

Annual Report 2012-2013

Unity Church-Unitarian

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Office Manager, Wedding/Memorial Coordinator (current)
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Facilities
Financial Assistant
Coordinator of Communications
Facilities
Facilities

In Memoriam November 2012-2013

Duncan H. Baird
October 25, 1917 – February 7, 2013

John Frederick Blackstone
January 18, 1944 — November 20, 2012

Lucille Elizabeth Mason Heaton
September 28, 1917 — May 23, 2013

Phyllis Gene Jones
May 29, 1923 — September 8, 2013

**Unity Church-Unitarian
2012–2013 Annual Report
Prepared by the Executive Team**

November 16, 2013

Dear Members and Friends of Unity Church-Unitarian,

We are pleased to present this Annual Report to the Unity Church-Unitarian congregation at the 2013 Annual Meeting. This report seeks to capture many highlights of the exciting and nourishing 2012-2013 church year. We can provide only a sketch of the fullness of a year in which we raised nearly 7 million dollars in order to restore and renew our church home. We spent six months displaced from everything but the Sanctuary.

In some ways dislocation helped us to focus on what really matters most as the Board led us through a process intended to inform the new Ends Statements which will shape congregational life for the next five years. The process centered on conversations growing out of the powerful question: How can we become more vulnerable and so more courageous people?

The congregation took a formal stand against a proposed constitutional amendment that sought to ban gay marriage. Marriage equality became a major focus of our efforts as we worked in partnership with an amazing interfaith coalition to defeat that ill-conceived amendment. A substantial and effective group of Unity Church members also worked hard to defeat a second proposed amendment that would require voters to present picture identification. Both proposed amendments were defeated.

In the past year we said a grateful farewell to Director of Religious Education, Kerri Meyer who is currently studying for the ministry at The Pacific School of Religion. After an exhaustive search we were delighted to invite the Rev. K.P Hong to leave Macalester College where he served as Protestant Chaplain and join our staff in that position. The end of the 2012-13 church year also saw the retirement of our beloved office manager and coordinator of weddings and memorial services, Julie Handberg. We were most please to bring Marcy Mann Anderson onto the staff as her replacement.

The Church depends not only on its devoted staff but also on an amazing volunteer corps. In the past year we have noted a significant increase in the number of volunteers involved in congregational life.

This report is organized according to program area, with the new 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.

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

In faith and gratitude,

Janne Eller-Isaacs
Rob Eller-Isaacs
Barbara Hubbard
Lisa Friedman
The Executive Team of Unity Church-Unitarian

The Mission and Ends of Unity Church

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 (2014-18)

Within

1. The people of Unity Church-Unitarian value a deeply meaningful, transforming liberal religious experience. As individuals, we
 - a. Open ourselves to compassionate pastoral care in times of joy, sorrow, and transition
 - b. Develop spiritual practices that nurture reverence and encourage diverse worship services rich in beauty, serenity, community and joy
 - c. Embrace our identity as Unitarian-Universalists and live out the principles of our shared faith in our daily lives
 - d. Cultivate a spirit of curiosity and welcome, growing from a desire for authentic relationship.

Among

2. Unity Church-Unitarian is a community of welcome, reverence, and deep connection. As a community, we
 - a. Sustain and encourage one another in love
 - b. Value our shared ministry and practice it with integrity
 - c. Reach out to one another across differences and stand together in the face of injustice
 - d. Foster a culture of open, inclusive leadership and meaningful engagement
 - e. Are generous with our time, talents, resources and creativity
 - f. Are careful stewards of our resources and facilities.

Beyond

3. Unity Church-Unitarian carries out the work of love in community, making a positive impact in our neighborhood and in our world. Grounded in the transforming power of our faith, we
 - a. Open our doors and our hearts to those who seek comfort, courage, and meaning
 - b. Build authentic relationships with people across differences, in the spirit of humility and reverence
 - c. Live out our commitment to racial reconciliation and to dismantling racism
 - d. Serve as a trusted and visible leader, partner, and advocate for the creation of a just society and a sustainable environment
 - e. Participate actively in the larger Unitarian-Universalist community.

Worship Life

Worship is the center of our congregational life, and attendance at all three services remained healthy. We are exploring ways to widen the emotional range of the service. Ten years into our formal commitment to become an anti-racist and inclusive congregation we are in deep discernment about what we value most in worship, what we need to change and what resources we need to assemble. We still live with the inherent tension between maintaining a contemplative rhythm and needing to communicate with the congregation.

The Worship Associates program continued to generate deep reflection and to foster the full integration of the monthly worship themes into Sunday services. Wellspring Wednesday worship in the Ames Chapel also made use of the themes and drew solid multigenerational attendance.

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 pastoral care team meets monthly throughout the year to support one another, share ideas and to ensure 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 trainings on these issues: Pet loss presented by a volunteer staff member of the Humane Society; Coping With Autism in the Family delivered by the church consultant on autism issues; Caregiving Dynamics; Spirituality of Aging and the Needs of the Aging, Critical Conversations with our Aging Family Members; Depression in Elders; Dynamics in the Hospital and two presentations by our current interns, Jim Foti and Mae Gibson Wall.

This year we suffered some tremendous losses in the congregation and the pastoral care program served the extended families with skill and dedication. The program continues to grow in scope and depth. The gender balance of the care givers has been achieved with men playing a vital role in the program.

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.

The grief group did not meet in the fall due to the beginnings of the construction project, but resumed its meetings once the building opened again.

Each year we expand the care provided by those who join our caring circle. The caring circle seeks to provide one time services which include things like rides, meal preparation and delivery, child care, respite care, shopping and errand running and house projects.

The pastoral care team is looking to expand its program. If you are interested in knowing more about the program, please contact Janne Eller-Isaacs at the church office.

Congregational Life

Membership and Hospitality

Welcome Teams

Unity Church's ministry of hospitality is embodied each Sunday in the 12 Welcome Teams who ensure that services run smoothly from the moment people arrive through the doors to the coffee hour conversations in the Parish Hall. We offer our deep gratitude to the over 90 members who greet, usher, ring the bell, receive and count the offertory, take attendance, make and serve coffee, and staff the Welcome Table every week with dedication and friendliness. This past year, our welcome team members deserve special appreciation for their hard work, flexibility and good humor amid the weekly challenges of construction and living into a newly refurbished building!

Soup Suppers

Sunday soup and chili suppers were very popular this year, with 80-100 people in attendance each week. Using the resources of the new kitchen and the walk-in freezer, a new soup cooking team was able to meet once a month to cook 2-3 soups ahead. Thank you to Therese Sexe, our new kitchen coordinator, for leading this effort and to all the cooks and the 2nd Sunday chili team! Thank you, too, to the COA mentors and mentees who volunteered on Sundays to support this food ministry.

