

ANNUAL REPORT

2025-2026



UNIVERSITY
BAPTIST CHURCH

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UNIVERSITY BAPTIST CHURCH 2025-2026 ANNUAL REPORT

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OUR MISSION

The **MISSION** of University Baptist Church is to be a loving and inclusive community; seeking faith, joy, action; nurtured by the biblical traditions, the teachings of Christ, and God's continuing revelation. *(adopted May 26, 1991)*

VALUES

The **VALUES** of University Baptist Church are:

- o **Social justice, outreach, and education – advocacy and a voice for the voiceless**
- o **Inclusion – regardless of color, race, orientation, gender, age**
- o **Strong community**
- o **Care, respect, and support for members**
- o **Peace and anti-violence**
- o **Baptist principles of individual and congregational autonomy, Biblical inquiry, associations**
- o **Creative worship and quality music**

(identified through Discernment Process 2008)

PRIORITIES

REFOCUSING PEOPLE POWER

More younger people involved
Higher attendance
Full building usage
Hire Marketing/Communications Manager
Update website and social media
Grants written and obtained
leadership positions clearly communicated
15 new members

SOLVING BUILDING ISSUES

Decide where we are going to be and how it's funded
Resolve parking crisis
Sustainability
Conduct new Architects report
Investigate National Register of Historic Places
Submit grants
Market/sales analysis
Assess Congregation's building needs
Contact partners for spaces

OPENING OUR DOORS WITHIN AND WITHOUT

Increased regular attendance
Increased engagement
Bold initiatives tried, succeeded or failed
A lot of people who need a place have found a place
Advertising
Intentional outreach with Trans organizations
Reparations plan

(identified through Discernment Process 2024)

UNIVERSITY BAPTIST CHURCH 175th ANNUAL CONGREGATIONAL MEETING

June 7, 2026

Hybrid format—In-person in the Sanctuary and on Zoom

AGENDA

Call to Order

Jean Lubke, President

Welcome to Interim Pastor - Rev. Cody J. Sanders, Ph.D.

Opening Prayer

Cody Sanders, Interim Pastor

Review and Approval of Agenda

Congregational Meeting Minutes

Annual Meeting June 8, 2025
Congregational Meeting Feb. 22, 2026
Congregational Meeting May 17, 2026

John Medeiros, Church Clerk

Celebration of Membership

Jean Lubke, Church Clerk Membership Deputy

Program Reports

Church Life
175th Anniversary Report
Outreach
Communications / Marketing
Property
Council

Margot Garmers, Coordinator
Gayla Marty, Team Leader
Karole Graham & Kim Donley, Co-Coordinators
Maura Dunst, Marketing / Communication Manager
Patrick Mavity, Property Manager
Jean Lubke, President

Report of Talent Team

Margot Garmers, Talent Team

ACTION ITEM: Election of Officers, Committee Members, and Core Ministry Team Leaders

Search Committee Member

ACTION ITEM: Election of Margot Garmers to replace Jean Lubke

Financial Reports

Chris Follett, Financial Secretary, & Denise Roy, Treasurer

ACTION ITEM: Approval of 2026-2027 Budget

Bylaws Amendment

Voting and Quorum

Denise Roy

New Business

Adjournment

CONGREGATIONAL MEETING

Minutes of the 174th Annual Congregational Meeting of University Baptist Church June 8, 2025

Call to Order: President Jean Lubke called the meeting to order at 11:43 AM.

Opening Prayer: Doug Donley opened up in prayer with a Franciscan blessing.

Congregational Meeting Minutes:

- Annual Meeting minutes of June 2, 2024
 - Jean reviewed the minutes from June 2, 2024. Howard Johnson moved, Megan Gunner Dahlberg seconded, with the following edits:
 - Page 4 – remove “Johnson” after Paula Moyer;
 - Pages 5 and 7 – correct spelling of Karole Graham’s.
 - Page 4 – change “Elias” to “Elyas.”
 - Motion carried.
- Special Congregational Meeting of December 1, 2024
 - Gayla Marty moved, Karole Graham seconded motion carried.
 - Motion carried.
- **Celebration of Membership:** See membership list on page 11. This will be moved to ServantKeeper software in the near future. 73 active members currently; one is inactive, and 2 new members were added (Violet Butler and Zena Hamilton). 17 were removed.

Review and Approval of Agenda: Jean Lubke presented the agenda as printed in the Annual Report, noting that Violet Butler has agreed to lead Worship planning next year (see below). Chris Follett moved to approve the agenda; Kim Donley seconded the motion. The motion carried.

The following is a summary of the presentation of program reports made during the meeting. See the full reports in the 2024-2025 Annual Report.

Pastor’s Report: Doug Donley provided highlights in the Pastor’s Report, with thanks to the congregation for their support during his health challenges this past year. Doug is enthused by the energy of the congregation as we move into new territory, such as deeper anti-racism work, building issues, and marketing. He gave thanks to Jean Lubke for leading the council.

Council Report: Jean Lubke began her report by thanking council members for their service, with particular emphasis on the discernment process, leading to the addition of Maura Dunst as Marketing Manager of UBC, as well an assessment of the building. We passed the first level of the

National Historical Registry review with the state of Minnesota, so we will then write the next grant for a preservationist to write the next part of the grant for the federal application.

Elwin asked if there is anything we as a congregation can do to help with the registry process. Jean responded by saying we have crew working on this, and we will have a forum in November that will include a tour of the building through the eyes of the architect. She encouraged people to participate in that forum. Another opportunity Jean shared is for members to be involved in the organizational development of the building and/or an evaluation of the building, and/or exploring other locations we may want to explore in the future. Anyone with interest in this can contact Claire Mavity.

Jean's report identifies the things we have done, and things that have yet to be done, as a congregation, as there are still pieces in the discernment process that have yet to be done.

Church Life Report. Pages 15-23. Church Life was co-led by Margie Garmers and Betty Shaw this year, and next year Margie will lead the committee alone. Gayla Marty will continue to coordinate forums, and Betty Shaw will continue to coordinate coffee time.

Marketing/Communications Report. Page 26. Maura Dunst shared the marketing/communications report with the congregation. Highlights include the following updates:

- UBC's brand identity
- Photographs (inside and outside) with high resolution
- Our church's logo, with a variety of versions
- Color palette (taken from colors in baptistry)
- UBC's new slogan: "Rooted in justice, working for peace."

If anyone wants to donate funds for marketing, they can contact Chris Follett. If donating online, it can be donated online to the general fund and either add a note or let Chris know.

Outreach Report: Pages 24-25. Karole Graham and Kim Donley co-led the Outreach committee this year. We added Faithful Hospitality to our outreach activities this past year. Page 25 lists the special offerings giving this past year. Kim thanked all ministry/outreach volunteers.

Chris Follett asked about the status of the Little Free pantry, and Karole Graham responded by saying we decided against replacing it because it has been vandalized/ removed multiple times.

Property Report: Pages 27-28. Patrick Mavity presented the property report. Highlights include the following:

- Deteriorating building posed a challenge to prioritize improvements
- Coordinating building repairs with school schedule

David Lesniaski thanked Patrick for all his hard work.

Betty Shaw asked about repairs that need to be done immediately and repairs that could be done if we receive National Registry designation and receive future funding. Patrick Mavity responded that

the windows and painting, as well as sidewalks, are priority. We know we cannot get a new roof, though it needs repairs.

Doug reminded us that these priorities will all be delineated in the architect's report, which we expect any day, and will be revisited once we receive that report.

Doug Donley mentioned that he spoke with an arborist, who confirmed we cannot fix the sidewalk without damaging the tree, and the tree is a habitat for bats, which is an endangered species. This further complicates the situation.

Elwyn Fraser asked if there any creative opportunity for bringing construction apprentices who can look at this space as an internship (lower costs to the church, helping an apprentice get licensed). Patrick said he would welcome any ideas on this matter.

Talent Team Report: Pages 29-30. Margie Garmers reported for the Talent Team, which consisted of Mindy Lee, Margie Garmers, and Sue Wester. She noted the following:

1. Bold Italics = returning positions
2. Megan Gunnar Dahlberg emphasized there is an opening on the Personnel committee.
3. Mindy Lee agreed to serve as Region Delegate.
4. Trish Donley raised question of whether or not the roster should be rearranged to reflect our discernment goals, and the committee will consider this for the future.
5. Paula Moyer agreed to serve on Pastoral Relations
6. The Talent Team is not emphasizing a marketing and communications position since we have a marketing coordinator
7. Chris Follett nominated John Medeiros as President, and he declined given his other commitments at this time.
8. Megan Gunner Dahlberg made a motion to the nominating slate (see bold italics, adding Violet Butler (worship planning), Mindy Lee (region delegate) and Paula Moyer (pastoral relations)); Steve Lee seconded. Motion carried.

Financial Reports. Chris Follett presented as Financial Secretary; Denise Roy also presented as Treasurer. Reports start on page 30.

Income includes:

- Pledges are about down about \$25,000 and the books close on June 30 (p. 37).

Denise Roy, as Treasurer, provided the following highlights of this year's expenditures.

- Report starts on page 30.
- There are actually three reports: last year's annual; this year's report through April 30, 2025, and the proposed budget for next year (July 1, 2025 – Jun 30, 2026).

1. Last year's annual report

- o We ended the year with a deficit of \$1,301. This is because we approved a transfer from Employee Retention Tax credit in the amount of \$38,429. Otherwise, we would have had a deficit of about \$40,000.
2. This year's report through April 30, 2025
- o In May we transferred \$42,000 (of that about \$11,000 was authorized). Denise requested approval to ask the Foundation to approve a transfer up to \$30,692 from the \$40,491 from ERTC funds in the Foundation, to cover the cash flow for the remainder of this year. Karole seconded the motion. Motion carried.
3. Next year's proposed budget (p. 38-40)
- o Pledge amount is \$207,933
 - o We are requesting from the Foundation:
 - \$38,667 for operating expense
 - \$38,144 for property manager position
 - \$42,000 for marketing manager (already approved by foundation)
 - o This brings us to a \$26,584 deficit. This is down from an initial deficit of roughly \$70,000. This includes a new fundraising line of \$15,000 (perhaps tied to 175th anniversary).
 - o Council is proposing that \$10,000 of the total regularly authorized Foundation payout be allocated to the operating budget (as opposed to going to CISA). We would only then request \$4,333 from CISA instead of \$14,333. This is because the repairs caused the budget to go up and those repairs cannot come from CISA. The total operating budget request would be \$38,667.
 - o Trish Donley asked if the funding from the registry grant would cover any of this; Jean Lubke responded that is not likely to happen this year (we will know by next June if we are accepted in the National Registry).
 - o Line 0640 (Community Building) can be applied toward 175th anniversary events; there are other line items for this as well.
 - o Insurance went up by \$10,000 (we switched companies, and have increased coverage, though our insurance costs are still increased).
 - o Elwyn Fraser asked if insurance would cover replacement of roof. Doug Donley answered by saying no.
- Karole Graham made a motion to approve the budget as written, including the requests for funds for the Property Manager position and the additional \$10,000 allocated to the operating budget rather than CISA. Deidre Druk seconded the motion.

New Business: Denise reminded the congregation that this past year we put a lot of work into modernizing our software and financial records, as well as a payroll service to help with payroll for employees.

Adjournment: Howard Johnson moved to adjourn the Annual Meeting; Steve Lee seconded. Meeting adjourned at 1:29 pm.

John Medeiros, Church Clerk

SPECIAL CONGREGATIONAL MEETING

**Special Congregational Meeting of University Baptist Church
February 22, 2026**

Call to Order: President Jean Lubke called the meeting to order at 11:20 AM.

Opening Prayer: Doug Donley opened up in prayer.

Congregational Meeting Minutes:

- Special Congregational Meeting for Pastoral Search Committee Installation
- Jean Lubke presented the slate for our Pastoral Search Committee. That slate is as follows:
 - Jonathan Lubke, Chair
 - Jean Lubke/Steve Lee
 - Diane Ehr
 - Elwyn Fraser
 - Betsy Kerr
 - Megan Gunnar Dahlberg
- Many people in the congregation thanked the individuals above for their volunteer efforts to serve on the pastoral search committee.
- Gayla made a motion to carry to approve the slate; Paula Moyer seconded.
- Motion carried.

Adjournment: Howard Johnson moved to adjourn the Annual Meeting; Steve Lee seconded. Meeting adjourned at 1:29 pm.

John Medeiros, Church Clerk

SPECIAL CONGREGATIONAL MEETING

Special Congregational Meeting of University Baptist Church May 17, 2026

Call to Order: President Jean Lubke called the meeting to order at 11:40 AM.

Congregational Meeting Minutes:

- Jean provided an overview of our discernment discussions and current state of affairs with respect to the building, and funding UBC positions. She reminded us that rental income is an opportunity for us, but also reminded the congregation that we are outspending income. She also reminded us of our efforts to secure additional funding, including, but not limited to, exploring the process and possibility of having the building be designated on the National Register of Historic Places.
- Jean also provided an overview of grants we have received to improve visibility of UBC, accessibility, marketing, increased short-term rentals, etc.
- We have partnered with more community groups, and our Rooted Good team has been active in finding ways to identify our passion, needs of community, and resources we have to address them. And how do we look at this from the vantage point of abundance.
- Flipping the focus from one from a deficit to one from a surplus. The Rooted Good team assessed our resources, and identified these three areas:
 - Looking for partners that would develop social enterprises at UBC:
 - Affordable and fresh food
 - Hub for immigration resources
 - Hub for the arts
 - Needs assessment in the event we don't stay in this space (i.e., what space do we need, which requires us to know more about option 1, above)
 - What happens to our ministry if we give up this space, and what is this space worth?
- If we are successful in being designated on the National Register of Historic Places, this opens the door to a lot more money (up to one million) and will require a commitment to stay in our current space for another ten years.
- We are also in the process of settling a new pastor (which could take up to at least another year).
- All of this leads to a proposal to remain in the current building for another at least five (5) years, and during that time we will gather the information we need to be able to obtain additional information to help us discern longer term options.

