

# FIRST UNIVERSALIST CHURCH OF MINNEAPOLIS



## Annual Report 2021–2022



# Leadership Team Report

These last few years have been full of challenges and changes, opportunities to live out our values and discover strength, grief, and joy in greater capacities than we may have known was possible. As we find ourselves in rhythm with the reliable cycles of the seasons and our church community, we pause as the poet Mary Oliver instructed, “to pay attention, be astonished, and tell about it.”

In the midst of the wider context of racism and oppression in its many forms, the COVID-19 pandemic, and the climate crisis, our congregation focused on proactive, faithful, sustainable, inspirational, and joyful ways of being in our 2021–22 church year. The theological theme, **Building A New Way**, guided us as we greeted our ongoing transformation with a spirit of yes and an openness to growth and change.

Guided by the church’s **Mission**:

*In the Universalist spirit of love and hope, we give, receive and grow together.*

And directed by the **Visionary Goals, 2017–2022**

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.
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.
3. First Universalist is a multi-racial, multicultural, 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.
4. First Universalist is a faith community that acts with humility, bravery, and compassion to create a racially just and sustainable world.

The congregation focused on three key efforts this year:

- Building a multicultural, multi-racial, intergenerational 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.

- Actively developing sustainable practices (spiritually, environmentally, as an employer, financially, for volunteers and lay leaders, for our building, etc.).
- Designing and living into being a multiplatform church.

These goals led the way as we:

- Completed our building renovations, creating a welcoming, accessible, and inclusive space that supports multi-platform (online and in person) ways of gathering, increases accessibility, and better reflects our environmental commitments. Together we raised over \$5 million to support these changes, and spent more than 50% of our capital funds with women- and BIPOC-owned businesses.
- Re-opened our building, *not for ourselves alone*—but to the wider community, as well—providing welcoming, accessible, inclusive spaces with multi-platform possibilities for Grace Neighborhood Nursery School, Transforming Families, 12-Step Spirituality, and more, and welcoming new staff including Jim Poulter (facilities and events manager) and Steven Lane (livestream tech) and welcoming back Richard Thomas to join Tracy Van Epps in caring for our building and each other.
- Continued to create structures of accountability and change to help us live into our anti-racism and anti-oppression commitments as a church. This year our Board of Trustees adopted the goal of centering BIPOC liberation and joy, trusting that in doing so, liberating and joyful ways of being and leading would open up for us all. The Change Team, a committee of the Board focused on assessing and suggesting changes to congregational policies and practices with an anti-racism lens, reformed and began the work of assessing the congregation across all ministry areas. The Board, Change Team, and staff continue to be shaped by the theory of change outlined in the book, *Emergent Strategy* by adrienne maree brown, practicing principles of relationship building, embodied leadership, and trusting that changes we make on the small scale create change on the larger scale.

- Worked to build what Paula Cole Jones calls a “Community of Communities:” a church that tends to the thriving and surviving of all the communities that comprise it, centering those communities who are most impacted by the stresses and violence of the larger society so their wisdom and experience guide our ministries and their spirits are fed by church. Together, staff and congregational leaders built up vibrant communities including Daytime Connections for seniors, a variety of groups for struggling parents/ caregivers, BIPOC/multiracial youth, congregational care team, legacy circles, and a grief group.
- Gathered again for in-person religious education for children and youth, focusing on rooting into familiar rhythms and encouraging connections by offering more freedom and choices for kids, relying more on youth staff and reducing reliance on parent volunteers.
- Practiced saying Good Goodbyes and Warm Hellos. This year, we welcomed Dr. Glen Thomas Rideout as our Director of Worship Arts, navigated the challenges and were grateful for the ability to offer medical and personal leaves to several staff, said goodbye to long-time Finance Assistant, Chelsea Bertsch, and are in the process of saying thank you and goodbye to Director of Transformation and Liberation, Julica Hermann de la Fuente. This summer we’ll welcome back Minister Emerita Rev. Kate Tucker to support our worship life. We know that in a sustainable environment every individual is important and valued, and people can arrive, depart, and take breaks as needed while the larger community and mission continues.

Thank you to each and every one of you—for the gift of your presence in this community both in person and online; for sharing your experiences, stories, hopes and challenges; for the gifts of your time, skill, and financial resources; and most of all, thank you for being with us as we change and are changed by joining our individual lives in this community of love and hope, belonging, joy, and liberation.

