MEETING OF THE BOARD OF TRUSTEES

MAY 14, 2025 TABLE OF CONTENTS

Agenda	2
Senior Minister's Report	3-4
April Board Meeting Minutes	5
Statistical Report for April	6
April Attendance	7
Finance Cmte Minutes	8
March Income Statement Summary	9
March Balance Sheet Summary	10
Year-to-date Waterfall Chart (Mar 2025)	11
YEP Waterfall Chart (Mar 2025)	12
Draft Budget Presentation (5/11/2025)	13-20
Climate Conversations Summary (EJ Team)	21-24



First Universalist Church of Minneapolis Board of Trustees Meeting Minutes May 15, 2025

6:30 - 9:00 pm

First Universalist Church

Cummins Room & **Zoom** (multiplatform)

Start	Duration	Торіс	Lead
6:30 PM	5	Call to Order	Jeff
		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.	All
6:35 PM	5	Agenda Approval	Jeff
6:40 PM	30	Executive Session - Somatic Grounding - Spiritual Community Building/IDI	Jeff Jen/Arif
7:10 PM	5	Consent Agenda - Approval of April 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: Staff Survey - Monitoring: Ends outcomes review	All
7:15 PM	30	Finance Committee - Current Year Budget Status - Discussion & Vote on 2025-26 Budget	Marc
7:45 PM	10	Stewardship Committee Report	Emily
7:55 PM	5	Governance Committee Report	Lou
8:00 PM	10	Break	All
8:10 PM	20	Conflict of Interest Policy	Marc
8:30 PM	15	Annual Meeting - 06/07/25 - Requested Changes to Bylaws - Themes - Board Attendance	Jeff/All
8:45 PM	15	Four Pivots	
9:00 PM	5	Gratitudes	All
9:00 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

Senior Minister Board Report Prepared by Rev. Jen Crow May 12, 2025

Leadership Grounding

What a gift it was to have Dr. Elías Ortega with us this past month. His workshop on Forming Our Faith, Shaping our People, and Sustaining Our Mission continues to resonate with me. I see so much of First Universalist in the ways of being that Dr. Ortega and other religious leaders are naming as essential to meeting this moment. I've found myself especially drawn to the *Four Pivots* outlined by Shawn Ginwright that Dr. Ortega shared:

PIVOT	FROM	TO
Awareness	Problem-Solving	Possibility-creating
Connection	Transactional Relations	Authentic Relationships
Vision	Scarcity Mindset	Abundance Mindset
Leadership	Clergy-Led/Lay-Supported	Lay-Led/Clergy

These are pivots we are actively engaged in making as a faith community, and I can already see the strength these changes are seeding in us. And as I reminded us at the workshop, these changes - these culture changes - take sustained effort to come to fruition. Most experts will tell you that culture change takes 5-7 years of concerted effort to truly take hold, and that in times of stress, most individuals and communities revert back to old ways of being even when they are fully committed to the new, more life-giving ways of doing things they have grown and developed.

What does this have to do with church right now? What might these pivots mean in our own individual spiritual lives and in our collective community life? What shape might these pivots take, and what might they allow us to do?

I know that as leaders in this community, you are already thinking about these questions, and I look forward to continuing the conversation with you and an ever-widening circle of church members and friends about who and how we are, and the future and present we will shape together. We are a faith community of big dreams and collective power. We are meeting the moment of rising authoritarianism, democracy in peril, and the targeting of maginalized communities with resistance, resilience, and care. We are growing in compassion, community, and justice. There is so much we can do and be together now, and for times we shall never see.

Monitoring Items

Attendance and Membership Trends Please see attached information.

Staff and Volunteer Transitions:

Rev. Arif Mamdani has completed his ministry with First Universalist as of May 14th. It's been a gift to get to say goodbye with intention and care, and I commend his sermon on May 11th to us all.

Rev. Laura Smidzik will be staying on in a part-time contract ministry role through the summer.

