

Annual Report 2018–2019



FIRST UNIVERSALIST CHURCH OF MINNEAPOLIS

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Rev. Elaine Aron Tenbrink <i>Minister</i>
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Table of Contents

YEAR IN REVIEW

Ministry Team Report	3
Visionary Goals	4–7
Board President’s Report	8
First Universalist Foundation Report	9

CANDIDATES

2019–2020 Nominating Committee Recommendations	10
Candidate Bios	11–13

BUDGET & FINANCIALS

Financial Summary	14–15
Proposed 2019–2020 Budget	15–16
Statement of Financial Position	17

RESOLUTIONS

18–19

ANNUAL MEETING AGENDA

20

Cover: In addition to ministers, worship leaders on May 12 included hymn leaders and five Coming of Age youth, who shared excerpts from their Statements of Faith.

Below: Staff member Liz Farmer (second from left), along with Rev. Justin (left) and Rev. Elaine (not pictured) has worked closely with our office reception volunteers to enhance the welcome and hospitality we provide in the office during the week. About a dozen volunteers are part of our office reception team.



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Ministry Team Report

By Rev. Jen Crow and Rev. Justin Schroeder



It is no secret that we are living in challenging times. Our democracy and basic human rights are under attack. Political power grabs and authoritarian actions, actors, and rhetoric are a part of the daily news.

Against this backdrop, as religious leaders, and as a faith community, we strive to embody our deepest values. In doing this, we model and embody the world we long for, and we actively practice hope.

As we've moved through our first full year of official Co-ministry together, we've practiced deep listening, power sharing, and collaborative decision making with one another and with church leadership. We've focused on radical hospitality and welcoming on Sunday mornings, in our church office, and throughout the week. We are changing the worship culture at First Universalist, crafting multi-generational worship services with familiar songs, rituals, and practices that challenge, inspire, uplift, and connect us with one another.

Following the recommendation of the Racial Justice Change Team to bring on a minister of color, Rev. Karen Hutt joined our staff last August. It has been a joy to work with her! And while we're sad that Rev. Elaine Aron Tenbrink is leaving her ministry at First Universalist,

we are thrilled that Arif Mamdani will be joining us on August 1.

In these challenging times, we are called to act boldly and courageously, and we've spent the year exploring the possibility of co-location with Shir Tikvah. We've held multiple listening sessions, met with members of Shir Tikvah, had pulpit exchanges with the Rabbi team of Shir Tikvah, and listened deeply to the input from the People of Color Caucus, our Racial Justice Change Team, and many other voices from the congregation. The question we are seeking to answer is this: is love calling us to co-location, to model interfaith living, to practice solidarity with another community, in ways that strengthen and deepen our core commitments, including our racial justice commitment? This is still an

open question, and one worthy of our full attention and time; our listening, sharing, and discernment about co-location will continue through next year.

This past year, we spent many staff hours learning about and exploring the ways that white supremacy culture is alive in our staff's habits and practices, and we are taking steps to

create new ways of being, recognizing how important it is for our staff of color to caucus and do their own healing work, separate from the work the white staff does.

Over this past year, one thing has become clear: we are a vibrant and healthy congregation! We are a place where members and friends joyfully give, receive, and grow in the Universalist spirit of love and hope. We are a place where we welcome, affirm, and protect the light in each heart; where we listen deeply to where love is calling us next, and where, with humility, courage and bravery, we work for justice.

In service and in love,
Jen and Justin

“As we’ve moved through our first full year of official co-ministry together, we’ve practiced deep listening, power sharing, and collaborative decision making with one another and with church leadership.”

A Transformational Spiritual Path

VISIONARY GOAL #1 *First Universalist is a faith community committed to a transformational spiritual path guided by Unitarian Universalism’s theology and Seven Principles. Our worship, spiritual practices, and rituals unify us, challenge our assumptions, provide comfort, and connect us to the holy.*

This year we attended to the texture and culture of Sunday morning worship, introducing songs we sang every Sunday (“Sanctuary,” and “Where You Go, I Will Go”), deeply engaging in multi-generational worship and children’s stories, and inviting the congregation into a new practice of “Welcoming One Another In Joy,” using the time of greeting to reflect on some aspect of our monthly worship theme.

Once again, our year was anchored by our Water Communion, Mental Health Sunday, Remembrance Sunday, Coming of Age Sunday, Youth Sunday, and Flower Communion services, each of which serves as a touch point in the church year.



The Soul Band, rehearsing here with Rev. Ruth, were our 2018–19 Artists in Residence. The band played in worship multiple times throughout the year and is comprised of four talented and innovative Twin Cities musicians: Dean Magraw, Miguel Hurtado, Ted Olsen, and Franco Holder.

“We worked together to create Sunday morning services that healed, comforted, connected, and continued to lift up our racial justice commitment, all of which led to a sense of unity and common purpose.”

