

MEETING OF THE BOARD OF TRUSTEES DECEMBER 19, 2024 TABLE OF CONTENTS

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First Universalist Church of Minneapolis
Board of Trustees Meeting
December 19, 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
		<i>Lighting the Chalice</i> <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
6:40 PM	20	Executive Session Somatic Grounding Spiritual Community Building	Sarah Jen
7:00 PM	30	IDI Discussion	
7:30 PM	5	Consent Agenda Approval of November 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: Exit Interviews Approve minister housing allowances	All
7:35 PM	5	Finance Committee Report	Marc
7:40 PM	5	Stewardship Committee Report	Emily, Emily
7:45 PM	5	Governance Committee Report	Lou, Sarah
7:50 PM	60	"Thank You"s	All
8:50 PM	5	Gratitudes	All
8:55 PM		Adjourn	

Roles, Responsibilities, and Resources for Board Members

[Job Description: First Universalist Board of Trustees](#)

[Church Bylaws](#)

[Governing Policies Handbook](#)

[2023-24 Monitoring Schedule](#)

[First Universalist Church Web Site](#)

Senior Minister Board Report
Prepared by Rev. Jen Crow
December 16, 2024

Spiritual Grounding

As we move into these winter months I find myself entering into a time of reflection. Below I'll share with you the collage of readings we shared in worship on December 8th for our service on Healing from Trauma in December series of worship services centered on the visionary goal of providing meaningful presence to one another in times of joy, grief, and change.

As you sit with these quotes -I wonder which ones speak to you in your own personal life, which ones might speak to you as you reflect on our congregational life, and which ones speak to you as you reflect on our national life. As we build and practice Beloved Community within and beyond the walls of our church, connecting quickly and easily with the "why" of our efforts is essential. Do any of these quotes speak to a "why" for you?

So much of the prophetic wisdom of faith traditions around the world and throughout history comes from those whose lives sit at the margins and whose hearts have chosen to speak boldly that view. Let us hear these voices -mostly black and brown, some queer and non-binary, all embodied prophecy -calling us into a posture of listening and transformation of ourselves and the systems of harm that made their work necessary.

Prentis Hemphill

"Somewhere along the way we were taught to stop feeling instead of being taught to stop what harms us, as though the feelings were our enemy, as though the feeling were hurting us. To move forward and address the harm, we have to feel."

Nayyirah Waheed

"And when they tell you that you are angry or bitter, you tell them that there is no angry or bitter here. There is only healing. And healing hurts."

Audre Lorde

"Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare."

Andrea Gibson

*"What part of your life's record is skipping?
What wound is on repeat?
Have you done everything you can
to break out of that groove?"*

Prentis Hemphill

"We can't change the world if we do not heal what has become embodied in us, and we cannot truly heal if the conditions that break and isolate us don't change, too."

Ross Gay *"What if we joined our sorrows, I'm saying. I'm saying: What if that is joy?"*

Gwendolyn Brooks

*"We are each other's harvest:
we are each other's business:
we are each other's magnitude and bond."*

Ocean Vuong

"The past is a country we are defined by. Sometimes we enter it not to return but to show ourselves we survived."

Valerie Kaur

"In our tears and agony, we hold our children close and confront the truth: The future is dark.

But my faith dares me to ask:

What if this darkness is not the darkness of the tomb, but the darkness of the womb?

What if our America is not dead but a country still waiting to be born?

What if the story of America is one long labor?

What if all the mothers who came before us, who survived genocide and occupation, slavery and Jim Crow, racism and xenophobia and Islamophobia, political oppression and sexual assault, are standing behind us now, whispering in our ear: You are brave?

What if this is our Great Contraction before we birth a new future?

Remember the wisdom of the midwife: "Breathe," she says. Then: "Push."

Monitoring Items

Attendance and Membership Trends

Please see attached information.

Staff and Volunteer Grievances

No staff or volunteer grievances have been received.

Staff and Volunteer Transitions

Rev. Arif Mamdani began a 3 month paid leave on December 15, 2024 that will last through March 15, 2025. He is utilizing his yearly time off and study leave time, as well as sick time, to cover this time away. All compensation and benefits will continue during this time. Rev. Laura Smidzik will join us on a part-time basis to lead the ministry of pastoral care and support the congregation during this time.

