of adult singers was coordinated by Franco and Rev. Ruth to lead the congregation in rousing community singing. Every aspect of the service was held in lifting our voices in song, and we will be leaning into that growing edge.



“It’s been a powerful year of worship and transformation!”



We drew on the wisdom and experience of our congregation as we created lay-led services which addressed mental health, white supremacy, immigration justice, and a story-telling Sunday, based on the Moth storytelling radio show.

It’s been a powerful year of worship and transformation!



Our 2017–18 Artists in Residence, the women’s vocal ensemble Give Get Sistet, have collaborated with our worship team to plan several services over the course of the year, and led a powerful workshop with our choir and community members in May 2018.



Rev. Ruth MacKenzie along with Alix Dvorak, Mary Helmin and Fawzia Khan lead the congregation in song.

TRANSFORMATION

MEMBERSHIP & ADULT MINISTRIES

This has been another robust year at First Universalist. Our community continues to grow, with 51 new members as of this writing in April—and more on the way! Through the very popular Daytime Connections monthly programs for seniors, as well as monthly social and volunteering events



Signing the Membership Book.

for young adults, we continue to engage our multi-generational congregation across the lifespan.

At the heart of faith formation at First Universalist is the circle: groups of 8-10 people who gather for spiritual deepening through open-hearted reflection and deep listening. This year, we began using a new curriculum for many of our circles: Soul Matters. This year, 21 Soul Matters groups brought our monthly worship themes into their daily lives in a number of ways, including individual spiritual practice and small group reflection. In addition, we offered 16 spiritual deepening groups with focuses such as spiritual practice and racial justice.

Nearly 50 people spent the year together diving deep into theological questions and UU history through Wellspring.

We also welcomed in visitors and new members to our congregation through 9 Newcomer Circles.



Daytime Connections planning team: Melody Luepke, Eric Berglund, Zoe Beck, Judy Young, Betsy Allis, and Dennis Haskin. Not pictured: Ray Dillon.

“More than 400 people found spiritual growth and community through circles.”

Overall, more than 400 people found spiritual growth and community through circles. Rev. Elaine Aron Tembrink says: “None of this would have been possible during my parental leave from November through February without many faithful volunteers and the inimitable Sandy DiNanni.”

This is the first year for the Racial Justice Education Team (RJET), which creates transformative racial justice learning opportunities. In addition to the Racial Justice and Our UU Faith workshops, this team has coordinated programming such as a workshop on white fragility, book studies, small groups on white privilege and talking about race with kids, screenings of the movie “13th,” and more.



Our Racial Justice Education Team. Back row: Rev. Elaine Aron Tenbrink, Margaret Manderfeld, Lyn Anderson. Front row: Channing McKinley, Pam Berry, Jeff Sylvestre. Not pictured: Lark Weller, Polly Talen, and Rebecca Slaby.



The Daytime Connections program in May, “Celebrate Spring,” concluded with a fun maypole dance and a picnic-style lunch.

SPIRITUAL GROWTH

CHILDREN, YOUTH & FAMILY MINISTRIES



Backpack Blessing Sunday, August 2017

This church year our Religious Education program reports record numbers, with 558 children and youth from 305 families. Nearly 400 adult volunteers work alongside staff (including 46 teenage Sunday helpers!) to make this vibrant ministry possible. The focus of Religious Education reflects its alignment with the larger vision and goals of First Universalist:

Welcome All Children & Families

In all our Religious Education classes and worship experiences, we affirm “the light in each human heart” and focus on the love and care our families have in common. This year, we were proud to develop and offer two racial justice curriculum options for our 8th graders, including “POC Joy!”—a space just for youth of color, led by UUs of color.

Worship Together

At every age, the experience of settling into silence, sharing joys and concerns, joining our voices in song, and exploring stories helps open our hearts and minds. New this year: Rainbow Chapel for PreK–1st graders—similar to Children’s Chapel for 2nd–5th graders—gives our little ones a great start in worship on Sunday mornings.



2nd–5th grade overnight

Address Challenging Topics in the Context of Our UU Values

In the context of covenanted religious community, we offer Religious Education classes addressing sexuality and relationships, the origins and impacts of racism, family diversity, and death and grieving. Each curriculum incorporates reflection and activities focused on making our communities more inclusive, compassionate and just. Of note: we offered the 1st grade OWL (Our Whole Lives) sexuality education curriculum to families for the first time this Winter/Spring.

Mark Milestones

Church is a place where children, youth and families are supported in navigating growth, especially at typical developmental milestones. We’ve developed more take-home assignments this year, offering tips for guided conversations that help kids and



3rd grade stole ceremony

parents stay connected as they go through big changes, like the “middle school memories” conversation for 6th graders and their grownups. We celebrate milestones together, too, beginning with Child Dedication and with many special rituals along the journey up through gathering for a family brunch and Senior Bridging for 12th graders in the spring.



