

Unity Church–Unitarian
2009-2010 Annual Report

Annual Report 2009–2010

Unity Church-Unitarian

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BOARD OF TRUSTEES

Craig Allen	Sue Babcock	Neely Crane-Smith
Bill Etter	Barbara Ford, Secretary	Rob Fulton
Beverly Heydinger	Laura Smidzik, Chair	Ray West

EXECUTIVE TEAM

Janne Eller-Isaacs	Co-minister
Rob Eller-Isaacs	Co-minister
Barbara Hubbard	Executive Director
Leon Dunkley	Director of Congregational Life

CHURCH STAFF

PROGRAM STAFF

Pat Haff	Coordinator of Community Outreach Ministries
Karen Hering	Consulting Literary Minister
Robin MacKenzie-Taris	Sunday Childcare Assistant
Kerri Meyer	Director of Religious Education
Ruth Palmer	Director of Music Ministries
Christy Randall	Religious Education Assistant
Jason Seymour	Hallman Ministerial Intern 2010-11
Luke Stevens-Royer	Coordinator of Youth and Campus Ministries

ADMINISTRATIVE/FACILITIES STAFF

Julie Handberg	Office Manager and Wedding/Memorial Coordinator and Assistant to the Director of Congregational Life
Elias LaVelle	Facilities
Bill Lowell	Facilities Manager
Leo O'Brien	Facilities
Lindsay Newstrand	Security
Song Thao	Financial Assistant
Martha Tilton	Coordinator of Communications
Harold Watson	Facilities
Sandy Wichert	Facilities

Unity Church-Unitarian
140th Annual Meeting of the Congregation
Saturday, November 20, 2010
10:00 a.m.

Meeting Agenda

Convening of Meeting

Invocation

Election of Parliamentarian

Approval of the Minutes of November 21, 2009, Annual Meeting

In Memoriam

Congregational Business

- Ministries
- Trustees
- Budget 2011 Presentation / Approval

Unity Tomorrow Presentation

Closing

Unity Church-Unitarian
139th Annual Meeting of the Congregation
DRAFT Minutes
Saturday, November 21, 2009

Attending: Trustees: Carol Bauer (chair), Barbara Ford (secretary), Bill Etter, Laura Smidzik, Bob Utke, Ray West

Executive Team: Rob Eller-Isaacs, Janne Eller-Isaacs, Barbara Hubbard, Leon Dunkley

Others: Alan Maclin, Parliamentarian

Convene Annual Meeting

Board chair Carol Bauer called the Annual Meeting to order at 10:13 a.m.

Invocation

Board member Bob Utke offered the invocation.

Election of Parliamentarian

A motion to approve Alan Maclin as parliamentarian was made by Collin Rust and seconded by Lorelee Wederstrom. The motion was approved unanimously.

Approval of the Minutes of the November 22, 2008, Annual Meeting

A motion to approve the minutes from the November 22, 2008, Annual Meeting was made by Gary DeCramer and seconded by Ken Green. The motion was approved.

In Memoriam

Rob and Janne Eller-Isaacs read the names of those church members who have died since the last annual meeting.

Congregational Business

- Ministries:

Leon Dunkley, Director of Congregational Life, spoke of the many and varied ministries at Unity Church. Some of the highlights include congregational worship, religious education, Wellspring Wednesdays, food ministries, music in many forms, the pastoral care team, Pathways to Membership classes, the Anti-Racism Leadership Team and the racial justice outreach team, social justice and environmental outreach teams, and many more.

Two newer members spoke of their experiences of becoming a part of the Unity Church community. Bryan Smith told of finding spiritual support and a place to grow together as a family. Bob Gestner came with friends who are members, joined a covenant group, felt at home, and encouraged the church to "keep up the good work."

- Trustees:

Congregational Survey: Board member Bill Etter summarized the results of the congregational survey which helps the board in its responsibility of monitoring the work of the Executive Team. The survey is rich with data that can help in planning for the future.

Anti-Racism Leadership Team Report: Drew Danielson reported that this has been a year of progress toward our goal of becoming an anti-racist institution. A new charter has been approved for the group. The importance of personal commitment to this work was stressed.

Generosity Ministry Team: Lisa Brosseau explained that the mission of this team is to review applications submitted by members of the congregation for organizations that receive 70% of

our Sunday offering each week. Criteria for selection of these non-profits include missions and values that reflect our core values, groups that have some connection to Unity Church-Unitarian and a connection to local needs, and organizations that are of a size that our contributions would make a significant difference. This year, \$68,426.75 was given to 52 organizations in our community.

Proposed By-Law Amendment: Laura Smidzik presented the proposed amendments to our by-laws. The changes were proposed to clarify and update our governing documents. **A motion to accept these changes was made by Ellen Green and seconded by Betsy Moore. The motion was approved unanimously.**

Slate of New Trustees: Board member Ray West described the nominating process and presented the slate of new trustees: **Nominated for three-year terms were Craig Allen, Beverly Heydinger, and Dan Zigmund. A motion to elect these candidates was made by Pauline Eichten and seconded by Leila Poullada. The motion was approved unanimously.**

Two trustees have been appointed by the board to fill unexpired terms: Sue Babcock for a two-year term and Bill Etter for a one-year term. **A motion to confirm the appointment of Sue Babcock to a a two-year term and Bill Etter to a one-year term was made by Mark Foster and seconded by Ken Green. The motion passed unanimously.**

- **Property Report:**
Barbara Hubbard acknowledged and thanked the facilities staff for maintaining the building so beautifully. The new outdoor signs, a gift from Karen Pike, were celebrated. The chapel has been renovated and reclaimed as a sacred space, thanks to a special gift. Capital investments included a new boiler, repairs to the roof of the bell tower, and a new stove in the kitchen. The mortgage on the church-owned duplex on Holly Avenue has been paid off and the first floor of the duplex renovated. The church grounds have blossomed thanks to the garden team. A thorough study of facility use has been guided by Lorelee Wederstrom as part of our strategic modeling effort.
- **Budget for Calendar year 2010:**
Barbara Hubbard summarized the proposed budget and the assumptions underlying its projections. Questions were raised and discussed. A motion to approve the budget was made by Allen Giles and seconded by Tom Merritt. The motion passed unanimously.

Words of Thanks from the Board of Trustees to the Executive Team and Staff

Board chair Carol Bauer thanked the executive team and the entire staff for their leadership and dedication on behalf of the Unity Church-Unitarian community.

Acknowledgement of Outgoing Board Members

Ann Nelson, Tim Sheehan, Bob Utke, and Carol Bauer were thanked for their vision and commitment on behalf of Unity Church.

Closing

Board chair Carol Bauer adjourned the November 2009 Annual Meeting at 11:45 a.m.

Submitted by:

Barbara Ford, Board Secretary

In Memoriam

Grace Vanderschaegen Hall
October 16, 1921 – October 24, 2010

George Henry Tesar
March 28, 1919 – July 24, 2010

Nancy Jo Haley
July 12, 1944 – August 27, 2010

Maureen Faith McKessy
July 10, 1951 – May 6, 2010

Janice Marie Crandall Hogan
September 22, 1939 – June 13, 2010

Patricia Argyros
March 4, 1929 – May 12, 2010

Kathleen “Katy” Dawkins Gray
October 22, 1942 – April 10, 2010

Thomas T. Feeney, Jr.
September 14, 1924 – April 1, 2010

Board of Trustees • Nominees



Bob Peskin has been associated with Unity Church-Unitarian since 1994, when he was hired as director of music ministries. Since 2007, he has served as the executive director of the Minnesota Chorale. Prior to relocating to the Twin Cities, he worked in alumni relations at Middlebury College. He was president of the board of the United Way of Addison County (Vermont), and has served on the boards of several arts organizations. Bob earned his B.A. cum laude in music composition from Princeton, and pursued graduate studies in choral conducting at the University of Minnesota. He lives on St. Paul's West Side with his wife, Jenny Thompson (to whom he was married in 2007 at Unity), and step-daughter Anna.



