

# MEETING OF THE BOARD OF TRUSTEES

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**First Universalist Church of Minneapolis**  
**Board of Trustees Meeting**  
**December 18, 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>	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	<b>Agenda Approval</b>	Marc
6:40 PM	30	<b>Executive Session</b> Somatic Grounding Spiritual Community Building	Emily Ashley/Jen
7:10 PM	30	<b>Board Covenant</b>	Katherine, Jeanne, Cameron, Ashley
7:40 PM	15	<b>Status of 2025-26 Board goals and next steps - small group discussions</b>	Marc
7:55 PM	5	<b>Consent Agenda</b> Approval of November 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 Approval of Ministerial housing allowance Approval of First Univ. sponsorship of David Leppik as ministerial candidate	Marc
8:00 PM	10	<b>Break</b>	Emily to bring snacks
8:10 PM	10	<b>Finance Committee Report</b>	Cameron
8:20 PM	5	<b>Governance Committee Report</b>	Lou
8:25 PM	5	<b>Stewardship Committee Report</b>	Emily W
8:30 PM	5	<b>Executive Committee Report</b>	Marc
8:35 PM	15	<b>Thank Yous - write notes to congregants</b>	All
8:50 PM	10	<b>Meeting review and Gratitudes</b>	All
9:00 PM		<b>Adjourn</b>	

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?

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### **Roles, Responsibilities, and Resources for Board Members**

[2025-26 Board Handbook](#)

**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	<b>Call to Order <span style="color: red;">All in Attendance</span></b>	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	<b>Agenda Approval <span style="color: red;">Approved</span></b>	Marc
6:40 PM	30	<b>Executive Session</b> Somatic Grounding Spiritual Community Building Staff updates	Matt Ashley/Jen Jen
7:10 PM	30	<b>Board Covenant. <span style="color: red;">Reviewed first draft with discussion. Next steps will be to send out a second draft and ask the board to send written comments or audio comments.</span></b>	Katherine, Jeanne, Cameron, Ashley
7:40 PM	20	<b>Status of 2025-26 Board goals and next steps - small group discussions</b> <b><span style="color: red;">Will move to email to get feedback. Did not discuss during the board meeting.</span></b>	Marc
8:00 PM	5	<b>Consent Agenda <span style="color: red;">Approved, minus the attendance numbers. Jen will add back numbers if possible to October, 2025 attendance count</span></b> Approval of October meeting minutes Monitoring: Acceptance of attendance and membership numbers & trends (Pull the attendance section) Monitoring: Acceptance of staff and significant volunteer changes Monitoring: Congregant grievances Monitoring: Staff & Volunteer grievances	Marc
8:05 PM	10	<b>Break</b>	Jeanne to bring snacks
8:15 PM	20	<b>Finance Committee Report <span style="color: red;">Discussion on balloon payment coming due in 2031. Discussed an option of another capital campaign to pay off the construction loan as well as other things we could do. See Finance Committee Report in Board Packet</span></b>	Cameron
8:35 PM	5	<b>Governance Committee Report. <span style="color: red;">Lou Quast, Karen Willie, Jeanne Guignon, Eric Cooperstein, Andy are members. Starting to look at the GPH. Provide an outline of how the GPH will be reviewed this church year at the December meeting.</span></b>	Lou
8:40 PM	5	<b>Stewardship Committee Report. <span style="color: red;">See Stewardship Committee report in board packet. We met and exceeded our goal of \$10,000 for Give to the Max day. Ongoing work on the membership re-engagement project. Also discussed getting youth involved in stewardship efforts.</span></b>	Emily W
8:45 PM	5	<b>Executive Committee Report. <span style="color: red;">Marc completed the 2024/2025 review with Jen. Now working on tightening up the review process to align with the church year more closely. The second topic was around a Dissolution Clause for First U. to maintain our tax-exempt status. We need to develop a process for submitting our renewal regularly. Our current Dissolution Clause is valid until Dec. 31, 2026.</span></b>	Marc
8:50 PM	10	<b>Meeting review and Gratitudes. <span style="color: red;">Cameron led discussion on how the church can recognize individuals who have stepped up in a variety of ways. We want to figure out a way to show our appreciation and recognition.</span></b>	All
9:00 PM		<b>Adjourn</b>	



E: Who is responsible for executing the decision?

