

MEETING OF THE BOARD OF TRUSTEES

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First Universalist Church of Minneapolis
Board of Trustees Meeting
May 21, 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	Drew Ashley/Jen
7:00 PM	40	Governing Policy Handbook revisions Review and discussion of proposed revisions from Governance Committee - not for final approval	Lou
7:40 PM	20	Finance Committee Report Review and approval of budget for presentation to congregation	Cameron
8:00 PM	5	Consent Agenda Approval of April 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 Stewardship Committee members for 2026-27	Marc
8:05 PM	10	Break	Drew to bring snacks
8:15 PM	15	Sunday morning RE and worship discussion	Jen
8:30 PM	15	Stewardship Committee Report Update on capital campaign discussions	Emily W
8:45 PM	5	Executive Committee Report	Marc
8:50 PM	5	Meeting review and Gratitudes	All
8:55 PM		Adjourn	
8:55 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](#)

Preamble

As members of the Board of Trustees of the First Universalist Church of Minneapolis, we bind ourselves together, willingly, in this covenant in order to form a more beloved community rooted in our UU values of interdependence, pluralism, justice, transformation, generosity, and equity, with love at the center.

We covenant for moments of peace and conflict, and recognize the continuous need for reconciliation.

Board covenant

Love is the spirit of this church

1. Honor the sacred nature of our collective work and engage in it with a perspective of hope, gratitude, humility, and joy.
2. Empower each other to use our universal wisdom and to speak our truths.
3. Approach each other with an attitude of appreciation for the energy, time and commitment to this community.
4. Be an active and engaged member of the church community, tending to the work of our spirits, individually and collectively.

And service is its law.

5. Ground ourselves and our actions in the trust that we have been given as stewards of this church.
6. Keep with the spirit and letter of the board's formal governing documents (bylaws, governing handbook) when forming policies, procedures, and practices, all in pursuit of its mission and visionary goals.
7. Actively participate in discussions and decision-making processes and integrate the diverse perspectives of the larger community we serve.
8. Communicate board decisions to the congregation with care and clarity.
9. Hold ourselves accountable to our commitments and share the work.

This is our great covenant:

To dwell together in peace,

10. Remember that peace is messy and creating peace among us is a challenging, ongoing practice that helps us build trust, belonging, connection, safety, and security.
11. Commit to staying in community, knowing that conflict is inevitable when humans come together.
12. Conduct ourselves with respect and dignity towards each other, practicing dialogue that is truthful, kind, necessary, and timely.
13. Seek to build a trusting relationship with the congregation by using with discernment communication, disclosure, transparency, and confidentiality as tools.
14. Apologize for harms inherited and those that will inevitably happen as we work toward peace, and be accountable for repairing and changing behaviors.

To seek the truth in love,

15. Recognize differences as the inherent goodness of our community and that diverse perspectives hold the strongest degree of truth.
16. Seek out and encourage intercultural diversity among Board members.
17. Form policies, procedures, and practices with the understanding that truth and meaning are ever evolving.

And to help one another.

18. Trust that the board cooperates as a system that is more than the collection of its contributions, in its challenges and opportunities.
19. Value the varied ways people engage.
20. Offer and receive – not too much, not too little.
21. Seek joyful ways to give, learn and grow.

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 - Attending: Marc, Zoe, Ada, Katherine, Emily W., Cameron, Lou, Drew, Jeanne, Rev. Jen, Intern Nico Absent: Matt	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 - Lou led Spiritual Community Building Jen led with a poem by Mickey ScottBey Jones - Invitation to Brave Space, with discussion	Lou Ashley/Jen
7:00 PM	30	Finance Committee Report, including preliminary budget Cameron presented the budget, we currently have a surplus. Jen talked through the initial budget for 2026-27.	Cameron
7:30 PM	30	Amends and Repair Summary of themes from GTR exit interview - Cameron summarized findings from the GTR exit interview, with extensive thoughtful discussion. Next steps - To be continued - need more time	Marc, Cameron
8:00 PM	5	Consent Agenda - approval moved by Drew, seconded by Emily, unanimous approval 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: Numbers are looking promising	Emily W
8:30 PM	10	Governance Committee Report - Lou: On track to have a draft in May	Lou
8:40 PM	5	Executive Committee Report - Planning to make progress on Jen's annual review earlier than in the past	Marc
8:45 PM	5	Meeting review and Gratitudes - We need to take action, not just talk; Put the board covenant in the board packet every month; The IDI is powerful, and we need to reactivate it with the congregation	All
8:50 PM		Adjourn at 9:04	
8:50 PM			

Senior Minister Board Report
Prepared by Rev. Jen Crow
May 15, 2026

Spiritual Grounding

Way back in the 1900s, the Rev. Laurel Hallman and her spiritual mentor, the Rev. Harry Schofield, developed a devotional practice, a spiritual practice, specifically for Unitarian Universalists. The practice is called Living by Heart, and it involves immersing oneself in pieces of poetry and wisdom literature of your own choosing - committing pieces of that poetry or wisdom literature to memory - and allowing those words to be an entry point for mindfulness, for centering our thoughts and grounding our actions as we move with more intention and alignment in our daily lives. The goal is to let the words and images wash over you and become a part of you - to become a part of your heart - and then to let them live through you - so that you live with them - by heart.

This is a practice I've leaned into over the years, and our reflection today includes one of the pieces of poetry and wisdom literature that serves as a daily touchstone in my own spiritual life. I hope it might inspire you to find some of your own, too.

Fluent by John O'Donahue

I would like to live
Like a river flows.
Carried by the surprise
Of its own unfolding.

What is moving in your life? This is the question my spiritual director asks me month after month, year over year, listening with me for what is shifting and changing, for what is unfolding. God is in the movement, she reminds me. Let's look together for the movement.

There's an expectation in the question - what is moving in your life? - that I am grateful for. An expectation that reveals a core tenant of our faith as Unitarian Universalists.

Revelation is not sealed; this is a cornerstone of our theology. Each and every one of us in all of our identities has access to the holy, the sacred, that which matters most, the spirit of life - however we define it. Revelation is not sealed - and it can come in many forms - sunrise and sunset, in attention to details or the big picture, it can come through art and music and writing, in shifting perspectives and the growth and learning that comes with new experiences and authentic relationships. We are changed, our faith is changed, our experiences of the holy - of how the spirit of life moves in us and in our communities and in the larger world - are constantly changing.

This openness - this expectation of change - in ourselves, in our congregations, in our world - this expectation that we will be changed by what and who we encounter, by the practices that make up the day to day of our lives, by the creativity and wonder and gratitude we cultivate, by

the practices of interdependence and interconnection - this expectation of change - in ourselves, each other, and our congregations - is a huge part of what drew me in to Unitarian Universalism so many years ago now, and is a core part of why I stay. Transformation, not stagnation, is the point.

So let's look together: What is moving in our congregation, in our neighborhood, in our city and our country? What is moving in your life? The spirit of life and love is in the movement.

Monitoring Items

Attendance and Membership Trends

Please see attached information.

Staff and Volunteer Transitions:

Rev. Ashley Harness will complete her ministry with First Universalist on June 7th after 4 years of transformative shared ministry with us. You can read more here: [A change from Rev. Ashley - First Universalist Church of Minneapolis](#)

Seth Anderson-Matz will complete his one-year role as Intergenerational Justice, Service, and Leadership Coordinator, which included coordinating Common Ground Sundays, at the end of May.

Emily Wallace will complete her service as Board liaison and Co-Chair of the Stewardship Team at the end of this church year. Along with Rev. Ashley and Co-Chair, Lynn Broaddus, Emily has begun re-building a culture of shared ministry and hope-filled generosity. We're incredibly grateful for her leadership.

Velma Wagner has also been an integral part of the shared leadership and ministry of the Stewardship Team and recently led the We the People concert fundraiser that brought much needed uplift to our spirits. Velma will be completing her service on the Stewardship Team at the end of this church year, but will continue to assist with special projects.

Kate Cooper has begun serving in a volunteer role as front office organizer and administrative support. We're so grateful for her shared ministry in tending to our space and the details that make things run and help us all stay connected.

We are incredibly grateful for the volunteer and staff leadership of Tami Eschult, Samantha White, and Maya McDonald in their care of our children, youth and families this year and we celebrated the completion of their year of service in worship earlier this month.

Congregant Grievances

There have been no congregant grievances.

Staff & Volunteer Grievances

There have been no staff or volunteer grievances.

Staff Survey

The Staff Survey results will be shared prior to the June board meeting.