Annual 7th grade spring bike trip

RELIGIOUS EDUCATION

FAITHFUL ACTION MINISTRIES

This year the Faithful Action Council has continued working to create Faithful Action opportunities for our community.

Faithful Action Partners

We highlighted each of our six partners on **Faithful Action Partner Sundays** throughout the church year: Twin Cities Habitat for Humanity, EMERGE, Augsburg Fairview Academy, Simpson Housing Services, Minnesota Interfaith Power and Light, and Beacon Interfaith Housing Collaborative (Families Moving Forward).

Volunteering & Advocacy

Our members have volunteered with each of our Faithful Action partners, participating in Habitat for Humanity builds, hosting families experiencing homelessness at church through Families Moving Forward, and more. The Council has provided opportunities for advocacy work and hosted programs and events such as conversations exploring the intersection between systemic racism and housing inequity.



Important conversations: exploring the intersection between systemic racism and housing equity.

Holiday Giving: Marnita's Table

During the 2017 holiday season we invited the congregation to redirect a portion of their holiday spending to values-based giving. This year's recipient was Marnita's Table, a local organization dedicated to bridging gaps across difference. Working with neighborhood groups, government agencies, schools, and faith communities, Marnita's Table empowers people of all ages and backgrounds to make genuine changes toward equity, inclusion, and understanding. Collectively, we raised more than \$26,000 for Marnita's Table. We also began exploring how we might incorporate some of the organization's "IZI" (intentional social interaction) principles into our events.



Members of our Holiday Giving team with Rev. Justin and staff from Marnita's Table.

SANCTUARY & RESISTANCE

We became a Sanctuary Congregation in February 2017 in a unanimous church vote. Since then, our Sanctuary and Resistance Team has grown their ministry efforts, advocating for the rights of immigrants and their families.

We are part of a network of Sanctuary Churches throughout the state coordinated by ISAIAH, an interfaith organization working on immigrant rights in Minnesota. This means we are now set up to offer sanctuary to individuals and families at risk of deportation.

Over the past church year, our Sanctuary and Resistance team has developed partnerships with immigrant-led

advocacy groups, hosted educational events, been actively involved with ISAIAH, and raised funds to help families who are suffering as a result of the policies and practices of our broken immigration system. The team also was involved in planning a Sanctuary and Resistance Sunday worship service on February 25, at which we heard voices and stories of those most impacted by our current immigration policies, and those who are working in solidarity with those most impacted.



WORKING FOR JUSTICE

CONGREGATIONAL & PASTORAL CARE

The way we care for one another is a central component to living out a faith of welcome and love.

Rev. Ruth MacKenzie became the Pastoral Minister for First Universalist this year. She leads the Congregational Care Team which is the umbrella team for so many ways in which we extend the care to our members and friends. We have a vigorous New Child Welcome Team which has created regular gathering times for families and their children. We provide meals for those facing illness or troubled times. Our Memorial Team serves bereaved families in every step of memorial planning and services, holding the deep grief and complex sorrows of families, while embodying the big hearted embrace of our faith.

Our Pastoral Visitors Team supports our congregation with in-person, one-on-one spiritual care as they visit members and friends who are experiencing grief or loss, job transitions, divorce, loneliness, loss of purpose, and so many other thresholds and life challenges. This coming year, you will find Pastoral Visitors in more visible roles on

Sunday mornings as we extend the loving embrace of this community wider still.

This year our church joined the Mental Health Connect Collaborative as one of ten member churches. Our Mental Health Ambassadors Janet Houck, Michelle Tierney, Peter Brower, and Joan Patterson worked this year to spread awareness of the MHC program, help start conversations about mental health, and bring events and resources to our community.



Members of our Pastoral Visitors Team with Rev. Ruth MacKenzie.

OPERATIONS & FACILITY

Caring for Our Spaces

Volunteers play a key role in helping care for our spaces and keeping them looking beautiful. Over the summer of 2017, we had a particularly enthusiastic and dedicated group of volunteers who put in many hours of work weeding and maintaining our gardens, including making significant improvements to the North Garden.



Sharing Our Spaces

Southside Child Development Center continues to rent our lower level classrooms during the week. They provide daytime preschool classes and after school programs for children from around south Minneapolis, including many new immigrants and refugees. The Sioux Chef also continues to rent our kitchen to operate their catering

business. Their speciality in modern indigenous cuisine has garnered them a lot of attention and success. We've also increasingly made our spaces available for use by community organizations that share our values.

Art Exhibits

Our Visual Arts Committee invited artists to exhibit their work in the social hall gallery space throughout this past year, and we enjoyed exhibits of art ranging from basketry to quilts to photography. Two paintings from Leslie Barlow's *Loving* series, our first art exhibit of 2018, even adorned the chancel in the sanctuary in January, when our worship theme was "Loving."