Pre-Discussion Proposal

Megan Gunnar Dahlberg proposed that we stay in the building for five years. Trish Donley seconded that motion.

Discussion

- Terri Wottrich asked if we are designated on the Federal Register, does that preclude us from selling the building for a period of time after the designation? Jean said it does not.

- Claire Mavity suggested we reduce the five-year commitment to three years.
- Carrie Lubke suggested we keep it at five-years because we risk losing tenants.
- Denise Roy reminded us that this is more a vote to defer a decision, as opposed to a vote to defer a process, so if circumstances require us to leave before five years, we should be able to do this.
- Consider adding “This commitment does not preclude the congregation from voting on the future of the building if circumstances require it to do so.” Congregation agreed.
- Laura Justin agrees with a five-year commitment with the understanding there is room for additional discussion.
- Violet Butler asked for clarification about whether the future plan is to explore merging with a church, or buying a new building? Jean responded by reminding us that the purpose of the proposal is to explore all of those questions and more.
- Howard Johnon reminded us that church growth needs to be part of the conversation.
- Trish Donley asked us to consider having a building use committee to monitor progress.
- Chris Follett reminded us that 90% of our pledges come from members who are 60 years old and above.
- Betty Shaw expressed concern of the impact of a new pastor if we decide to sell the building.
- Trish Donley asked what the consequence would be if we did not vote. Jean responded that practically, probably not much of a difference, because we still need people who can help us get answers to outstanding questions.
- Gayla Marty reminded us that throughout the church’s history, decisions have always been in response to changes in the society around us as this is something we should consider with this vote.

Post-Discussion Proposal

John proposed amending the proposal to read as follows:

“We will commit to remaining in the building for at least five more years to allow time to finish answering all of the building questions and obtaining all of the data needed to make an educated decision. This commitment does not preclude the congregation from voting on the future of the building if circumstances require it to do so.”

Megan Gunnar Dahlberg seconded the motion. Motion carried.

Adjournment: Meeting adjourned at 12:15 PM.

John Medeiros, Church Clerk

MEMBERSHIP REPORT

Active Members - 78

Inactive Members - 2

New Members - 6

Elwyn Alexander Fraser, Jr - joined by profession of faith

Lynnette Fraser - joined by profession of faith

Randall (Randy) Huyck - joined by transfer of letter

Ivan Beda - joined by profession of faith, then baptized

Peter Justin - joined by baptism

Karen Thomas - joined by profession of faith

Removed from Membership - 0

Jean Lubke, membership clerk

PASTOR'S REPORT

How does one summarize 25 years of ministry with this community that I love? How does one say goodbye? How do we imagine going on apart from each other? These questions linger in the back of my mind and have done so for the past several months. I am buoyed by the work we have done, the bold moves we have made, the ways we have been the hands, feet, heart and soul of Christ in this tumultuous season. I give thanks for each of you.

Here are some highlights from the year, which are probably going to be repeated in some way throughout this Annual Report.

Let's remember that long before the occupation of Minneapolis by masked federal troops, we celebrated our 175th anniversary as a congregation. We had people here from many eras of UBC's life over the first six months of the program year. We made the Rev. Dr. Nadean Bishop our Emeritus Pastor in July. We had a historic tour of our building with our preservationists from New History in September. We had a block party in October and an All Saints Day celebration complete with a meal and UBC alumni and our Alliance of Baptists sociologist friends who were documenting our work for racial justice.

We hosted the Shurden Lectures on October 21st. The topic was immigration and we welcomed close to one hundred people who were interested in both immigration activism and fighting Christian Nationalism. It was great to be in partnership with the Baptist Joint Committee on Religious Liberty.

We celebrated the lives of Ruby Rott (September 28) and Mel Roy (November 15). I had the honor of helping lead both services in memory of these fine and powerful former UBCers. I also had the honor of presiding or participating in the Memorial series for four members of the Sacred Harp community: Jeff Bell (June 21), Bill Waddington (March 27), Joel Setterholm (April 24), and Nancy Henderson (May 16)

And then Operation Metro Surge came to town, guns blazing, donning masks to hide their identity, racially profiling our neighbors and kidnapping some and killing at least two. UBCers took to the streets. We passed out whistles on our communion table. We trained ourselves to defend our neighbors and to keep vigilant for the next inevitable wave of brutality. We prayed together, strategized, organized, raised money, distributed aid, shared knowledge and had a new perspective on the Gospel messages we recite week after week. The word apocalyptic comes to mind. And yet, it was a time when we saw great solidarity, compassion, caring and a deepened sense of faith in God and in each other.

We welcomed thousands of solidarity clergy and activists to Minnesota. The UBC building became a hotbed of organizing and support during the occupation. We received gifts and letters of support from across the country. On Good Friday, we even helped organize a pilgrimage to sites of present-day crucifixion in Minneapolis that was attended by several hundred people.

I submitted an affidavit about our experiences and we were able to secure a temporary injunction (February 13) against the federal government to come into our building or grounds to conduct ICE raids without proper warrants. This injunction extends to all ABC and Alliance of Baptist churches.

As a result of the occupation, we have had to lock our doors for safety (especially for the school that meets in our building), since we know that federal troops often do not follow the law.

I had the opportunity to speak at a number of events about our experiences in Minneapolis. The ABCRGR, and the Alliance of Baptists were certainly chief among those who were eager to hear our stories, again offering support, prayer, and insight about how the experiences in Minneapolis might inform the solidarity work ahead.

In the midst of this we also dedicated two babies. August MacAulay Beier, and his parents Katie and Jacob, we dedicated on December 21st. On April 19th, Ignatius (Iggy) Hartman Waller was dedicated. Katie and Jim Hartman-Waller are his proud parents.

We had the final (?) season of the Roots Cellar. We hosted five concerts and continued to support musicians and their patrons in this unique and intimate setting.

We had several UBCers over to our home to help make maple syrup this past spring.

I represented UBC at the ABC Biennial in Omaha (July) the BPFNA's summer conference in Mexico City (July) and the Alliance of Baptists convocation and Thrive retreat in Chicago (April).

It has been my great honor to serve alongside the good people of UBC. As our worship theme says, we have certainly experienced faithfulness then and now. I look forward to hearing great things from the UBC community in the months and years ahead. You will always be in my heart.

Faithfully Submitted,

Doug Donley

UBC COUNCIL REPORT

Members: Jean Lubke, President; Denise Roy, treasurer; John Medeiros, Clerk; Margot Garmers Church Life; Karole Graham (and Kim Donley), Outreach; Doug Donley, Pastor

Participants: Patrick Mavity, Property Manager; Maura Dunst, Marketing / Communication Manager

Most of the work of the church occurs by small groups and individuals whose ministry work is reported in the following pages. The Council oversees church-wide projects.

Like last year, this year, the Council's main focus was on implementing and overseeing the actions identified in our three discernment process goal areas.

Refocusing People Power

- **Pastoral Transition** - Pastor Doug surprised many by his retirement announcement. We've spent the last several months planning a loving, memory-filled send-off for him appropriately honoring his 25 years of faithful ministry to UBC. The weekend of May 30 and 31 will be a heartfelt, tearful farewell.
- **A Search committee** of Diane Ehr, Elwyn Fraser, Megan Gunnar, Betsy Kerr, Steve Lee, Jonathan Lubke was elected in February. In April they, along with current president Jean Lubke, called Rev. Cody J. Sanders, Ph.D. to be the Interim Pastor while the search for our next "settled" pastor is called.
- **Membership Roster** - Maura Dunst and Jean Lubke have been working to update the membership roster and migrate the data to Servant Keeper, the same software that Chris Follett uses as Financial Secretary. The goal is to consolidate mailing lists into a single easily-updatable location.
- **Still to be Done:** Laity Task Force formed (to revamp the organizational structure); 15 new members (7 new members since May 2024)

Solving Building Issues

- **Investigate National Registry of Historic Places.** We received approval on our Property Evaluation by the state historical society and Society for Historic Preservation Offices. We applied for and received a second grant for \$7500 for New History, our wonderful historic preservationists, to write the final Nomination report. They have received the first round of feedback from the state agencies, and we're expecting to be able to submit the application to the National Park service for final consideration this summer.
- **Investigate alternative uses of our building.** We received a \$40K Palmer grant from the ABC Foundation for the purpose of investigating alternative uses of our building and finding ways to double our rental income. A team of 6 (Doug Donley, Zena Hamilton, Lutra Justin, Carrie Lubke, Jean Lubke, and Claire Mavity) spent most of the year going through a discernment process called Good Futures Accelerator, from Rooted Good, and creating a 3-prong proposal to find renters who will also help the needs of the local community and match the mission of UBC: providing fresh food, an arts hub, and an immigrant support center in Dinkytown. We also had multiple workdays cleaning up, cleaning out, patching, painting, and getting the spaces ready for potential renters. We were able to get new hanging microphones and an updated sound system for the sanctuary to better use the space of musical and theatrical events. Maura Dunst's advertising efforts (along with part of the Palmer and RGR grants) have helped get the word out about our spaces and short term rentals have increased significantly. We decided to not renew GAIA Democratic's lease beginning June

2026 to provide us with more opportunities to use and rent the space in ways that better aligns with the congregation's work.

- **Finance Architect's Report** - The final building assessment report came from our architects MacDonald and Mack in the fall. Overall they said, "the building is in good shape." They gave us a very detailed roadmap of large and small projects we can do to take care of our 100 year old building.
- **Capital projects** - We have been getting estimates and plans for two potential capital improvement projects - replacement of boiler system and building a canopy over the back door. Actions and timelines are yet to be determined.
- **Still to be Done:** Receive Market / Sales Analysis of property; Collect info on congregational building needs / wants; Determine Approximate Cost of Alternative Site

Opening Our Doors Within and Without

- **Branding** - Maura worked with a graphic artist and created our wonderful new logo and brand which we are using on signs, T-shirts, calendars, pens, stickers, and our new hymnal.
- **Advertising** - due to the Palmer grant, we are able to create multiple building signs, print advertising, and other public notices about our church and ministry as well as our space available to rent.
- **175th Anniversary** - This amazing committee, chaired by Gayla Marty, had 6 months of heart-warming, homecoming activities celebrating UBC, its history, and its future. The hallway is filled with historical information and a memoir publication will be coming out this year. (More details in the Congregational Life and Care report.)
- **New Inclusive Language Hymnal** - thanks to a \$16K grant from the Calvin Institute, a taskforce headed by Jean Lubke (Jan Curtis, Doug Donley, Trish Donley, Maura Dunst, Lynnette Fraser, Laura Justin, Betsy Kerr, David Lesniaski, Gayla Marty, Paula Moyer, Jim Pfau, Terri Wottrich) have with help from the congregation, evaluated all of the hymns in the blue hymnal and dozens of other hymns, edited them to meet our current criteria for inclusion (non-binary, non-atonement, non-monarchical, racially appropriate), obtained copyright permissions, digitized them, created multiple indices, and designed the covers. The plan is to have the final copy to the printers in August.
- **UBC / FCC Task Force** (Doug Donley, Chris Follett, Jean Lubke) continued to meet with the 4 members from FCC. We have very deliberate joint services in July with "All About Our Church" -style forums after two of the services. We decided to have joint services in the winter - the bell choir and congregation went to FCC in January and FCC came to UBC in February when we had a joint choir performance. We shared Holy Week services. We had a joint booth at the 2025 Pride Festival, and we will have a double-adjointing booth at the Pride Festival this year - with lots of new logo swag to hand out! We will again hold joint services in July, and look forward to many more opportunities for shared activities.
- **Still to be Done:** Contact MCC re: reparations. Visit Dakota Hocokatati; Held at least two joint events with Mother St. James; Completed Concrete Plan for Repair and Reparations.

In addition to managing the annual church budget and dealing with legal issues, the Council approved an update to the voting section of the congregational Bylaws redefining a quorum and permitting members participating via Zoom to be able to vote.

The energy, the participation, the activities, the progress made this year has been very exciting and motivating. I have been honored to serve with this dedicated, thoughtful, wise group of UBCers, and I look forward to seeing what comes next.

Jean Lubke, UBC Congregational President

PRESIDENT'S REPORT – A RETROSPECTIVE

In the fall of 1990, I received a call that changed my life. The call was from Dick Beamer, on behalf of the Nominating Committee, he was calling to say that the committee thought I would be a good next President for UBC's congregation. I was floored. I was 35, working full time, mother of two young boys, and just about to start my doctoral program. Leading UBC was way above my skill set, I thought. There were more PhD's at UBC than you could imagine. Two of my former teachers – Doug Roy and Roger Johnson – were there. Only two other women had served in this role – Betty Shaw and Caroline Fredrickson, and I would be taking the reins from Dr. Thor Kommedahl, world expert in plant pathology. I had to think about it for a while. But, finally, I stepped in believing that the committee had seen something in me that I hadn't seen. That decision led me to opportunities to develop leadership skills that I've used throughout my life.

Some of the highlights and lasting changes that occurred during my tenures

1st term – January 1991 – January 1994 (3 years)

- Hire Rev. Dr. Nadean Bishop, first out LGBTQ pastor in the American Baptist Churches
- Created the role of Worship Leader in the services
- Created the Mission Statement – still used today
- Created the current budget structure with detailed account codes
- Created the Wish lists – and purchased the handbells, New Century hymnals, and playground structure with some of the gift money
- Created the detailed Administrative Guidelines
- Created the small group ministry teams – Grace in Literature Women's Book group was one of those
- Added mid-year budget forums to the calendar
- Decided to move fiscal year to July 1 to June 30 with Annual Meetings in June from calendar year

2nd term – January 1997 – June 1997 (6 months)

- Asked to step in as co-President with Terri Wottrich when Wayne Studer moved out of state 6 months into his term
- Created Personnel Committee
- Wrote policy on Sexual Harassment
- In spring of 2001, Harriet Johnson called me on behalf of the Search Committee and asked if I would consider another term to help “train in the new guy.” After meeting Doug Donley, I figured we could work together, and I said “yes” to a 2 year term (which was then renewed five times!).