Sarah Pradt was raised in the First Universalist Church in Wausau, Wisconsin. She has taught Japanese language, literature, and film at the University of Minnesota and Macalester College. Her current work as an administrator in experiential education for social justice combines teaching, academic administration, grant-writing, and cross-cultural and interdisciplinary program development. She has researched and published on the portrayal of AIDS in Japan, a Japanese communist feminist writer, and Western accounts of WWII Japanese prison camps. Sarah serves as an officer on the board of a Minneapolis nonprofit, AdopSource, which seeks to integrate culture, lived experience, and identity for transracial adoptees, their families, and broader communities, and she currently co-chairs the Annual Fund at the Friends School of Minnesota.



Tim Thoreen graduated from the University of Minnesota's Humphrey Institute and is a Project Manager for the engineering consulting firm CH2M HILL, where he also serves as the company's Area Manager for Minnesota and Iowa. Tim's community involvement includes having served as a board member on the Merriam Park/Union Park District Council board for the last five years, during which time he was the neighborhood representative on the Rock Tenn Community Advisory Panel. Tim and his wife Mary Hanrahan have a two-year-old daughter Ida and are expecting a second child in February.

2011 Proposed Budget

	FY 2010 Revised Budget 1/01/10-12/31/10	FY 2011 Proposed Budget 1/01/11-12/31/11	Narrative Comment #
Gross Pledges	1,126,199	1,156,815	
Less Shrinkage	(45,048)	(46,273)	
Net Pledges	<u>1,081,151</u>	<u>1,110,542</u>	1
Gifts, Offerings and Fundraisers	65,500	60,000	2, 3
Program Income	61,802	55,792	4
Investments	50,000	40,000	5
Church Facility Rental	28,199	32,015	6
Other Funds and Grants	40,650	43,800	7
Total Income	<u><u>1,327,302</u></u>	<u><u>1,342,149</u></u>	
Governance	26,475	29,600	8
Program	743,866	751,716	9, 10
Development	14,600	9,100	11
Administration / Operations	517,080	527,751	9, 12
SUBTOTAL EXPENSE	<u>1,302,021</u>	<u>1,318,167</u>	
Sabbatical Reserve	12,260	10,800	13
Reserve Fund	13,020	13,182	14
TOTAL EXPENSE	1,327,301	1,342,149	
INCOME OVER/(UNDER) EXPENSE	<u><u>0</u></u>	<u><u>0</u></u>	

Proposed Operating Budget Narrative – Fiscal Year 2011

January 1 to December 31, 2011

Assumptions and Proposals

1. **Pledge Income** is projected at 2.6% above the 2010 pledge \$ base. This projection is based on the assumption that our total number of pledging households by the end of 2011 will be 715 and that 85 of them will be new pledges for 2011. This also assumes that 78 of our pledging households in 2010 will not renew their pledges in 2011. We expect that 4% of all pledges will be uncollectible. These assumptions are based on ten years of pledge income history.
2. **Sunday Offering Income** will remain at the current level, with 70% being given away and 30% supporting our Community Outreach ministries.
3. We are budgeting \$20,000 in income from a **2011 Fundraising Event** and \$15,000 of **Year-End Gifts**.
4. **Program Income** includes fees from weddings, non-Unity Church memorials, Children's Musical ticket sales, Religious Education program fees, retreat fees and Wellspring Wednesday income.
5. We are budgeting \$40,000 from **Investment Income** to the operating budget. Given that we use a total return method (based on a 36 month rolling average) to recognize investment income, the projections are less than in previous years given the present economic environment.
6. The church receives **Facility Rental Income** from many groups for one time and ongoing activities including yoga, twelve step groups, Mindstretch and the New Century Club. We also rent office space to the Summit University Block Nurse program and to One Voice Mixed Chorus.
7. **Other Funds and Grants** includes income from Unity Consulting, our team of consultants who provide governance consulting to other UU and liberal religious organizations. We also receive an annual gift that supports our Hallman Internship.
8. **Governance Expense** is comprised of Board, Anti-Racism Leadership Team, Executive Team and Unity Consulting expense. *Unity Consulting* expense makes up most of this expense line, and is covered by Unity Consulting income.
9. **Staff Salaries, Taxes and Benefits** are found in both the Program and Administration/Operations line items. This budget includes a 1% salary adjustment for all staff. Additionally, we have adjusted three (non-Executive Team) positions that have fallen below -5% of market range as determined through a salary survey conducted by the National Association of Church Business Administrators (NACBA). There are no changes in levels of benefits for the staff. However, health insurance premiums are rising by 7.5% and premiums are shared 90% / 10% by the church and its employees.
10. **Program Expense** includes both staff and non-staff costs of the following programs: Worship, Pastoral Care, Music Ministries, Lifespan Religious Education, Wellspring Wednesday, Community Outreach and Membership. We have added 5 hours of staff time in the Religious Education program to better support and accommodate the large number of children and youth that we serve.

Unitarian Universalist Association and Prairie Star District dues are budgeted at \$12,000 each. This represents 25% of UUA Fair Share dues and 61% of PSD Fair Share dues.

11. **Development Expense** includes the costs of the Annual Pledge drive and our annual Heritage Society dinner.
12. **Administration / Operations Expense** includes both staff and non-staff costs of administrative support and facilities. This includes communications costs, office and facilities supplies, bookkeeping, office equipment, computers, telephones, postage, utilities, property and equipment maintenance, purchased services and insurance.
13. The **Sabbatical Reserve** line item is intended to build a reserve to pay for replacement ministers during our settled ministers' next sabbatical leave in FY2014 (per the Board's direction).
14. The Board of Trustees requires the Executive Team to add "not less than 1% of the annual operating budget" to the budget for **Reserves** each year. The standard goal in non-profits is to have three to six months of operating expense in reserve to allow for unexpected needs. The proposed FY11 budget has a 1% reserve line item.

Additional budget detail is available by contacting Barbara at the Church Office at 651-228-1456 x116.

Mission

The mission of Unity Church-Unitarian is to engage people in a free and inclusive religious community that encourages lives of integrity, service and joy.

Ends Statements (2009-2013)

Within

1. The people of Unity Church–Unitarian have a deeply meaningful, transforming, liberal religious experience which includes:
 - a. A rich and diverse worship life that nurtures, challenges and inspires;
 - b. Compassionate pastoral care in times of joy, sorrow and transition;
 - c. Spiritual and theological deepening through both personal and family-based religious practice and ritual;
 - d. Lifelong opportunities for growth, learning, engagement and racial healing;
 - e. Knowledge of Unity Church-Unitarian and Unitarian-Universalist history.

Among

2. Unity Church–Unitarian is a radically hospitable, spiritually vital and supportive community where:
 - a. People of all ages feel welcome and connected across identities including race, class, gender, sexual orientation, ability, politics and education;
 - b. People are generous with their time, talent and resources;
 - c. Shared ministry is actively encouraged and the circles of power, opportunity and access are intentionally widened;
 - d. The resources and facilities of the church are well managed and maintained, and appropriate to the needs of the church and the community.

