



# **2016 Annual Report**

Friends,



*MUUSJA Board of Directors & Executive Director*

At a retreat following the November election, the Minnesota Unitarian Universalist Social Justice Alliance (MUUSJA) board of directors examined three questions: What do we fear? What do we value as Unitarian Universalists? What are our assets as Unitarian Universalists?

While our fears were real and weighty, board members became refreshed and rejuvenated as we looked deeply into our collective values and assets. Naming the values embedded in the UU principles, we recognized that we are building our values into assets through the tireless work of the UU communities throughout Minnesota, and within the community that is MUUSJA.

2016 deepened MUUSJA's mission to **unleash courageous leadership and collective power to build a just and loving world**. We lived out our mission by bringing together UUs from every corner of the state and growing our capacity to become justice builders in our congregations and communities. As you'll read in the next few pages, MUUSJA utilized technology to gather UUs from Greater Minnesota and the Twin Cities metro area to participate in online convening calls and covenant groups. We organized youth through the YoUuth SOALS program. When MUUSJA received the call to support the UU Fellowship & Church of Bismarck/Mandan in its work with Water Protectors in North Dakota, we reached across the border to provide infrastructural and organizing support. MUUSJA has continued to participate and provide leadership in public witness, responding to the police killing of Philando Castile and rising in solidarity with the Movement for Black Lives. MUUSJA is a core organizer in the Multifaith Anti-Racism, Change, and Healing (MARCH) network.

To accomplish this work, MUUSJA grew its budget by 36% in 2016. We are so grateful for the support of many, including 187 individual supporters and 12 UU congregations who, even when budgets are tight, have generously contributed to collective action for social justice. We also have benefitted greatly from grant funding which has helped build new programs.

In this broken world, what we do know is that we need one another to build a more just and loving world. Together we can face our fears and live out our values, using the many assets we have and continue to grow. We are excited about the work accomplished thus far and the directions MUUSJA is taking. We hope you will join us to build a more just and loving world!

In faith,  
 Sherri Knuth & Taylor Putz, Co-Chairs  
 MUUSJA Board of Directors

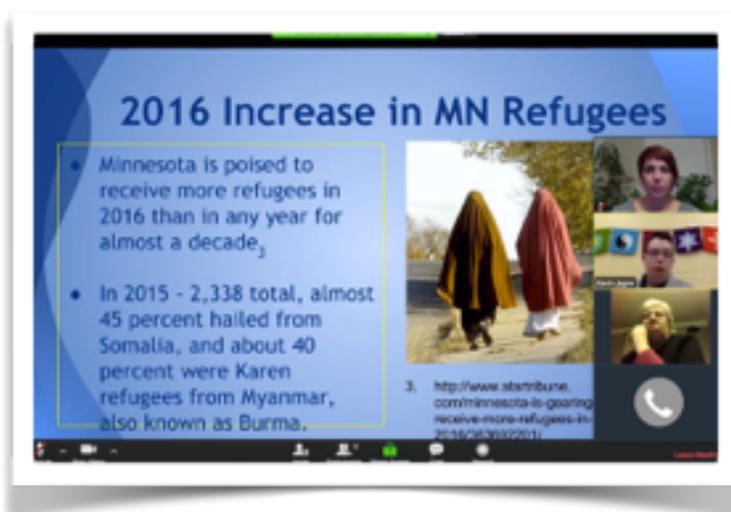
## **BUILDING RELATIONSHIPS & SKILLS THROUGH TECHNOLOGY**

MUUSJA serves 26 congregations throughout the state of Minnesota, 14 of which are located more than an hour outside of the Twin Cities metro area. For many members of our congregations in Greater Minnesota--many of which are not only the sole UU congregation in their area, but also represent the only liberal religious community anywhere within driving distance--having an opportunity to regularly connect with other Unitarian Universalists outside of their own congregation is a huge gift, and a deep yearning. By using virtual technologies such as Zoom video conferencing, MUUSJA makes it possible to provide consistent, quality programming to Unitarian Universalists around the state that not only serve to deepen the skills and capacity among our small, rural congregations, but also do significant work toward building connections between and among UUs in Greater Minnesota. This, in turn, makes it possible to increase collaboration and amplify our UU voice throughout the state.