In gratitude,

Your Leadership Team

*Rev. Jen Crow, Rev. Arif Mamdani, Lauren Wyeth, Julica Hermann de la Fuente, and Jenn Stromberg*

## 2021–2022 Board of Trustees

**Daryn Woodson** *President*  
**Dan Moriarty** *Vice President*  
**Sarah Hedge** *Secretary*  
**Keven Ambrus** *Treasurer*  
**Bryana French**  
**Cathy Geist**  
**Matt Keller**  
**Benjamin Miles**  
**Zoe Mulvihill**  
**Rebecca Slaby**

## 2021–2022 Ministers & Staff

**Chelsea Bertsch** *Finance Assistant (through April 2022)*  
**Aimee K. Bryant** *Artist in Residence*  
**Dr. Randal Buikema** *Director of Choral Arts*  
**Rev. Jen Crow** *Senior Minister*  
**Liz Farmer** *Membership Coordinator*  
**Hirut Hedge** *Program Assistant*  
**Julica Hermann de la Fuente** *Director of Liberation and Transformation Ministries*  
**Franco Holder** *Pianist*  
**Rev. Karen Hutt** *Adjunct Minister*  
**Steven Lane** *Livestream Tech*  
**Rev. Arif Mamdani** *Associate Minister*  
**Emma Paskewitz** *Senior High Coordinator*  
**Jim Poulter** *Facilities & Events Manager*  
**Dr. Glen Thomas Rideout** *Director of Worship Arts Ministries*  
**Brad Schmidt** *Finance Manager*  
**John Steitz** *Audio Tech*  
**Jenn Stromberg** *Communications Manager*  
**Richard Thomas** *Custodian*  
**Tracy Van Epps** *Facilities Manager*  
**Lauren Wyeth** *Director of Children, Youth & Family Ministries/Director of Spiritual Growth for All Ages*

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# Board President's Report

By Daryn Woodson



Our 2021–22 church year has been another year full of transitions. I don't know about you but transitions are hard. Feelings of fear, joy, sadness, expansiveness, anxiety, and stress that can come with transitions can be overwhelming to the body. Yes, our minds may know that everything is going to

be ok but our nervous systems may be communicating a whole other story. And that story may sound something like this "I can't handle any more change; when will all this change end; will nothing be constant again." If this story sounds familiar to you, I invite you to take a deep breath with me and recall the words of our wise ancestor Octavia Butler from her sacred text *Parable of the Sower*: "All that you touch you change. All that you change changes you. The only lasting truth is change. God is change." Let's make space and reverence for the beauty and the pain that comes with change and take a moment to reflect on the transitions that we have experienced and that have changed us this church year.

I'd say one of the biggest transitions we went through as a congregation this year was returning to in person services along with maintaining our online presence. I will never forget that first service back, as many of us were nervously and excitedly sitting in the sanctuary, when out of nowhere giant colorful balloons came flying in and many of us began to joyfully pass them around as laughter and song filled the air. This transition to a multiplatform church has changed the way we do church. Now we have congregants from around the country joining us and finding a spiritual home at First Universalist. Through the hard work of staff such as Rev. Arif and Liz Farmer, we are learning that church can be a place of welcoming and belonging with or without a physical building. And through the help of our spiritual leaders—Rev. Jen, Rev. Karen, Rev. Arif, Julica, and Lauren—we as a congregation are learning and leaning into embodying how church is truly about being in

beloved community with our fellow human beings and our earth, no matter what path we took to get here.

Another meaningful transition is that our Change Team officially has a charge. It states: "The charge of the Change Team, a Committee of the Board of Trustees, shall be to support the congregation in its journey to live into its values and commitment to being a racially just community. The change team will support the board and other staff and volunteer teams as they build sustainable systems that center the liberation and joy of BIPOC folx, by reviewing and ensuring accountability to the congregation's racial justice commitment as articulated in the mission, visionary goals, and racial justice resolution. The change team will lead this work by setting clear standards for inclusion of racial justice at all levels of the organization via use of a racial justice rubric." As we transition into a new church year and develop new visionary goals, it will be both exciting and scary to see and feel how the Change Team's charge will impact our congregation, help us better embody our values, and align us with our mission to be a beloved community and covenant.

