

MEETING OF THE BOARD OF TRUSTEES

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First Universalist Church of Minneapolis
Board of Trustees Meeting
February 19, 2026
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	20	Executive Session Somatic Grounding Spiritual Community Building	Matt Ashley/Jen
7:00 PM	15	Workplan Update	Jen
7:15 PM	20	Stewardship Committee Report 2026-27 Pledge Drive Update What are we hearing in our conversations	Emily W
7:35 PM	10	Discussion and approval of updated Board Job description	Matt
7:45 PM	5	Status of 2025-26 Board goals and next steps	Marc
7:50 PM	5	Consent Agenda Approval of January 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
7:55 PM	10	Break	Matt to bring snacks
8:05 PM	20	Finance Committee Report	Cameron
8:25 PM	5	Governance Committee Report	Lou
8:30 PM	5	Executive Committee Report	Marc
8:35 PM	15	Thank you notes	All
8:50 PM	10	Meeting review and Gratitudes Covenant IDI	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
January 15, 2026
6:30 - 9:00 pm
First Universalist Church
Cummins Room & [Zoom](#) (multiplatform)

Start	Duratio	Topic	Lead
6:30 PM	5	Call to Order Everyone present	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. Approved	Marc
6:40 PM	20	Executive Session Somatic Grounding Spiritual Community Building	Cameron Ashley/Jen
7:00 PM	15	Status of 2025-26 Board goals and next steps. See Board Goals report. Looking for a board volunteer to write a Smorgasbord article on our covenant. Try to get a sense of how the congregation views the board communication. 3 listening sessions this Sunday on the state of belonging, how are we doing, and where do we go. We do have a BIPOC group, and Nico mentioned connecting with them. To meet with staff, plan on a lunch meeting to get to know each other and some structure around that connecting time especially the theme of shared ministry. Wednesday is a good day for staff. Possibly a dinner some times so other board members will be there.	Marc
7:15 PM	20	Stewardship Committee Report 2026-27 Pledge Goals. Kick off February, 1 until end of March. \$1.5M Goal (\$185K more than 2025/2026). Include a preliminary budget. Stuffing envelope of pledge packets January 31. We need board members to help. Board role. The board will be calling 90 people. Training for these calls will be in early February. Discussion around showing quintiles of how our congregation gives as well as the UUA guidelines for giving. We should include the different types of giving in the FAQs that will go out in the packets.	Emily W
7:35 PM	15	Mid-year meeting planning. Discussion on what this meeting should cover: updates on goals (visionary and board goals), stewardship goals, 2026/27 budget draft, how we operate as a church (our culture) Material due from presenters on February 6. Need to include beloved community and our racial journey.	Marc
7:50 PM	5	Consent Agenda Approved Approval of December 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

7:55 PM	10	Break	Emily to bring snacks
8:05 PM	30	Finance Committee Report. See Finance Report. Highlight is we are in good shape for this budget year. The Finance Committee submitted changes to some language, and it was approved (Cameron to send me the actual wording). Insurance around cyber coverage, physical and abusive behavior, and legal defense coverage. For 2026/2027, discussion around salaries and benefits for staff for next year. Health insurance up 15%. Minimum of 3% salary increase or bringing up to the minimum UUA guideline. Building related expenses up about \$90K in operating budget. \$50K increase in staffing. \$40K inflation on current expenses.	Cameron
8:35 PM	5	Governance Committee Report. No report but on target.	Lou
8:40 PM	5	Executive Committee Report.	Marc
8:45 PM	10	Meeting review and Gratitudes Covenant IDI	All
8:55 PM		Adjourn	
DRIVE model for decision making:			
<u>Roles, Responsibilities, and Resources for Board Members</u> 2025-26 Board Handbook			

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

Information Items

This past month and the federal ICE occupation of the Twin Cities and beyond through Operation Metro Surge has offered new challenges and opportunities to live into our shared Unitarian Universalist faith and values. Ministers, staff, and congregants have been showing up to organize and offer mutual aid, act as legal observers, serve on patrols and as dispatchers, as medics, marshalls, movement chaplains, and first responders. Many have opened their homes to provide safer shelter. Financial and relational resources have been shared with tremendous generosity. Too many people to name have shown up at countless vigils and protests. More than 75 people volunteered to support the training in non-violent civil disobedience, offer housing, and provide meals and hospitality to the more than 700 clergy that responded to the call to come to Minnesota for witness and training in January. We are a church community deeply engaged in shared ministry, in public witness, and in bending the moral arc of the universe toward justice.

