

First Universalist Church Board of Trustees
September 15, 2022
Board Packet

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First Universalist Church of Minneapolis
Board of Trustees Meeting
September 15, 2022
6:30-9:00
First Universalist Church
Cummins Room & Zoom (multiplatform)

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

- a. Call to Order and Agenda Approval
- b. Lighting the Chalice

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. Consent Agenda

- a. *Approval* of May, June, August and Annual meeting minutes
- b. *Monitoring*: Acceptance of attendance and membership numbers and trends
- c. *Monitoring*: Acceptance of staff and significant volunteer changes
- d. *Monitoring*: Financial Condition
- e. *Monitoring*: Protection of Assets
- f. *Monitoring*: Staff Workplan

III. Executive Session (6:35 -7:15)

- a. Somatic Grounding - Daryn
- b. Spiritual Community Building - Rev. Jen

IV. Fundraising Overview (7:15 ~ 7:30)

- a. What is in the Annual Budget
- b. Board Involvement
- c. Questions & Sign-Up

V. Visionary Goals (7:35 ~ 8:00) - In Racialized Caucus

- a. Precise Language: Theological Questions
 - i. Who Do We Want to Become (Not What Will We Do)
 - ii. No One Gets Harm (especially radicalized BIPOC people)
- b. Framework and Co-Created by the Board
 - i. Imagine a Process for BIPOC congregations (who do we want to become and be served)

VI. Break (8:00 ~ 8:05)

VII. Visionary Goals Continued (8:05 ~ 8:35) - In Racialized Caucus

- a. Precise Language: Theological Questions
 - i. Who Do We Want to Become (Not What Will We Do)
 - ii. No One Gets Harm (especially radicalized BIPOC people)
- b. Framework and Co-Created by the Board
 - i. Imagine a Process for BIPOC congregations (who do we want to become and be served)

VIII. Open Position on the Board (8:35-8:45)

IX. Update on Randy's Departure (8:45-8:55)

VII. Gratitudes (8:55-9:00)

Adjourn - 9:00

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

I. Spiritual Reflection

“If we want to defeat white supremacy, then we have to get skilled at meeting our fear(s) so that we are not manipulated by those who delight in seeing us go after each other (and ourselves) while they maintain power and control. If we want to transgress white supremacy, we have to get good at belonging - belonging to ourselves and welcoming each other into belonging. This requires emotional maturity and responsibility, mutual accountability and support, and knowing ourselves well enough to know when we can step up to belonging and when we need to step back and take care of ourselves.

This is not easy. This is necessary. And the prize is belonging - belonging to beloved community.”

Tema Okun ■ White Supremacy Culture - Still Here.pdf

To whom do you belong? To what do you belong? How do you belong to yourself? How do you welcome others? When have you felt the prize of belonging to beloved community?

II. Monitoring Items

A. Attendance and Membership Numbers

Included below.

B. Financial Condition

Our staff is working diligently to provide information on our end of year financials in time for this week’s board meeting.

C. Staff and Volunteer Changes

Steven Lane, our Audio Visual Technician, ended his employment with us on September 9th. Jenn Stromberg, Communications Manager, is filling in to run our livestream on Sunday mornings until we can hire someone new for this position.

Dr. Randy Buikema’s employment as our Choir Director ended on August 25th. More information about this can be found in our most recent newsletter:

https://myemail.constantcontact.com/The-Weekly-Liberal--Water-Communion---Return-to--Two-Services.html?soid=1101918402069&aid=MomLs_vjkZE

In accordance with our [2021 Draft Hiring Policy](#) , Rev. Jen and Rev. Arif have conducted a search for a part-time [Assistant Minister](#) to join our staff. We are delighted

to be welcoming Rev. Ashley Harness to our team beginning on September 26th. A recent newsletter article shared more information about this position and Rev. Harness <https://myemail.constantcontact.com/Correction--The-Weekly-Liberal--Backpack-Blessing-Sunday.html?soid=1101918402069&aid=FIVFOvKbq5M>.

D. Staff/Volunteer/Congregant Grievances

There have been no staff or volunteer grievances. A number of congregants have reached out to Rev. Jen and the Board with questions about Dr. Buikema's departure, and a number of congregants have reached out to Rev. Jen and the Board to share support as they navigate complex decision making.

E. Protection of Assets

The church has all relevant insurance policies in place and paid to date.

F. Staff Workplan

2022-2023 Draft Staff Work Plan

Spiritual Community on Purpose

At the highest level, our goals for the 2022-2023 church year are simple

1. Complete our Visionary Goals process - Bringing our attention back to these key questions: What is our purpose? What is our purpose in this moment? As we listen together for the voice of the future and how it calls to us as a church and us as individuals, let's embrace this time as a time of pause, of intentional breath. In this "chrysalis time" as our "imaginal cells" kindle, let's hold this community through change. As adrienne maree brown writes in *Holding Change* "We hold space for humans to find each other, clearing the debris between them so that they can access the forward motion of life, the flowing river of change, the rich ecosystem of differences." (12)
2. Support, Create, and Encourage Experiences of connection, belonging, liberation, and joy; experiences of Universalism - to be beloved - for the church, for us as staff, striving for opportunities for meaningful engagement

These are the broadest expression of our goals for this year, and they are informed and guided by the following principles:

- Church is a Community of Communities
 - We are not a monolithic church represented by a single identity, story, or culture.
 - We work for the whole: We are committed to the power of the collective, the community, not any one of us - or any one congregant or group within the congregation.

- We are guided by the [principles of emergent strategy](#) as articulated by adrienne maree brown in her book *Emergent Strategy*. In particular, we're paying attention to:
 - The fractal nature of systems (small is good, small is all - the large is a reflection of the small). How we are together matters immensely. We will regularly check-in and see how we're doing, knowing that this isn't about perfection, but about building our critical connections so that we can hold the congregation well this year
 - We seek joy, honesty, connection, enrichment

Goals and Objectives for 2022-2023:

- Support the Board and Congregation in completing the Visionary Goals process, articulating and affirming new Visionary Goals for the next 5 years by June 2023.
- Offer 3 seasons of connection (Fall, Winter/Spring, Summer), each with multiple opportunities for congregants to engage in spiritual practice, justice-making, religious education, small groups, and community building. Information about options for the first part of the Fall season is here: <https://firstuniversalistchurch.org/early-fall-2022/>
 - If we want specific goal language: congregation will be invited at least 3 times this year to engage in specific ways
- Support the Change Team in leading a congregational self-assessment using the Racial Justice Rubric for Congregations by December 2022.
- A comprehensive plan for lay leadership in worship will be created with input from all ages by January 2023.
- Develop a process of how we will shape and direct our music and arts ministry and congregational engagement opportunities by January 2023.
- An assessment of our online and multi-platform opportunities for engagement will be completed by January 2023, and online and multi-platform opportunities (Sunday services, small group opportunities, social media, new points of connection) will expand through intentional experimentation throughout the year.
- New staff (Assistant Minister, Bookkeeper, Donor Relations Specialist, Ministerial Intern, Interim Choir Director) will be oriented and on-board, with opportunities to know and be known by the congregation, and developing good working relationships with staff and congregants by June 2023.
- Supporting congregational leaders to develop, share, and gain the congregation's approval of a covenant - a set of shared agreements on how we will strive to be together in community, and how we will seek and accept repair when harm is done or when we fail to meet our agreements - by June 2023.
- Continue to share our building with community groups, prioritizing relationships and space sharing with our faithful action partners, BIPOC centered and led groups and groups for and led by other marginalized communities.
- Congregational covenant by April 2023 - and ongoing skill development plan for greater mutual accountability