- What else do we need to learn? How are we going to get this information? From whom?

[2025-26 Board Handbook](#)

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

**Spiritual Grounding**

“Hope is an orientation of the spirit, an orientation of the heart; it transcends the world as it is immediately experienced, and is anchored somewhere beyond its horizons.”  
Vaclav Havel

“Memory produces hope in the same way that amnesia produces despair.” Walter Bruggeman

“Hope is an ax you break down doors with in an emergency - to hope is to give yourself to the future, and that commitment to the future makes the present inhabitable.”  
Rebecca Solnit

“The spirit of God seeks me out in my aloneness and gives me a sense of assurance that undercuts my despair and confirms my life with new courage and abiding hope.”  
Howard Thurman

Tragic hope - “a hope that knows fully what the history has been, what the failures have been, but also what the successes have been, and thus what remains possible.” Cornel West

Author Sharon Welch writes about the feminist ethic of risk, which I also understand as a form of embodied hope - when we make “the decision to care and to act although there are no guarantees of success.”

The mission of First Universalist tells us that: In the Universalist spirit of love and hope, we give, receive, and grow. We are a people of hope. In this moment in the life of First Universalist - where are you experiencing hope? Where are you experiencing hopelessness? As leaders, how might we offer and embody honest hope for the congregation?

**Monitoring Items**

**Attendance and Membership Trends**

Please see attached information.

**Staff and Volunteer Grievances**

No staff or volunteer grievances have been received.

**Staff and Volunteer Transitions**

Dr. Glen Thomas Rideout resigned from the position of Director of Worship Arts Ministries effective December 7, 2025.

Paolo Debuque will begin a 6-month contract serving the congregation as part-time Music Director beginning January 1, 2026. You can read more about the position and Paolo [here](#).

**2026 Ministerial Housing Allowances**

To learn more about what the ministerial housing allowance is, and what is required of both the minister and the congregation for the minister to utilize this no cost to the congregation benefit, please read:

[Housing Allowance for Ministers | LeaderLab | UUA.org](#)

2026 Housing Allowance requested amounts

Rev. Jen Crow \$40,000

Rev. Ashley Harness - \$30,000

Rev. Laura Smidzik - will be shared at the board meeting

November Attendance													
					2025								2024
Adults	Sun. 9a Sanctuary	Sun. 11a Sanctuary	Sun. a.m. Livestream	YouTube Views	Totals			Sun. 9a Sanctuary	Sun. 11a Sanctuary	Sun. 11a Livestream	YouTube Views	Totals	
1st week	130	125	36	111	402			143	143	27	118	431	
2nd week	102	122	49	80	353			176	166	42	208	550	
3rd week	183	133						141	169	28	137	447	
4th week	111	146	38	84	379			112	126	30	83	351	
5th week	57	70	42	76	245								
Monthly Total	583	596	165	351	1379			572	604	127	546	1779	
Average for November	145.75	149	41.25	87.75	344.75			143	151	31.75	136.5	444.75	
RE	9 & 11 RE							9 & 11 RE					
1st week					213							147	
2nd week					133							137	
3rd week					104							37	
4th week					9							140	
5th week					17								
Monthly Total					476							461	
Average for November					158.666667							115.25	
Combined Average	503.416667							560					
								Nov. 6 post-election vigil = 173					
			1st week youtube views added November 9th										
			2nd, 3rd + 4th week of youtube videos added December 7th										



FROM THE DESK OF  
**David Leppik**

November 19, 2025

Board of Trustees  
First Universalist Church  
3400 Dupont Ave S  
Minneapolis, MN 55408

Dear Board,

I am writing to request sponsorship from First Universalist Church as a candidate to become a Unitarian Universalist minister. Sponsorship “indicates confidence in the applicant’s potential and suitability for UU ministry” and is evidence that “the person seeking fellowship is actively committed to Unitarian Universalism and the institutions which uphold our faith tradition.” It is a statement from the Board that you consider me a worthy candidate to pursue ministry.

