



Congregational Meeting

Sunday, May 22, 2022, 11:30 A.M.

The 141st Annual Meeting

Mission Statement

As a congregational humanist community, we at the First Unitarian Society of Minneapolis foster a free search for knowledge and meaning, strive for justice, and serve one another, the Twin Cities, and beyond.

Google form for voting:

<https://docs.google.com/forms/d/e/1FAIpQLSfr6TnAhev9o2C7WXCS0BVLGYMDDR5SmVtsRtMAJXKuqt9A/viewform?pli=1>

*See ballot example below.**

Agenda

Organizational Details

- A. Call to Order
- B. Quorum Count
- C. Appointment of Parliamentarian
- D. Appointment of Recording Secretary

Leadership Reports

- E. Minister's Report
- F. Board of Trustees Report
- G. Foundation Report
- H. Treasurers's Report

Financial Affairs

- I. Proposed 2022-2023 Budget
- J. Ministerial Compensation Package

Elections

- K. Board of Trustees
- L. Nominating Committee

Acknowledgements

We Remember Them: Members we have lost this year.

Astrid Alexander
Arlene Breckenridge
E. Philip Bremer
Peder Langsetmo
Gary Monseth
Rev. William (Bill) Weir

Ministerial Report

From Rev. Dr. David Breeden, Senior Minister

I am completing my eighth year as your senior minister. As always, I would like to thank every person by name who has stepped up and taken responsibility for some aspect of the needs here at FUS, but that would be far too many names. The spirit of sharing—of mutual concern—is strong in this congregation. We are first and foremost a community of caring.

That is how this congregation has been able to not only weather the storm that is covid but to grow stronger from the experience. We are not out of the woods yet—no one is, and no one knows what happens next—yet I am convinced this institution will thrive, despite the challenges. We will thrive because we are a congregational humanist community.

Allow me to introduce the FUS Staff:

Rev. Kelli
Ted Olsen
Allison Wyeth
Kate Goodrich
Tim Roehl
Elaine Anderson
Jacob Mullis

People form institutions and institutions form people. “Form” as in “sculpt.”

When you get a copy of this year’s annual report, read what our teams and committees have been doing. Despite the limitations imposed by covid. This shows dedication to task. FUS members and staff assessing the difficulties and doing what we can to further the mission of FUS.

Thanks to you all for your hard work and dedication to our values.

Social Justice Program 2022 Summary From Assistant Minister Kelli Clement

The need for justice and liberation is greater now than ever, as the pandemic continues to show the brokenness of the American social contract. Even as engagement has been challenging because of COVID, our teams are still active and working for a better neighborhood and world.

Active Voices

Active Voices has been an active group since 2016 and has weathered the pandemic and changes at FUS all these years. We have now successfully transitioned to both an electronic and traditional postcard program. We continue to emphasize in our messages timely issues that affect our congregation, our community, our state and our nation. We are very concerned about climate change and environmental issues and continue to strive to do one message or postcard per month on environmental concerns. We also place an emphasis on children's issues. Recently, we have been asked by two other congregations to help them develop an Active Voices type program for themselves. We are in process with that. We continue to borrow from and to partner with other organizations to develop timely messages to send to elected officials and policymakers.

Align Minneapolis

This year Marcy Leussler and Mary Browning of FUS have been attending Align Organizing Team meetings, gathering online with members of other congregations as we engage in supporting our Minneapolis neighbors with a lived experience of homelessness. Check out Spring 2022 campaign guide on which they worked here. www.alignmpls.org/campaign

Climate Justice Team

Amy Drayer and Catherine Jordan, Co-Chairs

- Keith Heiberg
- Anita Martinez
- Dianne Rowse
- Kathy Steinhauer
- Rebecca Cramer
- Marcy Leussler
- George Hutchinson
- Mary Ann Lundquist

