



# UBC NEWS

**University Baptist Church**  
**1219 University Ave SE**  
**Minneapolis MN 55414**

*Established 1850 at St. Anthony Falls, MN*

**January 2023**

## From the Pastor

### **Happy New Year!**

It's a New Year. It brings some long-anticipated minisculely longer days. Just to go along with the colder weather. A friend of mine who grew up in Alaska talked recently about how she welcomed the longer nights. They were times to hunker down under a blanket. Farmers put off long-term building and renovation projects for the time when they are not having to worry about the tending of fields.

Get some rest. Drink cocoa. Give thanks that you have a warm place to call home and food on the table. Some of our neighbors are not so lucky.

Confined spaces can be incubators for airborne diseases like COVID, RSV and the flu. Keep yourself safe and healthy. Getting out in the snow (with proper clothing) can be invigorating and calorie-burning. I plan to get out as much as I can stand it. When else can you cross-country ski or ice skate outdoors? I still



haven't taken up ice fishing. Does that make me less of a Minnesotan after almost 22 years here?

Winter is a great opportunity for introspection and remembering that we need to approach our lives with intention. I mean, you need to watch where you step and how you tread. Hopefully we will

remember how to drive in the snow. I look for the month of January as a chance for spiritual renewal. Are you with me?

What do you expect to bring in this New Year? How do you want to spend your energy? Who will get the best part of your passion? What toxicity do you need to eschew? And how will you focus your attention this season?

Blessings and Peace,

*Doug Donley*



## JANUARY WORSHIP SCHEDULE

*Beyond Atonement:  
Reclaiming Paradise and Liberation*

### Jan. 1

**Preaching:** Matty Strickler  
**Sermon:** "Stories I Thought I Knew"  
**Scripture:** Matthew 2:1-12  
**Worship Leader:** Jean Lubke

### Jan. 8

**Preaching:** Doug Donley  
**Sermon:** "Daughters of Zion"  
**Scripture:** Isaiah 60:1-6  
**Worship Leader:** Betty Shaw

### Jan. 15

**Preaching:** Doug Donley  
**Sermon:** "The Cross and the Lynching Tree"  
**Scripture:** Isaiah 61:1-3, Luke 4:14-20  
**Worship Leader:** TBD

### Jan. 22

**Preaching:** Doug Donley  
**Sermon:** "Trauma-Informed Theology"  
**Scripture:** John 8:2-11  
**Worship Leader:** Kathleen Tice

### Jan. 29

**Preaching:** Karen Swenson  
**Sermon:** "Impact on the Indigenous Peoples"  
**Scripture:** TBD  
**Worship Leader:** TBD

## UBCers to visit Nicaragua again!

After political conflicts in Nicaragua in 2018 halted our travels back and forth—and caused all U.S. airlines to cancel service to Nicaragua—we are again going to have a UBC delegation visiting our friends and families in Managua and León.

**Deidre Druk, Jean Lubke, and Pastor Doug will travel to Nicaragua Jan. 26 – Feb. 6.** They will visit friends at First Baptist Managua, see the mission health work of AMOS, stay in family homes in León, and conduct teacher training at Colegio Bautista. In addition, they visit the communities of San Carlos and La Gallina to see the results of the community development work of PML (and buy pizza and ice cream from the youth businesses!), have time to rekindle old friendships and build new relationships with the new pastor of Second Baptist León, and bring greetings and gifts from Anielka and Francisco to their families!

They are excited to travel there again and hope that this will signal a return to our regular delegation visits.

If you would like to send a donation to AMOS, Second Baptist Church, Colegio Bautista (the school), or for student scholarships, please make the donation to UBC identifying the specific ministry you would like to support. We will be carrying the checks down for the school and the scholarships.

**From the Pastor:** Thank you so much for the generous Christmas gifts you gave to me and the rest of the staff. I feel honored to serve alongside the generous and courageous people of UBC.