- Develop a system of transparency and sharing with the congregation the value of the space sharing we offer to the community by June 2023.
- Fundraising - individual asks to everyone by January, Spring affirmation of commitment
- Contact every member and sustaining friend of the congregation in a pastoral/connecting way prior to their receiving a request for financial support. By October 2023.
- Recognized ministry teams and their staff liaisons. Org chart, what is in whose portfolio, communicate to congregation. By December.

First Universalist Church of Minneapolis

Board of Trustees Meeting Agenda

April 21, 2022

6:30-8:30pm

First Universalist Church

Zoom (*virtual only*)

Call to Order and Agenda Approval.

Lighting the Chalice:

- *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.*

Executive Session

- Somatic Practice - Grounding
- Executive Committee Discussion

Consent Agenda approved:

- *Approval of March meeting minutes*
- *Monitoring: Acceptance of staff and significant volunteer changes*
- *Monitoring: Attendance and Membership*
- *Monitoring: Protection of Assets*
- *Monitoring: Report on Financial Condition*

Considering Future Leadership of the Board of Trustees:

- Daryn is returning, but not as President. Dan is not returning to the Board; no VP. Sarah is returning, but not as Secretary. Keven is returning, but not as Treasurer because you can only be on Executive Committee for two years. We have 4 vacancies on the Executive Committee for next church year. Nomination Committee needs list by May 1st for annual meeting. How do we tackle the 4 vacancies on the Executive Committee for next church year? Hope for financial background for Treasurer position. Hoping that the President has served at least a year prior. Nominating Committee is planning to nominate Jeff Snyder due to his financial background. Next year's treasurer will be easier work due the capital campaign being over, and systems previously developed. Secretary engages and takes notes and geeks out on bylaws for change. President meets monthly with staff and is comfortable with public speaking. Time commitment for President depends on the person, planning meetings 1-1.5 hour per month, in the beginning from July-October, President's role required 10 hours per month, but after getting the initial rhythm down (how to do the July retreat, relationship building, etc.), it was less. We've also had a presidential trio model of past/current/elect to support, due to the learning curve. Vice President is the easiest role; they need to know what's happening, so they can step in if possible. Enjoyable position - get to support Jen. Rebecca knew it was coming, but not ready for this year... but needs to. Ben feels like he should be doing something...nominates Keven for President. Ben could be Secretary if need be, but may not be suited well for the role. Cathy is not drawn to do any of the positions, not that she would totally refuse, but doesn't feel like it fits. There's something in the system that leads us not to be drawn to these roles. What needs to change, perhaps in the bylaws? Is there room for strategic involvement

without facilitating meetings as a President? Bryana could take on Secretary if no one else is. Maybe the Vice President facilitates with strategic involvement of the President? Do we need to decide this today? Yes, because we need to give the Nominating Committee the slate for the Executive Committee. Matt is interested in reflecting on this to see if it's right for himself.

- Descriptions of the officer roles in the by-laws are as follows:
 - The President of the Congregation shall prepare agendas for all Board meetings and all official meetings of the membership and shall preside over these meetings. If the President becomes unable to serve out his/her term, the Board will elect another Trustee to serve as President.
 - The Vice-President shall perform the duties of the President of the Congregation in her/his absence.
 - The Secretary shall be responsible for the recording of the minutes of all official meetings of the membership and of the Board of Trustees and forwarding the minutes to Church staff in a timely manner for archiving with other official records of the Church. The Secretary shall oversee the publishing of all notices as required by these Bylaws. The Secretary shall also be responsible for ascertaining the eligibility of all who wish to vote on Church business.
 - The Treasurer shall lead the financial monitoring efforts of the Board of Trustees and shall present the budget to the Congregation at the Annual Meeting.

- The board is not aware of more detailed job descriptions. From a consultant perspective, Rebecca highly recommends that we create board officer job descriptions for the future.

- What can we bend and what can we not break? Worth considering. Yearlong roles? Yes. Rotating folks from Jen's perspective? In addition to agenda planning, personnel things, congregational conflicts too... One trustee noted that they are struggling with how we always talk about breaking systems that keep us from re-envisioning new ways of doing things and knowing that it takes more time and energy to figure that out. Wish for Jen to have a deep relationship with all board members, not just title-related, for more abundance of support. Next year, major work is visionary goals... opportunity to have a significant impact as board members and leadership. Daring each other to go a little further in the direction we're pointed. Rebecca as President? Daryn as VP to support Rebecca? Would like to contribute a lot in this way, and Rebecca is full, full, full... but has a hard time saying no. Can someone talk to Keven about being President? Bryana is willing. Bryana also begrudgingly willing to take on leadership. It was noted that Women of Color often do that... A trustee discourages Bryana from taking it on... it's not a light role. One trustee asked, as an old white male, do we want me in this role? Yes, bring your people... Optics do matter. Uplifting, amplifying, centering people of color... old white man after two WoC, optics matter. My push back is that there's only a handful of Black Indigenous People of Color (BIPOC) people who keep getting recycled into leadership roles - which could feel like tokenizing on the other side. Women of color in the President role; old white man doing all the work. This is a key sign of tokenism... face of color, words/thoughts of white bodies. Maybe Matt as a Vice President role, so it's not onerous for Rebecca. What about a 3 director role... try it for a year, and then recommend a bylaw change if it works? We're trying something... fix it for next year... or try it for a few years. We are all reacting to White Supremacy culture expectations and pandemic exhaustion. How do we actually live into this as we should? But you can't do it in the 11th hour. We're going to try something... these three are supporting Jen. Try it for a year, see how it goes, formalize it if needed. History of this model in the church staff leadership. Treasurer and Secretary stay due to clear roles. Then, that removes the

tokenism problem. Collaborative team centering people of color and distributing labor appropriately, which will change over time.