3rd term – July 2001 – June 2011 (10 years)

- Created new streamlined organizational, passion-based structure
- Obtained title to our building!
- Installed the elevator
- Moved from Mid-America region to Rochester-Genessee region of ABC to avoid homophobic discrimination
- Wrote our statement on Marriage

- Began annual personnel evaluations
- Had the first delegations to and from our sister church in Leon, Nicaragua
- Purchased the Petrof grand piano
- Coordinated the first three handbell concert tours

4th term – July 2019 – June 2020 (1 year)

- Began using Zoom and Facebook for meetings and services
- Began using Google drive folders for sharing meeting documents

5th term – July 2023 – June 2026 (3 years) = Total 17 ½ years

- Participated in discernment process – resulting in 3 main goal areas
- Applied for and received 6 grants totaling \$96,500
- Participated in Rooted Good building discernment process – resulting in 3 areas to focus building rentals
- Updated inclusive hymnal
- Created Child Protection policy
- Hired first Marketing / Communication Manager
- Began process toward acceptance on National Register
- Updated architect's building assessment

This amazing opportunity has been one of the most significant learning experiences in my life. I have been honored to serve UBC and am excited to see what the next several years will bring – and who will be the next leaders to be tapped on the shoulder to serve.

Faithfully yours,

Jean Lubke, UBC President

CHURCH LIFE CO-COORDINATORS' REPORT

Introduction

I continue to be amazed by the vibrant range of activities happening in the church life of UBC. The following report outlines what has occurred over the past year. My sincere thanks to, and gratitude for, ALL of the people that have made everything happen. Many people submitted portions of this report for their areas. Thank you to all of them for their contributions. Because there is so much going on, I am certain that I have overlooked something important. My apologies if I have.

Submitted by Margot Garmers- Church Life Coordinator

New Members Orientation

By May 24, we will have welcomed six new members into our congregation:

Randy Huyck, Ivan Beda, Elwyn Fraser, Lynnette Fraser, Peter Justin, and Karen Thomas.

As I have mentioned to the worship team, the decision to place membership in a church is often a highly intentional decision in 21st-century America. While some people are just ready and can't wait, others need more time to know if a congregation is a good fit in all regards.

Therefore, for every person who places membership, there will be at least one member who has met with me and then asked to think it over. They may wait a year or longer to contact me again and state that they are ready to join.

I have learned to have a high regard for this process. I am grateful to everyone I have met with for teaching me how to best support their quest for a faith community.

Submitted by Paula Moyer-New Member Orientation

Community

I am so grateful & appreciative of everyone who coordinates the varied and growing list of community activities available at UBC. Below is a list of groups and their coordinators. My apologies if I have missed anyone:

Group	Coordinator	Group	Coordinator
Racial Justice	Denise Roy	Handcraft Group	Chris Follett
Bible Study	Diane Ehr	Memoir Writing	Trish Donley
Book Group	Chris Follett	175 th Anniversary Committee	Gayla Marty
Card Club	Jean Lubke	Share the Care	OPEN
Caregivers' Support	Chris Follett	Spanish Conversation	Deidre Druk
Coffee Hour	Betty Shaw	THRIVE	Denise Roy
Forums	Gayla Marty	Historical Records	Gayla Marty

Submitted by Margot Garmers-Church Life Coordinator

The **Grace in Contemporary Literature by Women Book Group** met monthly via Zoom except for May, when we met at Kim Donley's for dessert. The group reads books by women authors (memoirs or novels) selected by participants. Chris Follett is the coordinator.

UBC/FCC Evening Handcraft Group The group (formerly Knitting Group) met monthly in individual homes and includes members from First Congregational church. Chris Follett is the coordinator.

Caregivers Support Group UBCers and friends met monthly via Zoom to get support. Jean Lubke handed over the coordinator reins to Chris Follett in January.

Newsletter In April, the UBC newsletter got a new look using Canva software. The newsletter is published on the first of the month, averages 15-20 pages and is chock-full of events past and future, along with photos and stories from UBC history. Chris Follett is the editor.

Coffee time has a very dedicated group of contributors. Special mention should go to the children of the church who have provided beautiful spreads of cookies and treats at various times throughout the year. Special thanks to everyone who signs up to provide refreshments during such an important time of fellowship. Huge thanks to Betty Shaw for continuing to coordinate Coffee Time.

Several **Potlucks & Special Events** were held over the year. The fall welcome back potluck September 7th, UBC Block Party hosted by the 175th Anniversary Committee October 12th, All Saint's Day Party November 2nd, Christmas sanctuary decorating party December 21st, Palm Sunday brunch March 29th. The annual-meeting potluck will be held in the sanctuary on June 7th. Special thanks to everyone who brings food to share or helps with set-up & clean-up for these events.

The now annual children's **Easter egg hunt & Pancake Breakfast** was held on a chilly spring Saturday March 28th. The children and adults fueled up on sausage & pancakes with Donley maple syrup and then ventured outside for the hunt. The kids found all but 1 of 96 hidden eggs. Thanks to Doug Donley & Betty Shaw for all of their help.

Worship Planning Team

Team members: Pastor Doug Donley, Deidre Druk, music director David Lesniaski, Jean Lubke, Gayla Marty, Karole Graham, Violet Butler, Betsy Kerr, Paula Moyer, and off site contributor Robbie Steele.

This was Violet Butler's first year as worship committee chair. They want to extend their endless gratitude for the many committee members for helping them adjust to their new role.

At the team planning retreat on August 21, 2025, we chose the theme "Faithfulness Then and Now" to reflect on our 175th Anniversary and think about what faithfulness means to us as a congregation both now in 2025-2026 and when we were founded as a congregation. We wanted to recenter what the root of our faith was in such troubling times in the world around us.

A focus of this year's worship planning team was the flow of worship. We want to ensure that our services flow without awkward pauses or obstructions, especially when we have guest speakers at forum or other after service activities. After lots of discussion, we updated announcements to be focused only on ones not already contained in the bulletin and limited the greeting in many languages to only be written at the top of the bulletin.

Joint services with FCC will be this summer at FCC on July 5 and 12. Joint services will be held here at UBC on July 19 and 26.

Led by Jean, the Hymnal Team has done the hard work this year of updating our beloved blue hymnal. This included the commission of a brand new hymn by Elwyn Fraser. The project will continue into the summer and will soon be in print.

In order to increase audio quality, we installed new microphones in the sanctuary. With the help of Karole, Robbie, and Jean we also created new banners for the sanctuary.

Christmas Eve services were festive and packed this year. Thank you to David for focusing our music on faith, advent, and the coming of Jesus. Our Easter services were wonderful and joyous, including the baptism of Peter Justin and Ivan Beda. We inducted new members this year, including Erik and Ivan Beda, Elwyn and Lynnette Fraser, Karen Thomas, and Peter Justin.

In January, we learned of Doug's retirement this year. The Worship Planning Team wishes Doug the best in his retirement. We are grateful for his work in this congregation for the past 25 years. We are also happy to greet Cody J. Sanders as our interim pastor during this transition period.

Thanks to our usher team, Chris Follett (coordinator), Trish Donley, John Medeiros, Gene Velasco, Terri Wottrich and new ushers Joel Delikowski and Robbie Steele.

Thank you to the many worship leaders that keep our services running, including Megan Dahlberg, Deidre Druk, Jonathan Lubke, Carrie Lubke, Jean Lubke, Violet Butler, Gayla Marty, Paula Moyer, John Medeiros, Betty Shaw, and others that, at the time of writing, I may have forgotten. The voices of our worship leaders make our services special. Thank you to Megan Dahlberg for coordinating the schedule.

Thank you to Terri Wottrich for providing our communion elements.

Thanks, finally, to music director David Lesniaski, the UBC Chorale and soloists, and the Carillon Bell Choir for their dedication and artistry as they lead us in music. More information appears in the reports that follow.

Submitted by Violet Butler-Worship Planning Team Leader

Music Director Report

This was a busy and very fruitful year for the choir and the music program generally. Here are some highlights.

In October, we honored LGBTQ History Month by featuring choral music composed by members of the LGBTQ community.

In December the choir led the Christmas Eve Prelude program, featuring Advent music and music leading to Christmas (which of course we celebrated during the service). I chose this Advent focus since Advent is a season that tends to be overlooked or considered merely as a path to Christmas rather than as a season in its own right.

On a cold January night we used part of our Wednesday rehearsal to go outside and participate in a city-wide “neighborhood sing” where people were encouraged to go out in their neighborhoods, gather together, and sing songs of resistance. Despite the weather, some passers-by joined us and others listened in.

In February, all organ selections were by Black composers, and in March, all were by women composers, a practice I carried over from the past few years.

Also in February we again participated in Night Songs, hosted by University Lutheran Church of Hope. Our choir performed Kim Donley’s “Stars” and Elwyn Fraser sang his “Stars Within” to a pre-recorded background (a first for Night Songs).

In April, several members of the choir joined with our bells, the bells and instrumentalists from The Grove Methodist in Woodbury, and singers from First Congregational Church for bell concerts at UBC and at Grove over two weekends.

In May we premiered new hymns that will be in our updated blue hymnal: Elwyn Fraser’s “And for you and for me” and Kim Donley’s “Onward Justice Seekers.” We also performed Kim’s composition “We Shall Overcome.” I tuned and adjusted the harpsichord for use in one of our May choir anthems.

Last year, in order to diversify our choral music collection, I applied for and received a grant from the U of M for a “mini-project” where I asked a student to research and find reasonable sources for acquiring world music suitable for SATB choir and choral music by African-American composers. I will continue to look over his work this year and place orders for music we can perform over next year (and beyond).

I am grateful for the many choir members who have managed to attend rehearsal week after week and give their all during rehearsal and Sunday services. The following list includes all who sang with us for at least part of the choir season. It does not include various soloists or others who were able to join us occasionally.

Chorale members

Soprano	Alto	Tenor	Bass
Lauren Thrift (soloist)	Lynnette Fraser (soloist)	Trevor Lemon-Todd (soloist, fall)	Elwyn Fraser (soloist)
Karole Graham	Deidre Druk	Damon Allen (soloist, spring)	Doug Donley
Betsy Kerr	Megan Gunnar	Violet Butler	Jonathan Lubke
Jean Lubke	Denise Roy	Ty Wottrich	
Claire Mavity			

The organ continues to be in relatively good shape, but see the following paragraph. We again had the instrument tuned and maintained by Russel Drager & Co.

There is a small amount of money remaining from the organ project of several years ago. I would like to use this for a repair next year that is not part of the regular annual budget. There is slippage in the coupler from the upper to lower manual; Drager diagnosed the issue this year but it is a significant repair that ought to be done; there should be enough funds left in the organ project fund to accommodate this.

The lounge piano and the Petrof piano have been tuned every few months, as needed, and the Petrof had some minor adjustments made in the action (the dampers were not always returning to fully damp the

strings when the key was let up, and, for a few notes, the UC pedal would cause the adjacent note to sound). For the shape it's in, it's in good shape. However, according to the former tuner, eventually the instrument will need major work. The soundboard has 5 cracks (though at present they do not substantially affect the sound) and that will necessitate a new soundboard (as well as a new set of strings) to the tune of ca. \$8,000 at some point in the future. This is not an immediate need, though, but perhaps something to be aware of for several years in the future. Since we are having more groups rent or use the sanctuary this year that need use of the piano, we need to have the Petrof tuned more frequently than in the past; I have budgeted for 5 rather than the usual 3 tunings next year.

Both instruments are challenged by the highly variable climate conditions in the sanctuary, where the temperatures can range from about 55 during the week in midwinter to the mid-80s in the summer, and the humidity can go from around 20% up to 80% depending on the season. During the winter, certain organ stops were not playable because of the warping of certain wood parts in the organ due to the extremely low humidity (20%) in the sanctuary. Anything lower than 30% relative humidity is likely to cause this condition, so this is something that needs to be addressed long-term.

Submitted by David Lesniaski, Music Director

UBC Handbell Choir Report

We played a lot of new-to-us music thanks to the gift of the bell music library of First Baptist St. Paul and an unknown church in Wisconsin who was ending their bell program. We were also blessed with two new arrangements by Kim Donley; this year there were "For All the Saints," which we played for the 175th anniversary All Saints service (with Allen McCormack and Jan Curtis, the ones who started the bell choir, in attendance); and "Somewhere Over the Rainbow," written in memory of our dear friend and ringer Laurie Brazman, played for the anniversary of her passing.

We took the bells on a short road trip in January to our friends at First Congregational for the first series of joint services in the winter. (They came to UBC in February and we did a joint vocal choir piece.)

Our year was mostly spent preparing for our second series of joint concerts with Steeple Bells from The Grove UMC in Woodbury. This year in addition to the two bell choirs, we stepped it up and added a choir, piano, flute, oboe, and clarinet. The 1st concert at UBC was poorly attended, but well-received, and thankfully livestreamed so family across the country and Nicaragua could watch. The concert at the Grove was standing-room only in their small historic chapel. We raised the roof with our music and earned nearly \$1000 toward our 2027 concert tour.

We spent our year with our usual ringers until Carrie Lubke broke her leg two weeks before the April concerts and thankfully Rochelle Milbrath, Rachel Henzen, and Liz Weinfurter stepped in to play her bells for the remainder of the season.

When we called Walker Senior Center to see if they would want us to provide another concert in May 2026, they enthusiastically responded "Yes, especially if you also do a concert in December 2025!" So, we did two concerts this year at Walker with Harriet Johnson as our audience recruiter! – and another concert in May at Kathleen Tice's Lyngblomsten Care Center.

We have contracted with Witte Travel to organize and manage our June/July 2027 concert tour to Finland, Estonia, and Latvia. We will be joined by the Parnu Estonia Bell Choir! There's still room, if you'd like to join us!

I continue to be impressed by and very thankful for the dedicated, flexible, hard-working ringing team!

Thanks to regular ringers: Doug Donley, Deidre Druk, Jill Easton, Margot Garmers, Karole Graham, Quinn Jatzo, Betsy Kerr, Carrie Lubke, Jonathan Lubke, Lauren Thrift, Gene Velasco, and Janella Wendorf; and substitutes Rachel Henzen, Rochelle Milbrath, and Liz Weinfurter.