Will Hegeman has stepped down as Stewardship Team co-chair, and Lynn Broaddus will take up that role in the year ahead. We're grateful to Will for his leadership, and in particular for his expertise in working with different membership databases and in bringing the We the People concert to life.

Congregant Grievances

There have been no congregant grievances.

Staff & Volunteer Grievances

There have been no staff or volunteer grievances.

Staff Survey

The Staff Survey results will be shared prior to the June board meeting.

Information Items

I look forward to offering a verbal update on our Sanctuary and Resistance work at our meeting.

Ministerial Internship 2025-26

We are excited to welcome Nico Van Ostrand as the Cummins Ministerial Intern, beginning on September 7, 2025.

First Universalist Church of Minneapolis Board of Trustees Meeting April 17, 2025 6:30 - 9:00 pm First Universalist Church

Cummins Room & Google Meet (multiplatform)

Start	Duration	Topic	Lead
6:30 PM	5	Call to Order. Emily B. Absent	Jeff
		Lighting the Chalice May this flame that burns before us light our way, informed by the wisdom	All
	5	Agenda Approval. Approved	Jeff
	5	Somatic Grounding	Jeff
	75	Executive Session IDI Review How do we handle Arif's departure in a congregation of minimization. We can help address congregants by naming what happened, how is it for you? and what do you need?	Jen
	10	Break	All
	15	Finance Committee Report. See Finance Committee report. A motion was made to designate and authorize Jen Crow, Marc Gorelick, and James Poulter as signers on the behalf of First Universalist Church of Minneapolis. Any previous signers not listed above will be removed. Motion approved	Marc
	10	Stewardship Committee Report. Need to expand the Stewardship team. Recruit a representative from each segment of the congregation. May 4 concert. 58 tickets sold. Can we raise \$10,000. Breakeven is \$3000.00. Still need volunteers. Pledge numbers are at \$1.095K. Protest Pledge!	Emily, Emily
	5	Governance Committee Report. Need to submit final report to Jeff on Jen's performance review for 2023/2024. Lou needs help with Jen's 2024/2025 review.	Lou
	10	Congregational Health - Next Steps Jeff and Matt met with David Pyle for advice. Suggested that we have 2 cohorts take the Health Assessment Fall 2025. One cohort is of staff leaders and de facto leaders. The other cohort is of younger leaders. After those have been completed we will determine next steps.	Matt
	5	Consent Agenda - Approval of March meeting minutes - Monitoring: Acceptance of attendance and membership numbers & trend - Monitoring: Acceptance of staff and significant volunteer changes - Monitoring: Congregant grievances - Monitoring: Staff & Volunteer grievance - Monitoring: Protection of assets - 3-year financial plan/budget - Protection of assets - Financial review (audit/review)	All
2:25 AM	5	Additional discussion. I need to add the 2021 policy of youth on the board into the bylaws. Matt can make sure that it is done. Begin work on a conflict of interest policy (Marc).	All
2:30 AM		Gratitudes	All

Jeff moved that from the Consent Agenda we take out 3 Year financial plan/budget, Protection of Assets. Financial Review.

Statistical Report for March 2025 Board Meeting May 14, 2025

MEMBER MEMORIAL SERVICES:

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: 1,017

To be added: 0

To be removed: 0

TOTAL MEMBERS: 1,017

April Attend	ance										
					2025						2024
Adults	Sun. 9a Sanctuary	Sun. 11a Sanctuary	Sun. 11a Webinar	YouTube Views	Totals	Sun. 9a Sanctuary	Sun. 10a Sanctuary	Sun. 11a Sanctuary	Sun. 11a Webinar	YouTube Views	Totals
1st week	111	151	34	146	442	Sunctuary	172	Sunctuary	28	82	282
2nd week	132	176	37	89	397	161		147	22	146	454
3rd week	100	184	40	79	403	131		194	41	212	578
4th week	112	113	37	97	322	99		118	30	74	291
5th week											
Monthly Total	455	624	148	411	1564	391		459	121	514	1605
Average for April	113.75	156	37	102.75	391	130.3333333		153	30.25	128.5	401.25
RE				9	9 & 11 RE						9 & 11 RE
1st week					106						16
2nd week					124						138
3rd week					11						108
4th week					109						115
5th week											
Monthly Total					350						377
Average for April					87.5						94.25
Combined Average					478.5						495.5
Notes						YouTube viev	vs recorded 5	/9/24 at 11 a.	m.		
		*SUNDAYS YO									
		1st week views recorded 04/13 11:12 AM									
		2nd week vie									
		3rd & 4th we	ek 05/03								

Non-Sunday CYFM attendance

Saturday Sprouts: 9 adults + 11 kids Community Dinner: 32 kids/youth + 7 adults

- -Childcare (toddlers-3rd grade): 15
- -4-6 Grade Games: 8
- -Jr. High Youth Group: 6
- -Sr. High Youth Group: 3
- -Parent/Caregiver Group: 7
- -"How Do I Talk to My Kids About...": 1
- -Trans Day of Visibility: 35 (multigen)

First Universalist Church of Minneapolis Finance Committee Meeting Minutes 9 May 2025 3:30-5:00 pm

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

Staff present: Brad Schmidt, Jen Crow

Stewardship liaison present: Tom Satterstrom

Meeting convened at 3:30 pm

1. Chalice Lighting

- 2. Minutes from the prior meeting were approved
- 3. YTD financial results were reviewed.
 - a. Through Q3, updated year-end projection is deficit of \$18,000. Key drivers remain unchanged from earlier (insurance costs, security, child care, additional ministerial support). The projected deficit is lower than the previous estimate at end of Q2 due to interim expense reductions and an additional gift of \$14,000 for current FY.
 - Approx. \$4400 in additional current year expense reduction was identified, along with a \$5500 revenue opportunity based on obtaining a storm water fee credit we are due (Cameron volunteered to file that application).
 - c. The committee unanimously supported a recommendation to the Board to allow for the resulting deficit of approx. \$8000
- 4. 2025-26 budget draft
 - a. Draft budget based on pledge income of \$1.3M; current pledging is at \$1.236 (\$75,000 remaining gap). Other revenue (fundraising, earned revenue) budgeted essentially flat to current YE projections. Total revenue budgeted approx.. 4% below current year
 - b. Expense highlights:
 - i. 1.5 FTE reduction from current year (no replacement of membership coordinator, 0.5 FTE replacement for associate minister)
 - ii. Increased expense trends noted above budgeted to continue
 - iii. All staff at or above UUA minimum guidelines
 - iv. 25% reduction in program costs (primarily shift to volunteer vs. paid childcare staffing, reduced meals for events, no sabbatical fund accrual, racial justice decreased to \$5,000 from \$10,000 [more in line with actual expense], no increase in UUA dues)
 - v. Additional reductions will be needed if pledge income gap remains. Several alternatives were presented and input on those will be sought at the budget meeting on 5/11/25: staffing (worship arts, facilities), program (summer camp, Community Suppers), reduction in UUA dues