- Secretary and Treasurer remains the same. Equitable distribution of President's work amongst three people. Co-president? Keep language to protect against pushback, then do what we want behind the scenes. Not following the bylaws activates the old guard in a way that strengthens the status quo, in a way we don't want. Stay in line with the bylaws for at least one more year. Needing President's signature, Treasurer's signature.
- For the sake of Bylaws: Daryn as President; Rebecca as Vice President; Matt as Secretary; Jeff as Treasurer. Trio would be Daryn, Rebecca, and Matt. Ben volunteers to help with secretary duties. Rebecca would love to support Daryn in a team effort and learn more about the role; that feels much better to her. Matt will have to bone up on what being a Secretary means: but he's a good listener, can take notes, and summarize well. Is Daryn really sure about doing this? If it's truly a trio, then it works for Daryn. Use Matt's privilege to address racially-related labor. Matt could do more presidential stuff, and Ben could do more secretarial stuff. Using White-bodied privilege from all board members... allyship and co-conspiratorship. Leveraging power and privilege of all board members, especially related to collective Board decisions. Excitement expressed of collaborative, collective leadership and how to handle difficult situations. Need a collective message for what we're trying out by June. No need to reach out to Keven directly. Keven can indirectly support. Every role has a bit of support in this generative approach. Jen feels great about this plan, and that it feels supportive for her.

Break Needed.

- 5 minute break needed before a quick run through with financials (because many attended a budget meeting), preparing for annual meeting, possibly getting together a separate date for in depth planning for the annual meeting (on a Tuesday?), 5 minute Change Team Meeting update. Hopefully this will take 30 minutes maximum.
- Motion made to add 15 minutes to the end time of this meeting. Seconded. Discussion: none. Vote - all approved. Motion passes.

Change Team Update.

- Bry is now on the team. The Change Team walked through the train-the-trainer on the rubric assessment with both Change Team members and Breaking the Silos leaders who will implement this with others.

Capital Campaign Update.

- Way under budget, less debt, might be able to add back in some things that were originally removed. Rev. Jen would like to add \$10-15K from capital campaign funds to overhaul the website; it is our virtual front door, and not currently an accessible and welcoming space. The hope is to add website re-design to capital campaign. There is a template from the UUA and an individual who is willing to do the design. Wondering about the social media presence. This ask is for the website. One of Jen's hopes for renovation for the Opportunity Fund is a renovation of the digital space. A trustee suggested: spend as much as you need. This is visionary thinking; don't go cheap. Who will re-do the website? Neka Creative - BIPOC owned and accessible. Sarah moved to authorize Rev. Jen to

overhaul the website to spend as much as necessary to do it well. Seconded. No further discussion needed. Vote: all yes. Motion passes.

Directions from the Board to Jen about the budget.

- Opportunity Fund - surplus of 45K, bump it to 2023-2024 year if it's not needed. Yes, we can bump it forward if it isn't needed to cover the deficit. We can vote in May. Am I hearing right that this sounds right to the body? Expected comes in with no deficit. Is that what you want me to do, right? Yes. Rank top 3 of expense things put in and bottom 3 via email from Jen.. Decision - set Jen's salary so she knows the rock in the budget is. Can we please do that soon? When does Jen need to know? May board meeting? By May planning meeting. Hoping to use surplus funds for one-time expenses, not to cover the deficit or on-going expenses. Hopes and dreams - expected, best, worst for Jen's salary... aligned to three-year plan to meet Unitarian Universalist Association (UUA) minimum goals.

Annual Meeting Preparations.

- Rev. Arif and his call to ministry. Arif is invited to be called as Associate Minister. We want to lock in his spiritual leadership. Board will make a recommendation to approve this at the annual meeting. Moved by Sarah. Seconded by Matt. Discussion: supportive of idea, not of process. Abstaining to be provided the opportunity to discern. Called minister - dissolution of the commitment with board and congregation. Contracted minister - hired as a job by Senior Minister. An associate minister - second after senior, assistant is just below. Separating discernment of leadership structure for Arif to be called as Associate Minister. Motion passes unanimously.
- Bylaws for Foundation Board - Proposal to change bylaws so that the Foundation Board can have up to 2 youth members. Rebecca moved, and Ben seconded. Discussion: 2 youth members in addition to the adult members is the request. Vote - Motion passes unanimously.

Next Steps:

- Jen will email requesting board member input regarding expenses.
- Daryn will send out info on how to consider Jen's salary.

First Universalist Church of Minneapolis
Board of Trustees Meeting
May 26, 2022
6:30-8:30pm
First Universalist Church
Zoom and Cummins Room


Attendees: Cathy, Rev. Jen, Sarah, Daryn, Ben, Matt, Bry, Dan, Rebecca, Zoe

Not in Attendance: Keven, Rev. Arif, Julica

Welcome.

- Call to Order and Agenda Approval
- Lighting the Chalice
 - *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

- Somatic Practice - Grounding
 - Executive Committee Discussion
- 

Consent Agenda.

- *Approval* of April meeting minutes - DELAYED - will be done next board meeting
- *Monitoring:* Acceptance of staff and significant volunteer changes
- *Monitoring:* Attendance and Membership Numbers and Trends
- *Monitoring:* Report on Financial Condition and Capital Project
- *Monitoring:* Staff-volunteer grievances
- *Monitoring:* Congregant grievances
- *Approval:* Congregational Sponsorship

Bry moved to approve the consent agenda. Dan seconded. Discussion: April Meeting minutes are not in the packet, so will need to be reviewed at the next board meeting. Vote - motion passes with the revision.

Church Leadership Update.

- Rev. Glen Thomas started back on Sunday - gradual return, a good match for his continued health and recovery. Full time on 8/1. Working behind the scenes until 8/15. 8/21 is Lake Harriet. Half time

until 8/15. Trying to correct a really hard start than last year (Thursday planning for Sunday worship), building in for him to not be on and in front of everybody. Rev. Kate Tucker will be supporting 6/12-8/14. While Rev. Jen and Rev. Arif take vacations. Summer singing opportunities

- Rev. Karen is on leave at her request to tend to things in her personal leave. Rev. Jen has been granting leaves that don't need to be approved. Give staff space for a break and opportunity to come back when they are ready. Have used every opportunity to keep it paid, then when that's no longer possible, transitions to unpaid and to return when ready. Multiple trustees noted that this is great leadership to prevent burnout.
- Being a BIPOC worship leader to a predominately White congregation, it takes a toll. Important to remember that in a bigger context. How do we care for BIPOC church leadership too? How does the majority white congregation hold that for BIPOC folks in the church -leaders and congregants?
- In addition, ministers leaving the church in general since the pandemic. How is that for ministers of color? Processing the interconnections of things that are happening personally, systemically, structurally? Not intentional, but impact is still felt.
- Is there any support that Jen needs? It's all our work, but does Jen need anything specific? Julica used to be her coach. Helping to find direction in ways to do this. Noticed that absence for herself. Welcomes ideas for how we hold this question together more? How might the board help me together? Opportunities to name things what they are, without shame but with clarity, and how to repair after. Missing Karen, an elder in this. She has developed ways of coping. Her absence on staff has lots of holes with that.
- As we make space for folx to take time they need, the work doesn't stop. How can we provide extra strength to staff that are still here, to prevent burnout. Kate Tucker and Meg Riley are trusted spiritual leaders who can support the congregation as needed.
- The issue isn't that care is being offered or available. It's the issue of how race shows up in our world and how far apart we are along racialized experiences. Is there a budget for coaching and Diversity Equity Inclusion and Belonging (DEIB) spiritual direction work for church leaders?
- Asking about past experiences of leaders of color can be re-traumatizing. The present communicates the reality: staff of color are transitioning and the congregation (in-person) is nearly 100% White. Trauma is too much for too long or not enough for too long.
- A lot of White people don't think race is in the room unless a person of color in the room. Really, race is always a factor. Is it about race, gender, or because I'm doing a bad job? Emotional labor. Not about a lack of people who want to be supportive. Instead, things are embedded in 400 years of history in our country. We want to grapple with it, but we don't know how to do it. BIPOC folx have to share their experiences again and again and again. It's a negative flywheel in some ways. There are no easy solutions; it's not for a lack of trying. It's inherent in majority white congregations.
- Are we open to problem-solving, ideas, or listening? Wanting to make space to name the complexity of the situation, the efforts that Jen and others are doing so that BIPOC church leadership can stay in the work and not get burnt out. This is complex ongoing. We're naming this complex happening. No matter what, this is going to be on-going. We have an annual meeting very soon, so now we need to take action around the budget and slate of nominees. Naming and listening, not solving right now. If