· Rev. Kelli Clement

The Climate Justice Team made the transition from Zoom activities to in-person and hybrid events in 2022. The team was very productive and is working well with a shared leadership model. The Climate Justice Book Group had robust participation from the congregation to discuss Robin Wall Kimmerer's *Braiding Sweetgrass* and Jane

Goodall's *The Story of Hope*. We organized and hosted a two-session training for UU congregations to participate in MN Interfaith Power and Light's "Be the Spark" Training, and we are working to become a Climate Justice Congregation through MNIPL. Folks eager for "hands on" involvement worked with Tree Trust to plant and distribute trees. Our partnership with Active Voices amplified climate messages to elected officials. The congregation celebrated Earth Day with a River Puppet and nature banner procession to 7 Pools Park where a water ritual was performed as we sang the Nibi water song. It was followed with sign up tables for tree planting, bike racks, and an intention tree to make our climate commitments public. The Climate Justice Team is busy making plans for the 2022-23 program year, and welcomes participation from all FUS members and friends.

Moving Toward Equity Team (MoTET)

Our team has gone through transitions this year, as some members have departed, and the group continues to discern its charge. We have been working through the book *Widening the Circle of Concern*, published by the UUA, and discussing ways to bring more congregational involvement into our anti-racism, anti-oppression work.

UnRestrictMN and the lawsuit

Last week, FUS asked the MN Court of Appeals to resume proceedings and allow the congregation to withdraw from the legal challenge to laws restricting access to abortion in MN. We have been a plaintiff in the legal challenge since it was filed in 2019. Our decision to withdraw came after the Court of Appeals halted the case while considering our standing to participate in the suite. Any further delay is unacceptable to us, as our priority is ensuring access to abortion care for all Minnesotans, especially in light of the current and looming national abortion rights crisis. Our work on the case, including discovery and depositions, will remain a part of the file, and our presence as a religious institution made the point that people of all faiths and no faith need access to comprehensive reproductive health care, including abortion. Please know that our decision to withdraw has nothing to do with our belief in the merits of the case or our commitment to robust reproductive freedom for all. More information will be forthcoming on this development.

UU the Vote

A new team has formed in the past few weeks to get out the vote for the 2022 mid-term election. Watch the Friday email for updates on our UU the Vote team, our quest to be a Good Trouble congregation, and ways you can help. Our kickoff is next Sunday, 5/29, from 8:30-10am in the Dietrich Room. Come prepared to protect democracy! Special thanks to team leaders Jenna Hutchison, Anita Martinez, and Erika Bovee.

Rev. Kelli Clement, May 21, 2022

2021-22 Annual Report: Religious Education

Staff: Allison Wyeth, Director of Religious Education

Committee: Kari Harris, Chair

Matt Hoenck

Mindy Rhiger

Megan Schwalbach

Denise Victora de Meireles

The 2021-22 Program Year began with planning and excitement about the possibility for returning to full in-person RE. With the slow pace of vaccination approval for youth under age 12, along with spikes in COVID cases in fall and winter, we were not able to return to in-person as completely or quickly as we would have preferred. To continue to maintain connection to FUS and our traditions, we provided self-paced RE activities that could be accessed at any time at home. Our system of posting these session plans online meant that we were not able to keep data on the number of folks accessing these activities. Additionally, we were fortunate to have a sponsor underwrite an effort to send out a book by Justice Alan Page, *The Invisible You*, to all our youth who were not able to be in-person at FUS. Speaking anecdotally, multiple families let me know that they were touched by this gesture from the congregation. By spring, we were able to invite youth to participate in the Spring Equinox Assembly and to bring back our much-beloved co-operative candy hunt which was a big hit!

Grade 8/9 OWL were offered in-person all year and we were also able, thanks to increasing vaccination access, to offer Grade 4/5 OWL in-person during the second half of the year. A total of 16 youth were registered between these two classes which helped to drive the RE program forward this year. We were also able to offer an in-person Senior High group, which was attended by a small group. In total, 38 youth were registered this year with a large proportion in the lower elementary age group. This bodes well for the future registration numbers at FUS as these children are able to continue on through the program over the years.

