

MEETING OF THE BOARD OF TRUSTEES

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First Universalist Church of Minneapolis
Board of Trustees Meeting
June 18, 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 2026-27 Senior Minister salary approval	Marc Jen Marc
7:00 PM	30	Governing Policy Handbook revisions Review proposed revisions from Governance Committee	Marc/Jeanne
7:30 PM	20	Potential Sunday morning changes update	Jen
7:50 PM	5	Consent Agenda Approval of May meeting minutes Monitoring: Acceptance of attendance and membership numbers & trends Monitoring: Acceptance of staff and significant volunteer changes Monitoring: Congregant grievances Monitoring: Staff & Volunteer grievances	Marc
7:55 PM	10	Break	Marc to bring snacks
8:05 PM	20	Finance and Stewardship Committee Reports	Cameron and Emily W
8:25 PM	15	Senior Minister Review Process	Marc
8:40 PM	10	Executive Committee Report Summer retreat planning	Marc
8:50 PM	10	Meeting review and Gratitudes	All
9:00 PM		Adjourn	
9:00 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
May 21, 2026
6:30 - 9:00 pm
First Universalist Church
Cummins Room & Zoom (multiplatform)

Start	Duration		Lead
6:30 PM	5	Call to Order Absent: Zoe, Ada	Marc
		<i>Lighting the Chalice</i> May this flame that burns before us light our way, informed by the wisdom of leaders gone before, and inspired by the trust that we have been given as stewards of this Church. May we have vision, compassion, and courage as we serve this congregation now and for the generations to come.	All
6:35 PM	5	Agenda Approval Approved with changes to length of some sessions	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 Discussion around how the last document was reduced from 30 pp to 18pp. The board should get comments to Lou by May 27. Jeanne asked that we spend time looking at position descriptions. Discussion around including a covenant. Should there be links in the document to other docs? (Jeanne asked). Cameron asked if we should center the GPH in the bigger picture of the purpose of the church. We discussed that the GPH is a living document and we can continue to refine and change. Jen wanted us to look at Board Responsibilities that could include stakeholders like neighbors, the greater Mpls area, the future constituents, the Earth etc.	Lou
7:40 PM	20	Finance Committee Report Review and approval of budget for presentation to congregation. Finances are still good for the year. Expect a \$16K surplus by end of year. See Finance Report. Discussion around the 2026/2027 Proposed budget. It was moved to adopt a recommendation to bring this budget to the Annual Meeting. That motion was approved.	Cameron
8:00 PM	5	Consent Agenda Approved 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:	Marc
8:05 PM	10	Break	Drew to bring snacks
8:15 PM	15	Sunday morning RE and worship discussion Robust discussion around how to involve the congregation in this possible change. Moving to one service and one RE time. Get input from others about this proposal. The board is enthusiastic for the direction that this proposal is taking but wants to make sure this potential change is discussed with all stakeholders.	Jen
8:30 PM	15	Stewardship Committee Report Update on capital campaign discussions. See report. Discussed how to look at paying off the construction loan.	Emily W
8:45 PM	5	Executive Committee Report. Marc discussed how we are approaching Jen's review for 2025/2026. Also, need to plan the Annual meeting. Emphasis on getting volunteers. We need to certify our UUA delegates before the Annual meeting. Marc will approve the delegates and check to make sure they are members.	Marc
8:50 PM	5	Meeting review and Gratitudes	All
8:55 PM		Adjourn	
8:55 PM			

Reduce by 20 r

Reduce by 5 m

Add 15 minutes

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.)

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Roles, Responsibilities, and Resources for Board Members

[2025-26 Board Handbook](#)

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

Spiritual Grounding

In the midst of rising tides of authoritarianism, climate change, political violence, and oppression, the role of First Universalist Church is especially clear. The enduring work of the church is to create a space of imagination, love and hope where we can find our center and practice Beloved Community amidst the oftentimes chaos of our world.

It is in religious community that we can work together to create and sustain a moral life. It is in religious community that we can experience the embodied love of our Universalist tradition, a love that takes both practical and spiritual form through care of our neighbors, ourselves, and the greater world. It is through religious community that we can join together to insist that the values of justice, equity, transformation, pluralism, interdependence, and generosity, with love at the center, shape not only the lives of us as individuals, but our church and our neighborhoods, cities, and country, too. We trust that multi-racial, multi-cultural, intergenerational communities are not only possible but essential to the joy and transformation and mutual thriving that our faith requires.