there's a problem that exists, it's worse for people of color. Folx are getting really burnt out. BIPOC leaders are burning out and experiencing sheer exhaustion from the work, trauma, experience of racism, with more layers than White folx right now, and it's happening to everyone.

Fiduciary Responsibilities.

- *Review third quarter financials.*
 - Annual giving is much lower than expected, and expected earnings is also lower than expected. Using all levers to manage it, but conservatively, may end the year in a deficit.
 - During the pandemic we've done a lighter touch on the annual giving, then half of finance dept left recently, so though we were ready for a bigger push for annual giving, but haven't had the staff capacity.
 - There is a lot of competition for financial priorities and giving right now given inflation, costs of living increases, political elections, etc. That said, historically, there haven't been major shifts in those situations. What seems to matter most is 1:1 conversations and personal asks... we haven't been able to pay attention to this much in the past year.
 - Maybe we use the worst case annual giving and release more expenses next Fall if need be.
 - We are returning to pre-COVID levels, and increased interest in membership and increased attendance... likely better than worst case scenario.
 - Maybe we use "stage gating"... not everything starts 7/1... or are we annualizing everything 7/1?
 - Only place where cuts are possible are in staffing (personnel expense line). Even in the expected scenario, we're going to spend less on staffing than we do this year. Challenged by reducing staff. Not replacing Julica, some savings but also losing expected income... but not until after August.
 - What's our tolerance for "in the hole" as a board? What is our tolerance range? What are mitigations we want to do or not? In the past 2 years, it's been a priority of the board to have a balanced budget. Last deficit budget was when Karen was hired as a BIPOC minister of color as soon as possible.
 - We need to spend more money on staff so that people don't burnout, but there isn't money here. Being more transparent with the congregation for annual giving - running a big organization on a shoestring.
 - Direct ask from the board to the congregants? We need more people. We need more help.
 - Willing to go into a deficit to prevent losing more staff (Julica, Chelsea, etc.) It's only going to make things worse for the staff that are here. If Jen's life gets so hard managing all of this. We can survive a deficit for a few years, we can't afford losing the staff.
 - We need the finance background so we can support the relationship building.
 - We need to figure out how to put more money towards staff in the short term.
 - Idea: As a Board, we enter the fiscal year as a stretch, and be very intentional about the push for increasing revenue; be ready as a board to address early signs of trouble on 10/1 or 11/1.
 - Do we know that the congregation as a whole is having more financial struggles? Anecdotally no.
 - Can churches apply for grants or any kinds of financial supports? What kinds of grants are possible? Religious foundation grants (we can do some research into that - renovation, internship, sabbaticals, etc.) That is a possibility.
 - Don't make the congregation think that the church is falling apart; optics about desperation in the church are not helpful.
 - Grants take a lot of time to research and write. Any fundraising takes away from other staff activities.
 - In an ideal world, push the board to support a stretch of annual giving; add 20-40K staffing (in addition to the expected budget in the personnel line).

- There is no previous surplus in new budget because it's already spoken for in this church year's budget. Half goes into reserves and the other half goes into the next fiscal year (current fiscal year) - to offset more of a deficit.
 - These are our plans and now we gotta raise the money for it... to fully fund staffing at decent capacity, then see what we can do from there.
 - Be really intentional about what our fundraising goals are. Reimagining a different way of budgeting for the future.
 - Add the extra 40K only if we drive (not watch) revenue... we'll know by December kind of how the year's going to be.
 - Pass the expected budget and drive the revenue to the best?
 - Has this happened before with this church and if so, what did we do? Have other connected churches (Unity in St. Paul, for example) dealt with similar situations and what did they do?
 - When we are asking for a deficit and why - clarity and invitation matters here - it typically works.
 - It seems less and less scary the more we talk about it... seems uncomfortable but possible. If we build it, they will come.
 - Buy the essentials first, and get you a side hustle to buy the dream things.
 - When would Jen need the extra 40K by? She'll take it anytime... in an ideal world, the sooner, the better. Being able to onboard somebody right away works better, but she will take it anytime.
 - Maybe it's time for another leap of faith to sustain our minister and staff.
- *Discuss and Approve 2022-23 Operating Budget*
 - Dan puts a motion forward to approve the expected budget. Bry seconded.
 - Discussion followed. Sarah amended: Adding expected plus 40K to increase staff capacity as an acute need to be rectify immediately, toward personnel that Jen will be able to allocate as needed.
 - 39.5K deficit budget right? We need to get the congregation to approve it. Clarification is that that is IF we meet THIS fiscal year's budget. The board will need to explain this context to the congregation at the annual meeting. The congregation gets the final vote.
 - We have access to 297K in contingency that could be used if we need it; just need to pay it back.
 - Jen would like to have staff support in fundraising and half-time minister.
 - Showing a deficit is a weak position for fundraising. Instead approach it as: this is what we need, and this is what it's going to cost.
 - Board is to drive this fundraising, drive the donations, and see us rise to the occasion. Moving from scarcity to what's needed.
 - Sarah moves: We take the expected budget, and we amend it in two ways: increase annual giving to 1,350,000, and increase the personnel to the point of a balanced budget. Dan, second. Discussion none. Approved unanimously. Motion passes.

Preparation for the Annual Meeting.

- Need to approve the slate of nominees recommended by the Nominating Committee. Questions about whether or not the slate is shared in the board packet. Daryn shared her screen to go over the slate. Bry moves. Dan seconds. No discussion. Approved unanimously.
- Who can volunteer to organize the board year-end review gathering? Zoe, Bryana, Cathy
- Agenda on 6/5 at noon - annual meeting - Daryn, Keven, Sarah need to be there. It will be hybrid. As many of us need to be present, online or in person. Get together in person afterwards. Could use help checking people in; Let Jen Crow or Jenn Stromberg know.

Adjourned at 9:15pm.

