

## Annual Report 2013-2014

### Unity Church-Unitarian

Sanctuary Address: 733 Portland Avenue

Business Address: 732 Holly Avenue

Saint Paul, Minnesota 55104

651-228-1456 • 651-228-0927 (fax)

unity@unityunitarian.org • www.unityunitarian.org

#### BOARD OF TRUSTEES

Ginny Allen  
Rich Hamer  
Terry Linskey

Deborah Carter McCoy, Secretary  
Steve Harper, Chair  
Lia Rivamonte

Hal Freshley  
Peggy Lin  
Marg Walker

#### EXECUTIVE TEAM

Rev. Janne Eller-Isaacs  
Rev. Rob Eller-Isaacs  
Rev. Lisa Friedman

Co-Minister  
Co-Minister  
Director of Congregational Life (past)  
Minister of Congregational and Community Engagement (current)  
Executive Director

Barbara Hubbard

#### CHURCH STAFF

##### PROGRAM STAFF

Drew Danielson  
Pat Haff  
Rev. Karen Hering  
Rev. K.P. Hong  
Robin MacKenzie-Taris  
Jennifer Nordstrom  
Ruth Palmer  
Laura Park  
Christy Randall  
Karen Van Fossan

Coordinator of Youth and Young Adult Ministries  
Coordinator of Community Outreach Ministries (past)  
Consulting Literary Minister  
Director of Religious Education  
Sunday Childcare Assistant  
Hallman Ministerial Intern  
Director of Music Ministries  
Managing Director, Unity Consulting  
Religious Education Assistant (past)  
United Theological Seminary Ministerial Intern (past)

##### ADMINISTRATIVE/ FACILITIES STAFF

Luke Auffert  
Liz Curran  
Tim Franco  
Bill Lowell  
Marcy Mann-Anderson  
Lindsay Newstrand  
Derrick Sanders  
Therese Sexe  
Song Thao  
Martha Tilton  
Harold Watson  
Sandy Wichert

Facilities (past)  
Facilities  
Facilities  
Facilities Manager  
Office Manager, Wedding/Memorial Coordinator  
Security/Hospitality  
Facilities  
Kitchen Coordinator  
Financial Assistant  
Coordinator of Communications  
Facilities  
Facilities (past)

## **In Memoriam November 2013-2014**

James William "Bill" Curtis  
February 12, 1941 – September 12, 2014

Marc André Breton  
July 14, 1958 – July 28, 2014

William H. Hardacker  
August 3, 1924 – June 11, 2014

Constance Catherine McGuire Oace  
July 20, 1920 – January 1, 2014

## **2013–2014 Annual Report**

### **Prepared by the Executive Team**

November 15, 2014

Dear Members and Friends of Unity Church-Unitarian,

We are pleased to present this Annual Report to the Unity Church-Unitarian congregation at the 2014 Annual Meeting. This report seeks to capture many highlights of the exciting and nourishing 2013-2014 church year. We can provide only a sketch of the fullness of a year in which we lived into a wonderful refurbished church home, began to fulfill new ends statements, bid farewell to a cherished member of the staff, framed a Ministry of Congregational and Community Engagement and invited the Rev. Lisa Friedman to expand her role by moving into that position, welcomed the Rev. K.P. Hong as Director of Religious Education, and welcomed our dear friends at Above Every Name Ministries to our building and our lives.

Our new ends statements (see page 5) reflect deep conversations among congregants and with “moral owners” beyond the congregation in response to the Board’s powerful question: How can we become more vulnerable and so more courageous people? This annual report is intended to provide some of the details of how the church has translated the new ends into invitations for involvement. It is largely a list of programs and activities. But that list implies a wide array of ways our lives have deepened as we become more effective and more loving people.

By all reports the improvements made to the building are having the desired effects. We are also pleased that we ended the year well ahead of schedule in repaying the short term loan which funded the project. We appreciate the generosity of the congregation in helping to pre-pay a portion of the principal while addressing interest costs. Though the *Unity Tomorrow* Campaign fell two million dollars short of its goal as of the date of this report, we have new capital pledges in hand to address debt service without impacting the operating budget.

In anticipation of the retirement of Pat Haff our beloved Coordinator of Community Outreach the Board and the Executive Team asked how best to staff social justice programs while integrating them more fully into the church life. Together we determined to establish the position of Minister of Congregational and Community Engagement and to invite the Rev. Lisa Friedman to assume the duties outlined. She now oversees membership, social justice, hospitality and adult spiritual development. In the summer of 2014 we brought Madeline Summers on board half-time as Lisa’s assistant and volunteer coordinator.

In June of 2013 the Rev. K.P Hong joined our staff as Director of Religious Education. The Church School is thriving under his leadership. We have begun to understand the many ways in which teaching can and should be a form of spiritual practice.

In August of 2013 we welcomed Above Every Name Ministries and the Rev. Danny Givens to make their home at Unity Church. They became active participants in a series of “Beloved Conversations” in which we engaged one another in deep, challenging, intimate and ultimately inspiring work around racism, power and privilege. We also shared an ecstatic Christmas Eve service together with Morning Star Baptist. Our work in helping to end racism and be an instrument of justice and healing is growing deeper and more central to our ministry.

The Co-Ministers wish to thank the congregation for granting them the first half of a sabbatical leave in March and April of 2014 (the second two months will be taken in February and March of 2015). We are

pleased that the Rev. Lisa Friedman so capably addressed a major portion of their duties as Sabbatical Senior Minister during their absence.

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

**UNITY CHURCH - UNITARIAN  
ENDS STATEMENTS 2014-2018  
WITH EXECUTIVE TEAM INTERPRETATIONS**

***Within***

- 1. The people of Unity Church-Unitarian value a deeply meaningful, transforming liberal religious experience.**

*That which we value, we are willing to work on. This implies that our people will take a spiritual inventory, set personal goals, and engage in regular self-reflection. We understand the role of a supportive religious community in helping people to become more vulnerable and more courageous. We affirm that transformation comes from being fully present to the beauty and brokenness of the human condition.*

**As individuals, we**

- a. Open ourselves to compassionate pastoral care in times of joy, sorrow, and transition.**

*We nurture an environment where people are able to be vulnerable and to enlist the support of the church. We foster a climate of acceptance and encouragement for vulnerability and courage in all of the communities within the church. As a result, people feel empowered to risk new ways of being in the world.*

- b. Develop spiritual practices that nurture reverence and encourage diverse worship services rich in beauty, serenity, community and joy.**

*We understand the development of individual spiritual practice to be an essential expectation of church involvement. Such practice builds our capacity for reverence and helps prepare us for a richer, more diverse worship experience. Both personal practice and congregational worship are fundamental to spiritual development.*

- c. Embrace our identity as Unitarian-Universalists and live out the principles of our shared faith in our daily lives.**

*Congregants know and feel a part of the unfolding story of liberal religion and make use of our stated principles as a tool for self-reflection and action in the world.*

- d. Cultivate a spirit of curiosity and welcome, growing from a desire for authentic relationship.**