One of the last transitions that has impacted us this year is a financial one. We can officially say goodbye to the Capital Project. The money raised during the Capital Campaign allowed us to change our building into a more inclusive, accessible physical space. I know I feel elated each time I walk into the all gender bathrooms and see people of all ages and all gender expressions smiling and sharing a warm hello without shame or fear that they will be told to "get out" or that they don't belong. I am excited to explore how this change to our building continues to change us in this upcoming church year.

As I transitioned this year into the role of President, I felt nervous, grounded, joyful, and a bit scared. It has been such an expansive, exploratory year and I am so grateful for the opportunity to continue to co-create with other Board members and the congregation as a whole, and for a container to hold all the complexities, nuances, struggles, and energy that comes with being human.

With deepest gratitude,

**Daryn Woodson**

# Financial Report

By Rev. Jen Crow



In a fiscal year that continues to be like no other (for the third year in a row!), we are grateful for the generous support of each and every member and friend of our congregation. Your gifts of time, talent, encouragement, and financial resources allow us to live into our shared mission as a church of the

open door, creating a circle wide enough to hold us all in a love that will not let us go.

This year we completed our capital project, *Not For Ourselves Alone: Building an Inclusive Future*, broadening the wide welcome of our church building to be more inclusive, accessible, and welcoming. As we conclude our renovation project, we expect to finish with roughly \$800,000 in debt, and your ongoing gifts are welcome and wanted as all of us contribute in the ways we can to the full funding of this transformative commitment.



On Sunday, Nov. 7, 2021—after more than a year and a half of closure due to a combination of renovations and pandemic—we reopened our newly renovated church building to in-person worship services.

Together, we weathered another year of pandemic living, re-opening our church building to in person worship, religious education for children, youth, and adults, small groups, and community events. The transformation of our building allowed us to welcome everybody in, as our improved technology, live-streaming, and audio visual equipment made church experiences accessible in person and online. All of these commitments brought financial costs with them, and our personnel and building expenses increased in fiscal year 2021–22. Generous gifts and the Paycheck Protection Program supported our budget, and unlike many congregations this year, we are expecting to end the current fiscal year (July 1, 2021–June 30, 2022) with a deficit of \$40,000, which is equal to 2.5% of our operating budget.

In the year ahead, fiscal year 2022–23 (July 1, 2022–June 30, 2023), the Board is presenting a balanced budget to the congregation for approval. This budget fully funds the staff and building costs needed to support our mission, focusing our resources on:

- Actively developing **sustainable practices** (environmentally, spiritually, as an employer, financially, for volunteers and lay leaders, for our building, etc.).
- Embedding our **anti-racism and anti-oppression commitments** in all levels of the institution and increasing the capacity of all staff and lay leaders to embody these ways of being and leading.
- Worship and programming that supports **multi-racial, multicultural, intergenerational** community building and faith development.
- Aligning our institutional **practices** of hiring and staff compensation with our **values**.

The proposed operating budget requires a significant increase in giving to our annual operating fund, and we invite you to come in alongside us and offer your support in all of the ways you can. In a world where so much is wrong, this is a community where so much is right. Let us take up the spirit of our beloved Minister Emeritus, Rev. John Cummins, as we say, *“I am here. I will do what I can.”*

# Proposed 2022–2023 Operating Budget

	<u>2021–22</u> <u>Budget</u>	<u>2021–22</u> <u>Year End Projections</u>	<u>2022–23</u> <u>Proposed Budget</u>
<b><u>REVENUE</u></b>			
<b>Support</b>			
Annual Giving	1,140,000.00	1,040,588.88	1,282,500.00
Donations/Fundraising	204,800.00	177,855.27	230,800.00
Released from Restriction	20,000.00	88,894.50	42,000.00
<b>Total Support</b>	<b>1,364,800.00</b>	<b>1,307,338.65</b>	<b>1,555,300.00</b>
<b>Earned Revenue</b>			
Service/ Rental Income	142,500.00	117,597.50	117,000.00
Investment Income	0.00	23.53	
Other Income	102,200.00	148,368.81	11,500.00
<b>Total Earned Revenue</b>	<b>244,700.00</b>	<b>265,989.84</b>	<b>128,500.00</b>
<b>Total Revenue</b>	<b>1,609,500.00</b>	<b>1,573,328.49</b>	<b>1,683,800.00</b>
<b><u>EXPENSES</u></b>			
<b>Expenses</b>			
Personnel Expenses	1,267,275.00	1,183,768.28	1,316,730.00
Administrative Expenses	145,430.26	155,750.81	128,696.77
Program Expenses	73,100.00	138,326.88	84,500.00
Building & Grounds	124,600.00	141,438.71	123,350.00
Other Expenses	4,500.00	389.45	5,000.00
<b>Total Expenses</b>	<b>1,614,905.26</b>	<b>1,619,674.13</b>	<b>1,658,276.77</b>
<b><u>INVESTMENT ACTIVITY</u></b>			
<b>Investment Activity</b>			
Realized Losses	0.00	-747.90	
Unrealized Losses	0.00	-919.96	
Dividends & Interest	8,500.00	5,374.94	-22,500.00
Realized Gains	0.00	1,072.07	
Unrealized Gains	0.00	105.29	
<b>Total Investment Activity</b>	<b>8,500.00</b>	<b>4,884.44</b>	<b>-22,500.00</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>3,094.74</b>	<b>-41,461.20</b>	<b>3,023.23</b>

