

Annual Report 2019–2020



FIRST UNIVERSALIST CHURCH OF MINNEAPOLIS

Co-Senior Minister's Report

By Rev. Jen Crow



As this church year comes to a close, I've been remembering the day in December when Rev. Justin and I and Board President, Dr. Bryana French all shared the pulpit. We were saying our temporary goodbyes and offering our blessings on Rev. Justin and the congregation as he prepared to leave

on a much deserved six-month sabbatical. We talked about how we hoped this sabbatical time would create a clearing for Rev. Justin and for the congregation. A time and space when we could do some resting and reflecting, listening deeply to where love was calling us next as we said no to new projects and learned to lean into our interdependence with each other. We've got this, together, was the phrase we ended that day with.

I've been laughing remembering that "no new projects this spring" intention. Of course, it would have been enough to move through these six months of sabbatical, strong and steady without one of our senior ministers. It would have been enough to prepare to say goodbye to our beloved Rev. Ruth MacKenzie as she approaches retirement. It would have been enough to launch our long-awaited renovation project and be displaced from our building for a few months. All of that would have been more than enough change for any church and any people for any season. And of course, there was so much more that would happen, too.

I've been laughing remembering that "no new projects" intention for this church year, and I've been holding on to that phrase we ended our service in December with more and more: "We've got this, together."

While this winter and spring has been a roller coaster ride, we are holding on to each other and holding tight to what matters most. When the global pandemic arrived in March, we closed our building and took our ministry online, offering Sunday services and a

new weekly Wednesday service via Zoom, reaching out to every church member and friend through our Congregational Connectors, and starting up several small groups to serve those most impacted by the pandemic. We've leaned into all aspects of our 3rd visionary goal, as we've moved to multigenerational worship every Sunday and tended to the growth of our "community of communities," including our young adults, choir, BIPOC/multiracial youth, single parents, parents of babies and preschoolers, families with young children, 6th graders, Coming of Age youth, senior high, elementary age kids, middle schoolers, and people working in health care. We've seen an increase in worship attendance and a robust response to our online offerings for children, youth and families. While our building remains closed, our church is more open than ever- serving members and visitors, adults and children, from as far away as Ireland, India, Alaska, Africa, and even across the river.

Throughout this time of great loss, uncertainty, and change, we have kept our vision and mission clear. We are a church where all people are welcome, wanted, whole, holy and worthy. Though the impact of this pandemic and the resulting economic downturn affects us all, it is affecting Black, Indigenous, and all People of Color disproportionately. Our commitment to racial justice and to building the Beloved Community is more important than ever. This summer, we look forward to welcoming new staff members to our leadership team. Barrington Walker will become our first ministerial intern in our internship program designed specifically to support Black, Indigenous, and People of Color as they move into Unitarian Universalist ministry. In August, we will welcome Julica Hermann de la Fuente to our staff team on a half-time basis. A candidate for the ministry, Julica brings a deep commitment to Unitarian Universalism and extensive experience accompanying congregations on their journey toward racial justice. Her work on the Beloved Conversations curriculum and her coaching of religious professionals as they seek to lead racially just, multicultural, multi-racial communities of faith has made her well-known around the country, and we are delighted to have her join our team.

And of course, the day-to-day work of the church continues even if it is now based out of our homes instead of our soon to be even more beautiful building at 34th and Dupont. We continue to celebrate and grieve with one another, marking the turns on the cycle of life that happen for us all in new ways. We continue to comfort and challenge each other as we keep on expanding our understanding of ourselves and each other. We continue to support the work of the church, financially and with our time and talent, sharing what we have so that everyone can have what they need. Gifts to and from the Ministerial Emergency Fund are higher than I've ever seen in my 15 years of ministry as we support one another, living into the truth that we've got this—no matter what it is—together.

Church, I couldn't be prouder of who we are and what we are doing right now. In the midst of so much change and loss, we are holding on to each other and what matters most. We are proclaiming the Universalist vision of love and hope that names each and every person as part of one human family—all of us wanted and welcome, whole and holy and worthy—and together, we are living into the truth of our interconnection and interdependence. We've kept our focus on protecting the most vulnerable and equipping each other to do what is good by staying home, taking care of our mental health, and sharing our resources when we can.

