

2018-19 Unity Church –Unitarian Annual Report Table of Contents

Board of Trustees and Staff List	1
In Memoriam	2
Introduction to 2018-2019 Annual Report	3
Executive Team Interpretation of Ends	4-11
Monitoring Report	12-13
2019 Congregational Results Summary.....	14
Ministerial Transition	15-16
Administration	17
Archives Team.....	18-19
Art Team.....	20
Beloved Community Staff Team	21-22
Congregational and Community Engagement.....	23-28
Denominational Affairs.....	29
Facilities.....	30
Literary Ministries	31
Music Ministry	32-33
Ministry with Children and Youth.....	34
Ministerial Intern	35
Pastoral Care.....	36-37
Unity Consulting.....	38
Worship Life	39
Finance and Resource Development	40-42
SDK Financial Statements	43-51

Annual Report 2018-2019

Unity Church-Unitarian

Sanctuary Address: 733 Portland Avenue

Business Address: 732 Holly Avenue

Saint Paul, Minnesota 55104

651-228-1456 • 651-228-0927 (fax)

unity@unityunitarian.org • www.unityunitarian.org

Board of Trustees

Justin Cummins

Nila Gouldin

John Steiner-Manning

Clover Earl

Ruth Kirkland

Jennifer Tong, Chair

Nancy Evert

Jackie Smith

Jill van Koolwijk, Secretary

Executive Team

Rev. Janne Eller-Isaacs

Rev. Rob Eller-Isaacs

Rev. Lisa Friedman

Rev. K.P. Hong

Barbara Hubbard

Senior Co-Minister

Senior Co-Minister

Minister of Congregational and Community Engagement

Director of Religious Education

Executive Director

Church Staff

Program Staff

Ahmed Anzaldúa

Drew Danielson

Rev. Karen Hering

Ray Hommeyer

Kathryn Jay

Robin MacKenzie-Taris

Michelle Mecey

Ruth Palmer

Laura Park

Madeline Summers

Director of Music Ministries (Began, August 2019)

Coordinator of Youth and Young Adult Ministries

Consulting Literary Minister

Nursery Coordinator

Hallman Ministerial Intern

Sunday Childcare Assistant

Coordinator of Children's Ministries / Accounting Specialist

Director of Music Ministries (Retired, June 2019)

Managing Director, Unity Consulting

Volunteer Coordinator / Wedding & Memorial Coordinator

Administrative/Facilities Staff

Heidi Birkholz

Olendta Bryant

Teresa Connor

Tim Franco

DeWayne Givens

Bill Lowell

Emma Mathews-Lingen

Keenan Rust

Song Thao

Martha Tilton

Louis Wilson

Facilities

Facilities

Facilities

Facilities

Facilities

Facilities Manager

Facilities

Facilities

Financial Assistant

Coordinator of Communications

Facilities

In Memoriam

Henriette Klingel Johnsen
October 10, 1919 – November 20, 2018

Johanna Sulser
July 14, 1929 – December 29, 2018

Mary Temple
March 27, 1931–February 4, 2019

Clarice L. Swisher
April 7, 1933 – February 24, 2019

Trudie Green Ellsworth
June 16, 1950 – March 13, 2019

Nancy Lee Hanel Moe
May 31, 1947 – May 10, 2019

John Watson Greenman
January 7, 1923 – July 5, 2019

George Kenneth Gordon
February 26, 1932 – September 26, 2019

William Lee Krubsack
February 10, 1941 – October 4, 2019

Eleanor Doris Felker
May 12, 1922 – November 8, 2019

Introduction to the 2018-2019 Annual Report

It has been a rich and challenging year in the life of Unity Church-Unitarian. After more than fifteen years of formal partnerships with an array of organizations led by and serving communities of color, and a comparable investment in self-reflection and anti-racism work, news of a major unrestricted bequest allowed us to plan for and begin a focused, long-term multicultural initiative. A portion of the bequest from the estate of long-time church member Helener Currier will fund staffing and enrichment as we make a sustained effort to become a more inclusive church community. The trustees will be considering a proposal that would establish an endowment in her name to provide continuing support for the effort as well as help to reduce capital debt. We are profoundly grateful for Ms. Currier's gift, which is sure to have lasting impact.

Knowing Director of Music Ministries Ruth Palmer planned to retire after twenty years of creative, fruitful service, a search team was appointed to find her successor. Chaired by Brian Newhouse, the team represented all three choirs as well as the larger musical landscape. After culling a list of close to fifty applicants, three finalists were selected to come to St. Paul for interviews and an audition. The search came to a most successful conclusion when on the unanimous recommendation of the search committee, the Executive Team invited Dr. Ahmed Anzaldúa, to become our next Director of Music Ministries. He is a truly visionary musician who will be a key professional leader as we live into our new Ends.

Working in close cooperation with the board's finance working group and the trustees as a whole we have made considerable progress in improving fiscal management. Our goal is to provide accurate projections, appropriate controls and timely, beneficial reporting in order to continue to manage assets with both prudence and maximum impact.

Reading through the entire report will provide a strong sense of the growing scope of the ministry we share. Having celebrated Ruth Palmer's leadership and conducted a thorough and inspired search for her successor bodes well as we plan for additional retirements in the relatively near future. The board transitions working group and John Steiner-Manning, it's convener, are to be congratulated for their steady attention to taking the early steps necessary to help the congregation prepare for the changes already underway.

In every area of congregational life we see people embracing leadership in the context of faith formation. Lay leaders are learning to ground their work in the values and teachings of our progressive religious tradition, to testify to the efficacy of the church in their lives and to invite those with whom they serve to learn and practice likewise.

It is an honor be among your partners in ministry,
The Executive Team
Janne and Rob Eller-Isaacs, Lisa Friedman, K.P. Hong, Barbara Hubbard

Executive Team Interpretation of the 2019-2023 Ends with Strategic Priorities

Working within ourselves, among our church community, and beyond in the larger world, we the people of Unity Church-Unitarian:

1. Create a multicultural spiritual home built on authentic relationships.

Interpretation:

The Beloved Community is inherently multicultural and always aspirational. We begin this work with deep humility, acknowledging that we need help navigating what, for us, is uncharted territory. Authentic relationships begin when we recognize and root out our assumptions and deepen through active curiosity and growing friendship. This work asks us to confront systems of oppression, disrupt white privilege and fragility, build bridges across differences, and embrace an ever-growing repertoire in every dimension of our ministry. We promise to stay engaged despite discomfort and inevitable failures.

Strategic Priorities:

In close consultation with Team Dynamics, we will:

- Promote and curate an expanding multicultural experience of worship, acknowledging that the majority of the congregation is in “minimization” and that as a result, tension exists in our aspirations for change. The congregation will experience an increasingly multicultural range of liturgy, music, and preaching within the framework of UU identity and theology.
- Leave open the question of what it means to be multicultural, recognizing that the need for definition colludes with dominant culture. Rooted in an orientation of humility, the congregation will deepen its understanding of the meanings of multiculturalism while resisting the need for a single story and a narrow definition.
- Strengthen small group ministry and social opportunity with intentional emphasis on cultural identity, including white cultural identities with the intention of encouraging authentic relationships.
- Implement and evaluate new Religious Education curricula that situates our UU faith within a framework of multiculturalism. We will continue an ongoing curriculum review across all RE programs with a racial justice and multicultural lens as our guide.
- Strengthen our commitment to address the black/white binary while expanding our understanding of the implications of white supremacy.

2. Ground ourselves in personal practice and communal worship that grows our capacity for wonder and spiritual deepening.

Interpretation:

Individual spiritual practice is an essential expectation of church involvement. Such practice grounds our lives and inspires reverence. Both personal practice and congregational worship expand our capacity for wonder and foster spiritual development. When we bring our full selves into the worship experience, our particular stories, practices, and insights enrich communal worship and awaken the welcoming spirit among us.

Strategic Priorities:

We will:

- Work to ensure that the congregation is aware of and makes use of diverse opportunities for deepening their spiritual practice. This expectation of personal practice is woven into the life of the church through small group ministries, membership, worship, and discipling.
- Continue to integrate the worship themes into personal practice and small group ministries, including Chalice Circles, in ways that deepens the experience of worship. This thematic approach to faith formation provides an explicit invitation to a deeper spiritual life while offering common access points to understanding our faith.

3. Articulate our Unitarian Universalist faith identity, teach it to our children, share it with others, and live it courageously in the world.

Interpretation:

We know and feel part of the unfolding story of liberal religion and use our stated principles as tools for self-reflection and action in the world. We understand teaching as a spiritual practice and cultivate the salvific potential of multigenerational community. Together, we celebrate our living tradition through ritual and worship, in stories and by example. We confidently claim our faith and testify to its transforming power.

Strategic Priorities:

We will:

- Gather a teaching team who will attend to faith formation across ministry areas. Every ministry team will integrate spiritual reflection into their work with the support of this team of teaching associates trained in Unitarian Universalist theology and practice. In support of the multigenerational aspirations of the church, and changing understandings of what is effective in faith formation, and changing understandings of what is effective in faith formation, we are moving toward a Lifespan Faith Formation model.
- Embed new opportunities for intergenerational faith formation in existing RE structures and practices. These include integrating the UU Families Initiative's family covenant workshop into the COA curriculum, adding regular parent circles with Tower Club, and expanding regular communication from teachers to parents that makes learning visible and bears witness to faith formation.
- Examine existing structures to enhance and improve faith formation, RE teacher training, and intergenerational opportunities. Begin to reimagine Sundays and Wednesdays to facilitate worship, teaching/learning, and fellowship.

4. Know each other in all our fullness and create an ever-widening circle of belonging for all people

Interpretation:

We acknowledge the fullness of being human by embracing the messiness, complexity, and beauty of our existence. Our hearts contain the capacity for good and evil and all that lies between. Religious community helps us align ourselves toward the good, welcoming both gifts and wounds. We claim a faith that breaks past fear and leads toward Beloved Community.