Looking ahead to another great year of world adventures in music-making together! But we will miss our enthusiastic bass ringer Doug.

Submitted by Jean Lubke, Director of Handbell Choirs

Roots Cellar

The Roots Cellar celebrated its 12th season with six concerts planned with one cancelled due to weather.

September 13th Sadie Gustafson-Zook

October 12th (Sunday at 6pm) Jaspar Lepak

November 8th Rachael Kilgour

February 22nd (Sunday) Katie Dahl/Hope Dunbar/Rj Cowdery

March 14th Root River Jam – Cancelled due to weather.

April 11th Crys Matthews

Thanks to everyone involved in making these special events happen including, but not limited to, set up/take down and running sound, concessions, publicity, working the door, booking and any other tasks as needed. We're looking for someone to take over coordinating this passion-led project into the future.

Education

Nursery and Sunday School

The nursery kids this year were Elyas Fraser, Finn Loch, Otto Lubke, and Leo Dunst. They were cared for by Trinity Barnes, Sami Klinke, Anna Klatt, Charlie Mohnsenian, Jezmyn Rindahl, Isaac Hsu, and Lily Danke.

The nursery crew began having bible stories and song "circle time" this year. These short lessons were taught by Elwyn Fraser, Deidre Druk, Gayla Marty, Violet Butler and Megan Dahlberg.

Andrew and Peter Justin also spent time in the nursery between church and their Sunday school class. This year with Megan Dahlberg they learned about Hebrew Testament history, spending time studying King David, his psalms, his selection by Samuel, his rise and fall and repentance, his grandmother Ruth, and why Mary and Joseph went to Bethlehem. After all this study in the fall we had a contest with their parents. It was rather embarrassing how well the kids did. Gayla Marty also spent time with Peter and Andrew telling stories about what led up to Palm Sunday and Betty Shaw spent several weeks this Spring talking with them about the Baptist tradition and what it means.

Submitted by Megan Gunnar Dahlberg-Sunday School Coordinator

Much gratitude to Amanda Donley for her years of service as the Nursery Staffing Coordinator.

Adult Forums and Adult Education

Forums were held during the education hour, 11:45–12:45, and were well attended. Many were available by Zoom, too. This year featured many forums related to our history for our 175th anniversary and forums related to updating our Blue Hymnal, a grant-supported project.

- September 14—Brainstorm about fund-raising for UBC (John Medeiros, facilitating)
- September 21—Picturing the Past: An Illustrated History of UBC (Kristin Anderson, professor)
- September 28—Hymnody 101 (Pastor Doug and David Lesniaski)
- October 5—Hymn Sing / Evaluation of Blue Hymnal (Jean Lubke)
- October 12—Block party! Open doors to our neighborhood!
- October 19—Sermon talk-back (Mikah Meyer, outdoor activist)
- October 26—HIV + Homelessness 101 (Tom Page, Clare Housing)
- November 2—All Saints potluck lunch, fellowship, and Mark Twain (Jim Ketcham)
- November 9—InCity Farm in Minnesota (Rev. Richard Coleman and Norman Harrington)
- November 16—Building tour (Shannon Storey and Lauren Anderson, New History)
- November 23—Talking about books
- November 30—No forum (Thanksgiving weekend)
- December 7—Planned giving with UBC in mind (Susan Hall, American Baptist Foundation)
- December 14—Carol singing from the blue hymnal (Jean Lubke)
- December 21—Sanctuary decorating party
- December 28—No forum
- January 4—Sanctuary party/take down the greens
- January 11—Conversation following Pastor's retirement announcement (Pastor Doug and president Jean Lubke)
- January 18—Telling our UBC story (joint forum with First Congregational Church)
- January 25—Mid-year budget review (Denise Roy)
- February 1—Time for sharing what's on our hearts now federal occupation and deaths of the past month (Anne Supplee, facilitating)
- February 8—No forum
- February 15—All About First Congregational Church of Minnesota
- February 22—Mission Possible: Design Thinking for Social Change (Rooted Good team)
- March 1—A sabbatical in Portugal (John Medeiros)
- March 8—Women's History Month: ReImagining (Pastor emeritus Nadean Bishop and Pamela Carter Joern)
- March 15—Cancelled due to snowstorm
- March 22—The calling of Pastor Doug Donley (Paula Moyer)
- March 29—No forum (Palm Sunday brunch)
- April 5—No forum (Easter)
- April 12—Spanish Class Goes to Spain (Deidre Druk)
- April 19—Sixty Years at UBC (Don Follett)
- April 26—The Singing Resistance (C. Borchardt, guest)
- May 3—Report from Chicago: annual gatherings of the Alliance of Baptists and THRIVE cohort

(Pastor Doug, Denise Roy, Gayla Marty)
May 10—Discussion on building issues (Jean Lubke)
May 17—Congregational meeting
May 24—No forum (Memorial Day weekend)
May 31—Reception farewell for Pastor Doug & Kim

Submitted by Gayla Marty-Forum Coordinator

Two small groups continue to meet regularly for **Bible Study**. The Saturday Bible Study meets the first and third Saturdays of the month on Zoom. The Sunday group meets weekly in the Char Follett library after coffee hour. Both groups break for the summer and resume in September. Many thanks to Diane Ehr for coordinating.

Report Compiled & Submitted by Margot Garmers – Church Life Coordinator

175TH ANNIVERSARY COMMITTEE

Three signature events

UBC's grounds and sanctuary were decked out in banners, flags, and balloons on Sunday, July 13, marking the Founding Day and 175th anniversary of our congregation as the First Baptist Church of St. Anthony Falls. In the second joint service of the summer with First Congregational Church (FCC, founded a year after UBC), the pews were filled with about 70 people, including former members and friends. The service evoked the year 1850 through music and stories. Kim Donley selected music that would have been sung at that time, including "Jordan" from *The Sacred Harp* by an able pick-up choir. Rev. Bill Englund, pastor of our mother church, First Baptist Church of St. Paul, reflected on the history of our relationship from the beginning. President Jean Lubke read proclamations from the American Baptist Historical Society, the ABC-USA Rochester-Genessee Region, and the City of Minneapolis declaring July 13 University Baptist Church Day in the city. A contemporary text featured "Voices of 1850": Ojibwe historian William Warren (Elwyn Fraser), Little Crow (Jonathan Lubke), Frederick Douglass (Howard Johnson), Harriet Tubman (Laura Justin), Alexander Ramsey (Ty Wottrich), 116 Baptist pastors from New England (Don Follett), the *Minnesota Pioneer* newspaper (Paula Moyer), and our first clerk's record of founding meeting (John Medeiros). Pastor Jane McBride gave a land acknowledgment and Pastor Doug preached on "175 Years—What Have We Learned?" A highlight of the service was hearing the voice of former pastor Rev. Dr. Nadean Bishop reading scripture. She was also honored with the title Pastor Emerita in recognition of her pathbreaking role as the first openly lesbian pastor called to a Baptist church in the United States and her work for peace and justice during her tenure of 1992 to 2000. We were happy to attract the attention of KSTP TV, whose reporter interviewed Pastor Doug and President Jean outside the church before the service and gave us excellent coverage in the evening news at 5:30 and 9pm. A historical display and photos were set up in the hallway. The service was followed by an ice cream social on the lawn, where lots of folks lingered and visited in the shade of the portico, trees, and tent. Thanks to Margie Garmers and Terri Wottrich for organizing the ice cream social.

The second signature event was our first UBC Block Party in memory, held on Sunday, October 12, the University's Homecoming weekend, from 12 to 6 p.m. Designed to connect with the neighborhood on our doorstep, it featured live music on the lawn, in the sanctuary, and in the Adele Fadden Assembly Room. Events opened with drumming by the Hand Drum Dance group out front. Kids of all ages lined up for the bouncy house on the corner, and two food trucks served lunch on a blocked-off portion of 13th Avenue. A Trans Artist Market organized by Myrtle Lemon-Todd sold crafts and other wares under tents on the boulevard and at tables in the Assembly Room. Volunteers staffed the kitchen, turning an abundance of desserts into plates of beautiful cookies and bars, free to all, served under the portico. Raintrops appeared late and the final acts moved indoors. While we didn't have the neighborhood traffic and attendance we had hoped—maybe dampened by cool, windy weather and the calm after Homecoming the day before—UBC volunteers, friends, musicians, and vendors enjoyed the day together. It was a great learning and community-building experience, and it gave the neighborhood a great representation of UBC—as our 175th anniversary tag line described it, "Hearts wide open for 175 years!" A huge thank-you to committee member Elwyn Fraser and cochair Claire Mavity!

Our third signature anniversary event was All Saints Sunday, November 2. This annual UBC tradition led by bell banners bearing the names of our great cloud of witnesses included naming our 10 founders and many others who contributed to our survival and life as a congregation. Former members attending included Randy Huyck, son of former pastor Ken Huyck, from Northfield; former interim pastor Jim Ketcham and

his wife, Jan Curtis, from Troy, NY; former congregational president Dave McAllister from Palm Springs, CA; and, from Indiana, Allen McCormack, who brought the bell-banner idea to UBC. After worship, we enjoyed an extended potluck dinner in the Adele Fadden Assembly Room, followed by reflections from the 1800s on politics, religion, and being human by Mark Twain historian and channeler Jim Ketcham.

Forums

On September 21, “Picturing the Past: An Illustrated Presentation” opened up the history of our locations (at least six) and buildings in southeast Minneapolis, under three names (Olivet Baptist between St. Anthony’s merge with Minneapolis in the 1870s and the congregation’s move to University Avenue in 1921). Augsburg art professor emeritus Kristin Anderson, an expert on church building history, gave a fascinating talk accompanied by photos and maps.

On November 16, a guided tour of our current building was led by architectural historians Lauren Anderson and Shannon Smith, who are working on our application to the National Registry of Historic Places. The cornerstone was laid in 1921 and the sanctuary completed in 1927, an eclectic blend of architectural styles, predominantly Late Gothic Revival.

In joint forums with FCC on January 18 and February 15, we took turns sharing the stories of our respective histories with each other, as FCC begins the observance of its own 175th anniversary.

On March 8, Rev. Nadean Bishop, our pastor 1992–2000, was featured in an International Women’s Day forum, “Remembering ReImagining,” in conversation with author and 1980s seminary intern Pamela Carter Joern. They talked about Nadean’s pathbreaking leadership and about their work on the ReImagining conference in the Twin Cities in 1993 marking the World Council of Churches Ecumenical Decade of Churches in Solidarity with Women.

On April 12, “Sixty Years at UBC” featured Don Follett, interviewed about his memories of the U and its communities through the years, including his years as editor of the newsletter.

Other anniversary activities

Several members spent time at the Minnesota History Center with our 19 boxes of UBC archives. The early records are notoriously difficult to read due to the 19th century handwritten script. A huge thanks to Betsy Kerr for spotting minutes recording the congregation’s vote in September 1865 to allow use of its space on Second Street S.E. by a Black group and invite them to services. Among our founders, we discovered that Charles Stearnes published a monograph case for abolition, and the Stearnes family, which cofounded First Baptist in St. Paul in 1849, later moved to St. Cloud, where Stearns County became a namesake. We have so many more leads to follow and a lot more to learn.

Throughout the year, newsletter editor Chris Follett included monthly features about our history. We’ve also added the original name of St. Anthony Falls to our banner head: Owámniyomni.

Marketing manager Maura Dunst created a display table in the hallway to the lounge that includes key photographs and documents. Then Terri Wottrich, Trish Donley, and Maura created amazing timeline panels in the hallway, too.

Our new UBC graphic identity created by Maura dovetailed with our 175th celebration and was put to great use in invitations, banners outside with our anniversary tag line “Hearts wide open for 175 years!” and more.

On the Tuesday evening before Thanksgiving, a group of UBCers joined with other congregations for a wópila dinner at All Nations Indian Church, honoring our ties past, present, and, we pray, into the future.

On January 10, our first volunteer workday of the year, Chris Follett discovered a box labeled “UBC artifacts” in the old organ pipe chamber. We have only begun researching the origins of this box of fossils and bones that date to activities in the 1920s, when our congregation joined the resistance against a major effort to ban the teaching of evolution.

Work that continues

As we come to the close of this program year, our work is not done. Chris Follett is the lead on two publication projects. One is a historical account focusing on our last 50 years, a sequel to the histories written in 1950 and 1975. The second is a collection of memoir essays about UBC, written by many current and former members. We aim to complete both these projects in 2026. Then we will move on to the work of organizing our archives still at UBC and sending boxes to the Minnesota History Center to be catalogued and join our 19 boxes already there.

The years surrounding our church origins were a watershed, when fateful, flawed treaties with the Indigenous people of Mni Sota Mkoce led directly to what is called the Dakota War, fought concurrently with the U.S. Civil War. We are still living with the long tail of those painful events. They provide perspective on the terror of this year when federally sanctioned agents terrorized our streets targeting immigrant neighbors and people of color. As our friends at First Congregational Church of Minnesota observe their own 175th anniversary in 2026, we are bound to keep learning. FCC and UBC have been kindred spirits for a very long time and are still engaged in social justice for our times, a hallmark since our origins. Almost every aspect of our work for justice and peace, including stewardship of our venerable building, is informed by God’s continuing revelation.

Acknowledgments

Many thanks to my amazing and steadfast fellow UBC 175th Anniversary Committee members: Chris Follett, Don Follett, Elwyn Fraser, Harriet Johnson, Howard Johnson, Betty Shaw, Terri Wottrich, and (adjunct) Sue Wester. I am grateful to them for their dedication, vision, creativity, and enthusiasm for observing and preserving UBC history. The wisdom of elders, in particular, has inspired me personally and blessed us all.

The committee, in turn, is grateful to the Church Council and to anonymous donors for our budget. Thank you to marketing manager Maura Dunst, who joined us early in our work and brought expertise that allowed us to seize this opportunity to learn and to tell our story as widely as we can. Of course, when we began, we did not know that this anniversary year would be our last with Pastor Doug at our side, helping us make more history. What a blessing to walk it with him.