# Calendar for January

SUN	MON	TUES	WED	THURS	FRI	SAT
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
10 a.m. Worship Joys & Concerns 11 a.m. Coffee time	11:15 a.m. Meals on Wheels 5 p.m. Inter Spanish 6:15 p.m. Beg Spanish	11:15 a.m. Meals on Wheels 7 p.m. Anti-Racism Group	11:15 a.m. Meals on Wheels 6 p.m. Choir 7:30 p.m. Bells	11:15 a.m. Meals on Wheels 4:30 p.m. Adv. Spanish Conversation 6:30 p.m. Caregiver Support Group		9 a.m. Bible Study 1:30 p.m. Card Club
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
10 a.m. Worship Joys & Concerns 11 a.m. Coffee time & Sanctuary Undecorating 1 p.m. Council	5 p.m. Inter Spanish 6:15 p.m. Beg Spanish	7 p.m. Memoir Group	6 p.m. Choir 7:30 p.m. Bells	4:30 p.m. Adv. Spanish Conversation		1 p.m. Book Group
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
10 a.m. Worship Joys & Concerns 11 a.m. Coffee time 11:30 a.m. Forum	7 p.m. Knitting Group 5 p.m. Inter Spanish 6:15 p.m. Beg Spanish	7 p.m. Anti-Racism Group	6 p.m. Choir 7:30 p.m. Bells	4:30 p.m. Adv. Spanish Conversation		9 a.m. Bible Study
<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>
10 a.m. Worship Bells Play Joys & Concerns 11 a.m. Coffee time 11:30 a.m. Forum 4 p.m. Birthday party for Jonathan	5 p.m. Inter Spanish 6:15 p.m. Beg Spanish	7 p.m. Memoir Group	6 p.m. Choir 7:30 p.m. Bells <i>Newsletter deadline</i>	Visit to Nicaragua through Feb. 6		
<b>29</b>	<b>30</b>	<b>31</b>				
10 a.m. Worship Joys & Concerns 11 a.m. Coffee time 11:30 a.m. Forum	5 p.m. Inter Spanish 6:15 p.m. Beg Spanish	7 p.m. Anti-Racism Group				



## What's Going On



### Sunday Morning Worship

**10 a.m. – Worship in the UBC sanctuary**

**10 a.m. – Or join via livestream on the [UBC YouTube](#) page** (search University Baptist Church Minneapolis MN).

**When the livestream has ended – Joys & Concerns in the sanctuary and on Zoom.**

### Following Joys & Concerns – Coffee time in the lounge

**11:30 a.m. – Forum in the lounge**

**ZOOM INFO:** Meeting ID 839 4725 7444 passcode 257750

<https://us02web.zoom.us/j/83947257444?pwd=cFZCWEdqUkR0RDgwT0JwT3hrQ3FpUT09>



**Meals on Wheels – Jan. 2-5 (first full week of the month).** Meals are picked up around 11:15 a.m. and the route in SE Minneapolis usually takes less than two hours. We're always looking for substitute drivers. If you have any questions, please contact Marie LaFrance at [mariefrance46@gmail.com](mailto:mariefrance46@gmail.com).

### Spanish classes – Mondays (Intermediate 5-6 p.m., Beginners 6:15-7:15 p.m.) and Thursdays (Advanced Conversation 4:30-5:30 p.m.).

If you are new to Spanish or not yet ready for conversation, the Beginning Class is a great option for you, with focus on vocabulary development and verb conjugation. If you are comfortable with basic Spanish, the Intermediate Class would be a good fit for you. The focus is on reading, writing and discussing. The Advanced Class meets on Thursdays. If you have any questions, please contact Anielka Montiel at [anymontiel33@gmail.com](mailto:anymontiel33@gmail.com) (NOTE NEW EMAIL) or 651-295-4590.