# Statement of Financial Position

as of March 31, 2022

## ASSETS

### ASSETS

#### Current Assets

Cash	\$339,871.38
Investments	\$3,893,926.18
Accounts Receivable	\$10,402.30
Other Current Assets	\$44,278.52

**Total Current Assets** \$4,288,478.38

#### Non-Current Assets

Fixed Assets	\$3,773,088.84
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**Total Non-Current Assets** \$3,773,088.84

### TOTAL ASSETS

**\$8,061,567.22**

## LIABILITIES & FUND BALANCE

### LIABILITIES

#### Current Liabilities

Accounts Payable	\$33,245.65
Benefits Payable	\$36,918.60
Other Current Liabilities	\$124,544.22

**Total Current Liabilities** \$194,708.47

#### Long Term Liabilities

Loan Payable	\$1,103,286.77
Interfund Transfer	(\$28,924.81)

**Total Long Term Liabilities** \$1,074,361.96

### TOTAL LIABILITIES

**\$1,269,070.43**

### FUND BALANCE

Unrestricted Net Assets	\$4,185,384.55
Donor Restricted Net Assets	\$2,607,112.24

### TOTAL FUND BALANCE

**\$6,792,496.79**

### TOTAL LIABILITIES & FUND BALANCE

**\$8,061,567.22**

# Capital Campaign Revenues & Expenses

as of March 31, 2022

	Project to date Actual	Total Budget	Project to date Variance
<b>REVENUES</b>			
Donations	4,707,340.74	5,158,077.07	(450,736.33)
Construction Loan	1,103,286.77	2,000,000.00	(896,713.23)
<b>Total Revenues</b>	<b>5,810,627.51</b>	<b>7,158,077.07</b>	<b>(1,347,449.56)</b>
<b>EXPENSES</b>			
<b>Initial Launch/Fundraising</b>			
Architectural Pre-Work	2,000.00	27,000.00	25,000.00
Consultants	229,030.00	230,000.00	970.00
Launch Event	52,689.09	30,000.00	(22,689.09)
Printing/Supplies	8,000.00	8,000.00	–
<b>Total Initial Launch/Fundraising Expenses</b>	<b>291,719.09</b>	<b>295,000.00</b>	<b>3,280.91</b>
<b>Miscellaneous Projects</b>			
Architect Fee	166,795.87	166,795.87	–
Debt Retirement	649,151.38	649,151.38	–
Merchant Services	4,108.96	5,000.00	891.04
Misc. Capital Expenditures	104,839.17	79,555.75	(25,283.42)
Staff Salaries	54,100.43	95,000.00	40,899.57
Tuckpointing	122,000.00	122,000.00	–
Loan Principal	–	2,000,000.00	2,000,000.00
Loan Interest	4,636.15	120,000.00	115,363.85
Contingency	–	–	–
<b>Total Miscellaneous Projects Expenses</b>	<b>1,105,631.96</b>	<b>3,237,503.00</b>	<b>2,131,871.04</b>
<b>Phase 1</b>			
Architect Fee	134,872.70	134,372.00	(500.70)
Flannery	1,459,726.11	1,521,669.00	61,942.89
Flannery Permits	19,614.13	19,614.00	(0.13)
Misc. Consultants	44,012.00	14,381.00	(29,631.00)
Misc. Construction	11,628.50	53,559.00	41,930.50
Owner's Representative	87,654.10	87,654.00	(0.10)
Owner Supplied Systems	151,936.45	97,248.00	(54,688.45)
<b>Total Phase 1 Expenses</b>	<b>1,909,443.99</b>	<b>1,928,497.00</b>	<b>19,053.01</b>
<b>Phase 2</b>			
Architect Fee	133,125.04	–	(133,125.04)
Flannery	1,185,161.55	1,750,000.00	564,838.45
Flannery Permits	–	–	–
Misc. Construction	55,871.45	–	(55,871.45)
Misc. Consultants	43,938.75	265,000.00	221,061.25
Owner's Representative	85,630.00	–	(85,630.00)
Owner Supplied Systems	89,584.41	140,000.00	50,415.59
Solar Panels	44,500.00	105,000.00	60,500.00
Contingency	–	240,000.00	240,000.00
<b>Total Phase 2 Expenses</b>	<b>1,637,811.20</b>	<b>2,500,000.00</b>	<b>862,188.80</b>
<b>Total Expenses</b>	<b>4,944,606.24</b>	<b>7,961,000.00</b>	<b>3,016,393.76</b>
<b>NET TOTAL</b>	<b>866,021.27</b>	<b>(802,922.93)</b>	