Here are a few of the forms our public ministry has taken this past month:

- Rev. Ashley on Red, Wine, and Blue [What's Really Happening in Minneapolis - Red Wine & Blue](#)
- [Unitarian Universalists in Minneapolis Protest ICE Killing of Renee Nicole Good | UU World Magazine](#)
- [In a Show of Moral Clarity, UUs Join 'ICE Out' Demonstrations in Minneapolis](#)
- Civil Disobedience with Faith in Minnesota - Rev. Jen Crow and church member, Susan Hoffman were both arrested for praying in the street at the airport, bearing witness to the moral and spiritual crisis of federal agents detaining and deporting our neighbors.
- [The Women Holding Minneapolis Together | Glamour](#)
- ['Perseverance is hope': Senior Minister talks power of faith after the killing of Alex Pretti](#)
- Equipped and Ready: A Zoom conversation between faith and community leaders in Minneapolis and Colorado Springs, CO.
- Community Vigil on the evening of January 23rd, led by Nico Van Ostrand, Paolo Debuque, Aimee K. Bryant, and Rev. Shay McKay
- Sunday worship services with increased attendance and an increased focus on communal regulation, practices that help us process trauma, and hope
- Dramatically increased use of the building for trainings, mutual aid, and neighborhood gatherings

Support has been coming in the form of:

- Cards of support and solidarity
- Financial gifts to both the Sanctuary and Resistance Fund and the Operating Budget
- Administrative support from Foothills Unitarian Universalist Church in Colorado

Monitoring Items

Attendance and Membership Numbers and Trends

Please see attached documentation.

Staff & Volunteer Changes

There have been no staff changes in January 2026.

Staff & Volunteer Grievances

No staff or volunteer grievances have been submitted.

Mid-year Workplan Review

An [oral presentation](#) was given to the congregation at the Mid-Year Congregational Meeting. An outline of the notes for that can be seen here:

Mission: In the Universalist spirit of love and hope, we give, receive, and grow.

Visionary Goals 2024-2029

The people of First Universalist practice Beloved Community among and beyond us. To do this we...

- 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.

Continuing the work of Year 1, in Year 2 (2025-2026) we will focus on:

- developing spiritual resilience for the long haul through spiritual practice and extending the horizon beyond the self,
- fostering experiences of Beloved Community, and
- Growing in humility, defined as having an accurate assessment of ourselves.

10 Staff Goals

- Develop a shared awareness of and commitment to the visionary goals
- Through preaching, teaching, practice, and example develop a shared understanding among staff and laity of what shared ministry is and its grounding in Unitarian Universalism
- Increase the number of congregants providing support and care to each other and to members of the larger community

- Shared ministry - CYFM, Sanctuary and Resistance, Membership and Welcoming, Memorial Reception teams, Board, Governance, Finance, Stewardship, 75 people for rapid response church needs
- Through preaching, teaching, practice, and example - explore the theological underpinnings of covenant in Unitarian Universalism
 - Theme in september worship; focus on covenant with board and staff - and other leadership groups
- Articulate a shared understanding of the culture(s) of First Universalist - striving toward a more liberatory culture
- Making our culture of justice work explicit - name and negotiate how we do things around here in each of our justice efforts
- Fostering the experience of Beloved Community
 - Community dinner, small groups, time of greeting in worship, BIPOC group re-start, choir restart
- We will seek increased collaboration with sibling congregations in the Twin Cities
 - OWL TC leaders - 30+ across faith traditions - UU, UCC, Lutheran, Jewish
- Environmental Justice - In worship, in our ministry with children, youth and families, and through experiential and learning opportunities - understand and experience ourselves as intimately interconnected with the earth.
 - Earth based practices - invitation into spiritual practice of smudging by indigenous church member - start with the medicine of shared spiritual practice
- Support Faithful Action partnerships with MNIPL, MUUSJA, Joyce Food Shelf, Habitat for Humanity, and interfaith partnerships with MARCH (Twin Cities Interfaith Coalition working for racial justice and LGBTQ+ liberation), the Twin Cities Welcoming Village Coalition, and the Downtown Interfaith Clergy Group
 - Intern cohort

