MEETING OF THE BOARD OF TRUSTEES

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OCTOBER 15, 2026

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First Universalist
CHURCH OF MINNEAPOLIS

First Universalist Church of Minneapolis
Board of Trustees Meeting
October 15, 2026
6:30 - 9:00 pm
First Universalist Church
Cummins Room and Zoom (multiplatform)

Start	Duration	Topic	Lead
6:30 PM	5	**Call to Order**	Marc
		Lighting the Chalice *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**	Marc
6:40 PM	10	**Welcome new Youth Board Member**	all
6:50 PM	20	**Executive Session** Somatic Grounding Spiritual Community Building - what are we hearing in our conversations?	Matt all
7:10 PM	20	**2026-27 board goals - next steps**	Lou
7:30 PM	30	**Legal action follow up**	Marc/Eric
8:00 PM	5	**Consent Agenda** Approval of September meeting minutes Monitoring: Acceptance of attendance and membership numbers & trends Monitoring: Acceptance of staff and significant volunteer changes Monitoring: Congregant grievances Monitoring: Staff & Volunteer grievances Committee reports - Finance, Stewardship Approval of Katie Fox as Nominating Committee chair Aproval of new Stewardship Committee members	
8:05 PM	10	**Break**	Matt to bring snacks
8:15 PM	10	**Sabbatical planning**	Marc/Laura
8:25 PM	10	**Finish The Promise update**	Cameron
8:35 PM	10	**Committee report discussion/open discussion**	Marc
8:45 PM	5	**Mid-year and annual meeting dates**	Marc
8:50 PM	10	**Meeting review and Gratitudes**	All
9:00 PM		**Adjourn**	All

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

2026-27 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

September 17, 2026

6:30 - 9:00 pm

First Universalist Church

Cummins Room & Zoom (multiplatform)

Attending: Marc & Rev. Laura online
In-person: Emily W., Jeanne G., Cameron S., Rev. Jen, Drew R., Lou Q., Kirk, Katherine H. No youth members present

Start	Duration	Topic	Lead
6:30 PM	5	**Call to Order**	Marc
		Lighting the Chalice *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** Marc overviewed the agenda	Marc
6:40 PM	20	**Executive Session** Somatic Grounding Led by Katherine Spiritual Community Building - how are we moving past minimization? How might we pause and invite curiosity? Swap judgment for curiosity?	Katherine Jen
7:00 PM	20	**2026-27 board goals - discussion and approval** Energized discussion on these goals; questions about communication vehicles for the broader congregation (We need a covenant in order to effectively monitor these communications); assign one board member to each goal. Goals approved as a working document.	Marc
7:20 PM	20	**Governing policy handbook - approve revisions** Need to correct some section numbers; add a monitoring schedule; Approved by the board	Lou
7:40 PM	20	**2026-27 Draft Staff Work Plan - discussion/input** Board members asked questions; appreciation of mentioning congregation members in variety of roles; Board appreciates the plan.	Jen
8:00 PM	5	**Consent Agenda** Board approved the consent agenda Approval of August 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 Committee reports - Finance, Stewardship	
	8:05 PM	**10**	**Break** Great snacks! Thanks, Katherine!	**Katherine to bring snacks**
	8:15 PM	**15**	**Legal action follow up** Update on the FOIA request – we joined the request; update later this week from committees working on this; still in information gathering stage	**Jen/Kirk**
	8:30 PM	**10**	**Sabbatical planning** Update from Jen: We did not receive the Lilly grant; The framework and process were very helpful; we will proceed with the sabbatical plan and the congregational development plan; communication with the congregation will be a next step; work for the congregation to move beyond minimization is already starting to roll; need to plan ritual for seeing Jen off and recognizing who will be taking things on in Jen's absence;	**Jen**
	8:40 PM	**10**	**Committee report discussion/open discussion** Stewardship: As of today we are over a million towards our $1.38 m goal. Finance: We are looking to have a balanced budget at the end of the fiscal year.	**All**
	8:50 PM	**0**		**Marc**
	8:50 PM	**5**	**Meeting review and Gratitudes** Excited for a congregational covenant; the importance of having a budget and hitting it is huge – celebrate; the depth of the goal setting is amazing; Stewardship committee has done a great job; the circles this summer were so helpful – thanks Rev. Laura and Rachel; Glad our congregation seems to be in a healthy place;	**All**
	8:55 PM		**Adjourn**	