Leadership in this context, with these hopes, requires spiritual preparation and relational care. In 1963, the Reverend Martin Luther King, Jr., prepared a commitment card for those joining him in non-violent protest. This [Commitment Card](#) is often referred to as King's 10 Commandments for non-violence. While this Commitment Card comes from a Christian context and some of the particulars may require translation for some of us, the emphasis on daily spiritual practice, humility, love, spiritual resilience for the long haul, physical and spiritual health, and relational care with our thoughts, words, and deeds rings true across traditions. Looking to these 10 Commitments, are there ones that you are willing to take up? Ones that are already a part of your practice? Places/ways you want to stretch and grow?

Monitoring Items

Attendance and Membership Trends

Please see attached information.

Staff and Volunteer Transitions:

Rev. Ashley Harness completed 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](#)

We celebrated Nico Van Ostrand and the completion of their ministerial internship on Sunday, June 14th. We are especially grateful to the Internship Committee, who met monthly with Nico to offer feedback and support, and who completed the necessary evaluation process with the UUA. Thank you to:

Karin Wille, Chair

Max Rosielle, Youth Member

Harrison Viswanathan, Youth Member

Amelia Marquez
Isabel Quast
Cindy Marsh
Eric Cooperstein

We're grateful to Karen Hegaard, who has agreed to serve as chair of the re-forming Community Investment Team. This team is composed of 3-4 church members who support the Senior Minister by soliciting and selecting the recipients of the Sunday morning offering.

We are grateful to Paolo Debuque, Music Director, and the First Universalist Church Choir and we celebrate with them on an energizing first season.

We look forward to beginning the hiring process for a full-time Community Connections Coordinator position this month. With the Assistant Minister and Programs and Communications Specialist, the Community Connections Coordinator articulates a comprehensive faith formation and community engagement program for everyone who connects with the church - from first-time visitors to long-time members. The Community Connections Coordinator is responsible for coordinating the membership and adult programming of the church. The Community Connections Coordinator supports group leaders and facilitates connections for congregants as they deepen their spiritual practice and their relationship with First Universalist and each other. Being present the majority of Sunday mornings and Wednesday evenings is essential. This position reports to the Assistant Minister.

Congregant Grievances

There have been no congregant grievances.

Staff & Volunteer Grievances

There have been no staff or volunteer grievances.

Information Items

Next Steps of Congregational Engagement for Worship Time(s) and Themes

With gratitude for the example of robust congregational engagement and shared leadership in making the decision to shift and adapt the religious education schedule for the upcoming church year, Rev. Jen is now beginning the process of engaging the congregation about the possibility of moving from two to one worship service on Sunday mornings. This idea and the pros/cons was brought up at the Annual Meeting and a newsletter article about the possibility and outlining the process for congregational engagement will be shared this week. Following the Sunday service on June 28, Rev. Jen will hold an in-person conversation and listening session. A congregational survey inviting feedback on the worship time(s) options as well as feedback on Sunday morning worship experiences and hopes for themes/topics for the church year ahead will follow. I look forward to continuing the conversation with the Board at our meeting this month, and to making a decision on fall worship time(s) by July 20 to allow for adequate planning and preparation.

UUA President's Volunteer Service Award

This year's President's Award for Volunteer Service to the Unitarian Universalist Association honors our twenty-six congregations in Minnesota, the Minnesota Unitarian Universalist Social Justice Alliance (MUUSJA), Black Lives of Unitarian Universalism (BLUU), and countless others

who answered the call to public witness and action this spring in Minnesota. We also are grateful for the leadership of MARCH, Multifaith Antiracism, Change & Healing, and the Chicago-area congregations who shared their experiences and learnings resisting the injustices and violations of ICE.

Throughout this crisis, our Minnesota congregations banded together and with community partners in defense of neighborhoods and communities, showing up powerfully in support of our values. UUs were adaptive in meeting the moment, contributing and showing up in ways that were most needed in defense of their neighbors.