LOVE & CARE

FIRST UNIVERSALIST FOUNDATION 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.

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.

Chair of the First Universalist Foundation Board, Kristin Siegesmund, reports:

The Foundation met on May 2, 2018 and agreed on grants to 9 out of 14 grant proposals that were received. We have committed \$107,700, with the possibility of one more grant of \$20,000. The grants are significantly larger than have been given historically. The Foundation has given between about \$45,000 and \$85,000 annually over the last 10 years. Because of the recession the Foundation gave smaller grants in the last two or three years. This is consistent with a granting philosophy of giving a percentage of the principal, between 4 and 6%. Ross Levin advises that a 5% giving rate in good and bad times is sustainable. However, the Foundation Board felt strongly that given the steep rise in the market which increased our portfolio this year by \$160,000, and the sharp demands caused by the changing political environment, we could afford to be more generous this year. We decided to increase our maximum individual grant from \$5,000 to \$20,000 in hope of having a greater impact. This level of giving may or may not be possible in future years. The amount we have committed has not decreased the historical value of the Foundation funds. Since 2014 the balance of the Foundation funds has been over \$1.5 million and will remain so after this granting cycle.

During my six-year term on the Board, the Foundation has kick-started the granting process after a four-year hiatus with the investment in Unity Leadership. We have sought a process that does not overwhelm us with grant applications. Thus we invite groups to submit an RFP. In the last few years we have invited congregants to nominate groups and then the Board decides which among those nominations to invite to submit a more formal application.

Our criteria continue, as every Foundation Board has done, to carry forward in some fashion the heart and mission of Unity Settlement House from which the funds derive. We support projects that focus on emerging leaders, youth and disenfranchised communities. We look for projects for which our grant could have a large impact.

Grants 2017–2018

This year we have given grants to:

1. **Central High School Youth in Government** who sought scholarship money so that students who could not afford the \$500 fee could participate in the mock government program.
2. **Restorative Justice**—to support diversionary programs for African American youth in the criminal justice system to work in restorative circles led by a person of color.
3. **Minnesota Prison Writing Project**
4. **Exposed Brick Theater**—this is the third year that we have helped fund this amazing young theater group presenting intimate portraits of life as a Muslim in America. Foundation support has been critical to their ability to present their work. This year they got a small grant from another organization and we hope they are on their way to being self supporting.
5. **Women's Environmental Institute**—working with a number of educational partners to develop educational certification programs for persons in the food industry so they can get better wages.
6. **MARCH Multifaith Antiracism Change and Healing Table**—project in connection with MUUSJA and others to take the learning on white privilege to 25 more congregations
7. **People's Movement Center**—an innovative project to bring together diverse people — of color and LGBTQ — to learn together in a cohort alternative means of releasing physically held historical trauma to then promote social change.
8. **Mni Ki Wakan**—to support another water summit this fall organized by this Native American community.
9. **EMERGE**—to support a new Youth Housing Fund so that youth who are struggling to survive on their own and finish internships or education are not derailed.

ASSOCIATION OF UNIVERSALIST WOMEN 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.

AUW members also contribute by knitting for charity for Hats for the Homeless led by Barb Melom.

For 2017–18, AUW had 90 members. Members planned and participated in five core annual events and many other activities throughout the year. The main events were: 1) Fall Kick-Off, Sept. 9, 2017; 2) Fall Retreat, November 4, 2017; 3) Winter Tea, January 27, 2018; 4) Spring Retreat, April 13-15, 2018; and 5) Spring Dinner & Annual Meeting, May 5, 2018.



Ongoing activities included Get Connected events, and the Planned Parenthood Solidarity Rally on Good Friday, March 30, 2018.

AUW is governed by a board of directors made up of seven to eleven members. The 2017 to 2018 AUW Board of Directors includes: Abbie Finger, President; Meredith Smith, Treasurer; Kit Ketchum, Secretary; Jane Jordan, Membership Poobah; Carley Saravia, Communications, and Carol Hiniker and Phyllis Stenerson.



BOARD PRESIDENT'S REPORT

By Eric Cooperstein



As I write this, I am filled with awe (and a few stiff muscles) from visiting Machu Picchu, the ancient Incan citadel high in the Andes Mountains in Peru. So many thoughts are running through my head related to our common values as Unitarian Universalists. I

am reminded once again that people of great vision can accomplish tasks that seem impossible at first glance. I am also reminded of the gifts that await us if we reach out beyond our real and imagined borders to seek the wisdom that lies in others.

There are other lessons that come with the privilege of international travel. The experience of being the stranger, the one who does not speak the language or understand the customs. Seeking to be welcomed and having to place one's trust in others, not knowing whether they will treat you fairly. Other countries and cultures are far more advanced than we are in this regard.