Strategic Priorities:

We will:

- Expand the reach and success of programs and ministries, such as Chalice Circles and the Mentor Program, that promote a sense of belonging and connection
- Create a culture shift so that everyone in the congregation connects with others with an attitude of curiosity, welcome, gratitude, and cultural humility. Invite, train, and cultivate the entire congregation into these practices and values of radical hospitality, both within the congregation and with our Community partners.
- Focus on the journey of membership as the journey of deeper belonging and emerging ministry. Review and strengthen the pathway to membership process to better meet people in their longing to belong, with particular emphasis on clarifying the meaning and visibility of membership. Bring in the expertise of others on the qualities of multicultural welcome. Build on the increased capacity of the new database for making connections with visitors and members.

5. Generously give and openly receive compassionate care in times of joy, sorrow and transition.

Interpretation:

Our pastoral ministry reflects a growing understanding of relational theology and its ability to transform lives. We accompany one another during threshold moments and times of transition. We are eager to be present in joyful times and able to stay present in the face of suffering. The Holy reveals itself in a tangible way in our mutual care for one another.

Strategic Priorities:

We will:

- Build the capacity of the laity and clarify staffing to ensure continuing quality of the pastoral care program. Incorporate pastoral care information at every level of congregational life and create channels for people to express their care for one another.
- Plan for the continuity through ministerial transition of the monthly caregivers support group, monthly grief group, monthly support group for members and friends who are related to someone living with mental health challenges.
- Grow and strengthen the Pastoral Care Associates program. Honor long-tenured associates while bringing on new team members with greater capacity.
- Expand the capacity of teams who support an individual or family in need and explore the potential of systematic care structures for people without family support.
- Enlarge the capacity of Caring Circles who provide direct services to congregants in need (meals, rides, etc.)
- Enlist music ministries in pastoral care.

6. Discover and pursue our individual and collective work to advance justice, wholeness, and equity for people and our Earth and all life on it.

Interpretation:

We understand the intersectionality of systems of oppression. To be credible partners, we must cultivate humility, examining our intentions and questioning our assumptions. Guided by the wisdom and experience of those most clearly in harm's way, we focus our collective power to imagine and to build the Beloved Community. We know change takes time. Even when we cannot see the results of our efforts, we are steadfast in our values. Faith asks us to join hands with visionaries, past and present, to set pathways of possibility for future generations.

Strategic Priorities:

To help us understand the intersectionality of systems of oppression, we will:

- Offer new approaches to encouraging congregants to seek justice-making opportunities and to transform how they conceptualize equity and justice. Through sermons, liturgies, rituals, movies, art, and other creative avenues, we ask people to open themselves to new understandings and emergent strategies.
- Encourage and reinvigorate our community outreach teams by developing the capacity for spiritual reflection and connection to the work they do in the larger community.
- Commit to working against climate change, taking an educational, practical, and activist approach to protecting our world. Support the Sustainable Living team's efforts to become a "green sanctuary" congregation.
- Reaffirm our commitment to the Sanctuary movement. Organize and inform the congregation about the wide variety of ways of being involved and offering support to immigrant and refugee communities.
- Engage more fully with multi-faith justice efforts. In particular, become an anchor congregation with Interfaith Action's program Opportunity St. Paul.

7. Create brave space for racial healing and dismantling dominant culture.

Interpretation:

As an expression of covenant, brave space invites us into authentic relationships that allow us to imagine new ways of being and help to heal old wounds. We learn to confront racist behavior in ourselves and in others, make mistakes, and renew our commitment to ending racism and patriarchy. In brave space we turn down the volume of the dominant culture and amplify voices that fight to be heard. We will learn to be together in new ways, practice sharing power, sing new songs, pray new prayers.

Strategic Priorities:

We will:

- Expand participation in chalice circles and other small group ministry programs. Include readings, questions and exercises that center on race, racism and inclusion into all small group ministry programs.
- Revitalize the use of restorative circles for surfacing and managing conflict and for sharing power.
- Expand availability of the IDI and establish an in-house team of advisors both to administrate the inventory and provide counseling to those who wish to apply their learnings.
- Develop resources that provide worship associates and leaders with better access to poets and writers of color.
- Establish and embed regular opportunities for group confession and rituals of reconciliation.
- Strengthen and expand opportunities such as “working toward prayer” and Wellspring. Train lay leaders to carry programs forward.
- Expand music ministries to touch the lives and to be influenced in turn by people well beyond the congregation. Become a venue for community sings.
- Create opportunities for Unity leaders to meet with and learn from others with like roles and responsibilities in other religious communities.

8. Sustain and steward the church and our larger Unitarian Universalist movement for the future.

Interpretation:

Gratitude rests at the heart of our faith. When we embrace the gifts of the church and put them to work in the world, we understand the significance of the church in new ways. As disciples to our faith and its teachings, we hold the church in trust, testify by example, and act as stewards of its resources. Our gratitude extends to and undergirds our commitment to the larger Unitarian Universalist movement and our shared mission in the world.

Strategic Priorities:

We will:

- Ensure the future of the physical church by creating a life cycling system and by improving IT systems,
- Evaluate the future and sustainability of the duplex,
- Organize and offer a series on “stewardship as faith practice,” beginning with the 2020 canvass,
- Strengthen financial giving through a compelling message and accessible means, with a focus on better use of technology,
- Strengthen existing financial, investment and endowment policies and practices, mindful of values and the goal of ongoing financial strength,
- Assess our relationship with the UUA and reinforce the ways in which Unity Church supports and strengthens the larger UU movement, locally and beyond.

Monitoring Report – October, 2019

Policy J: Anti-Racism and Racial Healing Commitment

The Executive Team shall not take actions or otherwise conduct the affairs of Unity Church-Unitarian in any manner that does not comport with its commitment to becoming an actively anti-racist institution. The Executive Team shall not:

1. Engage vendors in an amount greater than \$2,500 annually without assessing and educating any such vendor using a matrix of values which includes, but is not limited to anti-racism, anti-oppression, multiculturalism, and class inclusion.

The ET's plan in response to this limitation has been to:

- *Develop and implement a matrix of criteria that expresses the church's stated values and ends.*
- *Survey current contractors and vendors to evaluate their compliance with our criteria.*
- *Create required goals for our current vendors and contractors who are not in compliance, thus challenging and educating them;*
- *Apply the criteria to all future processes for the selection of contracted services and vendors.*
- *Report results to the Board of Trustees and the congregation annually in an effort to be accountable and transparent.*

We have developed criteria (see below) but we have not surveyed current contractors as proposed. We do, however, apply these values and criteria with new contracts that are above \$2,500.00.

Matrix of Criteria for contracts and vendors (weighted):
1. Minority hiring practices - resulting in a 31%* employment of people of color and women. (25%)
2. Sustainability practices – demonstration of a commitment to healing the earth. (15%)
3. Local engagement – demonstration of a commitment to the community's overall health and well-being. (15%)
4. Worker's Equity in fair compensation, inclusive benefits and healthy work environment. (20%)
5. Competitive fees for goods and services (25%)
*Keyed to Ramsey County requirements.

2. Allow the Board to be uninformed about diversity of staff on payroll, including the percentage of positions and salary paid to people of color.

As of October 2019 our staff is comprised of 27.3% people of color (6 of 22), and 27.3% of salaries are assigned to people of color (\$233,656 of \$855,658).

3. Allow staff members to be uninformed about how to conduct their duties in alignment with the anti-racism, anti-oppression, multiculturalism and class inclusion values of Unity Church-Unitarian.

The staff discusses ideas and issues as they arise at our weekly staff meetings. We have also incorporated anti-racism awareness and work into our Staff Norms and to annual retreats.

In 2016, the Beloved Community Staff Team was formed at Unity Church to strengthen and coordinate Unity's anti-racism and multi-cultural work, and to share the stories of this journey with the wider community. We commit to sharing the struggles, the questions, and the collaborations here at Unity and in the wider world of our faith and city. Executive Team members, program staff and three lay people compose the Beloved Community Staff Team.

4. Interpret the Ends statements without consideration of the anti-racism commitment of Unity Church-Unitarian and how that commitment is implemented in covenant with local communities of color.

As you can see from the ET's Interpretation of the Ends, our commitment to anti-racism is woven throughout the ministries and programs of the church.

5. Allow the congregation to be uninformed about the work being done to live out the anti-racism, anti-oppression, multicultural and class inclusive values of Unity Church-Unitarian, and the measurable outcomes of that work, including the percentage of Sunday Offerings that go to organizations with an anti-racist agenda and/or that serve communities of color.

This report is incorporated into our Annual Report to the congregation.

From July of 2018 through June of 2019, 75.0% of the organizations that received a Sunday offering serve communities of color and 41.7% of the organizations include an anti-racist agenda in their mission.

Church Year	Total	# Serve Comm of Color	%	# With A-R Mission	%
2014-2015	51	37	72.5%	23	45.1%
2015-2016	49	39	79.6%	35	71.4%
2016-2017	47	39	83.0%	24	51.1%
2017-2018	44	32	72.7%	21	47.7%
2018-2019	48	36	75.0%	20	41.7%

2019 Congregational Results Summary

Dear Unity Church community:

Over 500 people (a record number!) completed the congregational survey this year, which provides vital information to our ministers, our religious education leadership, and to the board of trustees as we work to understand what progress we're making on our mission and ends.

We were excited to share the Church Lady Chat video this year! In it, Laura Park and I share some of the key insights the board received from the survey analysis performed by Bill Etter and Laura. Many thanks to Will Hommeyer for his wonderful work putting together this video for us. These insights include:

- Five of our ends, in a grouping we're calling Personal Practice, received higher ratings on the survey (ends 2, 3, 5, 6, and 8).
- Three of our ends, in a grouping we're calling Widening the Circle, received lower ratings on the survey (ends 1, 4, and 7).
- Ends evaluations in 2019 by families of color are pretty much at parity with evaluations by white families as was true in 2018 (for the first time).
- Loyalty and Net Loyalty are down very slightly in 2019.
 - As with fine wine, loyalty metrics improve with age
 - Loyalty metrics better for people who identify as female.

The board was not surprised at our opportunity to make progress on our Widening the Circle ends and will be paying attention to survey results over the next four years to see what progress we make together on those ends.