While I pray for quieter seas ahead, I know this storm we are in is far from over. We continue to prepare for all that is ahead as we make plans to move to a new database, revamp our website, and explore improved online worship platforms. We will continue to innovate and open wide the arms of this church, even as the building remains closed. May we remember who we are and what matters most. May we lean in to the love that will not let us go, and may we remember that whatever comes our way—we've got this, together.

Rev. Jen Crow

2019–2020 Board of Trustees

Bryana French *President*
Kristin Siegesmund *Vice President*
Christa Anders *Secretary*
Keven Ambrus *Treasurer*
Eric Cooperstein
Ben Miles
Dan Moriarty
Richard Spratt
Daryn Woodson

2019–2020 Ministers & Staff

Rev. Jen Crow *Co-Senior Minister*
Rev. Justin Schroeder *Co-Senior Minister*
Rev. Ruth MacKenzie *Minister*
Rev. Karen Hutt *Adjunct Minister*

Chelsea Bertsch *Finance Assistant*
Dr. Randal Buikema *Director of Choral Arts*
Sandy DiNanni *Membership Support (through Oct. 2019)*
Liz Farmer *Administrative & Adult Ministries Assistant*
Franco Holder *Pianist*
Arif Mamdani *Director of Membership & Adult Ministries*
Seth Matz *Young Children's Program Coordinator*
Emma Paskewitz *Senior High & COA Coordinator*
Brad Schmidt *Finance Manager*
John Steitz *Audio Tech*
Phyllis Stenerson *Childcare Provider*
Jenn Stromberg *Communications & Office Manager*
Richard Thomas *Custodian*
Tracy Van Epps *Facilities Manager*
Lucia Webb *Events Coordinator*
Aj Williams *Building Host, Video Editor*
Lauren Wyeth *Dir. of Children, Youth & Family Ministries*

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Board President's Report

By Bryana French



So much has happened in a year, and June 2019 seems so very long ago. I'm stating the obvious, but this is not how my vision for my Presidential year looked. The Board started the year with a casually home-hosted orientation meeting to welcome new members and soon after, voted to

end our discernment of co-locating with Shir Tikvah, based on results from the feasibility study. We got ready to say goodbye to Rev. Justin Schroeder for his six-month sabbatical and identified the kind of Board we wanted to be with each other—practicing racial justice values in our meetings using adrienne maree brown's fractal approach from *Emergent Strategy*.

For the first half of the year, the bulk of the Boards' work centered around the Church's racial justice initiative, particularly engaging in intentional conversations about realizing our Third Visionary Goal: "Our faith calls us to be a multi-racial, multi-cultural and inter-generational community of mutual caring and support where people bring all of who they are and welcome each other in joy." The Board met with senior ministers, ministers of Color, the POCI Caucus, the Change Team, and the Racial Justice Education Team to have intentional dialogue around this third visionary goal and what it would take to achieve it. Led by church member Laura Johansson, Arif Mamdani, and I, we held two meetings in December and March to reflect on our journey toward Racial Justice, name conflicts and ways to right past wrongs, and plan for next steps moving forward. These were much needed conversations across internally-facing racial justice groups of the church – an opportunity to start building relationships and working together.

That March meeting was the last time we saw each other in-person before First Universalist suspended face-to-face gatherings due to the COVID-19 pandemic. Since then, life has been turned upside down in many

ways. The Board has shifted its focus to help support Rev. Jen Crow and the rest of the staff as they moved to a 100% virtual church. We stayed abreast of the context of the world around us, keeping our most vulnerable in our hearts and the great financial uncertainty that came as the economy slowed to a halt to reduce further COVID-19 infections. We voted to take a cautious approach with building renovations, opting to only approve construction for the pledges we have already received and postponing additional renovations until we have cash-in-hand. We supported Jen's applying for the CARES Act PPE forgivable loan for COVID-19 relief and our treasurer, Keven Ambrus, guided staff through contingency planning with Best, Expected, and Worse case scenarios for our upcoming budget.

All the while, we have tried to continue living into our values, paying careful attention to racial equity and who might be unintentionally harmed by certain decisions. We held productive dialogues, listened to congregants, and worked to consider multiple options as leaders. This includes the beginning stages of a Healthy Congregations task force to continue being in right relationship with each other.

It has been an incredible year with Pandemic level challenges and I am so impressed with how loving, generous, flexible, and resilient we have been as a church. It is a pleasure and gift to serve as your President.