We were delighted to have Rev. Karen Hutt join the ministerial and worship team this year, and we—ministers, worship associates, guest preachers, our choir and orchestra, pianist, and guest musicians—worked together to create Sunday morning services that healed, comforted, connected, and continued to lift up our racial justice commitment, all of which led to a sense of unity and common purpose.



During the Child Dedication ritual, which was performed by Rev. Ruth MacKenzie and Rev. Karen Hutt this spring, the congregation pledges to support parents and families in the religious upbringing of children.

Meaningful Relationships & Community

VISIONARY GOAL #2 *First Universalist is a multi-generational congregation where we connect to ageless wisdom, our ever-evolving religious tradition, listen for the call of love, and build meaningful relationships and community.*

We have one of the largest Unitarian Universalist Religious Education Programs in the country, with more than 530 children and youth from more than 300 families registered. Our programming offers rituals marking milestones for children and youth and families; we dedicated 16 children this year, held Milestone Celebration events for 1st, 3rd and 5th graders, Rites of Passage for middle schoolers, Coming of Age for 9th graders (31 youth!) and Senior High Bridging.



The “Signs of Our Faith” curriculum allows our third graders to explore ritual practices of our faith. Rituals are defined broadly, so that naming and dedicating a baby is a ritual, but so too is befriending a new child at school.

Relationships are at the heart of our adult programming opportunities and congregants grew their souls and formed new and powerful relationships through Beloved Conversations (three pilot groups this year), Wellspring Groups, Soul Matter Circles, Racial Justice Circles, Daytime Connections programming, Young Adult events, and more.



After leading a Pathway to Membership class, Rev. Elaine Aron Tenbrink looks on as a new member signs the membership book and officially joins the congregation.



Rev. Jen Crow and Lauren Wyeth, Director of Children, Youth & Family Ministries, led a very sweet and touching Backpack Blessing service in August 2018, sending our children and youth into the school year feeling the love and support of their church community.

Who We Are Is Ever-Expanding

VISIONARY GOAL #3 *First Universalist is a multi-racial, multi-cultural, and intergenerational faith community of mutual caring and support where people bring all of who they are and welcome each other with joy. Our sense of who we are as a community of faith is ever expanding.*

Over the past year, we caught glimpses of the multi-racial, multi-cultural, intergenerational faith community we are becoming: In our Coming of Age Class and Service, 31 diverse and beautiful youth shared their religious truths, grounded in their racial, cultural, and religious identities; over the course of the year, a group of staff and congregants spent months developing multi-cultural, multi-racial community meals, designed to erode the practices of white supremacy, in part by ensuring that these meals had at least 51% black, indigenous, and people of color and at least 30% youth participants; this spring, the People of Color Caucus began as a space for black, indigenous and people of color to formally gather and share input and feedback with church leadership; the Racial Justice Change Team's recommendation to hire a full time minister of color was partially met this past year, as Rev. Karen Hutt joined us on a quarter time basis. We are delighted that Arif Mamdani will be joining our staff starting August 1.

First Universalist staff held four retreats to begin the work of dismantling internal white supremacy culture



Rev. Karen Hutt joined the ministry team this year as Adjunct Minister, bringing her preaching and teaching skills and perspectives to the congregation.

in our staff practices and habits. Additionally, this year a team of ten Religious Education leaders and staff formed an Accessibility and Inclusion Team, which met through Winter/Spring 2019, with the goal of making our church a place of joyful welcome, affirmation and support for children, youth and families with a wide variety of abilities, strengths, and needs, and building a Religious Education program that is responsive to the spiritual needs of all children, youth and families.



Thirty-one youth were recognized in a special ceremony and worship service on May 11, 2019, that marked the culmination of their year-long Coming of Age journey. To round out the experience, each student is asked to distill their core beliefs about life, God, and humanity into a personal statement of belief and share their personal credo with family, friends, and community members.

A Racially Just & Sustainable World

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

This year we've worked with six Faithful Action partners: Twin Cities Habitat for Humanity, Augsburg Fairview Academy, Simpson Housing Services, Minnesota Interfaith Power and Light, Beacon Interfaith Housing Collaborative, and ISIAH.

Our Sanctuary and Resistance team held two important workshops—"Moral Witness at Immigration Court: An Evening of Learning and Reflection" and "Immigrant Moral Witness, Moral Action: A Conversation with Local Leaders"—and raised money for the Immigrant Emergency Fund to support immigrants and their families impacted by detention and deportation.

Our Asylum Support Team, formed in January, is sponsoring a transgender asylum seeker. Rosita, a young indigenous woman from Guatemala, arrived in Minnesota in late May.



Tara Houska, Rep. Frank Hornstein, Congresswoman Ilhan Omar, Juwaria Jama, and Rep. Aisha Gomez participated in a panel on Environmental Justice held in our Sanctuary May 28.