Our volunteers were a smaller group than typical, though no less dedicated than before. A team of four trained OWL facilitators traded off in two-person teams throughout the entire year with 8/9 OWL, and a team of two trained facilitators and two assistants covered half a year with 4/5 OWL. Together, these individuals provided well over 100 hours of volunteer service to this congregation. Additionally, of special note is the contribution of Mark Wyler who has volunteered every Sunday of RE (barring illness) to assist in either the Senior High group or the all-ages group. As we look toward the next program year and beyond, building a robust volunteer team for RE will continue to be fundamentally important.

Foundation of First Unitarian Society of Minneapolis

Annual Report – 2021/22 Program Year

The Foundation's mission is to manage its endowment funds in a manner that allows it to be a growing permanent source of support to the First Unitarian Society of Minneapolis and to disburse funds consistent with its mission and intent of its donors.

The Society is served by an engaged group of Foundation directors with the skills required to prudently manage and disburse Foundation assets. The Foundation operates efficiently, with minimal staff support and sound controls.

Highlights

- As of April 30, 2022, Foundation assets totaled \$2,034,100, about the same as a year ago. This reflected recent equity market volatility following a long bull market and strong performance of Foundation investments in prior program years. Gifts from donors helped offset adverse market impacts.
- The most significant gifts over the period included \$19,000 to the Wilson Social Justice Fund by Dodd and Ginger Wilson and \$20,418 by the Ogren family to the Bill Ogren Memorial Religious Education Enrichment Fund. The Ogren gift is part of a \$100,000 commitment to this newly-created designated endowment fund that will make grants to support youth activities, including travel to the UUA General Assembly and periodic trips to Boston and social justice projects.
- Foundation assets are invested for the long-term, with a 60/40 equity/fixed-income asset allocation typical of permanent endowment funds. The Foundation follows a very simple investment strategy, investing in cost-effective index funds.
- The Foundation disbursed \$84,450 during the current program year to date including \$68,900 to support the Society's operating budget (an 8% increase from the prior year), \$8,550 in Pearson Fund grants to support programs of non-profit organizations doing important social justice work in our community, and a \$4,000 Wilson Fund grant to support FUS volunteer engagement with Afghan refugee resettlement.
- The Pearson grants included, \$2,000 to the WE Health Clinic to provide evidence-based reproductive and sexual health care for all in NE Minnesota, \$1,200 to Just the Pill to expand access to medically induced abortion and other reproductive services, \$2,100 to the Dignity Center to support homeless families, \$1,000 to MUUSJA to support UU presence at 2022 Pride fests across Minnesota, \$1,250 to Kids at Risk Action to support its financial literacy program, and \$1,000 to Compassionate Action for Animals to provide free plant-based menu resources to school cafeterias to improve health outcomes.
- The Foundation also made a \$2,000 grant to support the overhaul of the FUS website and has committed over \$15,000 in funds for major maintenance projects on the Society's two Steinway pianos from the Foundation's Safer Music Fund and Unrestricted Fund.

In addition, the Foundation:

- Completed a multi-year project to review and update the Foundation's governing documents, including articles of incorporation, bylaws, and policies based on the recommendations of legal counsel. The purpose was to ensure that these documents reflected current law and regulation. In addition to updating the existing governing documents, the directors adopted several new policies.
- Updated the web page and converted all Foundation forms to that could be completed and submitted electronically via the FUS website.
- Initiated a project to update bylaws of the Foundation's ten operating funds and its administrative procedures.

A focus for the coming program year will be to Increase planned giving and one-time gifts by raising the Foundation's visibility, community understanding of what it does, and how and it provides long-term benefit to our community. Another focus will be to promote more extensive use of Foundation resources as the Society's programs recover from pandemic-induced curtailment.

Many thanks to all who contributed to the Foundation or included the Foundation in their estate plans during the past program year. Many, many thanks to retiring board members Bob Aderhold and Becca Brackett who are both completing their second consecutive three-year term. We will miss their engaged presence.