The theologian Frederick Buechner says, “The place God calls you to is the place where your deep gladness and the world’s deep hunger meet.” Over the past year I have discovered that these no longer line up with a computer-related career. I found deeper gladness in volunteering at church and in planning a friend’s memorial service in Northfield. When I described my vocational unease to Rev. Sara Smalley, she suggested ministry. After a week of rapid-fire discernment, I entered at the Master of Divinity program at United Theological Seminary. It seems I’m the only one at church surprised by this career move, so here I am.

I am a life-long UU and have been a member of First Universalist since 2000. I’ve taught Senior High and 6th grade OWL. I chaperoned a Boston trip and stayed on to represent us at GA. I’ve been a COA mentor. I’ve served egg rolls. I’ve been on the Board and the Governance Committee, spearheading the annual congregant survey. I was on a RE accessibility task force and a previous website redesign task force. When post-COVID coffee hour attendance was too low, I organized a soup day—something I still want to be a weekly part of coffee hour. I’m currently an 8th/9th grade OWL facilitator and Wednesday middle school facilitator and I’m involved in Sanctuary & Resistance. First Universalist is a big part of my life, so I would be honored to be blessed with your endorsement.

My deep gladness and the world’s deep hunger meet in community. As a humanist, I believe humanity is capable of forming a society centering joy, love, and compassion, but is distracted and divided by individuals, organizations, and algorithms that put power and wealth first. My motto is *Move Deliberately and Heal Things*. Community is never a solo mission, but I am honing my skills to make Love manifest.

I request your blessing in this endeavor.

In faith,

David Leppik



## Statement of Congregational Sponsorship

Applicants to Unitarian Universalist fellowship must be sponsored by a UU congregation. Congregations govern our ministry and authorize its conditions of membership. The purpose of this requirement is to ensure familiarity on the part of our UU ministers with UU congregational life and encourage congregations to take a responsible role in the recruitment, preparation, and assessment of ministers.

Sponsorship of an applicant indicates confidence in the applicant's potential and suitability for UU ministry. The Ministerial Fellowship Committee and the Ministries and Faith Development Staff Group will regard congregational sponsorship as evidence that the person seeking fellowship is actively committed to Unitarian Universalism and the institutions which uphold our faith tradition.

In most instances, sponsorship of an applicant will be approved by the congregation's governing body, and not by congregational vote.

It is expected that the sponsoring congregation is a member of the Unitarian Universalist Association.

\* \* \* \* \*

Affirming these responsibilities, we, the \_\_\_\_\_  
Name of congregation

elect to sponsor \_\_\_\_\_ as an aspirant for ministerial fellowship.  
Name of applicant

Name of applicant \_\_\_\_\_

Name of congregation president or board chair \_\_\_\_\_

Name of congregation \_\_\_\_\_

Address of congregation \_\_\_\_\_

Return this form by email to: [mco@uua.org](mailto:mco@uua.org)

