

FCC Board Meeting
First Congregational Church of Minnesota, United Church of Christ
Tuesday, February 19, 7:00 – 8:30 pm
Minutes

In attendance: Linda Valerian (Moderator), Pastor Jane McBride, Jean Anderson, Rob Cooper, Kris Felbeck, Joy Gullikson, Jeff Peterson, Paul Snyder, Xan Laurence (Clerk), recording.

1. **Opening** – Jean Anderson (Jan Richardson’s “Where the Breath Begins”)
2. **Approve minutes from January meeting** (in Dropbox). Kris Felbeck moved, Jean Anderson seconded -- approved
3. **1-to-1 Conversations with the Congregation** – Jane

What are 1:1 conversations? (from the Basics of a 1:1 document) One-to-ones are intentional conversations between two people intended to build authentic relationships, discover gifts and strengths, identify self-interest, and gather information.

One-to-one conversations started in early 2025 as another way of getting input from the congregation about their feelings about the church, their participation, their thoughts on what the church needs and how to address that, and their ideas about the mission statement we were developing. This year possible topics to be addressed could include thoughts about the church as a place to belong, reflections on the 175th anniversary of the congregation, or ideas about or contributions to action in the current state of political turmoil, among others. Board members would sign up on the spreadsheet used last year and choose a conversation partner that has not already participated.

4. **Personnel Committee** – Allegra was not present, but she provided a written report describing a number of issues the Personnel Committee is considering for 2026.
5. **Building Committee** – Paul Snyder led the discussion of the Building Committee’s report, which listed various areas of concern which might require a Capital Campaign to raise enough money to finance repairs or replacement. These were:
 - Roof – 60% replaced in 2001 – needs analysis of its current state;
 - HVAC – still under discussion;
 - Organ – This is the second organ, installed in 1953; needs new leathers, among other things; there is grant money available, which Paul is investigating.
 - 8th Avenue Entryway
 - Elevator – To be up to code and most useful, it must access all three floors. Where to locate it is an issue. Possibly McDonald and Mack can make an assessment, which will cost money. Grant money is potentially available from the Fund for Sacred

Places, which provides matching funds “for improving accessibility of churches on the National Register of Historic Places, particularly churches like our own that prioritizes working with community and providing space for community.” (from Paul’s report)

- Basement wall – There is water damage in the area toward the bottom of the stairs to the basement.
- Painting of Sanctuary and Gathering Hall – The Minnesota Historical Society will not give us a grant to have the sanctuary repainted. We will need to assess if there is enough money left from our last Capital Campaign to pay for the job. It will be expensive because of the scaffolding needed.
- Sanctuary arched windows – Uncertain what exactly is needed.

Paul also added the kitchen stove and hood to the list as we spoke. Jane said that there had been a discussion about converting the gas stove to an electric one.

Other suggestions for possible upgrades:

- Improve the sound engineering, especially of the music, which is poor in the online recordings. This may be doable without Capital Campaign funds.
- Improve the lighting in the Gathering Hall.

6. **Finance Committee and Budget Review** – Kris gave an overview of the balance sheet and the Budget vs. Actuals report for January. She pointed out that, as is usual, the income side is over budget, as some members front-load their annual pledge contributions, while the expense side is on track in the area of employee salary payments, and irregular in other areas depending on how the activity is tracked. She recommended that, for the clearest picture of how much is coming in and going out, we pay attention to the percentage column, which shows how much is being spent based on how many months have passed. A single month, 1/12th of a year, is approximately 8.3% of a year.
7. **Reports and action** – Discuss only as needed:
 - 175th Anniversary Task Force – Report by Jeff Peterson – uploaded to Dropbox
8. **Closing** – Jean Anderson (Jan Richardson’s “Blessing the Seed”)

Next Board meeting: Thursday, March 20, 2025, 7:00-8:30PM