Pathway to Membership Classes

It is a joy and privilege to lead three levels of Pathway to Membership Classes throughout the church year: *Welcome to Unity* for new visitors, *Finding Yourself at Unity* for active visitors seeking to become more involved, and *Committing to Unity* for those who wish to join as members of Unity Church. Welcome to Unity was offered 13 times this past year with a total of 93 people attending. Finding Yourself at Unity was offered 6 times with a total of 54 people attending. *Committing to Unity* was offered 4 times with a total of 44 people attending. New Member Recognition ceremonies were celebrated in worship on November 4, January 27, April 14 and June 9. A heartfelt thank you goes out to the volunteer team who prepared the New Member receptions on those Sundays.

Unity was honored to welcome the following new members and their families this past year:

New Members July 2012 – June 2013

- | | | |
|------------------------|--------------------------|---------------------------|
| 1. Michael McDonald | 14. Nathan Rubischko | 25. Brett Hendel-Paterson |
| 2. Jolene Satre | 15. Scott Burnett | 26. Bridget Peterson |
| 3. Dana Benson | 16. Courtney Nagle | 27. Margaret Rarig |
| 4. Pam Satre | 17. Jeannie Spears | 28. Aleks Kinclara |
| 5. Michael Funck | 18. Marvin Spears | 29. Henry V. Mott |
| 6. Michael Lutz | 19. Richard M. Cooper | 30. Marty Prentice |
| 7. Sarah Classen | 20. Steven M. Carney | 31. Kathleen Heinlen |
| 8. Cynthia L. Crawford | 21. Justine Nelson | 32. Peter Heinlen |
| 9. Erika L. Sanders | 22. Theresa Nelson | 33. Sara Bucher |
| 10. Adrian D. Hegeman | 23. Trintsha Weir | 34. Noah Bucher |
| 11. Heather Schierland | 24. Maia Hendel-Paterson | 35. Susan Lundquist |
| 12. Barrett R. Solberg | | 36. Elisabeth Currie |
| 13. Shannon Rubischko | | |

- 37. Molly Gust
- 38. Barbara Z. Rogne
- 39. Paul O. Rogne
- 40. Patricia Kelly Hall
- 41. Nancy Ververka

- 42. Mariah Levison
- 43. Kyle Onan
- 44. Sandra Bentley-Williams
- 45. Christine Fenske

- 46. Emma Mathews-Lingen
- 47. Zoe Leuthner

Wellspring Wednesday

Wellspring Wednesdays resumed with enthusiastic spirit in January and were strongly attended through May. 110 people came to the first Wellspring Wednesday dinner after the construction hiatus, and weekly attendance averaged 75. Huge gratitude and appreciation are due to the dedicated cooking teams who cheerfully and skillfully prepared delicious meals, despite the challenges and discoveries of learning a new kitchen. It is impossible to measure the love and care that each of these teams puts into their homemade meals, but one can taste it! The multi-generational chapel worship was also well supported, with a high of 53 and an average attendance of 40. A deep thank you goes out to ministerial interns Mae Gibson Wall and Jim Foti who led these weekly, not-to-be-missed services.

Wellspring Wednesday programming offered a wide-range of topics for the spiritual growth of Unity members and friends. 3-5 programs were offered each week, in addition to the regular meetings of the OWL class and Tween group. Total attendance ranged from 20-65 with an average participation of 42. The programming year began in January with an intergenerational musical evening with Jack Pearson and concluded with the all-church talent show in May. Unity was fortunate to have many special guest presenters come to share their work, art, and activism, including Wing Young Huie, Dr. Jon Foley, Ward Wilson, Dr. Bill Green, Rev. Kelli Clement, and Bonnie Ploger. Films on WWII resistance in France, the Dakota War, and bullying were viewed and discussed. Classes met on the healing arts, reducing our consumerism, the P90X workout, laughter yoga, open page writing, Unitarian Universalist heritage, homeless youth, beyond 3rd world tourism and autism awareness, among others. Wellspring Wednesday also provided opportunities for participation in the all congregational-read on *The New Jim Crow*, the new ends process led by the Board, and the spring equinox celebration. Thank you to the many Unity members and friends who shared their areas of expertise and passion in leading sessions throughout the year.

Adult Spiritual Development

Unity staff and members provided various opportunities for Adult Spiritual Development in areas of spiritual growth, community building, and living our values in the world. This year, in addition to evening class options, an explicit effort was made to also offer daytime educational opportunities which were successfully attended. Rev. Rob Eller-Isaacs led a day-long retreat on Working Toward Prayer and co-led a Committed Couples class with Rev. Janne Eller-Isaacs. Hallman ministerial intern Mae Gibson Wall led a Spirit in Practice course and co-led World Religions in Practice. Ministerial intern Jim Foti led a Wellspring Spiritual Deepening class, Integrating Your Catholic Heritage, co-led World Religions in Practice, and assisted the youth group in leading Technology Basics for Grandparents. Rev. Karen Hering returned to Unity and led twice-monthly Open Page Writing sessions on the monthly worship themes. Craig Allen led a series on the Great College Search. Ken Ford led a Meditation Workshop. The ARLT Education Sub-committee sponsored a Speak Up Workshop on strategies to respond to racist or oppressive comments in everyday conversations. Rev. Michael Dowd also offered a lecture on “Life, Death, and the Sacred Side of Science.”

In addition to these classes, the annual Women’s Gathering welcomed over 100 women to a mid-winter retreat on the topic of “Whole-Hearted Connection.” The Black Friday service, led by the Black Friday Planning Team, focused on “Feeding the Spirit on the Feast Day of Consumption: Living into our Gifts” with Dr. James Farrell as the main speaker. Over 100 people participated in the UU Heritage Week Sources

Suppers and special programming in February. The Dine with Nine program (formerly Circle Suppers) had 98 people participating in monthly dinner groups, with the goal to deepen our connection to one another. Established covenant groups continued to meet on a monthly basis.

Unity Church is fortunate to have a number of on-going groups which meet throughout the year for support, growth and fellowship and which are open to everyone. Among these are the Unity Elders Group, the Job Transitions Group, A New Look at the Bible, Afterthoughts, the Men's Retirement Group, the Unity Book Club, the Unity Bridge Club, and the Zen Meditation Group. This year a new Women's Retirement Group has started and a Spiritual Practice group has formed out of the Spirit in Practice class.