The work of expanding our capacity for understanding and living into the racial justice portions of our Church's visionary goals is, by its very nature, unending. The Change Team that the Board appointed last winter has recently engaged the Board on critical questions around the spiritual growth of our members of color, which is reflected in part in the budget being presented at this year's annual meeting. We ask hard questions of each other and work in good faith to find the answers.

This year your Board of Trustees has also worked on some foundational issues that support the work of our church. The logistics of transitioning our ministerial leadership from a senior minister model to a co-ministry shared by Justin Schroeder and Jen Crow has been one focus, as has rewriting our bylaws to make them more comprehensible and flexible as we move into a new leadership structure.

The Board's work is engaging and compelling. I could not serve as your President without the deep commitment of all of my co-Trustees. Not only do Trustees rarely miss our regular meetings but, despite their busy schedules, they make themselves available

when critical issues demand that we add meetings to our calendar, which we did several times this year. On a recent Friday night (!), nearly all of our Trustees attended a seminar at Unity Unitarian to hear Mitra Rahnema discuss the challenges faced by ministers of color in UU congregations. That is just one recent example of how devoted the Board is to our Church. Everyone brings their complete selves to the Board's work and engages 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.

It is a privilege to serve this church. Together, we will build the world that no one thought was possible.

“The work of expanding our capacity for understanding and living into the racial justice portions of our Church’s visionary goals is, by its very nature, unending.”

TREASURER'S REPORT

By Dick Niemiec



I offer this report as the Church Treasurer. Again this year the Board operated as a committee of the whole working with Rev. Crow to improve transparency, systems and monitoring of the Church's financial affairs.

The Church continues to have a strong administrative office that handles all the many financial transactions a vibrant organization has—pledges and payments, payroll, insurance, facilities, investments, etc. All of this is under the able direction of Rev. Crow, our executive minister, and her staff.

This year has been one of growth in our resources and programs but filled with small but significant challenges. The \$5.6 million capital campaign brings the opportunity to renovate our building to accommodate enhanced religious education and other programming. But the tremendous support for the capital campaign meant our annual pledging has lagged—both this year and next.

The 2017–18 fiscal year is expected to end with a small surplus. (The payment of the mortgage principal was not included in this budget.) Income and expenses continue to track as expected with the exception of pledge income that is projected to be about \$35,000 short of budget. However, the Close the Gap fundraising efforts last winter brought in slightly over \$50,000 to offset the pledge deficit.

Congregants have paid about \$1.7 million of their \$5.6 million multi-year capital campaign pledges so architectural fees and other expenses can be covered.

As is true most years, developing the annual budget while the annual giving (pledge) campaign wraps up is a challenge. To date (as of May 23) 91% of the

congregation has pledged a total of \$1,055,500. The pledge budget is set at \$1,174,500, the same as last year, which is a stretch.

By aligning our resources with our values Rev. Crow set priorities in consultation with the Board to develop the 2018–19 operating budget.

The proposed 2018–19 budget was reviewed and modified by the Board at its spring Board meetings. ([Click here to view the detailed budget](#) approved by the Board at its May meeting.) The Board and Rev. Crow held two Congregational budget meetings in late April and early May to explain the budget and gather feedback. The Board approved the budget at its May meeting and presents it to the Congregation for final approval.

The financial section of the annual report (pages 18–22) includes:

- A narrative summary of the budget.
- The statement of financial position (balance sheet).
- The capital budget progress report.

There are no immediate plans to retire or reduce the \$680,000 mortgage and line of credit but Rev. Crow and the Board are exploring options to at least reduce the debt in the near future.

Rev. Crow and the board continue to use an outside, independent consultant, Kurt Hochfeld, to ensure financial integrity and to advise on accounting and procedural issues.

RECOMMENDATIONS FROM THE NOMINATING COMMITTEE FOR 2018–2019

Boldface type indicates those who require a vote by the congregation

POSITION	NAME	TERM EXPIRES
Board of Trustees		
New trustees (three-year term)	Keven Ambrus	2021 (first term)
	Kristin Siegesmund	2021 (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)
	Bryana French	2020 (first term)
	Christa Anders	2021 (second term)
Officers (one-year term)	Eric Cooperstein, President	
	Richard Spratt, Vice President	
	Dick Niemiec, Treasurer	
	Christa Anders, Secretary	

Foundation Board		
Chair (one-year term)	Suzan Klein	
New Members (three-year term)	John Bringewatt	2021 (first term)
	Ginny Halloran	2021 (first term)
	Rochelle Hammer	2021 (first term)
Continuing Members	Channing McKinley	2019 (first term)
	Dennis Haskin	2019 (second term)
	Chris Bremer	2019 (second term)
	Suzan Klein	2020 (first term)
	Anne McBean	2020 (first term)
	Jill Andersen	2021 (second term)