In gratitude,

Bryana French

Financial Report

By Rev. Jen Crow



One of the highlights of this year has been the collaborative work First Universalist staff have done with board Treasurer, Keven Ambrus. Keven serves as the Chief Financial Officer for Propel Nonprofits, an organization that supports nonprofit organizations throughout Minnesota, Wisconsin, Iowa, North

Dakota and South Dakota. Keven brings with him a depth of financial experience and a particular skill set in helping nonprofit organizations achieve their mission. With his help, church staff have employed new financial tools and strategies to monitor our income and expenses and to plan for the future.

The global pandemic has brought unprecedented operational and financial challenges to organizations around the world. First Universalist has pivoted quickly, making changes to how we operate and budget. Thanks to the continued generosity of church members and friends and a restrained approach to spending, we expect to end our current fiscal year with a balanced budget.

As we prepared for the new fiscal year beginning July 1, we employed a new financial tool and developed three budget scenarios: Best, Expected, and Worst Case Scenarios. These three scenarios allowed us to look at the many possibilities that could occur in the year ahead and plan accordingly. Together, the Board and staff constructed a financially conservative and mission-bold budget for the upcoming church year.

We focused on:

- Our commitment to racial justice and progress toward our visionary goals, especially our third Visionary Goal which states that *First Universalist Church 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.

- Responsible financial stewardship
- Appropriate staffing levels needed to care for our congregation and our community

Given the economic impact of the pandemic and the patterns we've seen so far this spring, we are projecting an overall 10% decrease in giving to the church for fiscal year 2020-21. Given our building renovation timeline, we also plan not to have a major tenant in the 2020-21 church year, resulting in a significant decrease in income. We have prioritized the renovation of our Religious Education wing, positioning us well for a possible renter in the nearer future. We are grateful to have received funding from the Paycheck Protection Plan in the form of a forgivable loan, which helps to offset the losses we have experienced. We also plan to release up to \$40,000 of capital campaign funds to offset staff salaries as church staff complete work on our renovations.

With this budget, we look forward to welcoming two new staff members to our leadership team while reducing staffing costs. Barrington Walker, who some of you met in January, will become our first ministerial intern in our internship program designed specifically to support Black, Indigenous, and People of Color as they move into Unitarian Universalist ministry. This ministerial internship will be fully funded by a grant from the UUA and proceeds from our Cummins Ministerial Internship Fund. At the end of June, Rev. Ruth will retire from her full-time ministry position and in August, we will welcome Julica Hermann de la Fuente to our staff team on a half-time basis. A candidate for the ministry, Julica brings a deep commitment to Unitarian Universalism and extensive experience accompanying congregations on their journey toward racial justice. Her work on the Beloved Conversations curriculum and her coaching of religious professionals as they seek to lead racially just, multicultural, multi-racial communities of faith has made her well-known around the country, and we are delighted to have her join our team as our first Director of Anti-Racism and Anti-Oppression Ministries.

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Financial Report

(continued from page 5)

With this budget, we will continue funding racial justice programming and gradually increasing our support of the UUA (we currently pay approximately 50% of the requested fair share contribution). This budget also represents several decreases in staffing — in ministry, facilities, and administrative support positions — while

increasing funding for technology and consultants that will help us meet the moment as a primarily online congregation for the foreseeable future. The budget presented shows a surplus, as we intend to stay flexible and responsible in our stewardship of your gifts and our church in the unpredictable year ahead.

Proposed 2020–2021 Operating Budget

	<u>2019–20</u> <u>Budget</u>	<u>2020–21 Proposed</u> <u>Budget (Expected)</u>	<u>Variance</u> <u>(Expected)</u>
<u>REVENUE</u>			
Support			
Annual Giving	1,118,400.00	1,001,900.00	(116,500.00)
Donations/Fundraising	196,200.00	350,100.00	153,900.00
Released from Restriction	100,000.00	166,866.80	66,866.80
Total Support	1,414,600.00	1,518,866.80	104,266.80
Earned Revenue			
Rental Income	140,700.00	20,400.00	(120,300.00)
Investments	18,250.00	9,125.00	(9,125.00)
Other Income	3,333.00	12,333.00	9,000.00
Total Earned Revenue	162,283.00	41,858.00	(120,425.00)
Total Revenue	1,576,883.00	1,560,724.80	(16,158.20)
<u>EXPENSES</u>			
Expenses			
Personnel Expenses	1,147,518.85	1,116,300.00	(31,218.85)
Program Expenses	71,150.00	67,150.00	(4,000.00)
Administrative Expenses	83,850.00	104,750.00	20,900.00
Building & Grounds	163,702.00	138,752.00	(24,950.00)
Other Expenses	109,758.06	110,585.96	827.90
Total Expenses	1,575,978.91	1,537,537.96	(38,440.95)
NET TOTAL	904.09	23,186.84	22,282.75

