



UNITY CHURCH-UNITARIAN

*The mission of Unity Church
is to foster transformation
through a free and inclusive
religious community
that encourages lives
of integrity, service, and joy.*

ANNUAL MEETING INFORMATION PACKET

**Unity Church-Unitarian
150th Annual Meeting of the Congregation
Saturday, November 20, 2021 • 10:00 a.m.**

ATTEND IN-PERSON

Sanctuary, Unity Church

Please arrive to church 15 minutes early so that the board can secure a quorum.

ATTEND ONLINE

Zoom Webinar: bit.ly/unitymeets21

Please arrive to the Zoom webinar 15 minutes early so that the board can secure a quorum.

Please access the meeting on your own device if possible; do not share with your partner. Part of the process of the annual meeting will be polling our voting members. In order to make the voting process most effective and efficient, you will need to be on your own device and not sharing with a partner. If you only have one device and need to share with another voting member, please let us know by email to song@unityunitarian.org.

All are welcome to attend (online and in-person); only eligible voting members can vote. Eligible voting members include those who have signed the membership book and have made an identifiable pledge in the current or upcoming year and made a payment on that pledge. If you wish to become a voting member before the annual meeting, please contact Laura Park at laura@unityunitarian.org to arrange a private ceremony.

150th Annual Meeting of the Congregation
Saturday, November 20, 2021 • 10:00 a.m.
Meeting Agenda

Convening of Meeting

Hymn (347) Gather the Spirit

Invocation and Bond of Fellowship (read in unison, please rise as you are able)

*As those who believe in religion,
As those who believe in freedom, fellowship, and character in religion
As those who believe that the religious life means the thankful,
trustful, loyal and helpful life, and
As those who believe that a church is a community of helpers,
wherein it is made easier to lead such a life;
We join ourselves together, name, hand, and heart
as members of Unity Church*

William Channing Gannett March 9, 1879, adapted

Adoption of Robert's Rules of Order

Election of Parliamentarian

Approval of the Minutes of the November 21, 2020, Annual Meeting

In Memoriam

Congregational Updates

- Ministries
- 2020-2021 Board Activities
- Congregational Ministerial Search Team Update
- Interim Year Update

Congregational Business

- Election of New Board Members
- Announcement of 2021-2022 Board Officers
- Acknowledgment of Outgoing Board Members
- Presentation and vote on the 2022 Operating and Capital Budgets

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

Closing

**149th Annual Meeting of the Congregation
Unity Church-Unitarian
Saturday, November 21, 2020 • 10:00 a.m.
Held by Zoom during the COVID-19 pandemic.**

BOARD MEMBERS PRESENT

Jackie Smith, Chair; Jill van Koolwijk, Secretary, Nila Gouldin, Clover Earl, Ruth Kirkland, Jennifer Tong, Justin Cummins, Louise Livesay-Al, Alex Askew

EXECUTIVE TEAM AND STAFF PRESENT

Janne Eller-Isaacs, Rob Eller-Isaacs, Barbara Hubbard, K.P. Hong, Karen Hering, Laura Park, Madeline Summers, Martha Tilton, Ahmed Anzaldua, Heidi Birkholz, Michelle Mecey, Teresa Connor

CONVENING OF THE MEETING

Jackie Smith convened the meeting at 10:05 a.m. There were 204 voting members present. Quorum was 95.

HYMN

Singing of hymn "Turn the World Around"

INVOCATION AND BOND OF FELLOWSHIP

Unison reading

ADOPTION OF ROBERT'S RULES OF ORDER

Motion to adopt Robert's Rules of Order was made by Craig Allen. Helen Pohlig seconded the motion. There was no discussion and the motion was unanimously approved.

ELECTION OF PARLIAMENTARIAN

Motion to approve Beverly Jones Heydinger as parliamentarian was made. Jack Rossmann seconded the motion. There was no discussion and the motion was unanimously approved.

APPROVAL OF NOVEMBER 16, 2019, ANNUAL MEETING MINUTES

Motion to approve the minutes from the 148th Annual Meeting of the Congregation with amendments was made by Peggy Lin, Mark Foster seconded the motion. There was no discussion and the motion was unanimously approved.