Not on the workplan

- Responding to an incident of church related harrasment and assault of an employee outside their home
- Saying goodbye to Dr. Glen Thomas Rideout - supporting him in his decision to move on - navigating grief, truth telling, naming experiences of racism within our community
- Changes in leadership in worship and music - welcoming Paolo - working with reduced staff hours there through the holidays and into the new year - the changes that Dr. Glen Thomas helped us to move more fully into - the changes in worship culture - did not leave with him - he made a way - to more embodied, more participatory, intergenerational, multicultural, trauma informed worship

- Supporting each other - and Allison - through parental leave
- Since December - operating with essentially one less full-time staff member
- Operation Metro Surge - ongoing armed occupation by federal agents at this level for this long
 - Trauma
 - Resistance
 - So many trainings - legal observer, non-cooperation, nonviolent civil disobedience
 - So much use of the building
 - Increase sanctuary needs
 - Increase security needs

Staff Compensation/Benefits Review

The salary review has been completed and shared with the Treasurer. The benefits review has not yet been completed, and I will be asking for assistance from the administrator of another UU congregation in completing this review.

2026 Attendance

January										2026				2025			
Worship	Date:	SUN 9 AM In-Person	SUN 11 AM In-Person	SUN 10 AM In-Person	SUN Livestream	Youtube Views	Date Youtube Views Counted	Weekly In-Person Worship Total	Weekly Worship Total	Sun. 9a Sanctuary	Sun. 11a* Sanctuary	Sun. 11a Webinar	YouTube Views	Totals			
1st week	01/04/2026	95	77		47	186	2/3/2026	172	405	115	115	25	121	376			
2nd week	01/11/2026	135	221		86	174	2/3/2026	356	616	89	116	37	118	360			
3rd week	01/18/2026	90	169		73	no video		259	332	93	95	50	128	366			
4th week	01/25/2026	157	196			379	2/3/2026	353	732	114	129	45	134	422			
5th week	01/23/2026	Friday Night Vigil:		196		no video											
Worship Total	Monthly Total	477	663	0	206	739		1140	2085	411	455	157	501	1524			
Worship Average	Monthly Average	119.25	165.75		68.67	246.33		285	521.25	102.75	113.75	39.25	125.25	381			
RE	Date:	SUN 9 AM & 11 AM	SUN 10 AM	Non-Sunday RE	Date of Non-SUN RE/s	Weekly Sunday RE Total	Weekly RE Total	9 & 11 RE									
1st week	01/04/2026	81		14	1/28/26	81	95	115									
2nd week	01/11/2026	12		62	1/14/2026	12	74	116									
3rd week	01/18/2026	30		15	1/21/26	30	45	0									
4th week	01/25/2026	99		12	1/24/26	99	111	112									
5th week																	
RE Total	Monthly RE Total	222	0	103		222	325	343									
RE Average	Monthly RE Average	55.5		25.75		55.5	81.25	85.75									
Worship and RE Total	Combined Total	1362	0	Total Sunday In-Person Combined	Total Combined	466.75											
Worship and RE Average	Combined Average	113.5		170.25	301.25												

YouTube views recorded 2/11/25 at 10 a.m.

Statistical Report for December 2025

Board Meeting February 19, 2025

MEMBER MEMORIAL SERVICES:

MEMBER MARRIAGES/SERVICES OF COMMITMENT:

MEMBERS FOR APPROVAL:

MEMBERS REINSTATED:

MEMBERS FOR REMOVAL:

CHILDREN DEDICATED:

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)
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 	<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

	identification of lay 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:

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?

FOR REVIEW: ADD COMMENTS AT [THIS LINK](#)

JOB DESCRIPTION: First Universalist Board of Trustees

I. OVERVIEW

The Board of Trustees (“Board”) at First Universalist has 2 primary responsibilities. The first is the fiduciary and legal responsibility to oversee the activities of the church, ensuring that the church operates in compliance with applicable laws, regulations and accounting procedures. In its fiduciary role the Board has full authority to direct the activities of the church except for matters specifically reserved to the membership, such as calling ministers, amending the Bylaws and approving the annual budget.

The second responsibility of the Board is governance. Under First Universalist’s current form of governance, often referred to as “policy governance,” the Board is responsible for developing and articulating the church’s mission and visionary goals. Although the professional staff is responsible for developing and implementing programs and practices to achieve the mission and visionary goals, the Board is also responsible for developing policies and monitoring practices that ensure staff accountability in achieving those ends.