Samuel Morgan Community Forums offer another enrichment opportunity for Unity members and the wider community. This year, Unity welcomed four distinguished presenters: Rev. Jason Shelton on the music of the Civil Rights Era; Rev. Dr. William Schultz on Human Rights and the Challenges of the 21st Century; Derek Mitchell on the Unitarian Universalist Holdeen India Program; and Rev. Dr. Robert M. Hardies on Reclaiming the Spiritual Practices of Our Unitarian Ancestors.

Congregational Life Staff

Two new staff members have been a blessing Unity's congregational life ministry. Laney Ohmans joined Unity's staff as the part-time Assistant to the Director of Congregational Life after Julie Handberg began her transition to retirement. Laney's knowledge of Unity and computer skills have been an immense asset to our work. A new part-time position of Kitchen Coordinator was created to support the cooking and hospitality teams, to organize the new kitchen and to offer training in its use. In this role, Therese Sexe ably tackled the challenge of a brand new cooking space, bringing beauty and order and listening to the needs of our active users. Special thanks go out to Ray Wiedmeyer for his assistance in this work. Therese also provided direct support to the restart of our soup suppers.

Music Ministry

Unity musicians were able to offer consistent Sunday morning music throughout our construction period. Choir members are to be commended for being so amazingly flexible throughout our fall rehearsal period. Our thanks to them for always finding the music in the midst of dust, no heat, no light, no restrooms, etc.!

Unity musicians are most grateful for the many redefined spaces that have given us room that never existed in our previous building. The previous Children's Library is now a much needed Choir Room; the previous Parents' Room is now a Music Office that allows private work space along with a music meeting room and small rehearsal area; and the Music Storage Room, directly next to the Chapel finally allows us to organize and view our resources.

2012-2013 saw the birth of yet another Unity choral group. The Women's Ensemble suddenly became a committed and wonderful choral group of 26 talented and energetic women who were looking for a chance to sing. They meet weekly between the two morning services for only one half hour and accomplish amazing things. We look forward to beginning the 2013-2014 church year and continuing to grow in joy and musical offering.

Our newly organized Music Support Team has been invaluable this year as we unpacked and continue to organize all the music materials that were previously packed away.

We enjoyed the involvement of our Unity Percussion group several times this year. Elizabeth Giffin, Steve Lewis and Mike Huber have worked to become a presence in our community. We enjoyed their playing at several services and were heard recently at our Arthur Foote Music Sunday.

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.

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 mentored the director of Music at UU church in Duluth. She will begin working with another experienced UU music director in a journey of new discovery for experienced directors.

Our 2013 Arthur Foote Music Sunday included 135 singers, percussion, flute and Artaria String Quartet, a true representation of the thorough involvement of our congregation in its music program. Our Children's Choir, Women's Ensemble, Unity Singers and Unity Choir were all present and performing.

Our Children's Choir continues to grow and offer outstanding experiences to some 45 children under the direction of Kathleen Radspinner. Volunteer Priscilla Morton continues to bring her gifts as piano accompanist. The Children's Choir is now regularly heard at our Holiday Concert and Arthur Foote Music Sunday.

Children's experiences in 5th and 6th grades were augmented by participation in our highly successful Children's Musical directed by Sandy Waterman and Mary Blouin Auffert. In celebration of the continued vitality and growth of this Unity tradition and beginning with its 25th anniversary in 2014, Sandy, Mary and the Unity music program will be offering this great activity for 6th, 7th and 8th grades. This gives opportunity for three years of involvement and completes the arc of offerings for our children with Children's Choir for grades 1 through 5 and the Musical now for grades 6 through 8.

Music in our worship services is continually appreciated and wonderfully challenged to meet both the needs and endless possibilities within our community's talents. Along with our choirs, we have had many varied guests including individual soloists in oboe, violin, members of both SPCO and Minnesota Orchestra, Ellis on guitar and voice, Natalie Nowytski with guitar and voice; groups spanning the classical artistry of Artaria String Quartet to the Eastern/Middle European cultural specialties of Mila.

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 not just an opportunity for involvement but an entrance into this community. Many people establish their relationship with Unity Church through participation in one of our choirs before becoming members.

All the 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.

There is such potential in this community, far beyond the capacity of our present staff. Plans for continued growth in program offerings is underway.

Ministry with Children and Youth

The Religious Education program year had an unusual start, given the construction. That said, volunteers, parents and staff worked hard to offer safe and meaningful experiences for children and youth, even in challenging circumstances. We upheld beloved holiday traditions throughout the work and the transition back into the space. By January, we were operating all programs in the newly refinished spaces. In the end, the remodel of the lower level created bright, well-ventilated, safe and welcoming learning environments for children and families and everyone involved in the Ministry with Children and Youth agrees that the payoff was worth everyone's investment.

Our elementary school children once again explored the ideas in Year Three of the Workshop Rotation curriculum:

- God is a mystery
- Goodness and evil are the result of human impulses and actions
- Spiritual practices help us keep in touch with the Divine within us
- We can be friends with people far away, especially in Bolivia
- Grief is the process of healing from loss and death

The new unit on Bolivia and the work of Mano a Mano was well-received by children and the accompanying fundraisers were very successful. In April, as part of the unit on grief, we conducted our Practice Memorial service with the help of Willwerscheid Funeral Home. This educational worship experience is valuable to our families.

Junior High Religious Education offered youth the opportunity to explore the following topics in semester-long courses:

- Earth-centered spirituality
- Unitarian Universalist history and identity
- Joseph Campbell's *Power of Myth*
- Jesus' social teachings about justice and compassion
- Asian religious traditions
- Personal character and morality

The church currently has a bubble of large numbers of youth in 6th, 7th and 8th grades; accommodating these youth's needs

Our Coming of Age program saw 23 youth and their mentors through the journey to a personal credo and spiritual adulthood. Drew Danielson's caring ministry and clarity of vision were evident in this program's success and indicate that the coming years will bloom under his leadership.