			DRIVE model for decision making: D: Who is the decision-maker? If not an individual, how will the decision be reached (e.g., consensus, majority vote, etc.) R: Will there be a recommendation sought, and if so, from whom? I: What input will be solicited? How? From whom? V: Does the decision need to be vetted with anyone before it is finalized? E: Who is responsible for executing the decision? Helpful questions to consider, given our intercultural orientation of minimization, to promote equity and inclusion in moving our goals forward: • What is our role in obtaining this goal? • What are our values we need to consider as we think about our approach, particularly concerning equity, diversity, and inclusion? • How have we structured our approach to ensure we are considering all points of view? • How conscious, intentional, and transparent are we about our guidelines for interaction in our meetings? How might we be reinforcing a “go along to get along” approach? • What do we think we already know about this topic? What assumptions are we making? What is the data to support what we think we know? • What else do we need to learn? How are we going to get this information? From whom?	
			Roles, Responsibilities, and Resources for Board Members	
			2025-26 Board Handbook	

Senior Minister Board Report
Prepared by Rev. Jen Crow
October 7, 2026

Spiritual Grounding

A few weeks ago, a new invitation popped up on repeat on my calendar with this title: "FCC COP." I have to admit that the title took me aback. I knew what FCC stood for—it was Facilitating Cultural Change—a week-long training on how to build Beloved Community through the lens of intercultural development. The training and follow-up sessions emphasize meeting people (including ourselves) where we are and encouraging the joyful work of life-long learning so that we can connect more fully in relationship with others and create communities of mutual thriving. Surely I had not signed up for a role as FCC *COP*, that would be antithetical to the whole premise underlying the training.

A few moments later, the second part of the acronym became clear to me. COP stood for *Community of Practice*. The invitation welcomed me into an experience I've longed for ever since I took the initial Facilitating Cultural Change training. Between lay leaders and church staff, there are about a dozen of us who have completed the FCC training, and as is true with many trainings, the real impact comes later when you put the learning into practice in real life settings. This Community of Practice that is meeting monthly will share individual and collective learnings with a skilled facilitator as we discern together where and how we can support First Universalist in practicing Beloved Community even more fully than we do now. I have no interest in policing anyone, especially as we learn and grow in vulnerable and powerful ways. I am very interested in being in a lovingly accountable community where I am reminded of my individual—and our collective—intentions and aspirations, where I'm offered the tools and skills that will help me and us live into those aspirations, and where we can work together and celebrate our successes and learn from our mistakes.

Here at First Universalist, you are invited into a community of faith grounded in our Universalist heritage that names each and every person as whole, holy, and worthy, welcome and wanted, all of us with room to grow at every stage of our lives. Grounded in experiences of unconditional love, we are transformed individually and collectively as we practice Beloved Community that creates a world of mutual thriving for us all. You are also invited into a Community of Practice. A Community where we can and will make mistakes. A community where we can and will learn from success and failures. A community where we are stronger because of our differences and our world is more joyful and beautiful because of our relationships. This October, we move together into our shared monthly theme: We are a people of practice. I can't wait to learn and explore with you.

Where are your communities of practice - your communities of loving accountability that support your spiritual growth? Is the Board one of those communities for you, and what might help us to be even more of an intentional community of practice for you?

Monitoring Items

Attendance and Membership Trends

Please see attached information.

Congregant Grievances

There have been no congregant grievances.

Staff and Volunteer Grievances

There have been no staff or volunteer grievances.

Staff and Volunteer Transitions

Several leadership teams have been trained and launched in September including Small Group Facilitators, Religious Education teachers/guides, and Worship Associates (11 total). The Sanctuary and Resistance Accompaniment team has grown by 2 members as we prepare to welcome a new trans refugee to Minneapolis. Working with MNIPL, a small group of lay leaders and neighborhood community members have joined in the Community Resilience Hub Community of Practice trainings and the Hennepin County Extreme Heat Planning teams.

The Facilitating Cultural Change Community of Practice, a mix of staff and lay leaders (10 total), has also begun meeting with facilitator, Beth Zemsky, to focus on individual and collective changes we can make in how we do things around here that will help build Beloved Community.

Kit Ketchum has stepped away from serving as my volunteer assistant for an undetermined amount of time as she tends to her health.