Statement of Financial Position

as of March 31, 2020

ASSETS

ASSETS

Current Assets

Cash & Cash Equivalents	\$827,985.90
Cash & Cash Equivalents Foundation	\$11,275.50
Investments	\$2,146,355.33
Investments Foundation	\$1,417,397.41
Other Current Assets	\$2,855.23
Total Current Assets	\$4,405,869.37

Fixed Assets

Accumulated Depreciation	(\$2,438,538.30)
Building & Improvements	\$3,731,026.44
Furniture & Fixtures	\$201,850.19
Land	\$250,000.00
Total Fixed Assets	\$1,744,338.33

TOTAL ASSETS

\$6,150,207.70

LIABILITIES & EQUITY

LIABILITIES

Accounts Payable	\$34,492.90
Benefits Payable	\$1,503.99
Accrued Expenses	\$15,024.47
Deferred Revenue	\$37,139.73
Misc. Other Liabilities	\$13,000.00

TOTAL LIABILITIES

\$101,161.09

EQUITY, FUND PRINCIPAL & EXCESS CASH RECEIVED

Undesignated & Board Designated Net Assets/Equity

Church Equity	\$993,220.77
Contingency Reserve	\$271,109.21
Legacy Fund	\$837,023.89
Memorials	\$6,881.88
Total Undesignated & Board Designated Net Assets/Equity	\$2,108,235.75

Temporarily Restricted Net Assets

Capital Campaign Fund	\$1,826,929.97
Cummins Ministerial Intern Fund	\$236,718.48
Foundation	\$1,607,470.88
Miscellaneous Funds	\$37,162.63
Total Temporarily Restricted Net Assets	\$3,708,281.96

Permanently Restricted Net Assets

\$64,000.00

Excess Cash Received

\$168,528.90

TOTAL EQUITY, FUND PRINCIPAL & EXCESS CASH RECEIVED

\$6,049,046.61

TOTAL LIABILITIES & EQUITY, FUND PRINCIPAL & RESTRICTED FUNDS

\$6,150,207.70

Capital Campaign Renovations Update

In 2017, we raised more than \$4.5 million in our Capital Campaign, *Not for Ourselves Alone: Building an Inclusive Future*, for renovations that will improve our church's accessibility, hospitality, welcoming presence, and education & meeting spaces; allow us to address deferred maintenance; and improve the worship experience through enhancements to the sanctuary. After a planning process grounded in the priorities identified during our capital campaign and gathered from the congregation in focus groups and listening sessions, we are proceeding with Phase 1 of the project this summer.

Phase 1 work (Summer 2020):

- Renovate the education wing to create religious education and adult meeting spaces that better meet our needs, two banks of gender-neutral restrooms (one on each floor), and a multi-use room that can accommodate a family living with us for an extended period of time.
- Turn the atrium into a welcoming and accessible central entrance with an in-person greeting station.
- Move offices to the first floor, creating more efficient and welcoming workspaces for staff and congregants.
- Convert the Chalice Room into the new Cummins Room - an accessible, welcoming space.
- Complete critical repairs including roofing, electrical, and HVAC upgrades.