The board also read all the comments and are taking several suggestions into consideration for next year's survey. We also passed along comments to staff to inform their work.

Now that you can access your membership information online, we encourage you to add your demographic information, because then we'll have a much better idea if the demographics of the survey respondents match the demographics of the congregation as a whole.

For tons more information and insights about the survey results, download the results presentation from the church website. Should you have questions about these results, please send them to Laura Park at laura@unityconsulting.org.

On behalf of the board, I want to thank you for your participation in this year's survey and for Laura's and Bill's generous work in helping us all better understand who we are and who we want to become together.

Sincerely,
Jennifer Tong
Board Chair

Ministerial Transition

November 2019 Update

This is an update for the congregation on how the Unity Church Board of Trustees is planning for ministerial transition. This is the same summary that was published in the November 2019 issue of commUNITY.

The board is busy preparing for Janne and Rob Eller-Isaacs' retirement next summer and we want to update you on our progress. There are three main areas of focus:

- Celebrating Janne and Rob and their twenty-year ministry at Unity Church
- Recruiting an interim minister, starting summer of 2020
- Calling a new senior minister, starting summer of 2021

Celebration

The new Eller-Isaacs Celebration Team is forming, headed by co-chairs Pat Fontaine and Lia Rivamonte. Created by the board, this team will take the lead and help the congregation acknowledge our senior ministers' lasting contributions and our deep appreciation for their leadership. The team will be responsible for planning events, determining a gift, and fundraising.

For anyone interested in being involved with the celebration planning, watch for opportunities that the co-chairs will be sharing. The celebration will be held on Sunday, May 31, 2020. The board is extremely grateful to Pat and Lia for agreeing to step up and take on this important role on behalf of the congregation.

Staffing Adjustments during the Interim

Anticipating the church's ministerial transition, a few temporary changes in staffing have begun this fall. Unity Church will not have an intern in the 2019-20 church year, and Karen Hering will take on several added responsibilities, joining the staff as part-time associate minister for the next two years. Unity's important work as a teaching congregation for ministerial interns will resume in the future as we move into and through this time of transition.

In the current church year, Karen will begin as less than half-time. Next summer, when Janne and Rob Eller-Isaacs retire, Karen's role will increase as she assumes primary responsibility for pastoral care. Working with and in support of the new interim minister in the 2020-21 church year, she will also coordinate a new small group ministry focused on living well with change.

Recruiting an Interim

This spring the board will work through the UUA to identify an interim minister to join us for a year, from July 2020 through June 2021. The interim minister will join our strong executive team that includes Barbara Hubbard, Executive Director; Rev. Lisa Friedman, Minister of Congregational and Community Engagement; and Rev. KP Hong, Director of Religious Education. Along with keeping Unity humming and leading worship, our interim minister will help guide the congregation through this transition.

Calling a Senior Minister

While calling a senior minister or co-ministers is the responsibility of the congregation, a search committee conducts the process and makes a recommendation. Search committee members devote considerable time to this work as they weigh what is in the best interests of the whole church. Search committee members keep in mind where we've been as a church — and with our new Ends statements — where we're heading.

We'll take a big step in forming the search committee and thinking through this process on Sunday, January 12. The Rev. Jen Crow, a trained UUA transition coach, former Unity intern minister, and senior co-minister at First Universalist Church of Minneapolis, will preach at Sunday services, and lead an all-congregation meeting at 12:15 p.m., to help build our understanding of how the search will be conducted. Jen has already been working with the board on the transition effort, and once the search committee is named, Jen will be an ongoing resource.

Forming the search committee starts with the development of a list of candidates. The board creates the list of 15 to 20 candidates after reaching out to the whole congregation asking for recommendations for who should be considered for this role. Starting in January, this outreach will include phone calls, small group discussions, and an online form.

The members of the search committee will be named by the board from among those on the candidate list. This will happen on April 26, after an all-congregation meeting where votes will be cast after information has been shared about the candidates. Voting at the meeting will determine the majority of the search committee members, with the remainder selected by the board with an eye to balancing out needs for representation and skills. The congregation will vote on Emeritus status for Rob and Janne at this time.

Know that we will continue to share more information in the months ahead. And you can always reach out to board members with any questions.

Administration

The administrative staff is a hard-working, talented, long-tenured team of people who support literally every aspect of church life. Martha Tilton, Coordinator of Communications; Song Thao, Financial Assistant; Michelle Mecey, Accounting Specialist and Madeline Summers, Wedding/Memorial Coordinator comprise our administrative team, supervised by Barbara Hubbard, Executive Director. We hired a part time comptroller who worked with us for about three months in 2019.

In August of 2018, we converted our Windows-based church software to a new, cloud-based software, Shelby Next. This new software provides us with new methods for creating groups and communicating with them. It offers access to member's own accounts online or via a phone app, and can serve as an online member directory, complete with photos. We discovered some limitations in the areas of reporting with contributions and finances, but have created "work-arounds."

Our paid staff is supported by dedicated and hard-working front desk volunteers who play an important role in greeting people, answering phone calls, and helping with various projects. This beloved team of volunteers is coordinated by Joan Carver.

The Memorial Service Reception team, led by Barbara Ford, serves a critical role in providing food and support for memorial service receptions, and we are very grateful for their work.

Archives Team

Since 2014, the Archives Team has been reviewing approximately 140 boxes shelved in the basement. To date, almost two-thirds of those boxes have been inventoried and transferred to the History Center at the Minnesota Historical Society (MHS). We anticipate this material will be cataloged in the next year and added to the existing Unity Church collection. Moving this material to MHS makes sure that it will be preserved for use by future scholars and Unity Church members and staff.

That's the good news. The bad news is that much of the material needed to update the history of Unity Church, from 1970-2020, is not yet catalogued by MHS and not readily available. We have been working diligently with MHS staff to ensure the history book team has access to relevant documents.

Looking to the future

As we worked through the boxes, determining what to keep, the team identified some questions that need to be answered as part of a long-term plan for handling the records of Unity Church. These include:

- **Storage**

Currently there is no appropriate storage for archival materials in-house. We need a space that

1. is a secure and environmentally sound location for storing the church's records short-term (before transfer to the History Center),
2. can store on a more long-term basis those materials that might be used at the church with some frequency, and
3. has room for the team to work as it processes any additional material.

A partial solution is to create digital copies of everything that church members and staff would need to access quickly. Such materials could include annual reports that are not already available online, orders of worship, board meeting minutes, and other items that can answer specific questions about church history and how practices changed over time. However, not everything lends itself to being digitized. And the question of where this digital collection is housed and who will have access would need to be addressed.

- **Preservation of digital-only materials**

An additional challenge is how to preserve materials that were never printed and exist only in digital form. These could include staff emails, drafts of publications, meeting minutes, and other items with no physical format that reflect the life of the congregation and the history of the institution. Standards governing digital-only items are still a work in progress in the archival field. Until there is more consistency about preserving these materials, Unity staff and the Archives Team need to remain aware of the problem and implement measures to preserve materials for the short term until consensus emerges about longer-term solutions.

- **Staff involvement in records management**

Another long-term issue is to establish a staff process for identifying and collecting church records that should be saved, and ultimately transferred to the History Center. We have been helped in the development of this process by guidelines from the UUA and other religious institutions that deal with preserving institutional history. We prepared a draft retention schedule for staff that identifies the types of items to be retained. We continue to work on how to develop and implement a new staff process that supports documenting for the future the current life and work of Unity Church.

- **Archives Team recruitment**

Currently the team consists of five members, several of whom are not active during some part of the year because they live elsewhere. We hope to sustain this work into the future as we develop long-term processes to make it easier for all concerned. To do this, we need additional team members willing to be part of a team that is focused on retaining and preserving the records documenting the history of Unity Church.

One takeaway for everyone involved in aspects of church life:

Keep records of your activity, title and date any documents, take pictures and please identify them with date, event, and people's names.

Respectfully,

Unity Church Archives Team

Pauline Eichten, Susan Foote, Patt Kelly, Carol Miller, Louise Merriam

Art Team

The Art Team, under the capable leadership of Paul Rogne, works diligently to curate the Unity Church permanent collection and to manage the monthly Parish Hall art exhibits. Shortly after the new Ends Statements were adopted, the Art Team began grappling with the challenges implicit in these Ends. The Art Team seeks to raise awareness of art as an important part of the church environment and to develop the permanent collection in ways that affirm who we are as a church and who we want to be. The Art Team recruits and selects artists for Parish Hall exhibits with the Ends in mind and has rich discussions as it acquires new art for the church. We are grateful to past co-chair Carol Humpage, current co-chair Amanda Rueter, and to the more than 15 members of the team for their many hours of work.

The Art Share program is an innovative program that was met with continued enthusiasm in its second year. Art Share invites members to choose a favorite piece of art, write a statement of why it's a favorite and display the art for two Sundays in the Parish Hall. We are grateful to Marty Rossmann for her leadership with the Art Share program.

The They/Them Project was brought to Unity Church as a Wellspring Wednesday program. The photos and stories of the trans people in this project were so moving and thought-provoking that we retained the display for more than a month.