2025 Ministerial Housing Allowances

To learn more about what the ministerial housing allowance is, and what is required of both the minister and the congregation for the minister to utilize this no cost to the congregation benefit, please read:

[Housing Allowance for Ministers | LeaderLab | UUA.org](#)

2025 Housing Allowance requested amounts

Rev. Jen Crow \$40,000

Rev. Arif Mamdani \$30,000

Rev. Ashley Harness -will be shared at the board meeting

Rev. Laura Smidzik -will be shared at the board meeting

First Universalist Church of Minneapolis
Board of Trustees Meeting
November 21, 2024
6:30 - 9:00 pm
First Universalist Church
Cummins Room & [Zoom](#) (multiplatform)

Start	Duration	Topic	Lead
6:30 PM	5	Call to Order. All in attendance	Jeff
		<i>Lighting the Chalice</i> <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. Approved	Jeff
6:40 PM	75	Executive Session. Was held Somatic Grounding Spiritual Community Building	Jeff Jen
7:55 PM	5	Consent Agenda Approved Approval of October 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: Exit Interviews	All
8:00 PM	10	Board Communication & Interaction with Congregation. Emily and Matt reviewed our goal for Board Interaction. 2 Visionary Goals on leadership and engagement; providing meaningful presence in times of joy, grief and change. Cleaned up the outline. Have a couple of meetings starting in January. Ashley could help us determine some of the groups. 2 groups would be parents (Saturday Sprouts--Allison could help and maybe Emily W help) and Youth Leadership (Emily B). The Board thought that the Youth Leadership group would be too soon in January. Emily B can send the revised guidelines out to the Board.	Matt, Emily
8:10 PM	10	Break	
8:20 PM	10	Finance Committee Report. Highlighted that our expenses are running higher. Buildings and Grounds; Program Expenses; Workers Compensation; Uptick in Health insurance. Tracking to be \$40K above budget in expenses for year end. Discussion around the balloon payment due in 2031. Finance team will do some scenario planning. See Finance Report.	Marc
8:30 PM	10	Stewardship Committee Report. We hit our number for the \$10K campaign. Next fundraiser will be for \$10K in January. See Stewardship Report	Lou, Sarah
8:30 PM	10	Governance Committee Report. The area of focus has been gathering feedback on Jen's annual performance review. Still a draft	Emily, Emily
8:50 PM	10	Gratitudes	All
9:00 PM		Adjourn	

Roles, Responsibilities, and Resources for Board Members

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Statistical Report for November 2024

Board Meeting December 19, 2024

MEMBER MEMORIAL SERVICES: 2

Gabe Mersy, Nov. 10

Gail Hanson, Nov. 30

MEMBER MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 12

Gene Whipple

Debbie Easterling

Holly Taylor

Sigrid Nielsen

Nikki Townsend

Emily Murphy

Scott Murphy

je'taylor coylewright

Meg Coylewright

Anne Holtzclaw

Paul Carlson

Maria Heath

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 1

Philip Burke

CHILDREN DEDICATED:

Total members as of the last meeting: 988

To be added: 12

To be removed: 1

TOTAL MEMBERS: 999

November Attendance

	2024					2023					
	Sun. 9a Sanctuary	Sun. 11a Sanctuary	Sun. 11a Livestream	YouTube Views	Totals	Sun. 9a Sanctuary	Sun. 10a Sanctuary	Sun. 11a Sanctuary	Sun. 11a Livestream	YouTube Views	Totals
Adults											
1st week	143	143	27	118	431	113		124	34	82	353
2nd week	176	166	42	208	550	122		134	32	62	318
3rd week	141	169	28	137	447	122		124	35	117	363
4th week	112	126	30	83	351		236		35	107	378
5th week											
Monthly Total	572	604	127	546	1779	357	236	382	136	368	1412
Average for November	143	151	32	137	445	119	236	127	34	123	353
RE					9 & 11 RE						9 & 11 RE
1st week					147						124
2nd week					137						132
3rd week					37						125
4th week					140						25
5th week											
Monthly Total					461						406
Average for November					115						102
Combined Average					560						455

Nov. 6 post-election vigil = 173

First Universalist Church of Minneapolis
Finance Committee Meeting Minutes
6:00-7:30 pm

Members present: Dan Berg, Marc Gorelick, Julie Most, Dick Niemiec, Cameron Smither

Staff present: Jen Crow

Stewardship liaison present: Will Hegeman

Guest present: Jeff Snyder

Meeting convened at 6:00 pm

1. Chalice Lighting
2. Minutes from the prior meeting were approved
3. YTD financial results were reviewed.
 - a. Through October overall surplus of \$122k (vs. budgeted YTD deficit of \$50,000)
 - b. Revenue \$200k ahead of budget driven by pledge income
 - c. Expenses \$33k over budget, driven by similar variances as Q1
 - d. New projected variance of \$11,500 in personnel due to need for additional ministerial support during Rev. Arif's LOA
 - e. YE projection of \$40,000 deficit remains
 - f. Rev. Jen beginning to work with staff to identify expense reductions to return to balanced budget. Few opportunities that would not impact programming.
 - g. Caution regarding trying to rely on increased revenue to offset the budget gap since fundraising already a stretch goal, and 2025-26 pledging needs to compensate for large one-time pledges in the current year.
4. Stewardship update.
 - a. An additional fundraising opportunity has been identified (January Peter Mayer concert in conjunction with other area churches). Financial pro forma is being developed, but encouraging opportunity to meet fundraising goal.
 - b. Stewardship team is working with Rev. Jen and staff to launch 2025-26 pledge drive early (late December) so that staff and congregation can focus on the work of the church.
5. Investment performance. Deferred to January.