*By embodying a spirit of curiosity and respect as individuals, we create a radically hospitable church. Visitors and newcomers more easily find their place within the larger congregation and the church as a whole becomes a more spirited and welcoming community.*

## **Among**

### **2. Unity Church-Unitarian is a community of welcome, reverence, and deep connection.**

*The Holy exists in relationships among people. Congregational participation is essential to the religious life because it opens us up to that experience of the Holy while holding us accountable to one another and our best intentions. When we are a welcoming, reverent, deeply-connected community, the Holy grows in our lives and in the world.*

#### **As a community, we**

##### **a. Sustain and encourage one another in love.**

*An ever-expanding portion of the congregation embodies and takes up the pastoral ministry of the church, holding each other in vulnerable times, asking for help when we are in need, and celebrating one another's joys and accomplishments.*

##### **b. Value our shared ministry and practice it with integrity.**

*An ever-expanding circle of congregants invite and feel invited into shared ministry and understand that they are living it out in their daily lives and in the life of the congregation. Shared ministry is integral to their reflections on their own spiritual well-being and growth and is an openly acknowledged aspect of their religious identity.*

##### **c. Reach out to one another across differences and stand together in the face of injustice.**

*We meet faith-to-faith, engaging our shared humanity in a way that honors the particularities of our differences and allows us to work in authentic partnership while facing the uneven effects of injustice.*

##### **d. Foster a culture of open, inclusive leadership and meaningful engagement.**

*The church is a learning community that empowers people to identify and live into their gifts. It's a place that encourages risk-taking, in which it is okay to try and fail, be forgiven, and try again. Present church leaders actively reach out and recruit people they don't know into leadership, recognizing that the best interest of the church is served by a diverse and creative leadership core.*

##### **e. Are generous with our time, talents, resources and creativity.**

*There is a widely-shared sense of responsibility for the health and well-being of the church. People are fully engaged in the church and are optimistic about its efficacy in their lives and in the world. People bring their best selves to their work as volunteers. The generosity of the people of Unity Church is an expression of their gratitude for the ways in which the church informs and nourishes their lives. They are open to creative exploration, even and especially when they are in uncertain territory.*

**f. Are careful stewards of our resources and facilities.**

*Practices and decisions ensure the long-term strength and viability of Unity Church. Church facilities are well-maintained and green. We have a well-developed life-cycling program that helps us maintain and protect our facilities. Financial resources are well-managed. Opportunities for thoughtful reflection on generous participation are readily available.*

**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**

*Our congregation's work for justice is a natural expression of our inward work and our experience of religious community. Our faith affirms that God's love is for everyone and that the choices we make shape both our lives and the world. The experience of the Holy inspires and sustains a sacred obligation to work for justice. In the work we do, we are seeking to live out God's love in the world. We seek to strengthen and expand our practice of partnership for positive change.*

**a. Open our doors and our hearts to those who seek comfort, courage, and meaning.**

*Unity Church is a place where the larger community knows it is welcome in times of public grief, sorrow and celebration. We provide space and volunteer support for innovative responses to community needs with an emphasis on marginalized communities, including communities of color.*

**b. Build authentic relationships with people across differences, in the spirit of humility and reverence.**

*We meet faith-to-faith, engaging our shared humanity in a way that honors the particularities of our differences and allows us to work in authentic partnership while facing the uneven effects of injustice.*

**c. Live out our commitment to racial reconciliation and to dismantling racism.**

*We recognize the "tragic gap" of racial disparity in our community and in our nation. We know the disparity is systemic and that any progress in dismantling it requires both institutional and personal action. Inspired by the theological mandate that we work toward the realization of the Beloved Community, we pursue the mission of the church, keeping the work to dismantle racism and oppression at the heart of our agenda. This is difficult work and we cannot do it alone. Our commitment to partner with people and communities of color outside the church does not deny the diversity already among us.*

- d. Serve as a trusted and visible leader, partner, and advocate for the creation of a just society and a sustainable environment.**

*The “prophetic imperative” calls us to be partners in seeking to make the Beloved Community real. Oppressions, including the destruction of our environment are linked and affect us all. We recognize that the crisis of climate change calls us to act immediately to protect affected communities, the earth and future generations. We understand that “the arc of the moral universe is long.” Trust grows out of long term partnership. We commit to keep showing up, to serve, to learn and to be advocates for positive change.*

- e. Participate actively in the larger Unitarian-Universalist community.**

*We support those who seek a larger context in which to claim their UU identity. Unity will continue to be an influential congregation that leads, inspires, connects with and learns from other Unitarian-Universalist communities. We will continue to be a teaching congregation and a working partner with other congregations in our area and across the Association.*

## 2014 Congregational Survey Results

In May 2014, 343 people completed the congregational survey, answering questions about the extent to which they saw the 2014-2018 Unity Church Ends Statements being true for our church and about their own sense of spiritual growth and maturity. The results of the survey were aggregated and evaluated by Laura Park and Bill Etter and presented to the Unity Church Board of Trustees in August. Survey results and other summary documents were prepared and placed on the Unity Church website and shared at two Wellspring Wednesday sessions in October. <http://bit.ly/2014ucusurveyresults>

The board is tasked with measuring and evaluating many aspects of church life. The congregational survey, including the individual assessments of spiritual growth and maturity, provide the board with an evaluation tool to measure progress toward our Ends. These measurement tools provide insight into congregational needs and provide the board with information to use when making decisions regarding continuity planning, policy modifications and the operational budget.

Some of the most interesting findings are listed below.

This year's measurements – as the first for our new Ends – establish benchmarks against which measurements in future years can be compared. And, as has been true in the past, “Within” performance is seen as better than “Among” which in turn is seen as stronger than the “Beyond” category of Ends.

Loyalty to the church has increased. This increase may be due to the new welcoming space, robust programming and a renewed focus on connecting with new congregants to the church. Loyalty describes our congregation's willingness to invite others in and to speak aloud the commitment to Unity Church.

Results were placed into a chart that was divided into four quadrants. The top left is described as the “Big Opportunity” quadrant and provides valuable guidance to the Executive Team and the board as it relates to the congregations values and spiritual maturity journey. We are encouraged to develop our ability as a congregation to actively develop and integrate spirituality into our lives. In particular, our opportunity is to develop our ability to:

- Actively practice our spiritual or religious faith
- Act in a spiritual manner
- Repent, forgive one's self and change
- Have a clear purpose to one's life that can be articulated to others

Each congregation differs in its signature strengths. Congregants identify self-awareness, acting with integrity, believing actions matter, caring deeply about the welfare of others and leading a moral life resulting in happiness as signature strengths.

Gender and age differences are not large in assessing the Ends, but there are important differences in the spiritual maturity portion of the survey with women generally self-reporting higher levels of spiritual maturity.

The programming questions also provide a valuable snapshot into what people find important on their spiritual journey. Unity's congregants find that participating in pilgrimages to be particularly helpful in developing spiritual maturity.