## **Statistical Report for November 2025**

**Board Meeting December 18, 2025**

**MEMBER MEMORIAL SERVICES: 1**

**MEMBER MARRIAGES/SERVICES OF COMMITMENT:**

**MEMBERS FOR APPROVAL: 14**

**MEMBERS REINSTATED: 0**

**MEMBERS FOR REMOVAL:**

**CHILDREN DEDICATED: 0**

**Total members as of the last meeting: 1,013?**

**To be added: 14 (added in November; staff working on accurate total number)**

**To be removed: 0**

**TOTAL MEMBERS: 1,013?**

**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)
<b>1. Strengthen Board governance practices to enhance trust</b>	<b>Trust, Governance</b>		
1a. Develop and practice a Board covenant	<ul style="list-style-type: none"> <li>• By November meeting, approve a board covenant</li> <li>• Incorporate covenant review into monthly meetings</li> <li>• Share our process with the congregation in a SmorgasBoard column in the spring</li> </ul>	<ul style="list-style-type: none"> <li>• Practice Beloved Community among us</li> <li>• Widen the opportunities for leadership participation and engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Experiences of Beloved Community</li> <li>• Humility (truly knowing ourselves)</li> <li>• Building resilience for the long term</li> </ul>
1b. Review and update Governing Policy Handbook	<ul style="list-style-type: none"> <li>• By December board meeting, Governance Committee to share a plan for comprehensive review and update</li> <li>• Monthly progress report at board meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Widen the opportunities for leadership participation and engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Building resilience for the long term</li> <li>• Humility</li> </ul>



	<ul style="list-style-type: none"> <li>• Approve revised handbook by the May meeting</li> </ul>		
1c. Expand communications with the congregation through a regular Board column in the Liberal	<ul style="list-style-type: none"> <li>• Begin semi-monthly column in September</li> <li>• Solicit feedback from members on communications by the mid-year meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Practice Beloved Community among us</li> <li>• Widen the opportunities for leadership participation and engagement</li> <li>• Provide meaningful presence to one another in times of joy, grief, and change</li> </ul>	<ul style="list-style-type: none"> <li>• Experiences of Beloved Community</li> </ul>
1d. Implement and model a decision-making framework (DRIVE*) for key Board decisions	<ul style="list-style-type: none"> <li>• Incorporate DRIVE into monthly agendas</li> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• Widen the opportunities for leadership participation and engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Building resilience for the long term</li> </ul>
<b>2. Deepen the sense and practice of belonging among members of First Universalist</b>	<b>Welcoming and Belonging</b>		

2a. Follow up on survey results through individual follow up to respondents	<ul style="list-style-type: none"> <li>• All respondents to survey will receive follow-up email from a board member by the end of October</li> </ul>	<ul style="list-style-type: none"> <li>• Practice Beloved Community among us</li> <li>• Provide meaningful presence to one another in times of joy, grief, and change</li> </ul>	<ul style="list-style-type: none"> <li>• Experiences of Beloved Community</li> <li>• Humility (truly knowing ourselves)</li> </ul>
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"> <li>• At least 3 small group meetings by the end of January</li> <li>• Describe the process in a fall newsletter column</li> <li>• Share initial insights in a winter newsletter column and at mid-year meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Practice Beloved Community among us</li> <li>• Provide meaningful presence to one another in times of joy, grief, and change</li> </ul>	<ul style="list-style-type: none"> <li>• Experiences of Beloved Community</li> <li>• Humility (truly knowing ourselves)</li> </ul>
2c. Collaborate with staff to develop tactics to increase participation in shared ministry	<ul style="list-style-type: none"> <li>• Create at least one opportunity for staff/board interaction by end of December</li> <li>• Expand Nominating Committee charge to include identification of lay leaders for shared ministry activities</li> <li>• Board members to collaborate with staff to invite identified</li> </ul>	<ul style="list-style-type: none"> <li>• Widen the opportunities for leadership participation and engagement</li> <li>• Practice Beloved Community among us</li> </ul>	<ul style="list-style-type: none"> <li>• Experiences of Beloved Community</li> <li>• Humility (truly knowing ourselves)</li> <li>• Building resilience for the long term</li> </ul>

	individuals into lay leadership roles		
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\*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**