IN MEMORIAM

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

Eva Franziska Cross, Brian Janssens, Steve Dahlke, Marion Watson, John Robert Haley, Matt Bergen, Thomas Walter Merritt, Cathleen Fabian, J.P. Horan-Kimsal, Rick Heydinger, Ethel W. Griggs.

Rob Eller-Isaacs offered a prayer.

CONGREGATIONAL UPDATES

- Ministries – presented by Janne Eller-Isaacs with reference to the 2019-2020 Annual Report
- Antiracism / Multicultural Initiatives – presented by KP Hong
- 2019-2020 Board Activities – presented by Jackie Smith, Chair
- Congregational Survey Summary - The "Church-Lady Chat" video showed a conversation between Jennifer Tong, trustee, and Laura Park, Unity's policy governance consultant.
- Transition Update - Clover Earl provided updates on the upcoming ministerial transitions processes.

CONGREGATIONAL BUSINESS

- Sally Scoggin was honored by Justin Cummins for her long and invaluable service as general counsel to the church.
- Election of New Trustees
Motion to approve Kevin Harris, Mary Hernández and Jess Landgraf as new trustees was made by Mark Foster. Ellen Green seconded the motion. There was no discussion and the motion was unanimously approved.
- Announcement of 2021-2021 Board Officers
Clover Earl will serve as the new chair and Alex Askew will become secretary.
- Acknowledgement of Outgoing Trustees
Jackie Smith thanked the outgoing trustees — Jill van Koolwijk, Ruth Kirkland, and Nila Gouldin — for their service.
- Presentation and Vote on the 2021 Operating Budget
Motion to approve the 2021 operating budget was made by Peter Heege. Carolyn Caswell seconded the motion. After a presentation by Barbara Hubbard, the motion to approve the operating budget was unanimously approved.
- Presentation and Vote on the 2021 Capital Budget
Motion to approve the 2021 capital budget was made by the Betsy Moore. Tom Zell seconded the motion. After a presentation by Barbara Hubbard, the motion to approve the operating budget was unanimously approved.

WORDS OF THANKS FROM BOARD OF TRUSTEES TO EXECUTIVE TEAM AND STAFF

Jackie Smith thanked the Executive Team for their leadership and vision and thanked each member of the church staff for their contributions.

EXECUTIVE TEAM

Rev. Janne Eller-Isaacs, Senior Co-Minister, Rev. Rob Eller-Isaacs, Senior Co-Minister, Rev. KP Hong, Minister of Faith Formation and Barbara Hubbard, Executive Director

CHURCH STAFF

Ahmed Anzaldúa, Director of Music Ministries Heidi Birkholz, Facilities Maintenance Coordinator, Olentda Bryant, Facilities Team Member, Teresa Connor, Facilities Operations Coordinator, Drew Danielson, Coordinator of Youth and Campus Ministry, Rev. Karen Hering, Associate Minister, Ray Hommeyer, Nursery Coordinator & Youth Ministry Assistant, Robin MacKenzie-Taris, Nursery Supervisor, Emma Mathews-Lingen, Tech Team, Member Michelle Mecey, Coordinator of Children's Ministries, Laura Park, Acting Director of Membership and Hospitality, Vernon Sowell, Director of Finance, Madeline Summers, Volunteer Coordinator, Song Thao, Financial Assistant, Martha Tilton, Coordinator of Communications, Vladimir Garrido, Sound Technician.

ADJOURNMENT

Jackie Smith the meeting was adjourned at 11:13 a.m.

Minutes respectfully submitted by Jill van Koolwijk / Alex Askew, Secretary

2020-21 Report from the Board of Trustees

Greetings Fellow Congregants:

Happy 150th Anniversary Unity Church Unitarian!

Presented here for your review is a summary of the highlights of the work undertaken by your trustees during the 2020/2021 church year.