Analysis of Revenues & Expenses - Capital Campaign, May 2020

Division	YTD Budget	YTD Actual	Total Variance
Revenue			
Donations	\$ 3,113,011.54	\$ 3,354,194.56	\$ 241,183.02
Initial Project Expenses			
Expense			
Consultants	\$ 230,000.00	\$ 229,030.00	\$ 970.00
Printing/Supplies	\$ 8,000.00	\$ 8,000.00	\$ -
Launch Event	\$ 30,000.00	\$ 52,689.09	\$ (22,689.09)
Architectural Pre-Work	\$ 27,000.00	\$ 2,000.00	\$ 25,000.00
Total Initial Project Expenses	\$ 295,000.00	\$ 291,719.09	\$ 3,280.91
Remaining Budget	\$ 2,818,011.54	\$ 3,062,475.47	\$ 237,902.11
Project Expenses			
Debt Retirement	\$ 649,151.38	\$ 649,151.38	\$ -
Staff Salaries	\$ 79,783.53	\$ 79,783.53	\$ -
Tuckpointing	\$ 122,000.00	\$ 122,000.00	\$ -
Flannery	\$ 285,000.00	\$ -	\$ 285,000.00
Misc. Construction	\$ 86,441.66	\$ 43,293.26	\$ 43,148.40
Owner Supplied Systems	\$ 70,000.00	\$ -	\$ 70,000.00
WPI	\$ 45,700.00	\$ 54,581.34	\$ (8,881.34)
Miller Dunwiddie	\$ 231,847.57	\$ 211,065.11	\$ 20,782.46
Other Expenses	\$ 71,100.00	\$ 3,100.00	\$ -
	\$ 1,641,024.14	\$ 1,162,974.62	\$ 410,049.52
Net Income	\$ 1,176,987.40	\$ 1,899,500.85	\$ 654,513.45

Recommendations from the Nominating Committee for 2020–2021

Boldface type indicates those who require a vote by the congregation

POSITION	NAME	TERM EXPIRES
Board of Trustees		
New trustees (three-year term)	Sarah Hedge	2023 (first term)
	Greg Hoelzer	2023 (first term)
Continuing Trustees	Bryana French	2023 (second term)
	Christa Anders	2021 (second term)
	Keven Ambrus	2021 (first term)
	Kristin Siegesmund	2021 (first term)
	Daryn Woodson	2022 (first term)
	Benjamin Miles	2022 (first term)
	Dan Moriarty	2022 (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	
Continuing Members	Suzan Klein	2023 (second term)
	Anne McBean	2023 (second term)
	Jill Andersen	2021 (second term)
	John Bringewatt	2021 (first term)
	Ginny Halloran	2021 (first term)
	Rochelle Hammer	2021 (first term)
	Leila Ambrus	2022 (first term)
	Jared Cruz	2022 (first term)
Roberta Haskin	2022 (first term)	

Nominating Committee		
Chair (one-year term)	<i>Appointed by Board of Trustees</i>	
New Members (three-year term)	Ray Dillon	2023 (first term)
Continuing Members	Jim Ramnaraine	2023 (second term)
	Sharon Ramirez	2021 (second term)
	Pat Gottschalk	2022 (second term)
	Janet Avery	2022 (first term)
	Cathy Manning	2022 (first term)

Delegates to the 2020 General Assembly of the Unitarian Universalist Association

Nominating Committee Recommendations

Nominees for Officers of the Board of Trustees



Bryana French, President

Bryana has been a member of First Universalist since 2015 and is happy to serve a second term on the Board of Trustees and as the President of the Congregation. 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 consults locally and nationally on diversity, equity, and inclusion and brings this lens to the Board of Trustees. Bryana recently married Ben, by Rev. Schroeder in August 2019, and has two amazing step-kids and a dog.



Kristin Siegesmund, Vice President

Kristin has attended First Universalist for 23 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 (19) and Leila (17) 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.

Nominating Committee Recommendations

Nominees for Board of Trustees



Sarah Hedge

Sarah has been attending First Universalist since 2002. You can typically see her on Sunday mornings with her three children who have been Religious Education participants and staff: Hirut (19), Helen (16), and Binyam (13). Over the years, Sarah has been involved in a variety of ways at church: advocating for anti-racist practices with the Change Team, co-facilitating and chaperoning Youth Cultural Exchange, teaching 7th grade Neighboring Faiths, serving as chaperone on the high school Boston Pilgrimage, and many years ago, facilitating the Young Adult Group. Sarah is a special education resource teacher, currently focused on including kindergarteners with a variety of disabilities in mainstream classrooms, at a community school in Minneapolis Public Schools. She continuously strives to bring a lens of equity and access to all she does.



Greg Hoelzer

Greg has been a member of First Universalist for over 25 years. He has served in many capacities, including on the Nominating Committee, Membership Committee, Choir, and Circle Supper activity leader with wife Marybeth. Greg has had a long career in software development and information technology in variety of leadership, project management, architecture and technical sales roles. Greg is currently a Cloud Sales Specialist, supporting accounts across the Upper Midwest. Greg and Marybeth are proud new grandparents of Callan North Hartman, born this past September. Residents of South Minneapolis, they take advantage of our status as a “Foodie” city (mainly take-out recently), our parks/trails, and lakes in the summer. First Universalist has always been a “common ground” in Greg and Marybeth’s lives, providing a spiritual home and instilling a sense of service toward our larger community.