**December 11, 2025**

**6:00-7:30 pm | Online**

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

Staff present: Brad Schmidt, Jen Crow

Stewardship liaison present: Ginny McAninch

Members not in attendance: Amelia Marquez

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Meeting convened at 6:00 pm

**1. Chalice lighting and grounding led by Cameron and Jen**

**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 October 2025. No significant flags present in the finance data. Major topics of discussion included:
  - For revenues: annual pledges are approx. \$50,000 above budget/earlier than expected; general Donations are under budget by approx. \$11,000 but that is nearly fully offset by the increase in Program Donations of approx. \$10,500 (continued from last month); there is a \$15,000 negative variance for Registrations related to the now-postponed Boston Youth trip but this is offset by the same amount in avoided Travel expenses. Overall, Revenues are approx. \$39,000 above budget.
  - For expenses: generally close to budget; Administrative expenses show a large positive variance but most (\$15,500 of the \$22,000) reflects Travel expenses avoided from the Boston youth trip; Buildings and Grounds have a moderate negative variance (approx. \$5,500) primarily driven by earlier safety/security expenses (see October committee minutes) and a larger-than-expected property tax bill (see below). Overall, Expenses are approx. \$19,500 below budget.
    - First U's property taxes (now approx. \$18,000 for the year) are significantly higher than other community churches; Brad and Jim are engaging the assessor to appeal this amount in an attempt to adjust it down; some of this may stem from changes in classification (for-profit vs not-for-profit) of some of the organizations using the building; suggestions were made to re-engage the law firm we engaged on this in the past, solicit lay leadership from the congregation to help, and explore the potential of budgeting for a PILOT (payment in lieu of taxes) contribution to the community if taxes get reduced.
  - Looking ahead: next month's numbers will capture Give To The Max donations; the financial impact of Allison's expected parental leave won't show up for several months, nor will Glen Thomas' departure.



#### **4. Financial Policy Review led by Cameron**

- Cameron oriented the committee around its responsibility to monitor and review the financial governing policies established by the board; upon review of the Governing Handbook's charge of the committee, this responsibility covers five primary policies:
  - Cummins Investment Policy *[Last updated 5/15/24]*
  - Foundation Investment Policy *[Last updated 5/15/24]*
  - Gift Acceptance Policy *[Last updated 3/21/24]*
  - Legacy Investment Policy *[Last updated 3/21/24]*
  - Reserves Policy *[Last updated 3/17/22]*
- Cameron shared recommendations for potential updates/revisions based on his individual review; no recommendations were made for any of the three investment policies. The contours of these recommendations for the Gift Acceptance and Reserves policies focused on adding flexibility; Cameron will draft formal language revisions for review by the committee over email or during the next committee meeting.

#### **5. Investment Performance Review led by Brad**

- Brad presented the latest quarterly investment performance data for the church's consolidated fund, which includes the foundation, legacy, capital reserve, operating reserve, and Cummins funds. Highlights included:
  - Managed assets are approximately \$3.1MM and unmanaged assets are \$80,000; all equities are in ESG (Environmental, Social, and Governance) funds or their equivalents.
  - 31.4% of managed assets are bond holdings; YTD returns were 6.0%.
  - 28.5% of managed assets are foreign stock holdings; YTD returns are 19.9%.
  - 22.8% of managed assets are small domestic stock holdings; YTD returns are 8.4%.
  - 17.2% of managed assets are large domestic stock holdings; YTD returns are 16.0%.
- Brad will be scheduling the annual meeting with the church's investment managers, Accredited Investors, in the coming weeks; Dan and Ginny expressed interest in joining. The committee discussed the value of using an investment manager.

#### **6. Pledge Software Transition Update led by Ginny**

- Ginny shared the current status of her, Cameron, and Amelia's project to transition as many existing recurring gifts into Breeze before finally shutting down the ACS system. Highlights included:
  - Approx. a dozen of the 61 individuals contacted have confirmed switching to Breeze; Ginny and Cameron will work with Jie to get an updated list of those individuals and consider sharing at the committee's next meeting to organize 1-to-1 outreach if other committee members have personal relationships with any.
  - All active ACS gifts are on hold starting December 1st, as planned; Jie is logging all November gifts from ACS into Breeze (which has to be done manually) and saving important records from ACS, after which the subscription will be ended (likely January).
  - Cameron reminded the committee that budgeted revenues may be somewhat depressed depending on the project's level of success.