II. TRUSTEE RESPONSIBILITIES

1. Prepare for and attend monthly Board meetings (currently the third Thursday of every month), the annual meeting of the congregation, and a fall and/or spring retreat.
2. Adhere to the Board members’ code of conduct contained in the Board’s Governing Policy Handbook (GPH), including disclosing conflicts of interest, speaking with one voice, and abiding by the Board’s behavioral covenant.
3. Serve on one or more Board Standing Committees/Teams (currently Finance and Governance) or as the Board appointed member of the Nominating Committee. Serving on a committee may require an additional meeting a month.
4. Be willing to serve on ad hoc teams or act as a Board liaison to other church committees or groups.
5. Model generosity as a church leader by being willing to assist with fundraising activities, and by making, or moving toward, an annual pledge of 5% of income. (This is an aspirational goal only; individuals who are currently not making a 5% pledge should not disqualify themselves from Board service. In addition, pledge information will not be shared with the Nominating Committee.)
6. Participate in activities which link the Board with and strengthen its relationship with its stakeholders. (Activities include listening, asking questions, being approachable and accessible, and tools such as congregational surveys or focus groups; stakeholders are defined as current and potential members and friends of First Universalist; professional staff; programs and committees of the church; the UUA and the district; and the neighborhood and wider community.)
7. Ensure that the church is governed effectively in a manner consistent with policy governance and the GPH. (The GPH contains, in addition to the mission and visionary goals of the church, policies which are designed to delegate authority to and establish constraints on the Senior Minister’s authority, provide for monitoring of achievement of visionary goals, and address, in general terms, how the board and Senior Minister will work together.)
8. Ensure that the church is governed by, and the Board does its work in a manner consistent with, the racial justice resolution presented by the Board and adopted by the congregation in June of 2015.

III. KEY SKILLS AND ABILITIES

Effective Board leadership under policy governance requires an emphasis on strategic leadership as opposed to management or administrative skills, comfort with a clear distinction between Board and professional staff roles, and a willingness to be proactive rather than reactive. As set forth in the GPH, the Board will direct and inspire the organization through the creation of visionary goals, ongoing discernment with the staff and congregation about those goals, and the establishment and monitoring of policies that create accountability and clarity about the achievement of those goals. To that end, the following skills and abilities are helpful to being an effective Trustee:

1. Strong creative and “big picture” thinking, combined with the ability to focus on detail when needed.
2. Ability to wrestle with ambiguity/shades of gray.
3. Sound judgment and strong critical thinking and analysis skills.
4. Ability to contribute to the constructive resolution of challenging and complex issues.
5. Willingness to express minority opinions and take an independent stand if necessary.
6. Ability to work collaboratively and to contribute to team building and teamwork.
7. Ability and willingness to listen to the needs, concerns and perspectives of stakeholders.
8. Excellent written and verbal communication skills.

IV. QUALIFICATIONS

1. Nominees for a Trustee position must be a member of the congregation in good standing.
2. Prior leadership experience at First Universalist, another UU church, as a volunteer or professional; or prior Board experience, especially non-profit, is recommended but not required.
3. An understanding of policy governance is recommended but not required. (Board orientation with required reading will be provided on policy governance.)
4. An understanding of the content of First Universalist’s training on race, racism and whiteness is recommended but not required. (Board orientation will require 4-hour racial justice training if training is not already completed.)

V. TERMS

1. Trustees serve 3-year terms, commencing July 1 following the annual meeting. Terms are staggered so that not more than 3 Board members join the Board every year.
2. Trustees are limited to two consecutive terms, meaning no trustee (other than those filling mid-term vacancies) can serve more than 6 consecutive years. If a Trustee serves a term of less than three (3) years to finish another Trustee’s unexpired term, that Trustee may be elected to a third term of one (1) or two (2) years, to allow a total of six (6) years of consecutive service. A Trustee who has served six (6) consecutive years may not be nominated to serve an additional term until that Trustee has been off the Board of Trustees for at least three (3) years after completion of their last term.

Adopted December 2012 by Board consensus; revised February 2013 by Board consensus; modified March 2016 by Board consensus.