Beyond

3. Unity Church–Unitarian is a visible leader and partner, making a positive impact in our neighborhood and in the world through:
 - a. A commitment to anti-racism and racial healing in covenant with people and communities of color;
 - b. Advocating in the public arena for liberal religious values in response to prejudice, injustice and oppression;
 - c. Proclaiming the transforming power of our faith;
 - d. Working with congregations and institutions around shared values;
 - e. Full and active participation in the larger Unitarian Universalist community;
 - f. Acting and investing in environmentally responsible and sustainable ways.

Unity Church–Unitarian
2009–2010 Annual Report
Prepared by the Executive Team

November 20, 2010

Dear Members and Friends of Unity Church–Unitarian,

We are pleased to present this Annual Report to the Unity Church-Unitarian congregation at the 2010 Annual Meeting. This report seeks to capture many highlights of the exciting and nourishing 2009-2010 church year. To completely assess and recapture the entire year would take volumes, but this report should provide you with some helpful reminders of where we've been this year and where we're heading.

The report is organized according to program area, with the three Ends Statements of Unity Church's Governing Policies as a preface. The Ends Statements guide the Unity Church Board of Trustees and the Executive Team in the day-to-day and long-term decision-making processes in the church's life.

The new Ends Statements (2009-2013) were written in the fall of 2008 by the Board of Trustees in response to their spring conversations with members. Copies of the Governing Policies may be obtained on the church's website or by contacting the Church Office.

We hope you find this information helpful and hope that you won't hesitate to contact us with ideas, questions, and comments.

In faith,

Janne Eller-Isaacs
Rob Eller-Isaacs
Barbara Hubbard
Leon Dunkley

The Executive Team of Unity Church-Unitarian

Annual Report Reflection by the Executive Team

From *To Be of Use* by Marge Piercy

*"I want to be with people who submerge
in the task, who go into the fields to harvest
and work in a row and pass the bags along,
who stand in the line and haul in their places,
who are not parlor generals and field deserters
but move in a common rhythm
when the food must come in or the fire be put out.*

*The work of the world is common as mud.
Botched, it smears the hands, crumbles to dust.
But the thing worth doing well done
has a shape that satisfies, clean and evident.
Greek amphoras for wine or oil,
Hopi vases that held corn, are put in museums
but you know they were made to be used.
The pitcher cries for water to carry
and a person for work that is real."*

Here at Unity Church, we weave a rich tapestry of community and ministry. Committed to the practice of shared ministry, the Executive Team (ET) oversees the implementation of the ends through the day to day operations of the church. Hundreds of volunteers work in partnership with staff to live out our collective values and aspirations within, among and beyond us.

All the ministries we will highlight spring from the collaboration between staff and volunteers. These partnerships spring from the deliberate relationship between the Board of Trustees and the Executive Team.

It is hard to image all the people that contribute to the abundant and varied ministries that occur here at Unity Church: The spiritual themes of vocation, sacrifice, pilgrimage, incarnation, courage, love, brokenness, resurrection, hope and belonging guided us through the year. These themes were used by our religious education program, small groups, community outreach teams, writing groups and the Afterthoughts reflection group. These informed many aspects of congregational life.

We seek to provide inspiring worship services and we do so in partnership with Ruth Palmer and with the worship associates who help us craft the content of each service. That quality is carried on by the talented volunteers who conduct our summer services, our earth based seasonal rituals and our annual Black Friday community worship service. We are blessed to have an extraordinary music program. Led by Ruth Palmer and her dedicated staff, the Chancel choir, Unity singers, Children's Choir, the youth musical ensemble, and other volunteer and professional guest musicians all contribute to the totality of the worship services. The annual children's musical, a tradition here at Unity, requiring hours and hours of dedicated volunteer hours, enriches the lives of everyone involved. (See full report for worship on page 21 and music on page 25.)

The Ministry with Children and Youth (see page 26 for full report) continues to grow and flourish. The parent orientation and enrollment process has continued to be refined and the program continues to create a sense of shared ministry and vision. More than a hundred and twenty parents and other volunteers act as spirit guides, teachers, substitutes, religious education support people, mentors providing the kind of consistency and care that contributes to making our Religious Education (RE) program one of the most admired in our association. Kerri Meyer, Luke Stevens-Royer, Christy Randall and Robin MacKenzie all contribute to make this an outstanding program.

The Community Outreach Teams (full report begins on page 26) have been active and engaged. Mano a Mano, Evergreen Quilters, Green Sanctuary, Restorative Justice, Literacy and Education, Affordable



Morgan Sheff Photography

Housing, the Partner Church Ministry Team, and the Generosity Ministry Team have continued to work to take our ministry out into the world. In addition to these teams our annual New Orleans crews continue to travel there to build and restore faith and hope in partnership with residents there. The Affordable Housing Team oversee our month of May homeless shelter and recruit and support all the volunteers involved in that program.

The Pastoral Care Team (see report on page 24) continues to be responsive to the needs of those in crisis, transition, grief and loss. In addition to the pastoral associates, a caring circle of volunteers have made themselves available to help with meals, rides to appointments, and other needs that arise. In addition a support group for caregivers was initiated this year which has served to support those who give above and beyond in their lives. The pastoral care program is supported by the work of many hands and literally depends on the work of the U-knitarians who have created caring shawls that are delivered to folks in the community in need. Given the economic downturn two volunteers stepped forward to create a job transitions support group. Connected to other job transition efforts around the metro, they support with practical skill building and emotional and spiritual support. Those volunteers have stepped down but have created a programmatic legacy that continues each week on Monday morning.

Unity's Ends Statements make our vision for an antiracist, anti-oppressive institution clear. The Anti-racism Leadership Team (ARLT) (see full ARLT report on page 30) has been focused on every aspect of church life in an effort to move forward the work of making Unity Church an anti-racist institution. The Racial Justice Community Outreach Team is living out their commitment to racial healing and justice making. In addition, the Interweave Ministry Team continues to advocate for GLBTQ issues here and in the community.

The Literary Ministry of Karen Hering has inspired a whole new ministry here at Unity Church: a ministry of the written word (see full *Faithful Words* report on page 24) Last year we celebrated our first publication of *Cairns*, a literary journal for Unity. Contributors came from every facet of church life. The team that created this remarkable journal shared their creativity in editing, graphics, layout and all the demands of publishing. Their work was supported by the writing groups led by Karen throughout the year. In addition to *Cairns*, our Library Team has continued to enlarge our collection and to sponsor Café Unity and public readings during the year. Their commitment and creativity have enriched us all.

The adult religious education offerings continued to challenge and inspire. Often led by volunteers, these small groups, workshops, and classes serve to create opportunities for connection and conversation. A New Look at the Bible, UU History, our monthly bridge group, book groups, women's retreat, writing groups, yoga, weekly meditation group, and two meditation workshops tried to address a growing need for instruction in spiritual practice.



Pilgrimages continue to be an engaging and educational dimension of our ministry here at Unity Church. Two trips to our partner church in Transylvania, the youth and adult trips to Boston, the annual trips to New Orleans and Bolivia continue to enrich church life.

Our hospitality ministry operates on many different levels. From the daily front desk volunteers and the dedicated members of the welcome teams to the teams that create delicious meals twice a week during the formal church year, literally hundreds of folks contribute to this vital ministry. The Pathways Series continues to welcome and inform newcomers about our liberal faith tradition and Unity Church. Volunteers lead tours, assemble packets, help with setup, all making this experience as welcoming as possible.

This past year saw the creation of a dedicated team who named themselves the *Unity Tomorrow* Team. This team created opportunities for congregational feedback about the future of this building and our relationship to the community. Though the team's work is done, other teams have formed and their work continues, creating a new future for us here.