Nominating Committee		
Chair (one-year term)	<i>Appointed by Board of Trustees</i> Suzann Willhite	
Continuing Members	Marcia Wattson	2020 (first term)
	Jim Ramnaraine	2020 (first term)
	Greg Hoelzer	2020 (second term)
	Suzanne Willhite	2019 (first term)
	Pat Gottschalk	2019 (first term)
	Sharon Ramirez	2021 (second term)

Delegates to the 2018 General Assembly of the Unitarian Universalist Association
Martha Easter-Wells, Janell Hill, Kim Lund, Ralph Wyman

NOMINATING COMMITTEE RECOMMENDATIONS

Nominees for Officers of the Board of Trustees



Eric Cooperstein, President

Eric Cooperstein has been a member since 1994 and joined the Board of Trustees in the 2014–2015 church year. 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; and on the Internship Committees for Ruth MacKenzie and Laura Smidzik. Eric operates 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: Emma and Claudia.



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.



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.



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 family. Over the years, Christa has served in a variety of roles—many of them involving Religious Education. She was member of the Pledge Team for two years, starting in 2009 and working with then newly-arrived minister Justin Schroeder. 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. 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 and is passionate about ensuring ongoing opportunities for all families.

NOMINATING COMMITTEE RECOMMENDATIONS

Nominees for Board of Trustees



Keven Ambrus

Keven and his wife, Jill, joined the church when their two daughters Muriel (17) and Leila (15) were little girls. After watching the girls grow up in the church and Jill become more active with the Racial Justice program Keven decided his contribution would be volunteering to be a worship associate. Professionally, Keven has worked in the finance arena for over 25 years and really enjoys his work. And one of the things that Keven is proudest of is the fact that he was raised by a strong black woman who taught him the value of education, family, and love. Keven is looking forward to contributing to First Universalist for years to come.



Kristin Siegesmund

Kristin Siegesmund has attended First Universalist for 21 years along with her partner, Suzann, and her daughter, Kathleen. Over the years, Kristin has been very active in RE, is a past co-chair of the stewardship campaign, was on the board of AUW, and is finishing 6six years on the Foundation. She especially enjoys AUW activities, and has participated in many other activities including Habitat builds, Circle Suppers, and small groups as a participant and facilitator. Kristin has practiced law since 1980 and worked at Legal Aid for 23 years. Her work at Legal Aid has made her aware of the many issues facing low income persons and brought her into contact with many social agencies serving this group. Prior to her work at Legal Aid she worked at a private law firm and the Department of Justice. She now is a District Court Judge in Hennepin County. In addition, she served on the St. Louis Park human rights commission for four years and chaired it for two years. Outside of work, Kristin enjoys traveling, and has visited many parts of the United States and the world.

Nominee for Chair of the First Universalist Foundation Board



Suzan Klein

Suzan became a member of First Universalist in 2016 after attending, participating and volunteering in various capacities since 2014. As a facilitator in a professional capacity for the past nine 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.

NOMINATING COMMITTEE RECOMMENDATIONS

Nominees for First Universalist Foundation Board



John Bringewatt

John retired in 2016 from Lutheran Social Service as a Director in Older Adult Services. Since then, he has felt like a kid in a toy shop. More time created the opportunity for new community engagement and personal pursuits. John found First Universalist to be a challenging place to learn and grow, while nurturing compassionate values in a spiritual community committed to social justice and racial equity. This connection was particularly important to John following the 2016 election. He currently volunteers with Little Brothers-Friends of the Elderly and as an ELL tutor with adult immigrants through Minneapolis Public Schools. He is pleased to bring his nonprofit experience and positive energy to the Foundation Board. John lives in South Minneapolis with his wife, Helen, and their dog, Frances. Together, they have three grown sons.



Ginny Halloran

Ginny has been a member of First Universalist for approximately 10 years. Most recently she has been a two year participant of Wellspring, a frequent attendee of Circles, as well as being a host for Circle Suppers for the past four years. Ginny loves the variety of social justice education offered by the church which she attends regularly. Ginny keeps herself busy with part-time work, numerous outdoor activities as well as a multitude of volunteer endeavors including the Southwest Community Education Advisory Council of which she is a member. She looks forward to contributing her time and talents to the First Universalist Foundation and is very appreciative of the opportunity.



Rochelle Hammer

Rochelle has been attending First Universalist since 2009, and became a member in 2011. Having not been part of a faith community for a number of years prior, Rochelle credits her quick affinity for First U to the fact that Charles Darwin's 200th birthday was celebrated with gusto at the first service she visited. She determined on the spot that this was the place for her and she's never looked back, growing ever more grateful for this community's inclusivity and growing edges. Rochelle is the Associate Director for the Human Rights Program at the University of MN. She has experience in coordinating regional human rights advocacy campaigns, relationship building between academia, nonprofits and policy makers, strategic planning, financial management, and grant writing. She is excited to put her skills and energy to use on the Foundation Board and looking forward to engaging in discussions about how our community supports and sustains true social justice activism. She is committed to digging into the hard work of social change—asking the hard questions of herself and others, and continuing to grow herself and her faith community on this path. Rochelle and her wife Sara have four creative, funny, smart kiddos that, above all else, encourage them daily to fully appreciate and lean into the joys and challenges of all things.

