

# MEETING OF THE BOARD OF TRUSTEES JUNE 19, 2025 TABLE OF CONTENTS

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**First Universalist Church of Minneapolis**  
**Board of Trustees Meeting Minutes**  
**June 19, 2025**  
**6:30 - 9:00 pm**  
**First Universalist Church**  
**Cummins Room & [Zoom](#) (multiplatform)**

Start	Duration	Topic	Lead
6:30 PM	5	<b>Call to Order</b>	Jeff
		<b>Lighting the Chalice</b> <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	<b>Agenda Approval</b>	Jeff
6:40 PM	40	<b>Spiritual Community Building</b> - Somatic Grounding - Spiritual Community Building/IDI	Jeff Ashley/Martha
7:20 PM	5	<b>Consent Agenda -- Approved</b> - Approval of May meeting minutes - Approval of Annual 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	All
7:25 PM	10	<b>Finance Committee</b> - Current Year Budget Status - final thoughts/lessons learned	Marc
7:35 PM	10	<b>Stewardship Committee Report</b> - final thoughts/lessons learned	Emily
7:45 PM	10	<b>Governance Committee Report</b> - status of Jen's evaluation - final thoughts/lessons learned	Lou
7:55 PM	10	<b>Break</b>	All
8:05 PM	15	<b>Discussion on Board Orientation</b>	Marc
8:20 PM	15	<b>Next Year's To Dos.....</b> - Appoint Nominating Committee Chair (Ray Dillon is interested in staying) - Review/update monitoring schedule in August? - Review/update governance handbook? - Congregational Health? - Board Visibility? - Staff/Congregation Thank You's as a regular practice? - Continued thought on "Four Pivots"? - Ways to promote/increase "shared ministry"? - Youth Leadership Team apology meeting (Matt)	Jeff/All
8:35 PM	10	<b>Signoff on updated Bylaws</b>	All
8:45 PM	5	<b>Approve New UUA GA Delegates...</b>	All
8:50 PM	5	<b>Gratitudes</b>	All
8:50 PM		<b>Adjourn</b>	All

**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 of Minneapolis**  
**Board of Trustees Meeting Minutes**  
**May 15, 2025**  
**6:30 - 9:00 pm**  
**First Universalist Church**  
**Cummins Room & [Zoom](#) (multiplatform)**

Start	Duration	Topic	Lead
6:30 PM	5	<b>Call to Order</b> <b>Matt Keller absent</b>	<b>Jeff</b>
		<b>Lighting the Chalice</b> <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>	<b>All</b>
6:35 PM	5	<b>Agenda Approval.</b> <b>Approved</b>	<b>Jeff</b>
6:40 PM	30	<b>Executive Session</b> - Somatic Grounding - Spiritual Community Building/IDI	<b>Jeff Jen/Arif</b>
7:10 PM	5	<b>Consent Agenda</b> <b>Approved</b> - 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	<b>All</b>
7:15 PM	30	<b>Finance Committee</b> - Current Year Budget Status - Overall revenue projected to be ahead of budget by approximately \$40,000, primarily due to donations and fundraising exceeding projections by \$38,000 - Expenses increased in several categories including buildings/grounds (security), administrative (licensing fees), personnel (part-time ministry and healthcare), and programs (childcare and curriculum) - Projected year-end deficit of approximately \$8,000 after implementing \$4,400 in expense reductions and securing stormwater credit of \$5,500 - Finance committee comfortable with this modest deficit given successful reduction from originally projected \$50,000-60,000 deficit - Discussion & Vote on 2025-26 Budget - Pledge goal of \$1,300,000 has been met and slightly exceeded - Budget includes 5% increase for UUA dues, \$5,000 sabbatical funding, and maintaining current staff positions (except membership coordinator not being replaced and only half-time ministerial position) - <b>Motion:</b> Marc proposed that if additional pledge income is received, 70% be allocated toward Jen's discretion for staffing increases and 30% toward reserves. Motion was seconded and approved unanimously.	<b>Marc</b>
7:45 PM	10	<b>Stewardship Committee Report</b> - "We the People" fundraiser concert netted \$5-6,000 after artist fees - We received a \$5,000 anonymous matching donation - We need to recruit new stewardship committee members as several members are stepping down. - Planning to restructure committee with specialized roles (events, planned giving, volunteer coordination)	<b>Emily</b>
7:55 PM	5	<b>Governance Committee Report</b> - Still need partner for senior minister review process - Jen suggested Karen, Lily, or Eric as potential non-board members to assist - Lou will proceed with recruiting from these candidates	<b>Lou</b>
8:00 PM	10	<b>Break</b>	<b>All</b>