On January 23, 2026 hundreds of UUs from across the country gathered and marched to demand ICE get out of Minnesota. Support poured in through people, donations, and encouragement. It was a powerful manifestation of Unitarian Universalist faith and theology in action, one which supported local UUs as they endured ICE's occupation of Minneapolis for months.

This award primarily acknowledges the countless, untold, and unseen actions of UUs. Much of this resistance was anonymous by design; its successes known only to those who directly benefited from the harm that was prevented. If you think we are celebrating you - we are. If you did anything - big or small, seen or unseen, this award is for you.

Unitarian Universalists in Minnesota powerfully and faithfully manifested our values, and continue to do so. May you feel the gratitude and support of our entire Association as you continue to offer ministry and support in these destabilizing times.

	2025						2024					
Adults	Sun. 9a Sanctuary	Sun. 11a Sanctuary	Sun. 10a Sanctuary	Sunday Webinar	YouTube Views	Totals	Sun. 9a Sanctuary	Sun. 11a Sanctuary	Sun. 10a Sanctuary	Sunday Webinar	YouTube Views	Totals
1st week	78	90		39	106	313	86	111		28	92	317
2nd week	103	151		33	123	410	134	137		23	77	371
3rd week			153	42	162	357			172	27	97	296
4th week			128	35	119	282			128	38	100	266
5th week												
Monthly Total	181	241	281	149	510	1362	220	248	300	116	366	1250
Average for May	90.5	120.5	140.5	37.25	127.5	340.5	110	124	150	29	91.5	312.5
RE	9 & 11 RE						9 & 11 RE					
1st week (Last day of RE)						100						102
2nd week (beginning of summer Sundays)						59						74
3rd week						N/A						-
4th week						N/A						-
5th week						N/A						
Monthly Total						159						176
Average for May						79.5						88
Combined Average	420						400.5					
Notes												
	Non-Sunday CYFM Attendance:				1st week Recorded 05/04							
	May Community Dinner - 10 in childcare				1st week Youtube Recorded 05/11							
							2nd week webinar August 10th					
							2nd/ 3rd/4th Youtube views added August 10th					

Statistical Report for May 2026

Board Meeting June 18, 2026

MEMBER MEMORIAL SERVICES:

MEMBER MARRIAGES/SERVICES OF COMMITMENT:

MEMBERS FOR APPROVAL:

MEMBERS REINSTATED:

MEMBERS FOR REMOVAL:

CHILDREN DEDICATED:

**First Universalist Board of Trustees
2025-26 Annual Goals
Approved 10/16/25**

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

	<ul style="list-style-type: none"> • Monthly progress report at board meetings • Approve revised handbook by the May meeting 		
1c. Expand communications with the congregation through a regular Board column in the Liberal	<ul style="list-style-type: none"> • Begin semi-monthly column in September • Solicit feedback from members on communications by the mid-year meeting 	<ul style="list-style-type: none"> • Practice Beloved Community among us • Widen the opportunities for leadership participation and engagement • Provide meaningful presence to one another in times of joy, grief, and change 	<ul style="list-style-type: none"> • Experiences of Beloved Community
1d. Implement and model a decision-making framework (DRIVE*) for key Board decisions	<ul style="list-style-type: none"> • Incorporate DRIVE into monthly agendas • Describe the framework for the congregation in a SmorgasBoard column and at least one small group meeting (e.g., after Community Supper) by end of December 	<ul style="list-style-type: none"> • Widen the opportunities for leadership participation and engagement 	<ul style="list-style-type: none"> • Building resilience for the long term

