

First Universalist Church Board of Trustees  
June 16, 2022  
Board Packet

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**First Universalist Church of Minneapolis**  
**Board of Trustees Meeting**  
**May 26, 2022**  
**6:30-8:30**  
**First Universalist Church**  
**Cummins Room and [Zoom](#) (*multiplatform*)**

**I. Welcome (6:30-6:35)**

- a. Call to Order and Agenda Approval
- b. Lighting the Chalice
  - i. *May this flame that burns before us light our way, informed by the wisdom of leaders gone before, and inspired by the trust that we have been given as stewards of this Church. May we have vision, compassion, and courage as we serve this congregation now and for the generations to come.*

**II. Executive Session (6:40 ~ 7:35)**

- a. Somatic Practice - Grounding
- b. Circle of Gratuities for Those Departing

**III. Consent Agenda**

- a. *Approval* of April, May, and Annual meeting minutes
- b. *Monitoring*: Acceptance of staff and significant volunteer changes
- c. *Monitoring*: Attendance and Membership Numbers
- d. *Monitoring*: Report on Financial Condition and Capital Project
- e. *Monitoring*: Staff survey
- f. *Monitoring*: Report on outcomes - staff work-plan review
- g. *Approval*: Congregational Sponsorship

**IV. Reflection on Board Culture and Goals (7:35 ~ 8:25)**

- a. Review and Ground in the [Emergent Strategy Principles](#)
- b. Reflection of Board's [Theory of Change Shift](#)
- c. Onboarding for New Trustees
  - i. Prioritized Topics
  - ii. Collective Welcoming
- d. 22-23 Board year of discernment
  - i. Executive Committee

**VII. Gratuities (8:25-8:30)**

**VIII. Adjourn - 8:30**

**Senior Minister Board Report**  
**Prepared by Rev. Jen Crow**  
**June 12, 2022**

**I. Monitoring Items**

**A. Staff and Volunteer Changes**

As we move into a summer rhythm, there are several staffing changes underway at church. Rev. Kate Tucker has returned to coordinate and lead worship from June 12 - August 14, 2022. Dr. Glen Thomas Rideout returned to work half-time as of May 22nd, and will begin working 30 hrs/week on June 15th, with a plan to return to full-time work on August 1st. His return is going well, and he is hard at work preparing to return to designing and coordinating worship services beginning Sunday, August 15th. We are delighted to have him back with us, and hope that this summer time will provide the space for re-entering the church system in new ways that were not possible with his arrival last summer. The congregation said goodbye to Julica Hermann de la Fuente in worship on June 5th, and she will continue to work on coaching and consulting projects, including work with Laura Park from Unity Consulting to design a visionary goals process for our congregation that centers the liberation, joy, and voices of present and future BIPOC congregants and community members. You can read more about Julica's departure here:

[https://myemail.constantcontact.com/The-Weekly-Liberal--What-to-Do.html?soid=1101918402069&aid=XA\\_uKnStha4](https://myemail.constantcontact.com/The-Weekly-Liberal--What-to-Do.html?soid=1101918402069&aid=XA_uKnStha4)

The hiring process has begun for a new three-quarter time Bookkeeper position, and the Leadership Team is in the process of developing a job description for a new half-time Assistant Minister position. In both cases, we are following the draft 2021 Hiring Policy. Consistent with our belief in the inherent worth and dignity of each person, First Universalist welcomes and seeks to include diverse individuals in its recruitment, hiring, and promotion of staff and its choices of vendors. Not only do we believe in such policies as instruments of social change responding to years of past discrimination, but, even more importantly, we believe that significant diversity among our staff members makes for a richer, more effective staff that can serve and engage the full diversity of our congregation and community. We recognize that persons of color and indigenous peoples have been less prominently represented on our staff than is either just or appropriate. Our hiring policy seeks to address these injustices and to institutionalize employment, hiring, and promotion practices consistent with our goal of becoming a more equitable and pluralistic religious community.

**B. Membership and attendance**

It is heartening to note that participation in worship and religious education this May was more than double worship and religious education participation last May. All indicators point to robust church participation - now with multiplatform options that allow access for

all of our communities within the larger community - that equal or exceed pre-Covid times of 2019.

### **C. Financial Condition**

Due to staff illness and the unfilled bookkeeper position, financial reports for the month of April will not be available until later this week. They will be brought to the board meeting and posted in an updated board packet as soon as they become available.

