

MEETING OF THE BOARD OF TRUSTEES JANUARY 16, 2025 TABLE OF CONTENTS

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First Universalist Church of Minneapolis
Board of Trustees Meeting
January 16, 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	Jeff Jen
7:00 PM	30	IDI Discussion	Ashley
7:30 PM	5	Consent Agenda Approval of December 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
7:35 PM	5	Finance Committee Report	Marc
7:40 PM	10	Stewardship Committee Report - what board assistance is required in pledge drive?	Emily, Emily Ashley
7:50 PM	5	Break	All
7:55 PM	10	Congregational Winter Meeting	All
8:05 PM	45	Congregational Health - Discussion	All
8:50 PM	10	Gratitudes	All
9:00 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
January 13, 2025

Spiritual Grounding

As we make the turn into January together - our worship theme for the month centers around this visionary goal: We practice Beloved Community within and beyond the walls of First Universalist by fostering our connection with, care for, and action on behalf of Earth's environment and all of life. Fostering our connection with, care for, and action on behalf of Earth's environment for all of life is a counter-cultural way of being in American society. Leah Penniman, author of *Farming While Black*, encourages us to know ourselves as the younger siblings of our elders: the mountains, the earth, the plants, the seas, to look to the earth for wisdom. To do this, we will likely need to stop and breathe to move through the fear that can come when we let in the truth that the ways of being and understanding the world that most of us have been immersed in for all our lives are killing us and all that we love. It will take all of our spiritual and communal resources to live in a new way.

There is another way - a way where interconnection and belonging are fostered by the free exchange of gifts we did not earn and probably didn't even know to ask for, where the quality of our relationships are our sources of wealth more than money - where we give and receive each as we can when we can - this other way - this is the way of the earth and many of its peoples, especially indigenous peoples and people who have known oppression.

In her book, *The Serviceberry*, Robin Wall Kimmerer shares a story from the book, *The Gift*, by Lewis Hyde, Hyde shares a report from linguist Daniel Everett as he was learning from a hunter-gatherer community in the Brazilian rainforest. He observes that a hunter had brought home a sizable kill, far too much to be eaten by his family. The researcher asked how he would store the excess. Smoking and drying technologies were well known; storing was possible. The hunter was puzzled by the question - store the meat? Why would he do that? Instead, he sent out an invitation to a feast, and soon the neighboring families were gathered around his fire, until every last morsel was consumed. This seemed like maladaptive behavior to the anthropologist, who asked again: given the uncertainty of meat in the forest, why didn't the hunter store the meat for himself, which is what the economic system of his home culture would predict.

'Store my meat? I store my meat in the belly of my brother,' replied the hunter."

I store my harvest in the belly of my brother. The economic unit is we rather than I. The currency in this kind of economy - a gift economy - is relationship, expressed as gratitude, as interdependence, as ongoing cycles of reciprocity - where what we need is intentionally circulated and shared rather than accumulated and hoarded. Where the truth is known and practiced - that all flourishing is mutual.

These statements represent a culture that is different than most of our own, and different certainly than the prevailing western ways of understanding how the world works and what is most important. In this country - natural gifts of the earth - water, air, fertile soil, the sky - that none of us created or earned are turned into commodities. Things to be extracted and turned

into currency. Things to be accumulated and collected individually. These ways of doing things - this culture of capitalism - has resulted in ecological and spiritual depletion.

Reflection Questions:

What would it mean in your own life, in your leadership of the church, to look to the natural world (mountains, rivers, air, animals, plants) as your elders to learn from and imitate?

What would it mean in your own life, in your leadership at church, to store your/our harvest in the belly of your neighbor? How are you/we already doing that? Where might you/we do more of this?

Information Items

I encourage you to review this edition of [January Connections](#) that went out to the congregation on Friday, 1/10/25 as a way of understanding the depth and breadth of opportunities for connection, spiritual growth, and service available to the congregation. Our winter/spring Program Guide will be coming out soon with offerings from February-May.

Save the Date

Over the weekend of 4/26-27, Dr. Elias Ortega, President of Meadville Lombard Theological School, scholar and theologian will be with us at First Universalist. On Saturday afternoon, Dr. Ortega will present a workshop titled, Deep Roots, Generous Branches on the topics of Lifelong Faith Formation, Membership Engagement, and Stewardship. As an audience, it is designed to engage staff, board members, and lay leaders. On Sunday morning, Dr. Ortega will bring a word to the community on the importance of universalism for our contemporary world.

