MEETING OF THE BOARD OF TRUSTEES

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Agenda

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June 2025 Building & Capital Reserves

Stewardship Team Meeting Minutes



First Universalist Church of Minneapolis Board of Trustees Meeting October 16, 2025 6:30 - 9:00 pm First Universalist Church Cummins Room & Zoom (multiplatform)

Duration Start **Topic** Lead 6:30 PM Marc 5 Call to Order All 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. 6:35 PM 5 Agenda Approval Marc 6:40 PM 20 **Executive Session** Katherine Somatic Grounding Ashley/Jen Spiritual Community Building 7:00 PM Katherine, Emily 45 **Board Covenant** B, Cameron, Ashley 7:45 PM 5 **Consent Agenda** All Approval of September 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 7:50 PM 10 Cameron to bring **Break** snacks 8:00 PM 15 Marc Final approval of 2025-26 Board goals and next steps

Jen

Cameron

Emily W

Marc

All

8:15 PM

8:30 PM

8:40 PM

8:45 PM

8:50 PM

9:00 PM

15

10

5

5

10

Adjourn

2025-26 Staff work plan

Finance Committee Report

Stewardship Committee Report

Meeting review and Gratitudes

Executive Committee Report

DRIVE model for decision making:

- D: Who is the decision-maker? If not an individual, how will the decision be reached (e.g., consensus, majority vote, etc.)
 - R: Will there be a recommendation sought, and if so, from whom?
 - I: What input will be solicited? How? From whom?
 - V: Does the decision need to be vetted with anyone before it is finalized?
 - E: Who is responsible for executing the decision?

Helpful questions to consider, given our intercultural orientation of minimization, to promote equity and inclusion in moving our goals forward:

- What is our role in obtaining this goal?
- What are our values we need to consider as we think about our approach, particularly concerning equity, diversity, and inclusion?
- How have we structured our approach to ensure we are considering all points of view?
- How conscious, intentional, and transparent are we about our guidelines for interaction in our meetings? How might we be reinforcing a "go along to get along" approach?
- What do we think we already know about this topic? What assumptions are we making? What is the data to support what we think we know?
- What else do we need to leam? How are we going to get this information? From whom?

Roles, Responsibilities, and Resources for Board Members 2025-26 Board Handbook

First Universalist Church of Minneapolis Board of Trustees Meeting September 18, 2025 6:30 - 9:00 pm First Universalist Church

Cummins Room & Zoom (multiplatform)

Start	Duration	Торіс	Lead
6:30 PM	5	Call to Order. Absent: Emily Bijnagte, Drew Roiselle	Marc
		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	25	Executive Session Somatic Grounding Introductions and Welcome of Youth Representatives Spiritual Community Building and Check in	All Jen/Ashley
7:00 PM	5	Agenda Approval and approval of Minutes from June 19, 2025 Approved but 3 members abstained from approving the June Board minutes as they were not on the board at that timeJeanne Guignon, Katherine Harrell, Cameron Smither	Marc
7:05 PM	5	Consent Agenda Approved Approval of the following Congregational Dates: - Mid-year Meeting: February 8, 2026 - Annual Meeting: June 14, 2026 Monitoring: Acceptance of attendance and membership numbers & trends Monitoring: Acceptance of staff and significant volunteer changes Monitoring: Congregant grievances Monitoring: Staff & Volunteer grievances Monitoring: Protection of assets	All
7:10 PM	40	2025-26 Annual Board Goals Approved and Ashley Harness will include a rubric to measure these goals against the Board's IDI work especially around minimization	All
7:50 PM	10	Break	
8:00 PM	20	Governance Committee Report and Future Role: Lou Quast will be chair of the Governance Committee. In need of 2 additional Board members and one other congregant. Eric Cooperstein and Karen Willie will be on this committee. The annual review of the Senior Minister will be moved from the Governance Committee's responsibility to the Board Executive Committee starting with the finalization of the 2024/2025 Church year review of Rev. Jen.	Lou/All
8:20 PM	10	Minister's Report and Annual Work Plan. Jen presented the annual work plan, and the Board should review and provide comments to Jen. The Exec Team will summarize these comments if necessary as well.	Jen
8:30 PM	10	Finance Committee Report. See report	Cameron
8:40 PM	10	Stewardship Committee Report. See report	Emily
8:50 PM	5	Public Comment. No public comment	
8:55 PM	5	Gratitudes	All
9:00 PM		Adjourn	