Information Sharing

Rev. David Pyle, MidAmerica Regional Lead with the UUA, will be providing an in-person security consultation to the church and to me on October 20.

Overarching goal	Specific goal 1	Specific goal 2	Specific goal 3	Specific goal 4	Specific goal 5
Congregational covenant	Charter a Congregational Covenant Team by end of November, with goal of having a covenant for congregational approval at June 2027 Annual Meeting. Charter to include getting input on covenant process at other UU congregations, and feedback from congregation about their understanding of and feelings about covenant (e.g., what makes it effective and sacred)	Ongoing communication to congregation about the process and educate about what covenant is and how it can help create beloved community	Get regular updates from Covenant Team at Board meetings	Board provides ongoing support and troubleshooting to the Team	
Sabbatical planning	Sabbatical Team in place by end of September: ministerial coverage (including worship, operational leadership, pastoral care, stewardship, programming); sabbatical activities (peri-sabbatical events, congragational sabbatical activities); communications	Plan for ministerial coverage (operational, pastoral, programmatic, and worship) by November Board meeting	Monthly updates from Board on sabbatical planning beginning in October		
Complete Governing Policy Handbook revisions	Revisions as of August will be presented to Board for approval at September meeting	Governance committee will continue to review for possible additional revisions later in the year.			
Increased Board communications and visibility (e.g., regular Q&A or listening sessions, regular debrief among Board members about what we are hearing)	Continue listening sessions with BoT on Sundays or Wednesdays post community dinner at least 4 times during the church year, with specific topics to be discussed	Every other Board meeting, "spiritual community building" portion of Board meetings will focus on what we have been hearing from the congregation	Assign a board liasion to meet with different affinity groups	At least 6 times during the year, post a Smorgasboard column from a board member introducing themselves and what church means to them	
Create Risk Management framework	Executive committee work with Jen to design and distribute a risk assessment survey to senior staff and Board by End of October	Review survey results at November board meeting and identify top priority risks	Executive committee work with Jen to assign owners (staff or committee) for each prioritized risk by early December	Draft risk mitigation plans for top priority risks developed by risk owners and reviewed at February board meeting	Set up recurring annual review (using this structure?), with updates to occur at end of fiscal year (May/June).
Intercultural development (Board and/or congregation), including multigenerational	Incorporate IDI as part of the spiritual community building part of Board agendas 4 times during the year.	New Board members (including new youth representative) to take the IDI and calculate new Board results by end of September	Board-led small group on Minimization and moving beyond it by December		

Bylaws revisions	Create new Bylaws committee (Kirk hereby offers to chair) at September Board meeting, rather than having existing Committee take this on.	Bylaws committee to collect exemplars and review current FirstU bylaws, then present proposal (major overhaul vs. minor changes) to November Board meeting.	Bylaws committee to present proposed revisions to Board at April meeting, for approval and submission to the members at the annual meeting.		
Congregational comunications	Begin to understand and define communication needs and current practices (e.g., survey, individual conversations, etc.) by end of October	Understand history of Cyber Coffee Hour by end of October	Create lay-staff working group by end of October	Understand current technological capabilities (e.g., Breeze) by end of November	Plan for tests of change by mid-January
Acknowledgement and appreciation by Board members of shared ministry and congregational member engagement	Continue writing personal cards to members who are steeped in shared ministry	Host an appreciation dessert post Wednesday dinner for lay leaders by January	Column about what lay leadership looks like in the Smorgasboard		

Trust
Belonging
Both

September Attendance

September								**2026**
Adults			**Date:**	**SUN 10 AM In-Person**	**SUN Livestream**	**Youtube Views**	**Date Youtube Views Counted**	**Weekly Worship Total**
1st week			09/06/2026	176	No Livestream	No Youtube		**176**
2nd week			09/13/2026	179				**179**
3rd week			09/20/2026					**0**
4th week			09/27/2026					**0**
5th week								
				SUN 10 AM In-Person	**SUN Livestream**	**Youtube Views**		**Monthly Worship Total**
Monthly Total		**Monthly Total**		355	0	0		**355**
Average for September		**Monthly Average**		**177.5**				**177.5**
RE			**Date:**	**SUN 10 AM**	**Non-Sunday RE**	**Date of Non-SUN RE/s**		**Weekly RE Total**
1st week			09/06/2026					**0**
2nd week			09/13/2026					**0**
3rd week			09/20/2026	90				**90**
4th week			09/27/2026	112	101	9/27-10/2		**213**
5th week								
Monthly Total				**SUN 10 AM**	**Non-Sunday RE**			**Monthly RE Total**
Average for September		**Monthly RE Total**		202	101			**303**
		Monthly RE Average		101	101			**151.5**
Combined Average				**SUN 10AM**				**Total Combined**
		Combined Total		557				**658**
Notes		**Combined Average**						**82.25**