#### MONDAY LINK

**ZOOM INFO:** Meeting ID: 869 8255 1038 Passcode: 275343

<https://us02web.zoom.us/j/86982551038?pwd=RnJ0WEIEYk13YXhwZjFhN1dPK1Nndz09>

#### THURSDAY LINK

**ZOOM INFO:** Meeting ID: 870 8785 1406 Passcode: 634591

<https://us02web.zoom.us/j/87087851406?pwd=K2VPL1NrNWJMSDN3Wm5CeXRZYUNwUT09>



### Anti-Racism Group – Jan. 3, 17 & 31 (every other Tues.) at 7 pm.

On Jan. 3, we will review our activities so far this year, discuss the two-part Alliance webinar on exploring congregations' history, talk about priorities for the coming months, and preview the January 15 forum on the THRIVE initiative.

**ZOOM INFO:** Meeting ID: 831 4584 1908 Passcode: 313775

<https://us02web.zoom.us/j/83145841908?pwd=djhuSmMwZ1NESXZ5SExNOURXa2FNQT09>

## More of What's Going On



**Bells and Choir Rehearsal – Wednesday evenings** in the church sanctuary. Please see the calendar for specific times.

**Caregivers Support Group – Jan. 5 (1<sup>st</sup> Thurs.) at 6:30 p.m.** UBCers who have an elderly parent meet for support. If you have any questions, please contact Jean Lubke at [lubk0001@umn.edu](mailto:lubk0001@umn.edu).



**ZOOM INFO:** Meeting ID 810 4075 0220 Passcode 251436 (NOTE NEW LINK)  
<https://us02web.zoom.us/j/81040750220?pwd=bm82eExWUC9EMy9Tb2tHYk0yb1d3UT09>



**Bible Study – Jan. 7 & 21 (1<sup>st</sup> & 3<sup>rd</sup> Saturdays) at 9 a.m.** On the 7<sup>th</sup> we'll focus on 2 Corinthians 12 and 13; on the 21<sup>st</sup>, Romans 1 and 2. New and occasional members are always welcome. If you have any questions, please contact Diane Ehr at [DianeEhr@q.com](mailto:DianeEhr@q.com).

**ZOOM INFO:** Meeting ID: 886 6992 0103 passcode: 613038  
<https://us02web.zoom.us/j/88669920103?pwd=dnozWEYzQUh1RU5HUTFWcVd3ZFY1Zz09>

**Tree and Sanctuary Undecorating Party – Jan. 8 at 11 a.m.** Please join us after the morning service to take down the banners and put away the tree decorations. Many hands make quick work! Coffee time will be in the sanctuary.



**Memoir Writing Group – Jan. 10 & 24 (every other Tues.) at 7 p.m.**

Prompts include *New Year's Memories* or anything else you feel called to write about. If you have any questions, please contact Trish Donley at [patricia.donley63@gmail.com](mailto:patricia.donley63@gmail.com).

**ZOOM INFO:** Meeting ID: 831 4584 1908 Passcode: 313775  
<https://us02web.zoom.us/j/83145841908?pwd=djhuSmMwZ1NESXZ5SExNOURXa2FNQT09>

**Pack Food Bags at Every Meal – Thurs., Jan. 12, 6 -8 p.m. and/or Fri., Jan. 20, 1-3 p.m.** Join in packing food bags together with University Lutheran Church of Hope and First Congregational Church at Every Meal at 2723 Patton Road, Roseville, MN 55113. If you would like to sign up, register as an individual at this link: [https://volunteer.everymeal.org/need/detail/?need\\_id=756604](https://volunteer.everymeal.org/need/detail/?need_id=756604)



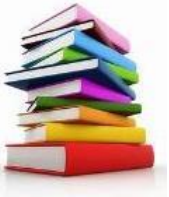
If you have any questions or need help in signing up, please email ULCOH Pastoral Intern Emily Brown at [ebrown001@luthersem.edu](mailto:ebrown001@luthersem.edu).

