

MEETING OF THE BOARD OF TRUSTEES

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First Universalist Church of Minneapolis
Board of Trustees Meeting
April 16, 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	Lou Ashley/Jen
7:00 PM	30	Finance Committee Report, including preliminary budget	Cameron
7:30 PM	30	Amends and Repair Summary of themes from GTR exit interview Next steps	Marc, Cameron
8:00 PM	5	Consent Agenda 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
8:05 PM	15	Break	Lou to bring snacks
8:20 PM	10	Stewardship Committee Report	Emily W
8:30 PM	10	Governance Committee Report	Lou
8:40 PM	5	Executive Committee Report	Marc
8:45 PM	5	Meeting review and Gratitudes	All
8:50 PM		Adjourn	
8:50 PM			

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
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. All 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	50	Executive Session Somatic Grounding Spiritual Community Building - Repair and Amends Beginning discussion on repair and amends. Can a small group bring ideas on how we move forward with this work in conjunction with covenant and our IDI work. Volunteers for this group can come to Marc. Encourage non-board involvement. We will also discuss again at future board meetings.	Jeanne Ashley/Jen
7:30 PM	10	Status of 2025-26 Board goals and next steps Themes from belonging conversations. Youth Leadership Team feedback shared.	Marc/All
7:40 PM	15	Stewardship Committee Report 2026-27 Pledge Drive Update. 372 pledges , \$1.2M plus one time gifts is \$1.366 M total. Goal of \$1.5M. Celebration this coming Sunday. Can board members be present. Continue communication with outstanding pledges.	Emily W
7:55 PM	5	Consent Agenda Approval of February 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 Approved	Marc
8:00 PM	10	Break	Katherine to bring snacks
8:10 PM	15	Finance Committee Report Preliminary 2026-27 budget discussion. See Finance report. Will review 2026/2027 preliminary budget at April board meeting.	Cameron
8:25 PM	5	Governance Committee Report. Continued review of the GPH (Governing Policy Handbook). On schedule for completion by end of this church year. Let's have a review with inclusion and equity in mind after this first review.	Lou
8:30 PM	5	Executive Committee Report. Discussed the Lilly Foundation grant.	Marc
8:35 PM	15	Thank you notes. Ralph Wyman, Stewardship Team, Children Youth and Family Team, those who gave testimonies, Allison Connelly-Vetter, "T" Sequeerity, Jim Poulter, Tracy Van Epps,	All
8:50 PM	10	Meeting review and Gratitudes Covenant IDI	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
April 12, 2026

Spiritual Grounding

Invitation to Brave Space by Micky ScottBey Jones

Together we will create brave space
Because there is no such thing as a “safe space”
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world,
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be
But
It will be our brave space together,
and
We will work on it side by side

Last month, we discussed the concept of racism as an American addiction and the steps of recovery that might apply as we seek to use our power as leaders to make on-going, systemic change to eliminate experiences of racism and practice Beloved Community within and beyond the walls of the church.

If you have time for a longer read, you can read the transcript of a podcast by Dr. Nzinga Harrison on [Racism Is An Addiction | Lemonada Media](#).

If you are looking for a shorter summary for our conversation:

In this podcast, [Racism Is An Addiction | Lemonada Media](#), Dr. Nzinga Harrison brings her extensive experience in addiction to the experience and the systematic impact of racism. She invites us all to put ourselves in recovery from racism by making the active, daily commitment to anti-racism. She quotes Ijeoma Oluo, who says, “the beauty of anti-racism is that you don’t have to pretend to be free of racism to be anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward.”

Dr. Harrison continues: “black people have internalized racism. There is no way not to. Everybody who has grown up in the United States of America, from the time we come out of the womb, we are inundated with images in media, we are inundated with policies and procedures, inundated with laws and regulations, and inundated with neighborhoods and experiences that ingrained racism. So our brains learn by patterns. And so there’s no way to not learn this pattern when it is being repeated over and over and over and over and over in your brains. And so that quote has to point at me as a black person also. Like, when I see racism in myself towards black people, I have to be committed to fighting that racism as much as Claire (a white woman), I’m asking you to be committed to fighting racism when you see it in yourself. I mean, like fighting in yourself, that is hard work. Sometimes the harder work is fighting it in somebody close to you, right? Your mom, your dad, your husband, your brother, your sister, your kids. I’m asking us to make the commitment to do that hard work. You know, what else is hard work? Fighting it in somebody who, for some reason, has more power than you, or in a system that has more power than you.”