When the decision was made to close the church in March of 2020 because of the pandemic, the board invited co-ministers Janne and Rob Eller-Isaacs to stay another year and they generously agreed to delay their retirement. The Ministerial Search Team process came to a halt and was picked back up during late summer of 2021. It is the board's responsibility to present the congregation with a slate of twenty or so candidates for the Ministerial Search Team for their consideration and vote. The board received 80 applications and the transitions sub team, with the support of Team Dynamics, narrowed the pool to around 30 candidates. From there the full board agreed on twenty for presentation to the congregation. Following the congregational vote the team of nine was named in the fall of 2020 and they began their work in earnest at the beginning of this year.

The transition sub team, with the assistance of the UUA, was responsible for the recruitment and selection of the interim minister. Before I joined the board, there was robust discussion about whether Unity Church ought to have an interim for one or two years; or perhaps transition immediately to a new settled minister. The decision was to hire an interim for one year. An offer was made to The Reverend Doctor Kathy Hurt and we were delighted that she accepted.

A few members of the board and Barbara Hubbard, with the assistance of Team Dynamics, engaged in deep conversation about the development of policies related to how Unity Church makes financial decisions in line with its values. The discussions will carry over into the new year to address how best to use the Currier Fund for Racial Justice to make real our work in creating a brave space for racial healing and dismantling dominant culture.

Another area of focus was to turn the spotlight on our board practice and the ways characteristics of white supremacy culture (from *Dismantling Racism: A Workbook for Social Change Groups* by Jones and Okun) showed up during our meetings. We did this by individually answering the following question before closing out the meeting:

Take a moment to call to mind your Intercultural Development Plan, or the practices at the growing edge of your antiracist multicultural work. In what specific ways did you tune in and engage with those practices during today's meeting?

We had several generative conversations about the board's responsibility to engage in the important work of linking to organizations with whom we share values. There is still more to be done and we are eager to come up with a plan for moving this work forward.

The year ahead will offer many more opportunities to look within and consider what spiritual practices will support each of us to find and keep our balance in the face of momentous change in the life of our church. In 2022, the Ministerial Search Team will be hard at work interviewing prospective candidates and presenting one to the congregation. It is the members of our church who hold the responsibility for calling a new settled minister. Whether or not you have considered joining Unity Church as a voting member, perhaps now is the time. Your vote really does matter.

Yours in gratitude,

Clover Earl

Chair, Unity Church Board of Trustees

Board of Trustees Nominees



Debbie Cushman has been a member at Unity Church since 2013. Her career in human resources and administration has included the public sector, for profit and nonprofit organizations. She is also a musician, playing in several folk and country collaborations as well as solo. Debbie is grateful for having found the warm connections of community and a spiritual home at Unity. She lives in St. Paul with her family — Scott, Lila, and three pets who often show up on Zoom calls. She spends as much time as she can kayaking the Minneapolis lakes.



Clover Earl and her husband Tom became members at Unity Church in January 2016, three months after crossing the church's threshold. They both found something here that neither knew they were looking for. Born and raised in the Twin Cities, Clover headed to the west coast for twenty-five years and returned home in the spring of 2015. Family, friends, and community beats weather any day of the week! She is passionate about working with like-minded people who share her commitment to co-creating beloved community. She finds joy in biking, learning, hosting dinner parties with Tom, mother nature, photography, and travel. She is grateful for the opportunity to serve this community as a trustee.



Kevin Ely has been attending Unity Church since 2008. Over those many years he has been involved with Interweave, Rainbow Chalice Alliance, the Bookstall, and the wonderful Pie Day baking group. Originally, Kevin was very impressed and drawn to Unity's social outreach mission, and the church's willingness to work with community members to make our shared community a better place. In his spare time, Kevin enjoys reading poetry, nonfiction history, gardening in the yard, hiking, cross country skiing, and spending time keeping the cats out of trouble.