8:10 PM	20	<b>Conflict of Interest Policy</b> - Marc presented revisions to expand the current policy beyond just financial conflicts to include personal and family relationships that could influence board decisions. Key changes: - Broadened definition of conflicts of interest - Added language about relationships with staff members - Maintained disclosure and abstention procedures - <b>Motion:</b> Lou moved to adopt the revised conflict of interest policy. Motion was seconded and approved unanimously.	Marc
8:30 PM	15	<b>Annual Meeting - 06/07/25</b> - Requested Changes to Bylaws - Themes to cover - Board Attendance	Jeff/All
8:45 PM	15	<b>Four Pivots</b> - Jen introduced the concept of four organizational pivots as potential framework for future work, to be mapped onto existing visionary goals as methodology rather than additional objectives. Further discussion planned for summer board development.	Jen
9:00 PM	5	<b>Gratitudes</b>	All
9:00 PM		<b>Adjourn</b>	All

**Roles, responsibilities, and resources for Board Members**

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[Church Bylaws](#)

[Governing Policies Handbook](#)

[2023-24 Monitoring Schedule](#)

**166th Annual Meeting of the Members  
First Universalist Church. of Minneapolis  
June 8, 2025  
11:30 am - 1:15 pm**

**Sanctuary & Zoom (multiplatform)**

<b>Start</b>	<b>Duration</b>	<b>Topic</b>	<b>Lead</b>
11:30 AM	5	Call to Order	Jeff Snyder
12:05 AM	5	<i>Chalice Lighting and Opening Words</i>	<i>Rev. Ashley Harness-Jimenez</i>
12:10 AM	5	Appointment of Parliamentarian (Eric Cooperstein)	Jeff Snyder
12:15 AM	5	Authorization of Board of Trustees to Approve the Minutes of this Meeting-- <b>Approved</b>	Jeff Snyder
12:20 AM	10	Senior Minister's Report--Video of Rev. Jen (see below for video)	<i>Jen Crow</i>
12:30 AM	5	President's Report	Jeff Snyder
12:35 AM	10	Financial Report & Presentation of Recommended Budget for 2025-26 (see below for complete report). Some QA. What is the size of the construction loan? (\$1.4M). Comment to advocate for a fairer compensation of remaining staff. Is it still considered the norm to pay for sabbatical leave. Yes for UU congregations.	Marc Gorelick
12:45 AM	10	Consideration and Vote on Annual Budget. Motion to limit discussion to 2 minutes, with total time limited to 20 minutes. <b>Approved</b> Motion to approve the 2025/26 budget. <b>Approved.</b>	All
12:55 AM	5	Report of the Nominating Committee	Ray Dillon
1:00 AM	15	Election of: (add names to each category) - Trustees, First Universalist Church. <b>Approved</b> - Officers, First Universalist Church <b>Approved</b> - Directors, First Universalist Foundation. <b>Approved.</b> Isabelle Quast - Members, Nominating Committee. <b>Approved</b> - Delegates to the 2025 General Assembly of the UUA and the Board	Ray Dillon
1:15 AM	10	Special Recognition • Outgoing Board of Trustees members • Outgoing Foundation Directors	Marc Gorelick Isabel Quast
1:25 AM	10	Approval of Proposed Revision to First Universalist Bylaws ( <a href="https://bit.ly/4l3fpfl">https://bit.ly/4l3fpfl</a> ). Motion to limit the discussion to 2 minutes per person, with a total of no more than 20 minutes for the entire discussion. <b>Approved.</b> Revision to First Universalist Bylaws. <b>Approved.</b>	Jeff Snyder
1:35 AM	5	Closing Words	<i>Rev. Ashley Harness-Jimenez</i>
1:40 AM		Adjourn	All

Jen's Report: <https://bit.ly/4e5bwEN>

Treasurer's Report: <http://bit.ly/3FYSR10>

First Universalist Church of Minneapolis  
Proposed Operating Budget, 2025-2026

**2025-26**  
**Proposed Budget**

**Revenues**

Support

Annual Giving	\$1,275,550
Donations/Fundraising	\$236,500
Building/Capital Fund	\$155,500
Revenue Released from Restriction	\$0

Total Support \$1,667,550

Earned Revenue

Service/Rental Income	\$109,000
Investment Income	\$0
Other Income	\$2,000

Total Earned Revenue \$111,000

**Total Revenues \$1,778,550**

**Expenses**

Personnel Expenses	\$1,238,000
Administrative Expenses	\$162,001
Program Expenses	\$82,000
Building & Grounds	\$162,800
Construction Loan	\$133,000
Other Expenses	\$500

**Total Expenses \$1,778,301**

Investment Activity

Realized Losses	\$0
Unrealized Losses	\$0
Dividends & Interest	\$0
Unrealized Gains	\$0

Total Investment Activity \$0

**NET SURPLUS/(DEFICIT) \$249**

**Statistical Report for May 2025**

**Board Meeting June 19, 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: 1,017**

**To be added: 0**

**To be removed: 0**

**TOTAL MEMBERS: 1,017**