Roles, responsibilities, and resources for Board Members

2025-26 Board Handbook

Senior Minister Board Report Prepared by Rev. Jen Crow October 10, 2025

Spiritual Grounding

I invite you to read and sit with this poem by Aurora Levins Morales, a writer, an artist, a historian, a teacher and mentor. an activist, a healer, a farmer, a revolutionary, a Puerto Rican Jewish feminist who lives with chronic illness. "V'ahavta"

A few months ago, a member of First Universalist approached me with a gift. It was a denim patch with these words embroidered on it: "Let's hold hands so we can share our power." A few weeks earlier I had told a story of approaching the church from the parking lot, and overhearing a conversation among the young kids on the playground. "Come on," one kid was yelling, "let's hold hands so we can share our power." That sentence had inspired me and reminded me of one of the things we do at church - of one of the ways our faith calls us to be with each other. And now I have those words embroidered on a patch I hope to one day transfer to the shoulder of a jacket I'll wear and look at each day. For now, the patch lives on my dresser and I see it every morning as I touch the same mirror my grandmother looked in each day and choose the armor I'll put on in my jewelry and the touchstone I pick for my pocket. In my own way, I am grounding myself in how I want to be, in how my faith calls me to be, as I rise up and as I lie down.

What are the words you need to hear to center yourself in your faith? For Aurora Levins Morales it is: Another world is possible. For the child I heard and the member of the congregation who embroidered that patch it is: Let's hold hands so we can share our power. What words do you want to whisper into the ears of a child as they rise up and as they lie down? What words would you want to say to, a beloved who is dying, discouraged or alone or facing impossible choices? What words do you need to have embroidered on your garments or tattooed on your shoulders that help you to make your faith real?

Monitoring Items

Attendance and Membership Trends

Please see attached information.

Congregant Grievances

There have been no congregant grievances.

Staff and Volunteer Grievances

There have been no staff or volunteer grievances.

Staff and Volunteer Transitions

Samantha White and Kirk Cozine are our new Children, Youth, and Family Ministries Advisory Team Co-Chairs

Updated Staff Workplan

Thank you for the ongoing conversations and feedback on the draft 2025-26 Staff Workplan that I shared at the previous Board meeting. Your feedback coalesced and supported changes in this way:

- Focus on the visionary goals of widening opportunities for leadership and participation and pursuing our individual and collective work for justice
- Focus on making our culture explicit as a congregation and in our justice work
- Delineate what work is already underway and which will be new efforts.

You'll see this feedback reflected in the goals and the work associated with them, as well as the prioritization of the goals. In all areas, staff will identify and support the development of lay leadership and shared ministry.

You can view the Updated Staff Workplan here.

Information Sharing

As we work to shift our congregational patterns toward even greater sustainability, I presented a very drafty 2026-27 fiscal year operating budget to the Finance Committee this past week. Our hope is that this draft budget will give our Stewardship Team - and all of us - an opportunity to communicate with the congregation about upcoming financial needs with more spaciousness, conversation, and time. This draft budget includes both essential (and predictable) and aspirational increases in expenses, and all of the expenses listed (aside from the UUA Program Fund contribution) are subject to change as conversations continue, new information emerges, and decisions are made together about how to best use the financial resources available to further the church's mission.

Essential and Predictable Expense Increases

3% COLA for all staff \$32,000

Health Insurance increase \$30,000

5% inflation to administrative & program expenses \$12,200

5% inflation to building expenses \$8150

Total = \$82,350

Additions to UUA Annual Program Fund contribution to get closer to meeting the annual assessment of our covenantal responsibilities, \$5,000 to \$40,000

Aspirational (and very needed) Expense Increases

Pianist/accompanist for choir/Sunday mornings \$7500 CYFM staffing (could be childcare or other needs) \$8,000

Membership staff/volunteer coordinator 15 hrs/wk = \$24,000 10 additional hours per week of ministerial time = \$31,000 Total = \$70,500