**Fiscal Year 2022 Proposed Operating Budget
(1/1/22-12/31/22) as of October 16, 2021**

	FY 2021 Approved Budget 1/01/21-12/31/21	FY 2022 Proposed Budget 1/01/22-12/31/22	Note #
<u>INCOME</u>			
Gross Pledges	1,350,000	1,350,000	
Less Shrinkage	(67,500)	(40,500)	
Net Pledges	1,282,500	1,309,500	1.
Gifts, Offerings and Fundraisers	118,000	133,000	2.
Program Income	50,606	84,210	3.
Investment Income	50,000	70,000	4.
Church Facility Rental	22,904	32,710	5.
Bequest Income	191,219	165,336	6.
Capital Pledge Inc for Debt Service	142,512	142,500	7.
Other Funds and Grants	29,700	22,700	8.
Total Income	<u>1,887,441</u>	<u>1,959,956</u>	
<u>EXPENSE</u>			
Governance	13,600	13,600	10.
Program			
Salaries, Taxes & Fringe	769,796	789,067	9.
Other Program Expense	328,215	316,441	
Total Program Exp	1,098,012	1,105,508	11.
Development	9,350	10,850	12.
Administration / Operations			
Salaries, Taxes & Fringe	407,347	422,168	9.
Other Admin/Operations Expense	359,133	407,830	
Total Admin / Operations	766,480	829,998	13.
Total Expense	<u>1,887,441</u>	<u>1,959,956</u>	
INCOME OVER/(UNDER) EXPENSE	<u>(0)</u>	<u>0</u>	

Unity Church–Unitarian Proposed Operating Budget Narrative — Fiscal Year 2022

Attached you will find the proposed operating budget summary for Fiscal Year 2022 which runs from January 1 through December 31, 2022. This budget was developed by the Executive Team, affirmed by the Board of Trustees and is being presented to the voting members of the congregation for approval at the annual meeting on November 20, 2021.

The 2022 budget was written in the late summer and early fall of 2021 as the COVID-19 pandemic lingered on. Unity's church building had been closed from March of 2020 until June of 2021. During that time, we moved all programs and worship online. We began re-opening to small groups in June of 2021 and added in-person worship in September. The spread of the Delta variant has impeded our ability to fully re-open.

We are assuming for the purposes of the 2022 budget that the church building will be open for full programming and worship for the entire year. We recognize that the impact of the pandemic has changed how we "do church," and that we have by necessity, and with creativity, become a hybrid church with both in-person and online offerings.

A second path is the ministerial transition that is underway at Unity Church. We had planned to say goodbye to our retiring Co-Ministers, Janne and Rob Eller-Isaacs, in June of 2020, and to move into a year of interim ministry as we searched for our new senior ministerial leadership. Due to the pandemic, Janne and Rob graciously agreed to stay an additional year to minister to our congregation. Our interim minister, Rev. Dr. Kathy Hurt, is with us now, and our Ministerial Search Team is guiding us through the process of finding new senior ministerial leadership. The congregation will be asked to vote on new leadership in May of 2022.

Both the pandemic and the ministerial transition are significant factors in our underlying assumptions in the 2022 budget. Some of what has been "standard" is under question. We have done our best to make projections that consider past financial data, are tempered by the current liminal time, and honor the uncertainty, excitement, and opportunity in the coming year.

INCOME \$1,959,956

1. Pledge Income (Net) \$1,309,500

2022 pledges are projected at \$1,350,000, the same level as was projected for 2021. We expect 3.0% of our pledges to be uncollectible, which is based on historical data. Net pledges account for 66.8% of our total budgeted income.

- Current pledge analysis available upon request.
- If we have not received \$1,315,000 in pledges by February 1, 2022 (the date of our annual certification with the UUA), we will adjust the budget accordingly.

2. Gifts, Offerings and Fundraisers \$133,000

Unrestricted special gifts are budgeted at **\$48,000** for 2022. This projection is consistent with the past two years, reflecting the appreciation being expressed for the church's virtual presence in a challenging time.

Sunday offering income is projected to be in excess of \$115,000 in 2022. 70% of most offerings is given to offering recipient organizations and 30% is kept to support our outreach ministries in the operating budget. One hundred percent of emergency offerings are given to the recipient, as are offerings for the Arthur Foote Music Fund and the Hallman Ministerial Intern Fund. We are projecting **\$35,000** in offering Income in the 2022 operating budget.