Gayla Marty, committee chair
May 17, 2026

OUTREACH REPORT

We had a great year doing Outreach to the Community, and the people of UBC have been incredibly generous regarding our special mission offerings.

UBC shared a booth with First Congregational Church at the Twin City Pride Festival last June. Thank you to all the volunteers who made that happen! We are going to have our own booth this June and hope that many of you will volunteer your time there to share our mission with our LGBTQIA+ neighbors.

Many members of our church were active in community marches and protests during the ICE occupation this Winter, and provided support to their neighbors, coworkers, etc., who were targeted (neighborhood watches, providing whistles, attending training, etc.). THANK YOU for your witness of love and caring for our city.

UBC was a hub for organizing groups that provided training and community response.

UBC has continued to be a part of the Solidarity Circle, which includes SE churches seeking to support our immigrant neighbors in need.

Ongoing Outreach opportunities include Every Meal and Meals on Wheels. Loaves and Fishes has been on pause, as you will see in Steve Lee's report below.

Every Meal

We delivered bags with weekend meals to families of children at Marcy Arts Magnet Elementary School on the second Friday of each month. Thank you to Kim Donley, Chris Follett, Margie Garmers, Terri Wottrich, Karole Graham, Leona Juergens, and Denise Roy, who together delivered sixty-plus bags into the children's backpacks each visit.

-Denise Roy

Meals on Wheels

UBC continues to deliver meals for Eastside Meals on Wheels in the southeast Minneapolis area, 4 days a month. Betsy Kerr, Megan Gunnar Dahlberg, Nancy Myers, Gene Velasco, plus myself are regular drivers with Violet Butler and Trish Donley assisting with delivery. Zena Hamilton has volunteered to be part of the team in the future. It takes 1-2 hours for delivery after meals are picked up at a location near the church, and a volunteer delivers once a month. As we know, Nancy was not able to deliver for many months this past year, but she has recovered and is back in rotation!

Eastside MOWs could use more volunteers. If more would like to join our team, you're welcome, and we can increase our commitment to a full week (5 days). It is good to have one or two more volunteers than delivery days to provide coverage for vacations and illness.

-Marie LaFrance

Loaves and Fishes

We last served Loaves & Fishes on August 25, 2025, at Peace House. We served about 360 meals that day. About a month later, Loaves & Fishes stopped serving meals at Peace House due to safety concerns there. At the time, they said they were searching for a new site in the neighborhood. Soon after that, the volunteer coordinator, our primary contact, left the organization. At this point, they have not started a new site in the neighborhood. I have not found an opening at another site that fits our previous schedule, but I am open to that if I find one.

-Steve Lee

Special Mission Offerings

We have continued our bi-monthly mission giving during the year. Below, please see the totals we collected and how the money was disbursed.

July/August, 2025 - SE Ministries	Total: \$933.00
Partnership Resources	\$233.25
SE Seniors	\$233.25
Solidarity Circle (into our acct)	\$233.25
Every Meal	\$233.25

September/October - Nicaraguan Ministries and Tai Shigaki Travel fund

	Total: \$2320.33
Shigaki Travel Fund	\$683
AMOS	\$500
Scholarships to Leon School	\$1137.33

November/December - Justice Organizations

	Total: \$5583 [1043 collected; 4540 overage from previous yrs]
Keystone Comm Services	\$1200
CLUES	\$1200
Center for Victims of Torture	\$795
Simpson Housing	\$796
Beacon Housing	\$796
Peace House	\$796

January/February, 2026 - ABC funds	Total: \$2593
One Great Hour of Sharing	\$1000
Retired Ministers and Missionaries	\$531
World Mission Offering	\$531
America for Christ	\$531

March/April - Childhood Health and Hunger

	Total: \$1293
Every Meal	\$200
Minneapolis Crisis Nursery	\$218
Northside Achievement Zone	\$218
Youthlink	\$218
Avenues for Youth	\$218
Indian Food Shelf	\$221

May/June - Marginalized Communities

Total: \$583 (to date)

Thank you to everyone who has supported our Outreach endeavors, whether through volunteering, donations, or other forms of support. A big thank you to Howard Johnson for his ongoing assistance in choosing mission partners and for his support of Outreach!

- *Kim Donley and Karole Graham, co-coordinators*

MARKETING AND COMMUNICATIONS REPORT

It's been a busy year at UBC! Gathering the content for this report has been a wonderful reminder of the work we've done together over the past year. I've been steadily chipping away at implementing our updated branding, increasing our visibility, and advertising all of the great things UBC has to offer.

Updates

One of my first tasks upon arriving at UBC was to update our branding, with a new logo, color palette, fonts, and slogan. Those changes then informed branding updates across the board over the past year, including:

- **Website** - Logo, font, and color updates
- **Brochures** - New general UBC brochures as well as wedding brochures
- **Outside sign** - New sign outside the Sanctuary entrance
- **Feather flags** - Two new feather flags to put around the perimeter of the property, one of which decided it was time to move on to greener pastures during a wind storm
- **Photography** - New headshots of staff, a group shot on the outside steps, and new building images
- **Bulletin board materials** - Applied branding to flyers and other materials on the bulletin boards
- **Newsletter** - Updated newsletter branding and format
- **A-frames** - Two new a-frame signs, one for UBC and one for the Roots Cellar
- **Letterhead**
- **Business cards**

I can't take credit for all of the work behind these changes, though: Trista was involved in the website updates, photography, bulletin board, newsletter, and letterhead projects.

Grant Applications

I project managed three grant applications on behalf of the Roots Cellar: an Metropolitan Regional Arts Council grant (from which we were disqualified for not having individual IRS tax-exempt status); an Arts Midwest grant, which was unsuccessful; and an Minnesota State Arts Board grant that will be determined in late 2026.

Merch

We have lots of new UBC merch. New items include: t-shirts, 2026 wall calendars, small stickers, bumper stickers, and pens.

175th Anniversary

We celebrated UBC's 175th anniversary in style! I contributed in the following ways:

- **Banner** - On the railing outside, celebrating the 175th
- **Flag** - With 175th logo that hung on the tent all summer
- **Bookmarks** - With events and more info
- **Invitations** - Cards inviting members and friends to 175th-related celebrations
- **Give to the Max Day** - Fundraiser to celebrate 175 years of UBC
- **Historical timeline posters** - Large posters in hallway listing UBC timeline from 1850-2025

Digital Presence

Updating and improving our digital presence is an ongoing project. I continue to work on the website, post more and get increased engagement on social media, make sure SEO is calibrated to point people towards our website, and initiate Google Ad Grants activity. Google Ad Grants gives nonprofits free advertising through promoted search results on Google searches. We currently have two campaigns running, one for UBC generally and one for our rental spaces specifically. This is a new endeavor; check back next year for results and updates!

Advertising

I've been doing my best to put our advertising budget to good use. This has been enhanced by grant funding, resulting in a pretty robust advertising year.

- **Billboard** - We ran a four-week billboard placement on Cedar Ave in Minneapolis in September 2025
- **Lavender Magazine**
 - Quarter-page ad in 2025 weddings issue
 - Direct email to subscribers
 - Sponsorship of 2026 Pride issue (more details below under Outreach)
- **MN Orchestra** - Half-page ad in June *Showcase* program
- **Guthrie** - Half-page ad in *Come From Away* program starting in June
- **TPT** - Half-page ad in June *Member Magazine*; :15 second ads on live broadcast starting June 15
- **MPR News** - :15 second ads airing on MPR News during “drivetime” during the first week of June and on Your Classical the third week of June

Rental Space

One of the main advertising pushes I've been working on in 2026 is getting the word out about our rental spaces. This started with a free ad on the Springboard for the Arts website, which generated several new renters. I also put rental info in the Friday Epistle (an email that goes to Twin Cities-area church staff members), advertised on Craigslist, and ran a Meta ad on Facebook and Instagram.

In addition, I've been working with the Rooted Good team on vision for building use as well as exploring options for finding the right renters for UBC. To that end, I've met with two commercial realtors and inquired about where other non-profits look for rental space. I also communicated with Council Member Robin Wonsley's office about what the neighborhood needs, which resulted in a very informative exchange that will hopefully bear fruit in the next fiscal year.

Outreach

Getting the word out about UBC is an ongoing effort! So far, it has included:

- Delivering flyers to UMN dorms and Dinkytown businesses
- A booth at the *MN Daily* Housing and Lifestyle Fair
- *Lavender* e-blast in November 2025
- Getting Doug an interview in *Lavender* 2026 Pride issue
- Sponsoring the *Lavender* 2026 Pride issue, which includes:
 - A table at the *Lavender* Summer of Pride Kick-off Party on May 28th at the Ordway
 - Full-page ad in the 2026 Pride issue
 - Digital ad on *Lavender* website

- UBC logo on the cover of the Pride issue

Other Duties as Assigned

In addition to my general job duties, I have also assisted with volunteers with several projects. These include:

- Servant Keeper - Cleaning membership data spreadsheets and uploading to Servant Keeper
- Memoirs Publication - Organizing memoirs project to create timeline for completion
- Inclusive Hymnal Project - Created design options for front, back, and inside covers
- Rooted Good - Assisting the Rooted Good team with outreach and advertising, as detailed in “Rental Space”

I'm grateful for the opportunity to promote UBC's good work over the last year! This is a wonderful community; you make it easy to sing your praises.

- Maura Dunst, Marketing and Communications Manager

PROPERTY MANAGER REPORT

Building and Grounds

This year MacDonald & Mack Architects completed a new report on our building's health and needed improvements with support from a grant. This was in tandem with steps in the nomination for placing our building on the National Register of Historic Places and the discernment process priority "Solving Building Issues". The report has a list of building improvements with three degrees of importance but developing circumstances have changed my assessment. Boiler repair is the top priority. A boiler replacement at this point may not be completed by the next heating season so the existing boiler must be ready and there are leaks that need to be repaired. I don't yet have an estimate for the repairs but I think it might be around \$5,000 depending on the extent of repairs we could make for long-term operation.

This is my list of immediate, must do, building projects:

- Boiler replacement, \$166,000
- Roof valley rubber saddle, \$8,400
- Gutter repairs and replacement, \$4,336
- Canopy, \$63,000
- Gym Pit masonry, \$27,000
- Chimney repair, \$18,000
- Sanctuary Entrance masonry, \$6,500
- Tudor siding repair and restoration, \$5,850

Total = \$290,086

The most dramatic event of this year occurred on an early October Sunday when a boulevard elm tree, that was encroaching on the building, damaged the chimney during high winds, dislodging heavy limestone blocks that broke more than a dozen slate roof tiles and fell along University Avenue during the night. The Minneapolis Parks & Recreation Board (MPRB) Forestry Department came the next day to prune back the sprawling branches. At the Annual Meeting last year, Howard Johnson brought to our attention the elm tree encroaching on our building and I followed up with a call to MPRB to request the pruning two months before the incident. I submitted a claim to the MPRB Claims Department and it was denied. We're in the process of appealing.

A rendering of the long-desired canopy roof over the lower entrance off the parking lot has been created but we are still awaiting the design plan from the structural engineer for contractors to make an accurate bid.

Recurring sewer-line backups this year prompted a power-jet water cleanout and revealed a "belly" in the line that inhibits direct flow. It's not clear what the remedy will be if it continues backing up. It might require excavation in the Assembly Room.

We've had many electrical repairs this year. One chandelier in the Sanctuary has no power to the center-down light as high as our ladder could reach and will require a vertical lift or scaffolding. This would be to hopefully identify the problem with no guarantee, \$2,700.

Highlights of the year were volunteer work days in January and February. Sorting, gleaning, and purging of accumulations from the last 100 years generated items for a fund-raiser and filled the dumpster many times. There is more purging to be done including the old coal room that is subject to water inundation and mold.

After four years, the rain gardens really came into their full beauty last summer. The Garden Team did a great job maintaining the lawn and all the plantings. It was great timing for the church's 175th Anniversary, with events on the lawn and in all parts of our building, including Founding Day in July, a huge block party in October, and a building tour in November. One ongoing challenge is the abundance of crabapples that fall onto the sidewalks during the winter and cause a slip hazard as well as getting tracked into the building. We missed our opportunity to prune back branches that hang over the sidewalks and should do that next winter when the trees are dormant.

The Sanctuary audio system was upgraded to improve the sound quality for livestreaming. Ivan Beda is our point person for Sanctuary sound and streaming, having assisted with the installation of the new equipment.

Tenants and Rental Update

Thanks to a targeted advertising effort by Maura Dunst, our short-term rentals increased dramatically this year. They included the Robin Wonsley City Council reelection campaign, two theatre companies, music groups, and many athletic groups in the Gym.

The months of January and February clearly demonstrated that our building is a crucial resource for community meetings and action. Our short-term rentals during the ICE surge in Minnesota turned UBC into a sign making factory!

Long-term rentals picked up with three new tenants. However, two are now expectant parents and will not be renewing their leases. They very much enjoyed their studio offices (306 & 308) and are sad to leave. Tenants in 206, 304, and 307 will renew. The tenant in tower room 310 has expressed doubts but they do that every year.

When Gaia Democratic School moves out, there will be three large rooms available. The Parlor (650SF), 101 (225SF), 311 (342SF), 210 (210SF), and of course the Adele Fadden Assembly Room, the Big Kitchen, and the Gym. The Rooted Good will have a lot of room to blossom!

Acknowledgments

Thank you to the whole congregation and staff that supported our building through the peak of Metro Surge and our community's resistance. Robbie Steele's coordination of the volunteer workdays this year has been exceptional. Thanks to the Garden Team. Special thanks to Ivan Beda for all the building care and more.