Meeting adjourned at 6:45 pm

Respectfully submitted,

Marc Gorelick, Treasurer

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2024 to 10/31/2024	Budget 07/01/2024 to 10/31/2024	Variance	Annual Budget 07/01/2024 to 06/30/2025
Revenues				
Support				
Annual Giving	\$621,708.73	\$420,460.55	\$201,248.18	\$1,314,350.00
Donations/Fundraising	\$42,654.69	\$41,363.14	\$1,291.55	\$206,000.00
Total Support	\$664,363.42	\$461,823.69	\$202,539.73	\$1,520,350.00
Earned Revenue				
Service/Rental Income	\$29,149.61	\$37,999.92	(\$8,850.31)	\$114,000.00
Investment Income	\$1.26	\$0.00	\$1.26	\$0.00
Other Income	\$6,045.39	\$0.00	\$6,045.39	\$2,000.00
Total Earned Revenue	\$35,196.26	\$37,999.92	(\$2,803.66)	\$116,000.00
Total Revenues	\$699,559.68	\$499,823.61	\$199,736.07	\$1,636,350.00
Expenses				
Personnel Expenses	\$439,617.02	\$427,165.67	(\$12,451.35)	\$1,285,898.00
Administrative Expenses	\$61,479.33	\$62,872.91	\$1,393.58	\$149,009.00
Program Expenses	\$38,023.11	\$28,684.59	(\$9,338.52)	\$78,063.00
Building & Grounds	\$39,495.94	\$31,748.28	(\$7,747.66)	\$116,800.00
Other Expenses	\$5,090.31	\$0.00	(\$5,090.31)	\$6,500.00
Total Expenses	\$583,705.71	\$550,471.45	(\$33,234.26)	\$1,636,270.00
Investment Activity				
Realized Losses	(\$100.54)	\$0.00	(\$100.54)	\$0.00
Unrealized Losses	(\$18.58)	\$0.00	(\$18.58)	\$0.00
Dividends & Interest	\$419.71	\$0.00	\$419.71	\$0.00
Realized Gains	\$341.33	\$0.00	\$341.33	\$0.00
Unrealized Gains	\$5,502.20	\$0.00	\$5,502.20	\$0.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2024 to 10/31/2024	Budget 07/01/2024 to 10/31/2024	Variance	Annual Budget 07/01/2024 to 06/30/2025
Total Investment Activity	<u>\$6,144.12</u>	<u>\$0.00</u>	<u>\$6,144.12</u>	<u>\$0.00</u>
NET SURPLUS/(DEFICIT)	<u>\$121,998.09</u>	<u>(\$50,647.84)</u>	<u>\$172,645.93</u>	<u>\$80.00</u>

Income Statement

- \$122k surplus through October 2024
- Revenues
 - o \$200k variance to budget
 - o Annual Giving being the main contributor to the positive variance.
- Expenses
 - o -\$33k variance to budget. Consistent with Q1 forecasted scenario.
 - o Personnel Expense -\$12,451 variance to budget
 - Health Insurance -\$7,987.21
 - Workers Comp -\$4,550
 - o Admin Expenses \$1,400 variance to budget
 - Positives
 - Dues & Subscriptions \$3,195
 - Professional Fees \$4,502
 - Travel \$3,352
 - Negatives
 - Software & Support -\$6,791
 - Volunteer Development (OWL) -\$2,700
 - o Program Expenses -\$9,338 to budget. Venue Rental was the only new unforeseen expense (\$2400 expense).
 - Positives
 - Meals/Catering \$3,679
 - Racial Justice \$3,679
 - Negatives
 - Curriculum/Supplies -\$2,563
 - Child Care/Youth Staffing (Largely due to Summer Camp staffing) -\$7,329
 - Venue Rental -\$4,360
 - o Building & Grounds -\$7,747
 - Property Tax -\$8,210 (Still anticipate much of this to be offset by T-Mobile Reimbursement)
 - o Other Expense -\$5,000
 - Outstanding credit card expenditures which have yet to be submitted and allocated to its budgets
- Unrestricted Investment Income \$6,144

New development and its impact on the budget.

- Contracted Minister, \$11,500 negative impact to budget

Year to Date/Year-End Update

- Overall, not a significant a deviation from the Q1 year-end budget forecast both positively and negatively.
- Contracted minister will have a significant impact to projected year-end deficit. Additional \$11,500.

Investment Update

- Investments were consolidated to one account and invested in socially responsible holdings.
- As far as what has happened and what's to come, I provided Ross Levin's quarterly report who knows more about than I do.
- Our investments did take a hit in October but Ross predicted volatile markets.
- Net return of 12.49% this calendar year.
- What would be helpful to review in future quarterly updates?

October 2024 Year-to-Date Net Income vs Annual Budget

■ Increase ■ Decrease ■ Total