We are planning fundraising events in 2022, providing **\$50,000** of income.

3. Program Income \$84,210

Program income includes income from weddings, memorials, the children's musical, religious education program fees, adult programs, summer camps, retreat fees and food ministry income. In 2022, we are assuming that we will be able to resume Wellspring Wednesday dinners and return to more in-person events.

4. Investment Income \$70,000

\$30,000 of the investment income in the operating budget comes from the cash dividends from Unity Church endowments that are “Held by Others,” including the Mary Lou Diether Trust held at U.S. Bank and the Unity Church-Unitarian Fund held at The Saint Paul Foundation.

The remaining \$40,000 is an allocation of endowment income into the operating budget by our Board of Trustees.

5. Church Facility Rental Income \$32,710

Facility rental income is another area where we are expecting a rebound as we are able to safely host the many groups who make our building their home. These include 12-Step groups, Medley Village Preschool, One Voice Mixed Chorus, the MN Hungarians, the New Century Club, Mindstretch, and others.

6. Bequest Income \$165,336

In 2019 and 2020, we received a generous bequest from the estate of Ms. Helener Currier. Ms. Currier’s primary interest was in encouraging greater racial inclusion at Unity Church and supporting our antiracism efforts. Given the current Ends statements and the focus on multicultural initiatives, we dedicated a third of this generous bequest to support our Multicultural Initiative Program which began in 2019. The MCI program has allowed for new initiatives including consulting and training with Team Dynamics, IDI work, special music, artists-in-residence, publicity and outreach. The proposed 2022 allocation from the Currier bequest supports 50% of Rev KP Hong’s and 50% of Rev Shay MacKay’s salaries and benefits. We expect the allocation from the bequest to reach into the 2023 fiscal year.

7. Capital Pledge Income for Debt Service \$142,500

2022 marks the sixth year of our long-term mortgage that resulted from our 2012 *Unity Tomorrow* capital project. In 2017, the principal was \$1,950,000. We had a five year note on a 20 year amortization schedule with a fixed 4.0% interest rate. After five years of debt service and additional gifts toward the principal, the balance is \$850,000. We are extending the note for an additional five years with the same level of debt service, and expect to be able to pay the loan in full by the end of the next five year period.

The 2022 budget includes \$142,500 of capital pledge income to address the annual debt service on this loan. Capital pledges make it possible to cover the debt service without impact to programming.

8. Other Funds and Grants \$22,700

Other funds and grants include income from an annual Hallman Internship gift, a small portion of Unity Consulting income and miscellaneous income from transaction fees and the electric vehicle charging station.

EXPENSE \$1,959,956

Expenses fall into basically four categories: Staff salaries, taxes and benefits (62.3%), the costs associated with providing our governance, worship and programs (16.3%), expenses in resource development, administration and facilities (14.1%) and debt service (7.3%).

9. Staff Salaries, Taxes and Benefits

Staff costs are grouped into two categories in the budget. **Program staff costs of \$789,067** include ministry, music, religious education, community outreach and congregational life personnel. **Administration / Operations staff costs of \$422,168** include communications, administration and facilities personnel. Salaries and benefits represent 62% of total expenses.

2022 staff salaries and benefits total \$1,211,235 and include:

- Our Interim Minister, the Rev. Dr. Kathy Hurt until July 31, 2022 at the UUA’s recommended compensation for a church of our size.
- Our new senior minister who will be called by the congregation in May and begin on August 1. Compensation will be negotiated and is set within the range of the UUA’s guidelines.