# Foundation Report

By Janet Merrill, Chair

The First Universalist Foundation Board was endowed with the money received from the sale of Unity Settlement House, which held programs dating back to 1901. It provided social services for immigrant families including nursery school, vocational training, and many programs for girls and boys. The Foundation strives to continue serving disenfranchised communities through money grants to provide for social change by supporting emerging leaders, youth, and other communities working on unmet needs.

## Giving Priorities:

1. Demonstrate the potential to address one or more causes of forms of injustice.
2. Work to engage youth, young adults, and/or disenfranchised communities in the work of social change.
3. Have a commitment to measuring the impact or success of the funded program.
4. Focus on the Twin Cities community.
5. Organizations with annual budgets of less than \$1,000,000 will be given greater priority

## 2022 Grant Recipients:

1. **Latino Youth Development Collaborative**  
empowering community Youth Leaders (\$15,000)
2. **MN Immigrant Rights Actions Committee**  
DACA education and renewal workshop (\$15,000)
3. **MN Renewable Now**  
Rooftop solar project for low income residents (\$15,000)
4. **Exposed Brick Theater**  
BIPOC playwriting classes and cohort (\$5,000)
5. **Relationships Evolving**  
Revolutionary emergency partners (\$5,000)
6. **Oyate Avenue Project**  
Avenue name change campaign (\$5,000)
7. **Closeknit**  
Chosen family justice youth engagement initiative (\$7,500)

## 8. Hopewell Music Cooperative Project

Music and ensemble program in North Minneapolis (\$7,500)

## 9. DuNord Foundation Community Market

Barrier free food shelf, support BIPOC farmers (\$15,000)

The First Universalist Foundation Board members in 2021–2022 were: Janet Merrill (Chair), Ginny Halloran (Treasurer), Bonita Hill, Rui Rui Bleifuss, Deborah Talen, Isabel Quast, Anne McBean, Jared Cruz, and Roberta Haskin. Secretary's job was rotating.

# Recommendations from the Nominating Committee for 2022–2023

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

POSITION	NAME	TERM EXPIRES
<b>Board of Trustees</b>		
New trustees (three-year term)	<b>Jeff Snyder</b>	<b>2025 (first term)</b>
	Liv Dalby (youth, one-year term)	2023 (first term)
Continuing Trustees	Keven Ambrus	2024 (second term)
	Matt Keller	2024 (first term)
	Rebecca Slaby	2024 (first term)
	Bryana French	2023 (second term)
	Cathy Geist (two year term)	2023 (first term)
	Sarah Hedge	2023 (first term)
	<b>Benjamin Miles</b>	<b>2025 (second term)</b>
	<b>Daryn Woodson</b>	<b>2025 (second term)</b>
Officers (one-year term)	<b>Daryn Woodson, President</b>	
	<b>Rebecca Slaby, Vice President</b>	
	<b>Benjamin Miles, Treasurer</b>	
	<b>Matt Keller, Secretary</b>	

