

MEETING OF THE BOARD OF TRUSTEES AUGUST 15, 2024 TABLE OF CONTENTS

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First Universalist Church of Minneapolis			
Board of Trustees Meeting			
August 15, 2024			
6:30 - 9:00 pm			
First Universalist Church			
Cummins Room & <u>Zoom</u> (multiplatform)			
Start	Duration	Topic	Lead
6:30 PM	5	Call to Order	Jeff
		<i>Lighting the Chalice May this flame that burns before us light our way, informed by the wisdom of leaders gone before, and inspired by the trust that we have been given as stewards of this Church. May we have vision, compassion, and courage as we serve this congregation now and for the generations to come.</i>	All
6:35 PM	5	Agenda Approval	Jeff
6:40 PM	60	Community Building	Jen/Arif/Ashley
7:40 PM	5	Finance Committee Report	Marc
7:45 PM	10	Governance Committee Report	Lou, Sarah
7:55 PM	10	Stewardship Committee Report	Emily, Emily
8:05 PM	10	Break	
8:15 PM	20	Initial Discussion on Annual Work Plan	Jen
8:35 PM	20	Proposed Goals for Year	All
8:55 PM	5	Consent Agenda Approval of June meeting minutes Monitoring: Acceptance of attendance and membership numbers & trends Monitoring: Acceptance of staff and significant volunteer changes Monitoring: Congregant grievances Monitoring: Staff & Volunteer grievances Monitoring: Treatment of staff - job descriptions and position criteria Monitoring: Staff grievance procedure Monitoring: Treatment of volunteers	
9:00 PM	5	Gratitudes	All
9:05 PM		Adjourn	
		Roles, responsibilities, and resources for Board Members	
		<u>JOB DESCRIPTION: First Universalist Board of Trustees</u>	
		<u>Church Bylaws</u>	
		<u>Governing Policies Handbook</u>	
		<u>2023-24 Monitoring Schedule</u>	

Senior Minister Board Report
Prepared by Rev. Jen Crow
August 11, 2024

Spiritual Grounding

As we continue to explore what the realization of our Visionary Goals (2024-2029) will look like, I encourage us to continue to ground ourselves in the spiritual soil that can help nourish our dreams.

The nutrients in our spiritual soil come from many sources, including voices from our congregation and our rich Unitarian Universalist heritage as well as current and past thought leaders, including but not limited to: bell hooks, Octavia Butler, Buddhist, Christian, Taoist and Somatic Healing wisdom sources, Rebecca Solnit, Howard Thurman, Rebecca Parker, Aurora Levins Morales, Sally McFague, James Freeman Clarke, Dr. Martin Luther King, Jr., adrienne maree brown, and Mariame Kaba. This list will be ever-expanding, and we trust that even as we name and nourish this theological soil, it will continue to change.

If we are to continually become people who live in the Universalist spirit of love and hope, giving and receiving and growing together, practicing Beloved Community among and beyond us - we ground ourselves in these ideas and practices:

Life is change, change is life, and change is worth the effort.

Letting go will be required, humility will be required, flexibility and faith will be required, sustained effort will be required.

Love will be an action. Hope will be our orientation. We will act as if another world is possible.

Suspicion of certainty is a blessing of our heritage, and it is needed in our present and future.

Beloved Community is something we can experience together. It requires change in our souls and in our actions. It is not a final destination, it is an experience.

The earth and our wise bodies know how to metabolize loss, reorder, survive and thrive. We are learning how to listen to and trust this wisdom. Other people and other beings know how to do things. There is a larger flow of life, a power, a current we can align ourselves with that is bigger than us.

Moving and breathing together, grieving, celebrating, and creating together will nourish us. Church is something we inherit, create, sustain, and pass on together now and for times we shall never see.

It will take a million experiments and a million iterations to live into our mission and visionary goals. How we are on the small scale is how we will be on the large scale.

Individual and collective transformation arise out of regular spiritual practice + accountable community + vision.

Monitoring Items

Attendance and Membership Trends

Please see attached information.

Staff and Volunteer Transitions:

There are no major staff or volunteer transitions to report.