- Rev K.P. Hong and Rev. Karen Hering are serving as full time associate ministers in the areas of faith formation and pastoral care. Our Associate Minister’s salaries are budgeted at 100% of the national market range in 2022.
- We hired Rev Shay MacKay as our part time Community Outreach Coordinator in the summer of 2021 for a one year period. We will not have a Hallman Ministerial Intern again until our ministerial leadership is in place. Ministerial staff roles and configurations will become clear as we call our new settled minister.
- Staff positions in the program, administrative and facilities departments remain stable in the 2022 budget.
- There is no cost of living adjustment (COLA) budgeted for employees in 2022, although some adjustments have been made to ensure that staff are paid at market rate.
- We are now outsourcing our level II financial duties, thus moving those expenses from our paid salaries to the administrative department in 2022.
- Unity’s health and dental insurance premiums through the UUA are budgeted to increase by 7% in 2022. The employee’s share of premium remains at 20%.
- Retirement benefits remain at 10% of salary for all eligible employees.

10. Governance Expense \$13,600

This area includes Board and Executive Team general expenses including meetings, professional fees and the Board’s software.

The church engaged a full financial audit of the 12/31/19 financial position in 2020 and engages outside reviews of the year-end financial positions in non-audit years.

11. Program Expense \$1,105,508

This category includes both staff and non-staff costs of \$789,067 and \$316,441 respectively.

Included are the costs of the worship, pastoral care, music ministries, lifespan religious education, Wellspring Wednesday, community outreach, membership and multicultural initiative programs.

UUA and Mid-America Region dues are budgeted to increase by 5% to \$70,540 in 2022. This represents another step toward the goal of 100% fair share.

12. Development Expense \$10,850

This includes the cost of the annual pledge drive, the Heritage Society event, and fundraiser expenses.

13. Administration / Operations Expense \$829,998

This category includes both staff and non-staff costs of \$422,168 and \$407,830 respectively.

Included are the administrative and facilities expenses for communications, office and facilities supplies, office supplies and equipment, computers, telephones, postage, utilities, property and equipment maintenance, purchased services and insurance.

The 2022 facilities expense budget includes the \$142,500 of debt service that is paid by capital pledges. (See budget note #8)

**Fiscal Year 2022 Proposed Capital Budget
(1/1/22-12/31/22)**

Income from Capital Reserves and 2022 Pledges

Capital funds in reserve (as of 09/30/21)	204,111
4th Quarter, 2021 projected receipts	50,681
2022 Projected Capital Pledges	
Gross pledges	215,000
Less Shrinkage (4.0%)	<u>-8,600</u>
Net 2022 Pledges	206,400
 Total Capital Funds Available thru 2022	 <u><u>461,192</u></u>

Expense (4th Quarter 2021 & 2022)

Acquisitions & Repairs	
2021: 4th Qt Exp	12,000
2022: Proposed Budget (See Detail)	<u>50,000</u>
	62,000
 Debt Service	
2021: 4th Qt Debt Service	35,628
2022: Debt Service	<u>138,000</u>
	173,628
 Total Expense thru 2022	 <u><u>235,628</u></u>

Projected Reserve as of 12/31/2022 **225,564**

<u>2022 Proposed Capital Budget</u>	
Chapel Art	5,000
Parish Hall Floor	7,500
St Albans Parking Lot	15,000
Tent for the Green Space	5,000
Parish Hall Window Coverings	7,500
Computer Replacement	5,000
A/V Equipment	<u>5,000</u>
 Total	 50,000

Unity Church—Unitarian Proposed Capital Budget Narrative — Fiscal Year 2022

2017 was the first year of our long term debt that resulted from our 2012 *Unity Tomorrow* capital project. The *Unity Tomorrow* renovation tied together the church campus that had been built in five stages over more than 100 years. We created a new main entry, a restroom addition, and updated the infrastructure with new, high efficiency systems.

The project cost \$8.0 million and we raised \$6.8 million in commitments. After paying principal and interest on the short term construction loan for 4.5 years, we converted the remaining \$1,950,000 of debt to a long term note on January 1, 2017. This is a five year note on a 20 year amortization schedule and a fixed 4.0% interest rate. The congregation approved this debt with the caveat that debt service could not exceed 10% of the annual operating budget, and we have stayed within that limit.