These evaluative tools are not meant to be viewed as tests or judgments. Instead, they aim to provide congregants with an opportunity to annually reflect on the work of the church and their own faith journeys. These important self-reported insights allow the leadership of Unity Church to verify observations or anecdotal evidence with data, allowing for more informed decision making regarding church programming, worship themes, budget priorities and policy changes.

## **Worship Life**

Looking back over the church year it remains clear that worship is the center of congregational life at Unity Church. Over the course of the entire calendar year our records indicate that more than 60% of adults and children active in the church attend worship on a weekly basis. This represents the third highest level of participation among the forty largest Unitarian Universalist congregations.

The opportunity for Worship Associates to offer longer reflections as part of the service has become more commonplace in the past year. This reflects a greater acceptance of the role on the part of the associates themselves, the preaching ministers and the congregation at large. Unity Church continues to provide exemplary leadership in expanding opportunities for shared ministry.

Wellspring Wednesday worship has become a vital and vibrant part of Unity's worship life. Hallman Intern Jennifer Nordstrom, and in the fall UTS Intern Karen Van Fossan, provided engaging multi-generational services each Wednesday with able musical support from Debbie Cushman, Elizabeth Giffin and Mary Nienaber. Lessons learned in producing multi-generational worship each week are having a positive impact in helping expand like efforts in the Sanctuary.

Staff, ARLT and those who joined in the Beloved Conversations are now committed to making consistent efforts to move toward becoming a multi-cultural congregation. We need to be open to changes in the way we worship. Some of what the congregation and ministers treasure most will be called into question. We need to ask ourselves what "cues" we give that either encourage or discourage involvement. Our sense of timing may well be challenged.

An excellent Unity team attended the Middle Conference in New York in late April. The conference began with a day on multicultural worship and then broadened out into a larger scope around creating multicultural congregations. The Team included: Lia Rivamonte (Trustee), Avi Viswanathan (ARLT), Mary-Margaret Zindren (ARLT), Peter Heege (ARLT), Danny Givens Jr. (Above Every Name/Unity), and staff members, K.P. Hong, Ruth Palmer, Lisa Friedman, and Rob and Janne Eller-Isaacs. It was a remarkable experience with a great many implications for further effort.

We have invited the Rev. Danny Givens Jr. to join the Unity Staff this coming fall. We are proposing a halftime one year residency as an opportunity for discernment and learning, both for him and for the congregation. Our relationship with Above Every Name continues to deepen. There are significant shared theological perspectives between the two congregations and our worship lives are radically different. We believe the dynamic is a powerful opportunity for mutual growth.

## 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 receive training, support one another, share ideas and to ensure that everyone in need is served adequately. Monthly meetings often focus on a particular theme or pastoral issue. This past year the pastoral care team participated in informational meetings or trainings on these issues:

- We always work to hone our listening skills because they are at the heart of the ministry of presence we seek to provide everyone with whom we come in contact.
- Sarah Cledwyn facilitated a session on the spiritual dimensions of our work, a psychologist presented a session on nourishing the grieving heart which is so significant in the lives of members and friends of the congregation.
- Members of Wilder Foundation facilitated a lively conversation about the dynamics of caregiving.
- Jennifer Nordstrom and Karen Van Fossan both offered presentations to the team during the course of the year.

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 continued as a monthly drop-in resource. There is a core of regular attenders who seek to welcome all newcomers so that they feel welcomed and included.

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 Ukunitarians continue to provide us with comfort shawls which are delivered to folks in the midst of transition, loss and injury. They are much appreciated.

Given the cross pollination this year between Morning Star Baptist, Above Every Name and Unity through Beloved Conversations, some pastoral care was offered to members of these congregations through the ministers and participants. Hospital visits, sharing comfort shawls and caring relationships crossed generations and congregations. We hope this will continue into the future.

We have strengthened our capacity to build care teams for particular individuals who have chronic and/or long term needs. These care teams are comprised of caregiver team members, pastoral care team members, family members and other members of the congregation who provide care, help and companionship.

## **Congregational Life**

### **Membership**

In February of 2014, Unity Church certified 864 voting members with the Unitarian Universalist Association. Since the summer of 2013, Unity has welcomed 72 new members and their families. Several initiatives helped to encourage and sustain this growth. The visitor cards which were introduced in the pews, welcome areas, parish hall, and online are much more effective in inviting visitors to introduce themselves. "Pathway to Membership" classes were well attended throughout the year and offered in the summer months for the first time. In November, we reached out to long-time friends who had not yet signed the membership book and held a special membership luncheon for them.

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

### **New Members July 2013 – June 2014**

- |                      |                           |                     |
|----------------------|---------------------------|---------------------|
| 1. John Adams        | 16. David Holm            | 31. Tim Power       |
| 2. Dawn Baker        | 17. Susan Huehn           | 32. Natasha Rodich  |
| 3. Anne Brataas      | 18. Pamela Johnson        | 33. Rich Rodich     |
| 4. Chuck Cooke       | 19. David Kaminski        | 34. Drew Ross       |
| 5. Debbie Cushman    | 20. Patricia Kelly        | 35. Susan Schafer   |
| 6. Jeff Digre        | 21. Ruth Kirkland         | 36. Kirt Schaper    |
| 7. Carla Feldhamer   | 22. James Larson          | 37. John Sherman    |
| 8. George Feldhamer  | 23. Joseph Lewis          | 38. Judy Solmonson  |
| 9. Susan Foote       | 24. Harrison Lin          | 39. Rebecca Stewart |
| 10. Helen Gallagher  | 25. Allison Maxim Carlson | 40. Gretchen Ulbee  |
| 11. Shawn Gallagher  | 26. Gabrielle Mead        | 41. Maureen Ulbee   |
| 12. Anne Haley       | 27. Caroline Morgan       | 42. Nancy Walden    |
| 13. John Haley       | 28. Matthew Morgan        | 43. Emily Wallace   |
| 14. Charles Hathaway | 29. Signe Nestingen       | 44. Beth Yokom      |
| 15. Karen Hering     | 30. Bonnie Power          | 45. Larry Yokom     |

Over 90 people continued to provide a ministry of hospitality through our welcome teams and a second coffee station was introduced in the Religious Education wing to encourage connection among R.E. families. With strong support from Coming of Age families and the vibrant chili team, soup suppers were popular and well-attended, averaging 100 people each Sunday.

### **Adult Programming and Faith Formation**

Unity's adult programming and mid-week congregational life continued to thrive. Over 50 people attended a Dine with Nine kick-off potluck and 109 people signed up to gather in monthly dinner groups in each other's homes. A young adult group was formed mid-year which is now meeting regularly, including hosting a monthly potluck and weekly book discussion. 171 people attended the 6<sup>th</sup> Black Friday service and 100 women built community at the annual Women's Gathering in January. The Samuel Morgan Forum welcomed Dr. Michael Cowan from New Orleans in December and Rev. Dr. Kathleen McTigue from the College of Social Justice in January.