As we commit to creating brave space among ourselves as leaders of this congregation, as we commit to creating brave space within and beyond the walls of First Universalist Church, where are we committing to “start somewhere and continue to grow,” individually and collectively?

Monitoring Items

Attendance and Membership Trends

Please see attached information.

Staff and Volunteer Transitions:

We’re excited to welcome Jay Albright to our staff as our new Worship Pianist/Choral Accompanist. Paolo Debuque led the hiring process in consultation with Aimee K. Bryant, Rev. Jen, and choir member, Maria Heath.

Congregant Grievances

There have been no congregant grievances.

Staff & Volunteer Grievances

There have been no staff or volunteer grievances.

Information Items

The Children, Youth, and Family Ministries Advisory Team has been working closely with CYFM staff to analyze religious education attendance and registration data, including attendance at non-Sunday morning CYFM program opportunities such as Saturday Sprouts, Wednesday night youth groups, OWL programming, and parent/caregiver groups. We’re seeing strong attendance at the 9am section of Sunday morning RE and at non-Sunday CYFM offerings, with far less robust attendance at the 11am section of Sunday morning RE, which then creates a less than ideal RE cohort for children and families at 11am. Led by the wisdom of the CYFM team of congregants and staff, we are seriously considering moving to one section of Sunday morning religious education in the 2026-27 church year, along with Wednesday evening and non-Sunday morning program offerings. This process and decision reflects our goals for the year of strengthening shared ministry and of humility, understood as an accurate assessment of our current reality, which then allows us to make informed, flexible, and forward thinking plans. First Universalist continues to have one of the largest religious education programs for children and

youth in the country, and has been outperforming the overall national trend in religious education attendance/registration.

The congregation successfully submitted its application for a Lily Clergy Renewal Grant. We expect to hear if we are awarded the grant on August 20, 2026.

Congregational budget meetings scheduled for Sunday, April 19th at 1pm and Sunday, May 17, 2026 at noon.

Rev. Jen will be in Chicago for a meeting of the Meadville Lombard Theological School board and for their commencement ceremonies from Friday, May 29 - Sunday, May 31, 2026.

Rev. Jen will be participating in a writing workshop, [Apart and Yet A Part](#), at the Collegeville Institute from June 1-June 10, 2026.

Statistical Report for March 2026

Board Meeting April 16, 2026

MEMBER MEMORIAL SERVICES: 0

MEMBER MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 7

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 0

CHILDREN DEDICATED: 4

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

To be added:

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

	<p>identification of lay leaders for shared ministry activities</p> <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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March 17, 2026

A motion was made at an Executive Committee meeting to approve the application for the Lilly Endowment CRP Grant. The motion was passed unanimously. The grant was submitted on March 18, 2026.

First Universalist Church of Minneapolis

Finance Committee Meeting Minutes

April 9, 2026

6:00-7:30 pm | Online

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

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

Stewardship liaison present: Ginny McAninch

Members not in attendance: Amelia Marquez

Meeting convened at 6:00 pm

1. Chalice lighting and grounding led by Cameron and Jen

2. Review prior meeting minutes

- No amendments

3. Review Year-To-Date Finances by Brad

- Members were presented core financial statements reflecting July through February 28, 2026. No significant flags present in the finance data. Major topics of discussion included:
 - Revenues: overall, in solid position at approx. \$112,000 positive variance to-date.
 - Annual pledges continue to be ahead of budget and have even increased since last month; Brad expects those to pull back as the fiscal year concludes. Positive variance of approx. \$99K
 - Donations/Fundraising have been negative overall for most of the year, but \$25K in unrestricted gifts (from members and non-members alike) in Feb have brought this category much close to budget! Worth celebrating!
 1. The Children, Youth, and Family Ministry's Trivia and Talent Show was recently cancelled, however, so Fundraising is still a category to watch going forward; the Emma's Revolution concert proceeds are all going to mutual aid efforts, only the church's expenses are being covered; expect something like \$15K deficit at EOY.
 - Earned Revenues continue at largely expected levels.
 - Expenses: overall, also in a solid position at approx. \$24,000 positive variance to-date.
 - Personnel and Fundraising expenses are very close to budget.
 - Administrative expenses show a large positive variance (reminder: much of that reflects expenses avoided from the Boston trip and are offset in revenues).
 - Program expenses have a positive variance overall, reflecting a mix of shifted expenses from religious education (e.g., fewer supplies, more spent on venue rental for key offsite events), additional expenses to adjust to Dr. Rideout's departure (e.g., musicians), etc.