On Earth Day Sunday, Rev. Justin and the LaPointe family led worship, asking the congregation to consider: What if the question is not "what do we do?" in the face of climate change, but "who are we in relationship with?"

We've continued to form and deepen relationships with community members such as the LaPointe family (a local Dakota family) and Me'Lea Connelly, Development Director of Village Financial Cooperative.

Our Environmental Justice Team hosted a "Community Conversations: Environmental Justice" panel organized by Congresswoman Ilhan Omar's office.

We continue to offer our building as a resource for the wider community—an instrument for justice, for organizing, and for mobilizing. We hosted Mde Maka Ska Community Conversations, a variety of conferences, and Families Moving Forward, to name just a few things.



Author and activist adrienne maree brown drew a full house for a talk about her new book "Pleasure Activism." We were delighted to donate the space to event organizer Million Artist Movement as part of our commitment to offer our building as a resource for community organizations doing work to further racial justice.

Board President's Report

By Eric Cooperstein



Looking back on three years of serving as the President of your Board of Trustees, the word that comes to mind is “intensity.” First Universalist does not sit still.

We had already begun the quiet phase of our capital campaign in the fall of 2016, when my service as President

began. More than a dozen congregants, committed to the future of our Church, stepped forward to take on leadership roles in the campaign. They barely flinched when weekly meetings were set for 8 a.m. on Sundays.

Then there was that election. 1,100 people worshipped together in our sanctuary in the two services that following Sunday. Again, congregants stepped forward to lead a Sanctuary and Resistance Team. By February 2017, we had responded to the campaign of hatred against immigrants by voting to become a Sanctuary Church.

Our work on the capital campaign continued unabated. Despite a recent setback, the campaign has been the most successful fundraising campaign in the history of this Church.

In the fall of 2017, yet more volunteers worked with Jen Crow and our architects to begin implementing the vision of our capital campaign. At the Board level, we entered into profound conversations about our ministers’ request to transition to co-ministry. We had deep conversations about our racial justice mission and the imperative laid out for us by our Change Team that we move swiftly toward bringing a minister of color onto our staff. We also tackled a revision of our church bylaws.

I had thought, when I was asked to serve a third year as president, that we might be entering a period of quiet,

perhaps a time of building capacity for a next great challenge. I should have realized that is not how we roll at First Universalist!

So instead we have been engaged in a period of complex discernment over whether to co-locate with Shir Tikvah. Like all the other great work of this church, I actually play a rather small role in the week-to-week activity. But I have the privilege of occupying the best seat for observing how we engage on big issues. Hearing the vision and wisdom of our ministers. Watching our lay leaders roll up their sleeves. Listening to congregants voice their concerns. Having deep and honest conversations with our Board of Trustees about where we are going. There is a tremendous power in coming

together to do the work and in doing it well.

I serve and have served on several boards. None have been as fulfilling as it has been to work with our Trustees these past three years. Our Trustees are thoughtful, dedicated, sensitive, honest people who give fully of themselves to our church. Mostly we agree.

When we sometimes have vigorous discussions, they are always grounded in mutual respect. They make it appear as though I am leading when in fact I am just communicating their well-considered direction. Your trust in their leadership is well-placed.

One of the privileges of church leadership is the opportunity to work closely with Justin and Jen. Their vision is remarkable; their commitment to our Church is unshakeable. Few people see how hard they work or how much they carry. I am a better person for having been able to walk alongside them.

Thanks to all of you, the members and friends of First Universalist, for your trust and support. It has been my pleasure to serve you.

Eric Cooperstein

“[Jen and Justin’s] vision is remarkable; their commitment to our Church is unshakeable. Few people see how hard they work or how much they carry. I am a better person for having been able to walk alongside them.”

First Universalist Foundation Report

During the recently concluded 2019 granting cycle, the Foundation Board awarded \$100,000 to local organizations whose work addresses injustice and engages youth, young adults or disenfranchised communities in the work of social change. As in previous years, nominations were solicited from members of the congregation. 24 organizations were nominated and 22 were invited to submit a proposal. The Foundation received 18 submissions and selected the following 11 grantees. The amount awarded was 6% of the Fund's balance as of March 31, 2019.

Grants 2018–2019

This year we have given grants to:

1. Black Visions Collective

Expanding Minnesota's Black Leadership: Expand the base of Black leaders in Minnesota to ensure those marginalized racial and economic disparities are central to moving solutions forward.

2. EMERGE

Support for three projects: the North 4 Program, a summer 2019 trauma recovery and healing retreat, and youth crisis support.

3. Inquilinxs Unidxs Por Justicia

Tenant Union: Develop new city-wide program supporting tenants who wish to organize for repairs and stability in their housing.

4. International Institute of Minnesota

Anti-Human Trafficking Program supporting foreign-born victims of human trafficking in the Twin Cities.

5. Lift Garage

Express Service and Car Care Classes: Provide low-cost car repair and basic maintenance classes to increase reliable transportation for low-income individuals.