COA 2012 Participant List:

Participant

1. Zoe Bickford
2. Kaitlyn Misiewicz
3. Carter Campbell
4. Elliot Cordano
5. Thea Meyer-Grimberg
6. Corbin Smidzek
7. Jonathon "Jock" Tuttle
8. Maya Black

Mentor

- Martha Tilton
Marion Seeley-Kriesman
Bob Peskin
Bob Lies
Mary Baremore
Chico Hathaway
Christof Meyer-Grimberg
Herry Kempf

- | | |
|-------------------------|----------------------|
| 9. Kaitlyn Mulhern | Patricia Eaves |
| 10. Elise Radspinner | Cathy Crosby-Schmidt |
| 11. David White | Laura Park |
| 12. Zoe Leuthner | Angela Newhouse |
| 13. Nelson Moroukian | Dave Hage |
| 14. Laura Slade | Nina Tuttle |
| 15. Cole Velders | Stuart Alger |
| 16. Joseph Wriedt | Phil Carlson |
| 17. Jane Crosby-Schmidt | Marg Walker |
| 18. Caswell Burr | Mark Darst Rice |
| 19. Ruby Wlaschin | Rene Meyer-Grimberg |
| 20. Reed McGuire | John Tuttle |
| 21. Caroline Garry | Katie DeCramer |

The high school youth of Unity Church were very active in social justice work this year. Tower Club members phone banked against the marriage amendment, participated in the Interfaith Youth Day of Service and in the annual Night on the Street. In addition to this work, the youth also enjoyed fellowship and fun together. Our annual October trip to Boston was a great success.

The upheaval of construction resulted in an initial decline in enrollment and then only in a recovery in numbers rather than growth, but the families who stuck with the church through the project and who joined in the midst of the work are deeply committed to the congregation and its core values. Throughout the program year, we oriented the families of 35 newly enrolling children. We also dedicated ourselves to the nurturance of 22 infants in our five Celebrations of New Lives.

After nine years as Director of Religious Education, Kerri Meyer announced her departure from Unity and her decision to pursue a seminary education and ordained ministry. The Ministry with Children and Youth rest in the capable hands of Drew Danielson, Christy Randall and incoming DRE, K.P. Hong.

Community Outreach Ministry

Outreach Ministry Teams:

Three overall themes emerged in the social justice work of the Community Outreach Ministry Teams this year:

- Several teams were more actively focused on important advocacy work at the Minnesota Legislature.
- More teams are combining their work with other outreach teams and Unity Church program areas.
- More teams are taking ample time for spiritual reflection at meetings and often use the church theological monthly theme for this purpose.

Affordable Housing--*Community Partners: Beacon Interfaith Housing, St. Paul Council of Churches Project Home, and Faith Builders Habitat for Humanity*

The team made a major decision this year to become a community partner with Beacon Interfaith Housing Collaborative. All team members attended a large area interfaith gathering to learn more about this organization's work in providing a new unit of housing for homeless youth at University and Prior Ave by the year 2016. Team members and other church members represented Unity Church at a rally of 250 people from 38 congregations to kick off a Beacon Interfaith advocacy effort to obtain more money for the MN Homeless Youth Act at the MN Legislature. The team recruited about 125 people from Unity to sign a petition supporting this action and to attend legislative rallies at the capitol. This advocacy work helped in the passage of MN legislature allocating an additional four million dollars for homeless youth. The team sponsored a Wellspring Wednesday program featuring the Advocacy Director of Beacon Interfaith and a Wilder Foundation Housing specialist who talked about how both organizations are supporting the future Prior Crossing youth housing unit. About 25 people from Unity Church participated in the Faith Builders Habitat for Humanity build in the Summit University neighborhood in June of 2012. Unity youth and team members parked cars at the 2013 Grand Old Day that netted \$845 with the team's share going towards this year's Habitat Build.

Project Home—*Community Partner: St. Paul Council of Churches Project Home*

Due to the reconstruction of the church building, Project Home did not take place at Unity Church in 2012 but several people from Unity Church volunteered at other Project Home church sites during that year. With the move back into the church building, Project Home once again took place in the lower level of the church in May of 2013. An average of about 15 homeless guests were present each night and about 160 Unity people volunteered to serve as evening and overnight hosts. A dedicated Project Home Committee, led by Anna Newton, came together several months before May to organize this enormous, wide reaching project once again this year.

Evergreen Projects and Quilters—*Community Partners: Jeremiah Program, Frogtown Sharing Korners Food Shelf and Family Place*

Fifty five cooks (including six teens) from Unity Church prepared and served eight evening meals to about 30-40 adults and 10-15 children at the Jeremiah Program from August 2012 to May 2013. Evergreen Project members participate and organize this service activity. Donations for Frogtown Sharing Korners Food Shelf started up again in June of 2013 after a year's hiatus due to the church reconstruction. The Evergreen Quilters created four "One More Redeemer" quilts for each of the Unity church child dedications this year. These quilts were then donated to the Family Place to be given to homeless families participating in that program. The Evergreen Quilters also produced lovely handmade items for two successful sales—one just before Valentine's Day and the other before Mother's Day. The combined sales netted over \$1300 with proceeds going to support their community partners.

Generosity Ministry Team—*Community Partners: Non-profit Community Organizations*

This team met monthly to review applications and nominate organizations to receive 70 % of the Unity Church weekly Sunday offerings. The nominations were then sent to the church executive team for final approval. From July 1, 2012 to June 2, 2013, the congregation donated \$75,867.41 to 45 church teams and non-profit organizations that share Unity Church mission and values that were nominated by Unity Church members.

Racial Justice—*Community Partners: neighborhood organizations and churches*

Some Racial Justice team members attended the Prophetic Voices/Isaiah training and organized a task force to defeat the MN Voter ID amendment in the 2012 election. The task force and team members sold yard signs and bumper stickers, wrote newsletter articles and made phone calls to help defeat the amendment in the November 2012 elections. This team also worked with the Restorative Justice team for the passage of the Ban the Box Bill at the state legislature this year. Other members volunteered their gardening skills at Frogtown Farms throughout the summer of 2012. Team members once again provided meals for Circle of Peace participants from time to time during the year. The team determined that the all congregation book read for this year would be *The New Jim Crow; Mass Incarceration in the Age of Colorblindness* by Michelle Alexander. (see *** below) The team had spent considerable time looking at possible future community partners and eventually decided to tentatively combine their efforts for the rest of the year with the Restorative Justice team as a follow up to the annual all congregation book read.

Restorative Justice—*Community Partners: Amicus and Second Chance Coalition*

The annual Winter Warm up Drive sponsored by this team took place in two phases this year. In the fall of 2012, Unity Church Religious Education children and families collected and assembled over 150 packets of hygiene products along with a note from a child in each packet for Amicus program participants. The outreach team then continued collecting hygiene items, hats, gloves and cash for bus passes through March of 2013. Along with people from 50 other non-profit organizations, about 20 team members and others from Unity Church attended the annual Second Chance Day on the Hill to advocate for legislation making it easier for formerly incarcerated people to obtain jobs, housing and rights as they reenter society. This effort helped in the passing of the Ban the Box Bill at the MN legislature in May, 2013 which gives ex-offenders a better and fairer chance at being considered for a job with private employers. Members of this team continue to provide a monthly meal for the Circle of Peace participants who have met weekly at Unity Church for about three years.