September							**2025**
Adults		**Sun. 10a Sanctuary**	**Sun. 9a Sanctuary**	**Sun. 11a Sanctuary**	**Sun. Livestream**	**YouTube Views**	**Totals**
1st week		192			- (LH)	33	225
2nd week			110	104	33	66	313
3rd week			124	140	34	50	348
4th week			107	144	20	112	383
5th week							0
							0
Monthly Total		192	231	284	87	261	1269
Average for September		**192**	**113.67**	**129.33**	**29**	**65.25**	**317.25**
	145						
RE	**243**						**9 & 11 RE**
1st week							
2nd week							223
3rd week							136
4th week							113
5th week							N/A
Monthly Total							472
Average for September							**157.3333333**
Combined Average							**474.5833333**

Statistical Report for September 2026

Board Meeting October 15, 2026

MEMBER MEMORIAL SERVICES:

Daniel Paskewitz, September 19, 2026

MEMBER MARRIAGES/SERVICES OF COMMITMENT:

MEMBERS FOR APPROVAL: 3

Darcy and Michael Hostetler

Julian Stoneberg

MEMBERS REINSTATED:

MEMBERS FOR REMOVAL:

Melissa and Andy Thompson

CHILDREN DEDICATED:

First Universalist Church of Minneapolis

Finance Committee Meeting Minutes

October 8, 2026

6:00-7:30 pm | Online

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

Staff present: Jen Crow, Brad Schmidt

Stewardship liaison present: Ginny McAninch

Members not in attendance:

Meeting convened at 6:00 pm

1. **Chalice lighting and grounding, led by Cameron and Jen**
2. **Year-to-date finances, led by Brad**
    - Brad walked the group through formal financial documents reflecting Jul'26 – Aug'26. Main takeaways:
        - Overall: it's very early in the year, with few variances; not much to read into
        - Revenues: pledges and other income coming in as expected
        - Expenses: very small variances but nothing of note; more useful details expected at the next meeting when we'll have a quarter's worth of data
    - Discussion included a reminder that there is Boston pilgrimage this year; kudos to the strong budgeting skills of the budget managers on the staff; clarity around why there appears to be $110K surplus; no updates re: last FY's actuals yet but expect to learn more before next meeting
3. **Finish the promise next steps, led by Cameron and Brad**
    - Cameron reminded the group of the efforts' huge success – the church received enough commitments to fully pay off the construction loan! Not all these pledges will arrive right away though so the charge to committee is to review the status of the effort and recommend to the board how to proceed with the ultimate payoff
    - Brad provided high-level numbers to the committee to support discussion, including the goal (1.34MM), amount received (~$938K), amount yet to be paid (~$401K); he then described several options for repayment and the committee discussed
    - The consensus of the committee was that there are enough outstanding pledges to warrant not pulling from reserves to pay it off fully right now, but that it should certainly be paid in full before the end of the fiscal year; the specifics of when will depend on pledge receipts – the committee will continue to monitor and provide a recommendation to the board
4. **Financial policy review, led by Cameron**
    - Cameron reflected that the committee has reviewed and updated all policies over the last two years and suggested this year may be a good year to continue exploring an audit. The

committee discussed the value of developing an audit policy during the first half of the year, then (time and energy depending) implementing some form of internal audit during the second half of the year.