PROPOSED 2018–2019 OPERATING BUDGET

Overview

The draft budget presented here and approved by the Board at its May meeting is a deficit budget (\$48,000). Unlike in years past, this budget includes the payment of the principal of the mortgage and line of credit (\$42,000) in the operating budget. This deficit budget is in effect very similar to the “balanced” budget of last year.

In this budget, we assume that our annual giving will return to pre-capital campaign levels and reach a total of \$1,174,500, and that rental of our building will continue at the same rate. This budget includes expense increases that provide the balance needed to ensure continued alignment of our values with our employment practices while also allowing us to make strides toward the realization of specific visionary goals.

In particular, the Senior Ministers and the Board believe that it is critical for our congregation to focus our attention and our resources on our visionary goal that calls us to become a multi-cultural, multi-racial, intergenerational community, where our sense of who we are is ever-expanding. In service of that vision, this budget allows the church to better support the employees of color currently on staff, and further increase the diversity of our worship and ministry staff. This budget also includes necessary increases in expenses, such as meeting the increased cost of health insurance and retirement benefits for employees.

While it is unusual for the Senior Ministers and the Board to present a deficit budget to the congregation, we believe that the time is right for the essential changes that are proposed, and we are beginning a conversation about how to retire our mortgage, which continues to be a significant expense in our operating budget (\$72,000/year).

Income

This budget includes the following:

- Annual Giving reaches the goal of \$1,174,500
- Fundraising set at \$12,000
- Rental income equal to 2017–18 budget
- Increase in offering plate to the church by \$10,000, corresponding decrease of offering plate to the community of \$10,000
- Release of temporarily restricted funds whose identified use has past, History Hounds and Audio Visual Fund (\$7,800)

Expenses

This budget includes the following:

- Reductions of Guest Speaker line (\$1,300)
- Decrease to Maintenance and Repairs (\$5,000)
- CPR training for Ushers and Staff (\$1,700)
- Salary and benefit increases that include:
 - funding for additional hours for our pianist (\$3,000)
 - funding to support staff of color attending Finding Your Way Home - an annual conference for Unitarian Universalist religious professionals of color (\$1,500)
 - hiring of a part-time Minister of color (up to \$17,000)
 - employees becoming eligible for retirement benefits (\$5,000)
 - increased costs of health insurance (\$7,000)
 - adjustment of salaries to bring them closer to appropriate salary ranges (\$7,000)
 - professional expenses for operations staff (\$500)
 - a 2% pool for staff raises (\$11,000)

PROPOSED 2018–2019 OPERATING BUDGET

	<u>2018–19</u> <u>Budget</u>	<u>2017–18</u> <u>YE projections</u>	<u>2017–18</u> <u>Budget</u>
<u>OPERATING REVENUE</u>			
Operating Contributions			
Pledges	1,174,500.00	1,080,000.00	1,174,500.00
Est. Unpaid Pledges	(58,725.00)		(58,725.00)
Contributions Unrestricted	65,000.00	65,000.00	65,000.00
Offering Plate for Church	48,000.00	32,000.00	38,000.00
Total Operating Contributions	1,228,775.00	1,177,000.00	1,218,775.00
Fundraisers			
Families Moving Forward Fundraising	5,500.00	1,527.98	5,500.00
Holiday Giving, 10% goes to church for admin. exp.	—	2,819.76	5,000.00
Holiday Giving	—	23,552.82	45,000.00
Misc Fundraisers	12,000.00	50,099.14	20,000.00
Youth Cultural Exchange	11,000.00	30,000.00	11,000.00
Youth Trips	10,500.00	16,500.00	10,000.00
Total Fundraisers	39,000.00	124,499.70	96,500.00
Dividends & Interest			
	18,250.00	16,500.00	15,000.00
Rental Income			
Large Tenant	103,992.00	103,992.00	103,992.00
Other Rental Income	33,500.00	33,625.00	33,750.00
Total Rental Income	137,492.00	137,617.00	137,742.00
Religious Education Fees & Donations			
	500.00	1,192.75	6,600.00
Other Income			
Capital Campaign	70,000.00	88,628.22	70,000.00
Miscellaneous Releases (includes MDF and RJ)	8,000.00	46,433.90	15,445.89
Hospitality	600.00	700.00	700.00
Offering Plate for Community Release	30,000.00	32,928.46	40,000.00
Sanctuary Fund	—	4,430.75	10,000.00
Legacy Fund Release	47,000.00	43,552.50	38,000.00
Memorials Designated	—	16,176.83	—
Miscellaneous Income	3,333.00	19,258.41	3,333.33
Total Other Income	158,933.00	252,109.07	177,479.22
Total Operating Revenue	1,582,950.00	1,708,918.52	1,652,096.22
<u>OPERATING EXPENSES</u>			
Worship			
Total Staff Compensation	191,457.28	192,200.00	192,205.00
Total Program Expenses	21,200.00	25,895.89	25,400.00
Total Worship	212,657.28	218,095.89	217,605.00
Faithful Action			
Total Staff Compensation	47,695.08	48,655.00	44,354.00
Total Program Expenses	18,500.00	33,527.00	20,046.58
Racial Justice Programming	7,500.00	7,500.00	7,500.00
Sanctuary Church Costs	—	—	10,000.00
Holiday Gift	—	23,553.00	45,000.00