A report of our many ministries here wouldn't be complete without mentioning the folks who work to ensure the ongoing financial stability and strength of congregational life. Working closely with the ET, the canvass team, the canvassers, and the planned giving team all contribute to this vitally important ministry.

We're almost done...but we want to remember the work of all the gardeners who sought to enhance the visible beauty of our grounds and literally moved rocks and boulders this past year to do so. In addition to the beauty created outside our walls by adults and children, we also acknowledge the work of the art committee who select artists whose work inspires us every time we enter the Parish Hall.

There are many other acts both visible and invisible that contribute to the life we create here together. We have tried to name many of them. Creating the list itself was inspiring. So many hands, so many hours of dedicated service and ministry are part of the life we make here together.

We end with these words of the poet Derek Mann: "We are the custodians of a lone light, a shared light, a blossoming light." May our light continue to shine.

Worship Life

There is a wide range of musical taste among us. One person's beloved hymn is a plodding burden to another. For some, the western classical tradition in which we excel is mother's milk. Others long for praise song, folk or rock and roll. The same is true for language. We do our best to blend these diverse needs and expectations but it requires considerable care. As the congregation becomes more diverse, particularly in terms of class and educational level, we will need to become even more conscious of these realities and work to strengthen our ability to incorporate binding rituals that cut beyond words.



The Second All-Congregation service was held at Battle Creek Park with 600 in attendance. The Third Annual All-Congregation service was held at the RiverCentre Grand Ballroom. The change in venue, which was required because of flooding at Harriet Island, cut into attendance at the service. The five hundred people who did attend were treated to magnificent music and a superb intergenerational service. The congregation is becoming an excellent a capella choir on their own, implying a growing sense of solidarity and connection.

The gathering music at the 4:30 p.m. service has been well received. Energy at the service seems higher. The soup suppers following the service have been very well attended.

Wellspring Wednesday worship has been redesigned to very positive reviews. Attendance is averaging 40 children and adults. Kudos to Hallman Intern, Jason Seymour for managing the planning and production of the services and to Janne Eller-Isaacs for insisting they resume.

We're struggling a bit with the sense that services are often too "busy." There is an inherent tension between the contemplative rhythm that encourages worship and the need to communicate with the congregation. This is particularly true during the canvass. Our hope is that the newly formed Unity Tomorrow Communications Team will help us learn to communicate more effectively with the congregation at times other than during worship.

The Ames Chapel remodel was completed this year. New seating and carpeting, the removal of the organ and certain outdated visual elements, and a return to a previous seating pattern which focuses to the eastern wall. Needs which remain unmet due to the need for additional funding include: improvements in the lighting, window repair/replacement, chancel furniture, and adequate heating and air

conditioning. The improvements have been very well received and have revived the use of the Chapel. The *Unity Tomorrow* planning process has significantly deepened our understanding of how both the Sanctuary and the Chapel could be enhanced in support of “a deep transformative worship experience.” Worship remains the center of congregational life and so is central to the design considerations of our architectural team (see page for the full report).

Congregational Life

We gather in congregation. We gather in conflict and in consensus. We gather in peace and in thanks. Most of all, we gather in covenant.

Entering the door of Unity Church—Unitarian are mothers and sons, women, men and couples (both gay and straight, both married and not), children, aspirants, doubters, journeyers and spiritual explorers. New members are looking for an ethical and moral environment in which to raise their children. New members are looking for ways to make more sense of their spiritual lives. New members are striving for completion and fullness, meaning and integrity of experience. New members are looking for depth and value in the days that we are given in the world of ours. The book of Unity Church—Unitarian was first opened in 1872. It opens as follows:

Preamble

Recognizing the Fatherhood of God and Brotherhood of Mankind; receiving Jesus as Teacher, and seeking the Spirit of Truth as the guide of our lives, in the hope of immortal life, we, the undersigned, associate ourselves to maintain the public worship of God, and promote the welfare of humanity.

The decision to associate, the choice to gather in the name of the life of the spirit, was a singular expression of faith in St. Paul at the dusk of the 19th century, a sustaining expression of faith throughout the 20th century and an insightful expression of faith at the dawn of the 21st century. Over time, Unity Church—Unitarian has established itself as a powerful force in the culture of the Twin Cities. Seasoned members of Unity Church have learned to value this history, this arc of wisdom that Unity has cut through time, with sobriety and grace. Newer members come to learn the history that has preceded them. They learn its value and bring to it an eagerness to be of use.

Eager at the threshold of membership, those who are joining our community are bringing gifts—technological ease and prowess, sharpening minds and brave ideas. Unity becomes the richer for it. By year’s end, Unity Church will have welcomed nearly 60 new members into the congregation. Each new member brings with them something beautiful and unique. Ours becomes the opportunity to bring this gift to fullest blossom.

Gathering every Wednesday for the shared meal in the Parish Hall are young families, teens and elders, ministers, presents, guests and jesters...teachers and learners from different perspectives and differing ways of seeing the world. Weekly, we are challenged by new ideas and new situations. We are asked to speak as well as to listen, to brave stillness and silence, to join together in fellowship, in worship, in song and celebration. This calendar year saw a wide array of Wellspring Wednesday presentations:

Arnold, Dr. Beth—Plato’s Republic, Unplugged/The Inner Architecture
Baseball Fans—For the Love of the Game (World Series Opener)
Benrud, Brent— For the Love of Beer: Home-brewing in St. Paul
Butler, Shelly and Leon Dunkley—The Hours/Film and the Impossible Soul Series
Butler, Shelly and Leon Dunkley—Capote/Film and the Impossible Soul Series
Davidov, Marv and Carol Masters—You Can’t Do That: Non-violent Revolutionary
Dunkley, Leon—Songwriter’s Workshop
Earth Day Celebration
Gabaccia, Donna —The Immigration Forum (cancelled due to injury)

Goggins, Kitty—My Flag Grew Stars
 Hackman, Dr. Heather—Navigating the Complex Terrain of Race (A 3-part Series/ARLT)
 Harris, Wendy—UUA Holdeen India Program presentation
 Hollerman, Rose—The Courage Center
 Kurcinka, Mary Sheedy —Beyond the Birds and the Bees
 Livesay, Louise— Breaking Relationships and the Collaborative Practice of Law
 Miller, Amie Klemptner—She Looks Just Like You: A Memoir of...Motherhood
 Mkali, Chaka—The Listening Project (Hope Community Center)
 Nelson, Steve—Breaking Imprisonment and the Healing Work of Amicus
 Nelson, Steve and representative volunteers—The Girl’s Project Study Release/Amicus
 Newhouse, Brain and Leon Dunkley—The Messiahs
 NOLA Pilgrimage—The Sacred Sounds of Haiti and New Orleans
 Orange, Cynthia—Shock Waves: Living With a Loved One’s PTSD (Library Team)
 Perron, Mari—A Course of Love
 Pierre, Elmer—The Love of the Saxophone
 Safford, Reverend Victoria—The Theology of the Border/Phoenix and Things to Come
 Schultz, David and Pamela Johnson—The Innocence Project/Death Penalty Forum
 Seng, Bob and Ann Brataas—Health Care: A Public Conversation
 Taylor, Katy—Singing Meditation
 Taylor, Katy—Introduction to the Enneagram
 Turner, Joia Lewis—Transforming Conversation/Transforming Philosophy
 Unity Tomorrow Team—Unity Tomorrow Presentations
 Wiley, Terrrence—Transcendental Revolutionaries/Thoreau, Day and Rustin

New initiatives are underway in an effort to enroll ever widening numbers of people and groups into meaningful interaction. Groups such as the Anti-Racism Leadership Team (ARLT) and Racial Justice are finding common cause and independence. They, with the film series participants are reaching out to the community of lawyers and public intellectuals in an effort to start a deeper conversation about race and difference, the concept of justice and the practice of law.