## **STATEWIDE CONVENING CALLS**

Under the leadership of our MUUSJA Interns for Justice & Religious Leadership (Kevin Jagoe '15-'16 and Jack Gaede '16-'17), we presented monthly Convening Calls for Unitarian Universalists around the state, using Zoom technology. Focusing on either a pressing social justice issue, or a social justice leadership topic, Convening Calls are 90 minute virtual gatherings that allow UUs across Minnesota to join together for learning, reflection, connection, and skill building. Slides, links, resources, and recordings of our Convening Calls are available on the MUUSJA website. 2016 Convening Call topics included:

- "Connecting to National UU Justice Programs" - January
- "Values in Action: Updates on Supporting Refugees" - February
- "Black Lives Matter and Unitarian Universalism" - March
- "Social Media and Justice Making" - April
- "Putting it All Together" - May
- "The State of the State: Democracy, Voting, & Elections in MN" - September
- "#NoDAPL: Solidarity with Standing Rock" - October
- "Healing Our Hearts, Post Election" - November
- "How to be a Sanctuary Congregation" - December



## COVENANT GROUPS

MUUSJA launched our online Covenant Groups for justice leaders in the fall 2015, and the program deepened and expanded in 2016. Covenant Groups are a form of small group ministry, in which cohorts of 3-6 people gather virtually using Zoom video conferencing technology for monthly sessions over the course of four months. Each session focuses on a monthly theme, taken from the SoulMatters monthly theme-based ministry resources and tailored to focus specifically on the spiritual and theological implications of the theme on justice work. Themes include concepts such as Identity, Risk, Joy, Transformation, Community, etc.



# Soul Matters



*A covenant group meeting via Zoom, spring 2016*

Throughout each month, participants receive emails including videos, poetry, scripture, secular writing, and focus questions pertaining to the theme; these resources help participants to deepen their own theological reflection and lay the foundation for rich conversation in the group. During each 90-minute session, facilitated by the MUUSJA Ministerial Intern for Justice & Religious Leadership, the group takes time for centering, deep listening, and shared reflection

on the ideas and feelings the month's

theme evokes for them. Not only does the experience provide spiritual sustenance and foster faith development for participants, it also offers a virtual format that allows Unitarian Universalists to build close relationships with one another across congregational lines and physical distance. (At the end of the spring cycle, all the members of one Covenant Group committed to attending Regional Assembly together in St. Paul, and gathered for lunch together to spend time in each other's company!)

## SOLIDARITY WITH STANDING ROCK



*Travelers gather in preparation for the voyage from Minneapolis to Oceti Sakowin, November 2016*

Over the spring and summer of 2016, Minnesota UUs joined with others around the nation watching the escalating events at the Standing Rock reservation in North Dakota. Our hearts and prayers rose with the Water Protectors as their #NoDAPL movement gained national attention and sparked widespread conversation over indigenous sovereignty, extractive capitalism, and environmental degradation of sacred land for profit.

In early October 2016, Rev. Karen Van Fossan, minister of the UU Fellowship & Church of Bismarck/Mandan (UUFBCM), joined us for our Statewide Convening Call to talk about the role her congregation had

been playing in support of the Water Protectors. Following that call, and Rev. Van Fossan's invitation, MUUSJA committed to providing infrastructural and organizing support to UUFBCM as the struggle pressed on. Over the coming months, we organized six delegations of nearly 50 Unitarian Universalists--people from Minnesota, and many from around the country who traveled through Minneapolis--to join the Water Protectors at camp Oceti Sakowin, first for the November Clergy Gathering, and then for the Interfaith Day of Prayer in December.

In addition to these solidarity travels, MUUSJA also began working in conjunction with UU organizations such as Standing on the Side of Love, the UU Service Committee, MidAmerica Region UUA, and the UU College of Social Justice to communicate broadly about the #NoDAPL movement, to raise needed funds for the congregation and their critical ministry, and to conceive of a long-term, sustained supportive presence to UUFBCM that would help them continue to say "yes" as partners to the Water Protectors both in the camps and in Bismarck. It was from these partnerships that the Ministry-in-Residence program was born, through which we have provided an extra clergy person for a week at a time to bring support and extra capacity to Rev. Van Fossan and UUFBCM since December.