#### **7. Looking Ahead/Next Steps**

- The next committee meeting will focus on discussing a concrete pledge goal amount for next year (part of the larger budgeting process), and staff compensation and benefits (part of its standing monitoring and review responsibilities).

- The committee deferred any audit activities for the year as risks were considered low; efforts to update the board's monitoring schedule may include slowing the recommended cadence of auditing activities.
- Conversations about a potential capital campaign are being prepared for the board, still currently the purview of the small group indicated at the prior meeting: Marc (President), Cameron (Finance committee lead), Jen (Senior Minister), Lynn Broaddus (Stewardship committee lead), and Ginny (Stewardship and Finance committee liaison).
- Concrete next steps included:
  - Brad (and Jim) will pursue updating the property tax assessment; Cameron will help solicit potential lay leadership from the congregation.
  - Cameron will develop language revisions to the Gift Acceptance and Reserves policies and recommend to the committee over email or at the next committee meeting.
  - Brad will schedule a meeting with Accredited Investors and include Dan and Ginny.
  - Ginny and Cameron will work with Jie to get an updated ACS transitions list.

Meeting adjourned at 7:05pm

Next meeting scheduled for January 8, 2026, online from 6:00-7:30pm

Respectfully submitted,

Cameron Smither, Treasurer

# First Universalist Church of Minneapolis

## Balance Sheet

	Actual As of 10/31/2025
<b>Assets</b>	
<b>Current Assets</b>	
Cash	\$80,281.32
Investments	\$3,483,583.02
Accounts Receivable	\$4,678.33
Other Current Assets	\$43,493.84
<b>Total Current Assets</b>	<b>\$3,612,036.51</b>
<b>Non-Current Assets</b>	
Fixed Assets	\$5,213,340.19
<b>Total Non- Current Assets</b>	<b>\$5,213,340.19</b>
<b>Total Assets</b>	<b>\$8,825,376.70</b>
<b>Liabilities and Fund Balance</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
Accounts Payable	\$64,821.75
Benefits Payable	\$34,848.34
Other Current Liabilities	\$22,713.62
<b>Total Current Liabilities</b>	<b>\$122,383.71</b>
<b>Long Term Liabilities</b>	
Loan Payable	\$1,405,165.60
Interfund Transfer	\$0.00
<b>Total Long Term Liabilities</b>	<b>\$1,405,165.60</b>
<b>Total Liabilities</b>	<b>\$1,527,549.31</b>
<b>Fund Balance</b>	
<b>Unrestricted Net Assets</b>	<b>\$4,881,246.23</b>
<b>Donor Restricted Net Assets</b>	<b>\$2,416,581.16</b>
<b>Total Fund Balance</b>	<b>\$7,297,827.39</b>
<b>Total Liabilities and Fund Balance</b>	<b>\$8,825,376.70</b>