Yoga with Joyce Paxton in the winter and spring and Jen Seymour in the fall and winter offer a weekly embodied spiritual practice to which congregants regularly respond. Adult Education continues to be strong with three powerful classes including: Wellspring with Janne Eller-Isaacs, The Flower of Impossible Soul with Leon Dunkley, and Unitarian Universalist History with Jason Seymour.

Two different forms of Covenant Groups continue to flourish and are showing signs of increased enthusiasm. The Long-term Covenant Groups continue in concert with the Short-term Covenant Groups. No longer do these groups feel that they are in competition with each. Each form can be supported by the same materials, each form interpreting the materials as appropriate.

Most powerfully, volunteering remains passionate with new energy coming in. The Wellspring Wednesday Cooking Teams, the Chili Team and 4:30/COA Soup Teams are growing and gathering in strength. And, of course, the Welcome Teams remain strong and continue to shine, creating a warmth and accessibility to the church that is crucial. Their efforts help to inform, sustain and support the entrance of new members into the congregation.

And enter they do, as Unity Church continues to move forward, gathering in thanks for the gift of one another’s company in so many ways.



Pastoral Care

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

The group meets monthly to support one another in the work, share ideas and ensure that everyone in need is served adequately. Monthly meetings often focus on a particular theme or pastoral issue. This past year the pastoral care team participated in informational meetings or training on these issues: working with adolescents and their parents, organ donations, red-letter grief, hospital chaplaincy, services for the aging available in the metro, the reality of care giving, and providing support to care givers.

For the first time members of the pastoral care teams of the four local UU congregations met to exchange information, ideas, and best practices. Everyone who attended benefited from being exposed to the best practices of the other congregations. As a result of that gathering, we now offer a caring basket to those in need which includes a caring shawl knitted by members of the congregation.

Faithful Words Literary Ministry

In the second year of this ministry of words, Consulting Literary Minister Karen Hering continued writing reflections on the monthly worship themes and led 36 Open Page writing sessions including three daylong retreats. One participant described these sessions as: *“a great way to explore multiple dimensions of one’s life through writing. It opened doors to thoughts and feelings that have been beneath the surface.”*

Open Page sessions have now been developed on 27 different themes and participation has grown to 20-30 attendees at most sessions with a top attendance of 75. About one third of the writing sessions in 2010 were held at Unity Church-Unitarian, supported by a renewed grant from the Fund for Unitarian Universalism; other communities and organizations offering programs include Wisdom Ways (a program of the Sisters of St. Joseph), the Loft Literary Center, First Universalist Church of Minneapolis, Unitarian Universalist Church of Willmar, Lake Harriet United Methodist Church, spiritual care departments at Mayo Clinic and Allina Health Systems, and other professional and personal retreat groups. In addition, Karen presented the Communicating for Change Workshop at the second annual Overcoming Racism Conference in St. Paul and delivered keynote addresses for The Gathering women’s retreat at Unity Church and for the Association of Universalist Women in 2010.

In addition to the annual grant from the Fund for Unitarian Universalism, the literary ministry is supported by individual donations and earned income from registration fees and honoraria, as well as important in-kind and administrative support from Unity Church-Unitarian.

Affiliated Community Minister — Rev. Cary Eustis

I continue to serve at the University of Minnesota Medical Center – Fairview. As an Affiliated Community Minister I have been extending the ministry of Unity Church Unitarian beyond the walls of the congregation. I am serving as a chaplain and clinical pastoral educator. I am the chaplain for Adult and Geriatric Behavioral Health units. There I conduct weekly spiritual health groups and respond to patient referrals for chaplain support. In addition, I take on call rotation for the wider hospital medicine units. I also visit Unity congregation members hospitalized here. Last year I conducted a blessing service in the hospital chapel for a bone marrow transplant for a person who had a working relationship with our congregation. Rob and Janne attended this service as well.

As a pastoral educator I am in a certification process to become a clinical pastoral education (CPE) supervisor. This is an Association of Clinical Pastoral Education (ACPE) certification program. This certification process includes my immediate practice in the supervision of students during their CPE intern

units. The students I work with are mostly seminarians from diverse backgrounds who take CPE as a requirement for their Master of Divinity degrees. I supervised 6 students this past summer with success and a lot more to learn. Applications are coming in for the Spring 2011 unit of students whom I will supervise with observation.

I am currently writing theology, education and human/personality development theory papers for the certification process. These papers will be reviewed by a national panel. When they are accepted (hear the hope) I will supervise at least one more unit of students before submitting my Associate CPE supervisory materials for the Associate Supervisor certification committee. At best, I will go before that committee in April of 2012.

You can be confident that I am upholding Unitarian Universalist principles and purposes as a witness and voice for justice for marginalized and voiceless persons as I work directly with patients and future ministers. One way I do this is by facilitating rituals for people from marginalized communities. I work with students to expand their knowledge and understanding of cultures, faiths and people different from themselves. A few weeks ago I was honored to advocate for and facilitate a set of Native American rituals for a patient on a locked unit. This patient, who had been quiet and reserved up until that point, shed tears, in the private ritual space we created, upon receiving her own, sacred, ritual "instruments." This experience left me with no doubt that Holy work was taking place in that ritual space for one traditionally having little voice in our culture.

I am proud to be part of extending Unity Church Unitarian's values of integrity, service and joy into the world beyond the walls of the congregation. Thank you for your ongoing nurture and support of my ministry.

Special thanks to congregation members serving on my Committee on Ministry: Maren Aspaas, Lisa Brousseau and Don Brunquell. They are wise guides in my lengthy certification process and their time and thoughtful involvement helps inspire my faith and ministry.

Music Ministry

1. Our musical organizations continue to reach out to our neighbors and to share the music of our community in many ways: singing at various care residences in the Twin Cities area, joining with other arts groups such as One Voice Mixed Chorus and Steppingstone Theatre, and joining with SULAH in holiday neighborhood caroling and SULAH sponsored holiday gatherings.
2. In an effort to enrich the musical experience of the 4:30 service, we have added 10 minutes of congregational singing before each service. This has seemed to be a positive experience and, added to the positive response to our all-congregation 'singing' service on 10-10-10 at the RiverCentre, this now has extended to the morning services on the first Sunday of every month.
3. Our Unity music program is recognized as one of the most successful and vital programs in the UUA. As representative of this, Ruth Palmer recently directed the GA Choir in June 2010, taught classes for the UUMN mentoring program for credentialing of UU musicians in August 2010, and taught a class for the general UUMN conference, also in August 2010.
4. Our Children's Choir continues to grow and offer outstanding experiences to some 45 children under the direction of Kathleen Radspinner. Children's experiences in 5th and 6th grades are augmented by participation in our over-twenty-year-old, highly successful Children's Musical directed by Sandy Waterman and Mary Blouin Auffert.
5. Music in our worship services is continually appreciated and wonderfully challenged to meet both the needs and endless possibilities within our community's talents. There is such potential here far beyond the capacity of our present staff.

All of these experiences mentioned above offer community, connection, participation and the opportunity to deepen within, enrich experience among all people in our community and to share beyond our own walls.

Ministry with Children and Youth

Our ministry with families shaped a meaningful year together. The fall of 2009 saw the successful integration of Luke Stevens-Royer into the professional leadership of the Ministry with Children and Youth in his new capacity as Coordinator of Youth and Campus Ministries. Due to the new registration process, there were very few gaps in the volunteer teaching staff roster.