Beloved Community Staff Team

Reflections and Highlights

Submitted by K.P. Hong

Since its inclusion among Unity's Ends, our commitment to "create a multicultural spiritual home based on authentic relationship" has occasioned generative conversations and new connections among us, reorienting and expanding the range of our imagined life together. To no surprise, emerging conversations and initiatives brought into relief both the promise and the challenge of becoming a multicultural congregation:

- With *antiracism* and *multiculturalism* involving distinct values, priorities, and methods, how can the two approaches reach for a more comprehensive set of means toward our Ends? (1) Multiculturalism dramatically expands the range of imagined life together, envisioning diverse cultural forms flourishing together in one greater community, where the particular/universal and different/similar intertwine and reflect a deeper creativity inherent in life itself. (2) Such multiculturalism, however, does not ignore how different groups are unfairly treated and marginalized from full inclusion and flourishing. Such critical multiculturalism insists on antiracist work, with racial justice as its value and dismantling white supremacy as an overriding goal. Multicultural and antiracist work collaborate to resist "sameness that is powerblind, and difference that is colorblind."
- Given *intersectionality* registers an expanding catalog of diversity and disadvantaged identities – race, gender, class, sexuality, religion, ethnicity, physical ability, age, and more – how do we strategize our work? Even when people are affected in combinational ways by multiple identities, intersectionality does not ignore the causal importance of certain forces over others, namely race for our work. "That is because, currently in the USA, race is the single most significant difference making *the* difference in how people are talked about, treated and experience the systems they interact with daily. Therefore, we define our work as intersectional, centered in race." (from *Team Dynamics' House of Intersectionality*)

Such critical multiculturalism set the stage for partnership with Team Dynamics. From investigating current culture at Unity Church to reviewing sampling of sermons, reports, and organizational documents to engaging in the search process for a new Director of Music Ministries, Team Dynamics clarified the developmental work needed for intercultural work, beginning with an essential condition of self-awareness necessary for intercultural humility and developing competence. Such intercultural awareness featured significantly in areas of congregational life, including worship, welcome, education, community outreach, communications, and the monitoring work of the board. A group of leaders representing those strategic ministry areas scheduled to meet over summer and prepare for an intercultural training event with Team Dynamics in September/2019, with objectives including:

- Concrete, actionable programs and practices to engage people wherever they are on the Intercultural Developmental Inventory (IDI) continuum. Scaling the IDI to wider group of participants, with feedback and intercultural coaching provided.
- Each ministry area adapting and applying training, and with coaching from Team Dynamics, co-creating Diversity Equity Inclusion (DEI) roadmaps specific to ministry areas.
- Working with Team Dynamics to develop measures and metrics to assess ongoing work, and more broadly, informing and promoting a culture of reflective practice.
- Among new initiatives, an artist in residence program to engage the role of artists, creatives, and cultural workers in shaping social imaginaries and making culture change.
- Ongoing collaboration with Team Dynamics also anticipates their assistance in the search process for Unity's ministerial leadership.

Because culture change is complex, diffuse, and *emergent* (not reducible or deducible from pre-existing realities) our shared work is born of humility, sustained by gratitude, and advanced by courageous acts of moral imagination. Our team has benefitted enormously from the addition of Angela Wilcox, helping to better track our work in her role as project manager, and we eagerly look forward to having Ahmed Anzaldúa joining the team fall/2019.

Members of the Beloved Community Staff Team

Ahmed Anzaldúa, Drew Danielson, Pauline Eichten, Janne Eller-Isaacs, Rob Eller-Isaacs, Lisa Friedman, K.P. Hong, Barbara Hubbard, Erika Sanders, Angela Wilcox

Congregational and Community Engagement

Membership

In February 2019, Unity Church certified 850 voting members with the Unitarian Universalist Association. From July 1, 2018 – June 30, 2019, Unity welcomed 45 new members and their families. Finding Yourself at Unity continued as a year-round, drop-in weekly Sunday class, led by a dedicated group of volunteer facilitators working with staff presenters. It was also offered as an all-inclusive Saturday morning format to make it more accessible to families with young children and those who can't attend the Sunday sessions. The Mentor Program offered active visitors and new members an opportunity to be matched with a mentor for six months to help them connect more deeply with the congregation.

The following people joined Unity Church-Unitarian this year:

- | | | |
|--------------------------|------------------------------|--------------------------|
| 1. Claire Wahmanholm | 16. Anacleta C. Martina | 30. Gini Johnson |
| 2. Annette Broner Dehler | 17. John D. Early | 31. Jane Schwartz |
| 3. Jason Robert Dehler | 18. Elizabeth Kisacky Severn | 32. Ceazar Jaramillo |
| 4. Samuel Gallia | 19. Emily Barnes | 33. Ian Slattery |
| 5. Meghan (Meggie) Exner | 20. Aaron Barnes | 34. Peggy A. Brenden |
| 6. Kate Sammons | 21. Lisa Langsetmo | 35. Debra A. Wilson |
| 7. Nicole Holm | 22. Rebecca Ropers | 36. Ned Brooks |
| 8. Carolyn Walkup | 23. Julia M. Brown | 37. Gudrun Brooks |
| 9. Amy Brown | 24. Nick Foster-Walters | 38. Arlene Seashore |
| 10. Susan M. Temple | 25. Sarah Foster-Walters | 39. Michelle Blaeser |
| 11. Dana Mardock | 26. Catherine Ann Walsh | 40. Angela Norburg |
| 12. Walt Gordon | 27. Sharon K. Chace | 41. Laurel Sorensen |
| 13. Carol Angell | 28. Sandra Ann Lucas | 42. James Spector-Bishop |
| 14. Marian E. Kramer | 29. Roger E. Johnson | 43. Jennifer Prestegaard |
| 15. Eric B. Sampson | | 44. Marin Nelson |
| | | 45. Darrin Kovar |

Unity's Welcome Teams create a vital ministry of hospitality at every worship service held throughout the year. Over 77 people served on one of the 12 welcome teams, coordinated by Madeline Summers, and an impressive 10 people joined our welcome team ministry this year! In addition to their Sunday support, Welcome Team members attended training in hospitality and emergency preparedness and many volunteered to serve at special worship and memorial services. A spring appreciation party was held for all welcome team members.

Adult Religious Education and Programming

Unity's adult programming and mid-week congregational life thrived, providing a range of opportunities for members and friends to grow their souls, deepen connection to one another and our faith, and bless the larger world. Adult Religious Education opportunities offered classes on Unitarian Universalism through the Faith Forward series, supported a second successful year of Chalice Circles and added new groups, such as the Our Whole Lives Parent Summer Book Club. As Unity entered the first year of the 2018-23 Ends, congregational leaders gathered for a Multicultural Disciples day in September. The tradition of the All-Congregational Book Read continued with the 2018 selection *The Line Becomes a River: Dispatches from the Border* by Francisco Cantú.

Wellspring Wednesday programs represented over 25% of the adult program offerings in the 2018-19 program year, including many of Unity's anti-racism, multi-cultural and justice-oriented presentations. Wellspring Wednesday had an unusual number of cancellations due to the cold and snowy winter, but otherwise thrived as a learning community. Elen Bahr generously anchored a weekly embodied spiritual practice of yoga for another year. Presentations included a wide-range of topics from outside presenters, Unity members, and congregational teams and partners. Some of the topics included: a reading by Sen. Dave Durenberger on his book *When Republicans Were Progressive*; The They/Them Project; Caring for Our Planet; a Conversation with St. Paul Public Schools Superintendent Dr. Joe Gothard; Photography and Wonder; Stepping Stone Theatre, Women's History and much more. Deep appreciation goes out to the many Unity teams, including Community Outreach, Library/Bookstall, Beloved Community Staff Team, Art Team, and other members who suggest speakers and topics for this rich and diverse learning.

Annual classes such as the Committed Couples class with Janne and Rob Eller-Isaacs, the Open Page Writing Series and the Threshold series with Karen Hering, remain anchors of Unity's program offerings. The 11th annual Women's Retreat, the 3rd annual Men's Retreat, and the 2nd Queer Retreat were all held with enthusiastic and growing participation. The Young Adult group expanded its number of meetings each month. In October, Unity was honored to host the national 23rd James Luther Adams Forum with Dr. Sharon Welch speaking on "The Soul of Democracy." The Samuel Morgan Forum welcomed Dr. Michael Cowan, Professor at Loyola University in New Orleans, again to Unity in December. The monthly Racial Justice movie night continued on the 2nd Friday of the month and the Sustainable Film series began on the 4th Friday of the month. Over 70 people met monthly for a meal in each other's homes, or in the new Sunday brunch option, through the Dine with Nine program for conversation and community. Summer fellowship continued to be popular including pancake breakfasts, baseball at the St. Paul Saints, and more.

Food Ministry

Unity's food ministry thrived this year under the skilled and creative leadership of Madeline Summers. Unity's volunteers served over 7500 meals - 4500 Wellspring Wednesday meals and 2970 bowls of soup! Team Leaders Martha Tilton, Therese Sexe, Maria Caliendo, and Dick Buggs led and coordinated cooking teams (Many of them have served over 10-15 years as leaders in the kitchen!). Dedicated team volunteers of all ages volunteered for multiple shifts each month, including the Tuesday night prep teams and the Wednesday cooking and cleaning teams. Summer pancake breakfasts were enthusiastically popular under the leadership of Tom Zell. A small group of dedicated kitchen volunteers also led the charge towards a more sustainable kitchen program. This includes purchasing local, reducing waste, and further streamlining the compost program. Thank you to all who participated in making Unity's food ministry a delicious success!

Community Outreach Ministry

Over 225 people actively participate in monthly meetings of Unity's Community Outreach Teams. The teams, in turn, lead the congregation in many avenues of active community engagement based upon the goals of education, advocacy, service, and spiritual reflection. Unity has 19 partners in direct relationship with its Community Outreach Ministry Teams. What follows is a brief summary of highlights from each team's year. In addition to these partnerships, Unity Church hosted two American Red Cross Blood Drives for the first time in many years.

Affordable Housing Ministry Team

Community Partners: Beacon Interfaith Housing Collaborative, St. Paul Interfaith Action Project Home, and Faith Builders Habitat for Humanity Collaboration.

The Affordable Housing Team is a member of the Beacon Interfaith Housing Collaborative, a collective of over 80 congregations in four counties who are committed to achieving equitable, affordable housing. With Beacon, the team participated in strategic planning, training for and meeting with elected officials on housing policy, and congregational convenings to further our education and lobbying efforts. Unity hosted a gathering of St. Paul Beacon congregations to reflect on housing issues in St. Paul, and collaborated with the Beacon Team at House of Hope Presbyterian Church. Through the team, Unity supported the residents of Prior Crossing in St. Paul, donating and organizing supplies to support new residents moving into the dedicated young adult housing. In May, Unity once again hosted homeless families through Project Home, with the assistance of over 150 overnight and evening volunteers. The expanded leadership team recruited for all shifts, provided volunteer training and support, and created warm, welcoming spaces for Project Home families. The team also toured and learned more about the Family Place, where many Project Home families spend their day time hours. In the summer, Unity volunteers joined the one week Faith Builders Habitat for Humanity Build and raised money for the project selling parking spots at Grand Old Days.