The Foundation Directors

Bob Aderhold (President), Marc Johnson (Vice President), Joe Lazur (Treasurer), Karl Winthrop-Davies (Secretary), Becca Brackett, Catherine Jordan, Bernadine Joselyn and George Hutchinson (Board of Trustees Liaison).

Music Director Search Task Force

The Music Director Search Task Force has been active since February. Our goal is to identify an accomplished candidate to serve as the new Music Director at FUS. The final hiring decision will be made by Rev. Breeden.

Our activities have included:

- Input gathering from the congregation and FUS staff - to learn about what is important and valued for the FUS music program going forward. This was completed by a written survey that had a very high participation rate, and also through facilitation of 3 listening sessions over Zoom.
- Using that collected information to summarize the important elements of the FUS music program. And we completed the Music Director/Choir Director position description based on our findings.
- A broad effort to identify potential candidates. This included posting/advertising the position in many targeted locations and networking in the local music community.

Through this process, several strong candidates have been identified, and our team is completing the final steps with the finalists. By the time of the Annual Meeting, we expect that we will be very close to providing our candidate recommendation to David.

Music Director Search Task Force

Cindy Pichotta, chair

Phoebe Chastain

Beth Gohdes

Tom Hart

Paul Riedesel

Stewardship Committee Report

Members: Linnea Asp, Allan Callander, Erika Bovee, Scott Eller, Beth Gohdes, Jenna Hutchinson, Mark Johnson, Katrina Lassegard

This committee is appointed by the Board of Trustees with the task of organizing and managing the annual pledge campaign that funds the FUS operating budget.

The committee has met monthly, reviewing the status of pledge payments. We have supported the Finance Manager in message/timing of periodic pledge reports and sent out thank yous to many.

With the changing status of in-person programming due to COVID protocols, we created a series of video and ministerial messages regarding this year's pledge campaign and mailed pledge forms to all members. The campaign did not ask for pledge increases this year given the ongoing COVID stresses in the world and the steady financial contribution to the budget from our building tenant; the campaign requested that members/friends maintain their pledges. While we didn't get as many pledge forms returned as we hoped, the many members who pay their pledges via ACH allow us to anticipate ongoing financial support to FUS.

The Stewardship team would like the FUS Board to appoint a couple additional members for our team, to replace another member who stepped down a year ago and in anticipation that another member's work commitments may make active participation difficult. These individuals ideally would have comfort in talking with others about money, relationships with many in the congregation, and experience in writing, marketing and/or public speaking.

Auction Committee 2022

Steve Benson
Susan Blackwell
Allan Callander
Christie Eller
Jenna Hutchinson
Becca Justiniano
Melody Luepke
Barb Lutz
Bruce Nelson
Polly Peterson
Tim Roehl
Richard Seurer
Gordon and Stella Paynter

Seasonal Celebrations Team

May 2022 Annual Report

Submitted by Audrey Kingstrom, Chair

Mission of Team: To plan and produce intergenerational seasonal celebrations that build a sense of community and provide meaningful holiday rituals for our members.

Members of the Team: David Breeden, Phil Duran, Jane Graves, Lisa Greene, Audrey Kingstrom, Marcy Leussler, Karen Rowehl, and Karl Winthrop--Davies

Accomplishments:

- We planned and produced five seasonal events this year: Fall and Spring Equinox Celebrations during regular Sunday Assemblies, special evening Summer and Winter Solstice Celebrations, and a Summer Assembly program for the cross-quarter Lammas in August.
- Despite the ongoing Covid pandemic, most of our events this year were offered in-person with streaming available to an on-line audience. Our focus for the year was learning how to produce hybrid events.
- The program year began with our summer solstice program which was the only pre-recorded celebration. The Seasonal Celebrations Team and revels participants gathered at Karen Rowehl s home for a picnic and watch party on the solstice itself. Congregants were encouraged to host their own summer solstice watch parties.
- Our Lammas program in August was in-person with a small audience in attendance with the live-stream option for the home audience. Our regular bakers made bread and we served and sold bread to attendees.
- Our prepared in-person fall equinox program was scuttled at the last minute due to an uptick in Covid cases that closed down FUS once again. Nevertheless, we attempted to stream it live but the last-minute production changes resulted in many technical difficulties.
- Our winter solstice celebration was in-person but scaled back significantly. It was a one-night affair that began with a fairly typical Midwinter Revels Program. Music was provided by a small group of Merry Minstrels and a stalwart mummers troupe performed the play, "Winter Winds." The program was followed by dessert in the Lower Assembly Hall, live folk music by in-house musicians, and a Yule fire on the patio. Due to Covid, we had to forgo the dinner, caroling, and folk dance, but around 70 people celebrated in person in a much-welcomed spirit of camaraderie and fellowship. The revels program was live streamed to the home audience.
- Our spring equinox program was also a hybrid event -- both in-person and live streamed. As usual, the Eclectics provided wonderful spring music with guest musician Mary DuShane on

fiddle. Our customary intergenerational assembly was scaled back since RE was just beginning to get back into the building. Jane Graves provided storytelling for all ages, and two youth read poems. A simple mini brunch was served after assembly and Diane Rowse prepared and led a youth craft project during/after the brunch. The affair was certainly more modest than usual, but still festive and well-received.

Opportunities and Challenges:

- The ongoing pandemic required us to be nimble this past year. We prepared for in-person events that also could be streamed on-line. We learned what worked and what did not -- collaborating with the tech team.
- As the year progressed, we reached out to more of the congregation to participate in our programs again.
- As the pandemic hopefully abates, we will work again to include more youth in our programming as well as reach out to new people while engaging our re

Building and Grounds

May 2022 report:

Our building's limited use during the pandemic gave us opportunity to make significant improvements to the upper auditorium. The many enhancements, made possible with a bequest from the estate of John Bassett, will serve us well into the future for both FUS programs and rentals. Projects include a powerful projector and large screen, several cameras for live streaming, replacement of cove lighting, spotlights, enhanced lighting control, and doubling size of the audio-visual booth. Additional funding allowed installation of a long-needed lift for the stage.

Special recognition goes to Greg Mansfield for service well beyond the call of duty. Others involved include Sue Mansfield, George Green, Bob Aderhold as well as help from FUS facilities manager Tim Roehl and custodian Antelmo. The FUS Aesthetics team provided valuable guidance. And much appreciation goes to FUS media team members for connecting the technology, and whose expertise brings amazing audio and visual presentations into the upper auditorium and access to outsiders via the internet

Library Committee

The Library Committee continued to be in a state of inactivity during the past year. The library is open on Sunday morning when people attend the service, books can be taken out and returned, used books can be purchased; but members of the Library Committee are not present and the committee has held no meetings since the onset of the pandemic.

No reports due to the pandemic:

The Alliance: No Activity

A-Team: No Activity

Landscape Task Force: No Activity

***Annual Meeting Ballot 2022**

Motion 1: Approve the proposed compensation for the Senior Minister of the First Unitarian Society of Minneapolis:

In Favor

Opposed

Abstain

Motion 2: Approve the proposed 2022/2023 fiscal year budget for the First Unitarian Society of Minneapolis:

In Favor

Opposed

Abstain

Motion 3. Approve the slate of nominations for Board of Trustees for vacancies on the FUS Board of Trustees for two-year terms: nominees include incumbents Drew Bekius, George Hutchinson, and Richard Seurer and new nominees Anne Langaard, Sandy Martin, and Michael Pileggi.

In Favor

Opposed

Abstain

Motion 4: Approve the slate of nominations for at-large members on the FUS Nominating Committee for a one-year term which includes incumbents Jean Buckley, Jane Graves, and Adele Hansen and new nominees Anita Martinez, Bruce Nelson, and Shelley Shreffler:

In Favor

Opposed

Abstain