# First Universalist Church of Minneapolis

## Income Statement

### Operating Budget

	Actual 07/01/2025 to 10/31/2025	Budget 07/01/2025 to 10/31/2025	Variance	Annual Budget 07/01/2025 to 06/30/2026
<b>Revenues</b>				
<b>Support</b>				
Annual Giving	\$561,033.85	\$510,220.00	\$50,813.85	\$1,275,550.00
Donations & Fundraising	\$44,165.92	\$59,720.00	(\$15,554.08)	\$236,500.00
<b>Total Support</b>	<b>\$605,199.77</b>	<b>\$569,940.00</b>	<b>\$35,259.77</b>	<b>\$1,512,050.00</b>
<b>Earned Revenue</b>				
Services & Rentals	\$36,543.36	\$33,266.64	\$3,276.72	\$109,000.00
Investment	\$20.92	\$0.00	\$20.92	\$0.00
Other Income	\$369.43	\$0.00	\$369.43	\$2,000.00
<b>Total Earned Revenue</b>	<b>\$36,933.71</b>	<b>\$33,266.64</b>	<b>\$3,667.07</b>	<b>\$111,000.00</b>
<b>Total Revenues</b>	<b>\$642,133.48</b>	<b>\$603,206.64</b>	<b>\$38,926.84</b>	<b>\$1,623,050.00</b>
<b>Expenses</b>				
Personnel & Professional	\$413,494.41	\$413,829.52	\$335.11	\$1,243,000.00
Administrative	\$41,147.49	\$63,163.45	\$22,015.96	\$148,001.00
Fundraising	\$4,612.34	\$5,920.00	\$1,307.66	\$19,500.00
Program	\$30,310.62	\$31,677.92	\$1,367.30	\$67,500.00
Building & Grounds	\$44,788.91	\$39,263.28	(\$5,525.63)	\$140,300.00
Other	\$0.00	\$0.00	\$0.00	\$4,500.00
<b>Total Expenses</b>	<b>\$534,353.77</b>	<b>\$553,854.17</b>	<b>\$19,500.40</b>	<b>\$1,622,801.00</b>
<b>Investment Activity</b>	<b>\$1,275.36</b>	<b>\$0.00</b>	<b>\$1,275.36</b>	<b>\$0.00</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>\$109,055.07</b>	<b>\$49,352.47</b>	<b>\$59,702.60</b>	<b>\$249.00</b>



# First Universalist Church of Minneapolis

## Income Statement

### Building & Capital Reserve Budget

	Actual 07/01/2025 to 10/31/2025	Budget 07/01/2025 to 10/31/2025	Variance	Annual Budget 07/01/2025 to 06/30/2026
<b>Revenues</b>				
<b>Support</b>				
Donations & Fundraising	\$1,320.00	\$51,833.32	(\$50,513.32)	\$155,500.00
<b>Total Support</b>	<b>\$1,320.00</b>	<b>\$51,833.32</b>	<b>(\$50,513.32)</b>	<b>\$155,500.00</b>
<b>Total Revenues</b>	<b>\$1,320.00</b>	<b>\$51,833.32</b>	<b>(\$50,513.32)</b>	<b>\$155,500.00</b>
<b>Expenses</b>				
Administrative	\$734.81	\$0.00	(\$734.81)	\$0.00
Building & Grounds	\$26,137.65	\$51,833.20	\$25,695.55	\$155,500.00
<b>Total Expenses</b>	<b>\$26,872.46</b>	<b>\$51,833.20</b>	<b>\$24,960.74</b>	<b>\$155,500.00</b>
<b>Investment Activity</b>	<b>\$8,703.25</b>	<b>\$0.00</b>	<b>\$8,703.25</b>	<b>\$0.00</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>(\$16,849.21)</b>	<b>\$0.12</b>	<b>(\$16,849.33)</b>	<b>\$0.00</b>

# MINUTES

## First Universalist Stewardship Committee

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Thursday, 4 December 2025 | Zoom

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### Attendees

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Lynn Broaddus (chair), Rev. Ashley Harness, Ginny McAninch, Velma Wagner, Emily Wallace

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### Notes

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**Covenant:** We read our shared words 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.*

**Committee Membership:** Unique Jacobo, a long-time UU who started attending First Universalist when she moved to Minneapolis last spring, is interested in joining the Stewardship Committee and plans to join us for our January meeting if not sooner.

**Give to the Max Day:** The website states that we raised \$12,610 through Give to the Max, though we think that once the remaining board matching gifts are included number will be closer to \$14,000. Ashley will share this information with the congregation on Sunday.