- Buildings and Grounds continues to be a pressure point, with meaningful negative variance driven by higher-than-expected property taxes, unanticipated security costs, and higher gas expenses from a colder-than-average winter. Brad expects property tax amounts to remain unchanged for this CY but to reduce in CY27 after supporting Grace School in being recognized as a nonprofit (See January's notes for more details).
- All up, we currently have a budget surplus (good) of approx. \$140,000 and continue to be in a healthy financial position to date.

4. Antenna Lease Buyout

- Marc and Brad shared how a board member received an (unsolicited) email from a company that manages antenna easements offering to buy an easement on our church's chimney in some capacity.
- Key factors raised in the discussion were:
 - The current lease with T-Mobile is up for renewal in 2028 (after 20 years); likely a rate adjustment, and potential for them to pull out completely; unclear if the lease was exclusive.
 - The potential buyout is likely in the ballpark of \$350-378K, one-time lump sum.
 - Pros: lump sum, risks shift to the company, no mgmt. burden of working with lessee on FU anymore, potential for revenue sharing (with reduced lump sum)
 - Cons: rent could increase, loss of control of our property rights in perpetuity, revenue share is limited.
- Dan volunteered to lead next steps, including considerations such as:
 - Firstly: who else at the church may have capabilities to support our review of this?
 - What is the easement on and what are the terms exactly?
 - What is the market like today? Is this lease more or less desirable than it was in ~2008?
 - What do we know about the viability of this company or who else they work with?

5. Pledge Updates led by Brad and Ginny

- Brad provided a high-level update of pledge campaign progress to-date: approximately \$1.413MM in sustaining and one-time pledges, from 394 pledging units thus far, with historical data suggesting we may expect another ~40 pledges.
 - This continues to feel like a great position to be in at this moment and is an especially welcome contrast from more recent years' cycles.
- Ginny shared updates on outreach to folks who pledged last year but have not yet pledged this year; the Stewardship Committee and Board of Trustees are reaching out to these members now/soon. Brad supporting those efforts from a data perspective.

6. Draft Budget Discussion led by Jen

- Jen picked up from last meeting's discussion (her approach to developing the church's operational budget as a functional document and a moral document) with the following context:
 - We're doing so well with annual giving and the stewardship campaign – both in running it and the response to it; there's been a clear willingness to share, in terms of financial support as well as dreaming about what the church may be called to do going forward.
 - We continue to be conservative and responsible in our financial assessments.
 - There are some lingering unknowns re: budget inputs that each have the potential to increase the available budget (but are currently incorporated in the most conservative ways) – namely, next year's property tax burden (could be between \$0-\$23K, included

as \$23K expense), the outcome of the sabbatical grant application (currently no revenue included from that), and the Building and Capital Reserve (currently planning to absorb \$115K in new expenses as the fund winds down next FY).

- Jen is in the process of developing two scenarios – Best Case scenario and Expected Case scenario.
 - Both: staff are fully supported with a cost-of-living increases or adjustment to meet UUA minimum salary guidelines, whichever's higher; the Dir of Worship Arts position is being restructured into two half-time roles, Music Dir and part-time accompanist, and the lead artist is continued; \$115K in new capital expenses (servicing the construction loan debt) is covered out of the operating budget (as the building & capital reserve reaches \$0).
 - Expected: \$5K in additional staffing support for when Jen's on sabbatical (3 months in the Spring); 5% increase to UUA annual fund giving to get us closer to the recommended level.
 - Best: all from expected scenario plus added 10 hrs/week of administrative support for 9 months, and Rev. Laura supported at 30 hrs/week for the whole year.
 - Note: these are still in progress.
- The committee discussed potential questions from the congregation, including:
 - What can we not do?
 - What's sustainable funding vs one-time funding?
 - Where does administrative support factor in?
 - What's the impact of restructuring staffing re: music and worship?
- Cameron reminded the committee that the board is scheduling opportunities to share and gather input on the budget and that the Finance Committee, while not required to attend, is highly encouraged to join and help speak to the considerations that will eventually end up in the budget draft presented to the congregation. Key dates are:
 - April 19 – informally previewing a draft budget and requesting feedback
 - May 17 – formally presenting the recommended budget to the congregation
 - June 14 – formal congregation meeting to vote on the budget

7. Looking Ahead/Next Steps

- The next committee meeting will review Q3 financials and continue the budget discussion.
- Concrete next steps included:
 - From this meeting:
 - Jen will update the committee with the determination of the sabbatical grant.
 - Dan will lead next steps re: antenna easement considerations.
 - From prior meetings:
 - Brad will work with Grace School to cement their nonprofit status (to lower the church's property tax liability for next CY).
 - Brad will update the Legacy Investment Policy document on the website.