September						2025							2024
•	Sun. 10a	Sun. 9a	Sun. 11a	Sun.	YouTube			Sun. 10a	Sun. 9a	Sun. 11a	Sun.	YouTube	
Adults	Sanctuary	Sanctuary	Sanctuary	Livestream	Views	Totals		Sanctuary	Sanctuary	Sanctuary	Livestream	Views	Totals
1st week	192			- (LH)	33	225		no service	no service	no service	no service	no service	no service
2nd week		110	104	33	66	313		187			11	82	280
3rd week		124	140	34	50	348			125	93	33	64	315
4th week		107	144	20	112	383			no slip	100	35		206
5th week						0			104	80	30	50	264
						0							
Monthly Total	192	231	284	87	261	1269		187	229	273			1065
Average for September	192	115.5	94.66666667	29	87	317.25		187	114.5	91	36.3333333	72.3333333	266.25
RE						9 & 11 RE							9 & 11 RE
1st week						JQIIKL							JATINE
2nd week													
3rd week						144							144
4th week						117							117
5th week						123							123
Monthly Total						384							384
Average for September						128							128
Combined Average						445.25							394.25
Notes								voutube view	s recorded 10	/14/24 at 2 n	m		
Notes								•	Sunday of Ser				
								NE Degail Siu	Sulluay of Set	Jl.			
				Recorded 1st	Youtube view	s, 2nd week livestre	eam 09/1	.4					
						k youtube views 09							
				Recorded 4th	week Youtub	e views 10/05							

Statistical Report for September 2025 Board Meeting October 16, 2025

MEMBER MEMORIAL SERVICES: 0

MEMBER MARRIAGES/SERVICES OF COMMITMENT:

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: Membership project in process; update in November

CHILDREN DEDICATED: 0

Total members as of the last meeting: 1,017?

To be added: 0

To be removed: 0

TOTAL MEMBERS: 1,017?

First Universalist Board of Trustees 2025-26 Annual Goals DRAFT 10/2/25

Board Goal	Congregational Health Survey Theme/Desired outcomes	Visionary Goal(s)	Annual theological theme(s)
Strengthen Board governance practices to enhance trust	Trust, Governance		
1a. Develop and practice a Board covenant	 By November meeting, approve a board covenant Incorporate covenant review into monthly meetings Share our process with the congregation in a SmorgasBoard column in the spring 	 Practice Beloved Community among us Widen the opportunities for leadership participation and engagement 	 Experiences of Beloved Community Humility (truly knowing ourselves) Building resilience for the long term
1b. Review and update Governing Policy Handbook	By December board meeting, Governance Committee to share a plan for comprehensive review and update	Widen the opportunities for leadership participation and engagement	 Building resilience for the long term Humility

1c. Expand communications with the congregation through a regular Board column in the Liberal	 Monthly progress report at board meetings Approve revised handbook by the May meeting Begin semi-monthly column in September Solicit feedback from members on communications by the mid-year meeting 	 Practice Beloved Community among us Widen the opportunities for leadership participation and engagement Provide meaningful presence to one another in times of joy, grief, and change 	Experiences of Beloved Community
1d. Implement and model a decision-making framework (DRIVE*) for key Board decisions	 Incorporate DRIVE into monthly agendas Describe the framework for the congregation in a SmorgasBoard column and at least one small group meeting (e.g., after Community Supper) by end of December 	Widen the opportunities for leadership participation and engagement	Building resilience for the long term

2. Deepen the sense and practice of belonging among members of First Universalist	Welcoming and Belonging		
2a. Follow up on survey results through individual follow up to respondents	All respondents to survey will receive follow-up email from a board member by the end of October	 Practice Beloved Community among us Provide meaningful presence to one another in times of joy, grief, and change 	 Experiences of Beloved Community Humility (truly knowing ourselves)
2b. Learn more about the state of belonging in the church and about who we are through individual conversations and focus groups with broad representation, and share the insights gained with the congregation	 At least 3 small group meetings by the end of January By November meeting, solicit additional survey responses from groups under-represented in the original survey Describe the process in a fall newsletter column Share initial insights in a winter newsletter column and at mid-year meeting 	 Practice Beloved Community among us Provide meaningful presence to one another in times of joy, grief, and change 	 Experiences of Beloved Community Humility (truly knowing ourselves)

2c. Collaborate with staff to	• TBD	Widen the	Experiences of
develop tactics to increase		opportunities for	Beloved Community
participation in shared		leadership	
ministry		participation and	 Humility (truly
		engagement	knowing ourselves)
		 Practice Beloved 	
		Community among	 Building resilience
		us	for the long term

*DRIVE framework for Board decisions:

D: Who is the *decision*-maker? If not an individual, how will the decision be reached (e.g., consensus, majority vote, etc.)