Monitoring Items

Attendance and Membership Trends

Please see attached information.

Staff and Volunteer Transitions:

Rev. Arif Mamdani is away from 12/15/2024-3/15/2025 to support his personal and professional well-being. This is a combination of paid time off and sick time, and all salary and benefits continue at their regular rate during this time away.

Rev. Laura Smidzik joined us on a part-time basis beginning on 12/15/2024 and will continue with us through 3/15/25 when Rev. Arif returns. Rev. Laura is focusing on pastoral care with occasional worship support.

Treatment of Staff - Alignment of Salary Ranges to Job Descriptions

A review of current salaries and how they align with UUA recommendations took place at the Finance Committee meeting on 1/9/25. This review takes into account our geographical location, inflation index, position descriptions, and congregational size. It utilizes the [UUA Salary Program](#) guidelines, which emphasize a clear process and core values, and work to minimize [Unconscious Bias in Compensation](#).

Some highlights to note:

- Last year, we worked hard to bring compensation for all employees into the salary ranges recommended by the UUA. Recommended salary ranges have been adjusted up by the UUA for the 2025-26 fiscal year by the UUA to reflect cost of living changes for each geographical index.
- Over the years, we have been working to meet the minimum salary guidelines for each position, regardless of the level of experience or tenure of employees with the congregation. Using this metric, 10 of our 19 employees are being paid at or above the minimum UUA salary recommendations for 2025-26. 9 of our 19 employees are being paid below recommendations for 2025-26. 3 out of the 6 employees of color in this review are being paid below the minimum UUA salary recommendations.
- The cost to bring all salaries up to the minimum UUA salary recommendations would be \$20,091, which does not include the associated increased costs of benefits.
- As we begin to draft the operating budget for 2025-26, we will include the cost of bringing all positions into alignment with at least the minimum UUA salary recommendations.

Deferred Long-term Compensation

Employees of the church accrue paid time off in several ways, as sick time, vacation time, and personal time. Paid time off balances for all employees are tracked by our Finance Manager, Brad Schmidt, and included on each employee's pay stub. In addition, all letters of agreement with our ministers include this benefit:

Sabbatical time is accrued at the rate of one month per year of service. Sabbatical time may be taken after 3 years of service and accrual shall not exceed 6 months.

As of June 30, 2024, sabbatical balances are:


Rev. Jen Crow, 6 months

Rev. Arif Mamdani, 4 months

Rev. Ashley Harness-Jiminez, 1 month

Rev. Jen will be away for 1 month of sabbatical time in June 2025.

Mid-year Staff Workplan Review

 2024-25 Workplan Mid-year Review

Review Physical Plant for Capital Improvements- not completed

Statistical Report for December 2024

Board Meeting January 16, 2025

MEMBER MEMORIAL SERVICES: 0

MEMBER MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 0

CHILDREN DEDICATED: 0

Total members as of the last meeting: 999

To be added: 0

To be removed: 0

TOTAL MEMBERS: 999

December 2024 Attendance

	Sun. 9a Sanctuary	Sun. 10a Sanctuary	Sun. 11a Sanctuary	Livestream	YouTube Views	Totals		Sun. 9a Sanctuary	Sun. 10a Sanctuary	Sun. 11a* Sanctuary	Livestream	YouTube Views	Totals
1st week		123		30	86	239		109		139	52	103	403
2nd week	129		127	36	188	480		90		96	43	96	325
3rd week	89		126	25	106	346			210		42	125	377
4th week	63		74		97	234							*
5th week		99		37	31	167			129		38	56	223
Sunday Totals	218	222	327	128	508	1466		199	339	235	175	380	1328
Sunday Averages	94	111	109	32	102	293		100	170	118	44	95	332
Blue Holidays		33			88	121			33		10		43
Pageant									225		18	78	321
Winter Solstice		90			125	215			305		40	134	479
Christmas Eve Candle		85			88	173			173		22	54	249
Special Services Total		208			100	509							1092
December All Average						247							303
RE						9 & 11a RE							9 & 11a RE
1st week						4							131
2nd week						149							108
3rd week						27							3
4th week						47							*
5th week						1							3
Monthly Total						228							245
Average for December						46							62
Combined Average						292							393

Special services in-person numbers estimated based on YouTube screenshots and educated estimating. No 2025 pageant numbers available.