With the leadership of Sarah Cledwyn spiritual direction was offered as a consistent part of adult faith formation for the first time. In addition to theme-based Wellspring Wednesday offerings, three spiritual direction groups met from January-June. Rev. Karen Hering led regular open page writing sessions. A wide variety of adult classes met on such topics as prayer, marriage, parenting, Beloved Conversations,

and more. Unity also hosted a regional training for the Adult curriculum for Our Whole Lives in the hopes of offering the class here in the future.

Wellspring Wednesday welcomed an average of 100-120 people to an evening of fellowship and programming. The fabulous WW cooking teams were undaunted by the increasingly large numbers and graciously served delicious food to everyone who came. New to WW, an embodied spiritual practice series was developed which taught a different spiritual practice each month. Several teams within the congregation sponsored meaningful programs and speaker series which inspired strong WW attendance throughout the year.

### **Library/Bookstall/*Cairns***

Ours dedicated *Cairns* Committee led by Shelley Butler, Editor, and Rev. Karen Hering, Ministerial Consultant, created Volume 5 of “The Unity Church Journal of the Arts” in 2013. This amazing journal includes artwork and writings from the archives, the pulpit, ministers, staff members and members of Unity Church. In addition to *Cairns*, our library and book stall ministry teams led by Barb Foss, Janice Gestner, Louise Merriam, and Shelley Butler continued to enhance our collection and sponsored well received public readings during the year. Their commitment and creativity have enriched us all.

## Music Ministry

Unity musicians offered consistent Sunday morning music throughout this program year. These musicians included Unity Choir, Unity Singers, Women's Ensemble, Children's Choir, Percussion Ensemble, Unity music program staff and varied guests.

A goal completed successfully was involving all of our choirs with an alternating schedule that included the 4:30 service. Each choir sang once a month at the 4:30 service giving congregants choirs for the majority of services.

Our choir programs involved up to 162 people during the year. Many are new members to the church and several high school students participated.

Efforts to connect with our community through music were demonstrated in the following activities:

- Unity Singers sang at Morning Star Baptist Church on Sunday, February 9
- Morningstar Baptist Church choir sang at our 4:30 service on March 9
- Unity Choir sang at Above Every Name on April 13
- The Spirituals Project Workshop (part of Foote Music Sunday weekend) brought in guests from many different communities and was coordinated with members of Morning Star Baptist and Above Every Name, with the assistance of Jennifer Nordstrom
- The Children's Choir brought a program of music to the Episcopal Homes

We established a 10:00 p.m. Candlelight Choir this year with clear interest in making this an annual event. We had 24 singers, which was a delightful surprise considering that this has never been a tradition or practice here.

The Women's Ensemble welcomed a mother-daughter team this year. This idea seems to have struck great interest and there are inquiries from 5 other mother daughter teams for next season, some from existing members and one from new inquiry.

Our 2014 Arthur Foote Music Sunday included all of our musical organizations: Children's Choir, Women's Ensemble, Unity Singers, Unity Choir and Unity Percussion Ensemble were all present and performing. We also brought in instrumental guests to support the performance of Dominick Argento's 'Walden Pond'. These selections will go on tour with the Unity Singers (piano accompaniment provided) to Boston in the fall of 2014.

Children's experiences in 6<sup>th</sup>-8<sup>th</sup> grades were augmented by the opportunity to participate in our highly successful Children's Musical, directed by Sandy Waterman and Mary Blouin Auffert. This was its 25<sup>th</sup> anniversary year. This new age-range for participation provides opportunities 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 Children's Musical for grades 6 through 8.

Our Music Support Team continues to assist with our larger musical activities.

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 First Concord UU, Beth Norton, as she accomplished the highest recognition level given by the UUMN.

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 by participating in one of our choirs before becoming members.

## Ministry with Children and Youth

Reading between the lines may present an interesting comparison with questioning the emperor's new clothes, with both risking questions that uncover assumptions and reconsider familiar perceptions. The interpretation of the *Ends Statements 2014-18* for Religious Education (R.E.) risked asking such questions at the start of the church year, reading between the lines of our ministry with children and youth and for all those "whose primary spiritual practice is the care of children." How do we read our ministry with children, youth, and families? How do we read both what is in the lines as well as the niggling voices between the lines? Our children and adolescents act as barometers of a larger religious-spiritual shift taking place in the world, and faith formation is as demanding a read as any cultural transcript or narrative, with inference, ambiguity, and discovery pervading the drama of seeking understanding.

Among the accomplishments for this year—with programs and structures largely staying in place—developing our capacity as a teaching community to closely read and faithfully discern the work of Religious Education remains foremost and defining for the coming years.

This essential theological task now rests in the purview of the Religious Education Ministry Team (REMT). As "moral owners" of Religious Education, members of the team now serve three year terms as an advisory council with R.E. staff, anchoring knowledge/values/practices consistent with R.E.'s interpretation of the *Ends Statements*. From Spirit Play and Rotation classes, to Junior High classes and the senior high Tower Club, REMT has begun the work of clarifying, embodying, and advancing toward larger goals, including:

- Expanding opportunities for teacher development and seeing "teaching as spiritual practice." From Teachers' Café gatherings in fall 2013, to regular teacher trainings and recognition events, prompting a spiritual-theological shift that teaching our children is a spiritual practice of greater intimacy and vulnerability with our own humanity.
- Furthering collaboration with the UU Families Initiative, incorporating bedtime rituals for all enrolled Spirit Play families. Parents and teachers seeing themselves as primary spiritual guides for their children, and not to be "outsourced" to religious professionals. Collaboration set to scale up efforts to primary grade children in Rotation classes for fall 2014.
- Restructuring and focusing volunteer roles to core teaching and mentoring roles, and inviting volunteer teachers into a deeper commitment to ministry with children: asking Rotation teachers to teach 2 consecutive units (double from past practice) and asking Spirit Play teachers to assume series of Sundays, for greater stability and deepening relationships with children.

Similar theological reflections grounded ongoing development in signature programs for older youth, including Coming of Age and Our Whole Lives. With Drew Danielson into his second year as R.E. staff for older youth, 22 youth and mentors journeyed through the Coming of Age program and 26 youth explored the intersection of their sexuality and spirituality in the OWL program. Additionally, the annual fall Boston Pilgrimage for 16 youths and the weekly senior high Tower Club continued to clarify youths' Unitarian Universalist identity and practice amidst a plurality of identities and commitments competing for their attention. At the heart of these programs, Drew's generous and creative leadership offered multiple attempts at the persistent challenge of catalyzing a "consequential faith" beyond the moral formation and the social/organizational ties that youth groups and programs typically offer. Drew's ministry with high school youth brought poignant witness again and again that youth ministry cannot be extracted from the life of the church as a whole and remain vital, but that intergenerational relationships of mentoring, family support, and older youth guiding younger children remain fundamental to the formation of anything resembling a "consequential faith." And just as the weaving of time intergenerationally, and the weaving of programs across ministry areas, punctuate the value of diversity for the maximal flourishing of life, the aspiration for a multicultural RE community remains as yet elusive as it is indispensable for the spiritual flourishing of our children and youth.