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

12:07am - Arif announced that given the multi-platform nature of this event, details are being more complicated. We will start in a few minutes. Make sure you get your green cards to vote.

Call to Order – Daryn Woodson, President - 12:24pm

We are at quorum. 1071 members total in the church. 762 members total in the church are in good standing. Good standing means an active member who is making a fiscal contribution to this church year and/or next church year. A member in good standing can vote. At this meeting, there are a total of 239 members in good standing, including those both in person and online. That means there is a full quorum of both 10% and 25% for all agenda items. Deep collective breath.

Chalice Lighting and Opening Words – Rev. Arif Mamdani - 12:26pm

As we prepare to light the chalice, bring into this space, all those who came before. This church has been a force in this world for 160 years. The chalice reading is the same as is typically shared in Sunday services.

Appointment of Parliamentarian - Daryn Woodson - 12:29pm

Motion made that Christa Anders and Karin Wille be the parliamentarians in person and that Eric Cooperstein be the parliamentarian online. Seconded. Discussions? Called the question. Approved with 100% of voting members, online and in person.

Authorization of Board of Trustees to Approve the Minutes of the Meeting - Daryn Woodson - 12:31pm

Motion made to authorize the Board of Trustees to approve the minutes of this annual meeting. Seconded. Any discussion? No discussion in person. Passed in person with a clear majority. Due to technical difficulties, online participants were presented with a number of questions at the same time, and couldn't submit their vote on this motion until

they answered all the questions. Online polls were redone by Jenn Stromberg in minutes to ensure the polled questions are presented one question at a time. We have enough 10% of quorum in person, and so it's enough to approve. Motion passed.

Daryn's mic had technical difficulties that were resolved within a couple minutes, so the meeting was paused very briefly.

A motion was made to limit comments to 2 minutes per person, and capping total discussion time to 20 minutes for each agenda item. Seconded. Discussion: Can someone make a motion to extend it beyond 20 minutes, if needed? Yes, always. Vote: Online 99% approved, 1% abstention. In-person - Majority, yes. Motion passes.

Noted: There were 120 people online at this time.

Senior Minister's Report – Rev. Jen Crow - 12:40pm

Rev. Jen Crow participated online, and after some technical difficulties were resolved where attendees could hear her but not see her, Rev. Jen read the Leadership Team Report in the annual 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.

President's Report – Daryn Woodson - 12:46pm

Daryn invited attendees to take a deep collective breath, and then read a quote by Octavia Butler: “All that you touch you change. All that you change changes you. The only lasting truth is change. God is change.”

Daryn Woodson read the Board President's Report from the annual report:

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.

Daryn shared some additional thoughts, referring to this often-asked question by White members of the congregation: Am I being left out of this work as a non-BIPOC (Black Indigenous Person of Color)? Daryn's response is that any support of BIPOC liberation is connected to every other person's liberation. We are all interconnected. We are centering, not excluding. In-person attendees applauded. Daryn extended gratitude.

Vote to Approve Board Resolution to Call Rev. Arif Mamdani as Associate Minister - 12:54pm

There was a reference to the Recommendation to Call Rev. Arif Mamdani in the annual report, which read:

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.

Motion made to approve the Board Resolution to Call Rev. Arif Mamdani as Associate Minister. Motion moved (enthusiastically by many). Seconded by many. Discussion? Bring Rev. Arif into view to honor his humanity. In person - Vast majority voted yes, 3 abstentions in person. 100% online yes. Motion passed. In-person standing ovation.

Financial Report & Presentation of Recommended Budget for 2022-2023 – Keven Ambrus, Treasurer, Rev. Jen Crow - 12:58pm

Rev. Jen congratulated Rev. Arif, then shared the Financial Report from the annual report:

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.

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.”*

The Proposed 2022-2023 Operating Budget, Statement of Financial Position, and Capital Campaign Revenues & Expenses were also shared, and can be found in the annual report:

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

It was noted that this is an ambitious annual budget, in terms of annual giving. The development of this budget is the work of Rev. Jen, Brad Schmidt, the Board of Trustees, and many many others.

Consideration and Vote on Annual Budget

The Board presented a balanced budget to the congregation for approval. Motion made to approve the budget for next year. Seconded.

There was a request to please repeat the motions, from a participant online. Motion was repeated.

Discussion began.

Online Question: Please explain the Program Expenses line item which shows a 2021-2022 budget of \$73,100 and a Year End Projection of 89% over budget. Rev. Jen responded: This increase represents matching income and expenses from the sales of Black Lives Matter signs. The congregation sells the signs and receives income, then donates that income to organizations in the community. This has no net impact on our budget, but does result in higher income and expense numbers.

In-Person Question: Is there any basis for trends in why this annual giving fell short. Where is the debt service in the budget? Answer: Refer to page 8 in the annual report. Budget for the debt is \$2 million. I don't know that this expense has occurred yet. Debt service is shown in the dividends and interest line. Annual giving goals have been relatively consistent for the last 5+ years. We are ready to challenge ourselves to fully fund our budget. We have held goals steady for the last few years, and our board has agreed to help lead our giving efforts.

In-Person Question: Do we have the percentage on what the annual pledge has been so we can meet this goal? Answer: We have information in our recent board packet about how giving has gone for the last 3 years. So far, we've raised \$1,072,000 for next year. It is an increase, but several years ago, we have evidence of us being able to raise this much. Because of COVID, we weren't pushing hard on the giving portion, such as in-person asking, Close the Gap, etc.

In-Person Question: Does it consider stock market performance? Answer: Not specifically, no.

Online participant made a motion to call the question, also stating that every budget is aspirational. Eric Cooperstein, the online parliamentarian, responded: It's important, especially when we are limiting the time for debate, that we don't cut off people's questions prematurely.

In-Person Comment: Is it a challenge? Answer: Yes, but it's a challenge that we can rise to.

Dick Niemiec, Former board member and former treasurer, asked an in-person question: How are we going to bridge that gap? Answer: Rev. Jen noted that there is not a significant increase in expenses for next year. Rev. Arif and Rev. Jen are developing a plan to meet the goal. Rev. Jen was receiving offers of help from congregants to meet this goal as it is being discussed right now. In-person participants applauded.

There was a check on the discussion time cap, noting that time for discussion could be extended if needed. There is still a bit more time to discuss.

In-Person Comment: I think the process for increasing your pledge if you have it on automatic withdrawal isn't at all easy. It takes initiative and persistence. I think if we even just did that, it would help.

Online, there was a request: "Parliamentarians: This is a motion to call the question. Do we need a second?" Another online participant seconded the motion.

Online Comment: There is some helpful conversation going on. I hope we don't have to pause the dialogue to vote on a motion to talk or not.

In-Person Comment: A voting member signed the book, made a gift to the church in past year or a pledge for next year. There are about 110 people who typically give at the last minute. 200+ people are drifting at any given time and a much bigger number doesn't get back to us. After a few years of no response, we clean the records.