R: Will there be a recommendation sought, and if so, from whom?

I: What input will be solicited? How? From whom?

V: Does the decision need to be vetted with anyone before it is finalized?

E: Who is responsible for executing the decision?

Helpful questions to consider, given our intercultural orientation of minimization, to promote equity and inclusion in moving our goals forward:

- What is our role in obtaining this goal?
- What are our values we need to consider as we think about our approach, particularly concerning equity, diversity, and inclusion?
- How have we structured our approach to ensure we are considering all points of view?
- How conscious, intentional, and transparent are we about our guidelines for interaction in our meetings? How might we be reinforcing a "go along to get along" approach?
- What do we think we already know about this topic? What assumptions are we making? What is the data to support what we think we know?
- What else do we need to learn? How are we going to get this information? From whom?

First Universalist Church of Minneapolis Finance Committee Meeting Minutes October 9, 2025 5:30-7:00 pm | Online

Members present: Cameron Smither, Amelia Marquez

Staff present: Brad Schmidt, Jen Crow, Nico Van Ostrand

Stewardship liaison present: Ginny McAninch

Members not in attendance: Marc Gorelick, Dan Berg, Dick Niemiec

Meeting convened at 5:40 pm

1. Chalice lighting and grounding led by Jen

2. Review prior meeting minutes led by Cameron

Updated version approved

3. Review Year-to-Date Finances led by Brad

- Members were presented core financial statements reflecting July through August 2025. No significant flags present in the finance data. Members discussed the story the data are telling; major topics of discussion included:
 - Approximately \$2,500 in unexpected staff relocation expenses, reflecting the church's commitment to staff safety; categorized as safety and security
 - o Received pledges are slower to-date than in most recent years
 - Approximately \$15,000 reduced in revenues and expenses as a result of skipping the youth Boston trip this year.

4. Next fiscal year budget rough draft led by Jen and Cameron

- Cameron grounded the group in the assumptions and commitments from last year's budget narrative; the group reflected that these were important guidelines and yet not particularly bold or aspirational; starting this conversation earlier may help consider how/when to be more bold.
- Jen shared early estimates of likely increases in next year's operational expenses, as well as high-impact staffing additions and increases in UUA Annual Program Fund to reach fair share.
 - Estimated increases: 3% cost of living adjustments for all staff, potential 30% increase in health insurance, 5% inflation to administrative, programming, and building expenses all equaling approximately \$82,350
 - Impactful staff additions: pianist/accompanist for choir, childcare, membership staff/volunteer coordinator, additional hours for Rev Laura all equaling approximately \$70,500

- UUA Annual program Fund: currently giving approximately \$58,000 but, based on congregational size, are expected closer to \$90,000; ideally increase \$5,000-\$40,000
- Members discussed the value of starting this discussion early, the landscape of church donors currently, the potential of the committee's goal re: winding down the old pledge system software; it was agreed that next FY's budget should be discussed again in January.

5. Building & Capital Reserves led by Brad

- Members were led through the current status and timeline of church's Building & Capital Reserves, which funds the repayment of its remaining construction loan.
 - The outstanding balance of the loan is \$1.4MM.
 - The Building & Capital Reserve fund, from which the church pays \$155,000 annually toward the loan, is slated to run out in Aug/Sep of 2026.
 - The current interest rate is 3.75% through October 2026, at which point a rate adjustment will occur; if the rate adjustment happened today, the rate would go to approximately 6%. Currently roughly two-thirds of payments go toward principal and a 6% rate would shift that down closer to one-third.
 - The loan agreement includes a balloon payment in Sep 2031 of \$1.1MM.
- Members began a discussion of important questions, historical context, and capital campaigns generally; more conversation needed. Major topics of discussion included:
 - First U's previous capital campaign raised \$5MM over 5 years around a central theme of "not for ourselves alone"; throughout the process, the congregation made decisions along the way supported by a specialized team of members and a consultant; important opportunity for reflection and powerful storytelling of the successes of that work.
 - Further exploration is worthwhile on the questions: How similar/different is our congregation today vs the last capital campaign? What is the sentiment of the congregation and what would resonate with them? What role could financial knowledge building (esp. retirement-related required minimum distributions and qualified charitable distributions) play in this? What is the best role for this committee?