For Discussion

Proposed Changes in Worship and Religious Education Programming

Consistent with the spiritual practice of humility, which we understand as cultivating an accurate assessment of who and how we are in this moment, we looked to the past and the present to chart a course for the future that meets the moment. I invite you to review the data analysis brought together by Jen Sorrells (church member, high school youth advisor, parent of children in the RE program), that has grounded the discussion among the CYFM advisory team and staff worship team over the past several months.

[Adult and RE Attendance \(School Year\) Longitudinal RE Attendance Analysis](#)

In looking at this data together, it became clear that we need to respond to the gap between RE registration and RE attendance and create a richer environment for children, youth and families by moving to one session of curriculum based RE on Sunday mornings while also responding to the new reality of increased family engagement beyond Sunday mornings (including the success of Wednesday night pilot 8th grade OWL, Community Dinner, and Saturday Sprouts) and allocate increased resources (staff and volunteers) to these opportunities.

In Sunday morning worship, we have also experienced significant changes over the last several years. Consistent on-line attendance both in real time (typically 30-40 households) and asynchronously (average of 100+), coupled with average in-person adult attendance of 250 in our sanctuary space that comfortably seats more than 500 people, means that we have room to consider (and grow) within one Sunday morning worship service. A single worship service on Sunday mornings would allow us to experience the fullness of our community, to sing and learn and pray and connect as one body

Given this data and our shared discernment, we recommend moving to the following model beginning in September 2026:

- One worship service on Sunday mornings at 9:30 or 10am
- Children and youth participate in the service for the first 20 minutes each Sunday
- Religious education classes for K-7th grade during the service
- Opportunities for supervised social time and service options for 8th graders and senior high during the worship service
- OWL and Coming Of Age for 8th and 9th grade at 11 or 11:30am on Sunday mornings
- Continue offering additional section of 8th grade OWL on Wednesday nights
- Middle and High School Youth Groups on Wednesday nights
- Saturday Sprouts for families with young children monthly on Saturday mornings with room to grow
- Opportunities for parent groups and small groups - with childcare provided - on Sunday mornings after the service
- Snacks after the service on Sunday mornings

- Allows for greater youth involvement in the choir and as worship associates

Information Items

First Universalist and our Larger Unitarian Universalist Association

- On May 11th, Allison Connelly-Vetter, Director of Children, Youth and Family Ministries and Emma Paskewicz were guests on Side With Love's monthly program [The Gathering](#), sharing how First Universalist has brought our particular location and resources together strategically to block authoritarianism and build the world we dream of. "If we're doing things right, we WILL be called upon to drop everything in service of love." —Allison Connelly-Vetter
- UUA National Congregational Leaders Conversation: Music in the Key of Liberation on Tuesday, May 26, 6:30-8pm CT. Each month, leaders from across the country gather to hear esteemed guests speak on an emergent issue, hopeful development, or pressing concern in Unitarian Universalism. The presentation is followed by time for Q&A and small group discussion. In our final conversation of the year, we welcome music directors Jen Hayman and Paolo Debuque to share their reflections on the role of music in congregations and communities. Singing together can soothe and connect us, ground us in our bodies and our values, inspire and transform us. Music can foster liberation in our hearts, our families, our neighborhoods and the larger world. [Register for the Congregational Leaders Conversation](#)
- The 2026 Institute on Theology and Disability is coming up on June 15-17, hosted in partnership with the Office of Diversity, Equity, and Inclusion at the University of St. Thomas in St. Paul and online. The Institute will offer 3 days of deep learning, community-building, and practice-based sharing, bringing together leading scholars, faith leaders, and community members—both disabled and non-disabled—to explore disability at the intersection of faith and theology. Church member, Kaden Colton will be a presenter at the conference and staff member, Allison Connelly-Vetter, will be facilitating a panel discussion.

Understanding the American Congregational Landscape in 2026

This new study draws on responses from 7,453 congregations (including First Universalist) across 79 denominations and faith traditions — set against more than two decades of baseline data from the Faith Communities Today (FACT) research collaborative. [Signs of Rebound Amid Uneven Recovery: The Changing Congregational Landscape](#) finds that American congregational life has entered a new phase marked by resilience, adaptation, and cautious hope.

Key findings include:

- Median in-person worship attendance has risen to 70 — surpassing pre-pandemic levels and marking the first positive gain in 25 years of tracking

- Median congregational income reached \$205,000 in 2025, well above inflation-adjusted expectations
- Volunteer participation has rebounded to pre-pandemic levels, with 40% of congregants now volunteering regularly
- 58% of congregational leaders say their congregation is stronger now than before the pandemic
- Clergy well-being has improved across physical, mental, spiritual, relational, and financial dimensions

Yet the report also offers a measured caution: these gains are uneven. Mainline Protestant churches have experienced steep attendance declines, small congregations continue to struggle, and much of the observed growth reflects internal reshuffling rather than an expansion of religious participation overall.

This is not a story of revival — it is a story of recalibration.

The study was conducted between September and December 2025 and is funded by Lilly Endowment Inc. It is led by the Hartford Institute for Religion Research at Hartford International University for Religion and Peace.

Guiding questions for discussion of Governing Policy Handbook revisions

Background:

Since about 2013, First Universalist has operated under “policy governance.” While this phrase has a fairly specific meaning (it is actually trademarked by John Carver), it is an example of a broader concept of governing characterized by the following goals:

1. Promote the success and health of the organization
2. Clearly define roles of board and management
3. Define the goals for the organization (called the “ends” in policy governance)
4. Establish criteria for:
 - a. How the board will operate
 - b. How it will delegate authority to management
 - c. How progress will be monitored
5. Provide consistency: over time, between individuals, and across cultural differences

This is done by the creation of policies by the Board that define organizational goals (“ends policies”), define the Board’s governing processes (“means policies), and define the relationship between the Board and the senior minister. Under strict policy governance, this is done by defining limitations on the senior minister (“limitations policies”). The concept is that the Board delegates authority for most operations to the senior minister, and allows her/him/them to exercise that authority to achieve goals, as long as they don’t exceed those limitations. Such policies are therefore typically phrased as things the minister may not do, with the assumption being that anything not prohibited is allowed. To quote Carver, “the board’s best control over staff means is to limit, not prescribe.” This can sometimes create a paradoxical appearance of an adversarial, rather than collaborative, relationship between board and management.

When First Universalist Board made the decision to adopt policy governance, they created a set of ends, means, and limitation policies – the Governing Policy Handbook (GPH) – based on model policies available from Carver’s website. Although there have been some minor edits to the handbook since then, there has not been a comprehensive review and revision since 2015. This is contrary to policy governance best practices, which recommend regular review. Thus, the Governance Committee was asked to undertake a thorough review of the GPH and to recommend edits to ensure current relevance.

As we consider these revisions, there are a few contextual elements for us to consider. First, some members of the congregation have expressed their discomfort with “policy governance.” It’s a little unclear how widespread this sentiment is, but there is at least a vocal minority holding this view. In conversations with some of those people, a few themes have emerged:

1. Some of this reflects unhappiness with certain decisions, with the governance model being blamed

2. There is a perception that congregational input is not sought out or considered in decisions
3. There is a certain lack of understanding of what policy governance is and is not
4. There is a certain lack of adherence with our own model, partly due to our failure to regularly review and update our policies

When the Governance Committee was asked to undertake its review, these were the main issues we sought to address: ensure policies reflect our current realities, provide additional clarity around the roles of Board and senior minister, and promote a greater sense of the Board-senior minister relationship as a collaborative one.

Over the course of the church year, the Board and the congregation have done additional work on understanding ourselves, specifically with regard to how we approach cultural difference. As we learn more about what it means to have a minimization orientation, we have challenged ourselves to view how we do things through this lens, and to try to move toward accepting the reality of difference and ultimately adapting to those differences. In retrospect, this should also include our basic policies. The “limitations” approach to policy governance is rooted in the idea that in its policy making, the Board only specifies to the level at which they would accept “any reasonable interpretation” of the policies. Have we considered that this in turn may be rooted in a minimization mindset? What constitutes a reasonable interpretation?

While this was not part of what we requested of the Governance Committee, we may wish to consider subsequent revisions in that spirit.

Questions to consider reviewing the recommended 2026 GPH revisions:

1. Do the proposed changes meet our urgent needs:
 - a. Do the changes better reflect how the Board and Senior Minister currently operate? Are there any key elements missing?
 - b. Do the changes provide additional clarity around the roles of the Board and the Senior Minister? Would any additional clarifications be helpful?
 - c. Are the changes likely to reassure church members about how the Board and Senior Minister work collaboratively to advance our Visionary Goals?
2. Do we want to contemplate another review in 2026-27 to address how the GPH might help us in our journey toward greater intercultural acceptance and adaptation?