First Universalist Church of Minneapolis
Finance Committee Meeting Minutes - DRAFT
9 January 2025
6:00-7:30 pm

Members present: Dan Berg, Marc Gorelick, Julie Most, Cameron Smither
Staff present: Brad Schmidt, Jen Crow
Stewardship liaison present: Will Hegeman

Meeting convened at 6:02 pm

1. Chalice Lighting
2. Minutes from the prior meeting were approved
3. YTD financial results through November 2024 were reviewed.
 - a. No significant change in trends from October YTD. Revenue continues to run ahead of budget, likely due to timing. Expense variances in employee benefits, childcare costs, and building security.
 - b. Question was raised about costs for our support for an individual via Pink Haven initiative. This should be budget-neutral (dedicated fund is available to cover expense).
 - c. Jen shared her preliminary ideas for offsetting projected \$42,000 deficit:
 - i. \$15,000 already identified with no material impact
 - ii. \$10,000 identified with some impact (food for various events other than Community Suppers, staff recognition, professional development)
 - iii. Additional opportunities for reductions would have more significant impact on staff or programming, will hold off on any decisions until next year-end projection update next month
 - iv. Committee thanked Jen for a great start on achieving a balanced budget for the current year
4. Stewardship update
 - a. Pledge drive began early (mid-December) with a goal of encouraging people to commit pledges by January 20
 - b. Only approximately 100 responses so far. However, last year there were only 28 pledges received in the first month of the pledge drive.
 - c. Testimonials from the pulpit are planned for the next few Sundays; stewardship committee meeting later this evening to discuss additional next steps in the pledge drive.
5. Foundation Board recommendation to shift investments.
 - a. In December 2021, the Foundation Board voted to recommend to the Board of Trustees that the Foundation endowment be moved to the UUA Common Endowment Fund for investment. This was motivated primarily by a desire for the funds to be placed into socially responsible investments (SRI), as well as concerns about management fees. However, due to changes in the treasurer role and board turnover, this recommendation was never formally acted on by the BOT. The Foundation recently requested that the BOT review and act on that recommendation.

- b. Finance Committee reviewed the information and would recommend that the BOT not make that change. We believe there are no significant advantages to doing so, and several potential disadvantages:
 - i. Since the 12/2021 vote by the Foundation board, we have moved *all* of our equity investments into advanced ESG funds. This would meet the objective of having Foundation assets in SRI.
 - ii. There have been several changes in financial leadership at the UUA in recent years (there is currently an interim CFO), raising questions about future direction there
 - iii. The management fee at our current investment manager (Accredited) is 1%, the same as what would be charged by UUCEF.
 - iv. Our assets under management at Accredited are currently below their usual minimum; they continue to serve us because of our prior relationship. If we move a significant portion of those assets to the UUA, the remaining amount may be sufficiently small that we would no longer qualify. In addition, dealing with two different investment managers (one for Foundation assets and one for the rest) would pose additional complexity and burden on staff.
 - v. Many community endowment funds place restrictions on the amount that can be distributed each year. While we do not know that UUCEF has such a restriction currently, it could pose a future risk
- 6. UUA salary ranges and 2025-2026 preliminary budget priorities.
 - a. Current staff salaries were compared with UUA recommended ranges
 - b. Jen shared preliminary budget priorities for 2025-26.