-Patrick Mavity, Property Manager

UBC MINISTRY NOMINATING SLATE 2026-2027

CHURCH COUNCIL (2-yr terms)					
President	Steve Lee 28	Treasurer	Denise Roy 27		
Church Clerk	<i>John Medeiros</i> 28	Pastor	Interim Status		
President Elect	Elwyn Fraser 28				
Church Life Coordinator:	Outreach Co-Coordinators:	Property Coordinator:	Communication Coordinator:		
Worship/Ed/Council/Community	Zena Hamilton 28	OPEN 28	OPEN 28		
Margot Garmers 27	Carrie Lubke 28				
<u>CHURCH LIFE SLOTS (1-yr. term)</u>	<u>OUTREACH SLOTS (1-yr term)</u>	<u>PROPERTY SLOTS (2-yr terms)</u>	<u>COMMUNICATION SLOTS</u>		
Communion Prep	Campus Ministry	Building Maintenance	Internal Communications		
Terri Wottrich 27	OPEN 27	Claire Mavity 27	Newsletter Chris Follett		
New Members Orientation	Mission Giving	Building Use	Other Trista		
Paula Moyer 27	Howard Johnson 27	Steve Schmidgall 27	External Communications		
Nursery Staffing Coordinator	Church Growth	Gardening--Betsy Kerr	& Website Trista, Katie Hartman		
OPEN 27	OPEN 27	IT - Information Tech			
Sunday School Coordinator	Denominational activities	Sound System			
OPEN 27	Latinx Ministry				
Worship Planning Team Leader	Loaves and Fishes				
Violet Butler 27	Meals on Wheels				
Head Usher-Chris Follett	Refugee Services				
Worship Leader Coordinator-Megan	Sheridan Story				
Forums-Gayla Marty	SE neighborhood				
Coffee hour-Betty Shaw	Sister church - Leon, Nicaragua				
Racial Justice	Sanctuary work				
Bible study		<u>MISCELLANEOUS SLOTS</u>	<u>CONFIDENTIAL COMMITTEES</u>		
Book group		(2-yr terms)	(2-yr terms)		
Caregivers' Group		Financial Assistant	Personnel		
Christmas decorating party		Denise Roy 27	OPEN 28		
Funeral receptions		Financial Secretary	Megan Gunnar Dahlberg 27		
Historical records		Chris Follett 27	OPEN 28		
Key Documents		Region Delegates			
Handcraft		Mindy Lee 27	Pastoral Relations		
Library		OPEN 28	Jean Lubke 28		
Meditation Group			Paula Moyer 27		
Memoir Writing			OPEN 28		
Palm Sunday Brunch					
Parents' Group			Talent Team		
Photography/videography			Mindy Lee 28		
Picnic/potluck dinners			Terri Wottrich 28		
Retreat			Lynette Fraser 28		
Share the Care					
Spanish Lessons					
Textiles					
Theater arts					
THRIVE					
UBC Connect					
Worship space decoration					
Worship leaders					
Zoom hosting					
<table border="1" style="margin: auto;"> <tr> <td>Bold - nominating slate</td> <td><i>Italics</i> - incumbent</td> </tr> </table>				Bold - nominating slate	<i>Italics</i> - incumbent
Bold - nominating slate	<i>Italics</i> - incumbent				

**2025-2026 FINANCIAL SECRETARY'S REPORT
UBC GIVING and RENTAL INCOME as of April 30, 2026**

Operating Income 2025-26	<u>Received</u>	<u>Pro Rata Budget</u>	<u>2025-26 Budget</u>
Pledge Income	\$175,500	\$173,278	\$207,933
Rental Income	\$71,362	\$66,667	\$80,000
Misc income	\$17,323	\$26,250	\$31,500
Operating Income *w/o Fdtn	\$264,184	\$266,194	\$319,433
Budgeted Foundation Distribution	\$38,667		\$118,811
Foundation - Property Manager	\$38,144		
Foundation - Marketing Manager	\$42,000		
Total Operating Income	\$382,995		\$438,244
Designated Justice & Outreach	\$11,467		
Designated Special Funds	\$80,957		
CISA	\$4,333		
Total Mission & Special Funds	\$96,758		
 Total funds received	 \$479,753		

MISSION GIVING at UBC

Our Mission Offerings reflect the variety of concerns at UBC. For more detail, please see the Mission Giving Committee Report. Our mission giving schedule and causes can vary from year to year. Generally, the Mission offerings are taken for two months, although contributions can be made any time during the year. We have special fund accounts for the Fellowship Fund and Sanctuary Support.

MAY/JUNE 2025 - Marginalized Communities	\$990
JULY/AUG - SE Churches Ministries	\$933
SEPT/OCT -Nicaraguan Ministries/ Tai Shigaki Travel Fund	\$2,376
NOV/DEC - Justice Organizations	\$1,043
JAN/FEB - ABC Ministries	\$2,688
MAR/APRIL - Childhood Health/ Hunger	\$1,293

SPECIAL DESIGNATED GIFTS to UBC

We were the fortunate recipients of several grants this year. We received a Palmer grant from the American Baptist Foundation for \$40K to boost our marketing and imagine new ways of using our building that will increase rentals and partnerships, a Vital Worship grant from the Calvin Institute for \$16K to update our inclusive language hymnal, \$7,500 from the Minnesota Historical Society and \$2,200 for our THRIVE initiative activities.

**Special Funds Donations
@4/30/26**

Fellowship Fund	\$2,550
Sanctuary Support	\$250

Other special designated gifts this year included funds for Easter flowers and poinsettias, staff appreciation gifts at Christmas and in-kind gifts for 175th anniversary, bell tour travel expenses, coffee time, Roots Cellar refreshments, and garden supplies totaling \$10,654 to date.

2025-2026 FINANCIAL SECRETARY'S REPORT - continued

RENTAL INCOME

Rentals are stable, however our largest tenant, Gaia Democratic School, will be leaving June 30. We are expecting \$80,000 in rental income for the current fiscal year.

Rental Income @ 4/30/25	
Gaia Democratic School	\$35,820
Room Rentals	\$23,534
Root Cellar	\$1,730
Parking	\$2,400
Miscellaneous Rentals	<u>\$7,878</u>
	\$71,362

PLEDGING at UBC

We received 36 pledges for a total of \$207,993.

	pledges for 2025-2026	pledges for 2024-2025	pledges for 2023-2024
total pledges	\$207,993	\$200,174	\$187,940
# of pledges	36	31	32

OPTIONS for PAYING YOUR PLEDGE

Although most UBCers pay by check, many of our members use the automatic pay system at their bank or pay their pledge with a credit card via our online vendor, Vanco. Others have donated appreciated stock and some have made a direct payment from their IRA to the Foundation. If you are interested in donating stock or sending funds from your IRA, those contributions should go directly to the UBC Foundation Account. The UBC treasurer will then transfer the funds from that account to the UBC checking account. Note that a Qualified Charitable Deduction (QCD) from your IRA is not reported as income on your tax return.

QUESTIONS? Contact Chris Follett, UBC Financial Secretary at 651-272-8176 or chrisf2828@yahoo.com.

UBC FY25 Year-End (6/30/2025) Finance Report

	<u>Paid to date</u>	<u>Bud to date</u>	<u>24/25 Budget</u>
Pastoral Ministry			
0110 Pastor Salary	61,687	61,797	61,797
0120 Housing Allowance	35,000	35,000	35,000
0130 SECA (FICA) Reimbursement	<u>7,389</u>	<u>7,405</u>	<u>7,405</u>
Subtotal for Pastor Compensation	<u>104,076</u>	<u>104,202</u>	<u>104,202</u>
0140 M&M Pension, Life, Disability	<u>15,488</u>	<u>15,488</u>	<u>15,488</u>
Subtotal for Pastor Benefits	<u>15,488</u>	<u>15,488</u>	<u>15,488</u>
0150 Continuing Education	500	500	500
0151 Conferences	2,032	2,000	2,000
0160 Misc. Expenses	988	1,000	1,000
0165 Mileage	1,969	2,200	2,200
0170 Preaching Sub.	1,200	750	750
0191 Sabbatical Setaside			
Subtotal	<u>126,253</u>	<u>126,140</u>	<u>126,140</u>
Music Ministry			
0210 Director Salary	30,955	31,088	31,088
0240 Soloist Compensation	15,875	14,640	14,640
0250 Organist Substitutes	<u>550</u>	<u>450</u>	<u>450</u>
Subtotal	<u>47,380</u>	<u>46,178</u>	<u>46,178</u>
Administrative Staff			
0310 Administrative Assistant Salary	19,963	20,107	20,107
0312 Admin Assist TDA	500	600	600
0315 Marketing/Communications Mgr.	9,454		
0317 Marketing/Commun. Mgr. TDA	<u>650</u>		
Subtotal	<u>30,567</u>	<u>20,707</u>	<u>20,707</u>
Facilities			
0410 Janitor Salary	19,670	19,592	19,592
0411 Janitor Substitute		1,000	1,000
0412 Property Manager	<u>34,363</u>	<u>34,401</u>	<u>34,401</u>
Subtotal	<u>54,033</u>	<u>54,993</u>	<u>53,993</u>
Education Ministry			
0550 Childcare Workers	<u>4,622</u>	<u>7,814</u>	<u>7,814</u>
Subtotal	<u>4,622</u>	<u>7,814</u>	<u>7,814</u>
Worship Ministry			
0790 Livestream Technician	<u>2,305</u>	<u>2,700</u>	<u>2,700</u>
Subtotal	<u>2,305</u>	<u>2,700</u>	<u>2,700</u>
Employment & Recruitment			
0580 Employer's FICA	8,802	8,047	8,047
0585 Recruitment	220		
0588 Payroll Service	148		
0590 Workers Comp. Insurance	<u>3,022</u>	<u>3,986</u>	<u>3,986</u>
Subtotal	<u>11,972</u>	<u>12,033</u>	<u>12,033</u>
Total Personnel Expenses	<u><u>277,132</u></u>	<u><u>270,564</u></u>	<u><u>269,564</u></u>

UBC FY25 Year-End (6/30/2025) Finance Report

	<u>Paid to date</u>	<u>Bud to date</u>	<u>24/25 Budget</u>
Education			
0940 Children's Church School	471	400	400
0942 Library		400	400
0943 Special Events		50	50
Subtotal	471	850	850
Office Administration			
0600 Office Supplies	1,006	1,528	1,528
0610 Copying & Supplies	3,967	4,500	4,500
0615 Communication Subscriptions	871		
0620 Phone & Internet Service	4,540	5,500	5,500
0625 Servant Keeper	780	780	780
0630 Postage	5	300	300
0633 Accounting Software	80		
Subtotal	11,249	12,608	12,608
Congregational Life and Care			
0638 Church Conferences		500	500
0640 Community Building	133	200	200
0650 Coffee Time	11	200	200
Subtotal	144	900	900
Communications			
0615 Internal Publications		50	50
0631 Web Hosting Service		240	240
0632 Web Design & Upkeep			
0800 Advertising	2,000	2,000	2,000
Subtotal	2,000	2,290	2,290
Worship			
0710 Worship Supplies & Publications	1,041	1,000	1,000
0720 Choral and Instrumental Music	(10)	500	500
0730 Special Arts Events		800	800
0740 Music Dept. Supplies & Materials		100	100
0741 Handbell Supplies and Music	595	600	600
0760 Instrument Maintenance	3,116	4,055	4,055
Subtotal	4,741	7,055	7,055
Justice			
0801 Outreach Activities	332	400	400
0820 Loaves and Fishes, Too	1,444	1,700	1,700
0896 Baptist Peace Fellowship	300	300	300
0898 Alliance of Baptists	400	400	400
0899 United Mission (ABC)	3,500	3,500	3,500
1501 Joint Religious Legislative Coalition	100	100	100
Subtotal	6,077	6,400	6,400
Utilities & Insurance			
1010 Insurance	20,393	21,000	21,000
1020 Natural Gas	25,226	23,250	25,000
1025 Electricity	7,493	6,000	6,000
1030 MPLS Sewer & Water	5,132	5,000	5,000
Subtotal	58,243	55,250	57,000
Repairs & Maintenance			
	<u>Paid to date</u>	<u>Bud to date</u>	<u>24/25 Budget</u>
1105 Gen'l Repairs & Maintenance	9,471	8,600	8,600
1110 Electrical Repairs	2,572	1,000	1,000
1130 Plumbing, boiler, valves, & traps	26,134	20,000	20,000
1134 Licenses and Fees	1,722	600	600
1141 Elevator Maintenance	1,193	700	700
1150 Snowplowing	3,670	6,000	6,000
1155 Landscape Maintenance	445	400	400
1170 Trash Removal	3,277	3,300	3,300
1172 Locks and Keys	67	200	200
Subtotal	48,550	40,800	40,800
Fees for Huntington	50	120	120
Fees for Vanco	561	540	540
Total Non-Personnel Expenses	132,086	126,153	128,563
Total of All Budget Expenses	409,218	396,717	398,127

UBC FY25 Year-End (6/30/2025) Finance Report

BUDGETED INCOME	Received to date	Bud to date	24/25 Budget
Pledges	200,083	203,834	203,834
Special Individual Gifts	14,532	12,000	12,000
Loose Offering	2,403	2,000	2,000
Net Foundation Distribution	27,331	27,331	27,331
Foundation Dist - Property Mgr	34,401	34,401	34,401
Foundation Dist - Mktg/Comm Mgr	11,308		
ERTC Distribution from Foundation	41,691		
Miscellaneous Income	4,603		1,000
Rental Income	71,436	72,004	72,004
TOTAL BUDGET INCOME	407,788	351,570	352,570
Budget Surplus (Deficit)	(1,430)	(45,147)	(45,557)

SPECIAL FUND BALANCES	7/1/2024	Receipts	Disbursements	Balance
0180 Sabbatical				
0660 Retreat				
0830 Fellowship Fund	1,279	1,113	840	1,552
1190 Cap. Imp. Set Aside (CISA)	34,312	13,669	14,919	33,062
1500 Designated Justice & Outreach Gifts	5,753	9,005	7,020	7,738
1510 Together in Ministry	500			500
1600 Bell Choir	6,428	936	7,037	326
1650 Tai Shigaki Outreach Fund	3,114		370	2,744
1725 Leon Godparent Fund		1,092	1,067	25
1750 Leon School Supplies			213	(213)
175th Anniversary		7,412	580	6,831
Discernment	(1,395)	4,179	2,784	
Historic Register		10,000	10,000	
Latinx Outreach Ministry	213			213
Memorials/Foundation	3,200	22,375	20,200	5,375
Organ Maintenance	1,662		200	1,462
Sanctuary Decorations		611	611	
RGR/Lilly Grant		23,000	9,804	13,196
Sanctuary Support	3,610	10,000	10,680	2,930
Staff Appreciation		2,359	2,359	
THRIVE grant	3,919		3,304	615
Worship Technology	1,479		1,442	37
Total Special Fund Balances	64,074	105,750	93,432	76,392
ERTC Funds (in Foundation)	9,799		9,799	