Finally, with Christy Randall transitioning from her role and ministry with younger children, we celebrate her caring ministry to younger children from the nursery to each child dedicated in Celebration of New Lives. Christy's accumulated knowledge and familiarity with R.E.—and for many children and families, her welcome and smile that will always embody the spirit of R.E.—will be missed immensely. But she richly deserves regained time for family and chance to step into a new period of her faith journey. Her ministry remains an abiding legacy and accomplishment! We look forward to September and chance for the church community to recognize and celebrate her ministry.

## **Community Outreach Ministry**

This was a year of transition from a full time to a part-time for our program coordinator, Pat Haff.

There was more emphasis on legislative advocacy work at the MN state capitol on bills endorsed by several outreach teams.

Two teams (Racial Justice and Restorative Justice) officially combined to become one team.

Most team members continue to value their meeting time spent reflecting on their ministry related to their personal and team spiritual growth.

Many teams continued their commitment to a shared leadership management model in their work together.

### **Community Outreach Ministry Teams 2013-2014**

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

This team had a busy year mainly in advocacy work with their community partner, Beacon Interfaith Housing Collaborative. In addition to completing the Beacon six yearly steps for successfully gaining \$100 million for affordable housing from the state legislature, members of the team attended Beacon leadership gatherings, learned how to effectively lobby their legislators in person and recruited Unity Church members to connect with their elected officials in this campaign. This last effort put Unity Church as one of the leaders (of the 24 churches in the Beacon collaborative) in the number of contacts made (through postcards, emails and calls) by congregants to legislators during this year.

In summer of 2013, twenty five Unity volunteers contributing 250 volunteer hours to the Faith Builders Habitat for Humanity Build sponsored by the Affordable Housing team. The team collaborated with the Racial and Restorative Justice Team on a Wellspring Wednesday program looking at housing issues faced by formerly incarcerated people with a panel that featured a former inmate who is facing limited housing opportunities, a local landlord and an activist who is working to bring about change in the lack of affordable decent housing.

#### **Project Home**

Once again about 150 evening and overnight volunteers from the congregation hosted homeless families through the St. Paul Council of Churches “Project Home” in the basement of Unity Church during the month of May, 2014. This service project of the Affordable Housing team was again coordinated by a committed committee of about seven people.

*Evergreen Projects and Quilters—Community Partners: Family Place, Sharing Korner's Foodshelf, St. Paul Jeremiah Program*

The Evergreen Project continued serving a dinner meal every other month to families living at the St. Paul Jeremiah Program Campus. Food collections for Sharing Korner's Foodshelf continued with a lovely new basket quilt top sign created by a member of the Evergreen Quilters. In addition to a two Sunday Holiday craft sale, this was the year for the Evergreen Quilt raffle and sale in April. Once again smaller quilts were hung in Parish Hall for sale along with selling raffle tickets for the dramatic large quilt created by the quilters. The proceeds for this annual sale totaled \$4,478 and will be donated to Sharing Korner's Food shelf, the Family Place (St. Paul day program for homeless families) and the Jeremiah Program for single mothers and children.

Rainbow Chalice Alliance-Community Partners: *Minnesota School Outreach Coalition (MnSOC) and Out For Equity*

Since the anti-bullying legislation was up for a vote once again this year, the team sponsored a fall program on the issue of bullying in schools that featured Unity member Jim Davnie (Minneapolis representative who introduced the bill in the MN House of Representatives), a student, a teacher and an administrator representing schools that are currently addressing the bullying issues in their schools. Team members recruited congregation members to contact their legislators about this "Safe Schools For All" bill that was successfully passed this year. The team also held their now annual pie baking fundraising activity that helped support the second annual community LGBTQ prom in May. Team members participated in the annual MnSOC Q-Quest gathering for 300 LGBTQ high school students from across the state who came together for a day of workshops and celebration. The team donated money to the "Out For Equity" Youth Pride Parade and took a leading role in coordinating and organizing the 2014 Twin Cities Pride Parade and festival with other metro UU Churches.

Racial and Restorative Justice—*Community Partners: Amicus (Second Chance Coalition), Rondo Circle of Peace and emerging partner—Children's Defense Fund Freedom School*

This was a big year for this team as they worked together to present six Wellspring Wednesday programs as a follow up to the 2013 all congregation read of Michelle Alexander's book: *The New Jim Crow; Mass Incarceration in the Age of Colorblindness*. The feedback the teams received from the 120 book discussion attendees was they wanted to know more about this justice issue and some possible actions for addressing it. So team members spend considerable time looking at what areas to focus on in this vast issue and presented six programs throughout the year titled "Understanding Mass Incarceration; Ending the Cradle to Prison Pipeline ." The programs featured panels composed of people who were caught in the pipeline, professionals working in the field of criminal justice and concrete action steps that people might take in ending the pipeline. Three fall programs focused on education (or lack of) in early childhood, for youth and adults caught in the pipeline, two winter sessions addressing job issues in the pipeline and the final spring program looked at housing for people coming out of prison. Program attendance was strong with about 30 to 70 community and church people attending each program and learning about possible action steps. One of the steps that about 30-35 Unity people took was to participate in the annual Second Chance Day on the Hill and rallied for passing proposed bills of criminal records expungement and restoration of voting rights. Team members also recruited Unity Church congregants to contact their state legislators about these same bills. As a result the expungement bill passed but the voting rights did not so will be introduced in next year's legislative session.

Members of the team and other Unity Church people served in a variety of volunteer roles at the six week 2013 Children's Defense Fund Summer Freedom School that served over 350 children—mainly children of color—in this enrichment school that focuses on building self-esteem by using a culturally appropriate curriculum. The team encouraged and recruited people to attend the annual St. Paul neighborhood Martin Luther King Breakfast, helped welcome Ujamaa Men (a non-profit working with young African American men) to the Summit University neighborhood and coordinated monthly meals for the "Rondo Circle of Peace" that continues to meet weekly at Unity Church. The teams continued their sponsorship of the annual "Winter Warm Up Drive" and the ongoing "Pen Friends" writing project which are both done in collaboration with their community partner, AMICUS.

About mid-way through the year, the two separate teams (Racial and Restorative) then spent considerable time working on officially combining their work and completed the team reapplication as one team.

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

The team held their annual December holiday craft sale at Unity which benefits Mano a Mano International and coordinated a January "Re-Gifting" team fundraiser in collaboration with the Partner Church team.

Twelve Unity people participated in the March pilgrimage to Bolivia “Food and Farming in Bolivia” which explored the sustainable agriculture program their community partner, Mano a Mano International Partners has developed in rural parts of Bolivia. A 2014 spring Wellspring Wednesday program featured the pilgrim report of this sojourn. In the spring of 2014, about 40-45 Unity Church supporters attended the 20<sup>th</sup> anniversary celebration of Mano a Mano International Partners. In June, 2014, the team sponsored a second trip for US educators to connect with rural Bolivian schools and educators.

#### Generosity

The seven committed members of this team met regularly throughout the year to nominate potential non-profit organizations to the Unity Executive Team receive for a Unity Church Sunday offering. In the spring of 2014, the team met to assess the current criteria for this and decided to change “criteria” to the “principals” which better reflects the spiritual dimensions of this generosity.