Meeting adjourned at 7:29 pm

Respectfully submitted,

Marc Gorelick, Treasurer

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2024 to 11/30/2024	Budget 07/01/2024 to 11/30/2024	Variance	Annual Budget 07/01/2024 to 06/30/2025
Revenues				
Support				
Annual Giving	\$714,168.87	\$539,540.66	\$174,628.21	\$1,314,350.00
Donations/Fundraising	\$75,216.07	\$48,150.81	\$27,065.26	\$206,000.00
Total Support	\$789,384.94	\$587,691.47	\$201,693.47	\$1,520,350.00
Earned Revenue				
Service/Rental Income	\$42,998.85	\$47,499.92	(\$4,501.07)	\$114,000.00
Investment Income	\$1.31	\$0.00	\$1.31	\$0.00
Other Income	\$6,211.48	\$0.00	\$6,211.48	\$2,000.00
Total Earned Revenue	\$49,211.64	\$47,499.92	\$1,711.72	\$116,000.00
Total Revenues	\$838,596.58	\$635,191.39	\$203,405.19	\$1,636,350.00
Expenses				
Personnel Expenses	\$549,308.83	\$533,133.66	(\$16,175.17)	\$1,285,898.00
Administrative Expenses	\$65,022.71	\$67,294.86	\$2,272.15	\$149,009.00
Program Expenses	\$48,520.04	\$34,780.31	(\$13,739.73)	\$78,063.00
Building & Grounds	\$47,649.68	\$41,606.62	(\$6,043.06)	\$116,800.00
Other Expenses	\$5,886.53	\$0.00	(\$5,886.53)	\$6,500.00
Total Expenses	\$716,387.79	\$676,815.45	(\$39,572.34)	\$1,636,270.00
Investment Activity				
Realized Losses	(\$459.76)	\$0.00	(\$459.76)	\$0.00
Unrealized Losses	(\$18.58)	\$0.00	(\$18.58)	\$0.00
Dividends & Interest	\$479.52	\$0.00	\$479.52	\$0.00
Realized Gains	\$341.33	\$0.00	\$341.33	\$0.00
Unrealized Gains	\$5,750.20	\$0.00	\$5,750.20	\$0.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2024 to 11/30/2024	Budget 07/01/2024 to 11/30/2024	Variance	Annual Budget 07/01/2024 to 06/30/2025
Total Investment Activity	<u>\$6,092.71</u>	<u>\$0.00</u>	<u>\$6,092.71</u>	<u>\$0.00</u>
NET SURPLUS/(DEFICIT)	<u>\$128,301.50</u>	<u>(\$41,624.06)</u>	<u>\$169,925.56</u>	<u>\$80.00</u>