*Minnesota UUs hold a solidarity banner along Highway 1806, along the road to Oceti Sakowin.*



*Clergy from around the world march together in solidarity with the Water Protectors, November 2016*

While the shape and the work of this solidarity ministry has shifted a great deal over time, MUUSJA is proud to be able to leverage our connections, resources, and infrastructure to provide concrete, ongoing support to one of the most important spiritual struggles of our lifetime. We are the closest State Advocacy Network to North Dakota, which only has three UU congregations and one serving UU clergy person in the entire state; our ability to mobilize our people and our resources in support of our kin there is one of the clearest ways we can think of to live into our mission. We are deeply grateful to all of you who traveled, donated, spread the word, and prayed for our UU siblings in Bismarck, and for the Water Protectors at Standing Rock and around the globe.

The struggle continues.  
Mni Wiconi! Water is Life!



*Someone holds a banner thanking Water Protectors, solidarity rally, Minneapolis, MN*



*Entrance to the UU-sponsored Interfaith Living Yurt at Oceti Sakowin camp*

## SHAPING THE NEXT GENERATION OF UU JUSTICE LEADERS



*Local faith organizers speak to YoUuth SOALS participants about strategy, theology, and humility*

congregational, multi-session program that is open to all UU high schoolers in the Twin Cities area. The program was developed and implemented by MUUSJA Executive Director Rev. Ashley Horan, Ministerial Intern Jack Gaede, and our fantastically talented, committed Youth Interns (Lazlo Zbichorski, Nelson Moroukian, and Laura Slade for 2015-2016, and Rosy Weber and Rozy Eastaugh for 2016-2017).

YoUuth SOALS was invited for the second time to provide some of the signature programming at the Twin Cities Youth Con in January, 2016. More than 70 UU youth participated in the Con, including a dozen regular YoUuth SOALS participants who served as participant-leaders during MUUSJA's sessions. MUUSJA Youth Intern Laura Slade and Ministerial Intern Jack Gaede both served on the core planning team, helping to integrate the overarching themes of the Con with MUUSJA's justice-oriented programming. Youth had the opportunity to engage in interactive activities about articulating our faith's values relating to justice issues; to have intimate conversations with other youth about pressing moral and social concerns; and to hear from three local Unitarian Universalist ministers about the intersections of their faith and their call to work for justice.

After a successful \$5000 Faithify crowdfunding campaign during the summer of 2016, and a generous grant from the First Universalist Foundation, we were able to launch the second year of YoUuth SOALS in November of 2016. This year's MUUSJA Intern for Justice & Religious Leadership, Jack Gaede, continues to be a key leader of the program, supervising this year's Youth Interns, Rozy Eastaugh and Rosy Weber. We continue to work closely with the Twin Cities UU Religious

### YoUuth SOALS

2016 saw the completion of the first cycle and the launch of the second cycle of YoUuth SOALS: MUUSJA's Spiritual Organizer/Activist Leadership Seminar for UU Youth. The program, which focuses on spiritual grounding, skill building, and leadership development for Unitarian Universalist youth, is a multi-



*YoUuth SOALS participants speak during Twin Cities Youth Con 2016*

Education Professionals group to develop a program to nurture the spirits and leadership skills of our high-school aged Unitarian Universalists.

### **MUUSJA INTERNSHIP FOR JUSTICE & RELIGIOUS LEADERSHIP**

Our ministerial interns--Kevin Jagoe (2015-16) and Jack Gaede (2016-17)--both brought incredible gifts with them as they arrived to work with us, and added tremendous capacity to MUUSJA's outreach during their respective internships.

Kevin Jagoe served as our Intern during his first year of seminary at Meadville Lombard Theological School, and piloted our online ministry for justice leaders. Under his leadership, MUUSJA launched our monthly Convening Calls and offered two cycles of online Covenant Groups for justice leaders. Kevin's significant technological savvy and aptitude for virtual ministry brought a new layer to MUUSJA's outreach, offering regular programming to Unitarian Universalists beyond the metro area in a way we have never before been able to accomplish. Kevin also began establishing relationships with representatives in our small congregations in rural Minnesota, helped plan several capacity building events, and led the Unitarian Universalist delegation at the Twin Cities Pride Parade. He concluded his ministry with MUUSJA in June of 2016.