Religious Education programming delivered another year of rich content to our kids and teens, exploring concepts like mystery, Asian religious history, friendship, wisdom from Native American and pagan traditions, good and evil, the ministry of Jesus, and Unitarian Universalist history. Our elementary unit on grief culminated in a second successful "Practice Memorial," a service that allows children and parents to experience the sights and sounds of a typical Protestant funeral without the accompanying big feelings of an actual death.

March and April were planning months. Children and youth participated in brainstorming sessions about the church's future growth, contributing their ideas and perspectives to the discussion about building here, away or in two places. The church conducted a second year of in-person registration sessions for families who wanted to enroll children and youth in the 2010-11 R.E. Program. These sessions went smoothly. Parents committed to the volunteer roles that make the ministry possible.



We got through the transition year of newly separated OWL and COA programs with very few glitches and a robust population of participating families both on Wednesdays and Sundays. In April 2010, twenty-eight youth came of age, sharing their personal credos with their congregation. Many of those COA youth have become active participants in Tower Club this fall.

June was a busy month for adults and kids alike as a team of congregants prepared to offer a spectacular Multigenerational Worship at General Assembly in Minneapolis. For months, with the help

of Mike Huber, Mary Jo Nikolai and Elizabeth Giffin, Unity folks crafted large-scale puppets and learned the songs and stories of the Estonian "Singing Revolution." On Friday, June 25, Unity members led an unforgettable worship experience for hundreds of Unitarian Universalists from around the country.

Over the summer, children and adults gardened with Anna and Elizabeth Newton, growing vegetables to share with our neighbors who are clients of the SULAH Block Nurse/Living at Home program housed here at Unity. Unity offered two separate weeks of Chalice Camp for children in kindergarten through 6th grade.



We started September with a balanced crowd across the three services' R.E. programs. By October 2010, enrollment at 4:30 had outstripped both 9:00 and 11:00 by 50 children. In all, there are more than 400 children enrolled in curricular programs with another 30 in regular Nursery care and 25 in Tower Club.

These joyful memories of 2009-10 lead us to look forward to another year together as a family of families!

Community Outreach Ministry

During this past year, many of the outreach ministry teams are now reflecting on the monthly church themes as part of their group spiritual practice together. About 40 outreach team members attended an inspirational workshop in October with Rob Eller-Isaacs on the intersection of compassion and ac-

tion. The fourth annual Community Outreach Ministry Fair took place on October 31, 2010, with thirteen teams and projects presenting their ministries to the congregation after both morning services in the Parish Hall coffee hours. All of the outreach team ministries and projects are now displayed on a new bulletin board in the hallway just outside the church kitchen.

Affordable Housing

Community Partners: Metropolitan Interfaith Council on Affordable Housing (MICAH), Habitat for Humanity, St. Paul Council of Churches Project Home

In January, team members met with the Director of the Rondo Land Trust for possible ways to collaborate in providing support for new home owners. The team once again pledged its support to MICAH and its advocacy work for low income housing. The team renewed its commitment to the Faith Builders Habitat for Humanity church neighborhood coalition with 24 Unity Church volunteers providing labor, food and serving as crew leaders in the June build. Team members are now exploring possible connections with the Plymouth and Wilder Foundation outreach to local St. Paul Churches (including Unity Church) as plans are being made for providing more low-income housing in St. Paul neighborhoods.

Project Home

As a service project of the Affordable Housing team, about 150 Unity Church volunteers once again participated in the St. Paul Council of Churches Project Home by serving as evening and overnight hosts to families temporarily without homes during the month of May in the basement of the church. The Unity Church Project Home committee introduced a new training model for volunteers with particular emphasis on issues of cultural and racial differences existing among hosts and guests.



Center for Victims of Torture

Community Partner: Center for Victims of Torture

After six years of very active and productive years of outreach, current team members decided to end their formal ministry as a team in the spring of 2010. In recognition that endings are as important as beginnings, they summarized their ministry and partnership with CVT in a thank you letter to the congregation in *commUNITY*. Current and former team members and CVT staff gathered together for a closing dinner and program in June to celebrate the successful outreach ministry of this team. Some team members continue to volunteer their time at CVT and the Unity Church 7th and 8th graders are currently sewing and assembling massage bags for the CVT clients as part of learning about this particular social justice ministry.

Evergreen Projects and Quilters

Community Partners: Jeremiah Program, Family Place, Sharing Korner Foodshelf

Evergreen Project team members continue to collect and deliver food to the Frogtown Sharing Korner Foodshelf on a monthly basis. They renewed their commitment to providing meals at the Jeremiah Program and the Family Place and recruited Unity Church volunteers to prepare and serve several meals to families participating in both organizations this spring and fall. Through their successful spring quilt raffle and the yearly Christmas craft sale, the Evergreen Quilters raised money and donated \$1500 to the Jeremiah Program, \$2000 to the Family Place, and \$1500 to the UUSC supported projects in Haiti this past year.

Green Sanctuary

Community Partners: Peace Coffee, Whole Farm Coop

This team organized a celebration of the 40th anniversary of Earth Day at a Unity Church Wellspring Wednesday program in April. Team members prepared a delicious dinner from local food producers and provided activities for all ages that included workshops on alternative transportation, a report from

the Copenhagen Climate Conference, a film on sustainable farming combined with a new urban farm initiative in Frogtown, a tour of the church worm composting bin, and green art activities for children. They were joined in their efforts by the church Jr. High youth group who provided green table decorations and information, along with dinner table service and cleanup.

Interweave

Community Partner: Minnesota UU Social Justice Alliance (MUUSJA)

In partnership with MUUSJA, the team participated in several activities at GA and the Pride Festival in June. They helped organize the MUUSJA youth workshop at GA, the UU Booth and the UU Rally/Public Witness at the Pride Festival in Loring Park. Team members also recruited other Unity Church people to march in the Pride Parade. Team members thought the name “Interweave” did not fully describe the work of the team, so a ‘name the team’ contest was launched last spring which did not produce many new suggestions so they decided to stay with the name for now. They are currently turning their attention to the issue of bullying of GLBTQ youth with the hope of creating a new outreach team.

Mano a Mano

Community Partner: Mano a Mano International Partners

Team members organized their 8th annual Holiday Bolivian Craft Sale in December with all proceeds going to the work of Mano a Mano International and continued to help promote and recruit people for the annual educational pilgrimage to Bolivia in February. The team sponsored a midwinter Latin Dance party in Parish Hall that was attended by about 130 people from the church and community. Team members collected Spanish Language books and school supplies for children in rural Bolivia. This fall, the team organized a well attended church forum titled “Poverty, Wealth and Living Well” that featured author Bill Powers, and international aid worker Melissa Draper. The two facilitated a conversation about how the large U.S. footprint affects poor people around the world.

Partner Church

Community Partner: Homorodzentpeter, Romania Unitarian Church and village

Team members hosted five visitors from the partner church village for two weeks in November of 2009. The team organized a May pilgrimage to the Unitarian sister church in Homorodzentpeter for twelve new and returning church pilgrims. In collaboration with the Minnesota Hungarians, the team planned a June fundraiser with an encore performance of “An Evening in the Court of King Sigismund” and a Hungarian Dinner that was attended by Project Harvest Hope UUA General Assembly attendees. They earned \$1,115 in their annual spring plant sale this last year and all proceeds from their fundraising efforts will go towards the purchase of a village van for transporting village children to school in neighboring villages. In partnership with Rob and Janne Eller-Isaacs, the team also sponsored a second pilgrimage in August for thirteen new pilgrims.