6. Next Steps

- Given time constraints, the topic of Financial Policy Review was moved to a later meeting.
- Cameron will start an email thread with Ginny, Amelia, Brad, and Jie to develop specific next steps (e.g., sequencing/prioritizing among relevant names) on the topic of transitioning away from the old pledge software
- Members were asked to consider for next time: What year-end asks might we want to make to the community? How can we prepare for those now?

Meeting adjourned at 7:00pm

Next meeting scheduled for November 13, 2025, online from 6:00-7:30pm

Respectfully submitted,

Cameron Smither, Treasurer

First Universalist Church of Minneapolis Balance Sheet

	Actual As of 08/31/2025
Assets	
Current Assets	
Cash	\$146,367.40
Investments	\$3,398,835.01
Accounts Receivable	\$100,085.15
Other Current Assets	\$42,954.97
Total Current Assets	\$3,688,242.53
Non-Current Assets	
Fixed Assets	\$5,213,340.19
Total Non- Current Assets	\$5,213,340.19
Total Assets	\$8,901,582.72
Liabilities and Fund Balance	
Liabilities	
Current Liabilities	
Accounts Payable	\$116,740.12
Benefits Payable	\$33,797.98
Other Current Liabilities	\$24,774.42
Total Current Liabilities	\$175,312.52
Long Term Liabilities	
Loan Payable	\$1,418,321.19
Interfund Transfer	\$0.00
Total Long Term Liabilities	\$1,418,321.19
Total Liabilities	\$1,593,633.71
Fund Balance	
Unrestricted Net Assets	\$4,873,443.32
Donor Restricted Net Assets	\$2,434,505.69
Total Fund Balance	\$7,307,949.01
Total Liabilities and Fund Balance	\$8,901,582.72

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First Universalist Church of Minneapolis Income Statement

Operating Budget

	Actual 07/01/2025 to 08/31/2025	Budget 07/01/2025 to 08/31/2025	Variance	Annual Budget 07/01/2025 to 06/30/2026
Revenues				
Support				
Annual Giving	\$310,836.71	\$357,154.00	(\$46,317.29)	\$1,275,550.00
Donations & Fundraising	\$24,856.16	\$22,375.00	\$2,481.16	\$236,500.00
Total Support	\$335,692.87	\$379,529.00	(\$43,836.13)	\$1,512,050.00
Earned Revenue				
Services & Rentals	\$16,668.24	\$14,173.32	\$2,494.92	\$109,000.00
Investment	\$8.64	\$0.00	\$8.64	\$0.00
Other Income	\$128.45	\$0.00	\$128.45	\$2,000.00
Total Earned Revenue	\$16,805.33	\$14,173.32	\$2,632.01	\$111,000.00
Total Revenues	\$352,498.20	\$393,702.32	(\$41,204.12)	\$1,623,050.00
Expenses				
Personnel & Professional	\$203,140.14	\$206,409.67	\$3,269.53	\$1,243,000.00
Administrative	\$14,406.85	\$20,663.58	\$6,256.73	\$148,001.00
Fundraising	\$2,144.10	\$3,610.00	\$1,465.90	\$19,500.00
Program	\$19,085.77	\$20,134.96	\$1,049.19	\$67,500.00
Building & Grounds	\$18,312.23	\$16,556.64	(\$1,755.59)	\$140,300.00
Other	\$0.00	\$0.00	\$0.00	\$4,500.00
Total Expenses	\$257,089.09	\$267,374.85	\$10,285.76	\$1,622,801.00
Investment Activity	\$204.33	\$0.00	\$204.33	\$0.00
NET SURPLUS/(DEFICIT)	\$95,613.44	\$126,327.47	(\$30,714.03)	\$249.00