*Kevin Jagoe*



*Jack Gaede*

Jack Gaede transitioned from his role working with our YoUUth SOALS program in 2015-2016 to taking on a broader portfolio of work as our second MUUSJA Intern for Justice & Religious Leadership in 2016-2017. Jack, a Masters of Divinity student at United Theological Seminary of the Twin Cities, continued his work with our youth program, assumed responsibility for our online ministry, and launched our Congregational Liaison program in 2016. Jack's internship was sponsored, in part, through a groundbreaking partnership with the Unitarian Universalist Service Committee's Justice Building Innovators program, which provided both financial support and in-person-training to Jack as part of a cohort of Unitarian Universalists working together to build skills for

dynamic, theologically grounded justice leadership. Jack will be with MUUSJA through August 2017.

MUUSJA is nationally respected among UU State Advocacy Networks, and it is a unique and powerful opportunity for a candidate for ministry to work with us as they go through formation and discern the shape of their ministerial call. We deeply believe that in addition to our immediate work with Minnesota UU congregations, a key piece of MUUSJA's work is to contribute to the formation of the next generation of Unitarian Universalist justice leaders... and we are so lucky to have had the opportunity to work with Kevin and Jack!

## PUBLIC WITNESS FOR JUSTICE

MUUSJA continues to play a key role in convening Unitarian Universalists as participants in public witness and protest for critical justice issues in coalition with broader movements for justice. We believe deeply that our public moral voice is a critical tool for building the world for which we yearn, and that it is equally important to turn out as Unitarian Universalists “in the streets” to keep public pressure on those who make our laws and run our judicial system, and to signal to our community that people of faith are committed to building a more just and equitable society.

## PRIDE

Each year, MUUSJA serves as the convener of Minnesota Unitarian Universalists in the Twin Cities area and beyond to march in the Twin Cities Pride Parade and staff a booth at the Twin Cities Pride Festival. In 2016, MUUSJA Intern for Justice & Religious Leadership Kevin Jagoe served as our Parade Marshall, and Rev. Jim Foti helped organize the group of spirited, passionate UU lay volunteers who staffed our booth at the Pride Festival. As always, Pride was a joyous celebration of our LGBTQIA family, and an affirmation of the importance of our queer and trans siblings as a part of Unitarian Universalism and interfaith justice work!



*Marchers from metro-area UU congregations marching in the 2016 Ashley Rukes Twin Cities Pride Parade*

## #BLACKLIVESMATTER

On July 6, 2016, St. Anthony Police shot and killed Philando Castile when the car he was driving was pulled over for a broken tail light. In the hours, days, and weeks that followed, activists and community organizers took to the streets, demanding justice for yet another young Black man killed by police violence. Following the call to action by groups such as Black Lives Matter-Minneapolis and the Black Liberation Project, MUUSJA worked with local congregations and our base of supporters to speak out against state-sponsored violence against Black and brown people, mobilizing Unitarian Universalists to show up to engage in direct action, public protest, and putting pressure on Ramsey County Attorney John Choi to hold the officers involved accountable for their actions.



*Governor's Mansion protests following the police killing of Philando Castile, July 2016*



*Memorial vigil held on the one year anniversary of the police killing of Jamar Clark*

In November, the community also marked the one-year anniversary of Jamar Clark's killing at the hands of Minneapolis police, and the subsequent 18-day occupation of the Fourth Precinct in North Minneapolis. MUUSJA staff and Unitarian Universalists from around the Twin Cities participated in a vigil and march marking this sad anniversary, and re-committed to remaining engaged in local and national struggles in the quest for racial justice, confronting state/police violence, and supporting the Movement for Black Lives.

## **REPAIRERS OF THE BREACH**

In September 2016, an interfaith group of clergy and lay people—including MUUSJA staff and community members—gathered together in front of the Governor's Mansion to participate in the nationwide delivery of the Higher Ground Moral Declaration, conceived by Rev. Dr. William J. Barber II and the Repairers of the Breach coalition. MUUSJA was proud to participate in this urgent moral call for justice and equity in our policies and legislation.



*Rev. Dr. William J. Barber II speaks at an organizer training in St. Paul, October 2016*



*Rev. Ashley Horan speaks with other local clergy reading aloud the Higher Ground Moral Declaration*

In October, progressive clergy and people of faith in the Twin Cities gathered for a day of learning, worship, and moral imagination with more than 50 faith leaders, followed by a public worship service and conference called "Repairers of the Breach: A Revival Seeking Higher Moral Ground." Rev. Barber shared lessons from his time organizing the Moral Mondays Movement in North Carolina, and provided a container for justice-minded faith leaders to deepen relationships, and imagine new ways of building "fusion coalitions" across denominations and political differences.