- Brad volunteered to ask First Unitarian what, if any, relevant policy they have in place; Marc offered to make a similar request of his prior congregation; Jen provided the UUA recommendation: https://www.uua.org/leaderlab/money-matters/audits
- Cameron asked the group to keep an eye out for a potential partner among the congregation over the coming months

5. **Budget first look, led by Jen**
    - Jen shared very preliminary estimates and considerations for next fiscal year's budget, including a mix of inevitable increases (cost of living, inflation, insurance), savings (from no longer servicing the construction loan debt!), reduced revenues (increasing the share of the offering plate contributions going to partner organizations), and potential areas for investment (staffing adjustments, UUA giving)
    - The committee discussion included the role of one-time gifts; the appetite for a budget that requires a stretch from the congregation given the recent budgeting experiences and the finish the promise success; what a hold steady year might look and feel like; and the demand upon staff and how more funding may ease that strain
    - Conversations about the budget will continue!
6. **Stewardship update, led by Ginny**
    - Ginny shared that the Stewardship Committee is adding another member, some of its members are taking a "pledge 101" class, Give To The Max day is Nov 19 and will focus on OWL programming, and that the latest compelling theme for the pledge campaign is "this is the work of the church" – expected to launch Jan 31, 2027 and conclude Mar 15, 2027

Next meeting is scheduled for November 11.

Meeting adjourned at 7:30pm

Respectfully submitted,

Cameron Smither, Treasurer

First Universalist Church of Minneapolis
Balance Sheet

	Actual As of 08/31/2026
Assets	
Current Assets	
Cash	$395,756.22
Investments	$3,861,555.26
Accounts Receivable	$16,123.97
Other Current Assets	$19,651.63
Total Current Assets	**$4,293,087.08**
Non-Current Assets	
Fixed Assets	$4,624,543.26
Total Non- Current Assets	**$4,624,543.26**
Total Assets	**$8,917,630.34**
Liabilities and Fund Balance	
Liabilities	
Current Liabilities	
Accounts Payable	$90,500.00
Benefits Payable	$40,168.42
Other Current Liabilities	$12,229.62
Total Current Liabilities	**$142,898.04**
Long Term Liabilities	
Loan Payable	$793,777.11
Interfund Transfer	$0.00
Total Long Term Liabilities	**$793,777.11**
Total Liabilities	**$936,675.15**
Fund Balance	
Unrestricted Net Assets	**$4,688,546.11**
Donor Restricted Net Assets	**$3,292,409.08**
Total Fund Balance	**$7,980,955.19**
Total Liabilities and Fund Balance	**$8,917,630.34**

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2026 to 08/31/2026	Budget 07/01/2026 to 08/31/2026	Variance	Annual Budget 07/01/2026 to 06/30/2027
Revenues				
Support				
Annual Giving	$446,778.03	$440,510.00	$6,268.03	$1,421,000.00
Donations & Fundraising	$60,396.73	$35,490.00	$24,906.73	$255,000.00
Total Support	**$507,174.76**	**$476,000.00**	**$31,174.76**	**$1,676,000.00**
Earned Revenue				
Services & Rentals	$13,682.32	$13,833.32	($151.00)	$111,000.00
Investment	$54.31	$0.00	($54.31)	$0.00
Other Income	$300.51	$0.00	$300.51	$7,000.00
Total Earned Revenue	**$14,037.14**	**$13,833.32**	**$203.82**	**$118,000.00**
Total Revenues	**$521,211.90**	**$489,833.32**	**$31,378.58**	**$1,794,000.00**
Expenses				
Personnel & Professional	$195,743.85	$204,976.42	$9,232.57	$1,256,150.00
Administrative	$33,900.98	$34,369.14	$468.16	$146,711.05
Fundraising	$2,401.13	$5,680.00	$3,278.87	$21,610.00
Program	$8,767.14	$22,883.30	$14,116.16	$93,950.00
Building & Grounds	$13,765.48	$17,121.64	$3,356.16	$160,550.00
Other	$150.00	$0.00	($150.00)	$5,000.00
Total Expenses	**$254,728.58**	**$285,030.50**	**$30,301.92**	**$1,683,971.05**
Investment Activity	**($67.42)**	**$0.00**	**($67.42)**	**$0.00**
NET SURPLUS/(DEFICIT)	**$266,415.90**	**$204,802.82**	**$61,613.08**	**$110,028.95**