6. Minnesota Freedom Fund

Pays pretrial cash bails and bonds for those in detention during immigration deportation cases and outreach and education regarding harms of current detention systems.

7. Minnesota Interfaith Power and Light

Engaging Youth to Power the Climate Justice Story: Engage youth from lower income neighborhoods

and formerly incarcerated men in energy efficiency and solar job training.

8. Prepare + Prosper

Creating more inclusive tax and financial services: Improve services in P&P's tax and financial services clinics by providing American Sign Language interpreters and updating volunteer training around diversity, equity and inclusion.

9. Reviving the Muslim Sisterhood for Empowerment

Amplify the voice and power of Muslim women through leadership development, empowering them to engage in their communities and affect change.

10. Various Organizations

Coordinated Sanctuary and Resistance Deportation Defense: Expansion of immigration rights organizing, deportation defense, supporting families seeking sanctuary, and resistance against immigrant detention and incarceration.

11. YouthCare

Expand *YouthLEAD (Youth Leadership, Education and Diversity)* program to 4 times a week during school year and provide summer programming.

The 2018–19 First Universalist Foundation Board is: Anne McBean, Chris Bremer, Channing McKinley, Dennis Haskin, Ginny Halloran, Jill Anderson (treasurer), John Bringewatt, Rochelle Hammer (secretary) and Suzan Klein (chair). The Board is grateful to Emma Paskewitz for her able administrative assistance.

About the Foundation

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 First Universalist's predecessor, 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.

Recommendations from the Nominating Committee for 2019–2020

Boldface type indicates those who require a vote by the congregation

POSITION	NAME	TERM EXPIRES
Board of Trustees		
New trustees (three-year term)	Daryn Woodson	2022 (first term)
	Benjamin Miles	2022 (first term)
	Dan Moriarty	2022 (first term)
Continuing Trustees	Richard Spratt	2020 (second term)
	Eric Cooperstein	2020 (second term)
	Bryana French	2020 (first term)
	Christa Anders	2021 (second term)
	Keven Ambrus	2021 (first term)
	Kristin Siegesmund	2021 (first term)
Officers (one-year term)	Bryana French, President	
	Kristin Siegesmund, Vice President	
	Keven Ambrus, Treasurer	
	Christa Anders, Secretary	

Foundation Board		
Chair (one-year term)	Suzan Klein	
New Members (three-year term)	Leila Ambrus	2022 (first term)
	Jared Cruz	2022 (first term)
	Roberta Haskin	2022 (first term)
Continuing Members	Suzan Klein	2020 (first term)
	Anne McBean	2020 (first term)
	Jill Andersen	2021 (second term)
	John Bringewatt	2021 (first term)
	Ginny Halloran	2021 (first term)
	Rochelle Hammer	2021 (first term)

Nominating Committee		
Chair (one-year term)	<i>Appointed by Board of Trustees</i>	
New Members (three-year term)	Janet Avery	2022 (first term)
	Cathy Manning	2022 (first term)
Continuing Members	Jim Ramnaraine	2020 (first term)
	Greg Hoelzer	2020 (second term)
	Sharon Ramirez	2021 (second term)
	Pat Gottschalk	2022 (second term)

Delegates to the 2019 General Assembly of the Unitarian Universalist Association

Martha Easter-Wells, Janell Hill, Ralph Wyman

Nominating Committee Recommendations

Nominees for Officers of the Board of Trustees



Bryana French, President

Bryana has been a member of First Universalist since 2015. 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. 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.



Kristin Siegesmund, Vice President

Kristin has attended First Universalist for 22 years along with her partner, Suzann, and her daughter, Kathleen. Over the years, Kristin has been active in RE, is a past co-chair of the stewardship campaign, and was on the Foundation Board for six years. She has participated in 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. She now is a District Court Judge in Hennepin County.



Keven Ambrus, Treasurer

Keven and his wife, Jill, joined the church when their two daughters Muriel (18) and Leila (16) 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. 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.



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. Christa has served in a variety of roles at church—many of them involving Religious Education. 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.

Nominees for Board of Trustees



Daryn Woodson

Daryn has been consistently attending First Universalist since she moved back to MN in the summer of 2017. She also used to attend First U from 2007–2008 until she moved away to Japan to pursue a career in teaching and education. Since her return, she has gotten involved with the church by participating in monthly POI circles, being a Worship Associate, and acting as a mentor for the Coming of Age program. Daryn's greatest passions lie within the areas of: traveling (especially to Paris), working with youth, education, and actively fighting systems of oppression and anti-blackness through racial and social justice work. Daryn's current profession is in education as a Dean of Specialized Instruction for Hiawatha Academies.