#### **Other Outreach Ministry Projects 2013-2014**

##### Tutoring at Obama Elementary

Twelve people completed a year of tutoring with 1-3 grade students at Obama Elementary that is coordinated by the Minnesota Reading Corps. The Unity Church volunteers gathered together for a mid-term and year-end face-to-face meeting to share stories of their experiences and suggestions for next year’s volunteers.

##### New Orleans Partnership

The 8<sup>th</sup> annual pilgrimage to New Orleans took place in the first week of November, 2013 with twelve Unity participants. The theme for this pilgrimage was learning more about low-income affordable housing in New Orleans which took place through meetings with community leaders and members involved in the many volatile issues swirling around low-income housing since Hurricane Katrina. For the first time, this trip offered two different service projects for participants. Along with the usual renovation of a home, several other people volunteered their time each day in a variety of roles at a large downtown homeless shelter.

## **Hallman Ministerial Intern Jennifer Nordstrom**

### **Worship**

Jennifer Nordstrom preached and led worship on October 20, December 29 (the infamous “Slaughter of the Innocents” Sunday), February 16, April 13, May 11 (Mother’s Day), and June 8 (Dedication of New Lives and Bridging). She served as Worship Associate on October 27, and Easter Sunday. She participated in the first and last services on Christmas Eve, and coordinated the middle one. With Unity members and Twin Cities Interns Terri Burnor and Laura Thompson, Jennifer led the Maundy Thursday service on Maundy Thursday in Ames Chapel.

### **Memorial Services**

Jennifer conducted a Memorial Service for Kenneth Johnson at Hillside Cemetery on Nov 16. Jennifer served as Worship Associate at the Memorial Service for Lane Burke on Nov 14. Jennifer officiated a Memorial Service for an unchurched family on April 26.

### **Weddings**

Jennifer officiated church members’ Sarah Classen and Michael Ludtz’s wedding in Saint Paul on October 19. She officiated non-members’ Jennifer Rivera and Jevon Barnes’ wedding at Unity on May 30.

### **Wellspring Wednesday chapel**

Jennifer co-led the church’s weekly Wellspring Wednesday Worship Service, a brief multi-generational service that includes music, sharing joys and sorrows, and a Story for All Ages, for the first half of the year, and led it by herself for the second half of the year. Jennifer made a noticeable effort to include children and the gathered community in the story-telling process, and increased embodiment in the service. With former intern Karen Van Fossan’s instigation and help from Ruth, we also introduced musical accompaniment into the service for the first time.

### **Beloved Conversations**

Along with Pastor Danny Givens of Above Every Name, Jennifer facilitated the large group process of Beloved Conversations (BC) and co-facilitated one of the small groups. Jennifer worked with the BC leadership team (Rob, Barbara, Drew, Danny, and Rev. Mark Hicks) to adjust the curriculum to the community’s needs and run the program. Beloved Conversations had between 50 and 60 participants from Unity Church, Above Every Name, MorningStar Baptist, and White Bear.

Jennifer planned and led the Spring Beloved Conversations (BC) curriculum with Drew Danielson, several members of the ARLT, and leadership from Above Every Name. This included a series of Beloved Wellspring Wednesday Conversations on the first Wednesdays February-April (February 5, March 5, and April 2), and a mini-retreat BC training the weekend of Palm Sunday, April 11-13. The mini-retreat culminated in a shared worship service with Above Every Name at their 1pm service. There were about 30 participants in the mini-retreat, with approximately 1/3 from AEN and 2/3 from Unity.

### **Collaborative Worship**

Jennifer coordinated the 7PM multi-congregational Christmas Eve service with Above Every Name and Morningstar Baptist Church. Our congregants were very excited about the collaborative worship service, several saying it was the best 7PM service we have had. Congregants from all three churches reflected on Christmas in St Paul, as it related to the Biblical birth narrative, K.P. Hong and Danny Givens told a delightful children’s story, young women from Morningstar Baptist did a praise dance, and the congregations moved, clapped, and sang together. Jennifer helped plan and participated in the Palm Sunday Collaborative worship at the 1PM Above Every Name service. Around 40 Unity members attended the joint worship service, and several had transformative experiences there.

### Social Justice

A group of nine Twin Citians traveled to Raleigh, North Carolina together to participate in the UU contingent of the Mass Moral March for Voting Rights. The Supreme Court struck down core provisions of the Voting Rights Act in the summer of 2013. North Carolina passed some of the most extreme voting restriction and suppression laws in the country the same year. Jennifer led the group, which included 5 Unity members, Pastor Danny Givens of Above Every Name, Board Chair Jenny Jewel Thomas of MUUSJA, and a member of White Bear. The Unity members gave a presentation about their experience, what they learned, and why they care about voting rights on February 19.

### The Sustainable Agriculture Group

This group explored Unity's lifecycle food processes. They held a joint meeting with Unity Cooking Teams March 19, and are looking for opportunities to collaborate in the future, including at their next co-meeting, in May. Facilities agreed to a medium-term compost process that is SAG- and volunteer-driven, so there will be many wonderful opportunities to learn and participate in the full life cycle of our food! On April 10, we put up hay bales and did some initial planting in the garden. The SAG group is hoping to take on a fifth Sunday cooking shift next church year, and are determining how to continue their current momentum through the summer and into next year.

### The Elders Circle

The Elders Circle met monthly Oct-May, for fellowship and fun. We covered seasonal holidays; did Ageless Grace exercise; explored what Unitarian Universalists believe about God; learned about Senior Housing Options; discussed how to create change in the world; and shared our values and how we came to hold them. We had an average attendance of 10-15 elders, including 10 regulars.

### Pastoral Care

From September -March, Jennifer was a member of the Pastoral Care Team and made regular pastoral calls. In April and May, Jennifer led the Pastoral Care team, including the April and May meetings, and managed the pastoral care system of the church.

### Youth and Young Adults

Jennifer spent two days chaperoning the Unity high school juniors on their pilgrimage in Boston. Jennifer attended the Young Adult and Adult OWL facilitator weekend training March 7-9. Jennifer has participated in the Young Adult potlucks at the church. Jennifer participated in the Coming of Age Ceremony on April 26.

### Denominational Activities

Jennifer participated in the Ecological Justice Summit with other UU eco-justice leaders in Detroit March 10-13, and wrote it up in April's *commUNITY*. She also attended Prairie Group, the Prairie Star District's ministerial study group, in November, and the Prairie Group Chapter Retreat in October.

Jennifer saw the Ministerial Fellowship Committee—the UUA body that determines if people are competent to serve as ministers—and was judged to be competent on March 29. She was granted Preliminary Fellowship in May.

## Resource Development

### Operating Pledges

The 2014 Operating Pledge Drive, conducted in October of 2013, was very successful. Because of our 2012-2013-2014 pledges made in 2011, four hundred households had already made pledges for 2014. We concentrated on acknowledging those who had already made pledges and reaching the other 250 – 300 active households. Rev. Jay Leach joined us for the Top Donor Tea and Celebration Sunday on October 5 and 6. By the end of the pledge drive in October, the Board and Executive Team felt confident of making our budgeted pledge goal for 2014 and submitted a balanced 2014 Operating Budget to the congregation for approval on November 16, 2013.