MUUSJA Executive Director Rev. Ashley Horan, and Intern for Justice & Religious Leadership Jack Gaede, represented the MUUSJA staff at the leadership conference, and UUs from across the state turned out for the public evening events.

## ORGANIZING PROGRESSIVE PEOPLE OF FAITH FOR JUSTICE

In 2016, MUUSJA became a key organizational partner with an emerging interfaith organizing collective, MARCH (Multifaith Anti-Racism, Change, & Healing). MARCH began nearly twenty years ago as a multi-faith coalition of lay and clergy leaders joining forces to support an affirming, inclusive LGBTQIA agenda in Minnesota. In 2015, after a hiatus following the successful defeat of the marriage amendment in our state, a core group of lay and ordained faith leaders reconvened the group, formerly known simply as the Interfaith Roundtable, and re-booted as MARCH, with the mission of organizing predominantly white faith communities in solidarity with the Movement for Black Lives and other efforts to dismantle white supremacy, with a commitment to an intersectional lens on justice issues beyond racism. MARCH has provided a home for progressive people of faith to make bold, public, unapologetic commitments to supporting justice at the intersection of both race and queerness.

In the first two years of our re-imagined existence, MARCH has launched several programs and developed a significant public profile, as well as deep accountable relationships with people of color organizers and organizations. Our work has included such things as building a rapid response network of both clergy and lay leaders to quickly move money and bodies in support of people of color-led organizing (the Black Lives Matter occupations of the 4th police precinct and the Governor's Mansion after the deaths of Jamar Clark in 2015 and Philando Castile in 2016; clergy faith actions occupying Minneapolis City Hall and the Capitol; marches, rallies, direct actions, etc.); planning and leading public events that create opportunities for learning and spiritual growth about allyship, solidarity, and the



*Members of racial justice teams from 12 Jewish, Christian, and UU congregations gather for the opening Sacred Solidarity Cohort retreat, offered by MARCH; September 2016*

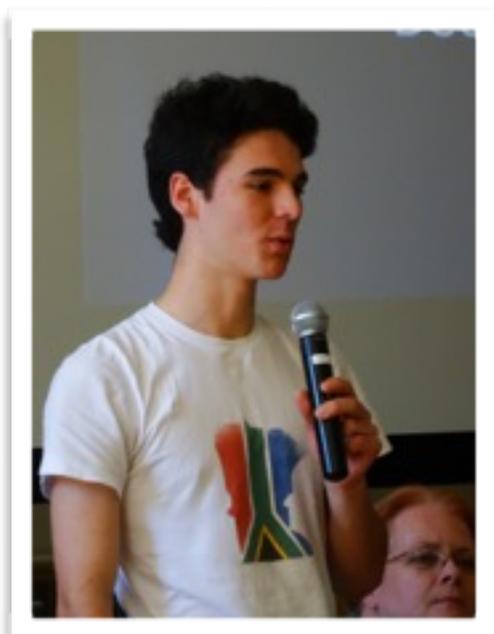
intersection of theology and justice issues (such as the 3-part "Discomfort & Disruption" series); a bystander intervention training followed by an interfaith, multiracial "Resistance & Resilience"

worship service the week of the inauguration; and the launch of the Sacred Solidarity Network, a cohort of 12 predominantly white Jewish, Catholic, Protestant, and Unitarian Universalist congregations who have covenanted to work together as they deepen their congregational commitments to anti-racism and build capacity for solidarity work with organizers, organizations, and communities of color.

MUUSJA, and our Executive Director, Rev. Ashley Horan, are key organizational partners representing Unitarian Universalist values and congregations, and adding

capacity to the leadership of MARCH. MUUSJA is one of five key organizational partners who are currently contributing significant staff, material, and infrastructural capacity to MARCH (others include The Kaleo Center for Faith, Justice, & Social Transformation; The Center for Sustainable Justice; OutFront Minnesota; and Jewish Community Action). Rev. Horan serves on the steering committee of MARCH, and as one of the primary organizers of the Sacred Solidarity cohort and the Solidarity Safety Net project.