In-Person Question: All contributions from congregation or from other organizations? Answer: The vast majority of contributions will come from the congregation, but Jen and her team will seek out additional sources.

It was noted on the in-person floor that, online, there was a motion and a second to call the question. Calling the question needs two-thirds overall. Vote: Do you support the motion to call the question on the annual budget? In person - vast majority yes, 7 opposed. Online - 95% yes, 5% abstain. Motion passes.

Vote: Do you support the recommended operating budget for the 2022-2023 fiscal year? In person - vast majority yes, 7 opposed, 4 abstaining. Online - 89% yes, 2% no, 9% abstain. Motion passes.

Approval of Adopting the 8th Principle

There was a reference to the Recommendation to Adopt the 8th Principle in the annual report, which read:

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: ***“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.”***

Motion made to pass the resolution. Seconded. Discussion followed.

In-Person Question: Where are we in the process of getting the Unitarian Universalist Association (UUA) to officially add the 8th principle? Answer: So far, about 180 congregations have passed it. But it's a glacial movement forward in the UUA. This is the world of the Article II Study Commission of the UUA. Any congregational support of the 8th principle will support the larger denominations movement towards this end.

Call the question? Need $\frac{2}{3}$ vote to call questions. All yes in person. 99% online is yes, 1% is no. Motion passes.

Vote: Should First Universalist Church adopt the 8th principle? 100% yes in person. Online 95%, 1% no, 4% abstain. Motion passes.

Approval of Bylaws Change to Encourage Youth Foundation Participation - 1:34pm

There was a reference to Recommendation to Change the Bylaws to Encourage Youth Foundation Participation in the annual report, which read:

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.

Motion made to approve the bylaws change to encourage youth Foundation participation. Seconded. Because the motion amends the by-laws, the body needs $\frac{2}{3}$ of those present (in person and online) to approve. Discussion? No discussion online.

In-Person Question: These youth members would be voting members, meaning that are included in the count and have the actual potential to change the votes? Answer: Yes.

In-Person Question: Reading this, youth directors should be voting members of the church? How many kids are voting members of the church? Answer: This is an area where we are trying to live into our visionary goal of being multi-generational church. In the membership section of the by-laws, a member can be anyone 14 years of age or older who feels an affinity to the church. In the Coming of Age religious education program, youth are strongly invited to become members. That said, we still have some room to grow in this area. When youth express interest in leadership positions, we make sure they are in compliance with the bylaws by signing the membership book. Their fiscal contribution can be in any amount, and there is also the possibility of a ministerial waiver of financial hardship. This waiver does away with that requirement to fiscally participate to become a member in good standing.

In-Person Comment: We have had youth voting members in the past, and we want to encourage this.

No further questions online or in person.

Vote: Do you support the recommended bylaws change to encourage youth participation on the Foundation board? In-person 100% yes. Online 99%, 1% abstention. Motion passes.

Special Recognition - Jim Ramnaraine

Recognized all of the outgoing Nominating Committee Members, outgoing Foundation Directors, outgoing Church Trustees, and thanked them for their service. They are appreciated for their work.

Report of the Nominating Committee - Jim Ramnaraine, Chair

The Nominating Committee presented slates for the needed elections, inviting other nominees from the floor.

- **Trustees, First Universalist Church.** Nominees for the Board of Trustees: Jeff Snyder, Liv Dalby, Ben Miles, Daryn Woodson. Any other nominees? Any other nominees? Any other nominees? Moved to approve. Seconded. Discussion: none. Vote: In person, 100% votes were yes. Online 92% yes, 8% abstain. Motion passes.
- **Officers, First Universalist Church.** Daryn Woodson as President, Rebecca Slaby as Vice President, Benjamin Miles as Treasurer, and Matt Keller as Secretary. Any other nominees? Any other nominees? Any other nominees? Moved to approve. Seconded. Discussion: none. Vote: In favor of the slate? 100% in person vote yes. Online 9%, 2% no, 3% abstain. Motion passes.
- **Director, First Universalist Foundation.** Isabel Quast who has filled in mid-term, but needs a vote now to continue; New nominees: Lynn Broaddus, Gary Melom, Marnie Peichel, Kelly Prosen. Any other nominees? Any other nominees? Any other nominees? There is a youth member nominated as well, but the youth nominee doesn't need a congregational vote, as they are approved by the board. Motion made to approve. Seconded. Discussion: none. Vote: In person: Many yes, 2 opposed, 0 abstain. Online 97% yes, 3% abstain. Motion passes.
- **Members, Nominating Committee.** Chad Johnson is nominated as a new member. The nominating committee chair is selected and approved by the board, and the board has approved of Ray Dillon as nominating committee chair. Any other nominees? Any other nominees? Any other nominees? Motion made to approve. Seconded. Discussion: none. Vote - In person: all votes were yes. Online: 98% yes, 2% abstain. Motion passes. Gratitude expressed for Jim, and all he has done as chair.
- **Delegates to the 2022 General Assembly (GA) of the Unitarian Universalist Association (UUA).** Nominees are listed in the annual report: Ralph Wyman, Jim Foti, Liv Dalby, Matt Dalby, Binyam Hedge, and Henry Mitchell-Crow, and Lena K. Gardner. As a congregation, we can have up to 20 delegates to GA. It's a very important GA this year, and more nominees are encouraged. GA will be held in-person in Portland, Oregon, June 22-26, 2022. There is an online option too. In 2023, GA will be held in Pittsburg, Pennsylvania, and online as well, in a similar time of the year. GA delegates are those who (over time) will move the 8th principle forward in the denomination. Aly Neary Van Mom, and Karen Willis

added their names to the list of nominees. First Universalist also has 3 youth will be GA Youth Staff this year in Portland. Motion made to approve all of the aforementioned delegates. Seconded. Discussion: In-Person Question - Can the board approve additional delegates after this meeting? Answer - Yes, if this body empowers the board to do so. Vote - In person: All yes. Online: 98% yes, 2% abstain. Motion passes.

- Motion made to allow the Board of Trustees to appoint additional delegates to General Assembly 2022. Seconded. Discussion? None. Vote - In person: 100% yes. Online: 100% yes. Motion passes.

Closing Words – Rev. Jen Crow - 2:05

Gratitude extended to all of the leadership! And “hooray” for Rev. Arif!

Meeting adjourned at 2:08pm.

First Universalist Church of Minneapolis
Board of Trustees Meeting
June 16 2022
6:30-8:30pm
First Universalist Church

Cummins Room and Zoom (*multiplatform*)

Attendees: Rev. Jen Crow, Daryn Woodson, Matt Keller, Ben Miles, Cathy Geist, Bryana French, Dan Moriarty, Zoe Mulvihill, Sarah Hedge

Not in attendance: Keven Ambrus, Rebecca Slaby

II. Executive Session (6:40-7:35pm)

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

III. Welcome

- 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.*

IV. Consent Agenda - Sarah moved. Zoe 2. Discussion: Sarah notes that final annual meeting minutes have not been provided, and requests help via specific answerers or a recording of the annual meeting. Jen will support Sarah in finishing the budget portion of the annual meeting meetings for next board meeting. Removal of the Congregational Sponsorship approval from the consent agenda to have a more robust discussion about it. Vote: 100% yes.