Debt service in the first five years has been \$142,512 annually and has been paid from capital pledges made by the congregation. In addition to debt service payments, we have been allowed to pre-pay up to 20% of the principal balance each year without penalty. Since 2017, we have made additional loan principal payments of \$690,937.

We are currently renegotiating this loan with American National Bank (previously Western Bank). The principal balance is now \$850,000. This will be another five year note on a seven year amortization schedule with a fixed 3.7% interest rate. Debt service payments will be \$138,000 per year (7% of the 2022 budget). With additional principal only gifts, we believe that we'll be able to pay it off in full in five to six years.

In 2015, the congregation began making capital pledges in addition to operating pledges. Capital pledges allow us to pay debt service and provide funds for capital acquisitions and repairs, thus avoiding deferred maintenance and protecting the operating budget. Capital pledge totals average \$218,000 each year from over 300 households. In addition to debt service payments, we are proposing a \$50,000 capital budget for 2022.

BOARD OF TRUSTEES

ALEX ASKEW, SECRETARY
JUSTIN CUMMINS
CLOVER EARL, CHAIR
KEVIN HARRIS
MARY HERNANDEZ
JESS LANDGRAF
LOUISE LIVESAY-AL
JACKIE SMITH
JENNIFER TONG

EXECUTIVE TEAM

REV. KP HONG, MINISTER OF FAITH FORMATION
BARBARA HUBBARD, EXECUTIVE DIRECTOR
REV. DR. KATHY HURT, INTERIM MINISTER

CHURCH STAFF

AHMED ANZALDÚA, DIRECTOR OF MUSIC MINISTRIES
HEIDI BIRKHOLZ, FACILITIES MAINTENANCE COORDINATOR
OLENTDA BRYANT, FACILITIES SPECIALIST
TERESA CONNOR, FACILITIES OPERATIONS COORDINATOR
DELANEY DALY, FACILITIES SPECIALIST
DREW DANIELSON, COORDINATOR OF YOUTH & CAMPUS MINISTRY
MARK DIETRICH, UNITY CHOIR BASS SECTION LEADER
VLADIMIR GARRIDO, SOUND TECHNICIAN
REV. KAREN HERING, ASSOCIATE MINISTER
RAY HOMMEYER, YOUTH MINISTRY ASSISTANT & NURSERY COORDINATOR
MICAELA KIVEL, NURSERY COORDINATOR
KATHLEEN KRAULIK, CHOIR ACCOMPANIST
REV. SHAY MACKAY, COORDINATOR OF COMMUNITY OUTREACH MINISTRIES
MICHELLE MECEY, COORDINATOR OF CHILDREN'S MINISTRIES
NICO MUNOZ, SOUND TECHNICIAN
LAURA PARK, ACTING DIRECTOR OF MEMBERSHIP & HOSPITALITY
LAURA POTRATZ, ORGANIST AND YOUTH MUSIC COORDINATOR
KATHLEEN RADSPINNER, CHILDREN'S CHOIR DIRECTOR
KEENAN RUST, FACILITIES SPECIALIST
SHAHZORE SHAH, UNITY CHOIR TENOR SECTION LEADER
MADELINE SUMMERS, HOSPITALITY COORDINATOR & PROGRAM ASSISTANT
SONG THAO, FINANCIAL ASSISTANT
TERESA TIERNEY, UNITY CHOIR SOPRANO SECTION LEADER
MARTHA TILTON, DIRECTOR OF COMMUNICATIONS
KRISANNE WEISS, UNITY CHOIR ALTO SECTION LEADER

MINISTER EMERITA/EMERITUS

REV. JANNE ELLER-ISAACS, MINISTER EMERITA
REV. ROB ELLER-ISAACS, MINISTER EMERITUS

STAFF EMERITA

RUTH PALMER, DIRECTOR OF MUSIC MINISTRIES EMERITA

Unity Church—Unitarian

Sanctuary Address: 733 Portland Avenue • Saint Paul, Minnesota 55104

Business Address: 732 Holly Avenue • Saint Paul, Minnesota 55104

651-228-1456 • fax: 651-228-0927

www.unityunitarian.org • unity@unityunitarian.org