<b>Foundation Board</b>		
Chair (one-year term)	<b>TBD</b>	
New Members (three-year term)	<b>Lynn Broaddus</b>	<b>2025 (first term)</b>
	<b>Gary Melom</b>	<b>2025 (first term)</b>
	<b>Marnie Peichel</b>	<b>2025 (first term)</b>
	<b>Kelly Prosen</b>	<b>2025 (first term)</b>
	Neela Hammer (youth, one year term)	2023 (first term)
Continuing Members	Ginny Halloran	2024 (second term)
	Anne McBean	2023 (second term)
	Deborah Talen (two year term)	2023 (first term)
	Bonita Hill	2024 (first term)
	Isabel Quast	2024 (first term)

<b>Nominating Committee</b>		
Chair (one-year term)	Ray Dillon (selected by Board of Trustees)	
New Members (three-year term)	<b>Chad Johnson</b>	<b>2025 (first term)</b>
Continuing Members	Jim Ramnaraine	2023 (second term)
	Ray Dillon	2023 (first term)
	Valerie Garber	2023 (first term)
	Evelyn Browne	2024 (first term)
	Susannah Marshall	2024 (first term)

**Delegates to the 2022 General Assembly of the Unitarian Universalist Association**  
 Ralph Wyman, Jim Foti, Liv Dalby, Matt Dalby, Binyam Hedge, Henry Mitchell-Crow

# Nominating Committee Recommendations

## *Nominees for Officers of the Board of Trustees*



### **Daryn Woodson, President**

Daryn has been consistently attending First Universalist since she moved back to Minnesota 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 POCl circles, being a Worship Associate, and acting as a mentor for the Coming of Age program. She joined the Board in 2019. 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.



### **Rebecca Slaby, Vice President**

Rebecca and her family have been coming to First Universalist since 2016, drawn to the racial justice commitment of the church and the openness of the UU community. Rebecca’s children, Emma (16) and Clara (11), have been involved in RE and volunteered with Families Moving Forward. Rebecca served on the Racial Justice Education Team for a year, co-facilitating one of the first Beloved Conversations workshops. She has also been involved in the BIPOC spiritual circle and the BIPOC Caucus. In her professional life, Rebecca was a middle school teacher for 15 years before coming to AMAZEworks, a nonprofit that provides anti-bias education curriculum, programs, resources, and tools for schools and other organizations. She is excited to use her equity, social/racial justice lens on the board to support the mission and vision of the church.



### **Benjamin Miles, Treasurer**

Benjamin Miles has been attending First Universalist since 2012, almost always with his son, Rohan (6 years old). After being moved by the Racial Justice commitment of First Universalist, Benjamin has gone through many racial justice trainings and programming at church. He has served on the Racial Justice Leadership Team and most recently, the Change Team. In summer 2019, Benjamin completed 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. He continues to be inspired by this loving community and the possibilities for the future as we all pursue justice and liberation for all.



### **Matt Keller, Secretary**

Matt has been attending First Universalist since 2009. Two of his three daughters, Sophie and Tess, attended Religious Education up through the OWL program. Matt has been involved in UU volunteering since joining. He was a Religious Education teacher for five years; helped in strategic planning around the Sunday morning experience; was on Rev. Ruth’s advisor group as she readied herself for ministry; and is currently a Care Companion. Matt works in children’s publishing and plays trombone in a couple of bands. He loves the mission and activist nature of First Universalist Church and believes that you need to get involved in your own unique way to make a difference for yourself and others.

# Nominating Committee Recommendations

## *Nominee for Board of Trustees*



### **Jeff Snyder**

Jeff and his wife Karen's first engagement with Unitarian Universalism came with the encouragement of their teenage son Elliott and led to their joining First Unitarian Universalist of Rochester in 2009. While at First Unitarian Universalist, Jeff was a member of the Finance Committee as well as serving on the Board of Directors as Treasurer. Looking for a change as they started retirement, Jeff and Karen moved to Minneapolis in 2014 and joined First Universalist soon after their arrival. Since becoming a member of First Universalist, Jeff has been member of the Welcome team, the Community Investment Team and is currently a member of the Faithful Action Council and Environmental Justice Teams. Outside of First Universalist, Jeff is a long-time board member of Minnesota Unitarian Universalist Social Justice Alliance.