2. Deepen the sense and practice of belonging among members of First Universalist	Welcoming and Belonging		
2a. Follow up on survey results through individual follow up to respondents	<ul style="list-style-type: none"> • All respondents to survey will receive follow-up email from a board member by the end of October 	<ul style="list-style-type: none"> • Practice Beloved Community among us • Provide meaningful presence to one another in times of joy, grief, and change 	<ul style="list-style-type: none"> • Experiences of Beloved Community • Humility (truly knowing ourselves)
2b. Learn more about the state of belonging in the church and about who we are through individual conversations and focus groups with broad representation, and share the insights gained with the congregation	<ul style="list-style-type: none"> • At least 3 small group meetings by the end of January • Describe the process in a fall newsletter column • Share initial insights in a winter newsletter column and at mid-year meeting 	<ul style="list-style-type: none"> • Practice Beloved Community among us • Provide meaningful presence to one another in times of joy, grief, and change 	<ul style="list-style-type: none"> • Experiences of Beloved Community • Humility (truly knowing ourselves)
2c. Collaborate with staff to develop tactics to increase participation in shared ministry	<ul style="list-style-type: none"> • Create at least one opportunity for staff/board interaction by end of December • Expand Nominating Committee charge to include identification of lay 	<ul style="list-style-type: none"> • Widen the opportunities for leadership participation and engagement • Practice Beloved Community among us 	<ul style="list-style-type: none"> • Experiences of Beloved Community • Humility (truly knowing ourselves) • Building resilience for the long term

	<ul style="list-style-type: none"> • leaders for shared ministry activities 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.)

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- 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

June 11, 2026

6:00-7:30 pm | Online

Members present: Cameron Smither, Dan Berg, Dick Niemiec

Staff present: Jen Crow, Brad Schmidt

Stewardship liaison present: Ginny McAninch

Members not in attendance: Marc Gorelick, 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 to May's minutes, but for the record:
 - After the positive experience of last month's budget presentation meeting to the congregation on May 17, the committee voted over email to formally recommend the budget to the board for adoption. The recommendation was approved unanimously.

3. Review Year-To-Date Finances and Quarterly Projections by Brad

- Members were presented core financial statements reflecting July 1, 2025 through April 30, 2026. No significant flags present in the finance data. Major topics of discussion included:
 - Revenues: overall, in solid position at approx. \$107,000 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. \$96K. 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. \$28K 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).
 - Buildings and Grounds has modest negative variance of approx. \$8K, 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. \$142,000 and continue to be in a healthy financial position to date.

- Members discussed the benefits of having Brad walk the committee through the spending of major funds more frequently, like Sanctuary and Resistance, as well as the potential for building financial literacy.

4. Stewardship Update led by Ginny

- Ginny gave a short update to share the work of the committee was complete for the fiscal year and they have plans to help further develop the committee over the summer.

5. Fundraising Governance Discussion led by Cameron

- Cameron shared that there's momentum building around pulling together and paying off the construction loan early; they requested the committee discuss how to support this nascent effort from a governance perspective.
 - The Governing Policy Handbook states the senior minister must perform the following only with the explicit prior approval of the Board of Trustees: 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.
- The committee discussed the topic from a variety of perspectives: the distinction that this effort isn't a formal capital campaign but just focused on paying off the construction loan, to open the door for a more compelling capital campaign ask; that no one wants this to be a secret that this is happening but want people to participate at many levels.
- The committee voted unanimously to recommend the board grant the senior minister the authority to solicit funds to pay off the construction loan early.

6. Looking Ahead/Next Steps

- This was the final committee meeting of the fiscal year!
- Annual congregational meeting this Sunday, June 14 (prepare for trivia)
 - Cameron charged the members of the committee to consider: is Finance committee still filling your cup? Are there others who may benefit from joining? Are there others whose presence we may benefit from?

Meeting adjourned at 7:00pm

Respectfully submitted,

Cameron Smither, Treasurer

First Universalist Church of Minneapolis

Balance Sheet

	Actual As of <u>04/30/2026</u>
Assets	
Current Assets	
Cash	\$124,629.74
Investments	\$3,785,397.77
Accounts Receivable	\$1,094.41
Other Current Assets	\$54,510.37
Total Current Assets	<u>\$3,965,632.29</u>
Non-Current Assets	
Fixed Assets	\$5,213,340.19
Total Non- Current Assets	<u>\$5,213,340.19</u>
Total Assets	<u><u>\$9,178,972.48</u></u>
Liabilities and Fund Balance	
Liabilities	
Current Liabilities	
Accounts Payable	\$46,507.00
Benefits Payable	\$53,192.11
Other Current Liabilities	\$184,351.01
Total Current Liabilities	<u>\$284,050.12</u>
Long Term Liabilities	
Loan Payable	\$1,364,759.94
Interfund Transfer	\$0.00
Total Long Term Liabilities	<u>\$1,364,759.94</u>
Total Liabilities	<u>\$1,648,810.06</u>
Fund Balance	
Unrestricted Net Assets	\$4,757,159.64
Donor Restricted Net Assets	\$2,773,002.78
Total Fund Balance	<u>\$7,530,162.42</u>
Total Liabilities and Fund Balance	<u><u>\$9,178,972.48</u></u>