## LEADING THE WAY AMONG STATE ADVOCACY NETWORKS



*YoUUth SOALS intern Nelson Moroukian presents at "Prophetic Partners"*

As one of the oldest and most well-developed Unitarian Universalist State Advocacy Networks, MUUSJA is often called to provide guidance to others as they either work to establish their SANs, or seek to increase their impact as they grow. In 2016, we provided several opportunities for Unitarian Universalists beyond Minnesota to learn from our work, and collaborate in cutting-edge thinking with us and other SANs about the future of statewide Unitarian Universalist justice work.

In collaboration with the MidAmerica Region of the Unitarian Universalist Association, MUUSJA planned and facilitated a half-day workshop preceding 2016 Regional Assembly called "Prophetic Partners: A Capacity Building Workshop for UU Justice Leaders." The event was incredibly well attended, with nearly 50 Unitarian Universalists from 7 states throughout the MidAmerica Region attending. In addition to worship, a panel featuring UU justice leaders, and small group theological reflection work, we offered tracks for specialized learning for Youth, Religious Educators, and Lay Leadership.

At the 2016 Regional Assembly held in St. Paul, MUUSJA Executive Director Rev. Ashley Horan co-presented a workshop with Lena K. Gardner, leader of Black Lives Matter-Minneapolis and co-founder of Black Lives of Unitarian Universalism. In the workshop, we talked about the challenges and gifts that Unitarian Universalists bring to solidarity work with movements for justice led by frontline communities, and offered concrete skills and suggestions to UUs from around the MidAmerica Region looking to deepen their commitment to the Movement for Black Lives, and engage in more humble, more effective "faithful followership" of Black leaders both within and outside of Unitarian Universalism.

MUUSJA was also asked to participate in a panel of State Advocacy Networks during a workshop at the 2016 Unitarian Universalist General Assembly in Columbus, OH. Along with representatives from UU Justice Ohio and the UU Legislative Ministry of New Jersey, we spoke about building partnerships, engaging in interfaith collaborations, and deepening our commitment to racial justice through action in solidarity with communities and organizations of color.



*Panelists talk at "Prophetic Partners"*

In addition to these opportunities, MUUSJA has been recognized as a groundbreaking state advocacy network by national UU partners, including the Unitarian Universalist Service Committee (UUSC). MUUSJA was selected to be a member of the pilot cohort of the UUSC's Justice Building Innovators program, and our MUUSJA Intern for Justice & Religious Leadership, Jack Gaede, received funding, training, and ongoing support from the UUSC for his work with MUUSJA in 2016-2017. We are deeply grateful for these partnerships, and honored to be seen as a collaborative partner in experimenting with new kinds of formation and training for UU justice leaders.

## **FINANCING OUR MISSION**

MUUSJA's budget has more than doubled since 2014, and this is due in large part to the hard fundraising work done by our Board of Directors, and the generosity of our increasing base of faithful Monthly Sustainers and annual Donors. We have also been fortunate to receive several grants to fund specific new programs that we have launched over the past few years. Thus far, the vast majority of this increased funding has gone toward programming (for comparison, the program budget line in 2014 was \$1,000.00; in 2016, it was \$24,000.00). Some of these programs, such as the MUUSJA Internship for Justice & Religious Leadership, have contributed to our programming capacity by adding staff time; we have not, however, added or increased any permanent staff positions. We use contractors to fill our Communications and Bookkeeping needs, and the Rev. Ashley Horan remains our only part-time staff person, at 20 hours a week.

In order for MUUSJA to continue fulfilling our mission, and growing our impact through programs that matter to Minnesota Unitarian Universalists and our broader faith, we know that we will need to bring on additional permanent staff. In order to do so, we have several goals for the coming year(s): decrease our dependence on short-term grant funding; grow our base of individual sustaining donors; and increase the level of support from our congregations around the state. The Board

of Directors has every confidence that we will be able to do this, and has included these three areas among our strategic goals for 2017 and beyond.

The following is a snapshot of both our income sources, and graphic representation of our financial picture in 2016.

### **“STATE OF THE UUNION:” MUUSJA’S FALL FUNDRAISER**

In September of 2016, the MUUSJA Board of Directors hosted our annual in-person Celebration & Fundraiser at the First Unitarian Society of Minneapolis. More than 50 supporters from around the state joined for the panel discussion about the intersection of faith and justice, featuring Civil Rights activist Rev. Dr. Nekima Levy-Pounds, Minneapolis City Council Member Alondra Cano, and Founding Director of the Kaleo Center for Faith, Justice, & Transformation Rev. Steve Newcom. For the first time, the MUUSJA Board honored a congregation (Northwoods Unitarian Universalist Fellowship in Brainerd, MN), a Youth Group (Tower Club at Unity Church-Unitarian in St. Paul, MN), and two individuals (Sandy MacLaughlin and Sandy Ramage from the First Unitarian Universalist Church of Rochester, MN) for their incredible work for justice in their communities. The event raised more than \$10,000, and brought on several new Sustaining Donors.