First Universalist Church of Minneapolis

Governing Policies Handbook

(Draft Revisions as of 5/13/2026)

**Updated:
May, 2026**

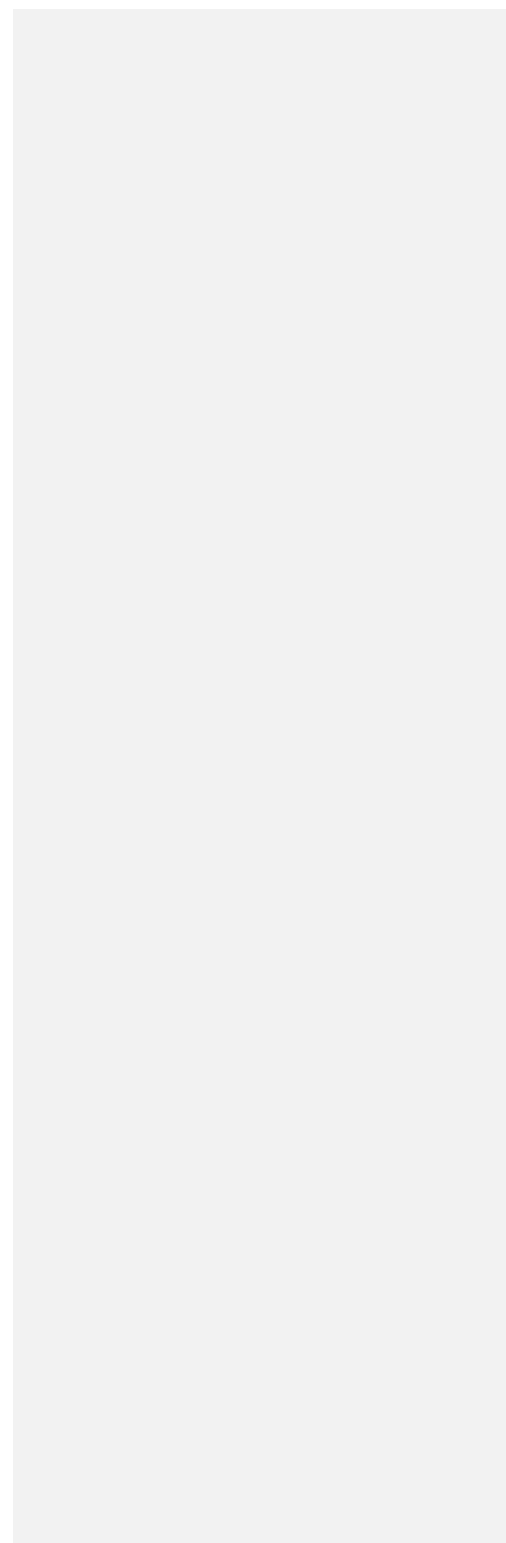


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Deleted: Policies

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[\[add provisions / section on confidentiality regarding employment matters, pastoral care, etc.\]](#)

I. Purpose

This Governing Policies Handbook (GPH) serves as the operating manual for First Universalist Church. It sets forth and explains the relationships between the Church staff (led by the Senior Minister) the Board of Trustees, and the Congregation. The GPH provides a resource for understanding the expectations for and between each of these groups, including the authority of and constraints on the Senior Minister(s). Some, but not all, of the information in the GPH can be found in the Church bylaws and other documents. To the extent that the GPH conflicts with the Bylaws, which are approved by the Congregation, the Bylaws govern.

More specifically, the GPH:

- A. States the Values, Mission and Visionary Goals and/or Policies that define who the Church is here to serve and in what way.
- B. Describes how Policy Governance works.
- C. Describes the roles, functions, and responsibilities of the Board and its interaction with staff and the congregation.
- D. Describes how to raise concerns and ideas to the staff and Board.
- E. Defines the relationship between the Board and the Senior Minister.
- F. Defines the expectations that the Board and Congregation have for the senior minister and the system of checks and balances for maintaining this relationship.
- G. Defines the roles and responsibility of the Board Standing Committees.
- H. Establishes Community Norms: {did we adopt the Beloved Community principles and should they be in the GPH}
 1. Describe how we communicate and treat each other.
 2. Describe the community's expectations and what happens when these are violated.

Definitions

For purposes of the GPH, the following terms have the following meanings:

3. Church refers to First Universalist Church of Minneapolis, specifically including the First Universalist Foundation, a wholly owned nonprofit entity of the Church that operates through its own board and budget.
4. Congregant / Congregation refers collectively to the members and friends of First Universalist Church of Minneapolis.
5. Membership refers collectively to the pledging congregants of First

Deleted: Definitions / Questions

¶
Congregant / Congregation¶
Membership (collectively)¶
References to "Senior Minister" include the plural during times when the Church has Co-Senior Ministers.¶
Delegation: wherever this GPH assigns duties to the Senior Minister or Board Members, that duties includes delegation by the Senior Minister to other staff and of a Board Member to another Board member.¶
Who "owns" the GPH and has the right / responsibility to amend it?¶

First Universalist Church of Minneapolis Governing Policies Handbook

Universalist Church as defined in the Church Bylaws

6. Senior Minister refers to the called Senior Minister/s (including co-Senior Ministers) who is accountable to the Board of Trustees.
7. Board of Trustees refers to the Members of the Congregation elected by the Congregation to serve in that role, pursuant to the Church Bylaws.
8. **Delegation: wherever this GPH assigns duties to the Senior Minister or Board Members, that duties includes delegation by the Senior Minister to other staff and of a Board Member to another Board member.**

The Board of Trustees is responsible for the content and updating of this Governing Policies Handbook.

II. Values, Mission, and Visionary Goals

The Church's governance structure is built upon a common understanding of our values, mission, and visionary goals. About every five years, the Church engages in a Congregation-wide process of identifying, focusing, and defining our shared values and goals. From a foundation of our deepest core values, we discern our mission statement, which subsequently informs our visionary goals.

The Values, Mission Statement, and Visionary Goals stated below were approved by the Congregation in June 2024. **[check date]**

A. Values **[get most recent values statement from Rev. Jen]**

In all areas First Universalist Church acts in compliance with the core values of our community. We believe in:

1. the Universalist message of love and hope
2. the sacredness of each person
3. the strength of community
4. the value of spiritual practice
5. the transformation of people's lives in a faith community
6. being a radically welcoming community
7. committing to service and working for social justice in the world
8. the interdependence of all creation
9. the power of giving, receiving, and growing.

B. Mission Statement (adopted _____, 20__)

In the Universalist spirit of love and hope, we give, receive, and grow. First Universalist Church.

C. Visionary Goals (adopted _____, 20__)

First Universalist Church of Minneapolis Governing Policies Handbook

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

1. Honor the richness of our Unitarian Universalist faith and embody its love within the walls of our church and beyond.
2. Foster our connection with, care for, and action on behalf of Earth's environment and all of life.
3. Pursue our individual and collective work for justice, in relationship with those most affected by systems of oppression.
4. Widen the opportunities for leadership participation and engagement in the many facets of how our church functions and thrives.
5. Provide meaningful presence to one another in times of joy, grief, and change.

III. Board Governance Process

The policies in this section address how the Board conducts and monitors its own work.

- A. Board Covenant (adopted _____, 20__) [Should this be in an Appendix, or should it be moved toward the beginning of the GPH?] [Insert Box]

Preamble

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3. Approach each other with an attitude of appreciation for the energy, time and commitment to this community.
4. Be an active and engaged member of the Church community, tending to the work of our spirits, individually and collectively.

And service is its law.

5. Ground ourselves and our actions in the trust that we have been given as stewards of this church.

First Universalist Church of Minneapolis Governing Policies Handbook

6. Keep with the spirit and letter of the Board's formal governing documents (bylaws, governing handbook) when forming policies, procedures, and practices, all in pursuit of its mission and visionary goals.
7. Actively participate in discussions and decision-making processes and integrate the diverse perspectives of the larger community we serve.
8. Communicate Board decisions to the Congregation with care and clarity.
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To seek the truth in love,

15. Recognize differences as the inherent goodness of our community and that diverse perspectives hold the strongest degree of truth.
16. Seek out and encourage intercultural diversity among Board members.
17. Form policies, procedures, and practices with the understanding that truth and meaning are ever evolving.

And to help one another.

