

MEETING OF THE BOARD OF TRUSTEES

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First Universalist Church of Minneapolis
Board of Trustees Meeting
November 20, 2025
6:30 - 9:00 pm
First Universalist Church
Cummins Room & Zoom (multiplatform)

Start	Duration	Topic	Lead
6:30 PM	5	Call to Order	Marc
		<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	Marc
6:40 PM	30	Executive Session Somatic Grounding Spiritual Community Building Staff updates	Matt Ashley/Jen Jen
7:10 PM	30	Board Covenant	Katherine, Jeanne, Cameron, Ashley
7:40 PM	20	Status of 2025-26 Board goals and next steps - small group discussions	Marc
8:00 PM	5	Consent Agenda 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	Marc
8:05 PM	10	Break	Jeanne to bring snacks
8:15 PM	20	Finance Committee Report	Cameron
8:35 PM	5	Governance Committee Report	Lou
8:40 PM	5	Stewardship Committee Report	Emily W
8:45 PM	5	Executive Committee Report	Marc
8:50 PM	10	Meeting review and Gratitudes	All
9:00 PM		Adjourn	

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 learn? 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
October 16, 2025
6:30 - 9:00 pm
First Universalist Church
Cummins Room & [Zoom](#) (multiplatform)

Start	Duration	Topic	Lead
6:30 PM	5	Call to Order Present: Cameron, Drew (virtual), Emily W, Katherine, Jeane, Marc, Adah (virtual), Rev. Jen, Rev. Ashley, Nico Emily B. leave of absence was acknowledged.	Marc
		<i>Lighting the Chalice</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.	All
6:35 PM	5	Agenda Approval - Approved	Marc
6:40 PM	20	Executive Session Somatic Grounding Spiritual Community Building	Katherine Ashley/Jen
7:00 PM	45	Board Covenant. Progress to date was shared by the working group (Katherine, Cameron, Ashley), and further idea "sketching" was done. Goal is to have a living document, one that incorporates consistent principles and that describes varying behaviors that would uphold and demonstrates those principles depending on the circumstances. Other discussion around addressing minimization orientation and building in repair mechanisms and amends making when we vary from the covenant and cause harm. Jeanne offered to join the working group which will share a draft at the November meeting.	Katherine, Emily B, Cameron, Ashley
7:45 PM	5	Consent Agenda Approved 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	All
7:50 PM	10	Break	Cameron to bring snacks
8:00 PM	15	Final approval of 2025-26 Board goals and next steps. Additional action items were identified for the final goal, and the document was approved by consensus. Progress on goals will be monitored at each meeting.	Marc
8:15 PM	15	2025-26 Staff work plan. Rev. Jen shared the revised workplan incorporating feedback from Board and staff	Jen
8:30 PM	10	Finance Committee Report in packet	Cameron
8:40 PM	5	Stewardship Committee Report in packet	Emily W
8:45 PM	5	Executive Committee Report Exec Committee is assuming responsibility for Sr. Minister review	Marc
8:50 PM	10	Meeting review and Gratitudes	All
9:00 PM		Adjourn	

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Roles, Responsibilities, and Resources for Board Members
[2025-26 Board Handbook](#)

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

Spiritual Grounding

This week I've been deep in conversation with my study group on the topic of Resisting Authoritarianism. Formed 74 years ago to encourage rigorous theological study and collegiality on the sometimes isolating stretches of the prairie, the 4 founders brought this group together in the shadow of World War II. James Luther Adams, whom you often hear me quoting these days, was one of those founders. Having studied in Germany during the rise of Nazism, Adams often asked Unitarians (and then Unitarian Universalists) what was it in our theology, in our preaching, in our congregations that would prevent the same thing from happening in the United States.

"Let me put it autobiographically and say that in Nazi Germany I soon came to the question, 'What is it in my preaching and my political action that would stop this?' Maybe it was an extreme judgment of myself, but I said, 'If you have to describe me, you'd say I'm not really involved, for example, in combating anti-Semitism as it is in the United States.' It is a liberal attitude to say that we keep ourselves informed and read the best papers on these matters, and perhaps join a voluntary association now and then. But to be involved with other people so that it costs and so that one exposes the evils of society...requires something like conversion, something more than an attitude. It requires a sense that there's something wrong and I must be different than the way I have been." (Transforming Liberalism, 155, An Examined Faith)

Adams is asking us to be transformed, to be converted, perhaps even to be radicalized by our experiences of proximity (or our own experiences) with evil and injustice and to live fully into the commitments that our faith creates for us.