Meeting adjourned at 7:30pm

Next meeting scheduled for May 14, 2026, online from 6:00-7:30pm

Respectfully submitted,

Cameron Smither, Treasurer

First Universalist Church of Minneapolis

Balance Sheet

	Actual As of <u>02/28/2026</u>
Assets	
Current Assets	
Cash	\$161,586.39
Investments	\$3,714,544.79
Accounts Receivable	\$2,773.48
Other Current Assets	\$71,298.05
Total Current Assets	<u>\$3,950,202.71</u>
Non-Current Assets	
Fixed Assets	\$5,213,340.19
Total Non- Current Assets	<u>\$5,213,340.19</u>
Total Assets	<u><u>\$9,163,542.90</u></u>
Liabilities and Fund Balance	
Liabilities	
Current Liabilities	
Accounts Payable	\$71,311.01
Benefits Payable	\$52,409.02
Other Current Liabilities	\$60,046.96
Total Current Liabilities	<u>\$183,766.99</u>
Long Term Liabilities	
Loan Payable	\$1,378,168.98
Interfund Transfer	\$0.00
Total Long Term Liabilities	<u>\$1,378,168.98</u>
Total Liabilities	<u>\$1,561,935.97</u>
Fund Balance	
Unrestricted Net Assets	\$4,884,117.61
Donor Restricted Net Assets	\$2,717,489.32
Total Fund Balance	<u>\$7,601,606.93</u>
Total Liabilities and Fund Balance	<u><u>\$9,163,542.90</u></u>

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2025 to 02/28/2026	Budget 07/01/2025 to 02/28/2026	Variance	Annual Budget 07/01/2025 to 06/30/2026
Revenues				
Support				
Annual Giving	\$1,030,393.00	\$931,151.50	\$99,241.50	\$1,275,550.00
Donations & Fundraising	\$182,816.03	\$177,522.00	\$5,294.03	\$236,500.00
Total Support	\$1,213,209.03	\$1,108,673.50	\$104,535.53	\$1,512,050.00
Earned Revenue				
Services & Rentals	\$72,752.29	\$71,453.32	\$1,298.97	\$109,000.00
Investment	\$25.16	\$0.00	\$25.16	\$0.00
Other Income	\$6,990.86	\$0.00	\$6,990.86	\$2,000.00
Total Earned Revenue	\$79,768.31	\$71,453.32	\$8,314.99	\$111,000.00
Total Revenues	\$1,292,977.34	\$1,180,126.82	\$112,850.52	\$1,623,050.00
Expenses				
Personnel & Professional	\$832,329.57	\$830,199.40	(\$2,130.17)	\$1,243,000.00
Administrative	\$76,297.30	\$99,923.07	\$23,625.77	\$148,001.00
Fundraising	\$12,803.99	\$12,260.00	(\$543.99)	\$19,500.00
Program	\$45,328.89	\$51,618.96	\$6,290.07	\$67,500.00
Building & Grounds	\$97,540.25	\$94,166.64	(\$3,373.61)	\$140,300.00
Other	\$0.00	\$0.00	\$0.00	\$4,500.00
Total Expenses	\$1,064,300.00	\$1,088,168.07	\$23,868.07	\$1,622,801.00
Investment Activity	\$3,390.62	\$0.00	\$3,390.62	\$0.00
NET SURPLUS/(DEFICIT)	\$232,067.96	\$91,958.75	\$140,109.21	\$249.00