*“State of the UUnion” panelists Alondra Cano, Nekima Levy-Pounds, and Steve Newcom*



*Unity Church-Unitarian’s Tower Club receives the MUUSJA award for youth leadership for justice*

### **FAITHIFY CAMPAIGN**

MUUSJA launched our second Faithify campaign in June 2016, with an ambitious goal to raise \$5,000 to support our YoUuth SOALS program for 2016-2017. We were overwhelmed and deeply touched by the response of our Unitarian Universalist community, from within Minnesota and far beyond our borders, in support of this program and our work with UU youth. We successfully raised the full \$5,000 by the end of the 60-day fundraising period, and recognize that our community is deeply invested in the leadership of our young social justice leaders.

## **GIVE TO THE MAX DAY**

We had an incredible Give to the Max Day 2016! Despite recurring technical difficulties, our fantastic donors came through and helped us raise more than \$3000. This year's Give to the Max Day followed closely on the heels of the election, which many of our supporters saw as an invitation to invest in the institutions that embody and promote our UU values in the world. We are grateful for this generosity and your faith in us to be a part of building a just and loving world in which all people—regardless of race, religion, nationality, gender identity, sexual orientation, ability, or any other identity—can live as free and whole members of the Beloved Community.

## **SUSTAINING DONOR PROGRAM**

Over the past several years, MUUSJA staff and board members have worked hard to build a base of faithful, generous Monthly Sustainers, who make a monthly donation to fund our work. These gifts help create a stable income stream for us, which in turn allows us to manage our cashflow throughout the year. Whether your donation is \$10 or \$1000 a month, your commitment to being a Monthly Sustainer is one of the best ways you can contribute to MUUSJA's growth and development!

## **CONGREGATIONAL CONTRIBUTIONS**

Each year, congregations around the state make contributions to MUUSJA's work in many different ways. Some congregations give us in-kind donations of meeting space or administrative/staff support for particular projects; others designate an annual contribution to MUUSJA in their budget, or designate an offering to raise funds for our work. We are deeply grateful to all the congregations who supported us in 2016!

## **GRANTS**

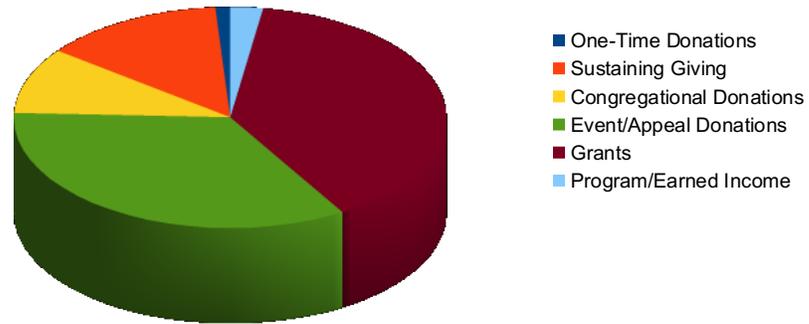
Grant funding from foundations and partner organizations remains a key component of MUUSJA's funding stream at this point in our development. Over time, as we grow our donor base and our partnerships with congregations, we hope to rely less on grant funding than we currently do; for the moment, however, these grants have helped us exponentially increase our capacity and our programming, and we are incredibly grateful for this short-term funding!

This year, we received grants from the Unitarian Universalist Funding Program (\$5,050 for our MUUSJA Internship for Justice & Religious Leadership and \$5,000 for our 2017 Social Justice Summit); the Unitarian Universalist Service Committee (\$6,000 as a pilot member of the Justice Building Innovators cohort); The Kaleo Center for Faith, Justice, & Social Transformation (a pass-through grant from the Headwaters Foundation in support of our work with MARCH); and First Universalist Foundation (\$5,000 in support of YoUuth SOALS).