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2026 to 08/31/2026	Budget 07/01/2026 to 08/31/2026	Variance	Annual Budget 07/01/2026 to 06/30/2027
Revenues				
Support				
Annual Giving				
General Operating Gifts	$446,778.03	$449,500.00	($2,721.97)	$1,450,000.00
Estimated Unpaid General Operating Gifts	$0.00	($8,990.00)	$8,990.00	($29,000.00)
Total Annual Giving	$446,778.03	$440,510.00	$6,268.03	$1,421,000.00
Donations & Fundraising				
Donations	$25,370.03	$9,750.00	$15,620.03	$75,000.00
Processing Fee Donations	$248.35	$140.00	$108.35	$2,000.00
Special Offerings	$708.39	$0.00	$708.39	$10,000.00
Program Donations	$10,300.00	$6,000.00	$4,300.00	$26,000.00
Offering Plate Donations	$3,807.12	$3,700.00	$107.12	$37,000.00
Hospitality Donations	$10.61	$0.00	$10.61	$2,000.00
Endowment Income	$0.00	$0.00	$0.00	$58,000.00
Registrations	$19,952.23	$15,000.00	$4,952.23	$15,000.00
Fundraisers	$0.00	$900.00	($900.00)	$30,000.00
Total Donations/Fundraising	$60,396.73	$35,490.00	$24,906.73	$255,000.00
Total Support	**$507,174.76**	**$476,000.00**	**$31,174.76**	**$1,676,000.00**
Earned Revenue				
Services & Rentals				
Room Rental Income	$10,700.00	$10,000.00	$700.00	$87,000.00
Weddings	$0.00	$0.00	$0.00	$1,000.00
Memorials	$0.00	$833.32	($833.32)	$5,000.00
T-Mobile Antennae Lease	$2,982.32	$3,000.00	($17.68)	$18,000.00
Total Service/Rental Income	$13,682.32	$13,833.32	($151.00)	$111,000.00
Investment				
Interest Income	$54.31	$0.00	$54.31	$0.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2026 to 08/31/2026	Budget 07/01/2026 to 08/31/2026	Variance	Annual Budget 07/01/2026 to 06/30/2027
Total Investment Income	$54.31	$0.00	($54.31)	$0.00
Other Income				
Other Revenue	$300.51	$0.00	$300.51	$7,000.00
Total Other Income	$300.51	$0.00	$300.51	$7,000.00
Total Earned Revenue	**$14,037.14**	**$13,833.32**	**$203.82**	**$118,000.00**
Total Revenues	**$521,211.90**	**$489,833.32**	**$31,378.58**	**$1,794,000.00**
Expenses				
Personnel & Professional				
Personnel	$189,126.87	$200,029.80	$10,902.93	$1,224,650.00
Professional	$6,616.98	$4,946.62	($1,670.36)	$31,500.00
Total Personnel & Professional Expenses	$195,743.85	$204,976.42	$9,232.57	$1,256,150.00
Administrative				
Office Supplies	$109.73	$456.00	$346.27	$1,900.00
Postage & Shipping	$0.00	$249.00	$249.00	$2,490.00
Printing & Stationery	$2,076.64	$2,000.00	($76.64)	$12,000.00
Licenses, Fees & Permits	$493.00	$30.00	($463.00)	$1,500.00
Professional Fees	$396.99	$2,385.00	$1,988.01	$4,500.00
Dues & Subscriptions	$0.00	$600.00	$600.00	$2,000.00
UUA	$0.00	$0.00	$0.00	$61,321.05
Background Checks	$15.50	$500.00	$484.50	$500.00
Telephone/Cellular	$1,217.39	$1,250.00	$32.61	$7,500.00
Bank Charges	$20.00	$83.32	$63.32	$500.00
Computer & Printer Supplies	$98.97	$350.00	$251.03	$1,000.00
Software & Support	$7,942.09	$6,712.50	($1,229.59)	$24,000.00
Internet Service	$278.00	$333.32	$55.32	$2,000.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2026 to 08/31/2026	Budget 07/01/2026 to 08/31/2026	Variance	Annual Budget 07/01/2026 to 06/30/2027
Website	$1,120.79	$990.00	($130.79)	$3,000.00
Volunteer Development	$0.00	$3,000.00	$3,000.00	$3,000.00
Recognitions (Staff & Volunteer)	$38.33	$180.00	$141.67	$3,000.00
Travel	$20,093.55	$15,250.00	($4,843.55)	$16,500.00
Total Administrative Expenses	$33,900.98	$34,369.14	$468.16	$146,711.05
Fundraising				
Office Supplies	$0.00	$24.00	$24.00	$100.00
Postage & Shipping	$0.00	$51.00	$51.00	$510.00
Professional Fees	$0.00	$265.00	$265.00	$500.00
Merchant/Credit Card Fees	$2,401.13	$4,650.00	$2,248.87	$15,000.00
Musicians	$0.00	$390.00	$390.00	$3,000.00
Meals/Catering	$0.00	$300.00	$300.00	$2,500.00
Total	$2,401.13	$5,680.00	$3,278.87	$21,610.00
Program				
Curriculum/Supplies	$1,388.31	$3,300.00	$1,911.69	$15,000.00
Adult Faith Formation	$908.00	$500.00	($408.00)	$3,000.00
Honoraria	$0.00	$410.00	$410.00	$1,000.00
Musicians	$0.00	$65.00	$65.00	$500.00
Guest Speakers	$525.00	$480.00	($45.00)	$4,000.00
Substitute Pianist	$0.00	$140.00	$140.00	$1,000.00
Music Purchases	$4.95	$333.32	$328.37	$2,000.00
Child Care	$475.44	$8,000.00	$7,524.56	$20,000.00
Community Donations	$0.00	$5,000.00	$5,000.00	$5,000.00
Action Groups	$0.00	$166.66	$166.66	$1,000.00
Racial Justice	$0.00	$1,250.00	$1,250.00	$7,500.00
Venue Rental	$2,340.78	$0.00	($2,340.78)	$2,500.00
Meals/Catering	$2,281.13	$2,580.00	$298.87	$27,500.00
Transportation Expenses	$213.53	$33.32	($180.21)	$200.00
Piano Tuning	$630.00	$625.00	($5.00)	$3,750.00