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First Universalist Church of Minneapolis Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2025	Budget 07/01/2025		Annual Budget 07/01/2025
	to 08/31/2025	to 08/31/2025	Variance	to 06/30/2026
Revenues				
Support				
Donations & Fundraising	\$600.00	\$25,916.66	(\$25,316.66)	\$155,500.00
Total Support	\$600.00	\$25,916.66	(\$25,316.66)	\$155,500.00
Total Revenues	\$600.00	\$25,916.66	(\$25,316.66)	\$155,500.00
Expenses				
Administrative	\$419.99	\$0.00	(\$419.99)	\$0.00
Building & Grounds	\$15,505.46	\$25,916.60	\$10,411.14	\$155,500.00
Total Expenses	\$15,925.45	\$25,916.60	\$9,991.15	\$155,500.00
Investment Activity	\$4,164.16	\$0.00	\$4,164.16	\$0.00
NET SURPLUS/(DEFICIT)	(\$11,161.29)	\$0.06	(\$11,161.35)	\$0.00

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MINUTES

First Universalist Stewardship Team

Thursday, 25 September 2025, 6 pm | Zoom

Attendees

Lynn Broaddus (chair), Ginny McAninch, Velma Wagner, Emily Wallace

Notes

Summary

The meeting focused on the upcoming stewardship campaign and membership re-engagement. Ashley Harness-Jimenez presented a draft calendar for the pledge campaign, emphasizing the need for relationship managers and timely promotions, including Give to the Max Day on November 20, which will be targeted at supporting the approximately \$35,000 in operating costs for sanctuary and resistance efforts. Emily Wallace highlighted the need for a realistic fundraising goal for events held this year, suggesting \$20,000. The team agreed to review and provide feedback on the calendar by next week. They also discussed the importance of clear communication and effective meeting management to ensure productivity.

Membership Re-Engagement and Pledge Acknowledgement Protocol

- We discussed the membership re-engagement process, dividing pledging units into four categories for outreach, roughly as follows:
 - The people who are non-pledging and who haven't been coming to church lately will be contacted by either Jen (if Jen has a pastoral relationship with them) or Ginny or will receive a letter that Lisa Sinclair is drafting.
 - Stewardship will reach out to people who are active in some aspect of church but haven't pledged.

Calendar and Pledge Campaign Planning

 In advance of the meeting Ashley shared a draft calendar which we discussed briefly, focusing mostly on terms used. We should each send feedback to Ashley in the coming week, and we will talk about it more at our next meeting after people have had more time to digest the draft.

Give to the Max Day and Fundraising Strategy

• Give to the Max Day is November 20th this year, though the donation portal opens on November 1st. There are premiums ("Golden Tickets") given randomly throughout the period, which we should promote to our donors.

- We'd like to use multiple communication channels to promote the giving day, including the liberal, pulpit, social media, and texting.
- Giving is easier to promote if there is a targeted funding need (rather than general operating funds), and this year we'd like to target the Give to the Max income for the operational costs tied to Sanctuary and Resistance. Brad Schmidt has been pulling together an estimate for the costs that go beyond the direct expenses (i.e. rent assistance, travel, groceries) which come out of our designated fund. Operational costs for the support given by ministers, as well as a portion of building expenses are likely to come in at about \$35,000 per year.

Developing Generosity

• Drew Rosielle and Karen Heegard are offering a 5-session course titled "Beyond Donating: What does sharing look like?" beginning November 4th. This isn't the UUA curriculum that the committee has discussed in the past, but we anticipate that it will align with Stewardship priorities. Ashley noted that we purchased and offered the UUA curriculum but we didn't get enough of a response to run the class.

Meeting Logistics and Next Steps

- Our next meeting will be in-person on October 23rd when we will allocate 90 minutes to focus on our calendar for the year and pledge campaign launch.
- The December 4th meeting will be moved to 1:00 pm, on Zoom.
- When we return to Zoom meetings we will ask that all members use the "raise hand" function to help manage the discussion.

Meeting adjourned at 7:00 pm

Next meeting – 23 October, 5 pm.

Action Items

- Provide feedback on the draft calendar to Ashley by next Thursday. All
- Provide feedback on the draft covenant to Emily. All
- Reach out to Jim to reserve the church space for the October 23rd 90-minute in-person meeting. *Lynn*
- Talk to Finance Comm to get a break-down of the sources and expectations for "fundraising" as it appears in the operating budget. *Emily*
- Follow up on the UUA's "Beyond Philanthropy" class that was mentioned, and learn more about the "Beyond Donating" class that Drew and Karen are offering.
- (From previous meeting) Update on pledge / gift acknowledgement protocols Ginny