At one of the worship services the group shared together, our worship leader reminded us that in times of trauma (aka the rise of authoritarianism and state-sponsored violence), it is common for folks to become disoriented - literally - and lose their way. One of the ways we can re-orient ourselves is by noticing where we are in relationship to each other and in relationship to literal and metaphorical landmarks.

What are the landmarks that can help us to orient ourselves in these times? How do you locate yourself, re-orient yourself in these times? What landmarks do we want to leave behind for others from this time?

Monitoring Items

Attendance and Membership Trends

Please see attached information.

Staff and Volunteer Grievances

There have been no staff or volunteer grievances.

Staff and Volunteer Transitions

A new support team formed in our sanctuary ministry, including Jeanne Guignon, Rev. Dr. Andrea Johnson, Nancy Gossard, and Jessica Lyons.

Information Items

On Tuesday, October 28th, from 6:30-8pm, Marc and I attended an online conversation led by the Rev. Dr. Deborah Pope-Lance focused on Healing Congregations After Misconduct: Empowering Congregational Leadership. Rev. Dr. Pope-Lance is a national leader and expert on the impact of ministerial misconduct and the practices that help to restore health. I found this to be an exceptionally helpful conversation, and I'd like to share a few of my notes with you. One big caveat - these are my notes, so of course they are biased to what I was listening to/for and how my own identities and experiences impact my interpretations. You can learn more directly from Rev. Dr. Pope-Lance by accessing her [resources](#) directly.

What is ministerial misconduct? It is a violation of the role of minister, where the minister uses the role for purposes other than what it was intended. Ministerial misconduct can be sexual, emotional, or financial. It often takes a shape where the minister's self-interest is served. Characteristics of ministers who engage in misconduct include narcissism that shows up in relationships with vulnerable people, bullying, controlling, and unilateral decision-making outside the boundaries of their role. Other employees can also engage in misconduct, and all religious professionals have codes of conduct created and agreed to by their professional organizations (religious educators, music directors, ministers).

What are the conditions under which ministerial misconduct happens:

- The minister is willing to violate their professional code of conduct.
- The congregation, and especially the congregational leadership lacks the immune cells to protect the congregation (to know and name what is happening as inappropriate and damaging, and then to hold the minister accountable and act on behalf of the congregation's health).

The impact of ministerial misconduct can be persistent and pervasive. The experience of ministerial misconduct can divide congregations, as they end up fighting internally about whether what happened was/is misconduct or not, and whether there should be any accountability. It can also show up in chronic difficulties in the congregation.

Often, the narcissism of the minister who engages in misconduct alters the emotional patterns of the congregation, resulting in a progressive deterioration of emotional and relational patterns in the congregation. For instance, church leaders, staff, and members begin to accept behaviors that they would not accept in other areas of their

lives, saying things like - that's just how they are...and developing ways to work around or with that person that are unhealthy. This can result in role confusion, secrecy, people treating each other poorly, behavior that is harmful not being confronted or addressed, increased anxiety, and a deterioration in the purpose of the congregation.

How can a congregation heal after ministerial misconduct?

- The progressive deterioration of relational norms and patterns needs to be reversed
- Intentional work toward being a healthy congregation
- Intentionality in how to be together: kind, generous, respectful
- Clarity about roles, boundaries, and policies - these are applied consistently with no exceptions
- Retrieve the integrity of the congregation and its sense of purpose
- Repair the break down

What can a minister do to aid a congregation in recovery after ministerial misconduct?

- Rebuild trust. Return phone calls, show up when you say you will show up, do what you say you will do. When you make a mistake, say so and apologize. This can take 5 years. Remember, unearned trust is required for clergy to do their job.
- Empower the leaders of the congregation to lead - encourage and equip them. Share expectations about how teams function. Be clear about roles and responsibilities.