Congregant Grievances

There have been no congregant grievances.

Staff & Volunteer Grievances

There have been no staff or volunteer grievances.

Staff Grievance Procedure

The staff grievance procedure is outlined in detail in the Employee Handbook, and is excerpted below:

Employee Complaint Process

It is the intent of the Church to create an environment which is consistent with, and expressive of, the stated principles of the Unitarian Universalist Association. The principles that apply most directly are those that call us to honor the worth and dignity of all people, and to promote justice, equity, and compassion in human relations. Affirming these principles, the Church has provided resources and established procedures to enable resolution of problems in the workplace. These include employee performance evaluations, probationary periods, and staff development resources. Any staff member experiencing problems in conducting her or his work is encouraged to make use of them at the earliest recognition of conflict.

The procedures are intended to promote clear communication and articulation of existing policies within the context of the continuing employment relationship. The goal is to foster a harmonious environment and to provide a safe atmosphere in which conflicts between individuals may be addressed, and to provide support to assist them in renewing the trust and cooperation necessary for a healthy working relationship.

No set of procedures can achieve these purposes alone. All staff members share in creating expectations, practices, and customs which together constitute the "culture" at First Universalist. Therefore, staff members must regard their work as the ongoing creation of a "culture of caring."

To supplement the formal aspects of any problem-solving or grievance procedure, it is expected that each person take personal responsibility for promoting attitudes that enable the procedures to function effectively. Respect for the feelings and privacy of each person involved in a grievance necessarily implies that what is said in any meeting or hearing under these procedures should be held in confidence by those in attendance. In addition, refraining from discussing a situation known to be the subject of a grievance provides an opportunity for the process to function without the distraction of having to quell rumors.

The welfare of the staff depends on the reliability, fairness, expedience, and goodwill brought to these procedures. While interpersonal misunderstandings are to some extent inevitable, individuals working together to create a culture of caring will find ways of addressing differences and conflicts which affirm the worth and dignity of all concerned.

Every employee at First Universalist, regardless of position, has the right to ask internally (via Direct Supervisor, Rev. Jen Crow or ultimately, the Board of Trustees) for assistance in resolving conflict or in asking for help in communication with their supervisor or any other employee. It is never appropriate to bring staff related conflicts or grievances to congregants.

When conflict or dissatisfaction relating to work arises, employees are encouraged to first contact the person with whom they have the complaint. In doing this, employees are following our staff covenant of right relations, which calls staff to address conflict directly. If the complaint remains unresolved, employees are encouraged to contact their immediate supervisor. If the matter remains unresolved, or if the complaint is with an employee's immediate supervisor, employees may talk to Rev. Jen Crow.

If none of these avenues resolve the complaint, the employee may file a formal complaint with the Board of Trustees.

Information Sharing

Sanctuary & Resistance

I encourage you to read about and celebrate with our sanctuary family and our next steps in our Sanctuary & Resistance work [here](#).

Annual Workplan Process and Initial Direction

Your ministers have been immersing themselves in the Visionary Goals of the congregation, imagining what achieving these goals might look like 5 years from now. We believe that in this first year with new Visionary Goals, our planning process needs to come from the top down and the bottom up. Ministers and staff will work with lay teams to integrate existing streams of work with the new visionary goals. We'll also work as staff to identify our "must do" items and accomplish them in ways that align with our visionary goals. Over the next month, staff will engage in a planning process that requires us to break our 5-year Visionary Goals into yearly goals, and that will result in staff being able to name a direct connection between any task and the Visionary Goal it ultimately maps to.

Here is a snapshot of our initial thinking that will inform our annual workplan.

Visionary Goals:

The people of First Universalist practice Beloved Community among and beyond us. To do this we...

- Honor the richness of our Unitarian Universalist faith and embody its love within the walls of our church and beyond.
- Foster our connection with, care for, and action on behalf of Earth's environment and all of life.
- Pursue our individual and collective work for justice, in relationship with those most affected by systems of oppression.
- Widen the opportunities for leadership participation and engagement in the many facets of how our church functions and thrives.
- Provide meaningful presence to one another in times of joy, grief, and change.