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2024 to 11/30/2024	Budget 07/01/2024 to 11/30/2024	Variance	Annual Budget 07/01/2024 to 06/30/2025
Revenues				
Support				
Annual Giving				
General Operating Gifts	\$714,168.87	\$556,227.50	\$157,941.37	\$1,355,000.00
Estimated Unpaid General Operating Gifts	\$0.00	(\$16,686.84)	\$16,686.84	(\$40,650.00)
Total Annual Giving	\$714,168.87	\$539,540.66	\$174,628.21	\$1,314,350.00
Donations/Fundraising				
Donations	\$33,878.31	\$14,367.50	\$19,510.81	\$35,000.00
Processing Fee Donations	\$586.22	\$0.00	\$586.22	\$0.00
Special Offerings	\$630.00	\$0.00	\$630.00	\$15,000.00
Program Donations	\$11,396.16	\$19,583.31	(\$8,187.15)	\$26,000.00
Offering Plate Donations	\$10,650.37	\$12,950.00	(\$2,299.63)	\$35,000.00
Hospitality Donations	\$353.01	\$1,250.00	(\$896.99)	\$3,000.00
Endowment Income	\$0.00	\$0.00	\$0.00	\$62,000.00
Registrations	\$5,292.00	\$0.00	\$5,292.00	\$0.00
Fundraisers	\$12,430.00	\$0.00	\$12,430.00	\$30,000.00
Total Donations/Fundraising	\$75,216.07	\$48,150.81	\$27,065.26	\$206,000.00
Total Support	\$789,384.94	\$587,691.47	\$201,693.47	\$1,520,350.00
Earned Revenue				
Service/Rental Income				
Room Rental Income	\$30,350.00	\$35,833.31	(\$5,483.31)	\$86,000.00
Weddings	\$0.00	\$833.31	(\$833.31)	\$2,000.00
Memorials	\$5,505.00	\$4,166.65	\$1,338.35	\$10,000.00
T-Mobile Antennae Lease	\$7,143.85	\$6,666.65	\$477.20	\$16,000.00
Total Service/Rental Income	\$42,998.85	\$47,499.92	(\$4,501.07)	\$114,000.00
Investment Income				
Interest Income	\$1.31	\$0.00	\$1.31	\$0.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2024 to 11/30/2024	Budget 07/01/2024 to 11/30/2024	Variance	Annual Budget 07/01/2024 to 06/30/2025
Total Investment Income	\$1.31	\$0.00	\$1.31	\$0.00
Other Income				
Other Revenue	\$6,211.48	\$0.00	\$6,211.48	\$2,000.00
Total Other Income	\$6,211.48	\$0.00	\$6,211.48	\$2,000.00
Total Earned Revenue	\$49,211.64	\$47,499.92	\$1,711.72	\$116,000.00
Total Revenues	\$838,596.58	\$635,191.39	\$203,405.19	\$1,636,350.00
Expenses				
Personnel Expenses				
Clergy Salaries	\$93,291.60	\$93,291.65	\$0.05	\$223,900.00
Clergy Housing	\$43,750.00	\$43,750.00	\$0.00	\$105,000.00
Lay Salaries	\$280,474.07	\$282,541.61	\$2,067.54	\$678,100.00
SECA	\$10,483.70	\$8,449.35	(\$2,034.35)	\$20,278.50
FICA	\$20,586.17	\$21,758.87	\$1,172.70	\$52,221.50
403(b)	\$37,136.83	\$36,791.62	(\$345.21)	\$88,300.00
Health Insurance	\$39,726.27	\$29,999.96	(\$9,726.31)	\$72,000.00
Life Insurance	\$284.80	\$583.31	\$298.51	\$1,400.00
Long Term Disability	\$0.05	\$0.00	(\$0.05)	\$0.00
Payroll Processing Fees	\$2,051.00	\$1,916.65	(\$134.35)	\$4,600.00
Workers Compensation	\$8,156.50	\$3,625.00	(\$4,531.50)	\$8,700.00
Temporary Labor	\$2,657.55	\$2,500.00	(\$157.55)	\$6,000.00
Staff Development	\$10,710.29	\$7,925.64	(\$2,784.65)	\$20,398.00
Sabbatical Leave	\$0.00	\$0.00	\$0.00	\$5,000.00
Total Personnel Expenses	\$549,308.83	\$533,133.66	(\$16,175.17)	\$1,285,898.00
Administrative Expenses				
Office Supplies	\$379.49	\$1,120.00	\$740.51	\$2,000.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2024 to 11/30/2024	Budget 07/01/2024 to 11/30/2024	Variance	Annual Budget 07/01/2024 to 06/30/2025
Postage & Shipping	\$279.45	\$1,666.65	\$1,387.20	\$4,000.00
Printing & Stationery	\$4,688.08	\$3,750.00	(\$938.08)	\$9,000.00
Licenses, Fees & Permits	\$627.00	\$1,134.00	\$507.00	\$1,350.00
Professional Fees	\$777.74	\$5,920.00	\$5,142.26	\$8,000.00
Dues & Subscriptions	\$1,376.49	\$4,642.96	\$3,266.47	\$7,038.00
UUA	\$13,905.00	\$13,905.00	\$0.00	\$55,620.00