October Attendance						October Attendance					
					2025						2024
Adults	Sun. 9a Sanctuary	Sun. 11a Sanctuary	Sun. a.m. Livestream	YouTube Views	Totals	Adults	Sun. 9a Sanctuary	Sun. 11a Sanctuary	Sun. a.m. Livestream	YouTube Views	Totals
1st week			24	57	81	1st week	89	95	29	90	303
2nd week	99	114	35	47	295	2nd week	100	114	36	84	334
3rd week	72	113	33	98	316	3rd week	59	87	30	78	254
4th week	92	132	30	79	333	4th week	107	128	34	139	408
5th week						5th week					
Monthly Total	263	359	122	281	1025	Monthly Total	355	424	129	391	1299
Average for October	65.75	89.75	30.5	70.25	256.25	Average for October	88.75	106	32.25	97.75	324.75
RE	9 & 11 RE					RE	9 & 11 RE				
1st week					138	1st week					138
2nd week					157	2nd week					157
3rd week					n/a	3rd week					n/a
4th week					138	4th week					138
5th week						5th week					
Monthly Total					433	Monthly Total					433
Average for October					144.3333333	Average for October					144.3333333
Combined Average	400.5833333					Combined Average	469.0833333				
							Youtube views recorded 11/12/24 at 1:30 p.m.				
			Youtube views first week recorded 10/12/25								
			Youtube views first week recorded 10/19/25								
			3rd Youtube views first week recorded 10/26/25								
			4th Youtube views first week recorded 11/02/25								

Statistical Report for October 2025

Board Meeting November 20, 2025

MEMBER MEMORIAL SERVICES: 0

MEMBER MARRIAGES/SERVICES OF COMMITMENT:

MEMBERS FOR APPROVAL: 0

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL:

Edwin Daniel, October 11, 2025 deceased

Raleigh Little, October 31, 2025, deceased

John (Jack) Engberg, March 20, 2025, deceased

Rebecca Donley

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
Approved 10/16/25

Board Goal	Congregational Health Survey Theme/Desired outcomes	Visionary Goal(s)	Annual theological theme(s)
1. Strengthen Board governance practices to enhance trust	Trust, Governance		
1a. Develop and practice a Board covenant	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Practice Beloved Community among us • Widen the opportunities for leadership participation and engagement 	<ul style="list-style-type: none"> • Experiences of Beloved Community • Humility (truly knowing ourselves) • Building resilience for the long term
1b. Review and update Governing Policy Handbook	<ul style="list-style-type: none"> • By December board meeting, Governance Committee to share a plan for comprehensive review and update 	<ul style="list-style-type: none"> • Widen the opportunities for leadership participation and engagement 	<ul style="list-style-type: none"> • Building resilience for the long term • Humility

	<ul style="list-style-type: none"> • Monthly progress report at board meetings • Approve revised handbook by the May meeting 		
1c. Expand communications with the congregation through a regular Board column in the Liberal	<ul style="list-style-type: none"> • Begin semi-monthly column in September • Solicit feedback from members on communications by the mid-year meeting 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Experiences of Beloved Community
1d. Implement and model a decision-making framework (DRIVE*) for key Board decisions	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Widen the opportunities for leadership participation and engagement 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • All respondents to survey will receive follow-up email from a board member by the end of October 	<ul style="list-style-type: none"> • Practice Beloved Community among us • Provide meaningful presence to one another in times of joy, grief, and change 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • At least 3 small group meetings by the end of January • Describe the process in a fall newsletter column • Share initial insights in a winter newsletter column and at mid-year meeting 	<ul style="list-style-type: none"> • Practice Beloved Community among us • Provide meaningful presence to one another in times of joy, grief, and change 	<ul style="list-style-type: none"> • Experiences of Beloved Community • Humility (truly knowing ourselves)
2c. Collaborate with staff to develop tactics to increase participation in shared ministry	<ul style="list-style-type: none"> • Create at least one opportunity for staff/board interaction by end of December • Expand Nominating Committee charge to include identification of lay 	<ul style="list-style-type: none"> • Widen the opportunities for leadership participation and engagement • Practice Beloved Community among us 	<ul style="list-style-type: none"> • Experiences of Beloved Community • Humility (truly knowing ourselves) • Building resilience for the long term

	leaders for shared ministry activities <ul style="list-style-type: none"> • Board members to collaborate with staff to invite identified individuals into lay leadership roles 		
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*DRIVE framework for Board decisions:

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Work Plan for Board Goal 2.b

“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.”