***To celebrate Black History Month, the Racial Justice and the Restorative Justice Outreach teams, the Library team and the Anti-racism Leadership team co-sponsored the all-congregation book read of *The New Jim Crow* by Michelle Alexander. 120 books were sold at the church book stall and about 120 people from the congregation and the neighboring community attended the two book discussions. The Racial Justice and the Restorative Justice teams are currently meeting together to plan education and actions steps as a follow up to the highly attended discussions.

The Unity Marriage Equality Committee—*Community Partners: Minnesota United for All Families and the Greater St. Paul Interfaith Group for Justice*

The 2011-2012 Community Outreach ministry annual report described in detail the substantive work of the Marriage Equality Committee and others at Unity Church to help defeat the MN Marriage Amendment in the November 2012 election. Since the congregation passed a resolution calling for the defeat of the amendment, this two year effort included many hours of selling t-shirts, yard signs, bumper stickers, organizing fundraising activities, displaying a large VOTE NO outdoor banner at the church, offering numerous 'conversation' trainings, making hundreds of calls to congregation members, tracking the nearly

4,000 congregation contacts with friends, family members and co-workers; collaborating in the St. Paul interfaith efforts, appearing at city rallies and organizing Get Out the Vote door knocking efforts.

Rainbow Chalice Alliance—*Community Partners: Minnesota School OUTreach Program and St. Paul Out For Equity*

The team sponsored an education and advocacy Wellspring Wednesday program that featured the video, “Minnesota Nice”. This powerful film presented stories about the increase in bullying and suicide of LGBTQ youth in the state. One of the team’s advocacy projects was to support and recruit people to help pass the anti-bullying “Safe and Supportive MN School Bill” at the legislature but unfortunately the bill was delayed until the next session. The team also created the ‘Freedom to Marry’ task force that focused on organizing the congregation to help pass the historic MN Freedom to Marry legislation (see below). Some members volunteered for the 8th annual Q Quest all-day gathering for over 100 LBGTQA youth in MN and other members served as chaperones for the Twin Cities Queer Prom. Members also helped organize the UU presence in the Twin Cities Pride Parade and participated with marchers and drummers with other Unity people. As a team building activity, team members and supporters organized the first annual Unity ‘Pi Day’ by baking and selling 50 homemade pies that netted over \$800 for the work of the team.

The Freedom to Marry Task Force—*Community Partners: Minnesota United for All Families and the Greater St. Paul Interfaith Group for Justice*

This task force was created from the Rainbow Chalice Alliance to work towards the passage of the Freedom to Marry legislation this year. The task force, capably led by Jane Eastwood and Dick Buggs, continued to work with both of their community partners to help pass this historic legislation in May, 2013. They recruited about 60 Unity people to attend the February 14th ‘Freedom to Marry Day’ at the capitol and another large church group to attend the Lobby Day in April, 2013. They also recruited many church members to make strategic calls to constituents in swing legislative districts in the state. In addition, Unity Church became a Twin Cities site for phone banking that was coordinated by Minnesotans United For All Families and OutFront Minnesota.

Mano a Mano—*Community Partner: Mano a Mano International Partners*

About 20 Unity Church members attended the annual Mano a Mano International Partners picnic in September of 2012. In cooperation with the Unity Religious Education program, several members of the team organized the first trip to Bolivia for educators in June of 2013. This resulted in eight teachers from Unity Church traveling to rural Bolivian schools to learn and to share classroom materials and methods. The team continued to collect Spanish language books from local metro schools which were then shipped to Bolivia for use in rural schools. The annual Latin Dance party sponsored by the team took place with a significant number of Latina and Latino young adults attending. Team members organized the annual Bolivian craft sale for benefit at Unity Church, volunteered at other Twin Cities Bolivian craft sales and helped with the spring Bolivian fundraiser for benefit of Mano a Mano International Partners. The team sponsored a powerful Wellspring Wednesday program that featured videos and presentations by Unity members, Andrea Bond and Charles Skrief, who spent several months in Bolivia this past year interviewing people living and working in Mano a Mano International Partners programs.

Partner Church—*Community Partner: Unitarian Church and village in Homorodszentpeter, Transylvania, Romania*

Partner Church team members organized and hosted the visit of Rev. Kinga Szekely, minister of our Unitarian sister church in Homorodszentpeter, and her husband, Csaba, to Minnesota and Unity Church in November of 2012. They were guests in team member homes and spent many hours visiting organizations and sites of interest to both. This year, the team set aside time to reflect on what their partnership with the Homorodszentpeter Unitarian and Village means to them as individuals and the congregation in preparation for the upcoming new Unity Church ends statements. The annual 2013 team spring plant sale netted over \$800 for the work of the team. This and other team fundraising activities allow the team to provide

scholarships for people traveling to and from Transylvania. In preparation for their travels, many of the people who will be on the 2013 summer pilgrimage to Transylvania were treated to an evening in May that featured photos from past pilgrimages, Hungarian food, music and reflections by Partner Church team members.

Other Community Outreach Projects:

Tutoring at Obama Elementary

Twelve people from Unity Church served as reading and math tutors for K-3rd graders at the Michelle and Barack Obama Elementary School that is coordinated by the Minnesota Reading Corp.

New Orleans Pilgrimage

Nine Unity Church members and friends traveled together in November for the 7th Pilgrimage to New Orleans since the Katrina flood ravaged the city in 2005. This year's sojourn included major renovation work at the home of a resident who had been out of her home since Katrina, in depth visits with new and long time friends, many experiences of Crescent City music and food, discussions with people working in the city policing system, and daily reflections that helped to broaden and deepen our understanding of race and class issues related to our spiritual growth as Unitarian Universalists.

Unitarian Universalist Service (UUSC) at Unity Church

Unity Church UUSC activities this year were highlighted with a visit from the UUSC President and CEO, William Schultz, in December 2012. Unity member, Marty Rossman ably coordinated the weekend of activities that included a Samuel Morgan forum titled "Human Rights: For UUs and You" attended by 60 people, a fundraising cocktail reception and an Indian dinner for over 100 people. At each of these occasions (and in the Sunday service) Bill spoke about the work of UUSC and recruited many new members for the current UUSC human rights work. Articles updating the congregation on the work of UUSC appeared in each monthly issue of the church newsletter, CommUNITY. The annual UUSC 'Guest at Your Table' (GAYT) program was introduced to the congregation in a November 2012 Sunday service. Contributions to the GAYT boxes during the holiday season were a way for families and others to once again remember the UUSC justice work that is taking place around the world.