Racial Justice

Community Partners: Neighborhood Churches

About a dozen people from Unity Church (including most of the members of the Racial Justice Team) attended the Martin Luther King breakfast held at Mt. Olivet Baptist Church on MLK Day. Many of the team members participated in the one-day interfaith workshop with Beth Zempsky of the Intercultural Communications Institute and joined members from four other neighborhood churches for the ISAIAH Lenten interfaith class

series titled “40 Days Toward Reconciliation” that focused on issues of class and race differences. Team members and others from Unity Church attended the Penumbra production of “Black Pearl Sings” and met over dinner to discuss the play. Once again team members lifted their voices to sing on the Faith Float with other neighborhood church members at the July Rondo Days Parade.



New Orleans Pilgrimage

In February of 2010, twelve people from Unity Church participated in the fourth annual pilgrimage to New Orleans and another thirteen people took part in the fifth annual pilgrimage in November of 2010. These pilgrimages provide an educational and spiritual experience for travelers as they help rebuild homes, discuss issues of race and class in the city and meet with residents who are now rebuilding their lives after the devastation of five years ago.

Restorative Justice

Community Partner: Amicus

In January team members attended a performance and discussion of the play “The Jury” presented by Off-Leash Area and Red Eye Theater. Members attended a forum featuring candidates running for governor sponsored by Second Chance, a coalition of metro area groups involved in criminal justice advocacy, and participated in visits and messages to state legislators. The team completed a second year of collecting clothing and transportation donations for the “Getting Around Kits” that help provide transportation for people coming out of prison. A major focus of the team this year is to support an Amicus staff facilitated healing circle that has been meeting weekly at Unity Church for over a year. This Circle of Peace brings together neighborhood youth who are at risk of getting involved in gangs, their parents, grandparents, and community people who are committed to interrupting the pipeline of these youth moving from neighborhood violence to incarceration.

Other Outreach Ministries

Generosity Team

The team evaluated and nominated 52 outside nonprofit groups to receive 70 % of the Sunday Offerings in 2010 that resulted in giving away \$67, 483 to these organizations.

Holdeen India Project

During the last two weeks in March, Unity Church hosted the visit of Amol NandKumar Namjoshi, the president of Vidayak Sansad, a large labor union project of the UUA Holdeen programs in India. Church members Wendy Harris and Laney Ohmans both taught in the union member’s school for girls in the summers of 2008 and 2009 and are currently working to develop a long-term partnership with this organization.

Obama Elementary Mentor/Tutoring Project

Twenty-two volunteers from Unity Church served as once-a-week mentors to 5th and 6th graders at Obama Elementary in the 2009-10 school year and were recognized for their contributions at a June 3rd ceremony at the school. Thus far, thirteen people are volunteer mentors/tutors at the school for the 2010-11 year.

Unitarian Universalist Service Committee—UUSC

In an effort to educate the congregation about UUSC advocacy work, Unity Church UUSC representatives Marty Rossman and David Byfield have written monthly newsletter articles this past year that describe the organization’s work in many parts of the world. They are asking the entire congregation to place “Guest at Your Table” boxes in their homes during the holiday season to raise money and to learning more about UUSC.

Listening/Narrative Project

Sixteen people from Unity Church attended an open house at Hope Community in August to learn more about that organization’s 30 years of experience in listening to the residents of the Minneapolis Phillips neighborhood and the positive community development that followed. In October of 2010, Chaka Mkali, the Hope Community lead organizer, facilitated an interactive session at Unity Church on how Unity Church might begin a similar community listening project in our St. Paul neighborhoods.

Anti-Racism Leadership Team

Dismantling Racism – Becoming an Actively Anti-Racist Institution

The ARLT has now spent its first full year as an entity chartered by the Board of Trustees. According to the charter, it is the role of the ARLT to:

- Advise the Board of Trustees in creating policies about institutional practices to further the church in living out its commitment to anti-racism and racial healing in covenant with people and communities of color.
- Assess and report annually to the Board of Trustees, the Executive Team, and the congregation on the progress being made in the journey toward becoming an actively anti-racist institution in covenant with communities of color.
- Regularly scan for best practices with regard to transforming our institution to one that is actively anti-racist.
- Work with the Executive Team to support the implementation of these (institutional anti-racist) practices and related programming.
- Shape and maintain shared responsibility for creating an institutional environment that supports anti-racist accountability.
- Promote/organize opportunities for congregants to understand the systemic nature of racism and to engage in transformational racial healing.



In presenting an Annual Report in this new capacity, it is our intention to present a “State of the Church” report through an anti-racist lens, focusing on the status of anti-racist initiatives explicit in Unity’s Ends Statements. To indicate the broad range of opportunities and activities at Unity Church related to race and racism, we provide an extensive list, but we focus our report on conclusions and recommendations.

Significant Steps and Evolving Roles – Background

In 2008, Unity Church Unitarian – the congregation, executive leadership, and the Board of Trustees – undertook significant steps to put into policy its commitment to becoming an actively anti-racist institution. The board initiated and oversaw an authentic, inclusive process to develop a new set of governing Ends Statements meant to guide church life over the next five years. In those statements, explicit directives to establish anti-racist policy and practices and to promote racial healing in the “beloved community” of Unity Church took a primary position of importance. The board also voted to establish the Anti-Racism Leadership Team as a chartered element of institutional governance. The purpose of chartering the team was meant in large part to ensure a formal role and relationship of the team with church leadership to provide monitoring, feedback and advice towards reaching Unity’s goals of transformative change.

During this past year, the ARLT has worked to refine understanding of its role – a role that includes responsibility for monitoring and reporting on institutional progress and life through an anti-racist lens, for offering advice and working to facilitate efforts to promote conversation and education around white privilege and dismantling systemic racism, and for communicating internally and externally on all of these activities. As we refined the team’s role, it became clear that this work is truly the responsibility of the whole church. Leadership, the Board, Religious Education, Outreach, and membership all hold the opportunity, energy and power to transform.

The result of this clarification for the team has been the ability to put more focus and energy on our

monitoring, assessing and advising capacity. The ARLT is looking less at its own strategic plan and more at the progress of the church in fulfilling its Ends Statements, a shift we feel is appropriate and overdue.

The Ends Statements: Living In to/up to these statements?

Heather Hackman, a faculty member at St. Cloud State University, presented a set of workshops at Unity Church and led discussions using the visual metaphor of systemic racism in society as a moving walkway. Inequality and privilege in society relentlessly move forward and, while we may attempt to move off or against that walkway, when we stop or slow down the motion continues to carry us in the wrong direction.

After significant strides and an undeniable willingness and energy to become an anti-racist organization on the part of Unity Church, in the past year and a half too few tangible efforts have been undertaken and followed through to prevent backwards motion. In reviewing “The way forward” section of our 2008-2009 Annual Report, we’ve seen little or no action on recommendations we made that aimed to help implement the anti-racist goals in the Ends Statements.

A Climate for Transformative Change

There is no denying the philosophical and spiritual acceptance and passion within Unity Church for the work to dismantle racism and strive to become an anti-racist institution. Self-examination and ongoing dialogue are the first crucial steps to making significant change, and Unity Church has made these efforts. From the pulpit, in the halls, in programming and through a variety of internal and external communications and activities, racial justice and healing is discussed, embraced, and confronted. Examining church life through the anti-racism lens reveals evidence of and opportunity for change and progress. The groundwork has been laid over the past several years to create a climate for true transformation.

