FCC Board Meeting
First Congregational Church of Minnesota, United Church of Christ
Thursday, June 18, 7:00 – 8:30 pm

Minutes

Attending: Rob Cooper, Kris Felbeck (Treasurer), Joy Gullikson, Xan Laurence (Clerk), Jane McBride (Pastor), Allegra Montanari, Jeff Petersen, Paul Snyder, Linda Valerian (Moderator).

Opening – Xan Laurence read the first half of "Selah", by Matt Moberg

Approve minutes from May Board meeting – Paul moved, Jean seconded; approved.

Personnel Committee Report

Allegra and Jane requested the Board's approval of new language to update the policy manual regarding Paid Family and Medical Leave (PFML) and Earned Sick and Safe Time (ESST). These changes would bring First Church in line with Minnesota State law.

Language needed for Board approval:
Motion: In the Personnel Policy Manual, we propose the rewrite of the Compensation and Benefits section, numbers 5 and 6. Suggested revisions as follows:

5. As part of this, First Church makes contributions as required by state and federal laws. First Church maintains worker's compensation insurance for all employees. For non-ordained employees, First Church contributes to FICA and Medicare taxes, and to the state's Paid Leave program. Ordained staff are considered self-employed in relation to FICA, Medicare and Paid Leave, and must opt-in on an individual basis. If ordained staff choose to participate, the church will offset the cost through a taxable allowance. The church is not required to participate in the state and federal unemployment insurance programs and currently does not.

6. First Church will provide paid time off that meets or exceeds the requirements of city and state Earned Sick and Safe Time laws. The church is also mindful of additional benefits – retirement, health insurance, holidays– and actively works to provide these benefits to staff in ways that are legal and meet the individual needs of staff members. This includes access to benefits after separation as required by various federal and state regulations.

Kris moved, Jeff seconded; approved.

Capital Campaign Planning

Jane reported on the planning for the Capital Campaign. The leadership team will meet on June 30. The Finance Committee will need to assess the cost of priority items and propose a funding plan which will also be assessed by The James Company in conversation with the Capital Campaign Committee. The first three months of the campaign will be devoted to consensus building, with Second Hour meetings in August to introduce the campaign to the congregation before the launch in October.

Capital Campaign: Building Committee

Jeff reviewed the list of needs and wants to be funded by the Capital Campaign:

Summary of Costs for Potential Capital Campaign Projects			
Item	**Estimated total cost**	**Other funding sources**	**Estimated funding needs from capital campaign if other sources are secured**
Painting of sanctuary and gathering hall	\$240K - \$260K	\$117K (previous campaign), plus possible use of church bequests and gifts (subject to Board approval)	\$120K - \$140K
Roof repairs	\$145K	Possible use of church bequests and gifts (subject to Board approval)	\$145K
Sanctuary arched windows	\$320K - \$350K	\$260K - \$280K	\$60K - \$70K
HVAC system	\$100K - ??	\$100K (multiple sources)	\$0 - ??
8th Avenue entryway	TBD (estimates are being gathered)	Potential grant from the National Fund for Sacred Places (1:1 match)	TBD
New range/hood	\$55K- ??	None identified; costs of electrical upgrades not yet known	\$55K - ??

Painting of Sanctuary and Gathering Hall: The goal is to have this completed by the 175th Anniversary observance in November 2026. Two painters have been solicited for bids, and a response is expected shortly. This will have to be paid in advance of the Campaign, with the expenditure being replenished later from Campaign funds.
The Board approved by consensus the motion to proceed with the painting project.

Roof repairs: Three contractors have given bids. About 60% of the roof is 25 years old and should be replaced as soon as possible; another 20% is 18 years old and should be

replaced soon, but the need is not as urgent. The snow melting cables also need to be replaced. The committee's preferred contractor, Garlock French, provided a bid of about $145K for this combined project (alternatively, they could replace only the 2001 section and snow-melting cables for about $115K). As with the painting project, the immediate costs would need to be incurred from church assets or a loan, to be repaid from Capital Campaign contributions.
Motion to approve the proposal from Garlock French to replace the 2001 and 2008 sections of the roof, along with the snow melting cables, for $145K – Jeff moved, Kris seconded; approved.

Sanctuary Arched Windows: The windows are structural and load bearing. A previous application for a grant from the Minnesota Historical Society (MNHS) was rejected, stating that the windows were in "fair" condition and not in urgent need of repair. Since then, their condition has been re-evaluated and the amount of deterioration now makes it more urgent that they be repaired, making the approval of the grant more likely. The cost will likely be more than the previous estimate of $313K, of which we requested $257K from the MNHS, especially if the MNHS wants detailed plans for the restoration. We would need MNHS approval even if we do not get the grant.

Kris discussed the expenses related to refreshing the paint and flooring, reconfiguring the bathroom and providing egress in the second-floor tenant spaces. The amount spent exceeded the original allotment of $25,000 by approximately $3,600, and a further expenditure of approximately $4,500 will be needed to finish the project, for a total of $8,200 **Motion: Approve $8,200 for building improvements, to be taken from Memorial Gifts (an account comprised of undesignated smaller gifts over the years). This would leave a balance in Memorial Gifts of $8,088.75.** Kris moved; approved by consensus.

There is also a need for additional security equipment, estimated at $5,000. The plan is to use some of the remaining Employee Retention Credit (ERC) money we received from the government in 2023 for this expense. **Motion to approve the use of $5,000 in ERC funds to purchase security equipment:** Kris moved, Joy seconded; approved.

175th Anniversary Task Force

Jane and Jeff updated the Board on the planning for the 175th Anniversary celebration. A calendar of events has been developed, and the teams and groups are working on content for emails and the Chimes.

1-to-1 Conversations

Linda reminded the Board of the need to complete the one-on-one conversations by the August meeting, when we will discuss the information that we have gathered.

Ministry Team Reports:

Paul Snyder reported on his visit to the Faith Formation Team on April 13, 2026. He described the strength of the group as its engaging in personal conversation about faith and described the members as doers who welcome participation, calling them an "engine of engagement." They regard themselves as integrated with the life of the church but would welcome more people into the team.

Xan Laurence visited the Hospitality and Engagement Team on March 12, 2026. The team reviewed the events that had taken place since their last meeting – the Mardi Gras mini-golf and taco evening, and the play "The Happiest Man on Earth". Upcoming events were discussed, and sub-teams reported on the activities of groups such as the Southeast Play Group and the Community Kitchen. The strengths of the team are its ability to meet challenges with whatever resources are available, and its flexibility in adapting to changes in plans. They feel integrated with the congregation as a whole, keeping each other informed of what the various groups are doing and helping Alice communicate with the congregation. They would like to create a team within the team that organizes information on what events are happening for Alice to publicize, and they would like an increase in their budget line, having found that their expenses have exceeded their current allotment.

Closing – Xan Laurence read the second half of "Selah", by Matt Moberg.

Board Summer Get-Together! July 16, 6:30-8:00PM, at Allegra and Patrick's home
4508 Grand Ave S, Minneapolis, MN 55419

Next Board meeting: Thursday, August 20, 2026, 7:00-8:30PM