Proposed 2018–2019 Operating Budget

	<u>2018–19</u>	<u>2017–18</u>	<u>2017–18</u>
	<u>Budget</u>	<u>YE projections</u>	<u>Budget</u>
Offering Plate for Community	30,000.00	32,928.00	38,000.00
Misc. Releases & Contributions	—	44,513.35	—
Total Faithful Action	103,695.08	190,676.35	164,900.58
Children, Youth, and Family Ministries			
Total Staff Compensation	171,980.00	155,971.00	152,581.00
Total Program Expenses	45,500.00	55,365.00	55,400.00
Total Children, Youth, and Family Ministries	217,480.00	211,336.00	207,981.00
Congregational Care			
Total Staff Compensation	62,140.00	61,726.00	60,558.00
TRUST	—	—	2,000.00
Total Program Expenses	850.00	1,150.00	1,250.00
Total Congregational Care	62,990.00	62,876.00	63,808.00
Adult Ministries			
Total Staff Compensation	52,158.00	56,699.00	56,359.00
Total Program Expenses	2,500.00	3,985.00	4,400.00
Total Adult Ministries	54,658.00	60,684.00	60,759.00
Membership			
Total Staff Compensation	37,812.00	41,736.00	42,394.00
Total Program Expenses	11,300.00	10,000.00	12,500.00
Total Membership	49,112.00	51,736.00	54,894.00
Denominational Connections			
Total Staff Compensation	22,301.00	18,109.00	12,429.00
Total Expenses (UUA & MidAmerica dues)	45,202.00	45,202.00	45,202.00
Total Denominational Connections	67,503.00	63,311.00	57,631.00
Administration			
Total Staff Compensation	341,644.00	332,736.00	332,982.00
Total Expenses	147,193.00	159,348.39	171,579.00
Total Administration	488,837.00	492,084.39	504,561.00
Building			
Total Staff Compensation	146,041.14	143,948.00	131,285.00
Total Expenses	115,800.00	116,600.00	118,650.00
Total Building	261,841.14	260,548.00	249,935.00
Capital Campaign Building Project			
Architect & Consultant Fees	70,000.00	71,201.56	70,000.00
Project Management	—	12,878.32	—
Projects	—	4,548.34	—
Total Capital Campaign Building Project	70,000.00	88,628.22	70,000.00
Total Operating Expenses	1,588,773.50	1,699,975.85	1,652,074.58
Net Operating Income (Loss)	(5,823.50)	8,942.67	21.64
Loan Principal	(42,975.00)	(42,975.00)	(39,000.00)
NET	(48,798.50)	(34,032.33)	(38,978.36)

Statement of Financial Position

as of March 31, 2018

ASSETS

ASSETS

Current Assets

Cash & Cash Equivalents	\$813,725.90
Cash & Cash Equivalents Foundation	\$11,220.46
Investments	\$1,902,369.99
Investments Foundation	\$1,751,469.64
Other Current Assets	\$34,519.92
Total Current Assets	\$4,513,305.91

Fixed Assets

Building & Improvements	\$1,370,748.45
Furniture & Fixtures	\$42,887.60
Land	\$250,000.00
Total Fixed Assets	\$1,663,636.05

TOTAL ASSETS

\$6,176,941.96

LIABILITIES & EQUITY

LIABILITIES

Current Liabilities

Accounts Payable	\$24,667.38
Benefits Payable	\$1,562.29
Accrued Expenses	\$15,735.31
Deferred Revenue	\$23,072.04
Misc. Other Liabilities	\$13,000.00
Total Current Liabilities	\$78,037.02

Long-term Liabilities

Mortgage Payable	\$558,909.16
Mortgage Line of Credit Advance Payable	\$117,571.53
Total Long-term Liabilities	\$676,480.69