- 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

V. Approval: Congregational Sponsorship - Discussion of the process of approving congregational sponsorship. Many board members are familiar with the person seeking congregational sponsorship and all of those are supportive of approving the person for congregational sponsorship. The board is responsible for making this decision in our church.. This is the way our church has done this process in the past. Smaller churches have more of a congregational vote. This is one of the very first entries in the ministry. The idea is that this person is known to the church and is serving in some capacity. They are about to get vetted in a lot of ways. The purpose doesn't seem to warrant more of our time. Questions about how to make the process less transactional and more relational, more connected to humanity. Ideas included possibly meeting the person,

having them join a board meeting via Zoom, reading a bio or profile, or experiencing something more personal than what they've done. For future consideration: how do we present someone to the board for sponsorship? Perhaps the person requesting sponsorship chooses. Proposal to uphold process for this person this time, and future consideration for how we build relationships with those seeking sponsorship. Bryana moves to approve Kaden's sponsorship while considering the congregational sponsorship process in 2022-2023. Dan seconds. Further discussion: none. Vote: approved 100%.

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

a. Review and Ground in the Emergent Strategy Principles

Reviewed the hyperlink presentation. Starting the process in August. We have held this throughout the church year. Just practiced the Principles of Emergent Strategy in discussing the congregational sponsorship process. What has YOUR experience been of holding the emergent strategy principles, on this board and in the congregation, over the course of this church year? We've grounded in our bodies at the beginnings of meetings and paused. We've asked where is it tight/expansive; this allows people to bring their authentic selves which focuses on the process and not the outcome. Different in a good way. Experience has been evolutionary for me. Come from business and click through stuff like a template. This is a layered experience. Layers get added, no right or wrong in how they get added. Richer and deeper experience. Nature of timeframes has been suspended. Budget talk last month was open, moment of let's go for it, not pre-ordained... not sure how it was going to go. Felt closer to the board when we worked through that. This emergent strategy puts to words how I operate more fully - less prep, more presence. If I trust the process and presence, it's a spiritual process for me. The next thing that needs to happen comes up, pretty effectively. Inner and outer, and connecting process. The whole is greater than the sum of its parts. First year here - amazed at how this works. Just learning. On we go. I've learned a lot. Something I like is being comfortable with silence in meetings. Gives us a chance to breathe and be more authentic. Silence is grounding and nice. Being a youth on the board, emergent strategies and silence makes it more comfortable to talk, especially in the beginning. Capturing notes has been difficult due to the more organic, generative approach. I've tried to capture details not summaries, but how much? Robert's rules is easier to take notes for. Don't fully understand it. Many of my values resonate with this. Actual practice, I haven't done this elsewhere. Sometimes having a hard time tracking what's going on and trusting. Able to trust more than previous years though, for some reason. Not exactly sure how we got to the decisions, but it felt like everyone was heard, then it felt like it was time to make a decision. No one is forced to share... no pressure. Would anyone else like to share?. Consent matters. Before transitioning, is there anything else anyone would like to share. No response.

b. Reflection of Board's Theory of Change Shift

Reviewing the hyperlink, slide number 6: "Building sustainable systems that center the liberation and joy of BIPOC folx in our board and in our staff". New visionary goals developed holding this.. Making this more "juicy". How do we do this liberation and joy for BIPOC folx on STAFF, in addition to the congregation? It sounds good, but I've struggled with conceptualizing into steps... maybe the wrong way to think about it, but how my brain thinks. Is there a wrong way to think about it? There's space for thinking that. Where do I feel joy and liberation in this board, as an imperfect

person, in my leadership role... in my imperfection being accepted? Outside of this board, no evidence of sustainable systems. Desire to have something more concrete, not just a concept. That would feel more expansive in my body. I don't think I've accepted this as our shift. I can only understand this concept in my head. I feel like I'm resistant to it. A space where I'm able to get heard in an appropriate way, but worried now. Keven's gone, Zoe's gone. Board is becoming more White. Not sure how to hold this with less POC on the board. Support for new White board members? Daryn purposefully disrupts the problem-solving... just naming right now. We're gonna come around to it in July and beyond. What does it look like for a White person? For a majority White space? Fears about that. Any other naming? We're not going to have the answers tonight, and it's going to be okay.

c. Onboarding for New Trustees

i. Prioritized Topics

What should we prioritize for next year's board? (a) For each agenda item: know what we're here for, what our role is... to support something that Jen or Arif is putting forward? To spend time actively discerning? (b) Something like Julica's coaching of White folks on the board to address racial dynamics in multi-race spaces. (c) To not pretend that I know what I'm doing. (d) Fiduciary responsibilities teach-in, maybe annually? (e) Feeling a great deal of compassion for all of this, this year. Not making excuses. Sad inside. Want to have compassion for myself and all of us, in the midst of all of this going on in the world. (f) Importance for us to raise money next year. Fundraising mindshift. (g) What are the shared staff/board "bucket items": visionary goals, fundraising, having families and individuals in the sanctuary again, etc. Onboard board on processes. (h) Roe is getting overturned. We're the only state that will offer it. Can we be a temporary sanctuary for that purpose? We can be in community more. Voting with our feet. Loving into action.

ii. Collective Welcoming

Jeff Snyder and Liv Dalby are joining us. Who do we want to appoint to replace Keven? When he stepped down, it was too late for the Nominating Committee to address this, but we can appoint, maybe in July. Stated wish for each new board member to have a sponsor to discuss flow, purpose, and how they are doing 1:1?

d. 22-23 Board year of discernment

i. Executive Committee

Discussion: Anything to notice or name, around the year of discernment (2022-2023) with the Executive Committee? Daryn will be President, but sharing those responsibilities with Rebecca (Vice President) and Matt (Secretary). Matt as secretary will receive support from Ben. Ben is treasurer with help from Matt. Each has a primary role, but can be relieved of the stress of that role, if need be. Back ups are available. Bryana can be Rebecca's back up. Sarah is willing to be a 1:1 mentor to new board members. Consider: How will we know it's working? How will we know it's not working? Worries that it will fall thru the cracks without clear roles and responsibilities. Will everyone know what they are supposed to do? What if Jen or Arif need to go to somebody fast? Make it very clear for Jen and Arif so it's both supportive to them, and not more work for them. There is a slightly larger text loop. Details are still being figured out. This is the work that needs to happen in July over coffee, etc. So that when we have the BoT meeting,

we have a more concrete sense of how we are doing it. This is the beginning of understanding. Trusting the process that we are going to figure it out in a way that is clear for ministers and board. If there are challenges, we reflect and shift. We've relied on people that know the bylaws in the past. We have a desire to be a little more open and to grow and change. Change is constant. Bylaws can feel restrictive in our current process. Work on staff is getting ready to develop a process that centers BIPOC joy and liberation in the visionary goal process. Board will need to connect with Julica and Laura Parker's work. They are setting it up to hand over, maybe in August.