## *Nominees for Foundation Directors*



### **Lynn Broaddus**

Lynn and her husband Marc Gorelick began attending First Universalist when they moved to Minneapolis in 2017, and formally joined in 2021. While relatively new to First U, they have been UUs since 1993. Lynn served her prior UU churches (First Universalist of Wilmington DE and UU Church West of Brookfield WI) in a wide array of roles including board trustee/president, as well as chairing Finance, Stewardship, and Endowment Committees and spearheading numerous initiatives including Welcoming Congregation. She has also been active with the UUA's Prison Ministry Program where she began corresponding with incarcerated men in 2006. The many friendships she has made with incarcerated men have had a profound influence on her perspectives and her life. Lynn's professional experiences (The Nature Conservancy, Milwaukee Riverkeeper, The Johnson Foundation

at Wingspread, Broadview Collaborative, Inc.) and leadership on state, regional, and national boards have given her strong experience with nonprofit finances as well as endowment policy and strategy. If elected, she looks forward to being able to serve the congregation and our community while deepening her connections to both.



### **Gary Melom**

Gary and his wife Barbara have been members of First Universalist Church for 35 years, and during that time he has especially enjoyed participating in various small group programs and communities. He and Barb coordinated Circle Suppers for several years. He was part of the team that worked with Kate Tucker in starting the original Sharing Circles program, as well as the team that facilitated the Welcome Wednesday program, and was an active volunteer in the Project Homeless Connect program for every one of its events. In 2016, he and Barb organized a forum for mayoral candidates with a topic focus on homelessness. Over time, he has also facilitated a wide range of small groups and participated in other volunteer opportunities such as Habitat for Humanity, volunteering at Emerge, working on building rehab and working with Cheryl Anderson to revive the Library

Committee. He has also completed two years of the Wellspring program.

# Nominating Committee Recommendations

## *Nominees for Foundation Directors, continued*



### **Marnie Peichel**

Marnie and her family have been attending First Universalist since 2006. Marnie has kept active in the church with many kid-related activities while she and Dave's four kids, Luke (21), Andrew (19), Neela (16) and Ani (15), have made their way through the RE program: everything from working in the toddler room to the fourth grade room, chaperoning sleepovers and making pies at all hours of the night. She has complemented her professional work as an architect in the affordable housing field with volunteering at Habitat builds, serving meals at the Simpson Shelter, and hosting guests through Families Moving Forward events alongside other church members. Most recently she was an advisor on the Building Committee for the church renovation. Marnie looks forward to connecting with church members again on a new project.



### **Kelly Prosen**

Kelly has been attending First Universalist with her partner, David, since November of 2021. She'll be facilitating a Reconnection Circle with Liz Farmer for individuals in their 30s beginning in August and looks forward to deepening her UU faith and vocation as she enters the Interreligious Chaplaincy program at United this fall. On Sundays when you don't see her in church, she's usually communing with the divine in a Minnesota State Park with David.

## *Nominee for Nominating Committee*



### **Chad Johnson**

Chad has been attending First Universalist Church since 2018 when he knew he'd found his spiritual home before even finding his seat in the pews. Since then he's found community on Sundays and through consistent engagement in small groups and circles. You'll see him attending Sundays with his long time friend Courtney. Chad is a process analyst at Boston Scientific where he supports global supply chain systems delivering medical devices to patients in more than 40 countries. An undergraduate history and religious studies major, Chad continues to seek deeper understanding of our collective story and how it continues to shape the present. He lives in the Kingfield neighborhood of South Minneapolis with his partner Bradley (BJ) and their goofy and lovable dog Daphne.

# Recommendation to Call Rev. Arif Mamdani



Together with Rev. Jen Crow, the Board of Trustees recommends to the congregation that Rev. Arif Mamdani be called by the congregation as Associate Minister at the annual meeting in June 2022.

Rev. Arif has been serving First Universalist as Assistant Minister for the last three years, and his steadfast spiritual grounding, poetic prayer, skillful staff leadership, and compassionate commitment to Universalism and the unconditional love he brings to both pastoral care moments and conflict are all immense gifts to our congregation. In a time where many ministries are ending in Unitarian Universalist congregations, he and we want to say yes to each other, deepening our mutual commitment to shared ministry and transformation together. Practically, this change would allow Rev. Arif to operate with increased authority in staff and congregational leadership and affirms the long-term collegial and congregational relationship we hope for.