Nominating Committee Recommendations

Nominees for Board of Trustees (continued)



Benjamin Miles

Benjamin Miles has been attending First Universalist since 2012, almost always with his son, Rohan (4 years old); while his partner, Portia, enjoys Sunday mornings to herself. After being moved by the Racial Justice commitment of First Universalist, Benjamin has gone through many racial justice trainings and programming at First Universalist. He has also served on the Racial Justice Leadership Team and most recently, the Change Team (a committee of the Board). This summer, Benjamin is completing his Master's in Public Affairs degree at the Humphrey School at the U of M after six years balancing full-time work and parenting. In his current professional role, Benjamin is a commercial real estate appraiser at Newmark Knight Frank. Benjamin is excited about the opportunity to contribute to this loving community and the possibilities for the future as we all continue to pursue justice and liberation for all.



Dan Moriarty

Dan became a member of First Universalist in 2009, along with his wife Martha and two children, Ailee and Keenan. He joined the church pledge team the very next year for a 3 year stint of stewardship. Over the years Dan has been also been active as an RE teacher, usher, greeter, small circle, and welcome team member. He runs a web agency called Electric Citizen, with a focus on serving clients in the civic sector, including nonprofits, education, government, arts and science. Outside of work, Dan enjoys listening to music, attending indie rock shows, visiting local restaurants and breweries, and reading good books. He is looking forward to continuing his family's support of First Universalist Church.

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 ten 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 thrilled at the opportunity to serve the Church and the broader community by participating on the Foundation Board.

Nominees for First Universalist Foundation Board



Leila Ambrus

Leila has been a member of First Universalist since birth (16 years). This past year, she has been blessed to be a worship associate. Through this group, Leila says she has made connections with many adults throughout the church. For the past two years she has helped develop a curriculum for the youth of color specifically at First Universalist and has co-led this class with Rev. Karen Hutt. Leila says: "I am greater for First U and love the welcoming community."

Nominating Committee Recommendations

Nominees for First Universalist Foundation Board (continued)



Jared Cruz

Jared has attended First Universalist since 2009 and has been a member since 2014. He originally found First Universalist when he and his wife Kristen Blue were searching for a religious education home for their then kindergarten daughter Basilia. Having grown up with a very different idea of what religion was and could be, he was pleasantly and shockingly surprised by what was said from the pulpit and came to love the concern for justice and openness to all of life's experiences. Jared assisted in his daughter's religious education classes from 1st until 7th grade. In 2015, he participated in the 24-hour racial justice training and the training-the-trainer course. He has been active in racial justice programming, facilitating racial justice trainings and leading racial justice-oriented book groups. Jared feels thankful to be involved in a church that values racial justice work and encourages and supports him to do more in the world. Jared is inspired in the work by his Puerto Rican ancestors, his Soul Matters group, his family, and the ministers.



Roberta Haskin

Roberta and her husband Dennis have been members for 8 years. She is a Sunday greeter, a facilitator of Newcomer Circles, and on the library and memorial committees. She is a retired Director of Religious Education and retired UU minister. Previously, she was a member of MN Valley UU Fellowship for 16 years. In her former work as a chaplain and interim minister, she learned assessment skills that she believes will be a strength when volunteering on the Foundation board. She is proud of the history and present work of the Foundation board as a grant organization for social change and finds it an honor to serve.

Nominees for Nominating Committee



Janet Avery

Janet has been a member of First Universalist since 1989. In the 1990s she served on and chaired the RE Committee several years and was on the AUW board, including as Treasurer and President. She served on the Nominating Committee in the late 1990s and has served on a search committee, done Habitat builds, participated in Circle Suppers and small groups, and has been a happy alto in the choir since 2011. In 2014 she retired from the MN Department of Health after being a manager there for more than 20 years and involved in strategic planning, grant writing, grant administration, financial management, report writing and more. Her two grown sons, David and Nathan, live in Minneapolis. Janet lives in Golden Valley and is active with OLLI classes, serves on the ClearWay Minnesota board, paints, knits, and enjoys retirement.



Cathy Manning

Cathy started attending First Universalist in 2008 when she was a short-term foster grandma for her infant granddaughter Olivia. Cathy enrolled Olivia in RE and in 2016 brought Olivia with her to Camp Unistar. They will be attending Work Week together this year. Since becoming a member, Cathy has participated in Small Groups, Ushering, Greeting and Wellspring. She also enjoys knitting in community, AUW Book Club, Circle Suppers, and learning new skills by volunteering with Habitat. As a member of the Peace Circle, she has spoken on behalf of World Citizen at the annual Peace Site Rededications. Membership in the Peace Literacy team and being a board member of World Citizen align with her personal values of creating a more peaceful world. Serving on the Nominating Committee will be an opportunity to Give, Receive, and Grow.