As of May 31, 2014 we have \$1,211,262 which is \$5,111 over our 2014 budgeted goal, and a 7% increase over the 2013 pledge base. 698 households have pledged for 2014, including 92 new pledges. The average pledge is \$1,735.

Our 2013 Operating pledges totaled \$1,134,153 from 660 households at the end of December, and we have collected 96.1% of these pledges. That calculates to a 3.9 shrinkage, which was budgeted at 5% in 2013.

The Rev. Vail Weller, Congregational Giving Director at the UUA is presented a “Theology of Stewardship Workshop” at Unity on Saturday, March 1. This workshop was attended by about 25 ministers and lay people from UU churches in the Twin Cities.

### Capital Campaign

As of May 31, 2014 total Capital Campaign commitments were at \$6,824,119 from 653 households and we had collected \$5,382,949 with a remaining \$1,441,169 collectible by the end of 2016. The total project costs were \$7,977,426. Interest expense on our short term construction loan is estimated at \$469,000 and assumes no additional commitments, and payments toward principal of \$1,300,000.

Toward our construction loan at Western Bank, we satisfied our \$900,000 scheduled principal payment for 2013 in June of 2013. In December of 2013 we authorized a \$500,000 early, partial payment on our 2014 principal obligation of \$900,000. In February, 2014 we authorized the payment of \$400,000, satisfying our 2014 principal obligation of \$900,000. These accelerated principal payments reduce our overall interest expense and are result of members and friends paying their commitments in a timely way.

### Cash flow

Cash flow is typically tight at the end of the summer, and was particularly true in the summer/fall of 2013. This was due to a growing operating budget deficit created by not reaching our pledge goal and misjudging facility expenses in the “new” building. We took a \$250,000 loan from a donor, with an agreement to repay that loan over the next years. This loan also allowed us to pay off and close our \$80,000 Line of Credit with Western Bank and become current on our transfers of Capital Campaign receipts into the Unity Tomorrow savings account.

### Legacy Giving

On May 9, 85 members of our Heritage Society gathered for the annual dinner. Our guest speaker was the Rev. Dr. Barbara Holmes, President of United Theological Seminary.

The UUA’s Laura Randall came to the Twin Cities on March 9 to work with the UU congregations on building and bolstering their legacy/planned giving programs. Attendees learned about communications and solicitations for legacy gifts and the resources the UUA can provide.

### Development Ministry Team

Barbara Hubbard has begun to reconstitute the DMT, creating active sub-teams of volunteers to work in the areas of operating pledges, capital giving, endowments, investments, earned income, foundation giving, proprietary products, special fundraisers and legacy giving. Many of these teams have begun to meet actively, although the whole DMT has not yet been assembled together.

#### Endowments

Ariel Dickerman moved the balance of the Dickerman Endowment Fund from The Saint Paul Foundation to Unity Church in February, 2014, establishing the G. Kent and Ariel W. Dickerman Building Endowment Fund at Unity Church of St Paul. We have invested the endowment in a separate investment vehicle, allowing us to track the growth of this endowment through reinvestment of dividends and other gifts. A formal donor agreement was created and reviewed by our auditors, legal counsel and our Board.

#### Financial Condition

Schechter, Dokken Kanter CPA firm reviewed the balance sheet of Unity Church as of December 31, 2013 and the related statements of activities and changes in net assets, cash flows for the year then ended. Their report was presented to the Board of Trustees at the May 10, 2014 meeting and the report was approved. This is an annual, external monitoring report engaged by the Board, and is included in this report.

#### Staff Changes

- In August of 2013, we welcomed Jennifer Nordstrom, Hallman Intern for 2013-2014. Jennifer finished her amazing internship on June 13, 2014.
- Karen VanFossan joined us as our half-time ministerial intern in September of 2013. Karen was effective in the areas of her internship, although she decided to pursue internship with the UCC church in December of 2013.
- Pat Haff, Coordinator of Community Outreach Ministries, went from full-time to part-time employment in September of 2013, in preparation for retirement in the summer of 2014.
- Winnie Gordon came from the U.K. in March of 2014 to learn about Unitarian Universalism in a large UU church. We very much enjoyed her two week visit.
- Therese Sexe was hired as Kitchen Coordinator, and provided fantastic support and coordination to the kitchen and food ministry teams.
- Luke Auffert, Sandy Wichert and Tim Franco were hired as part time members of the facilities staff. Luke's and Sandy's positions ended with the end of the formal church year.
- Robin Taris-MacKenzie, who has worked in our nursery for many years, has taken a leave of absence.

## 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.

5% of Unity Consulting's fees go to support Unity Church's operating budget. Unity Consulting also provides pro-bono services to the denomination through governance consulting with denominational and congregational leaders.

Highlights from this past year's consultancies include:

- Completing the process of helping the Unitarian Universalist Legislative Ministry, CA craft a new statement of values, mission and ends that redefined its purpose and goals for the next decade of its existence.
- Completing the process of helping the UUA Board operationally define the voices of their Sources of Authority and Accountability.
- Annual board retreats for several clients who regularly renew their governance practice with us.
- Virtual coaching of several clients who could not otherwise afford our services.

## **Denominational Relations**

A Denominational Relations Ministry Team has been formed and formally charge by the Executive Team. An educational task force has also been created to help the congregation understand the larger movement and learn of Unity's historic role as a lead congregation in helping to grow our faith. The Team will also be responsible for strengthening our relationship with the UUA, the UUSC and the College of Social Justice. In March the team sponsored a well-attended presentation by the Rev. Stefan Jonasson "The Story of Unity Church." Ruth Kirkland, the convener of the Team will be attending General Assembly. We anticipate strengthening our connections with the UUA and associated organizations in future years.

## **Administration**

The administrative staff is a hard-working, talented team of people who support every aspect of church life at Unity. Marcy Mann-Anderson was new to her position this year, and became familiar with Unity procedures, programs and members over the course of the year while coordinating the office, weddings and memorials. Martha Tilton has done a wonderful job of narrating the activity of the church through print media, website, email and social media. Song Thao is a rock in the financial systems of the church, adeptly processing deposits and payments.

We saw new and increased interest in rentals at Unity this year, both for weddings and for other meetings at the church.

## **Facilities**

Our hard-working, dedicated facilities staff was kept very busy in the 2013-2014 church year supporting the full program and worship life of the church. Additionally, they accomplished maintenance projects, including cleaning, repair, painting, snow removal and grounds maintenance. They successfully transformed the duplex (after our 2012 construction project) back into two livable apartments for our interns, laid a new floor in the choir loft and put new tire stops in the east parking lot.

Bill Lowell was instrumental in overseeing the remaining projects that were funded out of the capital campaign. We built a wall in the nursery to create the Parent's Room. Learning centers were installed in three rooms, the Portland Ave parking lot received some improvements, and we laid new carpet in the Robbins Parlor.