Evergreen Projects Ministry

Community Partners: Family Place, Hallie Q Brown Foodshelf, St. Paul Jeremiah Program

The Evergreen Project continued to create art and beauty in the service of women, children, and families. The team raised funds for their partners through their annual holiday and Mother's Day sales, and created beautiful quilts in honor of every child naming at Unity, which were then donated to local families. The team also coordinated monthly meals for the Jeremiah Program community and collected ongoing donations for the Hallie Q Brown Foodshelf.

Generosity Ministry Team

Unity is in the 12th year of its Generosity Ministry, which continues to receive strong support from the congregation and wider community. The Generosity Ministry Team vets nominations for the offering and schedules the offering recipients for every service of the church year. The team sets a budget guideline of \$500,000 for nominated organizations to prioritize smaller organizations for whom a Unity offering would make a significant impact. From July 1, 2018 – June 30, 2019, \$92,843 was donated to worthy causes and organizations. The average range of each Sunday's offering rose to \$2000 – \$2200, and the number of nominations of new recipients also increased. There is a greater presence of non-profit leaders coming on Sundays to share gratitude and information about their organization.

Gun Sense Ministry Team

Community Partners: Protect Minnesota

The Gun Sense Ministry Team entered its second year of partnership with Protect Minnesota and the Interfaith Alliance for Gun Safety. The team worked to raise awareness of the issue of gun violence and of Minnesota gun policies and to support and facilitate Unity Church members in expressing their views to their state government. The team supported those goals through many efforts with the congregation, including attending workshops in how to talk about issues of gun policy; sponsoring a Wellspring Wednesday presentation on gun safety; inviting the congregation to make Valentine's for the Broken Hearts lobby day at the Capitol in February; lobbying legislators in person; attending hearings when relevant bills were presented in committee; making calls to committee heads; staying connected through monthly emails about upcoming actions and events; and making gunlocks available from the Ramsey County Sheriff's office (if you live in Ramsey County, you may have one of these locks for free).

Mano a Mano Ministry Team ("Hand to Hand" in Spanish)

Community Partner: Mano a Mano International Partners

Mano a Mano serves the citizens of rural Bolivia in many ways, particularly in the areas of education, agriculture, and medical needs. Mano a Mano hosts regular "soup and sort" nights each month where volunteers sift through donated medical supplies before they are shipped to Bolivia. Unity members regularly travel to Bolivia to assist in the storage of medical supplies, to continue a partnership in teacher training, and to learn more about the needs of the community. The December craft fair, an important fundraiser, was a success.

Obama School Ministry Team

Barack & Michelle Obama Elementary School

The Obama School Ministry Team expanded Unity's partnership with the scholars, families, and staff of Obama School this year and helped to welcome Dr. Niceta Thomas as the school's new principal. They found classroom tutors for the teachers who requested them. They provided delicious food for the teachers at their in-service meeting in September and again for their after-school meetings once a month. They recruited a growing crew of library assistants who help in several ways: processing new books into the collection, setting up and staffing the school's Book Fair twice this year, and shelving books returned by the scholars. And, thanks to the generosity of many Unity members and friends, Friends of Obama School, the team was able to provide a second year of monthly Cub grocery cards for the 75 Obama families who responded to the administration's invitation.

Partner Church Ministry Team

The Partner Church Team supports the ongoing relationship with Unity's partner village of Homorodszentpeter, Romania, since 2001. Many Unity members travelled with Rob and Janne Eller-Isaacs on pilgrimage to Romania in the summer of 2018 for the celebration of the 450th anniversary of the Edict of Torda. While the 2018 trip had been planned as the last pilgrimage under the Eller-Isaacs' leadership, there was such strong interest among the congregation that another pilgrimage was organized for the summer of 2019.

Racial and Restorative Justice Ministry Team

Community Partners: Amicus (Second Chance Coalition), Rondo Circle of Peace, Children's Defense Fund Freedom School, Minnesota Unitarian Universalist Social Justice Alliance

The team continued to support the work and growth of the Circle of Peace Movement throughout the year, participating in the weekly circle and providing food for the meals. With Amicus, they ran a hugely successful Winter Warm Up Drive for clothing, sundries, and other basic necessities for men and women just getting out of prison and reentering the community. In partnership with Amicus and the women's correctional facility in Shakopee, the team helped to explore the possibility of support circles for women coming out of incarceration and reentering the community. Many Unity Church members are also active in one on one mentoring and pen friends through Amicus programs. The team coordinated financial support and volunteers for the six-week 2017 Children's Defense Fund Freedom School, an enrichment school for over 350 children, predominantly children of color.

Rainbow Chalice Alliance Ministry Team

Community Partners: Minnesota School Outreach Coalition (MnSOC), Out for Equity, Transforming Families Minnesota

The team continued to be one of the main supporters of the annual MnSOC Q-Quest conferences for over 500 LGBTQA high school and middle school students from across the state. They also raised significant funds for the annual LGBTQ spring school proms, through the much-in-demand Unity Pi Day Pie Sale. The team also partnered with Transforming Families Minnesota, whose monthly St. Paul gathering meets at Unity Church.

Sanctuary Team

Community Partner: ISAIAH

The team is committed to educating the congregation about immigration issues in our community as part of the St. Paul network of Sanctuary Congregations. The team advocates for more just, inclusive policy on a local and national level.

Sustainable Living Team

Community Partner: Minnesota Interfaith Power and Light

The team led Unity's composting efforts, increasing the volunteer base and coordinating with Unity staff and food ministry volunteers. They promoted advocacy opportunities on climate change policies. They organized community clean up outings, supported Unity's children's garden summer ministry, and sponsored the annual spring plant exchange. They continued to establish an Earth Day program tradition on Wellspring Wednesday for all ages, and offered other WW classes such as the Caring for Our Planet series. The team sponsored the new monthly Sustainable film series on the 4th Friday of the month.

Denominational Affairs

Unity Church continued to deepen its covenantal relationship with the larger Unitarian Universalist Association. Unity once again increased its financial support on the path to becoming a Fair Share congregation. Unity provided meeting space and hospitality for the Church of the Larger Fellowship, Camp Unistar, minister's cluster meetings, and other UU organizations. There is ongoing collaboration among metro area UU congregations in shared programming, training for boards and teacher cafes, Coming of Age gatherings, youth retreats, and more.

The staff and members of Unity Church volunteer for the larger movement and association in a variety of ways. Don Brunnuell serves on the Ministerial Fellowship Committee. Sherri Knuth and Lia Rivamonte serve on the Board of MUUSJA (the Minnesota Unitarian Universalist Social Justice Alliance) and Pastor Danny Givens is on staff as MUUSJA's Statewide Organizer. Rev. Janne Eller-Isaacs continued her years of service as a UUA Transitions Consultant to congregations in ministerial search and as a Board member of the Unitarian Universalist Holdeen India Program. Rev. Lisa Friedman was elected to serve as a Good Officer for the Prairie Star Chapter of the Unitarian Universalist Ministers' Association. Rev. KP Hong consulted with the Fahs Center Collaborative at Meadville Lombard Theological School. All of Unity's ministers serve as mentors to colleagues in preliminary fellowship and support the profession of ministry in a variety of ways.

Facilities

Our amazing facilities team members in the 2018-2019 church year were Teresa Connor, Bill Lowell, Olentda Bryant, Louis Wilson, Dewayne Givens, Emma Mathews-Lingen, Heidi Birkholz and Keenen Rust.

The staff was busier than ever in this church year, supporting the program and worship life of the church and the growing number of events that are held in the building by community partners and groups. Wouldn't it be telling to watch a time-lapse replay of the Parish Hall over the course of a week?

Additionally, the staff accomplished maintenance projects including cleaning, repairs, painting, snow removal through a record-breaking snowy winter, and grounds maintenance at both the church and the church-owned duplex. We gave extra attention to the upper unit of the duplex, upgrading and repairing it in preparation for our Hallman Intern Kathryn Jay and her family.

Led by Ethel Griggs, our Garden Group worked diligently to provide beautiful landscaping, particularly in the courtyard at Grotto and Portland. Other individuals continued to move us toward sustainable recycling and composting systems, and we continue to provide a level one fast charging station for electric vehicles.

One Voice Mixed Chorus rents office, rehearsal, and meeting space at Unity Church. Above Every Name continues to worship at Unity on Sunday afternoons. Medley Village Preschool rents space during the school year. Unity also hosts the Minnesota Hungarians who have a language school for their children and hold occasional dinners, dances, and fundraisers at the church. The New Century Club holds meetings at Unity, as well as various 12-step groups and other community groups.

Our Emergency Preparedness Team (EPT), assembled in 2015, continued its important work in evaluating and improving the safety and security of our building. We have written and implemented an Emergency Action Plan that creates procedures and a position of readiness in the event of medical emergencies, fire, weather, loss of power, persons showing inappropriate behavior, demonstrations, suspicious packages, bomb threats, and active shooters. We conducted practice evacuation drills and trained staff, tenants, front desk volunteers and Welcome Team members in situational awareness. Leah Doherty, Rob Fulton, Richard Birger, and staff members Bill Lowell, Teresa Connor and Barbara Hubbard are on the EPT.

Literary Ministries

In 2018-2019, Consulting Literary Minister Rev. Karen Hering continued to offer monthly Open Page guided writing sessions in which members and friends could reflect on the monthly worship themes. Rev. Hering also offered a Thresholds Series for participants crossing significant thresholds in their personal lives. Participants engaged writing, art and other practices to reflect on their personal thresholds and to support one another crossing their own. At the end of the series, the participants were blessed by the congregation in worship with a litany for all those who are in the midst of great change.