UBC Monthly Finance Report 4/30/2026

	<u>Paid to date</u>	<u>Bud to date</u>	<u>25/26 Budget</u>
Pastoral Ministry			
0110 Pastor Salary	52,375	53,336	63,033
0120 Housing Allowance	28,269	29,615	35,000
0130 SECA (FICA) Reimbursement	<u>6,169</u>	<u>6,346</u>	<u>7,500</u>
Subtotal for Pastor Compensation	<u>86,813</u>	<u>89,297</u>	<u>105,533</u>
0140 M&M Pension, Life, Disability	<u>13,071</u>	<u>13,071</u>	<u>15,685</u>
Subtotal for Pastor Benefits	<u>13,071</u>	<u>13,071</u>	<u>15,685</u>
0150 Continuing Education	480	417	500
0151 Conferences	1,848	1,667	2,000
0160 Misc. Expenses	685	833	1,000
0165 Mileage	1,850	1,833	2,200
0170 Preaching Sub.	600	625	750
Subtotal	<u>105,348</u>	<u>107,743</u>	<u>127,668</u>
Music Ministry			
0210 Director Salary	27,053	27,095	32,021
0240 Soloist Compensation	13,990	14,933	16,800
0250 Organist Substitutes	800	375	450
Subtotal	<u>41,843</u>	<u>42,403</u>	<u>49,271</u>
Administrative Staff			
0310 Administrative Assistant Salary	16,569	17,862	21,109
0315 Marketing/Communications Mgr. Salary	25,857	26,410	31,212
0317 Marketing/Commun. Mgr. TDA	6,503	6,503	7,803
Subtotal	<u>48,929</u>	<u>50,774</u>	<u>60,124</u>
0410 Janitor Salary	17,049	17,075	20,179
0411 Janitor Substitute	257	846	1,000
0412 Property Manager	29,936	29,982	35,433
Subtotal	<u>46,984</u>	<u>47,903</u>	<u>56,612</u>
Education Ministry			
0550 Childcare Workers	3,650	6,511	7,814
Subtotal	<u>3,650</u>	<u>6,511</u>	<u>7,814</u>
Worship Ministry			
0790 Livestream Technician	1,788	2,250	2,700
Subtotal	<u>1,788</u>	<u>2,250</u>	<u>2,700</u>
Employment & Recruitment			
0580 Employer's FICA	9,407	9,557	11,303
0585 Recruitment	86	125	150
0588 Payroll Service	728	269	323
0590 Workers Comp. Insurance	1,183	1,017	1,220
Subtotal	<u>11,403</u>	<u>10,573</u>	<u>12,996</u>
Total Personnel Expenses	<u>259,945</u>	<u>265,908</u>	<u>317,186</u>

UBC Monthly Finance Report 4/30/2026

	Paid to date	Bud to date	25/26 Budget
Education			
0940 Children's Church School		333	400
0943 Special Events		42	50
0950 Adult Education	228	433	520
Subtotal	228	808	970
Office Administration			
0600 Office Supplies	704	833	1,000
0610 Copying & Supplies	3,824	3,042	3,650
0615 Communication Subscriptions	568	875	1,050
0620 Phone & Internet Service	4,509	4,167	5,000
0621 Office Tech Support	594		
0625 Servant Keeper	765	650	780
0630 Postage	264	125	150
0633 Bookkeeping		67	80
Subtotal	11,227	9,692	11,710
Congregational Life and Care			
0638 Church Conferences		208	250
0640 Community Building	3,000	3,000	3,000
0650 Coffee Time	347	167	200
Subtotal	3,347	3,375	3,450
Communications			
0615 Internal Publications		42	50
0800 Advertising	806	1,667	2,000
Subtotal	806	1,708	2,050
Worship			
0710 Worship Supplies & Publications	959	833	1,000
0720 Choral and Instrumental Music	171	417	500
0730 Special Arts Events	818	500	600
0740 Music Dept. Supplies & Materials		83	100
0741 Handbell Supplies and Music	651	500	600
0760 Instrument Maintenance	1,693	2,175	2,610
Subtotal	4,291	4,508	5,410
Justice			
0801 Outreach Activities	400	333	400
0820 Loaves and Fishes, Too	635	1,500	1,800
0871 Welcoming & Affirming Baptists (AWAB)	400	400	400
0896 Baptist Peace Fellowship	600	300	300
0898 Alliance of Baptists	800	400	400
0899 United Mission (ABC)	6,454	3,000	3,000
Subtotal	9,289	5,933	6,300
Utilities & Insurance			
1010 Insurance	29,766	25,907	31,088
1020 Natural Gas	22,322	20,000	25,000
1025 Electricity	7,430	5,833	7,000
1030 MPLS Sewer & Water	3,716	4,167	5,000
1040 Real Estate Taxes	617	1,000	1,200
Subtotal	63,852	55,907	69,288
Repairs & Maintenance	Paid to date	Bud to date	25/26 Budget
1105 Gen'l Repairs & Maintenance	11,498	7,500	9,000
1110 Electrical Repairs	3,055	1,667	2,000
1130 Plumbing, boiler, valves, & traps	15,698	20,833	25,000
1134 Licenses and Fees	631	583	700
1141 Elevator Maintenance	867	833	1,000
1150 Snowplowing	7,415	5,000	6,000
1155 Landscape Maintenance	118	417	500
1170 Trash Removal	3,128	2,917	3,500
1172 Locks and Keys	11	167	200
Subtotal	42,420	39,917	47,900
Fees for Huntington	46		
Fees for Vanco	503	470	564
Total Non-Personnel Expenses	136,010	121,849	147,642
Total of All Budget Expenses	395,955	387,757	464,828

UBC Monthly Finance Report 4/30/2026

BUDGETED INCOME	Received to date	Bud to date	25/26 Budget
Pledges	175,500	173,278	207,933
Special Individual Gifts	6,713	9,167	11,000
Special Fundraising	6,741	12,500	15,000
Loose Offering	2,758	2,083	2,500
Net Foundation Distribution	5,575	32,223	38,667
Foundation Dist - Property Mgr	38,144	31,786	38,144
Foundation Dist - MarComm Mgr	42,000	35,000	42,000
Miscellaneous Income		2,500	3,000
Rental Income	71,362	66,667	80,000
TOTAL BUDGET INCOME	348,792	365,203	438,244
Budget Surplus (Deficit)	(47,162)	(22,554)	(26,584)

SPECIAL FUND BALANCES	7/1/2025	Receipts	Disbursements	Balance
0180 Sabbatical				
0660 Retreat				
0830 Fellowship Fund	1,552	2,550	1,262	2,840
1190 Cap. Imp. Set Aside (CISA)	33,062	4,333		37,395
1500 Designated Justice & Outreach Gifts FY26		8,917	7,245	1,673
1510 Together in Ministry	500		500	
1600 Bell Choir	326	12,367	625	12,069
1650 Tai Shigaki Outreach Fund	2,744	1,183		3,927
1725 Leon Godparent Fund	25	1,192	1,137	80
1750 Leon School Supplies	(213)	213		
175th Anniversary	6,831	50	3,252	3,629
Calvin Hymnal Grant		16,000	2,526	13,474
Historic Register		7,500	6,000	1,500
Memorials/Foundation	5,575		5,575	
Organ Maintenance	1,462		1,462	
Palmer Grant		40,000	11,607	28,393
RGR/Lilly Grant	13,196	695	13,891	
Sanctuary Flowers		490	183	307
Solidarity Circle	2,730	250	1,782	1,198
Staff Appreciation		2,100	2,100	
THRIVE grant	615	2,200	1,807	1,008
Worship Technology	37		60	(23)
Total Special Fund Balances	68,655	100,041	61,228	107,468
ERTC Funds (in Foundation)	9,799		9,799	

BYLAWS OF THE UNIVERSITY BAPTIST CHURCH OF MINNEAPOLIS

Revised June ~~2026, 2009~~

Article 1: MEMBERS

Members in University Baptist Church, herein after called Church, shall be constituted as follows:

Section 1. Regular members

- A. Persons baptized into the fellowship of this Church on profession of faith in Jesus Christ.
- B. Persons accepted into the fellowship of this Church without baptism, on public profession of faith in Jesus Christ.
- C. Persons presenting letters of dismission and recommendation from other Christian churches.
- D. Persons without church letters who give satisfactory evidence of Christian experience and former baptism; or in the case of infant baptism, evidence of confirmation at an age of understanding.
- E. Persons restored, whose membership has been forfeited because of some previous defection.

Section 2. University/Community members

Those who request to become a part of the fellowship of University Baptist Church, but who do not desire to withdraw their membership from another church fellowship. Membership thus constituted is temporary, and does not forfeit membership in the home church. It shall afford all of the privileges and responsibilities of regular membership, including service on the Council, any church committees, or any ministry teams of the church, except that of voting on the call or dismissal of a pastor, the sale or encumbrance of property, or the amending of the by-laws.

Section 3. Church members

Church members shall mean those persons who are regular members or University/Community members. Only Church members shall be eligible for the positions designated as elected officers.

Section 4. Delegates at denominational meetings

Representation of the Church at denominational meetings may be restricted to regular members.

Section 5. Admissions

All admissions to membership shall be by recommendation of the pastor, in consultation with appropriate ministry team(s) and confirmation by the Church at presentation for membership during any regularly scheduled Church worship service.

Section 6. Terminations

Membership may be terminated by any one of the following methods:

1. Death
2. By transfer into the membership of some other church on testimony of a regular letter of dismission.
3. Erasure, without prejudice.
4. Withdrawal of membership, with procedures to be determined by the Council.

Section 7. Letters of dismission

Letters of dismission may be issued by the Pastor and the Church Clerk on the request of the member or of the church to which the letter is to be sent. In the case of a request from an inactive member, the Pastor and Church Clerk will send a statement concerning the membership status.

Section 8. Absent members

It shall be the duty of every member moving from this area to supply the Church with the new address, and to apply for a letter of dismission within one year, provided there is a church acceptable to the member within an accessible distance. In case there are circumstances which render it inadvisable to change, it shall be the duty of such absent member to report to the Church in person or by letter at least once a year. Nonresident members who do not report themselves for one year, and resident members, who, for a similar length of time, neither attend the services nor contribute to their support, shall be, unless they give satisfactory explanation, placed upon the inactive roll, upon the recommendation of the Church Clerk and the vote of the Council. The Church Clerk shall notify them in writing of this action. Names on the inactive roll shall not be counted in making a report of the membership and shall not have the right to vote. Names on this roll may be erased after the lapse of one year.

Article 2: OFFICERS

Section 1. The Officers of this Church shall be:

President (elected)
Treasurer (elected)
Financial Secretary (elected)
Church Clerk (elected)
Church Life Coordinator (elected)
Outreach Coordinator (elected)
Property Coordinator (elected)
Communications Coordinator (elected)
Pastor
Appointed Officers

Section 2. Selection and Duties

A. Elected Officers.

The elected officers shall be Church members and shall consist of the President, Treasurer, Financial Secretary, Church Clerk, Church Life Coordinator, Outreach Coordinator, Property Coordinator, and Communications Coordinator. All elected

officers shall serve a term of two years, with half of the officers chosen in any given year. Vacancies during a current term shall be filled by vote of the Council upon recommendation of the Talent Team.

1. **The President.** The President shall be the presiding officer of all business sessions of the Church and of the Council. The responsibilities of the President shall be:

- to assure that the Council is adequately performing its assigned duties,
- to make such appointments to positions as may be required or authorized,
- to assure that an accurate record is made of all business transactions of the Church,
- to make a written report at the Annual Meeting of the Church regarding the Council activities.

The President shall cause to be made such financial reports as will assure fiscal responsibility. A final financial report shall be made to the Council within three months after the Annual Meeting each year. The President may require an internal audit of the financial report to assure fiscal responsibility.

2. **The Treasurer.** The Treasurer shall receive all funds collected by the Financial Secretary for the current expenses of the Church and affiliated organizations, and for benevolence. The responsibilities of the Treasurer shall be

- to disburse the funds received as authorized within the budget adopted by the Church, and as requested by the appropriate church officer;
- to transmit benevolence funds as designated by the Church;
- to keep a complete and accurate record of receipts and disbursements with proper vouchers;
- to provide financial information as necessary or requested for decision-making by the Council, the committees, or the ministry teams,
- to make a written report at the Annual Meeting of the Church regarding the Church's financial status.

The Treasurer shall have the authority, in cooperation with the Treasurer of the University Baptist Church Foundation, to withdraw and disburse Foundation funds as directed and authorized by the Foundation.

3. **The Financial Secretary.** The Financial Secretary shall collect and receive all income to the Church and to the University Baptist Church Foundation, including contributions for current expenses, special finance campaigns and benevolences, and all income from rentals or other sources. The responsibilities of the Financial Secretary shall be:

- to keep accurate and confidential records of all such receipts;
- to properly credit the individuals, organizations or loose collection account for all monies received;

- to transfer all such receipts to the Treasurer of the Church or to the Treasurer of the University Baptist Church Foundation, as appropriate;
- to make a written report at the Annual Meeting of the Church regarding the types of income and the level of receipts and giving units.

4. **The Church Clerk.** The Church Clerk shall assure that an accurate list of Church members (showing additions and diminutions for the year) is kept at all times; to keep minutes of all Church and Council business meetings; to write, with the Pastor, such letters of dismission as may be requested; and to make a written report at the Annual Meeting of the Church regarding current membership status.