First Universalist Church of Minneapolis

Finance Committee Meeting Minutes

February 12, 2026

6:00-7:30 pm | Online

Members present: Cameron Smither, Amelia Marquez, Dan Berg,

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

Stewardship liaison present: Ginny McAninch

Members not in attendance: Marc Gorelick, Dick Niemiec

Meeting convened at 6:00 pm

1. Chalice lighting and grounding led by Cameron and Jen

2. Review prior meeting minutes led by Cameron

- No changes

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

- Members were presented core financial statements reflecting July through December 31, 2025. No significant flags present in the finance data. Major topics of discussion included:
 - For revenues: annual pledges continue to be ahead of budget, now by approx. \$80,000. Postponed Boston trip registration fees (offset with avoided expenses) make Donations/Fundraising variance look lower; that area has fallen a little further behind. Earned Revenues at expected levels. Overall, Revenues are in a solid position approx. \$78,000 above/ahead of budget.
 - For expenses: overall close to budget, though individual categories fall above or below.
 - Personnel close to budget; positive news that state paid leave policy is saving about \$10,000 for Allison's leave. Don't expect to see much variance here from Dr. Rideout's departure given shifting those funds to different roles (Dir of Music, pianist, pastoral care). Administrative expenses show a large positive variance but much of that is reflecting expenses avoided from the Boston trip.
 - Buildings and Grounds is emerging as a potential pressure point; has moderate negative variance from safety/security and property tax expenses (see October and December minutes for details); expect property tax amounts to remain unchanged for this CY; may reduce in CY27 if Grace School recognized as nonprofit (See January's notes for more details). Overall, Expenses are approx. \$21,000 below budget.
 - Brad's Year-End Projections range from a ~\$123,000 budget surplus in the Best Case scenario to a ~\$107,000 budget deficit in the Worst Case Scenario. Most expected scenario is essentially breakeven (a <\$2000 budget surplus).

- What is our financial story at this moment in the church year?
 - We are in a stable position and the staff are doing a very good job of keeping things balanced, *especially* given the turbulence of the moment our community is in with operation metro surge. The church's response to the trauma of the moment has been galvanizing, and members are engaging and supporting the church with strength and resolve.
 - This year's stage of the church year – reviewing the budget and putting forth a pledge goal – compared to years past is a welcome change; things could still change, but right now we are on track with our budgets and able to think more hopefully and expansively about what increased pledges could enable.

4. Sanctuary & Resistance Fund Updates led by Jen

- Jen reminded the group that the work of this committee last spring, to describe the kinds of uses for S&R funds and provide language to communicate about the work in this area, are providing good guidance in this moment of deep outpouring of support from many across the region, county, and world. Roughly 480 households gave approx. \$60,000 in support of First U's S&R efforts.
- Jen is working to direct these funds in consultation with the S&R team but shared her planning for discussion among the group. The discussion included:
 - Reserving ~\$15,000 for the three families actively supported by the church for expected expenses like rent and groceries, as well as to cover the costs of the clergy dinners and their security. The rest (~\$30,000) could be given to our existing partners at the Hiawatha Academies school to support their rental assistance fund.
 - Some schools' mutual aid supports are sufficiently funded at the moment; in recent communication with Hiawatha Academies, however, they shared didn't have enough funds to fulfill the rental assistance needs of their families.
 - Some communities, like the Native communities in the metro area, are being impacted by the federal presence but sometimes receive less support; it was recommended we consider how to support them in these moments as well.

5. Pledge Updates led by Ginny

- Ginny shared early insights from the beginning of the pledge season, only in its second week. Of particular focus are the conversations with members around "what do you dream of for First U?"; strong interest in capturing those thoughts and considering them when weighing the pros/cons of a potential capital campaign.
- The committee was interested in both a funding goal and a participation goal, and recommended developing a thermometer showing progress toward our goals.
 - Ginny will check with the Visual Arts Committee to see if they are already working on one. If not, Amelia may be well positioned to put one together.

6. ACS/Breeze Transition led by Ginny

- Jen and Brad are working to pinpoint the ~40 people who haven't transitioned and reach out to them directly, threaded in to pledging efforts.

7. Thank You led by Cameron

- Cameron shared how Foothills Unitarian Church has stepped up in a big way to provide hands-on support for processing incoming S&R giving. The committee reflected on their deep

appreciation and gratitude to them and others who have stepped up in big and small ways, related to our finances/administration and not often visible to the wider church. Lisa Sinclair, Jack Daniels, and Sarah Heuser were each identified as really going above and beyond.

- Cameron will start hand-written Thank You cards and bring them for committee members to sign on Sunday.

8. Looking Ahead/Next Steps

- The next committee meeting will focus on reviewing Staff Compensation & benefits (with support from another fellow UU church) and a preliminary budget discussion
- Concrete next steps included:
 - Brad will update the Legacy Investment Policy document on the website.
 - Ginny will check with the Visual Arts Committee to see if they are already working on one. If not, Amelia may be well positioned to put one together.
 - Cameron will start hand-written Thank You cards and bring them for committee members to sign on Sunday.