18. Trust that the Board cooperates as a system that is more than the collection of its contributions, in its challenges and opportunities.
19. Value the varied ways people engage.

First Universalist Church of Minneapolis Governing Policies Handbook

20. Offer and receive – not too much, not too little.
21. Seek joyful ways to give, learn and grow.

B. Board Responsibilities

1. The Board has the following primary responsibilities:
 - a) Exercise its fiduciary responsibility to oversee the financial operations of the Church, including recommending annual budgets and capital campaigns to the Congregation for approval;
 - b) Supervise the performance of the Senior Minister, including entering into contracts with ministers who have been called by the Congregation
 - c) Conduct strategic planning for the Church, particularly including regularly revisiting the Church's visionary goal statements.
 - d) Attend to the Church's relationships with its primary stakeholders, including current and potential members and friends of all ages; ministers and other staff; programs, committees, and affiliates of the Church.
 - e) Approach its responsibilities in accordance with its covenant and with a style that emphasizes strategic leadership more than administrative detail, clear distinction of Board and staff roles, the future rather than the past, and by being proactive rather than reactive.
 - f) Monitor and annually evaluate the Board's own process and performance.

C. Matters Outside the Board's Authority

1. The Board does not supervise staff other than the Senior Minister and does not direct the Senior Minister regarding the hiring, firing, work portfolios, or compensation of staff. The Senior Minister, in their discretion, may from time to time consult with the Board or Board President regarding personnel matters.
2. The Board does not initiate or direct activities that are within the purview of the Senior Minister. The Board does not receive, investigate, or resolve grievances by Congregants about staff other than the Senior Minister. Grievances about staff are handled by the Senior Minister.
3. When Trustees participate as volunteers in staff-directed committees, teams or task forces, they do so in their capacity as congregants, not as Trustees. All authority and accountability of such groups, as far as the Board is concerned, falls within the authority and accountability of the Senior Minister.

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D. Officers' Responsibilities

1. President of the Congregation:
 - a) Prepares agendas for Board meetings and other official meetings of the membership and presides over those meetings. If the President becomes unable to serve out their term, the Board will elect another Trustee to serve as President.
 - b) Communicates with the membership including an annual report to be delivered at the Annual Meeting.
 - c) Speaks on the Board's behalf and represents the Board at official functions such as new member ceremonies, ordinations, and installations as well as occasional outside gatherings and meetings.

The President may delegate their responsibilities to another Trustee.

2. Vice-President.

The Vice-President performs the duties of the President of the Congregation in their absence.
3. Secretary
 - a) Records the minutes of all official meetings of the membership and of the Board of Trustees and forwards the minutes and other official Board documents to Church staff in a timely manner for preservation with other official records of the Church.
 - b) Oversees the publishing of all notices as required by these Bylaws.
 - c) Verifies the eligibility of all members to vote on Church business.
4. Treasurer
 - a) Leads the Board's efforts to monitor the financial health of the Church
 - b) Reports no less often than annually to the Congregation on the financial status of the Church and presents the budget to the membership for approval at the Annual Meeting.

E. Conflicts of Interest [compare to state statute]

1. A "conflict of interest" may arise when an individual's decision-making may be influenced by outside employment, business arrangements, or personal or family relationships. This influence may compromise, or appear to compromise, an individual's judgment regarding governance or business decisions.
2. Hypothetical situations under which there could be a conflict of interest would include cases where a Board member or a member of their immediate family:
 - a) Serves as an elected or appointed official or as an employee of a federal, state, or local governmental entity; or serves as an officer or director or as an employee with another nonprofit or

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- community organization; or is employed or affiliated with a business organization; AND
 - b) that organization or entity has some financial business dealing with First Universalist, or common issues affecting the goals and mission of this organization. OR?
 - c) Is related to or in a personal relationship with a staff member of First Universalist.
3. It shall be the policy of First Universalist that where there is a conflict of interest, or where the potential for a conflict of interest may exist, each Trustee shall be expected to:
- a) Disclose, at the earliest practicable opportunity, to the other members of the Board, that a conflict of interest may exist and the nature of the conflict; and abstain from voting on any matters for which there is or may be a conflict unless the other Board members present when a vote is being taken unanimously agree to waive the conflict and authorize the Board member to vote notwithstanding the conflict.
 - b) The secretary will record in the minutes the disclosure of a conflict by any Board member, and whether or not a Board member then abstains from voting.

F. Board Committees

- 1. The Board may establish standing or temporary committees to help carry out its responsibilities.
- 2. The Board may include individuals who do not serve as Trustees on its committees.
- 3. Board committees should not be confused with committees formed by the Senior Minister or staff.

4. Board committees report to and take direction from only the Board.

Examples of Board committees, as described in detail below, are Executive, Finance, and Governance. In contrast, staff committees might include (as determined by the Senior Minister) Stewardship, Membership, Building and Grounds (SPIFF), Visual Arts, and Religious Education.

- 1. Executive Committee.
 - 2. Finance Committee assists the Board in carrying out its fiduciary responsibilities to oversee the financial operations of the Church. **ETC make all this into one paragraph** [What does Board want to do with this? Reference specific financial policies]
- a) This committee shall monitor all financial governing policies established by

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the Board of Trustees, review and propose needed revisions to those policies from time to time, advise the trustees and staff regarding financial matters, and regularly (at a minimum of every third year) engage a qualified professional auditor and stipulate the scope of work to be completed.

- b) ~~The Board,~~ monitoring schedule is attached as **Appendix A**.
 - c) The Board delegates to the Finance Committee responsibility for monitoring compliance with the Board approved policies in the areas of annual budgeting and long-term financial planning, financial condition and activities, and asset protection.
3. Governance Committee

a) The purpose of this committee is to assist the Board in ensuring that the non-financial governing policies move the Church **toward our visionary goals**, through regular reviews of current policies and proposing needed additions and revisions to the policies.

b) ~~_____~~

c) The scope and role of the Governance Committee **may** include the following:

- **Create and publish an annual monitoring schedule.**
- **Review policies indicated by monitoring schedule on a monthly basis.**
- **Identify needed changes to current policies to better align with the visionary goals.**
- **Solicit Board feedback on proposed policy changes.**
- **Submit proposals to the Board for approval and addition to the Governance Policies Handbook.**
- **Communicate regularly with the Congregation on policy matters (e.g., columns in The Liberal, emails, congregational meetings, etc.)**
- **Undertake other activities as requested by the Board.**

G. Grievance Policy **[we need copy of current grievance policy, assuming one exists.]**

It is the intent of the Board to be responsive to staff and the Congregation, but it is not the function of the Board to resolve complaints or grievances that are not directly related to the Board's policy-making and policy-monitoring functions.

When individual Board members receive complaints about Board policies or violations of Board policy from members of the Congregation, the following guidelines will be followed.

1. Complaints about Board Policies

Deleted: The Finance Committee creates a monitoring schedule to detail the activities it will undertake to accomplish its monitoring and other purposes, and to inform staff and other parties regarding its documentary and other needs of them.

Deleted: Committee's

Deleted: <#>The committee shall meet regularly, preferably monthly, prior to each Board meeting.¶ At least one Board member, approved by the Board, shall chair the Governance Committee. Other members of the committee may be members of the Congregation nominated and approved by the Board. The Senior Minister or their designee shall staff the committee.

Deleted: shall

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- a) Complaints about Board conduct or violations of policy should be directed to the Board President.
 - b) A Trustee who receives grievance from a congregant shall refer it to the Board President.
 - c) Complaints concerning GPH or other Board policies shall be handled in accordance with the Church's mission and visionary goals, which encourages direct and open communications. Such matters brought to the Board's attention will be welcomed for consideration in on-going revisions to these policies.
 - d) If as part of a complaint a request for Board action is received, the complaint will be communicated to both Board members and the Senior Minister. After discussion with the Senior Minister, the Board will determine if a policy change is required. If not required, the Board will resolve the matter directly with the initiator.
 - e) If the Board determines that a policy change is required, the Board will make the required change and communicate the resolution to the initiator.
2. Complaints about Staff Violations of Church Policy
- a) If an individual [congregant?] believes staff or the Senior Minister has violated a policy, they should first discuss it directly with the appropriate staff or Senior Minister. If this is not possible or if the issue is not resolved by staff or the Senior Minister, it may be brought to the president or vice president for consideration by the Board. The Board will resolve the issue as appropriate, which may include clarifying policy or taking disciplinary action. The Board will communicate its resolution of the complaint to the initiator.