Meeting adjourned at 5:02 pm

Respectfully submitted,

Marc Gorelick, Treasurer

First Universalist Church of Minneapolis Income Statement

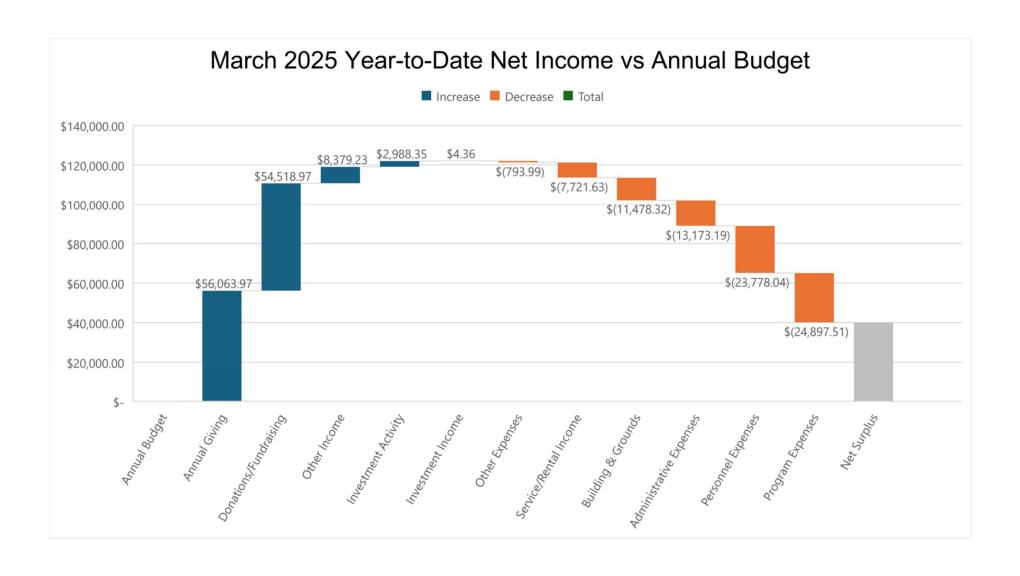
Operating Budget

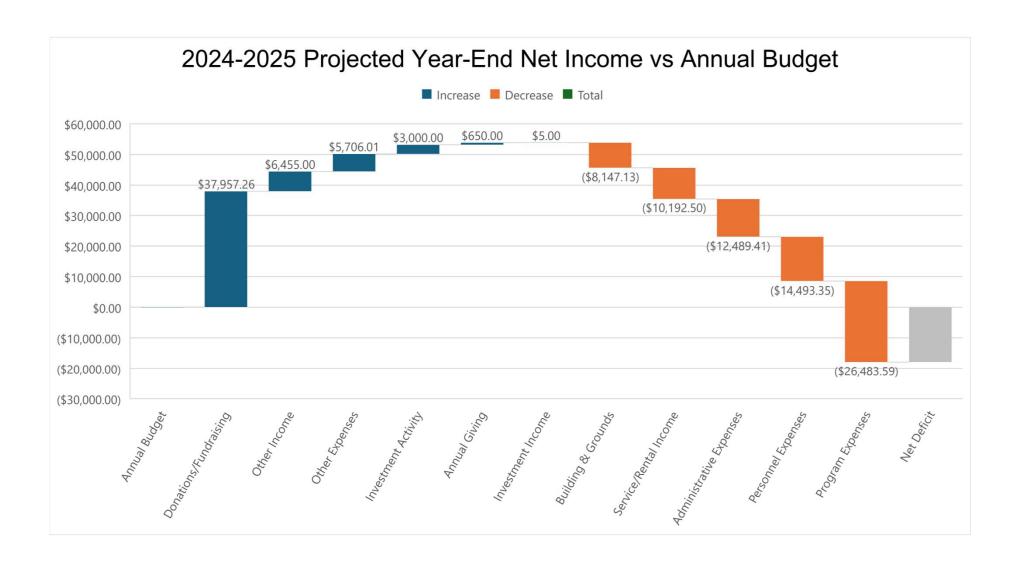
	Actual	Budget		Annual Budget			
	07/01/2024	07/01/2024		07/01/2024	Fisc	al Year End Proje	ction
	to 03/31/2025	to 03/31/2025	Variance	to 06/30/2025	Best	Expected	Worst
Revenues				_			
Support							
Annual Giving	\$1,042,089.32	\$986,025.35	\$56,063.97	\$1,314,350.00	\$1,328,150.0	0 \$1,315,000.00	\$1,301,850.00
Donations/Fundraising	\$193,292.64	\$138,773.67	\$54,518.97	\$206,000.00	\$268,357.2	6 \$243,957.26	\$230,607.26
Total Support	\$1,235,381.96	\$1,124,799.02	\$110,582.94	\$1,520,350.00	\$1,596,507.2	6 \$1,558,957.26	\$1,532,457.26
Earned Revenue							
Service/Rental Income	\$77,778.31	\$85,499.94	(\$7,721.63)	\$114,000.00	\$115,500.0	0 \$103,807.50	\$103,057.50
Investment Income	\$4.36	\$0.00	\$4.36	\$0.00	\$5.0	0 \$5.00	\$5.00
Other Income	\$8,379.23	\$0.00	\$8,379.23	\$2,000.00	\$8,455.0	0 \$8,455.00	\$8,455.00
Total Earned Revenue	\$86,161.90	\$85,499.94	\$661.96	\$116,000.00	\$123,960.0	0 \$112,267.50	\$111,517.50
Total Revenues	\$1,321,543.86	\$1,210,298.96	\$111,244.90	\$1,636,350.00	\$1,720,467.2	6 \$1,671,224.76	\$1,643,974.76