Small Groups to be scheduled

RE families (coordinate with Allison)

New member – 4-6 months after new member class

Trans/gender-expansive members (coordinate with Ashley)

General (following community dinner in Dec. and/or January)

Young adult (coordinate with Cameron)

Senior members/Daytime Connections (coordinate with those facilitators)

Logistics

Ideal group size is 6-10

At least 2 board members at each – one to facilitate and one to take notes

Need to identify a space with Jim

Do we need some sort of covenant for the small groups? (Many others do - perhaps we could borrow from those)

Draft questions for small group discussions about belonging

Intro. Last summer the Board conducted a survey of the congregation to help us with setting our priorities for the 2025-26 church year. We asked about several aspects of congregational health, including trust, governance, covenant, conflict, and welcoming and belonging. Nearly 90 people responded, and based on the responses we have established goals around trust and governance, and around belonging.

One of our goals around belonging is to build on that initial survey and to obtain a deeper understanding of how members of First Universalist view this issue, through small groups conversations like this one.

1. What helps you feel like you belong at First Universalist?
2. What are the main ways you engage in church (e.g., worship, RE, small groups, etc.)?
3. Our Visionary Goals define how we practice Beloved Community.
 - Honor the richness of our Unitarian Universalist faith and embody its love within the walls of our church and beyond.
 - Foster our connection with, care for, and action on behalf of Earth's environment and all of life.
 - Pursue our individual and collective work for justice, in relationship with those most affected by systems of oppression.
 - Widen the opportunities for leadership participation and engagement in the many facets of how our church functions and thrives.
 - Provide meaningful presence to one another in times of joy, grief, and change

How do these goals help you practice Beloved Community and feel a sense of connection and belonging?

4. What are the barriers to belonging at First Universalist?
5. What ideas do you have to promote greater belonging among the church community?
6. What could the Board or staff do to help you feel a stronger sense of belonging here?

First Universalist Church of Minneapolis

Finance Committee Meeting Minutes

November 13, 2025

5:30-7:00 pm | Online

Members present: Cameron Smither, Amelia Marquez, Marc Gorelick, Dan Berg, Dick Niemiec

Staff present: Brad Schmidt, Jen Crow

Stewardship liaison present: Ginny McAninch

Members not in attendance:

Meeting convened at 5:30 pm

1. Chalice lighting and grounding led by Cameron

2. Review prior meeting minutes led by Cameron

- Minutes approved

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

- Members were presented core financial statements reflecting July through September 2025. No significant flags present in the finance data. Major topics of discussion included:
 - A powerful answer to the call for support to meet Religious Education needs produced positive variance among Donations revenues of approx. \$6,800. Earned revenues were also slightly higher than expected, equaling approx. \$4,300.
 - Expenses are largely close to budget, with the exception of Buildings & Grounds, reflecting unexpected staff security expenses discussed at the last meeting. Brad projects Personnel Expenses will be over budget by approx. \$21,000 to cover staffing during expected parental leave.

4. Building & Capital Reserves led by Dan and Cameron

- Cameron reminded the group of the current context of the Building & Capital Reserve funds and the value of considering the implications for launching a new capital campaign for the church.
 - The Capital reserve fund balance was \$163k as of Sep 2025 – slated to run out in Aug/Sep of 2026. Roughly \$1.4MM remaining on the debt. Financing terms include a rate adjustment in Oct 2026 and a balloon payment in Sep 2031 for the projected \$1.1MM remaining.
- Dan led a presentation to the group discussing the genesis, timeline, and outcomes of the church's most recent capital campaign in 2017, *Not for Ourselves Alone: Building an Inclusive Future*.
 - Starting in early 2016, a pre-design team developed an outline of the campaign purpose; around Oct 2016, a feasibility study was conducted by an external consultant and the board decided to proceed; from Nov 2016-March 2017, Advance Leadership gifts were

solicited; in March 2017, the campaign was widely launched with \$3.4MM already raised; from March 2017-July 2017, Leadership gifts were solicited; from Aug 2017-Nov 2017, Victory gifts were solicited; the campaign was concluded with \$5,540,000 announced.