To learn more about Every Meal and its mission, as well as what to expect when volunteering, including what-to-wear, and where-to-park, visit this link: <https://volunteer.everymeal.org/what-to-expect/>

**NOTE:** Volunteers must be at least 8 years old, and all youth must have their parent/guardian sign a release form, that should be printed and brought to the event or signed in-person on the day of the event. There is also a "youth volunteer requirements" page on their website for more info.



## More of What's Going On



**UBC Grace in Contemporary Literature by Women Book Group – Jan. 14 (2<sup>nd</sup> Sat.) at 1 p.m.** The book this month is *Red at the Bone* by Jacqueline Woodson. If you have any questions, please contact Chris Follett at [chrisf2828@yahoo.com](mailto:chrisf2828@yahoo.com).

**ZOOM INFO:** meeting ID 815 2376 4072 passcode 525996  
<https://us02web.zoom.us/j/81523764072?pwd=Q1hlc2VFdnIOMEI1VWhXNzdKRDdjQT09>

**UBC- FCC Knitting Group – Jan. 16 (3<sup>rd</sup> Mon.) at 7 p.m.** at Cynthia Hobbie's home. The group is made up of stitchers from UBC and First Congregational Church. If you have any questions, please contact Chris Follett at [chrisf2828@yahoo.com](mailto:chrisf2828@yahoo.com).



### Upcoming Roots Cellar Performances

**Feb. 18** - Annie Fitzgerald

**Mar. 25** - Lehto & Wright

**Apr. 22** (Earth Day) - Peter Mayer

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## JANUARY FORUMS

Forums are held in the lounge, 11:30-12:30, after coffee time. We do our best to make Zoom attendance an option with the same link as Joys & Concerns.

### **Jan. 1— No forum**

Happy New Year!

### **Jan. 8—Sanctuary party/take down the greens**

Enjoy the last of some holiday treats while we take down the tree and pack away our sanctuary decorations until next year. Once again—many hands make light work!

### **Jan. 15—Following Martin Luther King, Jr.: Anti-racism work at UBC**

Be part of a discussion after an update on the THRIVE grant from the Lilly Foundation through the Alliance of Baptists. We are currently in Year 2 of the grant and planning next steps, including the possibility of initiating a period of discernment about UBC's longer term anti-racism work.

### **Jan. 22—To Be Brave: A Memoir of Domestic Violence, Resistance, and Healing**

Rev. Karla McGray will read from and discuss her memoir, *To Be Brave* (Little Pine Press 2021). It tells the story of her aunt, who was tried and acquitted in the 1950s for the murder of her husband after years of domestic abuse, and the impact on those around her, including her young niece. Karla is a retired chaplain and long-time friend of UBC. Anyone interested can purchase her book through Birchbark Books, Barnes & Noble, Magers & Quinn, or Amazon.

### **Jan. 29—Mid-year budget review**

This is our time to check on how our annual budget is faring and provide feedback on any adjustments that may be needed.

## Special Offering for January/February Childhood Health and Hunger Programs

The special Outreach Offering for January and February is for organizations providing supportive services to children who are affected by poverty, racism and all the things we face in our society, but who lack a voice to make changes. Organizations like the Greater Minneapolis Crisis Nursery ([www.crisisnursery.org](http://www.crisisnursery.org)) and Every Meal ([www.everymeal.org](http://www.everymeal.org)) work to provide children with safe places to live and food to eat - basic human needs. We hope you will consider donating during these two months to help support important ministries and programs aimed at keeping children safe.

As usual, you can drop it in the offering with a note on the check or envelope, send a check to the church, designate a gift directly from your bank, or use our on-line portal for giving on the UBC website, [www.UBCmn.org](http://www.UBCmn.org).

Thank you for your ongoing Outreach support!!