In addition to staffing the Bookstall and offering service in the Whitman Children's Library and Anderson Library on Sunday mornings, the Library and Bookstall Ministry Team, led by Barb Foss, Janice Gestner, and Shelley Butler:

- Sponsored book readings by Dave Durenberger and Melvin Carter, Sr.
- Assisted with the "Experiencing the Racial Body and Mind" workshop featuring Robin DiAngelo and Resmaa Menakem, and "Earth Day Poetry with Kim and Jim."
- Observed Banned Books Week with a censorship display in the Whitman Lobby.
- Organized the 2019 Unity Book Read with Kathryn Jay, featuring *The Line Becomes a River* by Francisco Cantú.
- Held the 11th Annual Café Unity: Poetry and Music Salon, a special evening of original writing by Unity members and *Cairns* contributors, as well as music and song, ending with a sing-along of justice songs led by Rob Eller-Isaacs.

Cairns: The Unity Church Journal of the Arts celebrated ten years of publication with the 2018 issue, under the leadership of Shelley Butler, Marcia Franklin, and Steve Wright, aided by talented art and literary editors. This amazing journal includes artwork and writings from members, pledging friends, and volunteers of Unity Church, as well as from Unity's ministers, staff, and our archives.

New in 2018, a committee of researchers and writers was convened to produce the next chapter of Unity Church history, where *The Story of Unity Church: 1872-1972* by Elinor Otto left off. Led by Kathy Oakley, the new history of Unity Church is scheduled to be finished by June 2020.

In spring of 2019, Unity officially launched its own publishing house/imprint, Reredos Press, which will focus initially on in-house projects with the aim to grow into publishing local UU writing.



The commitment and creativity of those dedicated to literary ministry at Unity Church continues to enrich us all.

Music Ministry

Unity Choir, Unity Singers, Women's Ensemble, Children's Choir, Unity music staff, and varied guests brought consistent musical offerings to all three of our services again this season. Choir rotation continues to include all three services, offering a choral presence in each service, on average, three Sundays a month.

Our choir programs continually involve 170-180 people during the year. The Unity Choir grew to a membership of 80 singers. The Women's Ensemble grew to a membership of 68 members, continuing with several mother-daughter teams. Music ministry is a vibrant and rich community spanning all ages.

Efforts to make connections through music with our local community and wider UUA community were realized through the following:

- a. The Unity Singers performed at the 2019 National ACDA in Kansas City, MO, which was a special honor. Additionally, they performed at the Women's advocates luncheon and were a part of four musical premieres by Jocelyn Hagen, Mark Hayes, Jake Runestad, and Dale Warland.
- b. All choirs continued their expansion of a multi-cultural repertoire with works from varied sources.
- c. The Children's Choir brought a special program of music to the Episcopal Homes in their annual concert there.
- d. Unity participated in several musical partnerships and space exchanges with St. Joseph's School of Music, Wendy Tangen-Foster's Violin Studio, Mila, and One Voice Mixed Chorus, among others.

Our 10:00 p.m. Candlelight Choir continues to expand as a continuing tradition of our Christmas Eve service offerings along with two Christmas pageants (which include adult and children's choral support), and music for all other services. Our Holiday Concert and Carol Sing continues to be attended with standing room only audience. Family and friends new to Unity Church are a large part of our audience. All choirs participated.

Our 2019 Arthur Foote Music Sunday continued this great tradition of music in our church community. This year we presented works of several living composers which spoke directly to the theme of peace – peace in our hearts, and peace in our world. All choirs participated.

Participation continues to grow in the highly successful Children's Musical (30th year) directed by Sandy Waterman and Mary Blouin Auffert. The musical has now been firmly claimed by our 6th-8th grade community. This opportunity for three years of involvement, 6th-8th grades, continues the arc of offerings for our children with Children's Choir (grades 1 through 5) and Children's Musical (grades 6 through 8).

Unity Church volunteer musicians continue to enrich our services throughout the year and, in particular, during our summer services under the direction of summer music coordinator, Kathleen Bartholomay. Their commitment and generosity is a huge gift to all.

Our choir program continues to be an opportunity for involvement and an entrance into this community. Many people establish their relationship within Unity Church through participation in one of our choirs before becoming members.

Two special musical projects were completed this year. The renovation of Unity's organ was completed with the support of a generous group of donors and the organ was rededicated with a special recital with Aaron Miller in February. The search for a new Director of Music Ministry for the Fall of 2019 was completed with the exciting choice of Ahmed Anzaldúa. Welcome, Ahmed!

I have been the luckiest person in the world to live my life's sacred passion of musical connection to this world with people who ask, dare, seek, risk, and cry; get it right, get it wrong, but share it all. I love you all, Unity Church! My endless thanks and gratitude.

Ruth Palmer, your ever-grateful Director of Music Ministries, 1999-2019

Ministry with Children and Youth

Reflections and Highlights

Submitted by K.P. Hong, Director of Religious Education

Learners often speak of learning as something dynamic and inexact – coiling or spiraling in constant motion, returning to where it was earlier but now somehow different. Learning remains a difficult and elusive word, carrying a thousand meanings, equivocating from one context to another. And so the practice of *documentation* that seeks to “make learning visible” sets for itself a demanding purpose in religious education. For documentation goes beyond assessment (with its narrowed work of monitoring and finding what we already know to look for) toward anticipating and noticing moments of faith when lives open in wonder to the Sacred. Like the role of artists who expand the range of our seeing and feeling and imagining, documentation aspires to bear witness to new and more expansive views of reality. And for our teachers engaged in this work, documentation becomes a practice of thinking-feeling-seeing-imagining outside their known frameworks. Teaching becomes spiritual practice in service to faith formation.

An underlying focus this year continued the project of faith formation for children and teachers alike. With teachers now organized into *teaching teams* to journey with each other and with their group of children for the year, Eileen Galvin and members of the REMT (leadership council for Religious Education) advanced the practice of documentation in service to faith formation. Growing number of teaching teams participated in ongoing trainings which asked them to live into greater collaboration with one another, take time to reflect and document the learning taking place in their classrooms, and expand their capacity of inquiring and listening more closely to the relational encounters at the core of faith formation. What should teachers be noticing? What is the story of what is happening in the classroom? How do we go from making *doing* visible, to making *learning* visible, to making the *Sacred* visible?

The focus and work of racial justice and multiculturalism also continued, with teachers updating curriculum and adapting pedagogy for the Junior High course *Building the Beloved Community*. This critical multicultural education and racial justice course serves now as the second prerequisite course alongside *UU Identity and History* before the Coming of Age program. Another considerable commitment in curriculum review is scheduled to resume in the 2019-20 year, with attention next placed on the *Rotations* program for elementary grades.

Finally, as we step into significant transitions in the life of our congregation and its future leadership, the mainstay practice of worship remains vital for our children to know intimately and know it well. Worship and liturgy, already in place for Spirit Play and Rotations programs, now extend seamlessly throughout the entire RE programs, including Junior High and Tower Club. Co-leaders Drew Danielson, Sarah Cledwyn, and Ray Hommeyer shape and anchor worship for all of our youth each time they gather to experience church. And for these many and generous means of grace that ground our ministry with children and families, only an immeasurable gratitude.

Ministerial Intern

Unity Church values its role as a teaching congregation to future ministers. The congregation was enriched by Hallman Ministerial Intern Kathryn Jay, from the Starr King School for the Ministry, and her family: Elisabeth Friedman, Annie, and Arlo. Kathryn was supervised by Rob and Janne Eller-Isaacs. Kathryn's MIST team members included Helen Pohlig (chair) Ginny Allen, Bob Albrecht, Ray Hommeyer, Jamie Bosc, and Janet Wacker.

Kathryn contributed to Unity's ministry in many ways: participating in Executive team and staff meetings, leading Sunday and Wellspring Wednesday worship, facilitating monthly theme meetings, officiating at rites of passage, providing pastoral care, leading the Elders' Circle, participating in the work of the Beloved Community Staff Team and much more. She also developed and offered a Coming of Age for Adult class for the first time at Unity, which was well-received. With her extensive previous professional experience, Kathryn was also able to step in as sabbatical minister for the Rev. Lisa Friedman during December-February, and then to serve as Summer Minister during Lisa's second half of her sabbatical in June and July.

Pastoral Care

The pastoral care program seeks to serve people in times of need, crisis, transition, grief, and loss. Overseen by Janne Eller-Isaacs, the interns and a team of remarkable pastoral care associates provide a caring ministry of presence for our members and friends.

The heart of the program is best expressed in the Embracing Meditation each Sunday. This essential part of our worship always contains the joys and sorrows of people who are willing to share their tender news with the larger congregation. The Embracing Meditation is read at the weekly staff meeting, the adult service, Children's Chapel and with the preschoolers in spirit play. It is also placed on the pastoral care table in the Parish Hall during coffee hour. There, the entire congregation is invited to send cards of care, concern and congratulations to those listed each week.

There is a large network of support and care available to members and friends in need or in times of transition. The formal structure of the program seeks to ensure quality support and care for all of Unity's community. It begins, of course, with the lay ministry provided by the pastoral care team itself but their work is supported by a group of largely invisible people who add to their visible care by helping out when asked to provide rides or meals.

We begin first with the U-Knitarians who knit comfort shawls throughout the year. The shawls are then finished by shawl coordinator, Carol Miller. She delivers them to the pastoral care meeting where they are blessed by all the members there. Our comfort shawls have been delivered to over 35 folks this year. This year the practice of sharing our shawls with non-Unity friends and family continued to much appreciation. We also continue to share comfort shawls with members of Above Every Name who are living through challenging times in their lives.

The Pastoral Care Team meets monthly throughout the year to receive training, support one another, share ideas and to ensure that everyone in need is served adequately. Monthly meetings often focus on a particular theme or pastoral issue. This past year the team participated in informational meetings or trainings at most of our meetings.

We always work to hone our listening skills because they are at the heart of the ministry of presence we seek to provide everyone with whom we come in contact.

This year we invited the congregation once again to volunteer in our Caring Circle. The caring circle seeks to provide one-time services that include things like rides, meal preparation and delivery, childcare, respite care, shopping and errand running and house projects. The Caring Circle is designed to allow for more practical kinds of support to be offered to members and friends who need things that are offered generously from their fellow congregants. One hundred and forty people signed up. This part of the pastoral care program is often invisible and yet it serves many of our folks who are in need of practical support. The services offered by the Caring Circle form an essential piece when we create a team approach for the numerous services that are needed for a particular individual.