Expenses				_			_
Personnel Expenses	\$986,865.58	\$963,087.54	(\$23,778.04)	\$1,285,898.00	\$1,300,391.3	5 \$1,300,391.35	\$1,307,971.35
Administrative Expenses	\$131,641.97	\$118,468.78	(\$13,173.19)	\$149,009.00	\$160,498.4	1 \$161,498.41	\$166,443.53
Program Expenses	\$85,707.51	\$60,810.00	(\$24,897.51)	\$78,063.00	\$101,891.9	8 \$104,546.59	\$119,158.58
Building & Grounds	\$102,928.30	\$91,449.98	(\$11,478.32)	\$116,800.00	\$119,347.1	3 \$124,947.13	\$134,497.13
Other Expenses	\$793.99	\$0.00	(\$793.99)	\$6,500.00	\$793.9	9 \$793.99	\$7,153.99
Total Expenses	\$1,307,937.35	\$1,233,816.30	(\$74,121.05)	\$1,636,270.00	\$1,682,922.8	6 \$1,692,177.47	\$1,735,224.58
Investment Activity							
Realized Losses	(\$891.29)	\$0.00	(\$891.29)	\$0.00	\$0.0	0 \$0.00	\$0.00
Unrealized Losses	(\$3,832.88)	\$0.00	(\$3,832.88)	\$0.00	\$0.0	0 \$0.00	\$0.00
Dividends & Interest	\$1,594.54	\$0.00	\$1,594.54	\$0.00	\$0.0	0 \$0.00	\$0.00
Realized Gains	\$341.33	\$0.00	\$341.33	\$0.00	\$0.0	0 \$0.00	\$0.00
Unrealized Gains	\$5,776.65	\$0.00	\$5,776.65	\$0.00	\$3,000.0	0 \$3,000.00	\$3,000.00
Total Investment Activity	\$2,988.35	\$0.00	\$2,988.35	\$0.00	\$3,000.0	0 \$3,000.00	\$3,000.00
NET SURPLUS/(DEFICIT)	\$16,594.86	(\$23,517.34)	\$40,112.20	\$80.00	\$40,544.4	0 (\$17,952.71)	(\$88,249.82)