- Kim Donley and Deidre Druk, Outreach Co-Chairs

### The UBC Sanctuary Team is looking for more drivers to help transport our Latino family!



Don't worry if you don't speak Spanish! Our family has had many more needs than we anticipated: Doctors, dentists, eye, prescription and Limb Lab appointments, grocery and bank errands, soccer, bus card, phone and miscellaneous tasks! Even if you can only help out one time a month YOU will make a difference because the core team is very small and has been doing all of this! Thank you in advance!!

Please contact [DeidreDruk@aol.com](mailto:DeidreDruk@aol.com) or 651-755-6631 if you can assist!

## Advent



Peter (above, left) is reading the Advent story by the light of the Justin family's Advent candles and Hanukkah menorah, and Andrew (right) said "I think the chocolates are all hearts because church likes us!"

This year, UBC delivered Advent calendars to our children. Each "door" on the calendar had a little part of the nativity story inside, and a chocolate heart. Behind each heart was a flag of a country where Christmas is celebrated and the greeting in that country... Merry Christmas, Joyeux Noel, etc. (For the USA it was Happy Holidays!)

**Photos by Laura Justin**



## Decorating the Sanctuary for Christmas – Dec. 18



Mindy and Steve Lee position the red candles in all the sanctuary windows.

Denise Roy and Terri Wottrich wrangle the garland in the organ loft.



Anielka Montiel, Jonathon, and Gene Velasco discuss the best way to hang the wreath in the front choir loft.

Photos by Trish Donley

## Christmas Eve Service



Angels Autumn and Camille await their entrance. **Photo by Liz Weinfurter**



Shepherd Eloy is skeptical about “cow” Otto. **Photo by Elwyn Fraser**



The manger scene, including (from left to right) heavenly host, lively cow (and his mom in the wings), shepherd, and Anielka and Francisco as Mary and Joseph.

**Photo by Chris Follett**



## Christmas Eve Service (cont'd.)



Jean Lubke directed the bells for the 30-minute music prelude. Front row: Jonathan Lubke, Margie Garmers, Carrie Lubke. Second row, Laurie Brazman. **Photo by Chris Follett**



## Christmas Morning Service

Francisco Diaz sang and played guitar at the service on Christmas morning. **Photo by Jean Lubke**

## Volunteer Opportunities

### Meals on Wheels

UBC has an opportunity to participate in Meals on Wheels on the first full week of the month (**Jan. 2-5**). We have four drivers currently and would love to add one or more to rotate in. Meals are picked up around 11:15 a.m. and the route usually takes 1-2 hours. If you have any questions, please contact Marie LaFrance at [marielafance46@gmail.com](mailto:marielafance46@gmail.com).

### Refugee Resettlement

*Alight* continues to assist newly-arrived Afghan families. Home set-ups are complete. Current volunteer opportunities include assisting with computer set-up, assisting with sorting donations in the warehouse, and assisting new families to "shop" at the warehouse. If you are interested in any of these opportunities, contact [Volunteer@wearealight.org](mailto:Volunteer@wearealight.org). If you have any questions, contact Trish Donley ([patricia.donley63@gmail.com](mailto:patricia.donley63@gmail.com)/612-386-2856)

### Loaves and Fishes

UBC will host Loaves and Fishes next on **Friday, Mar. 31**. If you would like to participate, please contact Steve Lee at [steven.lee@thrivent.com](mailto:steven.lee@thrivent.com).

### Little Free Pantry

We are looking for individuals who might be willing to stop by the church at least once a week to stock the pantry, as well as your donations of money and/or items such as:

- Toiletries (toothbrushes, deodorant, sample sized shampoo/body wash/hand sanitizer, razors, feminine hygiene products)
- Boxed mixes that only require water to prepare
- Bars/cracker packs
- Ramen/instant soup in a cup, mac & cheese
- Rice/pasta/quinoa/
- Tuna packets

If you would like to help, please contact Kim Donley or Deidre Druk, Outreach co-chairs.