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2025 to 04/30/2026	Budget 07/01/2025 to 04/30/2026	Variance	Annual Budget 07/01/2025 to 06/30/2026
Revenues				
Support				
Annual Giving	\$1,180,175.31	\$1,084,217.50	\$95,957.81	\$1,275,550.00
Donations & Fundraising	\$205,654.62	\$201,222.00	\$4,432.62	\$236,500.00
Total Support	\$1,385,829.93	\$1,285,439.50	\$100,390.43	\$1,512,050.00
Earned Revenue				
Services & Rentals	\$90,482.97	\$90,546.66	(\$63.69)	\$109,000.00
Investment	\$43.87	\$0.00	\$43.87	\$0.00
Other Income	\$7,204.82	\$0.00	\$7,204.82	\$2,000.00
Total Earned Revenue	\$97,731.66	\$90,546.66	\$7,185.00	\$111,000.00
Total Revenues	\$1,483,561.59	\$1,375,986.16	\$107,575.43	\$1,623,050.00
Expenses				
Personnel & Professional	\$1,026,453.05	\$1,035,179.61	\$8,726.56	\$1,243,000.00
Administrative	\$99,295.70	\$123,255.02	\$23,959.32	\$148,001.00
Fundraising	\$15,515.55	\$15,555.00	\$39.45	\$19,500.00
Program	\$56,616.07	\$60,041.98	\$3,425.91	\$67,500.00
Building & Grounds	\$125,155.35	\$116,963.32	(\$8,192.03)	\$140,300.00
Other	\$0.00	\$0.00	\$0.00	\$4,500.00
Total Expenses	\$1,323,035.72	\$1,350,994.93	\$27,959.21	\$1,622,801.00
Investment Activity	\$7,002.87	\$0.00	\$7,002.87	\$0.00
NET SURPLUS/(DEFICIT)	\$167,528.74	\$24,991.23	\$142,537.51	\$249.00

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2025 to 04/30/2026	Budget 07/01/2025 to 04/30/2026	Variance	Annual Budget 07/01/2025 to 06/30/2026
Revenues				
Support				
Donations & Fundraising				
Capital Campaign	\$28,175.00	\$129,583.32	(\$101,408.32)	\$155,500.00
Total Donations/Fundraising	\$28,175.00	\$129,583.32	(\$101,408.32)	\$155,500.00
Total Support	\$28,175.00	\$129,583.32	(\$101,408.32)	\$155,500.00
Total Revenues	\$28,175.00	\$129,583.32	(\$101,408.32)	\$155,500.00
Expenses				
Administrative				
Professional Fees	\$1,451.84	\$0.00	(\$1,451.84)	\$0.00
Total Administrative Expenses	\$1,451.84	\$0.00	(\$1,451.84)	\$0.00
Building & Grounds				
Equipment (Non-Capitalized)	\$0.00	\$416.66	\$416.66	\$500.00
Equipment Repair & Maintenance	\$860.28	\$416.66	(\$443.62)	\$500.00
Repairs & Maintenance	\$543.09	\$6,666.66	\$6,123.57	\$8,000.00
HVAC	\$5,682.00	\$5,000.00	(\$682.00)	\$6,000.00
Elevator	\$3,511.86	\$2,916.66	(\$595.20)	\$3,500.00
Grounds Maintenance	\$2,750.00	\$3,333.32	\$583.32	\$4,000.00
Capital Campaign Expenditure	\$0.00	\$110,833.32	\$110,833.32	\$133,000.00
Interest Expense	\$43,984.92	\$0.00	(\$43,984.92)	\$0.00
Total Building & Grounds	\$57,332.15	\$129,583.28	\$72,251.13	\$155,500.00
Total Expenses	\$58,783.99	\$129,583.28	\$70,799.29	\$155,500.00
Investment Activity	\$20,273.90	\$0.00	\$20,273.90	\$0.00