Background Checks	\$466.00	\$300.00	(\$166.00)	\$300.00
Telephone/Cellular	\$2,015.43	\$2,500.00	\$484.57	\$6,000.00
Merchant/Credit Card Fees	\$4,791.66	\$4,180.00	(\$611.66)	\$11,000.00
Bank Charges	\$169.03	\$208.35	\$39.32	\$500.00
Computer & Printer Supplies	\$799.99	\$470.00	(\$329.99)	\$1,000.00
Software & Support	\$14,534.54	\$6,822.00	(\$7,712.54)	\$15,200.00
Internet Service	\$695.00	\$833.31	\$138.31	\$2,000.00
Website	\$657.00	\$208.31	(\$448.69)	\$500.00
Board of Directors	\$0.00	\$208.31	\$208.31	\$500.00
Volunteer Development	\$4,200.00	\$1,500.00	(\$2,700.00)	\$1,500.00
Recognitions (Staff & Volunteer)	\$695.25	\$686.52	(\$8.73)	\$2,844.00
Travel	\$13,965.56	\$17,239.45	\$3,273.89	\$20,657.00
Total Administrative Expenses	<u>\$65,022.71</u>	<u>\$67,294.86</u>	<u>\$2,272.15</u>	<u>\$149,009.00</u>
Program Expenses				
Curriculum/Supplies	\$8,841.32	\$5,130.00	(\$3,711.32)	\$9,000.00
Honoraria	\$0.00	\$530.00	\$530.00	\$1,000.00
Musicians	\$500.00	\$810.00	\$310.00	\$3,000.00
Guest Speakers	\$250.00	\$780.00	\$530.00	\$3,000.00
Substitute Pianist	\$400.00	\$675.00	\$275.00	\$1,500.00
Music Purchases	\$758.25	\$833.31	\$75.06	\$2,000.00
Child Care	\$16,967.31	\$10,000.00	(\$6,967.31)	\$20,000.00
Memorials	\$852.44	\$0.00	(\$852.44)	\$0.00
Community Donations	\$204.00	\$0.00	(\$204.00)	\$0.00
Faithful Action Council	\$0.00	\$625.00	\$625.00	\$1,500.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2024 to 11/30/2024	Budget 07/01/2024 to 11/30/2024	Variance	Annual Budget 07/01/2024 to 06/30/2025
Action Groups	\$0.00	\$416.65	\$416.65	\$1,000.00
Racial Justice	\$3,118.07	\$4,166.65	\$1,048.58	\$10,000.00
Venue Rental	\$4,359.34	\$0.00	(\$4,359.34)	\$0.00
Meals/Catering	\$7,868.07	\$9,495.92	\$1,627.85	\$22,890.00
Transportation Expenses	\$3,028.74	\$26.13	(\$3,002.61)	\$73.00
Piano Tuning	\$1,372.50	\$1,291.65	(\$80.85)	\$3,100.00
Total Program Expenses	\$48,520.04	\$34,780.31	(\$13,739.73)	\$78,063.00
Building & Grounds				
Property & Liability Insurance	\$6,278.55	\$5,120.00	(\$1,158.55)	\$16,000.00
Property Tax	\$10,210.31	\$2,000.00	(\$8,210.31)	\$4,000.00
Supplies for Campus and Grounds	\$1,944.99	\$2,870.00	\$925.01	\$7,000.00
Visual Arts	\$240.04	\$1,458.31	\$1,218.27	\$3,500.00
SPIFF	\$0.00	\$0.00	\$0.00	\$1,000.00
Snow Removal	\$2,100.00	\$2,000.00	(\$100.00)	\$10,000.00
Pest Control	\$325.00	\$333.31	\$8.31	\$800.00
Electricity	\$14,245.76	\$17,150.00	\$2,904.24	\$35,000.00
Gas	\$1,875.01	\$2,400.00	\$524.99	\$20,000.00
Water & Sewer	\$4,266.61	\$2,150.00	(\$2,116.61)	\$5,000.00
Safety/Security	\$2,375.32	\$1,125.00	(\$1,250.32)	\$2,500.00
Sanitation Services	\$3,788.09	\$5,000.00	\$1,211.91	\$12,000.00
Total Building & Grounds	\$47,649.68	\$41,606.62	(\$6,043.06)	\$116,800.00
Other Expenses				
Other Expense	\$5,886.53	\$0.00	(\$5,886.53)	\$6,500.00
Total Other Expenses	\$5,886.53	\$0.00	(\$5,886.53)	\$6,500.00
Total Expenses	\$716,387.79	\$676,815.45	(\$39,572.34)	\$1,636,270.00

Investment Activity

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2024 to 11/30/2024	Budget 07/01/2024 to 11/30/2024	Variance	Annual Budget 07/01/2024 to 06/30/2025
Realized Losses	(\$459.76)	\$0.00	(\$459.76)	\$0.00
Unrealized Losses	(\$18.58)	\$0.00	(\$18.58)	\$0.00
Dividends & Interest	\$479.52	\$0.00	\$479.52	\$0.00
Realized Gains	\$341.33	\$0.00	\$341.33	\$0.00
Unrealized Gains	\$5,750.20	\$0.00	\$5,750.20	\$0.00
Total Investment Activity	\$6,092.71	\$0.00	\$6,092.71	\$0.00
 NET SURPLUS/(DEFICIT)	\$128,301.50	(\$41,624.06)	\$169,925.56	\$80.00

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