Financial Summary

Fiscal Year 2018–2019

Prepared by Rev. Jen Crow

This fiscal year has been challenging on many fronts. We close the year grateful for the immense generosity of the congregation and with an understanding that when we operate with a focus on achieving our mission combined with a lean budget, there are some years that will end with a deficit despite all efforts. Third quarter projections predict a deficit of \$65,604, roughly \$18,000 more than budgeted, and within a typical swing of 1%. The budget approved by the board and congregation included a deficit of \$47,000, the majority of which was the expected principal payment on our mortgage. While this is disappointing, it is also quite positive considering the number of factors that all came into play this year. We began with a deficit budget that had been trimmed of all areas that typically serve as a cushion, we had an exceptionally cold and snowy winter and several unexpected repairs, our building was in nearly constant use, we decided to pause on our own capital campaign work to consider co-location with Shir Tikvah, and we lost a major pledge late in the year. Given these multiple factors, our projected year end could have been much worse.

Many congregants responded to the request to increase their annual giving this year, and we expect to end the year with annual gifts coming in \$35,000 below budget. The successful Close the Gap effort raised \$37,500, covering our expected fundraising (\$12,000) and the shortfall in unrestricted donations (\$25,000). Expecting that we would be planning and implementing major renovations this year, we anticipated accessing up to \$25,000 in capital campaign funds to pay for staff hours related to capital renovation preparation and planning. Because we decided to pause on our renovations in order to fully explore co-location with Shir Tikvah, this \$25,000 in capital campaign funds is not being used to offset salary costs. Small overages in program expenses, software purchasing to allow cross-training of our administrative staff, and unexpected repairs and high utility and building use costs contributed to our deficit, as well. Payoff of our mortgage resulted in significant savings in interest expenses (\$15,000) and principal (\$25,000), and staff hours have been adjusted to decrease the deficit. Church reserves (operating, equity, contingency) will be used to cover this year's anticipated deficit.

Proposed 2019–2020 Operating Budget

Our operating budget represents our values and priorities. Your Board and Co-Senior Ministers believe that the budget presented here will allow us to advance our progress toward our visionary goals, while also working toward our commitments to be a fair and responsible employer, a partner in covenant with the UUA, and an institution focused on racial justice. The budget presented here is balanced, and includes the following items:

Income

- Annual Giving set at \$1,165,000. Current pledges for 2019–2020 total \$1,091,000
- Fundraising set at \$15,000
- Rental income increased by \$8,000
- Capital Campaign release of \$18,000 for staff hours attributed to renovations.

Expenses

- UUA dues increased by 3%.
- Stay with current health insurance plan.
- Some salary adjustments; two positions still below their salary range
- A few targeted 1% salary increases
- Racial Justice programming line set at \$10,000
- Sabbatical support of \$4,000
- Staffing reductions in facilities and support positions
- 3/4 time Director of Membership and Adult Ministries.

Financial Summary (continued)

Observations

Prepared by Dick Niemiec, Treasurer



I am completing my sixth year as a Trustee and fifth year as the Treasurer. Over that time the Church has made significant improvements to its financial affairs, primarily due to the strong leadership of Rev. Jen Crow. I believe we have achieved increased financial transparency, discipline and integrity.

Over the past three years the Board has operated as a Committee of the Whole without a Finance Committee. While that has allowed the Board to become more engaged in finances, at some point the Board may want to again form a Finance Committee to permit a more in-depth oversight of the Church's finances.

Despite the hard work of Rev. Crow, her staff and outside advisors to control expenses and maximize revenue, the Church continues to have a "deficit-problem" many years including this year as noted above. I urge the Congregation and Board to build more cushions into future

budgets so as to increase reserves—especially as we approach exciting but uncertain times remodeling our building and possibly co-locating with Shir Tikvah.

Proposed 2019–2020 Operating Budget

	2019–20	2018–19	2018–19
	Budget	YE projections	Budget
<u>OPERATING REVENUE</u>			
Operating Contributions			
Annual Gifts	1,165,000.00	1,080,000.00	1,174,500.00
Est. Unpaid Gifts	(46,600.00)		(58,725.00)
Legacy Fund Contribution	55,000.00	50,595.00	47,000.00
Offering Plate for Church	48,000.00	47,000.00	48,000.00
Unrestricted Donations	51,600.00	41,285.00	66,100.00
Total Operating Contributions	1,273,000.00	1,218,880.00	1,276,875.00
Fundraisers			
Families Moving Forward	1,000.00	910.32	5,000.00
Holiday Giving	36,000.00	—	—
Boston Youth Trips	10,500.00	22,038.00	10,500.00
Families Moving Forward 10%	100.00	—	500.00
Holiday Giving 10%	4,000.00	—	—
Misc. Fundraisers	15,000.00	37,500.00	12,000.00
Youth Cultural Exchange	11,000.00	18,961.00	11,000.00
Total Fundraisers	77,600.00	79,409.32	39,000.00
Total Program Fees	1,000.00	6,439.00	1,000.00
Total Dividends & Interest	18,250.00	15,900.00	18,250.00
Total Rental Income	140,700.00	133,050.00	137,492.00