We imagine that in 5 years these things will be true:

By understanding ourselves better, we increase our capacity for authentic connection with and transformation of ourselves, each other and the web of creation of which we are a part.

3 domains of change: Behavior (what is the behavior change that results from...), hearts & minds, systems & structures

Objective: (Justice) The congregation embraces change from the personal to the global, grounded in self, community, and planet:

1. Congregants and staff will have an increased understanding of themselves and their cultural stories as it relates to our justice work
2. There will be an increased possibility of solidarity and relationships that draw people together in our justice work
3. Congregants will have a deeper understanding of how systemic oppression works. Will understand that suffering anywhere impacts everyone. Can identify how they are impacted by systemic oppression.
4. Congregants will understand the different roles in social change movements, and see themselves in them

Objective: (Presence and Care) The congregation is grounded in the commitment that everyone can be and is an embodiment of care, connection, and presence, and this orientation impacts all of our ministries:

5. Each of us is an agent of presence, care, and connection
6. The feeling a visitor has when they enter the building will be an authentic sense of personal welcome, where they are seen in their individuality, and greeted in their dignity
7. We'll stop othering people and lean into Other People Know Things.
8. Congregants and staff will have an increased level of fluency in understanding of themselves and their cultural stories

Objective: (Shared Ministry): To be an active member of the congregation is to commi to being guided by our Visionary Goals and to seek collaborative ministry that brings these visionary goals into being in community:

9. Increased shared ministry
10. An increase in humility, where we understand that the wisdom of the group is greater than the wisdom of any one individual

Objective: (UU Tradition/History): The congregation knows itself as existing in culture, time/space, and lineage:

11. Congregants can define "Beloved Community" and identify how they are practicing it at church and beyond
12. Most congregants will have an understanding of their own spiritual and cultural histories

13. Most congregants will have an understanding of some of the varied stories of Unitarian, Universalist, UU, and First U histories.
14. Richness of our UU faith - plug in to denominational work, connections, programming, histories
15. Congregants can define what love means to them, and how they are embodying it in their lives

Objective: (Earth): The congregation knows that it is intimately a part of the earth

16. Congregants will experience a greater connection, and experience of interconnection and interdependence with the earth and all beings
17. Spiritual practices that cultivate practices of non-duality and interdependence
18. Shared breath practice, humans inhale what plants exhale and vice versa
19. Our resources are collective
20. Concrete experiments outside of capitalism
21. Land back movement

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2023 to 05/31/2024	Budget 07/01/2023 to 05/31/2024	Variance	Annual Budget 07/01/2023 to 06/30/2024
Revenues				
Support				
Annual Giving				
General Operating Gifts	\$985,112.60	\$1,030,965.00	(\$45,852.40)	\$1,105,000.00
Estimated Unpaid General Operating Gifts	\$0.00	(\$50,645.84)	\$50,645.84	(\$55,250.00)
Total Annual Giving	<u>\$985,112.60</u>	<u>\$980,319.16</u>	<u>\$4,793.44</u>	<u>\$1,049,750.00</u>
Donations/Fundraising				
Donations	\$270,821.39	\$46,650.00	\$224,171.39	\$50,000.00
Processing Fee Donations	\$152.75	\$0.00	\$152.75	\$0.00
Special Offerings	\$78.00	\$0.00	\$78.00	\$35,000.00
Program Donations	\$36,693.31	\$45,833.33	(\$9,140.02)	\$50,000.00
Offering Plate Donations	\$37,738.21	\$36,666.66	\$1,071.55	\$40,000.00
Hospitality Donations	\$0.00	\$916.66	(\$916.66)	\$1,000.00
Holiday Giving	\$0.00	\$750.00	(\$750.00)	\$750.00
Endowment Income	\$61,151.82	\$65,000.00	(\$3,848.18)	\$65,000.00
Registrations	\$765.24	\$0.00	\$765.24	\$0.00
Fundraisers	\$91.12	\$47,666.65	(\$47,575.53)	\$52,000.00
Total Donations/Fundraising	<u>\$407,491.84</u>	<u>\$243,483.30</u>	<u>\$164,008.54</u>	<u>\$293,750.00</u>
Total Support	<u>\$1,392,604.44</u>	<u>\$1,223,802.46</u>	<u>\$168,801.98</u>	<u>\$1,343,500.00</u>
Earned Revenue				
Service/Rental Income				
Room Rental Income	\$64,425.00	\$68,750.00	(\$4,325.00)	\$75,000.00
Weddings	\$487.50	\$1,833.33	(\$1,345.83)	\$2,000.00
Memorials	\$11,290.00	\$9,166.66	\$2,123.34	\$10,000.00
T-Mobile Antennae Lease	\$13,987.45	\$14,666.66	(\$679.21)	\$16,000.00
Total Service/Rental Income	<u>\$90,189.95</u>	<u>\$94,416.65</u>	<u>(\$4,226.70)</u>	<u>\$103,000.00</u>
Investment Income				