- Dan also shared highlights from the feasibility study recommendations, the gift range table, the impact on annual giving, and the 2021 campaign reprise.
- Members reflected and discussed implications for the church's current moment:
 - It's not unusual to do a capital campaign every 8-10 years; the most important question to answer is what's the purpose, what's the need? Important to balance ambition and the reality of the congregation and community; avoid under-indexing though as it would be challenging to do another campaign too soon, say in 3-5 years.
 - Replenishing the Building & Capital Reserves/Paying off the church's debt is the immediate need, but is that a compelling enough vision? Early reflections included thoughts of continuing the legacy of the church as a sanctuary; recognition that capital can be imagined more broadly, in ways that aren't tied directly to physical structures but still endow the church with the resources for carrying out its mission; acknowledgement that generational differences in experiences of affordability and property ownership may shift what's compelling in favor of reducing/limiting debt; considering opportunities for both deepening connections across the congregation and building financial literacy; and the reality that the church must sustain itself in order to support the community.
 - There was broad agreement that careful time and attention should be spent learning about the congregation and the greater community the church resides in. Working with a consultant often provides valuable external perspective and capacity in those efforts. Lessons from the prior campaign point suggest that, if we work with a consultant, we shouldn't be afraid to push them to connect with the congregation more deeply and avoid making over-aggressive asks. Beginning exploratory conversations with consultants may be a good first step.
- It was agreed that a small group will be charged with sorting out next steps and assignments; for now, this group is comprised of Marc (President), Cameron (Finance committee lead), Jen (Senior Minister), Lynn Broaddus (Stewardship committee lead), and Ginny (liaison between Stewardship and Finance committees).

5. Pledge Software Transition Update led by Ginny and Cameron

- Ginny shared the current status of her, Cameron, and Amelia's project started after last committee meeting seeking to transition as many existing recurring gifts into Breeze before finally shutting down the ACS system. Highlights included:
 - All 60+ donors still giving through ACS have been contacted as part of this effort; Ginny is going above and beyond and making personal connections with many. Thank you!
 - After discussion with the project team, Brad and Jie are planning to shut down ACS in November, which obviates the need for donors to go in and shut down their ACS gifts and instead allows the ask to focus just on setting up in Breeze.

- Budgeted revenues may be somewhat depressed depending on the project's rate of successful transitions to Breeze; the project team may call on others to help get in touch with non-responders in an attempt to avoid this as much as possible.

6. Next Steps

- Given time constraints, the topic of Financial Policy Review was moved to a later meeting; Cameron has conducted a preliminary review and is comfortable postponing.
- A small group will be charged with sorting out next steps and assignments; for now, this group is comprised of Marc (President), Cameron (Finance committee lead), Jen (Senior Minister), Lynn Broaddus (Stewardship committee lead), and Ginny (Stewardship and Finance committee liaison).

Meeting adjourned at 7:00pm

Next meeting scheduled for December 11, 2025, online from 6:00-7:30pm

Respectfully submitted,

Cameron Smither, Treasurer

First Universalist Church of Minneapolis

Balance Sheet

	Actual As of 09/30/2025
Assets	
Current Assets	
Cash	\$97,929.87
Investments	\$3,456,969.53
Accounts Receivable	\$4,778.33
Other Current Assets	\$26,839.28
Total Current Assets	\$3,586,517.01
Non-Current Assets	
Fixed Assets	\$5,213,340.19
Total Non- Current Assets	\$5,213,340.19
Total Assets	\$8,799,857.20
Liabilities and Fund Balance	
Liabilities	
Current Liabilities	
Accounts Payable	\$79,927.20
Benefits Payable	\$33,123.07
Other Current Liabilities	\$23,574.04
Total Current Liabilities	\$136,624.31
Long Term Liabilities	
Loan Payable	\$1,411,680.19
Interfund Transfer	\$0.00
Total Long Term Liabilities	\$1,411,680.19
Total Liabilities	\$1,548,304.50
Fund Balance	
Unrestricted Net Assets	\$4,877,909.57
Donor Restricted Net Assets	\$2,373,643.13
Total Fund Balance	\$7,251,552.70
Total Liabilities and Fund Balance	\$8,799,857.20