Meeting adjourned at 7:25pm

Next meeting scheduled for March 12, 2026, online from 6:00-7:30pm

Respectfully submitted,

Cameron Smither, Treasurer

First Universalist Church of Minneapolis

Balance Sheet

	Actual As of <u>12/31/2025</u>
Assets	
Current Assets	
Cash	\$15,936.55
Investments	\$3,508,785.94
Accounts Receivable	\$9,673.00
Other Current Assets	\$151,826.93
Total Current Assets	<u>\$3,686,222.42</u>
Non-Current Assets	
Fixed Assets	\$5,213,340.19
Total Non- Current Assets	<u>\$5,213,340.19</u>
Total Assets	<u><u>\$8,899,562.61</u></u>
 Liabilities and Fund Balance	
Liabilities	
Current Liabilities	
Accounts Payable	\$50,214.99
Benefits Payable	\$50,082.55
Other Current Liabilities	\$21,125.36
Total Current Liabilities	<u>\$121,422.90</u>
Long Term Liabilities	
Loan Payable	\$1,391,780.24
Interfund Transfer	\$0.00
Total Long Term Liabilities	<u>\$1,391,780.24</u>
Total Liabilities	<u>\$1,513,203.14</u>
 Fund Balance	
Unrestricted Net Assets	\$4,938,753.90
Donor Restricted Net Assets	\$2,447,605.57
Total Fund Balance	<u>\$7,386,359.47</u>
 Total Liabilities and Fund Balance	<u><u>\$8,899,562.61</u></u>

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual	Budget	Variance	Annual Budget	Year-End Projections		
	07/01/2025 to 12/31/2025	07/01/2025 to 12/31/2025		07/01/2025 to 06/30/2026	Best Case Scenario	Expected Scenario	Worst Case Scenario
Revenues							
Support							
Annual Giving	\$833,952.52	\$752,574.50	\$81,378.02	\$1,275,550.00	\$1,315,000.00	\$1,285,000.00	\$1,275,550.00
Donations & Fundraising	\$76,398.87	\$88,057.00	(\$11,658.13)	\$236,500.00	\$247,538.03	\$219,330.37	\$179,180.37
Total Support	\$910,351.39	\$840,631.50	\$69,719.89	\$1,512,050.00	\$1,562,538.03	\$1,504,330.37	\$1,454,730.37
Earned Revenue							
Services & Rentals	\$55,477.17	\$52,359.98	\$3,117.19	\$109,000.00	\$121,000.00	\$112,500.00	\$109,000.00
Investment	\$23.28	\$0.00	\$23.28	\$0.00	\$50.00	\$50.00	\$50.00
Other Income	\$4,940.23	\$0.00	\$4,940.23	\$2,000.00	\$5,250.65	\$4,940.23	\$4,940.23
Total Earned Revenue	\$60,440.68	\$52,359.98	\$8,080.70	\$111,000.00	\$126,300.65	\$117,490.23	\$113,990.23
Total Revenues	\$970,792.07	\$892,991.48	\$77,800.59	\$1,623,050.00	\$1,688,838.68	\$1,621,820.60	\$1,568,720.60
Expenses							
Personnel & Professional	\$621,208.08	\$619,669.37	(\$1,538.71)	\$1,243,000.00	\$1,235,873.03	\$1,240,823.03	\$1,239,408.03
Administrative	\$65,062.10	\$87,633.39	\$22,571.29	\$148,001.00	\$114,558.55	\$128,245.06	\$149,108.54
Fundraising	\$7,445.02	\$9,110.00	\$1,664.98	\$19,500.00	\$17,500.00	\$21,000.00	\$22,000.00
Program	\$38,947.21	\$41,565.94	\$2,618.73	\$67,500.00	\$56,045.34	\$67,581.60	\$85,709.60
Building & Grounds	\$68,857.59	\$64,679.96	(\$4,177.63)	\$140,300.00	\$144,516.05	\$161,016.05	\$170,016.05
Other	\$0.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00	\$10,000.00
Total Expenses	\$801,520.00	\$822,658.66	\$21,138.66	\$1,622,801.00	\$1,568,492.97	\$1,623,165.74	\$1,676,242.22
Investment Activity	\$3,319.84	\$0.00	\$3,319.84	\$0.00	\$3,300.00	\$3,300.00	\$0.00
NET SURPLUS/(DEFICIT)	\$172,591.91	\$70,332.82	\$102,259.09	\$249.00	\$123,645.71	\$1,954.86	(\$107,521.62)