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2023 to 05/31/2024	Budget 07/01/2023 to 05/31/2024	Variance	Annual Budget 07/01/2023 to 06/30/2024
Interest Income	\$30.02	\$0.00	\$30.02	\$0.00
Total Investment Income	\$30.02	\$0.00	\$30.02	\$0.00
Other Income				
Other Revenue	\$1,672.23	\$10,083.33	(\$8,411.10)	\$11,000.00
Unrelated Business Income	\$15.00	\$0.00	\$15.00	\$0.00
Total Other Income	\$1,687.23	\$10,083.33	(\$8,396.10)	\$11,000.00
Total Earned Revenue	\$91,907.20	\$104,499.98	(\$12,592.78)	\$114,000.00
Total Revenues	\$1,484,511.64	\$1,328,302.44	\$156,209.20	\$1,457,500.00
Expenses				
Personnel Expenses				
Clergy Salaries	\$202,909.85	\$291,500.00	\$88,590.15	\$318,000.00
Clergy Housing	\$91,250.08	\$0.00	(\$91,250.08)	\$0.00
Lay Salaries	\$568,279.22	\$562,805.73	(\$5,473.49)	\$612,964.00
SECA	\$22,299.86	\$22,299.75	(\$0.11)	\$24,327.00
FICA	\$41,349.01	\$41,866.90	\$517.89	\$45,673.00
403(b)	\$69,487.98	\$66,000.00	(\$3,487.98)	\$72,000.00
Health Insurance	\$64,676.58	\$70,583.31	\$5,906.73	\$77,000.00
Dental Insurance	(\$962.00)	\$0.00	\$962.00	\$0.00
Life Insurance	\$284.80	\$1,833.33	\$1,548.53	\$2,000.00
Long Term Disability	\$0.11	\$0.00	(\$0.11)	\$0.00
Recruiting/Relocation	\$63.59	\$0.00	(\$63.59)	\$0.00
Payroll Processing Fees	\$5,245.17	\$4,125.00	(\$1,120.17)	\$4,500.00
Workers Compensation	\$5,302.55	\$12,375.00	\$7,072.45	\$13,500.00
Temporary Labor	\$11,455.00	\$5,499.99	(\$5,955.01)	\$6,000.00
Staff Development	\$7,603.39	\$27,041.64	\$19,438.25	\$29,500.00
Total Personnel Expenses	\$1,089,245.19	\$1,105,930.65	\$16,685.46	\$1,205,464.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2023 to 05/31/2024	Budget 07/01/2023 to 05/31/2024	Variance	Annual Budget 07/01/2023 to 06/30/2024
Administrative Expenses				
Office Supplies	\$705.93	\$1,833.33	\$1,127.40	\$2,000.00
Postage & Shipping	\$2,007.43	\$5,041.66	\$3,034.23	\$5,500.00
Printing & Stationery	\$11,747.48	\$16,500.00	\$4,752.52	\$18,000.00
Licenses, Fees & Permits	\$764.00	\$916.66	\$152.66	\$1,000.00
Professional Fees	\$11,451.50	\$14,666.66	\$3,215.16	\$16,000.00
Dues & Subscriptions	\$4,420.52	\$3,208.33	(\$1,212.19)	\$3,500.00
UUA	\$40,500.00	\$49,500.00	\$9,000.00	\$54,000.00
Background Checks	\$64.25	\$275.00	\$210.75	\$300.00
Telephone/Cellular	\$4,313.37	\$3,666.66	(\$646.71)	\$4,000.00
Merchant/Credit Card Fees	\$10,680.22	\$10,083.33	(\$596.89)	\$11,000.00
Bank Charges	\$398.32	\$458.37	\$60.05	\$500.00
Computer & Printer Supplies	\$1,999.97	\$916.66	(\$1,083.31)	\$1,000.00
Software & Support	\$24,890.97	\$19,250.00	(\$5,640.97)	\$21,000.00
Internet Service	\$1,529.00	\$1,833.33	\$304.33	\$2,000.00
Website	\$405.30	\$916.66	\$511.36	\$1,000.00
Board of Directors	\$3,750.00	\$458.33	(\$3,291.67)	\$500.00
Volunteer Development	\$1,899.45	\$1,375.00	(\$524.45)	\$1,500.00
Recognitions (Staff & Volunteer)	\$2,096.43	\$2,566.66	\$470.23	\$2,800.00