IV. Board-Senior Minister Relationship Policies

The policies in this section address how authority is delegated to the Senior Minister and how the Board and Senior Minister should work together.

A. Delegation to the Senior Minister

The Board's job is generally confined to establishing topmost policies, leaving implementation and subsidiary policy development to the Senior Minister.

All Church authority delegated to staff is delegated through the Senior Minister. The Senior Minister, in turn, is responsible for the actions and accountability of staff. The Senior Minister reports to the Board regarding the overall achievement of the Church mission and visionary goals.

1. The Senior Minister is authorized to make all decisions, take all actions and develop all activities that are consistent with the Board's policies.

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The Board may, by extending its policies, “undelegate” areas of the Senior Minister’s authority but will respect the Senior Minister’s choices so long as the delegation continues.

2. No individual trustee, officer, or Board committee has authority over the Senior Minister or staff. A trustee, officer, or committee may request information from the Senior Minister, who may provide the information or consult with the Board chair regarding whether the request is appropriate.
3. The Senior Minister must abide by, and ensure staff abides by, the limitations on the Senior Minister’s authority, as expressed in section 5 of this document..
4. The Senior Minister must report to the Board president any material violation of the responsibilities and authority that the Board has delegated to the Senior Minister. The Senior Minister shall also inform the Board whether the violation has been cured, under investigation, or requires further input from the Board.
5. The Senior Minister does not supervise or direct individual trustees, Board committees or task forces, regarding Board policy, nor is the Senior Minister obligated to interpret the Church bylaws or existing Board policies to such individuals or subgroups.

B. Senior Minister Responsibilities

As the Board’s official link to the operating organization, the Senior Minister is accountable for all organizational performance and exercises all authority delegated by the Board’s governing policies.

The Senior Minister’s responsibilities broadly fall into the following areas:

1. Accomplishment of Visionary Goals as adopted by the Board and the Congregation.
2. Conducting and supervising the operations of the Church, including supervising staff, including hiring and firing; worship; finances.
3. Appropriate use and delegation of power.
4. Engage with the Board on issues that overlap or fall between the spheres of respective responsibilities of the Senior Minister and the Board. These overlapping issues are sometimes referred to as “middle bucket” issues, where interests of the Church would benefit from the collaboration of the Senior Minister and the Board.

C. Monitoring Senior Minister Performance

1. The Board shall evaluate the Senior Minister based on their reasonable progress toward achieving the visionary goals, while complying with the limitations polices established by the Board.

2. Capture evaluation of duties in section 4.2.2.

3. The Board will make the final determination as to whether the Senior Minister's interpretations of the visionary goals are reasonable and whether reasonable progress is being made toward their achievement.

D. Disciplinary Policy

When the Board determines that the Senior Minister has committed a material breach of their duties or limitations, the Board may enter into the following process, always remaining cognizant of the unique nature of the called relationship between the Senior Minister and the Congregation:

Should policy apply to all called ministers? Should we have called ministers who are not Senior Ministers?

1. Informal warning. When the Senior Minister reports, or the Board identifies, a material breach of the Senior Minister's duties or limitations, but one which the Board believes can be rectified through discussion with the Senior Minister or other corrective action, the Board may provide the Senior Minister with an Informal Warning and request that the Senior Minister present to the Board at the next Board meeting (via separate written communication to the Board prior to the meeting) their plan to remediate the violated policy. The Board may take further action as it deems necessary, including but not limited to calling upon resources available through the UUA or instituting more frequent monitoring of the Senior Minister regarding the violated policy. [either party can request involvement of the UUA]
2. First formal warning. [for more serious isolated incident or a pattern of violation or poor performance] This step will be taken if there is no noticeable improvement in the Senior Minister's willingness and/or ability to refrain from policy violations following a reasonable period of time for the Senior Minister to implement changes and for the Board to monitor them. [the First Formal Warning need not be preceded by an Informal Warning, depending on the nature of the violation] [UUA] The Board may take actions consistent with the alternatives in section _____ below.
3. Second formal warning. This step will be taken if the policy violations continue. The Board at this point may also determine whether to notify the Congregation, the means of doing so, and the content of the communication.
4. If policy violations continue, the Board may:
 - a) [Board will hire outside consultant / attorney to advise Board]
 - b) [Formal mediation?]
 - c) Make known to the Congregation the nature of the ongoing

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policy violations as well as the ongoing efforts to address the issue at every point. The Board will also call a meeting of the Congregation in compliance with Church bylaws regarding selection/removal of the minister, **and/or**

- d) Recommend termination of the Senior Minister for continued policy violation. The Board will meet with the Senior Minister to determine how to address their departure.

E. Ministerial Compensation

1. Ministerial compensation consists of salary (including housing allowance) and benefits. Professional expenses are not considered part of the minister's compensation.
2. The Board will annually review only the senior minister's salary and benefits and may adjust as appropriate to current financial conditions.
3. Compensation increases may include:
 - a) A cost of living adjustment based on the Consumer Price Index (CPI) estimate for the current year, and/or
 - b) A performance based merit increase as appropriate, depending upon current financial conditions. The Board will use the Senior Minister's performance evaluations for the time period since the last merit increase to assist in determining such merit increase.
4. The Board will maintain records of the Senior Minister's salary and benefit changes and will review this policy annually.

V. Senior Minister Responsibilities

This section addresses the Senior Minister's authority.

A. General Duties

1. The Senior Minister shall exercise reasonable care to ensure that the Church does not engage in any practice, activity, decision, or organizational circumstance that is illegal, imprudent or in violation of commonly accepted business and professional ethics.
2. The Senior Minister shall establish and implement policies and procedures to prevent misconduct and dishonesty that meets accepted business practices. For purposes of this policy, misconduct and dishonesty includes but is not be limited to:
 - a) Theft or other misappropriation of assets, including assets of the Church or any entity with whom First Universalist Church has a business relationship.
 - b) Misrepresentations or other irregularities in Church records, including the intentional misstatement of the results of

operations.

- c) Forgery or other alteration of documents.
- d) Fraud or other unlawful acts.
- e) Personal conduct outside of work? Criminal conduct? Social media? Appearance of impropriety? [Coldplay concert]

First Universalist Church specifically prohibits these and other illegal activities in the actions of the Senior Minister, all employees, and all others responsible for carrying out its activities.

B. Integration and Treatment of Volunteers

Much of the work of First Universalist Church is accomplished by and through volunteer committees, task forces and other groups. This shared ministry is central to the vitality of the Church., The Senior Minister is responsible for incorporating volunteers into the fabric Church life, including providing for their meaningful participation in committees, social justice, pastoral care, stewardship, and . . . , consistent with the Church's mission, visionary goals, and policies. The Senior Minister will recognize and implement appropriate policies to protect vulnerable populations such as youth and people living with physical and mental disabilities.

Accordingly, the Senior Minister shall exercise reasonable care to prevent

1. Illegal discrimination against existing or potential volunteers.
2. Subject volunteers to unsafe or unhealthy work conditions.
3. Adopt policies and procedures to protect the safety of youth volunteers.

C. Treatment of Paid Staff [move prior to treatment of volunteers]

The Senior Minister shall ensure that working conditions for paid staff are humane, fair, respectful, and professional.

Accordingly, the Senior Minister shall:

1. Create, keep updated, and implement an Employee Handbook that includes all policies setting forth the expectations for staff conduct and the rights of staff..
2. Create and maintain safe and healthy work conditions for staff.
3. Maintain a staff grievance procedure that provides recourse to staff after all other procedures have been exhausted.
4. Fail to provide an integrated and comprehensive staff structure with clear direction on individual and team roles and functions and on lines of responsibility and authority.
5. Use best employment practices in all areas, including hiring, job

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descriptions, salary ranges and benefits, regular performance appraisals, discipline, discharge, and exit interviews. :

6. Not promise or imply permanent or guaranteed employment.

D. Communication to the Board and Congregation

The Senior Minister shall insure that the Board and Congregation are fully informed concerning important issues, and that the Board is, to the degree possible, supported in its work.

Accordingly, the Senior Minister shall:

1. Inform the Board in a timely manner of any relevant trends, issues, or events affecting the health of the organization.
2. Submit monitoring information required by the Board in a timely, accurate and understandable fashion.
3. Gather as many staff and external points of view, issues and options as needed for fully informed Board decisions.
4. Develop and maintain a calendar for the Church year that is publicly accessible.
5. Advise the Board of any deviations from established policy or to recommend changes in such policies whenever the need for revision comes to their attention within 30 days.
6. Ensure that a complete and current set of all Church operating policies is readily accessible to all Church members at all times.