## AN OVERVIEW OF OUR FINANCIAL PICTURE

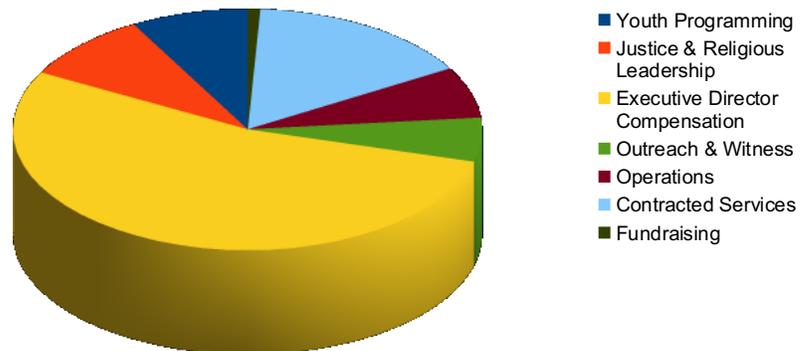
*MUUSJA Income Sources*

2016



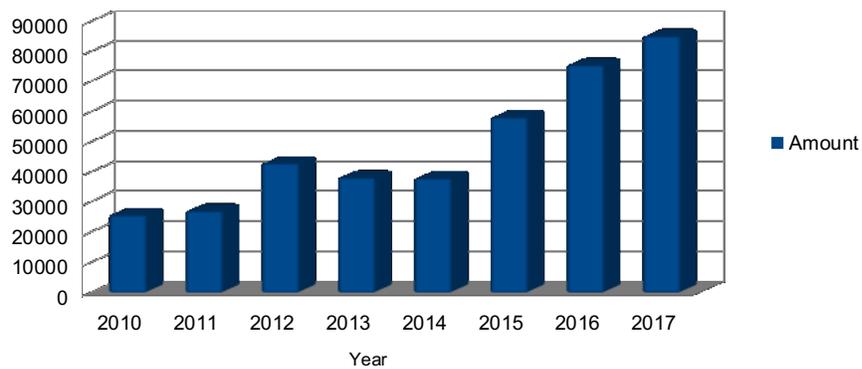
*MUUSJA Expense Categories*

2016



*MUUSJA Budgets*

2010-2017



# With Deep Gratitude for our Generous Donors

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 Nancy Heege  
 Nancy Kent  
 Nancy Norman  
 Naomi Wentz  
 Nona Kennedy Carlson  
 Oswald J Mayers  
 Patricia Scott  
 Patrick Dougherty  
 Patrick McLaughlin  
 Paul Wright  
 Paulette DeMers  
 Peter Barker-Huelster  
 Phillip Lund  
 Phyllis Stenerson  
 Polly Talen  
 Ralph Wyman  
 Ray Wiedmeyer  
 Rebecca Froom  
 Robert & Laura Hellstrom  
 Robert Dachelet  
 Robert Friedman  
 Robert Smith  
 Robert Tapp  
 Roberta Rott  
 Robin Zora and David Besse  
 Ronald Prieve  
 Ruth MacKenzie  
 Sara McMullen

Sara Smalley  
 Sarah Greene  
 Scott Jackson  
 Shannon Harper  
 Sharon Dean  
 Shawn Gaither  
 Shelley Shreffler  
 Sherri Knuth  
 Stephanie Barnhizer  
 Stephanie McCullough-Cain  
 Susan Dailey  
 Susan Kearns  
 Susan Schonfeld  
 Susan V Phillips  
 Suzanne Hay  
 Suzanne Wasilczuk  
 Suzanne Willhite  
 Taylor Putz  
 Teresa Schwartz  
 Terry Lowman  
 Timothy Brown  
 Victoria Safford  
 Virginia Mcanich  
 William & Paige Roth  
 William Arnold  
 William & Andrea Heier  
 William Rood  
 William Turek

## **SUPPORTING CONGREGATIONS**

Dakota Unitarian Universalist Church  
 First Unitarian Universalist Church  
 First Universalist Church of Minneapolis  
 Nora Unitarian Universalist Church  
 Northwoods Unitarian Universalist  
     Fellowship  
 Saint Cloud Unitarian Universalist  
     Fellowship  
 Unitarian Universalist Church of Rockford  
 Unitarian Universalist Congregation of  
     Duluth  
 Unitarian Universalist Fellowship of  
     Northfield  
 Unitarian Universalist Society of Fairhaven  
 Unity Church-Unitarian  
 White Bear Unitarian Universalist Church