Unitarian Universalist Association Holdeen India Program at Unity Church

At a January 2013 Samuel Morgan forum for about 25 people, Derek Mitchell, Director of the Unitarian Universalist Association Holdeen India Program, presented an overview of the Holdeen Programs and an in depth look at Vidhayak Sansad, the union working with indigenous people and their rights in Thane, Mararashtra, India. Five Unity Church travelers to India in March of 2012 also shared stories of their experiences visiting the Holdeen programs. Plans are being made for a Unity Church pilgrimage to India and the Holdeen Programs in 2014.

Hallman Ministerial Intern (Mae Gibson Wall)

Mae Gibson Wall has had a remarkable year of learning and growing with Unity this year. She led four worship services and participated in many others, including all the holiday services. In addition, she planned and led intergenerational worship with intern Jim Foti every week during Wellspring Wednesday. She also initiated and coordinated Unity's first-ever Election Night Vespers service, which was very well received and will hopefully become a tradition in the church. She has been grateful to have the honor of officiating at three weddings and conducting three memorial services during her internship. Mae has also enjoyed contributing to the worship life of the church by writing five cover articles and ten monthly columns for *commUNITY*.

Mae has also had many opportunities to serve Unity through teaching and facilitating educational programming. She served Unity's ministry with children and youth through teaching two workshop rotations in RE as well as two semesters of Junior High classes. She taught two sessions of the five-week class "Spirit in Practice" to 32 Unity adults, and she also co-created and co-taught the seven-week "World Religions in Practice" class to 30 Unity adults with Jim Foti. She led programs for The Gathering (women's retreat), Wellspring Wednesday, and the Ends development work here at Unity, as well as a program on Unitarian Universalism at a local Presbyterian church. Mae also served as staff liaison for the weekly Unity Sangha meditation gatherings.

Mae served in other areas of the church, as well – most notably pastoral care (visiting congregants in their homes) and food ministry (baking desserts for Wellspring Wednesdays and assisting with Sunday soup suppers). Her ministerial formation was enhanced by participation in such professional development opportunities as Prairie Group (a UU ministers' study group), the UUMA Center Institute, the IATP Food and Justice conference, and a conference on modern faith formation. She also worked diligently to develop a Sustainable Agriculture group at the church, which hopes to apply for status as a community outreach team in the coming church year. Finally, she helped coordinate delegates to represent Unity at both Prairie Star District conference and General Assembly.

Mae's fantastic internship support committee and supervisors provided honest, helpful, critical, and supportive feedback throughout the year, for which is enormously grateful. Her team concluded that she is "exceptionally clear and articulate, highly reflective, and ready for ministry." It has been a joy, an honor, and a privilege for Mae to serve Unity Church-Unitarian as the 2012-13 Hallman Intern.

Ministerial Intern (Jim Foti)

The 2012-2013 church year saw the second half of Jim Foti's two-year, half-time ministerial internship, which was integrated with his program of study at Meadville Lombard Theological School, a Unitarian Universalist seminary in Chicago. In addition to serving as worship leader on five Sundays over his two years, Jim's contributions included strengthening Unity's elders program, creating a workshop for former Catholics, facilitating the yearlong Wellspring spiritual deepening group, and serving the religious education program as both classroom teacher and children's chapel leader. Jim's innovative bent found fertile ground at Unity -- he spearheaded an intergenerational technology workshop that brought together teens and elders, he fostered the start-up of the Grand Old Day sidewalk hospitality team, and he initiated Unity's Rides Ministry, a Google-based system that connects volunteer drivers with congregants who otherwise would not be able to attend Sunday worship. Jim and his co-interns led the weekly Wellspring Wednesday all-ages chapel services and took turns writing the newsletter cover articles about the monthly worship themes. Jim provided pastoral visits and led or participated in three memorial services. Members of Jim's intern support team report that they "witnessed his transformation from a new intern with visible anxieties to an emergent minister." Jim and Unity Church served each other well.

Anti-Racism

Anti Racism efforts at Unity Church continue to become more and more interwoven throughout church life and the organization as a whole. 2012 – 13 has been a year of deepening, relatively prominent Anti Racism conversation and development activity; we are engaged in this work from the pulpit, in educational programming, in outreach and community involvement, and in organizational policy and function.

From the highly visual perspective of the “pulpit” – at worship, through involvement of the ministers, with guest speakers – anti racism has been an important topic as well as a rallying issue. Reverend Rob Eller Isaacs has stated a desire to see “Mass Incarceration along lines of color” become an issue that generates commitment and effort similar to the way Unity came out for the Marriage Equality legislation of the past year.

The Racial Justice and Restorative Justice Teams, along with the Library and Anti Racism Leadership Teams, sponsored a congregational Book Read of Michelle Alexander’s *The New Jim Crow*. By all measures (books borrowed from library, sold in the bookstall, attendance at discussions, anecdotal evidence) there was a very high level of engagement and participation by the congregation. Book Discussion groups drew 100 participants, with a good number from the outside community. A significant outcome of these events has been a commitment to pursuing work on Mass Incarceration as an issue by outreach teams and Unity members. A variety of other adult Education programs either directly concerning Anti Racism or aligning with these initiatives have been undertaken over the past year.

The Racial Justice and Restorative Justice Teams are vital, active groups doing this work. They continue to develop their goals and activities, as well as their own structures. A variety of community efforts took place. A “Men’s Prayer Fellowship” group organized by area ministers started in January. A diverse group of 18 men from various churches attended the first meeting and expressed enthusiasm for the effort. There was communication with Russell Balenger and the Circle of Peace Team about partnering with them to establish a new non-profit organization to house and expand their efforts. We have committed to a “Beloved Conversations” program with Mark Hicks of Meadville Lombard this fall. It is hoped we will involve over 100 Unity members. We are in conversation with Morningstar Baptist Church and the Men of Ujamma about joining us. As the church year drew to a close, Van Jones of *Rebuild the Dream* delivered the keynote at the rededication of the church building. Mr. Jones was with us for both a “leaders” session and an open forum with Unity and several community members and leaders, including St. Paul Mayor Chris Coleman.