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2025 to 04/30/2026	Budget 07/01/2025 to 04/30/2026	Variance	Annual Budget 07/01/2025 to 06/30/2026
NET SURPLUS/(DEFICIT)	<u>(\$10,335.09)</u>	<u>\$0.04</u>	<u>(\$10,335.13)</u>	<u>\$0.00</u>

MINUTES

First Universalist Stewardship Committee

Thursday, 28 May 2026, 6:00 pm | Room 209

Attendees

Lynn Broaddus (chair), Rev. Jen Crow, Clyde Derrick, Rev. Ashley Harness, Unique Jacobo, Ginny McAninch, Sigrid Nielsen, Velma Wagner, Emily Wallace

Notes

Summary:

- The meeting's purpose was to reflect on the past year's activities with an eye toward informing the coming year's work.

Committee membership changes:

- We welcomed two new Committee members – Sigrid Nielsen and Clyde Derrick – and said farewell to two others who each served the Committee for at least three years. Emily Wallace will no longer be our Board Liaison, while Velma Wagner is stepping down to focus on the Legacy Giving sub-group of Stewardship. They will hopefully be good emissaries for the Committee's work in the coming years!

Stewardship Committee charge:

- The group concurred that it would like the Board to revisit the Committee's charge, specifically with respect to its role with promoting volunteerism (items 6.3.2.1 and 6.3.2.7).

Pledge campaign:

- In general, the group felt that this year's pledge campaign, with its theme "investing in hope", asking people to dream of what church could be, and boldly asking them to consider doubling their pledge, set a positive foundation for generosity and was well received by the congregation. Our final pledges (inclusive of ~\$80K in one-time pledges) was approximately \$1.44 million.
- The testimonials, in which each speaker was encouraged to speak to describe why church matters to them, and inviting others to give, were particularly good this year. Pulling people from a wide variety of church experiences and providing group training where they could safely test their ideas, contributed to the strength of the testimonials. Similarly, having the ministers speak directly about money was helpful.

- The group liked that we set the pledge goal early in the campaign and kept the campaign to seven weeks.
- The one-on-one (or two, for couples) conversations, some virtual and some in person, were well-received and yielded multiple benefits. In addition to encouraging donations, we learned about hiccups with the pledge process, general thoughts about the church, as well as pastoral concerns that we were able to pass along to the ministers.
- Though we weren't aware of it during the pledge season, the ministers told us that Allison Connelly-Vetter has started asking families to donate and/or pledge when they register their children for programming, a practice that has been successful in generating new revenue.
- The federal government's Operation Metro Surge ramped up in the Twin Cities just as we headed into the pledge cycle. On the one hand, this was an incredibly stressful time with the demands of running a pledge process colliding with multiple unexpected demands and stresses that accompany a city under siege. Those stresses inevitably impacted committee members, our internal communications, and our availability. On the other, rarely has there been a time when the community recognized the importance of First Universalist's work more than the 2025-2026 winter, which undoubtedly bolstered the pledge response.
- Next year we'd like to build on these practices by:
 - Starting the conversations regarding pledge theme earlier in the year (e.g. September or October).
 - Incorporating a celebration at the end of the pledge cycle.

Other Fundraising:

- *Give to the Max Day*, which raised \$13,860 in November, was successful in part because we launched well before "the day" (Nov 9th) and targeted the request on the church's operating costs associated with Sanctuary and Resistance (e.g. building expenses tied to maintaining on-site lodging for two families, ministerial time dedicated to S&R, etc.). The Board matched gifts up to \$3,000, which was also helpful.
- *Concerts*: The Church hosted two concerts, one by Emma's Revolution which netted \$9,000 for our Sanctuary and Resistance team's partner, the Longfellow Neighborhood Partnership, which supports immigrant families associated with Hiawatha Community School. A few weeks later we again hosted a concert by Lori Dokken and friends which netted approximately \$1,400 for church operations.
 - We suggest that the church create a new team of volunteers focused on performance arts events, understanding that these activities can play important roles in creating community, widening our reach and impact, while also raising money. By having a team dedicated to performance arts events we can be more thoughtful about attracting a broad set of opportunities, avoiding schedule conflicts, and having routine practices for recruiting, staffing, promotions, etc.
 - We noted that Velma would like to continue working with Lori Dokken for future concerts, and that Emma's Revolution plans to return in the winter of 2027 to mark the anniversary of Operation Metro Surge.