In October of 2013, we had a 10 month walk-through with our construction and architectural companies. A number of minor items were identified and corrected. The larger issues, including water pressure into the building and unacceptably high levels of mechanical and moving air sound in Sanctuary, Foote Room and Ames Chapel were investigated and corrected by a team of engineers. We also discovered that all of the carpet installed during construction on the first floor of the Eliot Wing (the hallways around the Center Room, the staff offices and the DeCramer Room) was defective and needed to be replaced.

Our Garden Group (lead by Sharon Merritt and Ethel Griggs) worked diligently to recommend and implement sound landscaping decisions, particularly in the courtyard at Grotto and Portland. There was a lot of planting in the summer and fall of 2013, and the grounds showed their beauty once the snow melted in 2014.

Above Every Name began worshipping at Unity on Sunday afternoons, beginning on August 4, 2013. Unity has become home for other AEN meetings and gatherings, as well.

The Minnesota Hungarians, who have been holding occasional dinners, dances and fundraisers at Unity Church for years, added Hungarian language classes for children in the spring of 2014.

The facilities staff has been looking up this past year – literally – as they have replaced lights in the Sanctuary, Ames Chapel and Foote rooms, as well as removing stray helium balloons after the COA weekend.

We made strides toward becoming more “green” this past year, with systems and support for recycling and composting on an institutional level, as well as blow driers in the restrooms.

In the fall of 2013, an Archive Team was gathered. This team actively sorted through and filed archival material in the lower level storage area - and after 125 boxes, their sorting was done! Next steps include a second, finer sort, identifying people in photographs, cataloguing, and deciding how best to preserve these (and future) items.

## **Anti-Racism, Anti-Oppression, Multiculturalism (ARAOM)**

The ARLT's Annual Report for the 2013-2014 Church Year is included at the end of this annual report.

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

	<u>2013</u>	<u>2012</u>
<i>Assets:</i>		
Current assets:		
Cash and cash equivalents	\$ 183,002	\$ 405,855
Receivables:		
Operating pledges, net	1,013,990	847,761
Capital pledges, net	820,619	759,708
Other receivables	45,222	68,252
Investments	9,466	4,159
Prepaid expenses	<u>12,899</u>	<u>10,507</u>
Total current assets	<u>2,085,198</u>	<u>2,096,242</u>
Property and equipment:		
Land and land improvements	167,320	167,320
Buildings and building improvements	11,526,449	11,100,655
Equipment	740,671	729,925
Artwork	<u>81,300</u>	<u>81,300</u>
	12,515,740	12,079,200
Less accumulated depreciation	<u>3,218,338</u>	<u>2,964,639</u>
	<u>9,297,402</u>	<u>9,114,561</u>
Other assets:		
Cash restricted for long-term purposes	236,037	227,614
Operating pledges, net of current portion		800,445
Capital pledges, net of current portion	747,542	1,655,823
Deferred finance costs, net of accumulated amortization of \$11,356 and \$2,839 at December 31, 2013 and 2012, respectively	34,068	42,585
Investments	285,097	210,989
St. Paul Foundation holdings	127,417	113,854
Beneficial interest in Diether perpetual trust	<u>492,423</u>	<u>466,369</u>
	<u>1,922,584</u>	<u>3,517,679</u>
Total assets	<u>\$ 13,305,184</u>	<u>\$ 14,728,482</u>

STATEMENTS OF FINANCIAL POSITION  
DECEMBER 31

	<u>2013</u>	<u>2012</u>
<i>Liabilities and net assets:</i>		
Current liabilities:		
Accounts payable	\$ 18,452	\$ 390,319
Accrued expenses	99,103	90,065
Line of credit		80,000
Current portion of long-term debt	400,000	900,000
Capital lease obligation, current portion	5,743	4,079
	<hr/>	<hr/>
Total current liabilities	523,298	1,464,463
Capital lease obligation, net of current portion	8,091	13,834
Long-term debt, net of current portion	3,158,464	3,271,376
Loan from donor advised fund	<u>250,000</u>	<hr/>
Total liabilities	<u>3,939,853</u>	<u>4,749,673</u>
Net assets:		
Unrestricted	885,795	1,136,255
Temporarily restricted	7,505,656	7,929,319
Permanently restricted	<u>973,880</u>	<u>913,235</u>
Total net assets	<u>9,365,331</u>	<u>9,978,809</u>
Total liabilities and net assets	<u>\$ 13,305,184</u>	<u>\$ 14,728,482</u>

**UNITY CHURCH OF ST. PAUL**

(See Independent Accountant's Review Report)

	2013			Total
	<u>Unrestricted</u>	<u>Temporarily restricted</u>	<u>Permanently restricted</u>	
Support and revenue:				
Pledges and gifts	\$ 45,480	\$ 954,237	\$ 8,423	\$ 1,008,140
Sunday collections	26,107	111,831		137,938
Program fees	182,850			182,850
Investment income	3,261	82,532	12,605	98,398
Change in value of:				
St. Paul Foundation holdings			13,563	13,563
Diether perpetual trust			26,054	26,054
Rental income	25,675			25,675
Unity consulting income	69,915			69,915
Miscellaneous income	11,732			11,732
Net assets released from restrictions	<u>1,572,263</u>	<u>(1,572,263)</u>		
Total support and revenue	<u>1,937,283</u>	<u>(423,663)</u>	<u>60,645</u>	<u>1,574,265</u>
Expenses:				
Program	1,634,532			1,634,532
Management and general	478,438			478,438
Fundraising	<u>74,773</u>			<u>74,773</u>
Total expenses	<u>2,187,743</u>			<u>2,187,743</u>
Change in net assets	(250,460)	(423,663)	60,645	(613,478)
Net assets, beginning	<u>1,136,255</u>	<u>7,929,319</u>	<u>913,235</u>	<u>9,978,809</u>
Net assets, ending	<u>\$ 885,795</u>	<u>\$ 7,505,656</u>	<u>\$ 973,880</u>	<u>\$ 9,365,331</u>

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

2012			
Unrestricted	Temporarily restricted	Permanently restricted	Total
\$ 18,789	\$ 1,545,995	\$ 5,132	\$ 1,569,916
22,984	101,962		124,946
52,181			52,181
24,774	27,171	6,356	58,301
		6,860	6,860
		27,714	27,714
17,596			17,596
57,432			57,432
10,465			10,465
<u>1,326,854</u>	<u>(1,326,854)</u>		
<u>1,531,075</u>	<u>348,274</u>	<u>46,062</u>	<u>1,925,411</u>
1,263,357			1,263,357
405,136			405,136
<u>88,478</u>			<u>88,478</u>
<u>1,756,971</u>			<u>1,756,971</u>
(225,896)	348,274	46,062	168,440
<u>1,362,151</u>	<u>7,581,045</u>	<u>867,173</u>	<u>9,810,369</u>
<u>\$ 1,136,255</u>	<u>\$ 7,929,319</u>	<u>\$ 913,235</u>	<u>\$ 9,978,809</u>