The program continues to grow in scope and depth. The gender balance of the caregivers was achieved, with men playing a vital role in the program. We have reinstated the evening program to accommodate the needs of people who work full time but want to participate actively in the pastoral program.

The pastoral care program seeks to respond to the stated needs of the congregation. If you have a pastoral need or an interest in forming a support group, please contact Janne.

Janne Eller-Isaacs and Cynthia Orange continue to co-facilitate a once a month support group for caregivers that has provided a place of mutual support and encouragement for the caretakers who attend. This group continues to grow in numbers and commitment. It continues to include people from other congregations who are in need of the support it offers, since this offering is not available in the congregations they attend.

The grief group continues as a monthly drop in resource. There is a core of regular attenders who seek to welcome all newcomers so that they feel welcomed and included. Co-facilitated by Janne Eller-Isaacs and Linda Kjerland an environment of mutual support and understanding is available to anyone walking the journey of grief. This year we solidified the monthly support group for people who have family members living with mental health challenges. This group provides a vital sounding board, a place to ask for advice, a place to receive much needed support for the participants.

Lastly, I would like to close this annual report with great appreciation for the Memorial Service team. Coordinated by Barbara Ford, they seek to provide a calm and lovely reception after memorial services. Barbara recruits bakers who bake cookies that are delivered to the church. Another group then sets up a lovely reception. Though designed for Unity members they have been especially generous in also getting cookies and bars for services for non-Unity members and friends.

Unity Consulting

Unity Consulting is a program of Unity Church whose mission is to liberate and empower the leadership of progressive religious congregations and institutions to awaken compassion, transform lives, and bless the world. We help congregations understand their purpose, the difference they make in people's lives, and then we help them organize to deliver on that promise. Our primary tool is Policy Governance® as we've learned to adapt it for congregations.

Five percent of Unity Consulting's fees go to support Unity Church's operating budget. Unity Consulting also provides some pro-bono services to the denomination through governance consulting with denominational and congregational leaders.

Highlights from this past year's work include:

- Continued growing Spirit Map, a proprietary product of Unity Church and Unity Consulting that helps:
 - Individuals find their inherent spiritual strengths and discover opportunities to deepen their sense of peace, compassion, and joy.
 - Congregations celebrate their spiritual strengths and identify ways to grow their congregation's overall spiritual well-being.

Two new congregations and 13 individuals completed the Spirit Map inventory July 2018 through June 2019. UU World published an article about Spirit Map in the fall 2019 issue, which will increase next year's numbers.

- Provided consulting services, including on-site retreats and hourly virtual coaching, to 18 congregations over the course of the year (July 2018-June 2019), fewer than last year. Two of the congregations were new clients.
- Published *The Nested Bowls: The Promise and Practice of Good Governance*, the first in an anticipated series of books on Unity Consulting practices. InSpirit, the UUA Bookstore, carries the book and it is also available on Amazon. Sales have been solid.
- \$2,155.73 went to the Unity Church operating budget from Unity Consulting and Spirit Map fees and book royalties July 2018 through June 2019.

Worship Life

The worship life of Unity Church remains the center of community life. The ministers and worship associates receive consistently positive feedback. Services are well-attended. Our ratio of attendance to membership is extremely high with over 60% of our membership attending on a regular basis. Service topics are reflected in extensive programming for adults and children. We continue to bind the services together thematically and use the monthly themes to deepen and inform the Chalice Circles. This fall, a series of worship services introduced the new Ends to the congregation. Special services, such as the Black Friday service, the Blue Holiday service, the winter solstice service, all five Christmas Eve services, Maundy Thursday, and Good Friday, continue to be treasured Unity Church traditions and opportunities to partner with Above Every Name and the wider community.

While most of the services in the formal church year were led by our Senior Co-Ministers, additional members of the ministerial team include Lisa Friedman, K.P. Hong, and Karen Hering. Hallman Intern Kathryn Jay was a strong and more frequent presence in the pulpit. The associates continue to be a vital support team for the worship life of the church. Staff and ministers are deeply grateful for their commitment. This past year, more people of color and young adults joined the worship associates team, bringing their stories and experiences into the worship life of the congregation. More attention was given to moving toward multiculturalism in the worship life of the church, including sources for readings, music, and much more.

Wellspring Wednesday worship continues to thrive. This year most services were led by Kathryn Jay, with support from other staff, including Danny Givens, Jr. The service is framed using the children's chapel Sunday liturgy. Children in attendance take considerable pride in sharing their way of worshipping with the adults.

Summer services in July and August continue to be anchored by a strong team of lay preachers, interns, staff, and guest preachers, during a season when Unity welcomes many visitors. The services are also enriched by the musical talents of Unity members and friends.

Finance and Resource Development

This annual report to the congregation includes highlights and accomplishments of the 2018-2019 church year. A report in the area of finances/resource development defies this timeline because the church's fiscal year is a calendar year. We are including highlights of Fiscal Year 2018, statements of financial condition as of December 31, 2018, as prepared by Schechter, Dokken, Kanter CPA, and an update of 2019 resource development through June.

Sunday Offerings

We received a total of \$118,298 in Sunday Offerings in 2018. \$75,613 was given to community organizations that were nominated by our members and friends. \$14,239 was earmarked for dedicated Unity Church funds like the Arthur Foote Music Fund, the Hallman Ministerial Endowment, the Partner Church Team and Chalice Camp. The remaining \$28,446 went to the operating budget to support our Community Outreach programming.

Operating Pledges

Our 2018 approved Operating budget pledge goal was \$1,352,073 from 754 households. 706 households made 2018 pledges of \$1,287,675 in 2018. We recognized that we were falling short of that goal in early 2018, and in June asked members and friends to provide 2018 Special Mid-Year gifts, which supplemented the 2018 pledges by \$60,100, bringing us nearly to our goal.

Our 2019 pledge drive, "Just Imagine!" has a goal of \$1,365,000 in operating pledges. On Saturday, October 13th 2018 we gathered for *A Day of Prophetic Imagination*, exploring our new communal directions with artists who led us in music, art and conversation. Celebration Sunday on October 14 included a celebration of giving at each service, with special music and message. Our actual pledges for 2019 are totaling \$1,300,000. The gap is being addressed by our spending policy from endowment income and by reduced spending.

Unrestricted Year-End Gifts totaled \$25,274 in 2018.

Fundraiser

On November 3, 2018, we hosted the "Come Together" Live, Silent and Online Auction and fundraiser which raised \$24,000. This was the second time using ClickBid, an online auction software, which worked well. The food was awesome, the event was great fun for all and the team was amazing!

There is \$30,000 of income from a fundraiser in the 2019 approved budget. In an effort to "reset" the timing from fall to spring, we did not hold a fundraiser in 2019. We decided that holding a fundraiser just after the fall pledge drive and before the holidays was placing too much strain on the donors, volunteers and staff alike!

Capital Pledges & Projects

In the fall of 2014 we introduced capital pledging, which enables us to shield the operating budget from debt service, strengthen our long-term note negotiations with banks, and pay for capital repairs and improvements. In 2015 - 2019, members and friends have made \$1,096,682 in capital pledges, with an average of \$219,336 per year. We have expended capital pledge receipts for the Sanctuary sprinkler project, wood renewal at the main entry, parking lot renewal, new furniture for the Robbins Parlor, additional choir room cabinets, "Teal Hymnals," roof and stone repair and a stained glass window in the Parish Hall. Our debt service payments (see below) of \$142,512 per year began in 2017 and have been paid from capital pledge receipts.

In 2017, we identified the need to restore our historic Noack organ and engaged Grandall and Engen, LLC to do this work. The organ was built in 1965 by Fritz Noack after the fire in the sanctuary. The project, which included cleaning, repair, adding extra stops and a rear walk-board with safety improvements, was estimated in excess of \$100,000. We raised \$138,110 from a small group of donors for this project. The final cost of the project was \$109,152 leaving a \$28,958 reserve for organ improvements, maintenance and repair.

Unity Tomorrow Capital Campaign / Long Term Debt

We have been enjoying our newly renovated building since the Unity Tomorrow capital project was completed in 2012. Through the generous contributions of Unity Church members and friends, we were able to modernize our infrastructure, upgrade the kitchen, add restrooms and create a beautiful and welcoming main entrance.

In November of 2011, the congregation voted to move forward with the Unity Tomorrow capital project with the goal of attaining \$8 million in pledges, and constructing the three key elements of the project. At a special meeting of the congregation in April, 2012 a resolution was passed that the "debt in the project be limited to the cost of short-term construction financing and long term financing such that scheduled repayments shall not exceed more than 10% of the annual operating budget of the church, and authorize such encumbrances as are necessary to secure such financing and such liens as are customary industry practice."

The Unity Tomorrow project cost \$8 million. Total Unity Tomorrow commitments from 2011 – 2016 were \$6,874,342 and by the end of December, 2016 we had collected \$6,653,734 or 96.8% of the amount promised.

After paying principal and interest on the short term construction loan for 4.5 years, we converted the remaining \$1,950,000 to a long term note on January 1, 2017. This is a five year note with Western Bank based on a 20 year amortization schedule. Interest is fixed at 4.0% and debt service payments are \$142,512 per year from 2017-2021. Our capital pledges are adequate to cover this debt service without impact to programming, and we are allowed to make additional principal payments of up to 20% of the remaining balance annually.

We will need to refinance the note at the end of five years with either the current or another bank, without prepayment penalty. Making additional principal-only payments (in addition to the regularly scheduled debt service) before refinancing creates more favorable options. At that time, the factors in play will be the remaining principal balance, interest rates, and our tolerance for debt, which will determine the number of years over which to amortize the loan.

From 2017 to the writing of this report, we have made \$174,809 in additional principal only payments. These payments were made possible through individual gifts for this purpose and through the application of unrestricted bequests.