- *Scrap metal*: We partnered with the Environmental Justice Committee to collect broken holiday lights which raised \$67 and kept roughly 200 pounds of waste from incineration. This was relatively easy, aligned with other church goals, and is likely to be repeated.
- Next year we'd like to build on these practices by:
 - Start even earlier (Nov 1st) for GTTMD and target donations for a specific goal such as staffing costs to support the youth trip to Boston.
 - Drafting a description of the Performance Arts Group (or other name), responsibilities, recruitment plan, etc.
 - Revisit "Great Gatherings" or other fundraising activities that align with our goals of building connections among congregants while also having fun.

Legacy giving:

- Tom Saterstrom and Velma Wagner undertook a review of the church's Legacy Circle, what was formerly known as the Heritage Circle. They've updated the Legacy Giving web page, as well as the forms used for informing the church of a planned gift or bequest. In the coming year they plan to begin reaching out to existing members of the Legacy Circle to learn of any updates and begin cultivating new commitments.
- Until recently, Velma and Tom have not had access to the (paper) records of those who have told us that they have included First Universalist in their estate plans. The boxes were moved into storage at the beginning of the church renovation, ~ 2019, and had yet to be relocated. They are greatly relieved that Jie recently found the missing materials, have compiled a list of 52 names from the files, and planning to follow up with each person or couple. Once they've done that, they plan to widen the circle with outreach especially to people in the 65-74, 75-84, and 85+ age groups.
- Next year we'd like to:
 - Work with the Finance Committee to revisit the Legacy Gift Acceptance policy. It currently states that 90% of any undesignated bequest is deposited into our Legacy Endowment (which generated income for general operations), with the remaining 10% going directly toward operating expenses. There are some who would like to see a greater portion going toward present-day needs.

Expanding generosity:

- The group would like to tackle more frequent communication with the congregation, using the opportunity to share news about the impact of their donations, examples of generosity, and to say "thank you". We specifically highlighted the opportunity to report back on the impact of our Sunday morning shared offerings as well as Foundation grants. Rev. Crow told us that Karen Heegard has offered to reinvigorate the Community Investment Team, a group that in the past has been tasked with selecting grantees and cultivating stronger relationships between the church and the groups it supports.

Paying off the construction loan:

- The most frequently mentioned “dream” that people shared during the pledge season was to pay off the church’s remaining \$1.4 million in construction debt. We have assembled a team that is exploring the possibility of doing so.

Meeting adjourned at 8:00 pm

Next meeting:

We agreed to keep our meetings on the 4th Thursday of each month and that in-person meetings were preferable to Zoom meetings. Though we know that we can’t always gather in person, we are going to try doing so for the foreseeable future. We will meet in June and August, and take a break for July.

- Next meeting: 6:00 pm, June 25th at church.

Senior Minister Review Process

Element	Description	Responsible Individual(s)	Due Date
Self Evaluation	Sr. Minister reflections on her performance in the past year	Rev. Jen	7/31/2026
2025-26 Visionary Goals progress	Sr. Minister assessment of progress on visionary goals in past year	Rev. Jen	7/31/2026
2025-26 Staff work plan progress		Rev. Jen	7/31/2026
Staff Survey	survey of entire First U staff, using same survey instrument as past few years	Marc, Rev. Jen	7/31/2026
1:1 feedback from Sr. Minister direct reports	Ideally done as face-to-face interview (either in person or virtual). Includes: Ashley Allison Brad Jim Laura Nico Paolo Kit Ketcham (volunteer admin asst) Worship Ministry team - Nan Sanctuary and Resistance team - Dallas	divided among exec team members	8/15/2026
Board feedback	survey of Board		7/31/2026
Other documentation	could include annual report, any staff grievances from the year, results of exit interviews, etc.		7/31/2026
Compile review		Exec. Committee reviews materials and determines key points to include One member to draft a summary	9/1/2026
Meet with Jen	one or more exec committee members meet with Jen to go over the review		9/15/2026