VII. Gratitudes (8:25-8:30)

Generative thinking. Adaptive Abilities. In-Person Meetings. The Way We Were Able to Come Back Together. This Year's Shift in the Board Culture. Encouragement to Be Bolder. Getting to Know Everybody Better - everyone's been really kind and open and have enjoyed getting to know everyone this year. Connections. The Seed Has Been Watered by Being in this group. Gratitude for Humor. All of us as individuals have made us a stronger space by being ourselves and together. Night of food and gratitudes and reflections.

VIII. Adjourn

Adjourned at 9:07pm.

August 18, 2022

First U Board Meeting Minutes

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

- a. Call to Order and Agenda Approval
- b. Lighting the Chalice

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. **Consent Agenda**

- a. *Approval* of May, June, and Annual meeting minutes
- b. *Monitoring*: Acceptance of attendance and membership numbers and trends
- c. *Monitoring*: Acceptance of staff and significant volunteer changes
- d. *Monitoring*: Treatment of staff and volunteers
- e. *Monitoring*: Staff grievances procedure

Cathy Geist asked for a clarification on conflict resolution skills. Jen said it is part of ministers' job description and training.

Jeff hadn't received the board packet and will share with Cathy

Bry wanted to know if enough had read the consent agenda. If enough haven't read it we may move to the next monthly board meeting.

Majority have voted yes to keeping the consent agenda for this board meeting.

III. **Executive Session (6:35 -7:15)**

- a. Somatic Grounding - Daryn
- b. Spiritual Community Building - Rev. Jen

IV. **Board Orientation (7:15 ~ 8:00)**

- a. Minister Leadership, Board Leadership, Shared Leadership
 - i. Shared Leadership Big 3 for 22-23 Church Year
 1. Visionary Goals
 2. Fundraising 2022/23
 3. Financial

Bryana presented slides (share the slides with the board)

Minister Leadership

Ministers

Accountable to the board/ day to day running of church

Create Committees (i.e. change committee) Foundation committee reports to board

Board Leadership

Oversee monitoring finances/supervisor of sr. ministers/congregation comes to board with questions and concerns

Shared Leadership

Big picture like visionary goals/discerning resources

b. Roles and Responsibilities for Board Members

i. Why are We Here

1. Ben and Rebecca presented slides (can we share)
 - a. Each meeting has a purpose. August was Understand our Roles/Resp and Get to Know each other
 - b. Center BIPOC voices in decision making
 - c. Decisions are made by majority through voting
 - d. Meeting agenda items: decision, inform or input
 - e. Relationships are part of board work
 - f. Adrienne Marie Brown Theory of Fractals
2. Theory of Change
 - a. Build sustainable systems that center the liberation and joy of BIPOC folx in our board and our congregation
3. Ultimate Fiduciary and Policy Making Authority
 - a. Monitor Budget
 - b. Develop the visionary goals statements
 - c. Develop policies and practices (encouraging youth involvement i.e.)
 - d. Attend to the Church's relationships
 - e. Attend Board and Committee Meetings
4. Governing Style
 - a. Strategy–visionary goals work for 2022-2023 church year
 - b. Oversight–monitor budget quarterly; set budget in April
 - c. Discernment–collaboration with Jen and Arif for 2022-2023 church year fundraising
5. Board-Senior Minister Relationship
 - a. Delegation to Senior Minister
 - i. Sr. Minister reports to the Board on behalf of the staff for overall achievement of the Church mission and visinary goals
 - ii. (i missed this)
 - b. Authority
 - i. Board will speak with one voice
 - ii. Collaboration with Jen and Arif as one body
 - iii. All church operations and staff decisions are the responsibility of Jen
 - c. Monitoring Senior Minister Performance
 - i. The standard of evaluation shall be whether the Senior Minister has made reasonable progress toward achieving the visionary goals
 - d. Ministerial Compensation
 - i. Annually review compensation
 - e. Communication to the Board and Congregation

- f. The process would include congregational engagement in September.
- g. Gather stories from BIPOC staff and congregants. Focus on what brought joy and liberation (end of January)
- h. January meet with the congregation to get collective thoughts/themes
- i. Laura Park drafts to Board for review
- j. Brought before congregation to confirm
- k. Need a shepherding team from the Board for the year (3 people)
- l. Sarah asked that if people contribute their ideas and stories how do those people know they were heard and accountable. Jen talked about having an Accountability Council to help that.

c. Fundraising Overview

i. Board Engagement on Touchpoints

1. High Level from Arif since there were only a couple minutes left

- a. Form to share your time and monetary commitment
- b. Board Engage in the fund development
 - i. Relationships
 - ii. Series of Community Conversations to get more face time with individuals. Open ended to learn about their lives
 - iii. Pastoral "How are You" calls to church members. Can all members be contacted before we ask them for financial commitments
 - iv. Donor cultivation and recognition activities. Calls and Cards
 - v. Promoting and inviting to fundraising events
 - vi. Fun event in Winter on Zoom. Old School telethon featuring talent from the congregation
 - vii. Arif stressed that we want to feel grounded to do these activities

VII. Gratitudes (8:55-9:00)

Adjourn - 9:00

August Attendance									
					2022		2021		
Adults	Sun. 10a Sanctuary	Sun. 10a Livestream	YouTube	Totals	Wed.	10:00 AM	YouTube		
1st week	100	63	183	346	22	156	89	178	
2nd week	109	54	157	320	28	125	119	153	
3rd week	280	-	23	303	29	350	204	379	
4th week	200	101	80	381	23	123	102	146	
5th week						125	81	125	
Monthly Total	689	218	443	1350	102	879	514	981	
Average for August	172	73	111	338	26	220	119	196	
RE									
1st week				0				0	
2nd week				0				0	
3rd week				0				0	
4th week				0				0	
5th week				0				0	
Monthly Total				0				0	
Average for August				0				0	
Combined Average	172	73	111	338				196	

2022 Youtube views recorded Sept. 12, 2022 at 10 a.m.

2022 3rd week - Lake Harriet worship; no livestream

2021 numbers reflect attendees on the zoom webinar (no in-person worship)

Statistical Report for August 2022

Board Meeting September 15, 2022

MEMORIAL SERVICES: 2

Syed Ali, father of Sofia Ali-Caccamo, August 6

Thomas Jackson, church member, August 27

MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 10

Laurel Browne

Gary Hoover

Dawn Knight

Avi Viswanathan

Kara Younkin

Aaron Isaac

Elizabeth Puntollilo

Todd Schuman

Victoria Schuman

Laurel Hesch

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 5

Ed Cerier

Alison Cerier

Molly Vasich

Ron Parker

Janet Houck

CHILDREN DEDICATED: 0

Total members as of the last meeting: 1065

To be added: 10

To be removed: 6

TOTAL MEMBERS: 1069

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