The explicit anti-racist goals in Unity’s Ends Statements represent a significant institutional accomplishment. But the difficult part comes in formulating policies and procedures that constitute anti-racist practice and make it routine. Unity, like many other institutions, has struggled to identify the policies that would implement anti-racist aspirations, and that would transform those aspirations into regular institutional practice.

Unity does not seem to have formal, tangible anti-racist procedures and practices in place. The ARLT recommends the following steps as the most urgent and beneficial for the Board and Executive Team to pursue.

Recommendation 1: Establish formal lines of communication between the Anti-Racism Leadership Team, the Board of Trustees, and the Executive Team

Recommendation 2: Assign staff to Unity’s anti-racism initiatives — put this work in job description(s)

Recommendation 3: Commit to training that provides an analysis of systemic racism and its effects on everyone

Recommendation 4: Coordinate additional opportunities for discussing and learning about race and racism

Unity Tomorrow

In January 2010, a Unity Tomorrow Team consisting of Unity Church members and staff was convened to explore facility development as well as a process for involving the congregation in generating ideas and providing feedback. The drivers for facility development include:

Maintenance: A significant financial investment in physical systems (heating/cooling, bathrooms) is needed, based on the 2008 building life cycle analysis.

Green: Environmentally sustainable building that reduces carbon footprint as written in Unity’s Ends Statements.

Growth: Building usage is currently at (and often beyond) capacity based on a building utilization analysis.

Programming: Facility is inadequate to current program area needs. (Music, Religious Education, Community Outreach, and Worship)

During April and May, over 400 people engaged in conversations about the future of Unity Church and the beloved building on the corner of Portland and Grotto that we call home. The Unity Tomorrow Team used the input from these conversations, along with the October 2008 life cycle analysis of the building systems, a building utilization analysis, theologies of beloved community, and statistics about church growth, and made a recommendation about how to proceed with long-range facilities development:

The Unity Tomorrow Team recommends the creation of a long range development plan that embraces both improving and expanding the capacity of our current facility while also envisioning, defining and financially preparing for expanded programming on an additional site. This long range development plan should strive to produce facilities that: (1) balance our historical nature with increased capacity of our current site; (2) provide spaces that are welcoming, visible, accessible, energy efficient, "greener"; (3) improve and increase capacity of key program areas such as worship, religious education, music, outreach and fellowship spaces; (4) seek to extend our community by reaching north. The Unity Tomorrow Team also acknowledges that further development of this plan will need to continuously involve the entire Unity community as the planning moves forward and takes shape.

On June 13, the Executive Team made the decision to proceed with the Unity Tomorrow recommendation and begin the next steps in the planning. Next steps as outlined to the congregation began in September and included the formation of a Current Site, Second Site, and Communications Teams as well as retaining a pre-design architectural firm to determine expansion limits and building capacity, develop conceptual plans, and provide cost estimates.

Resource Development

In the fall of 2009, our **Pledge Team** (Marianne Combs, Lia Rivamonte and Chris Crosby-Schmidt) ran an "Every Member Canvass" for 2010 with the theme, Living Our Values. About one hundred canvassers were trained. We tried to execute a system of scheduling canvass visits that turned out to be faulty and, as a result, had a disappointing number of actual visits.

The results of the 2010 canvass were positive, regardless of the approach. We had pledges from 708 households totaling \$1,124,686, a 4.7% increase in dollars from 2009. There were 68 new pledges, and 78 pledges were not renewed from the previous year. The average 2010 pledge was \$1,589 and the median pledge was \$1,000.

The 2010 budget approved by the congregation on November 21 of 2009 included an 8.5% pledge base increase. We revised our 2010 budget in February of 2010 to respond to the 4.7% increase in pledge dollars. The revisions included a reduced computer budget and not rehiring a .5 FTE facilities staff position when it was vacated.

The **Heritage Society** dinner was on May 14, 2010. Peter Hutchinson, president of the Bush Foundation, presented a keynote address to eighty-nine Heritage Society members and guests. We welcomed eight new members into the Heritage Society and remembered the six members who died in the past year. In 2009-2010 we received endowment gifts from the estates of William W. Hodgson, Luella M. Barwise, Henry H. Morgan and Ruth N. Tanbara.

The **Donor Relations Team**, under the guidance of Jack Rossmann, worked to develop and implement a Donor Relations program that cultivates and supports a spirit of generosity in the major donors of the church. The six members of the Donor Relations Team visited with about twenty households during the year.

Unity Consulting

Unity Consulting is a wholly owned subsidiary 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 articulate the difference they seek to make in the world and then align their work and ministries to enable them to make that difference. Our primary tool is Policy Governance® as we've learned to adapt it for congregations.

Highlights from this past year include that the consulting team:

- Expanded our core curriculum. We developed and presented two workshops at General Assembly 2010, including a workshop on monitoring, a key interest of new and established Policy Governance® congregations. We also developed a new tool that's proving very helpful to frame the leadership relationships in Policy Governance® congregations: The Leadership Cycle in the Mission-Focused Congregation.
- Completed a census of Policy Governance® congregations in the UUA, and provided the census and the survey answers that informed it on our Unity Consulting website.
- Held a visioning retreat to better articulate our goals and aspirations as a group.
- Started and continued work with a number of Unitarian Universalist congregations and a few congregations and institutions outside our denomination. We're particularly pleased that congregations are starting to come to us at the beginning of their governance transition and are finding our help to frame the process and coach them through it very valuable.

Administration, Operations, and Facilities

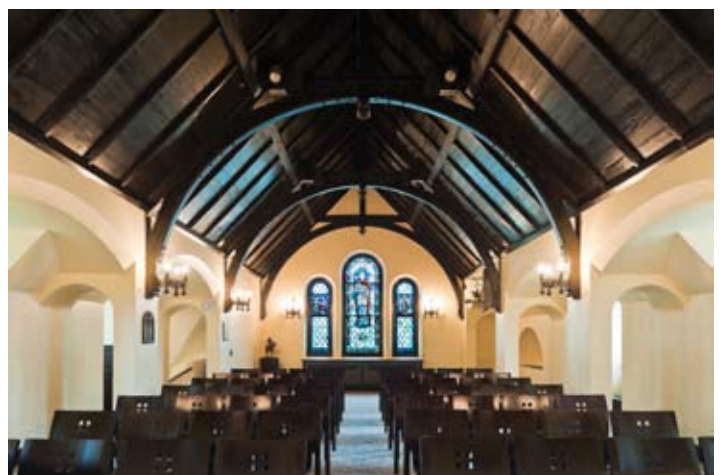
Behind the scenes at Unity Church is a hard-working, seasoned group of administrative and facilities staff members. The average tenure of these individuals is 7.5 years, which speaks to the quality of the relationship between the staff and the church. Their dedication to the mission and to our standard of excellence is amazing.

Our Administrative and Facilities Staff provide the foundation for the church's operations including (but certainly not limited to) program support, office and front desk management, wedding and memorial service coordination, communications via print and electronic media, database and financial functions, scheduling, set up, clean up, maintenance and security of our facilities, and grounds work.

In the 2009-2010 church year we purchased a new Wolf stove for our kitchen with donations from church members and the Minnesota Hungarians. In the fall of 2009 we had to replace two boilers, one at our Holly Avenue duplex and another in the church itself. We also repaired the Bell Tower roof when shingles began falling into the Courtyard.

In the fall of 2009 we completed the renovation of the Ames Chapel, made possible by the generous gifts of a Unity Church member. We returned the chapel to a space designed for small group worship and individual meditation and spiritual practice. The renovation included paint, carpet, chancel flooring and new chairs.

We were given a large snow blower by a church family moving to a warmer climate, and purchased a used riding lawnmower to facilitate more efficient grounds maintenance.





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