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2025 to 09/30/2025	Budget 07/01/2025 to 09/30/2025	Variance	Annual Budget 07/01/2025 to 06/30/2026	Year-End Projections		
					Best Case Scenario	Expected Scenario	Worst Case Scenario
Revenues							
Support							
Annual Giving	\$420,745.21	\$433,687.00	(\$12,941.79)	\$1,275,550.00	\$1,315,000.00	\$1,285,000.00	\$1,275,550.00
Donations & Fundraising	\$39,375.09	\$32,540.00	\$6,835.09	\$236,500.00	\$246,724.84	\$226,902.58	\$187,752.58
Total Support	\$460,120.30	\$466,227.00	(\$6,106.70)	\$1,512,050.00	\$1,561,724.84	\$1,511,902.58	\$1,463,302.58
Earned Revenue							
Services & Rentals	\$27,905.80	\$23,719.98	\$4,185.82	\$109,000.00	\$116,000.00	\$108,500.00	\$104,000.00
Investment	\$17.92	\$0.00	\$17.92	\$0.00	\$50.00	\$25.00	\$25.00
Other	\$128.45	\$0.00	\$128.45	\$2,000.00	\$2,000.00	\$500.00	\$128.45
Total Earned Revenue	\$28,052.17	\$23,719.98	\$4,332.19	\$111,000.00	\$118,050.00	\$109,025.00	\$104,153.45
Total Revenues	\$488,172.47	\$489,946.98	(\$1,774.51)	\$1,623,050.00	\$1,679,774.84	\$1,620,927.58	\$1,567,456.03
Expenses							
Personnel & Professional	\$309,540.85	\$309,004.58	(\$536.27)	\$1,243,000.00	\$1,247,940.63	\$1,263,915.63	\$1,265,115.63
Administrative	\$35,573.53	\$42,117.14	\$6,543.61	\$148,001.00	\$107,086.57	\$124,087.88	\$140,195.38
Fundraising	\$3,435.46	\$4,755.00	\$1,319.54	\$19,500.00	\$16,000.00	\$19,500.00	\$20,000.00
Program	\$25,135.03	\$25,063.94	(\$71.09)	\$67,500.00	\$53,444.43	\$64,875.35	\$79,260.85
Building & Grounds	\$28,464.41	\$25,514.96	(\$2,949.45)	\$140,300.00	\$132,157.36	\$143,657.36	\$163,157.36
Other	\$0.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00	\$4,500.00
Total Expenses	\$402,149.28	\$406,455.62	\$4,306.34	\$1,622,801.00	\$1,556,628.99	\$1,620,536.22	\$1,672,229.22
Investment Activity	\$1,187.40	\$0.00	\$1,187.40	\$0.00	\$2,000.00	\$1,250.00	\$0.00
NET SURPLUS/(DEFICIT)	\$87,210.59	\$83,491.36	\$3,719.23	\$249.00	\$125,145.85	\$1,641.36	(\$104,773.19)

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2025 to 09/30/2025	Budget 07/01/2025 to 09/30/2025	Variance	Annual Budget 07/01/2025 to 06/30/2026
Revenues				
Support				
Donations & Fundraising				
Capital Campaign	\$900.00	\$38,874.99	(\$37,974.99)	\$155,500.00
Total Donations/Fundraising	\$900.00	\$38,874.99	(\$37,974.99)	\$155,500.00
Total Support	\$900.00	\$38,874.99	(\$37,974.99)	\$155,500.00
Total Revenues	\$900.00	\$38,874.99	(\$37,974.99)	\$155,500.00
Expenses				
Administrative				
Professional Fees	\$419.99	\$0.00	(\$419.99)	\$0.00
Total Administrative Expenses	\$419.99	\$0.00	(\$419.99)	\$0.00
Building & Grounds				
Equipment (Non-Capitalized)	\$0.00	\$124.98	\$124.98	\$500.00
Equipment Repair & Maintenance	\$366.08	\$124.98	(\$241.10)	\$500.00
Repairs & Maintenance	\$86.78	\$1,999.98	\$1,913.20	\$8,000.00
HVAC	\$3,257.00	\$1,500.00	(\$1,757.00)	\$6,000.00
Elevator	\$1,421.81	\$874.98	(\$546.83)	\$3,500.00
Grounds Maintenance	\$2,750.00	\$999.99	(\$1,750.01)	\$4,000.00
Capital Campaign Expenditure	\$0.00	\$33,249.99	\$33,249.99	\$133,000.00
Interest Expense	\$13,368.97	\$0.00	(\$13,368.97)	\$0.00
Total Building & Grounds	\$21,250.64	\$38,874.90	\$17,624.26	\$155,500.00
Total Expenses	\$21,670.63	\$38,874.90	\$17,204.27	\$155,500.00

Investment Activity

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2025 to 09/30/2025	Budget 07/01/2025 to 09/30/2025	Variance	Annual Budget 07/01/2025 to 06/30/2026
Unrealized Losses	(\$694.31)	\$0.00	(\$694.31)	\$0.00
Dividends & Interest	\$737.90	\$0.00	\$737.90	\$0.00
Unrealized Gains	\$6,948.39	\$0.00	\$6,948.39	\$0.00
Total Investment Activity	\$6,991.98	\$0.00	\$6,991.98	\$0.00
NET SURPLUS/(DEFICIT)	(\$13,778.65)	\$0.09	(\$13,778.74)	\$0.00