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2025 to 02/28/2026	Budget 07/01/2025 to 02/28/2026	Variance	Annual Budget 07/01/2025 to 06/30/2026
Revenues				
Support				
Donations & Fundraising				
Capital Campaign	\$27,570.00	\$103,666.64	(\$76,096.64)	\$155,500.00
Total Donations/Fundraising	<u>\$27,570.00</u>	<u>\$103,666.64</u>	<u>(\$76,096.64)</u>	<u>\$155,500.00</u>
Total Support	\$27,570.00	\$103,666.64	(\$76,096.64)	\$155,500.00
Total Revenues	\$27,570.00	\$103,666.64	(\$76,096.64)	\$155,500.00
Expenses				
Administrative				
Professional Fees	\$1,059.22	\$0.00	(\$1,059.22)	\$0.00
Total Administrative Expenses	<u>\$1,059.22</u>	<u>\$0.00</u>	<u>(\$1,059.22)</u>	<u>\$0.00</u>
Building & Grounds				
Equipment (Non-Capitalized)	\$0.00	\$333.32	\$333.32	\$500.00
Equipment Repair & Maintenance	\$860.28	\$333.32	(\$526.96)	\$500.00
Repairs & Maintenance	\$543.09	\$5,333.32	\$4,790.23	\$8,000.00
HVAC	\$4,707.00	\$4,000.00	(\$707.00)	\$6,000.00
Elevator	\$3,511.86	\$2,333.32	(\$1,178.54)	\$3,500.00
Grounds Maintenance	\$2,750.00	\$2,666.64	(\$83.36)	\$4,000.00
Capital Campaign Expenditure	\$0.00	\$88,666.64	\$88,666.64	\$133,000.00
Interest Expense	\$35,240.76	\$0.00	(\$35,240.76)	\$0.00
Total Building & Grounds	<u>\$47,612.99</u>	<u>\$103,666.56</u>	<u>\$56,053.57</u>	<u>\$155,500.00</u>
Total Expenses	\$48,672.21	\$103,666.56	\$54,994.35	\$155,500.00
Investment Activity	\$16,327.25	\$0.00	\$16,327.25	\$0.00

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2025 to 02/28/2026	Budget 07/01/2025 to 02/28/2026	Variance	Annual Budget 07/01/2025 to 06/30/2026
NET SURPLUS/(DEFICIT)	<u>(\$4,774.96)</u>	<u>\$0.08</u>	<u>(\$4,775.04)</u>	<u>\$0.00</u>

MINUTES

First Universalist Stewardship Committee

Wednesday, 25 March 2026, 6:00 pm | Zoom

Attendees

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

Notes

Pledge Campaign Status

- As of Tuesday afternoon, \$ 1,388,591 had been pledged (inclusive of recurring gifts), with an additional \$89,490 in one-time gifts (which will go toward operating expenses unless specifically designated otherwise).
- 383 households have pledged, including 76 new pledges.
- There are approximately 100 households who pledged last year but haven't committed yet this year, representing around \$117,000 in potential giving.
- Lynn will simplify the LYBUNT list (i.e., delete superfluous columns) and sort it based on pledge amounts to determine where to focus outreach efforts and suggested adding columns for each team member to track their individual follow-ups. We will prioritize outreach to top donors through personalized emails and phone calls, while also involving the board to help identify potential donors on the list.
- Ashley expressed confidence about reaching the fundraising goal of 1.5 million, noting that anxiety levels among staff and finance teams were significantly lower compared to previous years largely because the pledge commitments came in faster than in recent years.
- Lynn committed to writing a summary piece for next Thursday's Liberal newsletter to provide an update on pledge progress.
- Ginny pointed out that many of the 30+ people who haven't resumed their pledges after the platform switch from ACS to Breeze were on the LYBUNT list and perhaps both matters could be included in the follow up. She agreed to annotate the list with this information. It was then decided that it might be more effective to have someone else do the follow up as Ginny had already tried twice - first with an email and then with voice mails.

Fundraising concerts:

- *Emma's Revolution, April 11th*: This concert will be supported by the Sanctuary and Resistance team, with ticketing and communications handled by Emma's Revolution. They identified the need to clarify costs associated with staffing and facilities for the event, ensuring that revenue covers operating costs. An action item was assigned to follow up with Jim regarding these costs and to copy relevant staff and volunteers, including Kit Ketchum from Sanctuary and Resistance, on communications.
- *Lori Dokken, May 3rd*: Velma is the primary “owner” of the event. Rachel will handle publicity in the Liberal, and on our Facebook page, etc. but needs additional information to create promotional materials. The team agreed that Velma and Ashley would work together to compile a list of tasks and coordinate communication with Rachel to obtain the necessary information for publicity. Ginny will meet with Lori on Friday to show her the space and answer basic questions, while Lori will handle sound system arrangements directly with the sound technicians. Emily agreed to handle volunteer recruitment and task assignment. They determined that 6-8 volunteers would be sufficient, focusing on door greeters and ticket sales rather than providing extensive support to the main organizing team. The group also confirmed they would offer both in-person and Zoom access options, with the same ticket system handling both, and noted the success of a previous in-person fundraising ask during last year’s event. Per Lori’s suggestion, we agreed to increase the ticket price to \$30 (vs last year’s \$25).
- We discussed whether to label concerts as “family friendly” or similar wording, but decided that we cannot judge the appropriateness of the artists’ works. Parents are in the best position to make these decisions for themselves.