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2025 to 12/31/2025	Budget 07/01/2025 to 12/31/2025	Variance	Annual Budget 07/01/2025 to 06/30/2026
Revenues				
Support				
Donations & Fundraising				
Capital Campaign	\$26,920.00	\$77,749.98	(\$50,829.98)	\$155,500.00
Total Donations/Fundraising	\$26,920.00	\$77,749.98	(\$50,829.98)	\$155,500.00
Total Support	\$26,920.00	\$77,749.98	(\$50,829.98)	\$155,500.00
Total Revenues	\$26,920.00	\$77,749.98	(\$50,829.98)	\$155,500.00
Expenses				
Administrative				
Professional Fees	\$734.81	\$0.00	(\$734.81)	\$0.00
Total Administrative Expenses	\$734.81	\$0.00	(\$734.81)	\$0.00
Building & Grounds				
Equipment (Non-Capitalized)	\$0.00	\$249.98	\$249.98	\$500.00
Equipment Repair & Maintenance	\$366.08	\$249.98	(\$116.10)	\$500.00
Repairs & Maintenance	\$543.09	\$3,999.98	\$3,456.89	\$8,000.00
HVAC	\$4,232.00	\$3,000.00	(\$1,232.00)	\$6,000.00
Elevator	\$3,511.86	\$1,749.98	(\$1,761.88)	\$3,500.00
Grounds Maintenance	\$2,750.00	\$1,999.98	(\$750.02)	\$4,000.00
Capital Campaign Expenditure	\$0.00	\$66,499.98	\$66,499.98	\$133,000.00
Interest Expense	\$26,698.82	\$0.00	(\$26,698.82)	\$0.00
Total Building & Grounds	\$38,101.85	\$77,749.88	\$39,648.03	\$155,500.00
Total Expenses	\$38,836.66	\$77,749.88	\$38,913.22	\$155,500.00
Investment Activity	\$9,500.50	\$0.00	\$9,500.50	\$0.00

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2025 to 12/31/2025	Budget 07/01/2025 to 12/31/2025	Variance	Annual Budget 07/01/2025 to 06/30/2026
NET SURPLUS/(DEFICIT)	(\$2,416.16)	\$0.10	(\$2,416.26)	\$0.00

MINUTES

First Universalist Stewardship Committee

Thursday, 22 January 2026, 6:00 pm | Zoom

Attendees

Lynn Broaddus (chair), Unique Jacobo, Velma Wagner, Emily Wallace.

Notes

Volunteer Coordination for Envelope Stuffing

Unique will check with other early adults to see if any can help. Ginny offered to help for 45 minutes before the memorial service. We will also see if we can get labels printed early in the week so that volunteers could get envelopes addressed before Saturday.

Pledge Box

Emily confirmed she had followed up with Martha about progress on creating a pledge box and “thermometer”. Materials will be placed in the narthex after the kickoff on the 1st. It will be emptied each Sunday and paper pledges will be given to Brad or other designee for manual entry.

Pledge Materials

Jen is working on her letter which will be combined with Lynn’s letter. Also included will be a giving guide, the pledge form, and an FAQ document (“Pledging 101”). Lynn set a Sunday deadline for feedback before staff takes over formatting. The draft budget includes a 15% increase, but the pledge communications ask members to consider doubling their pledges as part of a larger vision for the church. The pledge form includes a place for members to share their dreams for the church, which we can compile into a word cloud to share at the pledge drive’s conclusion.

Mid-Year Meeting

The mid-year meeting on February 8th will include a presentation from Stewardship, but will focus on Cameron's detailed budget information. The group praised Cameron's expertise and thoroughness in explaining financial matters.

Hope Ambassadors

Ashley is planning to offer two trainings on Feb 4th, a video option at noon and an in-person option in the evenings

Music Fundraisers

Lynn met with Paolo, who shared his preliminary thoughts on how musical fundraisers align with his vision for music at the church as well as his time constraints. Lynn will follow up with Velma to share more details of that conversation as they pertain to the spring fundraising concert.

Music Plans for Pledge Campaign

The group discussed plans for incorporating music into their upcoming pledge campaign, with suggestions for specific pieces of music. While the group was supportive of the general idea, we need to recognize that worship services are planned and coordinated by staff, under Rev. Jen's leadership. We will follow up with Ashley to get her insight on how to best incorporate music into services during the pledge season.