MINUTES

First Universalist Stewardship Committee

Thursday, 23 October 2025, 5:15 pm | Room 209

Attendees

Lynn Broaddus (chair), Rev. Jen Crow, Ginny McAninch, Velma Wagner, Emily Wallace

Notes

Chalice lighting and covenant: Ginny lead us in the chalice lighting with a reading on the nature of leadership. We then approved by consensus the following covenant and read it aloud in unison:

We covenant to be stewards of this church and its resources for those who are here now, and for those who are to come. We promise to be curious, and to do the best we can with what we have. We covenant to listen deeply to each other, be respectful in our feedback to one another, and honor the emotions that come with caring so much about our beloved community.

Fundraising expectations of Stewardship Committee: Emily reported that, at its meeting last week, she let the Board know that the “fundraising” (i.e. special events, special requests) goal of \$40K included in this year’s budget is too ambitious for the Committee to achieve. Activities that we are planning on include are November’s Make a Difference Day, and the April concert with [Lori Dokken](#). We anticipate \$16-20K from those two, as well as bits and pieces from small fundraisers like the holiday lights collection. At our request Dr. Glen Thomas is looking into the possibility of a concert with the band [Parker Woodland](#). The possibility of organizing an event with the band [Emma’s Revolution](#) was also mentioned. We will need to recruit volunteers for each of these events, or possibly a subcommittee that could routinely help plan and carry out musical fundraisers. Emily will ask Rev. Ashley whether anything specific is planned yet, and how the Committee can help.

Calendar and Pledge Campaign Planning:

- *Give to the Max Day:* Lynn will coordinate with Ashley and Brad regarding setting up the giving portal, drafting the messages for the Liberal, Facebook, Cyber Coffee Hour, and the pulpit. The funds will be allocated to the Church’s operational expenses for our sanctuary and resistance work (e.g. staff time for Rev. Jen, Rev. Ashley, Jim, as well as building expenses for space in which we house families). The Board is offering a 1:1

match for the first \$3K donated. We will launch our communications on Sunday, November 9th.

- *Recruitment of pledge chairs:* Much as we'd like to have additional people to chair the pledge drive this winter, the consensus was that we are too late in the season to do so and we need to focus our energy on running the pledge drive. However, we may be able to recruit a few people to help with the efforts and possibly join us for next year's campaign.
- *Pledge theme:* Jen has been noodling on themes along the lines of: "What are we choosing to build?", which then generated more ideas such as:
 - "Building the world we want"
 - "Building a better world"
 - "Building up, not tearing down."
 - "Tending the house that love built"

We will finalize the theme at our December meeting.

- *Timeline:* We will launch in January. Last year we pushed to launch in December so that the pledge drive would wrap up by late January, knowing that Inauguration Day (Jan 20th) was likely to bring new challenges that we'd need to focus on. The group agreed that repeating the early start date was neither feasible nor necessary this year.
- *Donor follow-up:* We have a few lists of people who need to be contacted to regarding lack of pledge in recent years. Ginny offered to do that.
- *Adjacent activities:*
 - Can we play a role in "A Place to Start" classes? We agreed to revisit this at a future meeting.
 - Use Community Dinners to promote Give to the Max, as well as pledge drive and any other activities or recruitment needs.
- *Planned giving:* The Church recently learned of two new planned bequests, one of real estate, the other an annuity. To ensure smooth acceptance of these and potentially other bequests, the Finance Committee will be updating the Gift Acceptance Policy and may ask for our input.

Meeting adjourned at 6:45 pm

Next meeting – Thursday, 4 December 2025, 1:00 pm (Zoom)

Action Items

- Emily will ask Rev. Ashley whether anything specific is planned yet, and how the Committee can help.
- Lynn will coordinate with Rev. Ashley and Brad to set up and launch Give to the Max Day.
- Lynn will update the Committee's calendar for this church year.
- Reminder from our September meeting: When we return to Zoom meetings, we will ask that all members use the "raise hand" function to help manage the discussion.

Parking Lot Items for future consideration:

- Recruitment of volunteers to help with concerts, pledge campaign, or other fundraisers.
- Figure out our role in ““A Place to Start” classes.
- Review UUA curriculum and recruit instructors.
- Organize additional concerts or fundraising activities.