### Volunteers Needed

**Communion prep** – Contact Terri Wottrich  
**Sunday School Coordinator** – Contact Gayla Marty  
**Ushers** – Contact Chris Follett  
**Worship Leaders** – Contact Jean Lubke  
**Worship Technology Support** - Contact Personnel Committee (Megan Gunnar, Jean Lubke, Gene Velasco)

### ATTENTION

Volunteer urgently needed to serve as President (or Co-President with Denise Roy). Volunteer will receive ample training, support, and encouragement, as well as endless appreciation.



### January Birthdays

1 Pat Mavity	20 Nancy Osborne
9 Clyde Ciccarelli	22 Luisa Garmers
11 Kenny Wottrich, Salome Abungu	23 Jim Ross
14 Jahmai Walton	24 Anne Johnson
15 Jim Moravek, Josie Mavity	25 jay Linnell, Otto Lubke
18 Jonathan	26 Sue Wester

## Streaming Technicians Needed

COVID kicked us into the 21st century with live streaming capabilities, a TV monitor on the front sanctuary wall, cameras hanging from the side and back balconies, and a complex set of soundboards, computer monitors, and screens moved from the ushers' closet and now living with David in the organ loft.

These advances have allowed us to stay connected in worship if we are traveling, snowbirding in Florida, lacking transportation, or not feeling well and not wanting to spread our germs! They have allowed us to have family and friends from all over the world join families in mourning lost loved ones. They have lifted some responsibilities from the ushers. But they have created a new need - that of 2 technicians for every service to successfully keep the sound going in the sanctuary and to keep the audio and video going for the live streaming option.

We have tried unsuccessfully for the past 6 months to find a person who was willing to be hired as our worship streaming technician, so the Worship Planning Team, Personnel Committee, and the UBC Council have a new idea that we will try for the next 6 months.



Anyone who is interested can "apply" for the paid consultant position by sending me a letter of interest including your relevant qualifications and experience. I will then send you the appropriate payroll paperwork. The position description link is [here](#).

The position will be paid \$40/event (Sunday morning service, Christmas Eve service, funeral, etc.). Up to 2 people can be paid for any given event.

Individuals are welcome to volunteer their time and talents to UBC in this manner as well! We do want to acknowledge the skills and commitment needed to bring this service to our members and friends. FYI - Francisco Diaz will continue to volunteer his time and talents as he does not have a U.S. work visa.

I will be setting up a calendar, similar to the Worship Leaders, so all who are interested can sign up for particular dates; then everyone who is involved in leading worship can know who will be the technician for any given event. We will be reviewing this process in the spring as we work to set our budgets for the 2023-2024 program year.

Jean Lubke  
Worship Team, Chair  
Personnel Team, Chair



The Eclectics performed in the Roots Cellar Dec. 3.  
Photo by Doug Donley



## FINANCIAL SECRETARY'S REPORT

UBC's budgeted operating income for 2022-23 is \$365,885. This includes the final adjusted amount of \$22,875 carry-forward from 2021-22 fiscal year and the Foundation distribution of \$64,720.



Other gifts and miscellaneous income provide 4% of our budget. These are mostly gifts made by pledgers beyond their pledge or from people who did not pledge.

Most of our income (52%) comes from the pledges made by members. As of Dec. 24, pledges are running a surplus of more than \$10,000 due to several folks re-paying their pledge.

The Foundation distribution is 18%, which includes 9% (\$32,053) for the property manager position. The Foundation funds are transferred to the UBC checking account as needed by the treasurer.

Expected annual rental income for 2022-23 of \$74,000 is 20% of our budget. This is a large increase over last year's \$60,000. This item has a surplus as our largest renter received a grant and has pre-paid some rent.

You can scan this QR code to be directed to our webpage where there are a variety of causes to donate to.