Travel	\$17,820.41	\$275.00	(\$17,545.41)	\$300.00
Total Administrative Expenses	\$141,444.55	\$133,741.64	(\$7,702.91)	\$145,900.00
Program Expenses				
Curriculum/Supplies	\$4,108.41	\$8,249.99	\$4,141.58	\$9,000.00
Honoraria	\$1,900.00	\$916.66	(\$983.34)	\$1,000.00
Musicians	\$2,550.00	\$2,750.00	\$200.00	\$3,000.00
Guest Speakers	\$800.00	\$2,750.00	\$1,950.00	\$3,000.00
Substitute Pianist	\$5,065.91	\$1,375.00	(\$3,690.91)	\$1,500.00
Music Purchases	\$100.00	\$1,833.33	\$1,733.33	\$2,000.00
Child Care	\$25,040.63	\$22,916.66	(\$2,123.97)	\$25,000.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2023 to 05/31/2024	Budget 07/01/2023 to 05/31/2024	Variance	Annual Budget 07/01/2023 to 06/30/2024
Memorials	\$169.53	\$0.00	(\$169.53)	\$0.00
Advertising/Marketing	\$163.90	\$0.00	(\$163.90)	\$0.00
Faithful Action Council	\$0.00	\$1,375.00	\$1,375.00	\$1,500.00
Action Groups	\$0.00	\$916.66	\$916.66	\$1,000.00
Racial Justice	\$4,092.00	\$9,166.63	\$5,074.63	\$10,000.00
Venue Rental	\$2,719.93	\$0.00	(\$2,719.93)	\$0.00
Meals/Catering	\$17,102.51	\$20,166.65	\$3,064.14	\$22,000.00
Transportation Expenses	\$2,311.82	\$0.00	(\$2,311.82)	\$0.00
Piano Tuning	\$2,537.50	\$916.66	(\$1,620.84)	\$1,000.00
Total Program Expenses	\$68,662.14	\$73,333.24	\$4,671.10	\$80,000.00
Building & Grounds				
Property & Liability Insurance	\$9,768.14	\$12,833.33	\$3,065.19	\$14,000.00
Property Tax	\$20,916.52	\$3,666.66	(\$17,249.86)	\$4,000.00
Supplies for Campus and Grounds	\$4,462.30	\$6,416.66	\$1,954.36	\$7,000.00
Visual Arts	\$1,009.41	\$3,208.33	\$2,198.92	\$3,500.00
SPIFF	\$421.91	\$831.77	\$409.86	\$1,000.00
Snow Removal	\$10,570.45	\$10,000.00	(\$570.45)	\$10,000.00
Pest Control	\$638.55	\$733.33	\$94.78	\$800.00
Electricity	\$29,059.56	\$29,700.00	\$640.44	\$33,000.00
Gas	\$15,496.07	\$25,740.00	\$10,243.93	\$26,000.00
Water & Sewer	\$8,840.55	\$4,583.33	(\$4,257.22)	\$5,000.00
Safety/Security	\$2,439.40	\$3,208.33	\$768.93	\$3,500.00
Sanitation Services	\$10,918.61	\$8,250.00	(\$2,668.61)	\$9,000.00
Total Building & Grounds	\$114,541.47	\$109,171.74	(\$5,369.73)	\$116,800.00
Other Expenses				
Other Expense	\$38,779.49	\$8,708.32	(\$30,071.17)	\$9,500.00
Total Other Expenses	\$38,779.49	\$8,708.32	(\$30,071.17)	\$9,500.00
Total Expenses	\$1,452,672.84	\$1,430,885.59	(\$21,787.25)	\$1,557,664.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2023 to 05/31/2024	Budget 07/01/2023 to 05/31/2024	Variance	Annual Budget 07/01/2023 to 06/30/2024
Investment Activity				
Realized Losses	(\$148.23)	\$0.00	(\$148.23)	\$0.00
Unrealized Losses	(\$2,968.20)	\$0.00	(\$2,968.20)	\$0.00
Dividends & Interest	\$1,402.69	\$0.00	\$1,402.69	\$0.00
Realized Gains	\$63.89	\$0.00	\$63.89	\$0.00
Unrealized Gains	\$12,788.75	\$0.00	\$12,788.75	\$0.00
Total Investment Activity	\$11,138.90	\$0.00	\$11,138.90	\$0.00
NET SURPLUS/(DEFICIT)	\$42,977.70	(\$102,583.15)	\$145,560.85	(\$100,164.00)