First Universalist Church of Minneapolis

Income Statement

Operating Budget

	Actual 07/01/2026 to 08/31/2026	Budget 07/01/2026 to 08/31/2026	Variance	Annual Budget 07/01/2026 to 06/30/2027
Total Program Expenses	$8,767.14	$22,883.30	$14,116.16	$93,950.00
Building & Grounds				
Property & Liability Insurance	$3,638.66	$2,325.00	($1,313.66)	$23,250.00
Property Tax	$0.00	$0.00	$0.00	$23,000.00
Supplies for Campus and Grounds	$127.45	$400.00	$272.55	$5,000.00
Visual Arts	$56.15	$583.32	$527.17	$3,500.00
SPIFF	$0.00	$0.00	$0.00	$2,000.00
Snow Removal	$0.00	$0.00	$0.00	$12,000.00
Pest Control	$143.32	$133.32	($10.00)	$800.00
Electricity	$3,805.34	$6,820.00	$3,014.66	$31,000.00
Gas	$449.62	$460.00	$10.38	$23,000.00
Water & Sewer	$1,252.22	$1,900.00	$647.78	$10,000.00
Safety/Security	$2,340.22	$2,500.00	$159.78	$15,000.00
Sanitation Services	$1,952.50	$2,000.00	$47.50	$12,000.00
Total Building & Grounds	$13,765.48	$17,121.64	$3,356.16	$160,550.00
Other				
Other Expense	$150.00	$0.00	($150.00)	$5,000.00
Total Other Expenses	$150.00	$0.00	($150.00)	$5,000.00
Total Expenses	**$254,728.58**	**$285,030.50**	**$30,301.92**	**$1,683,971.05**
Investment Activity	**($67.42)**	**$0.00**	**($67.42)**	**$0.00**
NET SURPLUS/(DEFICIT)	**$266,415.90**	**$204,802.82**	**$61,613.08**	**$110,028.95**

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2026 to 08/31/2026	Budget 07/01/2026 to 08/31/2026	Variance	Annual Budget 07/01/2026 to 06/30/2027
Revenues				
Support				
Donations & Fundraising				
Capital Campaign	$50,600.00	$6,666.66	$43,933.34	$40,000.00
Total Donations/Fundraising	$50,600.00	$6,666.66	$43,933.34	$40,000.00
Total Support	**$50,600.00**	**$6,666.66**	**$43,933.34**	**$40,000.00**
Total Revenues	**$50,600.00**	**$6,666.66**	**$43,933.34**	**$40,000.00**
Expenses				
Administrative				
Professional Fees	$386.32	$0.00	($386.32)	$0.00
Total Administrative Expenses	$386.32	$0.00	($386.32)	$0.00
Building & Grounds				
Equipment (Non-Capitalized)	$0.00	$83.32	$83.32	$500.00
Equipment Repair & Maintenance	$0.00	$83.32	$83.32	$500.00
Repairs & Maintenance	$845.72	$1,333.32	$487.60	$8,000.00
HVAC	$1,400.00	$1,000.00	($400.00)	$6,000.00
Elevator	$1,492.90	$583.32	($909.58)	$3,500.00
Grounds Maintenance	$0.00	$666.66	$666.66	$4,000.00
Capital Campaign Expenditure	$0.00	$21,166.66	$21,166.66	$127,000.00
Interest Expense	$4,367.40	$0.00	($4,367.40)	$0.00
Total Building & Grounds	$8,106.02	$24,916.60	$16,810.58	$149,500.00
Total Expenses	**$8,492.34**	**$24,916.60**	**$16,424.26**	**$149,500.00**
Investment Activity	**($379.79)**	**$0.00**	**($379.79)**	**$0.00**