“Policy J” is a Governance Policy developed in 2012 with respect to Unity’s commitment to becoming an actively anti-racist institution. Among other things it directs the Executive Team to conduct an annual audit of Unity’s vendors, to evaluate the percentage going to people and communities of color; to report annually on diversity of staff on payroll; to ensure staff members receive training in anti-racism analysis; to consider Unity’s anti-racism commitment in interpretation of the Ends Statements, and how that commitment is implemented in covenant with local communities of color. The ET has worked diligently to interpret policy J throughout its direction of church activity. Construction over the past year presented myriad opportunity to implement Policy J. We were very successful in working with McGough Construction to maintain and monitor minority hiring on the Unity Tomorrow project. We have also benefited from fair hiring practices this past year in securing new administrative, program, and facility staff who are people of color (and excellent hires, by the way).

The ARLT, charged with monitoring anti-racism on behalf of the board, enjoyed a year of change, additions, and meaningful contribution. An influx of new members brought needed rejuvenation. New members are Avi Viswanathan, Mary Margaret Zindren, Mary Morris, Brooke Darst-Rice, and Rob Fulton. The team developed a new structure consisting of three sub-teams (monitoring, communications and education). Subgroups have established monthly meeting and working schedules, and seek to bring on other people to help in the work.

Resource Development

2012-2013 was demanding and dynamic in the areas of finance and resource development.

Our **Unity Tomorrow capital campaign** was launched in 2011 and by the time we broke ground at the end of May in 2012, we had commitments from nearly 600 households, making this the most broadly-based capital project in the history of Unity Church. The total of the commitments at that time was \$6,248,000 toward a goal of \$8,000,000, with payments scheduled through the end of 2016. (As of the presentation of this report to the congregation in November of 2013, commitments total \$6,711,000.)

With the expert assistance of Charlie Vanek and our legal counsel at Briggs and Morgan, we negotiated a \$6,000,000 short term construction loan with our local bank, Western Bank to finance the project. The loan required an initial investment from the owner of \$2,000,000 and annual payments of \$900,000 in 2012, 2013 and 2014, with a final payment of \$800,000 in 2015. We established a separate account with Western Bank into which all receipts are deposited and from which all expenses are drawn. Beginning on January 1, 2016, the remaining balance is due in monthly installments of principal and interest until maturity. We expect that the loan will be paid in full or refinanced prior to the maturity date in May 2022.

We broke ground in May of 2012 and construction began in earnest. Construction expenses were paid through Land Title Company and Western bank from June of 2012 through March of 2013. The final “draw” of Owner’s expense was in October of 2013. Total construction expense was \$6,577,560 and total Owner’s expense was \$1,399,866 for a grand total of \$7,977,426 in project expense. Owner’s expense included architectural fees, hazardous material abatement, furniture, fixtures and equipment, moving costs, signage, technology upgrades, and project management and development fees.

We offer a hearty thank you to Lorelee Wederstrom, our Owner’s Representative who handled this project with skill, grace and strength as we worked through the many surprises and challenges that emerged during the project. Under her guidance, the working relationship between owner, architect and the construction company was positive, creative, supportive and fun!

An additional thank you goes to Tom Merritt and Sally Foster who chaired the dedicated Capital Campaign fundraising team, and to Ruth Stryker Gordon who chaired the Current Site team. And of course, the entire staff deserves a thank you for hard work, creativity and flexibility.

On May 7, 2013 the **Saint Paul Heritage Preservation Commission** and the Saint Paul Chapter of the American Institute of Architects presented an “Award of Recognition” to Unity Church Unitarian for “their leadership in completing a long-range Master Plan for the historic church to remain a community asset while incorporating sustainable and spiritual values into the design.”

Unity Church’s fiscal year is a calendar year, January through December, so this report to the congregation spans two fiscal years. At the close of 2012, the Board of Trustees engaged Schechter, Dokken, Kanter to do a review of our December 31, 2012 financial position. (SDK was engaged for a full audit of the year ending on December 31, 2010 and a review at the close of 2011.) The Statements of Financial Position and the Statements of Activities and Changes in Net Assets as of December 31, 2012 are included as Attachment A. in this report. Copies of the full report are available upon request from Barbara Hubbard at the church office.

Our **Operating budget** ended 2012 with a shortfall of \$64,000, which came from unrestricted reserves. The shortfall was due to a number of factors including a) not meeting our pledge goal, b) shortfalls in actual program and facilities rental income and c) a 2% overage in expenses. The SDK report shows an organizational change in net assets of + \$168,440.

We want to thank our **2013 Pledge Team**, Dan Huelster, Mary Baremore and Jackie Smith for their work to raise Operating pledges for 2013. They ran a fall pledge drive without a building, which was certainly a challenge. Because we ran a three year pledge drive (2012 – 2014) with the capital campaign, we began our fall pledge drive with almost 400 pledges. A gala event was held at Steppingstone Theater where Kevin Kling delivered an entertaining and powerful message. Total pledges for 2013 were \$1,134,443 from 657 households.

In September of 2012, a member of the church established a \$500,000 charitable fund at The Saint Paul Foundation as a **Building Endowment** for Unity Church of St Paul. The fund was established with the intention of flexibility in the first three years as Unity Church completes the capital project. Beginning in 2016, the donor's intentions are to direct distributions into a temporarily restricted fund at Unity Church for upgrading facilities, replacing major appliances and equipment, and redecorating from time to time.

At our annual gathering of the **Heritage Society** in May of 2012, eighty members who have named the church in their estate plans gathered for dinner and a keynote address by former Hallman intern, Reverend Jen Crow.

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:

- Piloted an assessment of spiritual maturity and transformation in our congregation and in three other Unitarian Universalist congregations. We feel this instrument is the first of its kind, and will respond to a growing interest in knowing whether churches are fulfilling their primary purpose.
- Provided pro-bono services to the denomination, through presentations at District conferences and General Assembly, and governance consulting with key denominational leaders.
- Provided revenue for Unity Church's operating budget. 5% of all consulting fees go to support Unity Church's operating budget.
- Continued to expanded our client base, including many more Unitarian Universalist congregations and several congregations and institutions outside our denomination as well.

Administration, Operations, and Facilities

The 2012-2013 church year was not “business as usual” in the areas of administration and facilities. The entire staff purged, packed and relocated to the church-owned duplex at 722 Holly Avenue in June of 2012. We equipped the duplex to accommodate 20 workstations, space for meetings, programs, storage and even Sunday coffee hour! The staff worked in cozy quarters until the end of November when we were able to move back to the church. (How wonderful that we like each other.) We offer a special thank you to Bill Lowell and Harold Watson.

Once back in the church, the administrative and facilities staff members had their hands full in trying to settle in AND support full programming that began in January of 2013. This is an amazing, dedicated group of people!

Martha Tilton, our Communications Coordinator did an excellent job of recording the Unity Tomorrow project in words and photos and of communicating to our congregation and our neighborhood. Once back in the church building, she had new technology to master. She has also developed a wonderful Unity Church presence through social media sites.