First Universalist Church of Minneapolis
Board of Trustees Meeting
June 20, 2024
6:30 - 9:00 pm
First Universalist Church
Cummins Room & Zoom (multiplatform)

Start	Duration	Topic	Lead
6:30 PM	5	Call to Order	Jeff
		Lighting the Chalice <i>May this flame that burns before us light our way, informed by the wisdom of leaders gone before, and inspired by the trust that we have been given as stewards of this Church. May we have vision, compassion, and courage as we serve this congregation now and for the generations to come.</i>	All
6:35 PM	5	Agenda Approval--Jeff moved to have a motion to approve UUA delegates as a new agenda item. Approved	Jeff
6:40 PM	35	Executive Session - Somatic Grounding - Spiritual Community Building - Discussion with Eric Cooperstein	? Jen/Arif
7:15 PM	5	Stewardship - Updates-- Retreat in early August for Stewardship planning	Emily/Arif
7:20 PM	10	Finance - 2023-24 Budget Status-- Reviewed April YTD results. Running ahead on revenue and expenses close to budget. Revenue does not include the 2024/2025 pledges even if the payment has been made. \$178,000 surplus and anticipate it will come down in May and June. The deficit forecast will be substantially less than budget. The 2024/2025 Budget was approved and does include \$220,000 in pledges that aren't recurring beyond 2024/2025. Recommendations on Jen's salary. No increase was budgeted from Jen. We would wait for the PPP loan to then pay for Jen's salary as a bonus for the months she didn't have the increase. (\$4100.00 annual increase). Discussion was that we can accomplish a zero deficit budget and provide a 3% salary increase for Jen. A motion was made to accept the plan that Marc provided and was seconded. Approved	Marc
7:30 PM	10	Governance - Plan for Senior Minister Evaluation-- Reviewing many approaches to how this can be done. Evaluation by end of Summer is the goal but focus on quality over timing. - Plans for Policy Review-- A review to determine the priority of how we review policies by Lou, Sarah and Arif.	Lou/Sarah
7:40 PM	10	Report on Mid-America Conference--Moved to next meeting.	Liv Dalby
7:50 PM	15	Board of Trustees Approval - Appoint Nominating Committee Chair-- Move for Ray Dillon to continue. Approved - Minutes of First Universalist Annual Meeting-- Move to approved. Approved. - Sabbatical request from Jen,-- January and June 2024 Requested. Approved - Sabbatical request from Arif,-- July 2024 and May 2025 requested. Approved - Senior Minister's salary (<i>see above</i>)	Jeff
8:05 PM	10	Break	All
8:15 PM	10	IDI - Small Group Check-ins -- Some groups checked in and others haven't met. Jen, Arif, Martha and Ashley attended a conference on incorporating the IDI plan. Sarah, Ashley, Martha and Matt to formulate an agenda. Jeff to send out calendar options.	All
8:25 PM	15	Assessment against Goal "Make positive progress toward congregational sustainability; economically viable, socially just, ecologically sound, and humane over the long term." Feedback from the board on progress. Economically viable has strengthened. Membership looks stable in a Country where the trend is to "de-church". Ilo suggested recruiting those who are disenfranchised from their churches. Emily W. felt that our mid-year and annual church meetings were helping us meet congregational sustainability.	Jeff/All
8:40 PM	15	Miscellania - Summer Schedule/Plans-- Could be one or 2 meetings for IDI, goal setting, and team building. - Documentation updates-- Ongoing	Jeff/All