First Universalist Church of Minneapolis Balance Sheet

	Actual As of 03/31/2025
Assets	
Current Assets	
Cash	\$78,945.21
Investments	\$3,169,713.14
Accounts Receivable	\$142.79
Other Current Assets	\$21,020.04
Total Current Assets	\$3,269,821.18
Non-Current Assets	
Fixed Assets	\$5,478,193.63
Total Non- Current Assets	\$5,478,193.63
Total Assets	\$8,748,014.81
Liabilities and Fund Balance	
Liabilities	
Current Liabilities	
Accounts Payable	\$49,762.57
Benefits Payable	\$24,953.58
Other Current Liabilities	\$63,170.40
Total Current Liabilities	\$137,886.55
Long Term Liabilities	
Loan Payable	\$1,451,070.16
Interfund Transfer	\$0.00
Total Long Term Liabilities	\$1,451,070.16
Total Liabilities	\$1,588,956.71
Fund Balance	
Unrestricted Net Assets	\$4,003,814.85
Donor Restricted Net Assets	\$3,155,243.25
Total Fund Balance	\$7,159,058.10
Total Liabilities and Fund Balance	\$8,748,014.81

05/09/2025 3:09:33 PM Page 1





FIRST UNIVERSALIST CHURCH DRAFT 2025-26 BUDGET DISCUSSION 11 May 2025

BUDGET PROCESS

- January initial budget thoughts and pledge goal
- Feb-Apr
 - Budget drafts (Rev. Jen and staff, Finance Committee)
 - Congregational listening sessions
- May
 - Preliminary draft presented to congregation
 - Board approves proposed budget
- June congregational approval

APPROACH TO 2025-26 BUDGET

- Starting principles
 - o Realistic
 - Conservative estimate of donations
 - Expense trends
 - Still building culture of increased generosity, shared ministry
 - No deficit
 - o Fair compensation to staff

REVENUE HIGHLIGHTS

- Pledge income (72% of total)
 - Initial pledge goal \$1.35 million (flat)
 - Revised goal \$1.30 million
 - Currently at \$1.23 million
- Fundraising (14% of total)
 - Flat to year-end projection, 18% above 2024-25 budget
- Earned revenue (6%) slight decrease
- Total revenue approx. 4% below 2024-25

EXPENSE HIGHLIGHTS

- Personnel approx. 6% reduction
 - No replacement of membership coordinator (1 FTE)
 - 0.5 FTE replacement for associate minister
 - All staff at or above UUA minimum
 - o Increased health insurance
- Administrative approx. even
 - Increased software and other costs offset by various reductions
 - Flat UUA dues

EXPENSE HIGHLIGHTS

- Program expense approx. 25% reduction
 - o Reduced meals, child-care
 - Racial justice at \$5000
 - No sabbatical fund accrual
- Buildings/grounds
 - Ongoing need for security

ITEMS FOR DISCUSSION

- Longer-term transition to lower staffing levels
 - Growing shared ministry and leadership in justice work and building beloved community
- Revenue/resources
 - o Can we close the \$75,000 pledge gap?
 - o How else can people help?
- Expense
 - Staffing worship arts, facilities
 - Program summer camp, community suppers
 - UUA dues



First Universalist Climate Conversation Spring 2025

In March 2025, ten First U congregants launched a climate conversation initiative under the leadership of MNIPL to listen to what is in the hearts and minds of our congregants and friends about climate issues. One of our goals is to determine next steps our congregation can take to support our visionary goal: *Foster our connection with, care for, and action on behalf of Earth's environment and all of life.*

Facilitators recorded notes on discussions with over 45 congregants and friends over the course of 8 weeks. A sub-group organized and summarized findings into this report.

Feelings(HEART)

People expressed many of the feelings of the grief process, i.e. sad, numb, angry, frustrated, anxious, worried, afraid, hopeless. Some expressed wanting to see the goodness in people as well as staying grateful and hopeful by honoring the earth in worship and lifestyle. Some turned to indigenous ways for guidance; others turned to role models, e.g. Jane Goodall. The need to protect the earth and preserve wild places surfaced. Several were in the process of discerning whether or not to have children and others were concerned about their grandchildren. Supportive connections were emphasized and the search for personal growth by seeing oneself as part of an ecosystem and for community relationships that value the love of nature and the well-being of the earth.