continued on page 16

Proposed 2019–2020 Operating Budget

	2019–20 Budget	2018–19 YE projections	2018–19 Budget
Other Income			
Capital Campaign	43,000.00	143,069.55	70,000.00
Offering Plate for Community	20,000.00	10,681.00	30,000.00
Miscellaneous Releases	—	18,312.36	—
Miscellaneous Income	3,333.00	20,989.25	3,333.33
Total Other Income	66,333.00	193,052.16	103,333.00
Total Revenues	1,576,883.00	1,646,730.48	1,575,950.00
<u>OPERATING EXPENSES</u>			
Total Salaries & Wages	856,784.76	843,861.00	834,290.00
Total Payroll Taxes	64,943.59	63,378.00	65,732.00
Total Employee Benefits	190,928.08	179,789.00	181,605.00
Total Temporary Labor	35,000.00	39,825.00	32,300.00
Program Expenses			
Boston Youth Trips	10,000.00	21,324.00	10,000.00
Youth Cultural Exchange	11,000.00	18,960.00	11,000.00
Racial Justice	10,000.00	7,500.00	7,500.00
Program Expenses (RE, Membership, etc.)	38,850.00	55,128.00	42,750.00
Total Program Expenses	69,850.00	102,912.00	71,250.00
Total Administrative Expenses	84,650.00	96,921.00	89,250.00
Total Misc. Expenses (Board, SPIFF, Visual Arts)	5,700.00	5,700.00	6,200.00
Total Insurance	24,802.00	21,900.00	22,500.00
Total Dues & Memberships	47,058.00	45,961.50	45,202.00
Building Expenses			
Utilities	59,000.00	61,350.00	54,000.00
Repairs & Maintenance	21,800.00	26,500.00	22,300.00
Other Building Related Expenses	58,600.00	194,698.00	129,144.00
Total Building Expenses	139,400.00	282,548.00	205,444.00
Total Offering Plate for Community	20,000.00	10,681.00	30,000.00
Total Other Charitable Contributions	37,000.00	910.00	5,000.00
Total Operating Expenses	1,576,116.49	1,694,386.50	1,588,773.00
Loan Principal		(17,419.00)	(42,193.00)
NET	766.51	(65,075.02)	(55,016.00)

Statement of Financial Position

as of March 31, 2019

ASSETS

ASSETS

Current Assets

Cash & Cash Equivalents	\$364,371.16
Cash & Cash Equivalents Foundation	\$11,247.94
Investments	\$2,069,354.34
Investments Foundation	\$1,651,626.86
Other Current Assets	\$20,775.81
Total Current Assets	\$4,117,376.11

Fixed Assets

Building & Improvements	\$1,405,665.05
Furniture & Fixtures	\$44,374.47
Land	\$250,000.00
Total Fixed Assets	\$1,700,039.52

TOTAL ASSETS

\$5,817,415.63

LIABILITIES & EQUITY

LIABILITIES

Current Liabilities

Accounts Payable	\$29,467.48
Benefits Payable	\$1,345.19
Accrued Expenses	\$18,764.29
Deferred Revenue	\$37,898.51
Misc. Other Liabilities	\$13,000.00
Total Current Liabilities	\$71,007.99

TOTAL LIABILITIES

\$100,475.47

EQUITY, FUND PRINCIPAL & EXCESS CASH RECEIVED

Undesignated & Board Designated Net Assets/Equity

Church Equity	\$1,616,770.42
Contingency Reserve	\$271,109.21
Legacy Fund	\$842,527.00
Misc. Board Designated Net Assets	\$6,781.88
Operating Reserve	\$31,084.19
Total Undesignated & Board Designated Net Assets/Equity	\$2,768,272.70

Temporarily Restricted Net Assets

Capital Campaign Fund	\$671,709.68
Cummins Ministerial Intern Fund	\$224,402.68
Foundation	\$1,662,874.80
Miscellaneous Funds	\$96,351.30
Total Temporarily Restricted Net Assets	\$2,655,338.46

Permanently Restricted Net Assets

\$78,056.51

Excess Cash Received

\$215,272.49

TOTAL EQUITY, FUND PRINCIPAL & EXCESS CASH RECEIVED

\$5,716,940.16

TOTAL LIABILITIES & EQUITY, FUND PRINCIPAL & RESTRICTED FUNDS

\$5,817,415.63

Resolution Regarding the Designation of First Universalist Church as a Water Protector Congregation

Whereas, the principles of Unitarian Universalism call us to justice, equity, and compassion in human relations and respect for the interdependent web of all existence, of which we are a part; and

Whereas, our Unitarian Universalist roots remind us of our moral responsibility toward environmental justice; and

Whereas, First Universalist Church, through the efforts of Justin Schroeder, Co-Senior Minister, and members of the Environmental Justice Team starting in 2015, worked with the LaPointe family of the Lakota tribe to educate the congregation and Minneapolis community on the desire of the Lakota people to change the name of Lake Calhoun back to the original Lakota name, Mde Maka Ska; and