8:55 PM	5	Consent Agenda -- Approved - Approval of May meeting minutes - Monitoring: Acceptance of attendance and membership numbers & trends - Monitoring: Acceptance of staff and significant volunteer changes - Monitoring: Congregant grievances - Monitoring: Staff & Volunteer grievance - Monitoring: Protection of assets - Ends Outcomes Review - Staff Performance Reviews	All
5:38 PM		Approved New UUA Delegates--Motion and seconded. Approved. Sarah Hedges, Robin Mackenzie Taris	
9:00 PM	5	Gratitudes	All
9:05 PM		Adjourn	All

Roles, responsibilities, and resources for Board Members

JOB DESCRIPTION: First Universalist Board of Trustees

Church Bylaws

Governing Policies Handbook

2023-24 Monitoring Schedule

Statistical Report for June & July 2024

Board Meeting August 15, 2024

MEMBER MEMORIAL SERVICES: 1

Cory Hobbs, June 8

Dorothy Sylvestre, July 27

MEMBER MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 1

Josh Guin

CHILDREN DEDICATED: 0

Total members as of the last meeting: 992

To be added: 0

To be removed:

TOTAL MEMBERS: 991

June				2024				2023
Adults	Sun. 10a Sanctuary	Sun. 10a Livestream	YouTube	Totals	Sun. 10a Sanctuary	Sun. 10a Livestream	YouTube	Totals
1st week	175			175	204	30	66	300
2nd week	106			106	135	43	79	257
3rd week	156			156	130	44	120	294
4th week				0	83	14	-	97
5th week								
Monthly Total	437	0	0	437	552	131	265	948
Average for June	109.25	0	0	109.25	138	32.75	88.33333333	237
RE								
1st week				0				0
2nd week				0				0
3rd week				0				0
4th week				0				0
5th week				0				0
Monthly Total				0				0
Average for June				0				0
Combined Average	109.25	0	0	109.25	138	32.75	88.33333333	237

NOTE: June 23 was off-site at Riverside Theater for General Assembly—no count for in-person or virtual. June 30 was Pride Sunday—staff unable to locate counts.

JULY				2024					2023
Adults	Sun. 10a Sanctuary	Sun. 10a Livestream	YouTube	Totals		Sun. 10a Sanctuary	Sun. 10a Livestream	YouTube	Totals
1st week	130	n/a	43	173	7/10/24	119	29	78	226
2nd week	122	n/a	48	170	8/5/2024	107	46	77	230
3rd week	no slip	22	79	101	7/29/2024	105	35	111	251
4th week	128	30	29	187	7/29/2024	103	40	118	261
5th week						110	34	86	230
Monthly Total	380	52	199	631		544	184	384	1198
Average for July	76	10.4	39.8	126.2		108.8	36.8	76.8	239.6
RE									
1st week				0					0
2nd week				0					0
3rd week				0					0
4th week				0					0
5th week				0					0
Monthly Total				0					0
Average for July				0					0
Combined Average	76	10.4	39.8	126.2		108.8	36.8	76.8	239.6

NOTE: July 2024 Zoom and YouTube views were not available for all weeks, and a physical slip was not provided for third week.