### **D. Staff Survey**

Each year, the senior minister conducts a staff survey that invites feedback in a variety of ways. Rev. Jen will bring a summary of the staff survey to the board meeting. This year, in addition to asking questions about staff's understanding of the church's mission and goals, staff treatment and resourcing, we've added two new questions that we hope will give us actionable feedback on what we could do to make First Universalist a more supportive workplace for staff who live within a marginalized identity. Specifically, we asked:

If you identify as someone who lives within a marginalized identity, do you experience the practices and policies of First U as supportive? (1 is strongly disagree, 5 is strongly agree.)

and

What are the 1-3 things that if they were done/changed would have the most impact for you?

### **E. Ends Outcomes Review**

While I can provide a lengthy list illustrating the many ways that our congregation has moved in the direction of our visionary goals this year (and you can read that list in the Leadership Team Annual Report via the link provided below), I thought I'd call out a few key highlights here:

- The Supporting Staff Team - made up of staff and congregants, worked to identify key needs and offer tangible support to staff during a year of heightened stress
- Sustainability for staff and volunteers came through the offering of medical and personal leaves, maximum use of paid time off for several staff, and grace and sharing of leadership among staff and board members. The congregation called Rev. Arif as Associate Minister and Lauren Wyeth expanded her role to be the new Director of Spiritual Growth for All Ages - both of these changes created an increasingly stable and shared model of leadership on staff.
- Sustainability and support for families, kids, and school staff through our impromptu Strike Camp
- We now operate almost seamlessly in a multiplatform reality for small groups and worship

- We completed and celebrated the capital project, with over 50% of our funds going to women and BIPOC owned businesses thanks to diligent use of our vendor policy
- We implemented a new hiring policy which seeks to address historic injustices and to institutionalize employment and hiring practices consistent with our goal of becoming a more equitable and pluralistic religious community.
- Our Change Team is charged, ready, and living into emergent strategy principles
- The congregation adopted the 8th Principle and passed an operating budget that will require a significant increase in giving - trusting that fully funding our ministries is the best way forward in achieving our bold and hopeful goals.

For more details, please see the Leadership Team Annual Report, which summarizes our progress toward our visionary goals this year here:

<https://firstuniversalistchurch.org/wp-content/uploads/2022/06/Annual-Report-2022-web.pdf>

May Attendance	2022						2021			
	Sun. 9a	Sun. 11a	Sun. 10a	Sun. Webinar	YouTube	Total	Wed.	10:00 AM	YouTube	Total
1st week	135	149		70	119	473	55	247	120	422
2nd week	145	103		67	91	406	46	196*		242
3rd week	230	278		64	86	658	83	248	154	331
4th week			250	-	62	312	37	214	129	251
5th week			51	62	78	191		175	128	175
Monthly Total	510	530	301	263	436	2040	221	1080	531	1421
Average for May	170	177	151	66	87	408	55	216	133	284
<b>RE</b>										
1st week	114	99				213				0
2nd week	98	72				170				0
3rd week	97	78				175				0
4th week										0
5th week			4							0
Monthly Total	309	249	4			558				0
Average for May	103	83	4			186				0
<b>Combined Average</b>	<b>273</b>	<b>260</b>	<b>155</b>			<b>594</b>				<b>284</b>

Notes: Wednesday evening service discontinued in April 2022  
4th week of May- no webinar/livestream from Minnehaha Park

**Statistical Report for May 2022**

**Board Meeting June 16, 2022**

**MEMORIAL SERVICES: 0**

**MARRIAGES/SERVICES OF COMMITMENT: 0**

**MEMBERS FOR APPROVAL: 1**

Lily Hosbein

**MEMBERS REINSTATED: 1**

Ed Reay

**MEMBERS FOR REMOVAL: 0**

**CHILDREN DEDICATED: 11**

Vincent Gabriel Chistiaansen

Owen Carl Einerwold

Idris Graham Koroma

Clara Laux

Julia Laux

Celeste Elizabeth McAllister

Theodore Rosok

Nora Nazanin Trobec

Oliver Sadegh Trobec

Vivian Rose Slembariski

Maren Weinand

**Total members as of the last meeting: 1058**

**To be added: 2**

**To be removed: 0**

**TOTAL MEMBERS: 1060**

**End of Year Totals**

Fiscal Year	2021-22	2020-21	2019-20	2018-19	2017-18
New Members Joined	15	18	21	81	66
Total Membership	1060	1058	1061	1058	1049