E. Public Statements

The Senior Minister shall not make public statements about the official position of the Congregation or Board on controversial social, political, and/or congregational issues beyond what the members or Board have formally and explicitly adopted as positions of record.

Nothing in this policy shall be construed to infringe upon the fundamental principle of "freedom of the pulpit." [add somewhere that the worship service is within the sole purview of the senior minister]

F. Annual Budgeting and Long-term Financial Planning

Careful, transparent budgeting and financial planning are critical to the programmatic and fiscal integrity of the Church. The Board and the Senior Minister share the responsibility of developing and approving annual operating budgets and capital expenditure budgets.

1. Annual Operating Budget and Capital Expenditures Budget

Regarding the annual operating budget and the capital expenditures budget, the Senior Minister shall:

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- a) Develop annual operating and capital budgets guided by the Church's policies, priorities, current strategic plan, and resources.
 - b) Ensure that the Church Board of Trustees has sufficient time and information to review and approve the annual operating and any proposed capital expenditure budgets. To meet that goal, the Senior Minister shall:
 - i. Present the draft annual operating budget and capital expenditure budget to the Finance Committee, if currently constituted, or otherwise to the Board, for review and comment no later than five days prior to the April Finance Committee meeting or April Board meeting.
 - ii. Provide notice to the Church members of at least one meeting for the purposes of discussing the draft annual operating budget and capital expenditure budget with Church leadership no later than 5 weeks prior to the Annual Meeting, with such meeting(s) to be concluded no later than 3 weeks prior to the Annual Meeting
 - c) Present the final proposed annual operating budget and capital expenditure budget to the Board of Trustees for its approval no later than five days prior to the May Board meeting.
 - d) The Board shall approve and present the budget and any proposed capital expenditures to the Church membership for its approval at the Annual Meeting.
 - e) In the course of preparing the annual budget, the Senior Minister shall insure that the annual operating and capital expenditure budgets:
 - i. Contain sufficient detail to support a reasonably accurate projection of revenues and expenses, and
 - ii. Distinguish operational and capital items; and
 - iii. Align with the Visionary Goals and other Board-stated priorities in allocating among competing fiscal needs.
2. Long-Term Financial Planning
- The Senior Minister shall engage in long-term strategic planning on a regular basis, including annually revised estimated operating budget and capital expenditure projections for each remaining year covered in the plan.

G. Financial Condition

The Senior Minister holds the responsibility for maintaining the Church's

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financial health, including::

1. Ensuring that cash remains at or above the amount needed to settle payroll and debts as scheduled.
2. Expending Legacy or restricted funds only for the purposes determined at time of receipt or designation.
3. Ensuring that expenditures do not deviate materially from the approved annual operating budget or capital expenditure budget.
4. Providing cash reconciliations and completed financial reports on a monthly basis to the Board in writing.
5. Providing reasonable access to financial records by the Board, its committees, and authorized outside advisors.
6. Performing the following only with the explicit prior approval of the Board of Trustees:
 - a) Borrowing funds
 - b) Making unbudgeted transfers or “loans” between the general funds and the Legacy funds
 - c) Soliciting funds within the fiscal year for non-budgeted purposes with explicit designation of the intended expenses, and periodic reporting of the funds raised and matching expenditures.

H. Asset Protection

The Senior Minister shall protect Church assets by, at a minimum:

1. Comply, to a reasonable extent, with Generally Accepted Accounting Principles with regard to all financial transactions and reports.
2. Obtain insurance covering:
 - i. theft and casualty losses at replacement value less reasonable deductible and/or co-insurance limits;
 - ii. General liability and conduct by staff and Directors in the ordinary execution of their duties; and
 - iii. Employment practices.
3. Hire staff and contractors or otherwise use best efforts to:
 - i. Prevent un-bonded personnel access to material amounts of funds.
 - ii. Properly maintain the Church physical plant and equipment.
 - iii. Solicit at least two competitive bids when making purchases or entering contracts for over \$10,000. [need to update to reflect vendor policy]
 - iv. Invest foundation and Church capital in accordance with approved

investment policies.

- v. Protect intellectual property, information, and files from significant damage.
4. Protect the Church's non-profit status.
- I. Planned and Unplanned Absences
To protect the Church during the Senior Minister's absence from the Church, the Senior Minister shall:
 1. Have no fewer than two other staff members familiar with Board issues and processes.
 2. Have a plan in place for the continuation of full ministerial services in the event of the Senior Minister's absence.

VI. Role of the Nominating Committee

A.

VII. Community Norms [delete until Covenant work is done?]

A. How We Work Together

[I think this was moved here from another section to determine whether we still needed it]

Board/Staff/Volunteer Interaction:

A Commitment to Leadership at First Universalist Church

As lay and staff leaders of First Universalist Church, we seek to work together in ways that exemplify our spiritual values as we carry out the work of the Congregation. We honor Unitarian Universalist principles, abide by the policies of the Church, and maintain a community of safety, security and trust.

Recognizing that each of us has strengths and weaknesses, we seek to work together in ways that help all leaders to be successful and to contribute to our common vision. As we work together to better accomplish our common objectives, we honor both the value of constancy and the need for change.

1. **Respect** We work together to clarify and understand our own roles and to respect the roles and responsibilities of others. We treat one another with respect, even in times of confusion, misunderstanding or disagreement.
2. **Listening** We actively listen to one another and to congregants with openness and a desire for genuine understanding. We listen with the desire and intention to recognize and accept good ideas and to change our perspectives accordingly.
3. **Communicating** We communicate kindly and effectively, offering generous thanks and encouragement and thoughtful criticism and

constructive options, when appropriate. We share our own views with candor and tact. We speak directly to others when we have concerns. We freely share information relevant to the life of the Congregation except when precluded by legitimate bounds of confidentiality. We avoid gossiping. To the best of our ability, we deal with the issues that arise -- including those that are complex, awkward or difficult to resolve.

4. Decision Making In making decisions, we seek out reliable information, use critical thinking, consider alternative viewpoints, contemplate intended and unintended consequences, and apply our Unitarian Universalist principles. We honor the democratic process and the decisions of the group.

5. Leadership When we accept a leadership role we do so with a commitment to doing high quality and timely work. As we work together, we appreciate each other's contributions and recognize that each of us will sometimes fall short, failing to do and be all that we would wish. We support each other and come together as a team when one of us encounters difficulties meeting these commitments. We ask for help when we need it. Through living our values we come together as an evolving, vibrant and caring learning community in which we work together to achieve our Congregation's common vision.

April Attendance											2026
Adults	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		
1st week	04/05/2026	93	129		34	104	04/14/2026	222	360		
2nd week	04/12/2026	112	139		50	45	04/14/2026	251	346		
3rd week	04/19/2026	100	123		29	86	04/28/2026	223	338		
4th week	04/26/2026	108	138		40			246	286		
5th week											
		SUN 9 AM In-Person	SUN 11 AM In-Person	SUN 10 AM In-Person	SUN Livestream	Youtube Views		Monthly In-Person Worship Total	Monthly Worship Total		
Monthly Total	Monthly Total	413	529	0	153	235		942	1330		
Average for April	Monthly Average	103.25	132.25		38.25	78.33		235.5	332.5		
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		
1st week	04/05/2026	31		26	4/1/26			31	57		
2nd week	04/12/2026	26		16	4/8 & 4/10			26	42		
3rd week	04/19/2026	112			4/15			112	112		
4th week	04/26/2026	73			4/22/26			73	73		
5th week											
		SUN 9 AM & 11 AM	SUN 10 AM	Non-Sunday RE				Monthly Sunday RE Total	Monthly RE Total		
Monthly Total	Monthly RE Total	242	0	42				242	284		
Average for April	Monthly RE Average	60.5		21				60.5	71		
		SUN 9AM & 11 AM	SUN 10AM					Total Sunday In-Person Combined	Total Combined		
Combined Average	Combined Total	1184	0					1184	1614		
	Combined Average	98.67						148	201.75		
Notes											