## Recommendation to Change the Bylaws to Encourage Youth Foundation Participation

### Current Bylaws: Article VI, paragraph 2

#### 2. Directors

The First Universalist Foundation shall consist of nine (9) Directors, each of whom shall be a member of the Church. The Directors shall be elected by the Voting Members at the Annual Meeting. The term of office of each of the Directors shall be three (3) years. The terms shall be staggered so that no more than three (3) Directors shall be elected for three-year terms at the same Annual meeting. No Director may be a member of the Board of Trustees. A Director may be nominated to serve a second consecutive term. A Director who has served two consecutive terms may not be nominated to serve an additional term until the Director has been off the Foundation for at least three years.

### Proposed Addition

The Church may elect 2 Youth Directors of the Church to serve on the Foundation Board, in addition to the 9 Directors elected under paragraph 2. Youth include those who are between the ages of 16-24 years of age, to align with the developmental periods of older adolescence and emerging adulthood. Youth Directors may be elected for one-year terms, renewable for up to 3 years/times. There should be two Youth Directors serving at a given time to reduce isolation and tokenization of youth on an otherwise adult Board. Youth Directors should be voting members of the church and are full voting members of the Foundation Board. Youth members are recruited and selected by the Director of Faith Formation for All Ages and other youth in consultation with the Nominating Committee and approved by the Board.

# Recommendation to Adopt the 8th Principle

It has been over 20 years since delegates at the 1997 General Assembly (GA) voted to require the Unitarian Universalist Association (UUA) to intentionally commit to become a multicultural and anti-racist institution. This act came some five years after the passage of the 1992 Resolution of Immediate Witness which, in part, affirmed the “vision of a racially diverse and multicultural Unitarian Universalism.” The proposed 8th Principle is a call to action to explicitly address these multicultural and anti-racist goals.

The 8th Principle was written by Paula Cole Jones in 2013. She found that “a person can believe they are being a ‘good UU’ and following the 7 Principles without thinking about or dealing with racism and other oppressions at a systemic level.”

Since then, more than 150 congregations and UU organizations have adopted the 8th Principle. Black Lives of UU (BLUU) Organizing Collective affirms the adoption of the 8th Principle and encourages all Unitarian Universalists to advocate for the formal adoption of the 8th Principle within their congregations and by the UUA.

The UUA commissioned an Article II Study Commission in 2020 to review the Principles and Sources in Article II of the UUA Bylaws. This review includes the proposal to add the 8th Principle. Congregations are being encouraged to discuss the 8th Principle, adopt it, and live into it in order to create a groundswell of support and encourage the Study Commission to include the 8th Principle in its recommendations to GA in 2023.

In alignment with the Racial Justice Resolution approved by First Universalist in 2021, the Board of Trustees recommends approval of the 8th Principle to the congregation. The proposed 8th Principle reads as follows:

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*“We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.”*

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# Annual Meeting Agenda

163rd Annual Meeting of the Members  
First Universalist Church of Minneapolis  
Sunday, June 5, 2022 — Noon

<b>Call to Order</b>	Daryn Woodson, President
<b>Chalice Lighting and Opening Words</b>	Rev. Arif Mamdani
<b>Appointment of Parliamentarian</b>	
<b>Authorization of Board of Trustees to Approve the Minutes of this Meeting</b>	
<b>Senior Minister's Report</b>	Rev. Jen Crow
<b>President's Report</b>	Daryn Woodson
<b>Vote to Approve Board Resolution to Call Rev. Arif Mamdani as Associate Minister</b>	
<b>Financial Report &amp; Presentation of Recommended Budget for 2022–23</b>	Keven Ambrus, Treasurer; Rev. Jen Crow
<b>Consideration and Vote on Annual Budget</b>	
<b>Approval of Adopting the 8th Principle</b>	
<b>Approval of Bylaws Change to Encourage Youth Foundation Participation</b>	
<b>Special Recognition</b>	
• Outgoing Nominating Committee Members	Jim Ramnaraine, Chair
• Outgoing Foundation Directors	Janet Merrill, Chair
• Outgoing Church Trustees	Daryn Woodson
<b>Report of the Nominating Committee</b>	Jim Ramnaraine
<b>Election of:</b>	Trustees, First Universalist Church Officers, First Universalist Church Directors, First Universalist Foundation Members, Nominating Committee Delegates to the 2022 General Assembly of the UUA
<b>Motion to allow Board to appoint additional delegates to General Assembly</b>	
<b>Closing Words</b>	Rev. Jen Crow



First Universalist Church of Minneapolis  
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