Nominee for Chair of the First Universalist Foundation Board



Suzan Klein

Involved with First Universalist for six years, Suzan has been a member since 2016 and is grateful for the many ways First Universalist has enriched her inner world and invited her to employ new filters to understand and engage with the outer world. For Suzan, leadership is about fostering an environment that involves voices, evolves conversations, and resolves for meaningful outcomes. Having worked as a facilitator for 10 years, Suzan is employed as Business Manager for the Minnesota Solar Energy Industries Association. She is honored to serve the Church and broader Twin Cities community through the Foundation Board and is looking forward to exploring with fellow board members new possibilities to deepen the Foundation’s impact.

Nominee for Nominating Committee



Ray Dillon

Ray joined First Universalist in May of 2015. In gratitude and love for this church, he has taken to heart our covenant to deepen our relationships and to sustain each other on our individual faith journeys. He sings in the choir, has participated in many Circles, and has taken very active roles in Daytime Connections and the effort to improve the use of the church database. He is a retired elementary school teacher who enjoys piano, poetry, history, and a passion for Cairn Terriers that he shares with his husband Dick.

Annual Meeting Agenda

**161st Annual Meeting of the Members
First Universalist Church of Minneapolis
Sunday, June 14, 2020 — 11:30 a.m.**

Call to Order	Bryana French, President
Chalice Lighting and Opening Words	Rev. Jen Crow
Authorization of Board of Trustees to Approve the Minutes of this Meeting	
Co-Senior Minister's Report	Rev. Jen Crow
Special Recognition	
• Outgoing Nominating Committee Members	Janet Avery, Chair
• Outgoing Church Trustees	Bryana French
President's Report	Bryana French
Financial Report & Presentation of Recommended Budget for 2020–21	Keven Ambrus, Treasurer; Rev. Jen Crow
Consideration and Vote on Annual Budget	
Report of the Nominating Committee	Janet Avery
Election of:	
Trustees, First Universalist Church	
Officers, First Universalist Church	
Directors, First Universalist Foundation	
Members, Nominating Committee	
Delegates to the 2020 General Assembly of the UUA	
Motion to designate Rev. Ruth MacKenzie to Emeritus Status	
Motion to allow Board to appoint additional delegates to General Assembly	
Closing Words	Rev. Jen Crow



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

Addendum

2019–2020 Association of Universalist Women (AUW) Annual Report

The Association of Universalist Women (AUW) is an affiliate of the First Universalist Church. Our mission is to engage women in strengthening and deepening each other in religious community—our whole lives long—and to manifest that collective strength by working in the world to improve women’s lives. At this time, we have 93 active members in the AUW.

Activities This Year:

Fall Kickoff (9/28/2019) – A catered dinner, a preview of fall activities, and dancing led by Kairos Alive! dance organization.

Fall Mini-Retreat (11/9/2019) – Rev. Karen Hutt and Sue Searing led a workshop in “Sharing Stories in the Search for Meaning”.

Winter Event (2/8/2020) – “Cellos and Chocolate”– Jane Jordan brought us a cello concert, and led us in a Chocolate Ritual, to everyone’s delight.

Spring Retreat (4/25/20) – We held a shortened but very creative online retreat. Activities included stretching; Rev. Hutt’s keynote; meditation; Zoom whiteboard group art project; dancing with nobody watching.

Annual Meeting (5/9/20) – Held via Zoom; socializing; business meeting; Rev. Kelli Clement presented news of the Reproductive Justice lawsuit being led by First Unitarian Society.

Women Who Read book club – Continued to meet monthly (either in person or online) to discuss books written by women.

Knitting Group – Met weekly to knit hats for the homeless, teddy bears for The Mother Bear Project, and Comfort Shawls.

Virtual Happy Hours – A new activity due to COVID-19, we met weekly via Zoom starting March 26. We had about 15 attendees every week.

Financial Contributions:

We donated \$1,000 to Planned Parenthood, and \$2,000 to the Ministerial Emergency Fund.

Members of the 2019-2020 Board:

Kit Ketchum, President; Jane Jordan, Treasurer; Anne Frenchick, Secretary; Nancy Anderson; Martha Easter-Wells; Carol Gilbert; Carol Hiniker