<b>Operating Income 2022-23</b>	<b>%</b>	<b>Budget</b>	<b>Expected</b>	<b>Received</b>	<b>Over (short)</b>
Pledge Income	52	\$189,290	\$94,645	104,855	10,210
Rental Income	20	\$74,000	\$37,000	44,820	7,820
Misc income*	4	<u>\$15,000</u>	\$7,500	11,516	<u>4,016</u>
Subtotal		<b>\$278,290</b>	\$139,145	\$161,190	\$22,045
Carry-forward from 2021-22	6	\$22,875			
Foundation	18	<u>\$64,720</u>			
<b>Total Operating Income</b>	<b>100</b>	<b>\$365,885</b>			
Justice & Outreach		<u>\$15,000</u>		5,408	

\*individual gifts, loose offering & miscellaneous income

The dedicated offering for Nov./Dec. is for ABC Ministries and we have received \$2,710 to date.

*Chris Follett, Financial Secretary*

## UBC's Recent Discernment History

***Could it be time for another period of “discernment” at UBC?*** *To set the stage for community discussion, the Council asked Jean Lubke to recount the story of past UBC discernment efforts. As you’ll see, embarking on an intentional discernment process is a time-honored tradition at UBC that has been undertaken for various reasons at various times.*

– Denise Roy

“Discernment” according to Merriam-Webster is “an act of perceiving...being able to grasp and comprehend what is obscure.” In some Christian contexts, “discernment” is defined as “a decision-making process by which God helps an individual to reach the best decision that can lead to future action.” (pray.com)

In my time at UBC, there have been several occasions where we felt the need to stop and take time to discern the direction God wanted our congregation to go next. (I’m sure that between 1850 and 1980 there were also many such opportunities, but I’ll have to leave the telling of those to the historians!)

In the spring of 1991, we were in the middle of our interim with Rev. Jim Ketcham following the long tenure of Rev. Lee Freeman. The congregation had made a significant turn from clergy-focused, centralized leadership to lay-focused leadership (including the creation of the role of Worship Leader for our services). We were in the middle of the search process for our next pastor and felt the need to clarify who and what we were.

We created our UBC Mission statement (by congregational wordsmithing!) that we still use today. Periodically we’ve looked at it to see if it needs updating, but it has held its relevance for 30 years.

### **UBC’s Mission Statement – May 26, 1991**

*The Mission of University Baptist Church is: to be a loving and inclusive community; seeking faith, joy, action; nurtured by the biblical tradition, the teachings of Christ, and God’s continuing revelation.*

In the Fall of 1998, we were facing more changes. Our old building was needing significant updating; Rev. Dr. Nadean Bishop was preparing to retire; and neighborhood churches were going through changes to their old buildings.

The Mormon church next door tore down its large dark, gothic building and built the current single-story church with a large parking lot and satellite dish. Andrew-Riverside Presbyterian’s exterior wall collapsed in 2002 causing them to demolish their Gothic structure, creating a community garden and moving into a storefront.

There were concerns at UBC about a congregation of our size being able to keep an old building going and the wisdom of doing so.

So in the Fall of 1998, we began a year-long process to determine the future direction of our congregation and the use of our building.



We conducted focus groups and held forums and retreats. We created three discernment groups: 1) Community / Identity (external); 2) Needs of the UBC Community (internal); and 3) Building Facilities. We identified 5 options for moving forward:

#### Options:

- 1 – Stay in bldg, maintain and upgrade bldg
- 2 – Stay in bldg. provide minimal maintenance
- 3 – Merge with other congregation (leave bldg)
- 4 – Sell bldg & rent or build elsewhere
- 5 – Sell bldg and disband

*Continued on page 16*

*Discernment – continued*

The groups brought their reports to the congregation; we discussed them at several forums and finally voted for Option #1. Then we created goals and action steps to be able to successfully stay in the building.

We created the CISA (Capital Improvement Set-Aside) fund that draws 30% of our annual Foundation distribution to be used for long-term improvements for the building (not minor repairs). We hired our new pastor (Rev. Doug Donley) and our music director based on the input and goals from the reports.