Song Thao, our Financial Assistant adeptly handled parallel capital campaign commitments and operating pledges, in addition to her other responsibilities.

Julie Handberg, our beloved Office Manager and Wedding/Memorial Service Coordinator retired from her employment with the church in April of 2013 and we welcomed Marcy Mann-Anderson as her replacement.

In our Facilities staff area, Bill Lowell and Harold Watson displayed dedication, persistence and good humor throughout the year. Katie DeCramer served as our Security/Hospitality employee for the year, and then Lindsay Newstrand came back into the position as Katie left for Camp Unistar. We also hired Derrick Sanders during the church year to support our facilities operations.

One Voice Mixed Chorus has been renting rehearsal and office space from us since 2007. They too made the move to the duplex with us during construction and are enjoying the newly renovated space and the improvements to the church’s infrastructure.

Attachment A

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

	<u>2012</u>	<u>2011</u>
<i>Assets:</i>		
Current assets:		
Cash and cash equivalents	\$ 405,853	\$ 916,218
Receivables:		
Operating pledges, net	847,761	817,533
Capital pledges, net	759,708	1,353,099
Other receivables	68,252	37,618
Investments	4,159	18,302
Prepaid expenses	<u>10,507</u>	<u>8,099</u>
Total current assets	<u>2,096,240</u>	<u>3,150,869</u>
Property and equipment:		
Land and land improvements	167,320	184,747
Buildings and building improvements	11,100,655	3,842,210
Equipment	729,925	817,213
Artwork	81,300	81,300
Construction in progress		<u>316,298</u>
	<u>12,079,200</u>	<u>5,241,768</u>
Less accumulated depreciation	<u>2,964,639</u>	<u>3,039,180</u>
	<u>9,114,561</u>	<u>2,202,588</u>
Other assets:		
Cash restricted for long-term purposes	227,616	222,484
Operating pledges, net of current portion	800,445	1,400,461
Capital pledges, net of current portion	1,655,823	2,231,968
Deferred finance costs, net of accumulated amortization of \$2,839 at December 31, 2012	42,585	
Investments	210,989	177,463
St. Paul Foundation holdings	113,854	106,994
Beneficial interest in Diether perpetual trust	<u>466,369</u>	<u>438,657</u>
	<u>3,517,681</u>	<u>4,578,027</u>
Total assets	<u>\$ 14,728,482</u>	<u>\$ 9,931,484</u>

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31

	2012	2011
<i>Liabilities and net assets:</i>		
Current liabilities:		
Accounts payable	\$ 390,319	\$ 9,157
Accrued expenses	90,065	91,147
Line of credit	80,000	
Current portion of long-term debt	900,000	
Capital lease obligation, current portion	4,079	2,898
	1,464,463	103,202
Total current liabilities		
Capital lease obligation, net of current portion	13,834	17,913
Long-term debt, net of current portion	3,271,376	
Total liabilities	4,749,673	121,115
Net assets:		
Unrestricted	1,136,255	1,362,151
Temporarily restricted	7,929,319	7,581,045
Permanently restricted	913,235	867,173
Total net assets	9,978,809	9,810,369
Total liabilities and net assets	\$ 14,728,482	\$ 9,931,484

UNITY CHURCH OF ST. PAUL

(See Independent Accountant's Review Report)

	2012			Total
	Unrestricted	Temporarily restricted	Permanently restricted	
Support and revenue:				
Pledges and gifts	\$ 18,789	\$ 1,545,995	\$ 5,132	\$ 1,569,916
Sunday collections	22,984	101,962		124,946
Grant revenue				
Program fees	52,181			52,181
Investment income	24,774	27,171	6,356	58,301
Change in value of:				
St. Paul Foundation holdings			6,860	6,860
Diether perpetual trust			27,714	27,714
Rental income	17,596			17,596
Unity consulting income	57,432			57,432
Miscellaneous income	10,465			10,465
Net assets released from restrictions	<u>1,326,854</u>	<u>(1,326,854)</u>		
Total support and revenue	<u>1,531,075</u>	<u>348,274</u>	<u>46,062</u>	<u>1,925,411</u>
Expenses:				
Program	1,263,357			1,263,357
Management and general	405,136			405,136
Fundraising	<u>88,478</u>			<u>88,478</u>
Total expenses	<u>1,756,971</u>			<u>1,756,971</u>
Change in net assets	(225,896)	348,274	46,062	168,440
Net assets, beginning	<u>1,362,151</u>	<u>7,581,045</u>	<u>867,173</u>	<u>9,810,369</u>
Net assets, ending	<u>\$ 1,136,255</u>	<u>\$ 7,929,319</u>	<u>\$ 913,235</u>	<u>\$ 9,978,809</u>

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

	2012			
	<u>Program</u>	<u>Management and general</u>	<u>Fundraising</u>	<u>Total</u>
Salaries	\$ 499,474	\$ 230,723	\$ 58,319	\$ 788,516
Payroll taxes and benefits	<u>139,944</u>	<u>62,680</u>	<u>17,273</u>	<u>219,897</u>
Total salaries and related expenses	<u>639,418</u>	<u>293,403</u>	<u>75,592</u>	<u>1,008,413</u>
Bad debt expense				
Bank fees		17,359		17,359
Unity consulting fees	53,627			53,627
Dues and subscription	24,184	166	18	24,368
Insurance	17,065	846	268	18,179
Interest	4,411	4,196	1,018	9,625
Office equipment		8,404		8,404
Other professional fees	70,204	12,662	1,226	84,092
Professional development	19,681	2,145	1,808	23,634
Program expenses	261,562		4,161	265,723
Property tax assessments	5,106	2,298	65	7,469
Repairs and maintenance	11,443	5,264	146	16,853
Supplies	5,155	24,782	73	30,010
Telephone & communication	11,383	2,569	1,926	15,878
Utilities	21,913	12,522	348	34,783
Loss on disposal of fixed assets	<u>20,027</u>	<u>11,444</u>	<u>318</u>	<u>31,789</u>
Total expenses before depreciation	<u>1,165,179</u>	<u>398,060</u>	<u>86,967</u>	<u>1,650,206</u>
Depreciation	<u>98,178</u>	<u>7,076</u>	<u>1,511</u>	<u>106,765</u>
Total expenses	<u>\$ 1,263,357</u>	<u>\$ 405,136</u>	<u>\$ 88,478</u>	<u>\$ 1,756,971</u>
Percentage of total expenses	72%	23%	5%	