	2025					2024						
Adults	Sun. 9a Sanctuary	Sun. 11a Sanctuary	Sun. 11a Webinar	YouTube Views	Totals	Sun. 9a Sanctuary	Sun. 10a Sanctuary	Sun. 11a Sanctuary	Sun. 11a Webinar	YouTube Views	Totals	
1st week	111	151	34	146	442		172		28	82	282	
2nd week	132	176	37	89	397	161		147	22	146	454	
3rd week	100	184	40	79	403	131		194	41	212	578	
4th week	112	113	37	97	322	99		118	30	74	291	
5th week												
Monthly Total	455	624	148	411	1564	391		459	121	514	1605	
Average for April	113.75	156	37	102.75	391	130.3333333		153	30.25	128.5	401.25	
RE	9 & 11 RE					9 & 11 RE						
1st week					106						16	
2nd week					124						138	
3rd week					11						108	
4th week					109						115	
5th week												
Monthly Total					350						377	
Average for April					87.5						94.25	
Combined Average	478.5					495.5						
Notes						YouTube views recorded 5/9/24 at 11 a.m.						
	*SUNDAYS YOUTUBE & ZOOM											
	1st week views recorded 04/13 11:12 AM											
	2nd week views 04/20											
	3rd & 4th week 05/03											

Statistical Report for April 2026

Board Meeting May 21, 2026

MEMBER MEMORIAL SERVICES: 1

MEMBER MARRIAGES/SERVICES OF COMMITMENT: 0

MEMBERS FOR APPROVAL: 6

MEMBERS REINSTATED: 0

MEMBERS FOR REMOVAL: 0

CHILDREN DEDICATED: 0

**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:

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

May 14 9, 2026

6:00-7:30 pm | Online

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

Staff present: Jen Crow

Stewardship liaison present: Ginny McAninch

Members not in attendance: Brad Schmidt

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 and Quarterly Projections by Jen

- Members were presented core financial statements reflecting July 1, 2025 through March 31, 2026. No significant flags present in the finance data. Major topics of discussion included:
 - Revenues: overall, in solid position at approx. \$149,000 positive variance to-date.
 - Annual pledges continue to be ahead of budget, though expect the positive gap to shrink significantly as the end of church year approaches. Positive variance of approx. \$133K
 - Donations & Fundraising have been mixed this year but now a positive variance of approx. \$9k; still expect to end the church year with a modest negative variance of approx. \$23K (which includes \$15K not collected for Boston Pilgrimage travel that also have offsetting avoided expenses, so this is better understood as \$8K)
 - 1. While these numbers only go through March, the successful May concert was also celebrated!
 - Earned Revenues have a slight positive variance to-date but are expected to be largely on-budget by end of year.
 - Expenses: overall, also in a solid position at approx. \$26,000 positive variance to-date.
 - Personnel and Fundraising expenses are very close to budget and are projected to be very slightly under budget by end of year.
 - Administrative expenses show a large positive variance (reminder: much of that reflects expenses avoided from the Boston trip and are offset in revenues); projected to be approx. \$27K under budget by end of year (or, discounting Boston-related expenses, approx. \$12K).
 - 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. Projected to be very slightly under budget by end of year.

- Buildings and Grounds has modest negative variance of approx. \$6K, driven by higher-than-expected property taxes, unanticipated security costs, and higher gas expenses from a colder-than-average winter. Projections have Buildings & Grounds finishing the year approx. \$18K negative variance to budget.
- All up, we currently have a budget surplus (good) of approx. \$179,000 and continue to be in a healthy financial position to date. Brad and Jie's projections estimate a budget surplus of approx. \$16K.

4. Antenna Lease Buyout Discussion by Dan

- See April notes to background information on this proposition.
- Dan shared his and Brad's work since last month's meeting. Major takeaways included:
 - The term of the current lease includes one more 5-year renewal so this is not an urgent question until another ~6 years.
 - May be worth consulting with other businesses (and/or schools?) in the area with similar leases to ask what rates they are receiving.
- Going forward, potential questions for the church to consider include:
 - This topic may reflect a good, time-bound opportunity to engage a congregant/small group in potentially boosting church revenues. Who at the church may have capabilities/interest in this?
 - What is the market like today? Is this lease more or less desirable than it was in ~2008? Has the technology changed at all to make the lease more/less valuable?

5. Pledge Updates led by Ginny

- Ginny gave an update on the pledge drive, fundraising concert, and committee membership.
 - Pledge campaign is officially complete, having raised approximately \$1.44MM in sustaining and one-time pledges; outreach to the "last year but not this year" list was a positive step, producing slight increases but being well-received and surfacing some potential pledging process challenges to consider next year.
 - The recent (early May) concert was a success, raising approx. \$9K for the church. Kudos to the Stewardship team for another successful event!
 - Members on the Stewardship committee are shifting for next year, as some current members step back and a few new folks step forward. Thank you to both groups!

6. Draft Budget Discussion led by Jen

- Jen picked up from last meeting's discussion (see April minutes for details) to share that many numbers have not changed much but in several ways things are different:
 - The pledge number is now finalized at \$1.44MM; with planned attrition, she's using \$1.421MM as the budgeted giving line.
 - Reverend Ashley announced her upcoming departure; at the moment, Jen is considering not hiring another minister but instead hiring a more membership engagement-focused team member in a full time role, with Rev. Laura increasing to 30 hrs/week and the potential for Allison to play a more visible ministerial role.
 - Sabbatical-related budgeted has solidified (knowing the grant determination is still unknown) in the form of Laura increasing to FT, additional pastoral care included, funds for special events for the congregation, and guest preachers.

- Lastly, some unanticipated-but-positive developments have occurred in the form of now expecting a budget surplus (worth celebrating!) and receiving a very generous, unrestricted gift from a congregant who wishes to remain anonymous.
- The committee discussed several dimensions of the budget, including:
 - A line-by-line review of the budgeted revenues and expenses to ensure understanding.
 - Some worry about not seeing any Black or brown folks at the pulpit (it's Jen's goal to have a BIPOC leader of worship at least once a quarter next year).
 - What level of seniority is the best fit for the membership engagement role (Jen is envisioning Laura, Rachel, and the new role to create the vision of more small group ministry, where that is expected as part of what members do at church, like covenanting, deep listening, and other spiritual practices).
 - Recommendation to include a line for a Dakota Honor Tax (Jen to consider where/how to incorporate that)
 - Generally, approaching the budget conservatively so that the items we know may change will be positive changes if they occur.
 - Appreciation for Jen highlighting the "expected" budget reflects clear-eyed expectations, but the "best case" budget reflects our priorities should more funds become available (staff COLA from 3-5%, UUA contribution increase, etc.)
- Cameron reminded the committee that the 2nd of the three budget-related meetings is occurring this coming Sunday, when Jen formally presents the budget to the congregation; the Finance Committee, while not required to attend, is highly encouraged to join to hear the questions from the congregation and help speak to the considerations that went into it.
- The committee agreed to postpone the vote to recommend the budget to the board until after the congregational meeting on Sunday was complete in case significant changes were requested; the vote will occur over email instead. Cameron agreed to manage the process over email this coming week.

7. Looking Ahead/Next Steps

- The next committee meeting is scheduled for June 11, 2026 but may not be necessary given the church's continued efforts to finish budgeting processes earlier in the fiscal year.
 - Cameron will share more details about this in the coming days/weeks.
- Concrete next steps included:
 - From this meeting:
 - Ongoing: Jen will update the committee with the determination of the sabbatical grant.
 - 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 7:45pm

Next meeting scheduled for June 11, 2026, online from 6:00-7:30pm

Respectfully submitted,

Cameron Smither, Treasurer

First Universalist Church of Minneapolis

Balance Sheet

	Actual As of <u>03/31/2026</u>
Assets	
Current Assets	
Cash	\$187,166.94
Investments	\$3,543,302.14
Accounts Receivable	\$194.41
Other Current Assets	\$61,520.81
Total Current Assets	<u>\$3,792,184.30</u>
Non-Current Assets	
Fixed Assets	\$5,213,340.19
Total Non- Current Assets	<u>\$5,213,340.19</u>
Total Assets	<u><u>\$9,005,524.49</u></u>
Liabilities and Fund Balance	
Liabilities	
Current Liabilities	
Accounts Payable	\$50,647.38
Benefits Payable	\$40,437.95
Other Current Liabilities	\$142,161.64
Total Current Liabilities	<u>\$233,246.97</u>
Long Term Liabilities	
Loan Payable	\$1,371,546.65
Interfund Transfer	\$0.00
Total Long Term Liabilities	<u>\$1,371,546.65</u>
Total Liabilities	<u>\$1,604,793.62</u>
Fund Balance	
Unrestricted Net Assets	\$4,839,837.50
Donor Restricted Net Assets	\$2,560,893.37
Total Fund Balance	<u>\$7,400,730.87</u>
Total Liabilities and Fund Balance	<u><u>\$9,005,524.49</u></u>