First Universalist Church of Minneapolis

Income Statement

Building & Capital Reserve Budget

	Actual 07/01/2026 to 08/31/2026	Budget 07/01/2026 to 08/31/2026	Variance	Annual Budget 07/01/2026 to 06/30/2027
NET SURPLUS/(DEFICIT)	**$41,727.87**	**($18,249.94)**	**$59,977.81**	**($109,500.00)**

MINUTES

First Universalist Stewardship Committee

Wednesday, 23 September 2026, 6:00 pm | Chancel Room

Attendees

Committee members: Lynn Broaddus (chair), Rev. Jen Crow, Clyde Derrick (by phone), Unique Jacobo, Ginny McAninch, Drew Rosielle (board liaison)

Staff attendees:

Notes

Update on "Finish the Promise" campaign: The sum of donations, pledges, $100K from the operations budget (designated for remaining loan payments this FY), and the $80K anonymous match, we estimate a remaining fundraising need of roughly $70K. The FTP team feels confident that we can get there.

Finance Committee Update – We did not receive the Lilly grant that would have supported Rev. Jen's sabbatical. While it's a disappointment, we hadn't budgeted for it so no adjustments are needed. We may need to follow up on some unfulfilled pledges from FY 25-26. We'd also like to get a total for Budget vs Actual for FY 25-26 pledges.

Leadership Lunch – Most committee members were able to participate in the Leadership Lunch held earlier this month and spoke highly of the event as a way to learn more about church activities and the people connected with them.

Recruitment for Committee – Ginny spoke with member Paula Gilbertson who is interested in learning more about the committee's work and possibly serving. Lynn will set up a time to meet with her and discuss the possibility.

Pledge 101 (UUA online offering, *Thursday evenings 6 pm – 8 pm, Oct 22 – Nov 5* – Lynn will proceed with sign-up, and will ask Paula if she'd like to be included. She will see if the UUA can invoice the church for payment of the registration fee.

Give to the Max Day: This year the fundraising will run from November 1st through November 19th, with most of the emphasis on November 19th. We selected the church's OWL program – possibly the largest one in the entire United States – as the recipient of this year's funds. Rev. Jen estimated that staff costs for the program are approximately $30K per year. She offered that Claire Tralle and/or her OWL volunteers could help us with messaging. Lynn will ask Sigrid if she'd be willing to lead this effort this year. Lynn will also ask Emily Wallace to help her review last year's activities to make sure we plan appropriately this year.

Events Committee proposal: Clyde reported that his piece in the Liberal accompanied by tabling in the Social Hall on Sunday elicited about five volunteers who want to help run events (including a children & youth talent show, as well as a community bake sale), but no one who yet wants to serve on the committee. Other events that the committee will likely take on this year are repeats of last year's two concerts (Lori Dokken and Emma's Revolution). Clyde will be in touch with Velma Wagner and appropriate staff to get up to speed on where those events stand.

Theme for Pledge Drive: We agreed on the theme of "This is the work of the church" (short version) and "This is who we are, this is what we do, This is the work of the church" (long version).

Communication: Recent fundraising / stewardship communication has focused on Finish the Promise. We previously identified Community Dinners as opportunities for in-person communications. Lynn will ask Rev. Laura and Cas for a few minutes on upcoming dinner programs to publicize the Events Committee (October) and Give to the Max (November).

General: We will continue to use the Excel-based work plan to guide our work for the coming year. Lynn will add Brad to the invites for the Committee's meetings. Lynn shared that she plans to step down as Stewardship Committee chair at the end of this fiscal year.

Meeting adjourned at 7:30 pm

Next meeting: Our next meeting will be in-person on Thursday, October 22nd at 6:00 pm.