Other feelings surfacing in our discussions:

- Lacking agency with meeting climate goals
- Connecting to nature leading to a deeper, higher spirit
- Seeking justice for communities and stewardship for individuals

Educate/Learn (HEAD)

What ideas for the church are percolating in our "heads" in response to the human crisis of climate change? Central to many of our discussions was the need for knowledge, wisdom, and inspiration in this time of crisis. Next climate steps for us should focus on local as well as national actions, taking care to include not only technology electrification solutions, that may be out of reach for many, but to also include individual low cost actions that better our community through tangible goals such as increasing composting and embracing plant based foods over animal products. Efforts should be made to help congregants change personal behaviors that address climate change and to challenge how we engage with a corporate consumption-based economy. The EJ team should endeavor to have workable and focused efforts that provide a tiered way to get involved with easy action as well as more comprehensive initiatives.

A few more ideas:

- Need to clarify and illuminate the most important climate topics and solutions
- Collaborative efforts should be pursued with local groups such as Minnesota Power and Light (MNIPL), Sierra Club North Star Chapter, MN350, Unidos and the Minneapolis Climate Equity Plan, Twin Cities Elder Climate Action, Minnesota Environmental Justice Table, and other UU churches.
- Involve RE in teaching children about nature in outdoor settings
- Facilitate a half-day climate solutions teach-in

Do/Write/Play (HANDS)

How and what do we put into action in response to what we are feeling in our heart and thinking about in our head? Our conversations revealed no shortage of climate actions individuals could take. A few ideas that bubbled to the top include taking the bus or riding a bike to work, joining the Buy Nothing initiative, recycling organic waste, raising climate-conscious children, working to close HERC (the garbage burner on the north side of town).... People suggested that the church can help normalize these healthy individual climate behaviors and promote climate awareness for the congregation through teach-ins, contests and challenges, playing intergenerational climate games, electric vehicle showcases, letter writing campaigns....

More actions raised in our discussions:

- Act through lifestyle choices around transportation.
- Practice circular economy–fix broken things rather than throwing them out.
- Engage with groups doing environmental work such as planting trees and pulling buckthorn.
- Address food waste as the #1 climate solution at church and community.
- Include climate change issues in RE for middle schoolers and youth.
- Provide example letters with a link to send it to legislators.
- Place posters strategically around the Church about climate actions to take.

Support (ARMS)

Pulpit Messaging about Climate Justice

Ministers and other church leadership need to speak out from the pulpit and the Liberal about climate change in order to teach, provide support, foster change in individuals, create spaces for interconnectedness and demonstrate honoring the Earth.

- Bring climate messages forward with frequency /make them part of our ritual
- Message Honor Mother Earth
- Highlight Church's role as a Climate Justice and Water Protector Congregation
- Inform congregants of environmental events at church

Relationship Building

The church is a place where support groups can be fostered. There is a need for connection to community around common climate concerns. Community connections could take place in discussion groups, work groups, coping groups etc.

- Promote relationship building in large and small groups
- Church provides safe , honest space to talk about climate crisis
- Foster authentic connection around difficult conversations regarding climate crisis
- Encourage intergenerational relationship building
- Build community relationships around shared climate values
- Church gatherings to support changes in people's climate action behaviors.

Center Nature and Indigenous Ways

- Love of nature and fear for earth's well being
- Concern for preserving natural world for kids and grandkids
- Need to protect wild spaces like the BWCA
- Create Roots and Shoots and Gratitude Nature groups
- Honor the Earth in one's lifestyle
- Embrace environmental connections to Indigenous ways and foods
- Heart with indigenous care for the earth

Climate Conversation facilitators: Roberta Haskin (chair), Todd Pierson (tech coordinator), Gary Hoover, Susan Keller, Lane Ayres, Hannah Mitchel, Steve Merrill, Ray Goebel, Stan Sattinger, Cathy Geist (summarizing sub-group in green)