This year our initial goal was \$10,000 which we raised to \$12,000 after passing the first goal. The consensus was that next year we should aim for \$14,000 though we will re-examine the goal next fall.

**Pledge campaign:**

*Theme:*

The group discussed potential themes for their upcoming pledge campaign, with "tending the house that Love built" and "investing in hope" emerging as leading

options. Versions of “going beyond the dream”, and “we can do more than we think we can” also garnered interest. Ginny shared the history of the successful “house that Love built” fundraising campaign from a dozen or so years ago, the funds of which sponsored a Habitat for Humanity project. The team agreed to let the themes marinate for a few more days before making a final decision, with Ashley offering to run the top contenders by Jen for her input.

#### *Schedule:*

The group discussed timing for the pledge campaign, with a preference to start on Sunday, January 11<sup>th</sup> if the office can prepare address labels, etc. in time for that. We agreed to aim for an 8-week collection period ending in mid-March, though Emily noted that budget discussions would need to continue into April. The team decided to pursue a more focused campaign with a clear deadline, while acknowledging that some congregational members would still submit pledges after the deadline. We also discussed the need to recruit stewardship testimonials and organize an envelope-stuffing party. Ashley will check with Brad about the January 11<sup>th</sup> launch date.

Ashley will recruit individuals to share testimonials on Sundays through the pledge period, starting January 11<sup>th</sup>. We’d like to have a highly visible box in which people can deposit their pledge envelopes, possibly a large, sparkly box in the narthex.

Lynn requested more frequent meetings during the pledge drive's crunch time.

#### *Relationship Managers / Canvassers*

We would like to have personal outreach to the 89 existing pledging households who give between \$2,000 and \$5,000 per year, with initial contact the week of January 11<sup>th</sup>. Board, ministers, and Stewardship Committee members will take the lead, aiming for about 5 relationships per manager/canvasser. Ideally conversations can happen before people submit their pledge. Ashley will schedule a Zoom training session and also draft an email that people can use in their initial outreach.

#### **Dangling Items:**

- Earlier in the fall Glen Thomas offered to contact the lead singer of the Woodland Parker band, but we think that hasn’t happened. Given his departure next week, we should do that ourselves.
- Ginny, Jen, and Lisa Sinclair have temporarily suspended Member ReEngagement. With church leadership changing it seemed an inappropriate time to send more of these emails. Of the 160 names on our list, 77 were contacted in October and November by email. A few others were reached by phone or in person. Responses are being noted on the spreadsheet. Eleven of these 77 are the ones Ginny is doing on behalf of Stewardship. (The others are under Membership.) The Stewardship Committee agreed Ginny would follow up by phone to answer questions. Possibly USPS if calls fails.

**Meeting adjourned at 2:15**

**Next meetings –**

- Thursday, 11 December 2025, 4:00 pm (Zoom) – purpose will be to finalize the pledge theme. (30 min)
- Thursday, 18 December 2025, 1:00 pm (Zoom) to review pledge packet assembly, testimonial recruitment and other details of launching the pledge campaign
- Thursday, 22 January 2026, 6:00 pm (Zoom)

**Action Items**

- Emily – follow up with Brad re board match for GTTM
- Ashley – Announce GTTM results from pulpit.
- Ashley – run possible pledge themes past Jen before we discuss again on Dec 11.
- Committee – Finalize Pledge theme (Dec 11)
- Ashley – Schedule a Zoom training session for relationship managers / canvassers (week of Jan 5<sup>th</sup>), and draft email for canvassers to use.
- Ginny – Call the 11 active, non-pledging members to discuss pledging (ideally, before year end).
- All: Begin brainstorming and inviting potential testimonial speakers for the pledge campaign, considering diversity and avoiding recent repeats where possible
- Who? Ask the Visual Arts Team if they'd be able to make a visual reminder for pledges / a box to deposit them in.
- Lynn – schedule next meetings.
- Lynn – Contact Woodland Parker regarding their concert schedule.

**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.