Whereas, ministers and members of First Universalist Church traveled to the Standing Rock Indian Reservation in North Dakota in 2016, to stand in unity with many Indigenous people to oppose the Dakota Access Pipeline, which would cross Indigenous land, endangering water sources along the way; and

Whereas, members of First Universalist's Environmental Justice Team have also testified in hearings before the Minnesota Public Utilities Commission and participated in rallies and marches in opposition to Line 3 replacement, Sandpiper, and other Minnesota crude-oil pipeline projects that would jeopardize our precious water resources; and

Whereas, the First Universalist Environmental Justice Team has continued in Mde Maka Ska Community Conversations with the LaPointe family to learn more about the issues surrounding water protection and the actions needed; and

Whereas, the First Universalist Environmental Justice Team was instrumental in assisting the LaPointe family in planning and starting the Mini Ki Wakan: World Indigenous Peoples Decade of Water Summit, which began in August of 2017, was continued in August of 2018, and will be held in the Black Hills of South Dakota in August of 2019; and

Whereas, First Universalist Church has been invited to consider joining the Water Protector Congregations Initiative, which is sponsored by Minnesota Interfaith Power and Light; and

Whereas, there exist many dangers to all waters in our country which would result in pollution and lack of clean drinking water for humans and animals.

Therefore, be it resolved that we, the members of First Universalist Church, publicly declare our intent to become a member of the Water Protector Congregations Initiative, with periodic reports from the Senior Ministers to the Board of Trustees regarding actions taken pursuant to this resolution. And further, that we dedicate ourselves to educating and activating our congregation in protecting all water resources from the dangers of pollution in all areas where they may appear.

Resolution in Support of an Equal Rights Amendment

Whereas, the Congregants of First Universalist Church of Minneapolis, Minnesota support equal rights; and

Whereas, the Minnesota Constitution does not explicitly guarantee that all rights that it protects are held equally by all citizens without regard to gender; and

Whereas, Minnesota requested that Congress propose an Equal Rights Amendment (ERA) in April of 1949 and then ratified the federal ERA in February of 1973 – yet still does not have sex or gender equality guaranteed in its own state constitution; and

Whereas, an Equal Rights Amendment would help correct systemic gender discrimination; and

Whereas, bills have been introduced in both the House and Senate stating that “equality under the law must not be abridged or denied on account of gender;” and

Whereas, women constitute over 50 percent of the citizenry; and women play a critical role in families, the workplace, and in society as a whole, contributing to our economy and advancing our nation; and

Whereas, women continue to confront a lack of political parity, workplace discrimination, health care inequities, disparate rates of poverty, sexual assault and domestic violence; and

Whereas, the Equal Rights Amendment is required in order to provide gender-based equality in our courts and laws because the Supreme Court has repeatedly held that the 14th Amendment does not apply specifically to issues of gender; and

Whereas, although laws prohibiting gender discrimination exist, they can be repealed or reduced by a simple majority in the legislature.

Therefore, be it resolved that the Congregants of First Universalist Church of Minneapolis, Minnesota call on the Minnesota Senate and House to pass a bill for an act proposing an amendment to the Minnesota Constitution, known as the Equal Rights Amendment, providing for gender equality under the law.



Annual Meeting Agenda

160th Annual Meeting of the Members
First Universalist Church of Minneapolis
Sunday, June 2, 2019 — 11:30 a.m. to 1 p.m.

Call to Order	Eric Cooperstein, President
Chalice Lighting and Opening Words	Rev. Jen Crow; Rev. Justin Schroeder
Authorization of Board of Trustees to Approve the Minutes of this Meeting	
Ministry Team Report	Rev. Jen Crow; Rev. Justin Schroeder
Special Recognition	
• Outgoing Nominating Committee Members	Suzann Willhite, Chair
• Outgoing Foundation Directors	Suzan Klein, Chair
• Outgoing Church Trustees	Eric Cooperstein
President's Report	Eric Cooperstein
Treasurer's Report & Presentation of Recommended Budget for 2019–20	Dick Niemiec, Treasurer; Rev. Jen Crow
Consideration and Vote on Annual Budget	
Vote on <i>Designation as a Water Protector Congregation</i> Resolution and <i>In Support of an Equal Rights Amendment</i> Resolution	
Report of the Nominating Committee	Suzann Willhite
Election of:	
Trustees, First Universalist Church	
Officers, First Universalist Church	
Directors, First Universalist Foundation	
Members, Nominating Committee	
Delegates to the 2019 General Assembly of the UUA	
Motion to allow Board to appoint additional delegates to General Assembly	
Co-Location Updates and Discussion	
Closing Words	Rev. Jen Crow; Rev. Justin Schroeder



First Universalist Church of Minneapolis
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