We started a “burn-out” task force to look at our burdensome organizational structure. And we launched another capital campaign for the major building projects of installing an elevator, replacing the windows, and upgrading the electrical systems. (Our previous Capital Campaign “Renewal for the 90’s” ten years before, had rebuilt the front of the sanctuary including the ramp, rebuilt the front room of the office and the adjacent kitchen, and renovated the lounge.)

After Pastor Doug came, we were ready to address the problem of congregation burn-out. We had 6 Boards, each with 6 members. Each member had to also serve on either the Church Council, the Personnel Committee, the Nominating Committee, or the Pastoral Relations Committee. We were regularly arm-twisting our new members to “fill a spot” (a great way to lose new members!).

So from 2001 to 2002 we investigated other structures in churches of our size, held multiple forums to determine the items of critical importance to our ministry, and finally had a congregational meeting to approve our current streamlined, passion-based structure – reducing the number of committee / board seats from 87 to 29, plus a dozen core ministry leaders. We reduced the Council from 15 to 7 and eliminated all of the Boards. We wanted our energy and efforts going to doing ministry rather than meetings.

In early 2006, after two long years of painful battles with the Mid-America Region of ABC (Minnesota /

Iowa) over UBC’s Baptist right to ordain anyone whom we determined was called to ministry, regardless of their sexual orientation, we lost the war when the region voted to change the bylaws to “never ordain a homosexual.” We were faced with the imminent possibility of being “dis-fellowshipped” (ejected from regional membership), thus cutting ties with the ABC. Among other problems, this would have jeopardized the retirement incomes of all of our congregational members who were active or retired clergy or missionaries.

Together with Judson Baptist (Mpls.), we held forums, meetings, brought in the Regional Ministers of the Chicago area and the Rochester / Genesee region, and ultimately voted (separately) for both congregations to join ABC/RGR in Rochester, NY.



In early 2008 after we had recovered from the previous years’ trauma and had enjoyed a year of calm, we were ready, again, to discern our congregation’s future. We held structured dinners for eight in homes and forums. We identified our values and goals:

**The VALUES of University Baptist Church are:**

- Social justice, outreach, and education – advocacy and a voice for the voiceless
- Inclusion – regardless of color, race, orientation, gender, age
- Strong community
- Care, respect, and support for members
- Peace and anti-violence
- Baptist principles of individual and congregational autonomy, Biblical inquiry, associations
- Creative worship and quality music

*Continued on page 17*

*Discernment – continued*

**The GOALS of University Baptist Church are:**

***Homelessness, Hunger, Poverty***

- Continue participation in Loaves & Fishes, Too and Meals on Wheels
- Continue education through forums and advocacy work

***UBC Membership Growth***

- Improve communication/ marketing methods (e.g., website)

***Care / Support of all Members***

- Strengthen community spirit through crisis response, informal social events, passion-led small group ministries, communication tools (e.g., emails, website)

***Worship Experience***

- Continue to provide a variety of worship experiences including a variety of individuals from within and outside the congregation
- Continue to improve the hearing access for the worship services (e.g., sound system, recordings)

***Environment***

- Reduce UBC's carbon footprint and strive to be good environmental stewards

***Acceptance and Increased Understanding of Religious Differences***

- Continue education through forums and advocacy work

***University Community / Neighborhood***

- Increase our awareness of the community and the community of us

***Local Refugees***

- Connect with and assist other churches who are helping resettle families (e.g., First Baptist – St. Paul)

***Racism***

- Continue conversations about racism and the impact of white privilege at UBC and in our world

***Anti-violence and War***

- Continue advocacy and provide skills for peaceful actions
- Continue support of and participation in Bapt. Peace Fellowship of N. America

As a result of this work, we also decided to create a stronger link with our sister church in León, Nicaragua and begin our delegation exchanges. We also explored the use of our building as a homeless shelter for Minneapolis.

- Jean Lubke, Past President



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