Committee membership and function for coming year:

- Velma will be rotating off the pledge team but would like to remain active with the legacy giving work. Ginny would like to continue as liaison to the Finance Committee.
- It was suggested that next year we operate with a hub-and-spoke model where everyone has specific interests and/or tasks that they take the lead on.
- In the coming weeks Lynn will be meeting with each of two individuals interested in joining the Stewardship Committee. It would be terrific if we could recruit another two or so members. Maria was suggested as a possible recruit.
- Lynn reminded us that the Stewardship Committee is one of only a handful of committees identified in the church bylaws, and membership is by board appointment. Once we have a proposed roster for the 2026-2027 church year Lynn will share it with the board for its consideration.

Other items:

- *Capital Campaign*: Ginny and Lynn met with a small group of people convened by treasurer Cameron Smither to discuss capital campaign strategy. There was a general interest in the group around taking a two-pronged approach. First try to raise approximately \$1.4 million to pay off our construction loan, thus freeing up approximately \$140K per year that could be put toward supporting the church’s work on membership engagement and justice. Meanwhile, a longer strategy on how to best grow our justice work and the funds needed to do that will be tackled. Lynn and Jeanne Guignon will meet regarding next steps.

- *Newcomer classes:* Rev. Laura will try to plan the class schedules on a quarterly schedule so that we can have more lead time to recruit Committee members to participate.

Action items:

- Lynn: Edit and sort the LYBUNT list by dollar amount, remove extraneous columns, and add columns for team member assignments; send updated list to committee for review and comment.
- All: Review the updated LYBUNT list and indicate which households they can contact or have information about.
- Ginny: For households on the LYBUNT list who have not resumed pledges after the ACS to Breeze platform switch, reach out to encourage resumption of pledges and migration to Breeze.
- Lynn: Write a summary piece about the pledge campaign results and progress for inclusion in next Thursday's Liberal; submit by end of day Wednesday.
- Ashley: Coordinate with Velma to review and finalize publicity copy for the Lori Dokken concert, including gathering final artist list and photos from Velma/Lori, and provide to Rachel for publicity.
- Velma: Edit and send the latest concert description and artist information to Ashley and Rachel for publicity purposes.
- Velma: Make a list of all tasks and assignments needed for the Lori Dokken concert (e.g., publicity, ticketing, sound, volunteers) and share with the team.
- Ashley: Look at last year's ticketing data to determine appropriate ticket price increments for the Lori Dokken concert and set up online ticketing accordingly.
- Velma: Ask Jim for a table to be set up in the social hall for in-person ticket sales for the concert; notify Jen about pulpit announcements for the concert.
- Ashley: Pass along any provided music/Spotify lists from Lori to the sound crew for pre-concert music clips in the sanctuary before services.
- Emily, Velma, Ashley: Schedule and conduct a concert check-in meeting on April 22nd to review final logistics and volunteer assignments for the Lori Dokken concert.
- Lynn: Meet one-on-one with Jeanne Guignon to formulate next steps for a potential small capital campaign to pay down construction debt.
- Lynn: Follow up with Jim (and copy Kit Ketchum and all relevant staff/volunteers) to determine the full operating costs (including staffing and technical) for hosting the Emma's Revolution concert, to ensure all costs are covered by event revenue.
- Ashley: Invite Jen (or appropriate staff) to make an in-person fundraising ask at both the Emma's Revolution and Lori Dokken concerts.
- Velma: Send a note to Jen about scheduling pulpit announcements for the Lori Dokken concert.

- Emily: Reach out to volunteers (especially those from last year) to recruit and manage volunteers for the Lori Dokken concert, including greeters and ticket handlers; coordinate with Velma. Determine how Zoom access for remote attendees will be set up and incorporated into ticket links.
- Velma: Coordinate with Lori to ensure the sound system form is completed and arrangements are made with Jim for the concert space.

Meeting adjourned at 7:15 pm

Next meetings:

- April 23rd at 6:00 pm (Zoom)
- May 28th, 6:00 pm. This will be an in-person meeting focusing on debriefing on this year's work and planning for next year.