TOTAL LIABILITIES

\$754,517.71

EQUITY, FUND PRINCIPAL & EXCESS CASH RECEIVED

Undesignated & Board Designated Net Assets/Equity

Church Equity	\$1,418,130.75
Contingency Reserve	\$271,109.21
Legacy Fund	\$738,428.17
Misc. Board Designated Net Assets	\$6,781.88
Total Undesignated & Board Designated Net Assets/Equity	\$2,479,450.01

Temporarily Restricted Net Assets

Capital Campaign Fund	\$1,272,596.09
Cummins Ministerial Intern Fund	\$221,372.65
Miscellaneous Funds	\$114,874.20
Total Temporarily Restricted Net Assets	\$1,608,842.94

Permanently Restricted Net Assets

\$76,466.68

Excess Cash Received

\$1,257,664.62

TOTAL EQUITY, FUND PRINCIPAL & EXCESS CASH RECEIVED

\$5,422,424.25

TOTAL LIABILITIES & EQUITY, FUND PRINCIPAL & RESTRICTED FUNDS

\$6,176,941.96

CAPITAL CAMPAIGN BUILDING PROJECT & BUDGET UPDATE



We continue to be incredibly grateful for the generosity of hundreds of donors who have made our capital campaign a success. As of April 30, 2018, we have received just under \$1.7 million in Capital Campaign contributions. Thank you for these gifts!

Thus far, expenses have included architect fees, fundraising costs, and project management—as well as our first major purchase of new hearing assist devices. We currently have \$1.3 million in capital campaign gifts in the bank. Specific expenses from this church year are outlined in the 2017–18 Year End Projections. This summer, we expect to proceed with tuck-pointing and exterior repair work on the Sanctuary building that will remediate existing problems and protect the building for the future. The cost of this work is expected to be up to \$170,000.

We're excited to share our progress on the renovation and construction plans as conversations continue between your Building Team and our architects. Your Building Team includes: Rev. Jen Crow, Rev. Justin Schroeder, Jenn Stromberg, Eric Cooperstein, Christa Anders, Keven Ambrus, Christina Nicholson, Peter Styx, Shawn Gaither, Paul Kloth, and Kristen Menglekoch. We've been dreaming big, and it's now time to start putting some numbers to our dreams in earnest as we prioritize particular elements of our building plans. Our priorities continue to focus on increased hospitality, accessibility and improved worship and religious education space. We look forward to providing an update to the congregation at the Annual Meeting.

RESOLUTION REGARDING CO-MINISTRY

Whereas, First Universalist Church has called Justin Schroeder to serve our congregation as Senior Minister and called Jennifer Crow to serve our congregation as Executive Minister, reporting to the Senior Minister; and

Whereas, both Reverends Schroeder and Crow have provided outstanding and visionary leadership to First Universalist Church; and

Whereas, Reverends Schroeder and Crow have advised the Board of Trustees that the strength of their individual and combined ministries would be greatly enhanced if they could serve as equal co-ministers to First Universalist Church; and

Whereas, the Board of Trustees has deliberated on the ministers' request and determined that it is in the best interests of First Universalist Church to move from a senior-minister leadership structure to a co-ministry leadership structure;

Therefore, be it resolved that we, the members of First Universalist Church, hereby ratify the Board of Trustees' decision to have Reverends Schroeder and Crow serve as Senior Co-Ministers, sharing responsibility for executing the visionary goals of this Church, according to such terms and conditions as the Board of Trustees deems appropriate.

ANNUAL MEETING AGENDA

159th Annual Meeting of the Members First Universalist Church of Minneapolis

Sunday, June 3, 2018
11:30 a.m. to 12:30 p.m.

AGENDA

Call to Order	Eric Cooperstein, President
Chalice Lighting and Opening Words	Rev. Justin Schroeder; Rev. Jen Crow
Appointment of Parliamentarian	
Authorization of Board of Trustees to Approve the Minutes of this Meeting	
Ministry Team Report	Rev. Justin Schroeder; Rev. Jen Crow
Special Recognition	Eric Cooperstein; Kristin Siegesmund
<ul style="list-style-type: none">• Outgoing Foundation Directors• Outgoing Church Trustees	
Treasurer's Report and Presentation of Recommended Budget for 2018–2019	Dick Niemiec, Treasurer; Rev. Jen Crow
Consideration and Vote on Annual Budget	
Resolution on Co-Ministry of Rev. Jen Crow and Rev. Justin Schroeder	
Consideration and Vote on Revision of Bylaws	
Report of the Nominating Committee	Suzann Willhite, 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 2018 General Assembly of the UUA	
President's Remarks	Eric Cooperstein
Closing Words	Rev. Justin Schroeder; Rev. Jen Crow



Indigenous Youth to the Vatican Benefit Concert, March 18, 2018



Seniors pillow throw, Youth Sunday, May 20, 2018



Gathering in Gratitude, April 18, 2018



Peace Site Rededication, October 2017



Singing Workshop with Give Get Sistet, May 23, 2018



Child Dedication ritual during Sunday worship



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