Concert Planning and Volunteer Coordination

Lori Dokken needs to reschedule the concert from April 26th to May 3rd at 4 pm. Velma will contact Jim to see if that is feasible.

Meeting adjourned at 7:00 pm

Next meeting – February 5th at 6:00 pm

MINUTES

First Universalist Stewardship Committee

Thursday, 05 February 2026, 6:00 pm | Zoom

Attendees

Lynn Broaddus (chair), Rev. Ashley Harness-Jiminez, Unique Jacobo, Ginny McAninch, Velma Wagner

Notes

Pledge-form logistics

We talked through the last-minute decision to omit the paper pledge forms from the packets and agreed that we should continue to encourage people to submit their pledges online, primarily to avoid burden on staff, but some people are more comfortable submitting paper pledges or *need* to use paper (i.e. cognitive barriers). Therefore, we will have paper forms available at the entrance table and at pledge tables in narthex or social hall. Other hiccups in deciding to not include pledge forms in the packets were that (1) it was inconsistent with other messaging and no countervailing explanation was given [hence many people asking questions], and (2) the decision wasn't communicated back to Lynn, so she wasn't able to help people navigate the confusion. Perhaps the biggest lesson learned here was that staff input needs to come sooner in the process and needs to be weighed against other considerations.

Hope Ambassadors

Ashley led two training sessions on Wednesday, one on video (recorded) and one in person. As part of that she developed a guide that includes suggested language for the initial email to donors, and then a guide for the conversations. She will re-send the signup link, along with links to the guide and the recorded video to members of the Board and Stewardship Committee.

Pledge timeline

In December we chose March 22nd for the end of the pledge campaign. However, in Lynn's pledge packet letter she inadvertently wrote that we wanted everyone's pledges in by March 7th so that we could celebrate on March 8th. The group liked the idea of wrapping it up quickly, so it seems that we now have an end date of March 8th. We have a tradition of serving cake after services at the conclusion of the pledge drive. This year we will also include a word cloud composed from the hopes and dreams that people include with their pledges.

Other topics

- We will have a table in the narthex again this Sunday (Feb 8th) to continue handing out pledge packets and to help people who have questions about pledging. We will ask the ushers to point this out to people as they come into the service. Any pledge packets remaining after this Sunday will be mailed. On subsequent Sundays we will try to have volunteers at a table in the Social Hall or Cummins Room to help people with their pledging.
- Rachel plans to send stand-alone communications each Tuesday during the pledge campaign which will include links to Sunday testimonials (video and text) and update on pledge drive status. She will also send text messages through Breeze to remind people to pledge / thank them for pledges received.

Actions

- Rachel: Send out a congregation-wide message (email and/or text) t on Friday or Saturday stating that the Stewardship Committee will again be distributing pledge packets in the narthex after services, and can also answer questions about pledging.
- Lynn, Unique, and Ginny will staff the pledge table this Sunday, Lynn after the 1st service, Unique and Ginny after the second service.
- Ashley will send the recording and guide from the Hope Ambassador meetings, along with the updated sign-up link and outreach script, to the Board and Stewardship Committee tomorrow.
- Rachel or Ashley: Send weekly stand-alone emails and texts during the pledge campaign, including testimonials, reminders, and appreciation for those who have already pledged.
- Brad: Provide weekly updates on both dollar amounts and number of pledges received during the campaign.
- Rachel and/or Ashley: Create a word cloud from the pledge campaign text responses, to be completed at the end of the campaign (around March 2-3) and communicate with Lynn on mechanism (data from pledge forms, or live-action submissions through QR code).

- Ashley: Ask Paolo if he might be able to incorporate the monthly theme song into the testimonials (background music as speakers approach microphone).
- Lynn: Create presentation for Sunday's mid-year meeting. Share materials with Ashley and Rachel for possible use in other communications.
- Ashley: Ensure cake (with vegan and gluten-free options) is arranged for the March 8th pledge campaign celebration, coordinating with Jim and/or others as needed.
- Unique and Ginny: After this Sunday, assist with moving pledge packets through the mailing process if needed.
- Lynn: Ask ushers to point out the pledge table to people as they come into the service.
- Lynn: email Jim to ensure we will have a pledge table available on Sunday.

Meeting adjourned at 6:40 pm

Next meeting – February 26th at 6:00 pm