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual	Budget	Annual Budget		Year-End Projections		
	07/01/2025 to 03/31/2026	07/01/2025 to 03/31/2026	Variance	to 06/30/2026	Best Case Scenario	Expected Scenario	Worst Case Scenario
Revenues							
Support							
Annual Giving	\$1,127,756.85	\$994,929.00	\$132,827.85	\$1,275,550.00	\$1,340,000.00	\$1,300,000.00	\$1,275,550.00
Donations & Fundraising	\$197,940.13	\$188,647.00	\$9,293.13	\$236,500.00	\$234,703.03	\$213,152.97	\$203,985.17
Total Support	\$1,325,696.98	\$1,183,576.00	\$142,120.98	\$1,512,050.00	\$1,574,703.03	\$1,513,152.97	\$1,479,535.17
Earned Revenue							
Services & Rentals	\$81,170.41	\$80,999.99	\$170.42	\$109,000.00	\$108,500.00	\$103,602.78	\$101,602.78
Investment	\$33.24	\$0.00	\$33.24	\$0.00	\$50.00	\$50.00	\$50.00
Other Income	\$7,204.82	\$0.00	\$7,204.82	\$2,000.00	\$7,772.65	\$7,772.65	\$7,772.65
Total Earned Revenue	\$88,408.47	\$80,999.99	\$7,408.48	\$111,000.00	\$116,322.65	\$111,425.43	\$109,425.43
Total Revenues	\$1,414,105.45	\$1,264,575.99	\$149,529.46	\$1,623,050.00	\$1,691,025.68	\$1,624,578.40	\$1,588,960.60
Expenses							
Personnel & Professional	\$929,394.43	\$932,284.50	\$2,890.07	\$1,243,000.00	\$1,233,769.22	\$1,240,994.22	\$1,246,554.22
Administrative	\$94,977.04	\$118,713.67	\$23,736.63	\$148,001.00	\$118,286.11	\$120,772.55	\$131,438.55
Fundraising	\$14,320.43	\$13,980.00	(\$340.43)	\$19,500.00	\$20,537.23	\$21,537.23	\$23,537.23
Program	\$50,057.27	\$56,197.97	\$6,140.70	\$67,500.00	\$60,725.96	\$65,452.30	\$84,252.30
Building & Grounds	\$114,388.45	\$108,074.98	(\$6,313.47)	\$140,300.00	\$149,936.03	\$158,436.03	\$167,436.03
Other	\$0.00	\$0.00	\$0.00	\$4,500.00	\$0.00	\$4,500.00	\$10,000.00
Total Expenses	\$1,203,137.62	\$1,229,251.12	\$26,113.50	\$1,622,801.00	\$1,583,254.55	\$1,611,692.33	\$1,663,218.33
Investment Activity	\$3,580.34	\$0.00	\$3,580.34	\$0.00	\$4,000.00	\$3,500.00	\$0.00
NET SURPLUS/(DEFICIT)	\$214,548.17	\$35,324.87	\$179,223.30	\$249.00	\$111,771.13	\$16,386.07	(\$74,257.73)

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	\$27,570.00	\$103,666.64	(\$76,096.64)	\$155,500.00
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	\$1,059.22	\$0.00	(\$1,059.22)	\$0.00
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	\$47,612.99	\$103,666.56	\$56,053.57	\$155,500.00
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

Thursday, 23 April 2026, 6:00 pm | Zoom

Attendees

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

Notes

Summary:

- The meeting focused on planning for the upcoming Stewardship Committee debrief and concert activities. Lynn discussed potential new members for the committee. The group discussed incorporating more event-based fundraising activities into stewardship efforts, with Emily emphasizing the importance of connection-building over pure fundraising. Regarding the capital campaign, Lynn reported meeting with Jeanne about the construction loan but noted that conversation about a potential building purchase had not originated from the Sanctuary and Resistance group as previously thought. The Committee agreed to plan food for their upcoming in-person debrief meeting in May and discussed the need to create templates and orientation materials for newcomer classes.

Pledges

- As of today, we have pledges totaling \$1,429,129 (inclusive of \$89,860 in one-time gifts).
- Everyone of the 73 households still on the LYBUNT list has received at least one follow-up email, mostly from board members. Emily will ask board members to follow up one last time.
- Ashley will work with Jen for a pastoral email to be sent to households who have fallen off the pledging list.
- Brad will send an email to all who pledged or have given to the current church year. This is an annual communication that serves to remind those who have fallen behind on their pledge commitment. With these emails he will include a note targeted to people who were on our previous pledging platform whose automatic deductions have yet to be transferred to Breeze. Ginny is available to answer questions for people as needed.

Fundraising concerts:

- *Emma's Revolution, April 11th*: The total intake was just under \$10,000 with approximately \$9,000 in net proceeds (after accounting for direct costs) which will be given to the Longfellow Neighborhood Partnership which is working to support immigrant families associated with Hiawatha Community School.
- *Lori Dokken, May 3rd*: 34 tickets have been sold generating \$1,200 so far, though the team acknowledged needing to sell more tickets to meet the artist fee. The group discussed promotional strategies, including having volunteers in the social hall after church services to promote ticket sales and share the QR code. On the day of the concert, we will station volunteers outside of our building to guide people to the central door. Ideally, we will also place signs on the other doors, though the exact signage and volunteer placement details were left somewhat open. Unique reported a broken ticket link on the church calendar that needed fixing, and Ashley agreed to investigate. The group also discussed merchandise sales space for artists.

Committee membership and function for coming year:

- Lynn updated the group on potential new Stewardship Committee members, including Sigrid Nielsen, a financial advisor with experience in charitable giving, and Clyde Derrick, a retired executive with extensive fundraising experience. Both have been invited to join us for our May meeting.

Other items:

- *Capital Campaign*: Lynn met with Jeanne Guignon regarding a campaign to pay off the remaining portion of the construction loan (approximately \$1.4 million). She and Jeanne will develop a concept, with Lynn writing the first draft.
- *Newcomer classes*: Lynn will represent the Committee on April 28th for the final night of Rev. Laura's current Newcomer Class.

Next steps

- Brad: Send out the third quarter pledge status update to congregation, including a note about auto-pledges ending in November due to platform change and contact info for Ginny.
- Emily: Ask board members to do one more contact with their assigned people from the LYBUNT list who haven't yet responded.
- Ashley: Draft and send a pastoral email (with Jen) to all individuals/households who haven't responded, offering support and contact for questions,
- Emily: Write and send blurb promoting the Lori Dokken concert, to be shared during Sunday and Tuesday announcements.
- Ashley: Check and fix the broken ticket link on the church calendar (with Unique sending screenshot).
- Ashley: Reach out to Sarah and Jack about volunteer support for the concert.
- Emily: Check with Velma about merch sales location for artists at the concert.
- Ashley: Ensure concert announcement is made from the pulpit at both services this weekend.

- Ashley: Project or display QR code for concert tickets in the social hall (coordinate with Jim if needed).
- Lynn: Draft a policy that would direct us to include indirect expenses in concert fees.
- Lynn: Draft and circulate a game plan memo for paying off the construction loan, summarizing March 24 meeting
- Lynn: Structure and circulate a suggested agenda for the May in-person debrief meeting
- All: Bring or arrange food (considering dietary needs) for May in-person meeting (Lynn to coordinate closer to date)
- Unique: Contribute to discussion about new member orientation content based on personal experience
- Lynn: Put together a template for newcomer classes and review previous content
- All: Consider and suggest potential new Stewardship Committee members, especially following Emerging Adult May Day event and camping retreat (Unique)
- Lynn: Present full list of new proposed Stewardship Committee members to the board for approval after in-person debrief
- Lynn: Distribute foundational documents that pertain to Stewardship's roll (e.g. bylaws, confidentiality, roles) before debrief
- Lynn: Contact potential capital campaign helper Kerstin Beyer-Lajuzan) for involvement
- Ashley: Ask worship team to play concert artists' music before services and mention the May 3rd concert
- Emily: Recruit and confirm volunteers for day-of-concert greeting, ticketing, and wayfinding
- Ashley: Ensure appropriate signs and volunteer presence at parking lot and main doors for concert

Meeting adjourned at 7:00 pm

Next meeting:

- May 28th, 6:00 pm. This will be an in-person meeting. The focus will be a debrief of this year's work and planning for next year.
- In general, future meetings will be held on the 4th Thursday of the month at 6:00 pm.

Stewardship Committee members for 2026-27:

- Lynn Broaddus (chair)
- Clyde Derrick
- Unique Jacobo
- Ginny McAninch
- Sigrid Nielsen
- Tom Saterstrom
- Velma Wagner