Legacy Giving

The Heritage Society is made up of members and friends who have remembered Unity Church in their estate plans. These legacy gifts ensure the future of the church. We welcomed nine additional people into Unity Church's Heritage Society in 2019, joining over 200 others who have committed to supporting the church into the future. Our annual Heritage Society Dinner in May is the church's way of thanking those individuals who have made legacy gifts. Our guest speaker in 2019 was Joseph Haj from the Guthrie Theater.

We received gifts from the estates of Betty Hardacker, Henriette Johnsen, and Joan Coplin in the past year.

Financial Statements and Policies

In 2018-2019, the Board of Trustees established a Financial Taskforce, made up of four trustees. This taskforce has worked with members of the church financial staff, our financial consultant, a representative from our CPA firm and Laura Park to review interpretations of the financial limitations in the governing policies, operating financial policies and the presentation of financial statements. This has been valuable to the understanding and transparency of the financial landscape.

Financial statements of:

UNITY CHURCH OF ST. PAUL

Years ended
December 31, 2018 and 2017

SDK
Schechter Dokken Kanter
CPAs ■ Business Advisors

UNITY CHURCH OF ST. PAUL
(See Independent Accountant's Review Report)

Assets:	<u>2018</u>	<u>2017</u>
Current assets:		
Cash and cash equivalents	\$ 462,772	\$ 279,336
Pledges receivable:		
Current portion:		
Operating pledges, net	1,046,423	975,940
Capital pledges, net	167,617	168,591
Other receivables	22,651	36,124
Prepaid expenses	<u>10,579</u>	<u>9,417</u>
Total current assets	<u>1,710,042</u>	<u>1,469,408</u>
Property and equipment:		
Land and land improvements	180,070	180,070
Buildings and building improvements	11,761,597	11,740,784
Equipment	981,187	856,563
Artwork	<u>61,300</u>	<u>81,300</u>
Less accumulated depreciation	<u>12,984,154</u>	<u>12,858,717</u>
	<u>4,430,576</u>	<u>4,173,359</u>
	<u>8,553,578</u>	<u>8,685,358</u>
Other assets:		
Cash restricted for long-term purposes	63,708	143,445
Operating pledges, long-term	674,398	559,792
Capital pledges, long-term	120,215	101,375
Investments	966,840	1,004,583
St. Paul Foundation holdings	125,740	138,317
Beneficial interest in perpetual trust	<u>429,715</u>	<u>480,668</u>
	<u>2,380,616</u>	<u>2,428,180</u>
Total assets	<u>\$ 12,644,236</u>	<u>\$ 12,582,946</u>

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31

	2018	2017
<i>Liabilities and net assets:</i>		
Current liabilities:		
Accounts payable	\$ 23,073	\$ 25,757
Accrued expenses	95,718	100,839
Current portion:		
Long-term debt	74,803	70,240
Copier lease payable	7,359	6,876
Total current liabilities	200,953	203,712
Copier lease payable, net of current portion	3,217	10,576
Long-term debt, net of current portion	1,634,057	1,763,779
Loan from donor restricted fund	152,530	174,917
Total liabilities	1,990,757	2,152,984
Net assets:		
Without donor restrictions	6,135,774	6,182,877
With donor restrictions	4,517,705	4,247,085
Total net assets	10,653,479	10,429,962
Total liabilities and net assets	\$ 12,644,236	\$ 12,582,946

UNITY CHURCH OF ST. PAUL

(See Independent Accountant's Review Report)

	2018		
	Without donor restrictions	With donor restrictions	Total
Support and revenue:			
Pledges and gifts	\$ 195,634	\$ 2,141,523	\$ 2,337,157
Sunday collections	31,328	133,761	165,089
Program fees	73,518		73,518
Investment income (loss)	22,107	(51,946)	(29,839)
Change in value of:			
St. Paul Foundation holdings		(12,577)	(12,577)
Diether perpetual trust		(50,953)	(50,953)
Rental Income	46,911		46,911
Unity consulting income	62,343		62,343
Miscellaneous income	22,373		22,373
In-kind contributions	28,702		28,702
Net assets released from restrictions	1,889,188	(1,889,188)	
Total revenues and support	2,372,104	270,620	2,642,724
Expenses:			
Program	1,935,955		1,935,955
Management and general	387,134		387,134
Fundraising	96,118		96,118
Total expenses	2,419,207		2,419,207
Change in net assets	(47,103)	270,620	223,517
Net assets, beginning	6,182,877	4,247,085	10,429,962
Net assets, ending	\$ 6,135,774	\$ 4,517,705	\$ 10,653,479

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS
YEARS ENDED DECEMBER 31

2017		
Without donor restrictions	With donor restrictions	Total
\$ 134,597	\$ 1,763,386	\$ 1,897,983
30,739	141,837	172,576
86,635		86,635
25,832	132,538	158,370
	13,316	13,316
	34,678	34,678
41,204		41,204
64,807		64,807
41,465		41,465
22,044		22,044
1,846,986	(1,846,986)	
2,294,309	238,769	2,533,078
1,764,398		1,764,398
427,042		427,042
114,092		114,092
2,305,532		2,305,532
(11,223)	238,769	227,546
6,194,100	4,008,316	10,202,416
\$ 6,182,877	\$ 4,247,085	\$ 10,429,962

UNITY CHURCH OF ST. PAUL
(See Independent Accountant's Review Report)

STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31

	<u>2018</u>	<u>2017</u>
Cash flows from Operating Activities:		
Change in net assets	\$ 223,517	\$ 227,546
Adjustments to reconcile changes in net assets to net cash provided by operating activities:		
Depreciation	257,215	250,973
Accretion of financing costs	1,448	1,448
Donated investments	(17,684)	(65,198)
Loss on sale of property	18,330	
Permanent restricted donor contributions	79,737	92,419
Unrealized loss (gain) on investments	127,594	(164,119)
Change in value of:		
St. Paul Foundation holdings	12,577	(13,316)
Beneficial interest in perpetual trust	50,953	(34,678)
Decrease (increase) in assets:		
Pledges receivable	(202,955)	69,336
Other receivables	13,473	6,326
Prepaid expenses	(1,162)	13,264
Increase (decrease) in liabilities:		
Accounts payable	(2,684)	6,579
Accrued expenses	(5,121)	16,482
 Net cash provided by operating activities	 <u>555,238</u>	 <u>407,062</u>
 Cash flows from investing activities:		
Purchase of:		
Property and equipment	(145,435)	(48,401)
Investments	(89,851)	(102,297)
Proceeds from:		
Investments	17,684	102,297
Sale of property	1,670	
Restriction of cash for long-term purposes	79,737	92,419
 Net cash (used in) provided by investing activities	 <u>(136,195)</u>	 <u>44,018</u>

UNITY CHURCH OF ST. PAUL
(See Independent Accountant's Review Report)

STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31

	<u>2018</u>	<u>2017</u>
Cash flows from financing activities:		
Payments on:		
Loan from donor restricted fund	(22,387)	(20,506)
Long term debt	(126,607)	(110,191)
Capital lease obligation	(6,876)	(6,426)
Permanent restricted donor contributions	<u>(79,737)</u>	<u>(92,419)</u>
Net cash used in financing activities	<u>(235,607)</u>	<u>(229,542)</u>
Net increase in cash	183,436	221,538
Cash and cash equivalents, Beginning	<u>279,336</u>	<u>57,798</u>
Cash and cash equivalents, Ending	<u>\$ 462,772</u>	<u>\$ 279,336</u>
Supplemental disclosure of cash flow information:		
Cash paid for interest	<u>\$ 75,565</u>	<u>\$ 79,227</u>

UNITY CHURCH OF ST. PAUL

(See Independent Accountant's Review Report)

	2018			
	Program	Management and general	Fundraising	Total
Salaries	\$ 645,447	\$ 156,634	\$ 62,107	\$ 864,188
Payroll taxes and benefits	176,740	42,751	17,054	236,545
Total salaries and related expenses	822,187	199,385	79,161	1,100,733
Program expenses	490,198	2,486	9,094	501,778
Interest	-	77,013	-	77,013
Other professional fees	62,223	57,755	-	119,978
Utilities	62,224	2,007	483	64,714
Unity consulting fees	52,371	-	-	52,371
Dues and subscriptions	55,444	60	15	55,519
Professional development	23,783	3,986	2,797	30,566
Repairs and maintenance	51,944	1,361	327	53,632
Supplies	24,070	8,559	1,155	33,784
Insurance	25,021	874	210	26,105
Bank fees	-	17,265	-	17,265
Telephone and communication	10,909	1,926	642	13,477
Bad debt expense	-	-	-	-
Office equipment	-	5,556	-	5,556
Property tax assessments	9,399	82	20	9,501
Total expenses before depreciation	1,689,773	378,315	93,904	2,161,992
Depreciation	246,182	8,819	2,214	257,215
Total expenses	\$ 1,935,955	\$ 387,134	\$ 96,118	\$ 2,419,207
Percentage of total expenses	80%	16%	4%	100%

STATEMENTS OF FUNCTIONAL EXPENSES
YEARS ENDED DECEMBER 31

2017			
Program	Management and general	Fundraising	Total
\$ 604,755	\$ 162,758	\$ 55,605	\$ 823,118
177,724	42,096	15,392	235,212
782,479	204,854	70,997	1,058,330
488,095	2,074	7,670	497,839
-	80,675	-	80,675
53,766	38,793	8	92,567
51,576	7,107	4,738	63,421
45,902	-	-	45,902
43,799	121	81	44,001
25,359	8,300	1,716	35,375
28,906	4,625	4,146	37,677
16,675	9,000	374	26,049
14,468	3,101	3,100	20,669
-	16,507	-	16,507
1,530	10,935	2,187	14,652
-	9,150	-	9,150
-	3,191	-	3,191
8,192	217	145	8,554
1,560,747	398,650	95,162	2,054,559
203,651	28,392	18,930	250,973
<u>\$ 1,764,398</u>	<u>\$ 427,042</u>	<u>\$ 114,092</u>	<u>\$ 2,305,532</u>
77%	19%	5%	100%