5. **Ministry Team Coordinators.** The coordinators of Church Life, Outreach, Property, and Communications shall oversee the work of the church in their specific areas. The Church Life Coordinator shall oversee activities including worship, music, education, social events, and visitor orientation. The Outreach Coordinator shall oversee activities including church growth, campus ministry, and peace and justice ministries. The Property Coordinator shall oversee activities including building use (including rentals) and maintenance. The Communications Coordinator shall oversee communication and marketing activities including website, newsletter, e-mail., and advertising. The responsibilities of the Ministry Team Coordinators shall be to:

- sign off on all bills associated with their specific areas of oversight;
- compile budget requests within their areas;
- facilitate coordination of the ministry teams within their areas;
- facilitate good communication among the ministry teams, the Council, and the congregation at large.

B. Non-elected Officers.

1. **Pastor.** The Senior Pastor shall, on recommendation of the Pastoral Search Committee, be called by the Church members by a three- fourths (3/4) affirmative vote of those present and voting at a special meeting called for that purpose. Associate Pastors, if any, shall be called by the Church members on recommendation of the Council after consultation with the Senior Pastor.

The responsibilities of the Pastor(s) shall be to conduct the public services of worship, to supervise the general development of the Church work, and to make a written report at the Annual Meeting of the Church regarding the general status and directions of the Church. The detailed responsibilities shall be confirmed by contract(s) recommended by the Pastoral Relations Committee and approved by the Council. The initial contract shall be developed by the Pastoral Search committee and approved by the Council.

Responsibility and authority to act on behalf of the Church as a duly authorized officer or signatory shall exist only as specifically confirmed by the Council through the Administrative Guidelines or other approvals. The Pastor(s) shall be an ex-officio member without right of vote on the Council. Confidential committees may elect to exclude the Pastor(s).

The Pastor shall serve the church as long as the relationship between the congregation and the Pastor is mutually satisfactory. Unless mutually agreed, the Pastor will give a minimum of 60 days' notice prior to resignation. The church will give a minimum of 60 days' notice should it desire to terminate the relationship.

The Pastor may be dismissed from the church only after consultation among the church, the Pastor, and our regional Executive Minister. Action to sever the relationship by the church shall be on the recommendation of the Council at a special meeting of the church, by a three-fourths (3/4) affirmative vote of those members present and voting.

2. **Appointed Officers.** Appointed Officers shall be appointed by the Council only for appropriate record keeping, communications, and administration. Legal or financial authority may not be granted beyond that authority possessed by the Council.

Article 3: CHURCH GOVERNANCE

Section 1. The ultimate governing authority of the church shall be the full church membership. Some administrative functions of the church shall be delegated to the Council or to the Committees.

Section 2. Powers specifically reserved to the Church members include final approval of: the call and dismissal of pastor(s); real property sale or purchase, or lease for any period in excess of two years; any proposed financial commitments which will cause the Church expenses to exceed the budget by \$5,000 or more; a change in denominational affiliation; adoption of the annual budget; adoption or revision of major policy papers (such as investment policy); annual elections; amendments to Articles of Incorporation and Bylaws; determinations regarding Church membership; and upon petition (as provided in Article 7, Section 1) for a special meeting of the Church members to reconsider a specific action by the Council, the ability to rescind that action.

Section 3. Members of the church may initiate or join ministry teams at any time. Members will be given an opportunity to identify ministry teams they wish to join or lead as a part of an annual pledge drive. Lists of the current teams and their composition will be accessible to all members. Certain ministry teams may be identified as "Core" ministry teams, and the nominating committee will be explicitly charged with the responsibility for finding people to lead these teams. Examples of core ministry teams may be worship services, communion, nursery, building maintenance, Sunday School. If no one signs up for a current ministry team that has not been identified as a Core ministry team, a public announcement shall be made that the team has no participants. If no one indicates a willingness to serve, the team shall be dissolved, and the functions undertaken by that team shall no longer be performed.

New ministry teams may be started at any time, by one or more members of the congregation. A leader or contact person from the team shall inform the appropriate Coordinator that the team has formed, and describe the specific tasks that the team wishes to pursue. The Council shall not normally need to act on the formation of a ministry team. However, the Council shall have responsibility for managing the resources of the church

(the budget, the building, the efforts of all members, etc.), and teams that wish to utilize those resources may need to coordinate their actions with the council. In addition, the Council may request that a particular team not be formed if its activities would compete with those of another existing team. If a team shall form which has proposed activities that lie outside of the mission or vision of the church, the Council may recommend that the team be disbanded.

Each ministry team should have an identified person as the lead contact for communication with the Coordinator, church officers and employees, and the congregation.

Section 4. The Council shall have the responsibility to oversee the long-range programmatic and budgetary plans of the church.

Section 5. Church Governance shall also be assisted by Confidential Committees to perform functions related to pastoral services and nominations. Because of the nature of the services, committee actions may be conducted in confidence and may exclude persons not members of the committee. They shall be the Pastoral Relations Committee, the Pastoral Search Committee, the Personnel Committee, and the Talent Team.

Article 4: COUNCIL

Section 1. Membership.

The Council shall consist of 8 members including the President, Treasurer, Church Clerk, the four Ministry Coordinators (or in the temporary absence of the Coordinator, the designee of the Coordinator). As mentioned above in Article II, Section 2-B-1, the Pastor shall serve as an *ex officio* member of the Council.

Section 2. Responsibilities.

The Council shall be responsible for managing the business of the Church between Annual Meetings. The Council shall have the major planning, policy development, organizational, and decision-making responsibilities and shall coordinate and evaluate the performance of the Church toward adopted goals. With the assistance of ministry teams, the Council will prepare the annual budget for submission to the Annual Meeting of the Church. The council may endorse particular actions or messages on behalf of the congregation.

The Council shall plan and formulate long-range goals. Specific responsibilities may be provided by the Administrative Guidelines approved by the Council.

Section 3. Authority.

The Council shall have the authority to assign or reassign specific ministry teams to a Ministry Coordinator, and shall by vote of the Council adopt the Administrative Guidelines to outline such specific assignments.

The Council may, by two-thirds vote of the Council members, excluding appointed members, remove any person elected or appointed to the Council or Confidential Committees if such person fails to reasonably perform the services required. Failure to

perform shall be presumed if such person fails to attend regularly scheduled meetings without excuse for three consecutive meetings.

The Council shall upon recommendation of the Talent Team have the authority to temporarily fill any vacancy on the Council or Confidential Committees until the next Annual Meeting of the Church, at which time candidates for the uncompleted terms will be included on the slate presented by the Talent Team to the Church for election.

The Council shall have the authority to perform such other duties as may be required by law to be performed by Church Trustees.

Section 4. Meetings and Records.

The Council shall set regular meetings, at least bi-monthly, and at other times at the call of the President or of three members of the Council. A majority of the voting members of the Council shall constitute a quorum.

A complete record of meetings shall be maintained by the Church Clerk and made available to all Church members. A written report which may be the report of the President shall be made at the Annual Meeting of the Church regarding Council activities.

All business meetings of the Council shall be open meetings held at reasonable times and places, and with appropriate notice given.

Article 5: CONFIDENTIAL COMMITTEES

Section 1. Confidential committees of the Church shall be the Pastoral Relations Committee, the Pastoral Search Committee, the Personnel Committee, and the Talent Team.

Section 2. Membership, Responsibilities, and Authority.

The number of members, method of selection of members, and responsibilities of each Confidential Committee shall be outlined for that Committee in these Bylaws. A quorum shall consist of a majority of the members of each such committee.

Public records of the proceedings of the Confidential Committees need not be maintained except for the final recommendation or report submitted to the Church members or the Council. Persons not members of the Committee may be excluded from Committee meetings.

Section 3. Pastoral Relations Committee.

The Pastoral Relations Committee shall consist of three regular members plus the immediate past chairperson of the Pastoral Search Committee. If the immediate past chairperson is no longer available, the Pastoral Search Committee shall select another member of the Pastoral Search Committee to serve in that position. The term of office of the immediate past chairperson from the Pastoral Search Committee shall be the first full church year after the date on which the Church extends a call to a Senior Pastor. Two members shall be directly elected by the congregation, and one other regular member shall be appointed by the Senior Pastor after the others have been selected. The Pastoral Relations Committee shall elect the committee chairperson from within the committee membership.

This committee shall seek to strengthen the relationship between the pastor(s) and the congregation by serving as the channel for congregational reactions to the pastor's leadership and for the pastor's reactions to the congregation's responsiveness to pastoral leadership. The committee chairperson must solicit congregational feedback regarding the performance of the pastor prior to each quarterly meeting. Reports which may affect pastoral compensation shall be directed to the Personnel Committee for consideration. Any other reports or recommendations shall be directed to the Council or relevant ministry teams for consideration as deemed appropriate by the Pastoral Relations Committee. The Pastoral Relations Committee will also serve as a channel between the congregation and the Pastoral Search Committee in the event that assistance or mediation is desired by either party.

Section 4. Pastoral Search Committee.

The Pastoral Search Committee shall consist of seven regular members, six elected committee members, plus the President. The six elected committee members shall be elected at a meeting of the Church members previously called for that purpose. The Nominating Committee shall submit nominations for elected positions to be considered at the meeting of the Church members. The members of the Committee shall serve until such time as the Church members approve a person for the office of Pastor, or until such time as the Committee is discharged by the vote of the Church members. A Chairperson, not the President, shall be elected by the Committee from within the Committee membership. The duty of this Committee is to consider the Church needs for the office of Pastor, including an Interim Pastor, if appropriate, secure such assistance as necessary from the American Baptist Churches or other sources, and recommend to the Church the name of a suitable person to be considered for the office of Pastor. Budget support for Pastoral Search Committee activities, including such items as committee costs and reimbursing travel costs for prospective candidates, shall be attributed to an account set up for that purpose in an amount suggested by the Pastoral Search committee and approved by the Council. Proposed budgets shall be submitted to the Council for consideration.

Section 5. Talent Team.

The Talent Team shall consist of three church members who will be elected directly by the congregation at the Annual Meeting, for a term of two years. The Talent Team shall elect the committee chairperson from within the committee membership. The duty of the Talent Team is to assist members of the congregation in identifying their passions for ministry and finding ways to pursue those passions. Also, the Talent Team considers the effectiveness and availability of possible candidates for various offices and committees to be filled at the next Annual Meeting, or in the case of the Pastoral Search Committee to be filled at a special meeting called for that purpose. The report of the Talent Team shall include at least one candidate for each elected position. In addition, the nominating committee shall identify a leader for each Core ministry team. The report of the Talent Team shall be made public in writing as outlined in the Administrative Guidelines at least two weeks before the Annual Meeting or the special meeting of the Church called for election of a Pastoral Search Committee. This report shall not limit or abridge the right of Church members to make additional nominations at the time of election.

Section 6. Personnel Committee

The Personnel Committee shall consist of three church members who will be elected directly by the congregation at the Annual Meeting for a term of two years. The Personnel committee shall elect the committee chairperson from within the committee membership. The duty of the Personnel Committee is to hire staff; to oversee annual performance assessments of all staff members; to administer salaries, benefits, pastoral covenants, and personnel policies; to recommend staff salaries, wages and benefits to the Council for approval; and to handle any other personnel issues that may arise.

Article 67: MEETINGS, FRANCHISE, AND FINANCE

Section 1. Time of Meetings.

The Annual Business Meeting shall be held in before the end of the fiscal year. The fiscal year of the Church and terms of office for elected positions shall be from July 1 to June 30. Special business meetings shall be held on the request of at least seven Church members or by call of the Council. If the notice is to reconsider a Council action, the implementation of the proposed Council action shall be withheld until the special meeting. Notice of any Annual or special meeting shall be given from the pulpit or in the Sunday church bulletin for two Sundays prior to the date of the meeting. The intent of notice is to assure all Church members a reasonable opportunity to attend and should include the general purpose of the meeting. While it is desirable to secure a full two weeks advance notice before a business meeting, in special circumstances a business meeting may be held immediately after the second notice.

Section 2. Voting.

As set out in Article 1, Section 8, above, members listed on the Church's inactive roll shall not have the right to vote. Election by the active Church members of officers and committees and all other actions of the active Cchurch members (except amendments to the Articles or Bylaws and the call or dismissal of a Pastor) shall be by majority vote of active members present and voting at business meetings. Notice of the time and place of which shall be given two Sundays prior to the date of the meeting. Voting by active members present via synchronous technology that allows effective communication by all participants is permitted. Participation in a meeting by such means shall constitute presence in person at the meeting. There shall be no proxy voting. A quorum for any business meeting of the Church members shall consist of thirty-five percent (35%) of active Church members.

Section 3. Finance.

The Church shall be responsible only for those expenditures or items of indebtedness which are incurred or contracted by authorized agencies, empowered so to obligate the Church. The Church may participate in joint investment policies with the University Baptist Church Foundation, provided any assignments of responsibilities to the Foundation shall require Church approval of the investment policy. Further, expenditures of Church monies

recommended by the Foundation must be approved by the Church members or Council as appropriate.

Article 78: EFFECTIVE DATES AND AMENDMENTS

Section 1. Effective dates

These Bylaws shall take effect on July 1, 20~~26~~⁰⁹.

Section 2. Amendments

The Articles of Incorporation or Bylaws may be amended only by a two-thirds vote of all active members present and voting at any regular or special business meeting, provided that any proposed amendment shall have been read from the pulpit or published in the Sunday church bulletin for two Sundays prior to the date of the meeting, and notice mailed to all active members of the Church at least two weeks prior to the date of the meeting. Amendments to the Articles of Incorporation or to the Bylaws may be proposed to the membership by the Council or by petition of fifteen (15) ~~regular~~ active members of the Church.

UNIVERSITY BAPTIST CHURCH FOUNDATION ANNUAL MEETING

June 7, 2026

Agenda

- Approval of Minutes of June 8, 2025, Annual Foundation Meeting
- Request to Approve Regular Grant to UBC Congregation for 2026-2027 Operating Budget, \$25,460, and the Capital Improvement Set-Aside (CISA), \$12,540 (\$38,000 total)
- Request for grant to cover UBC Church operating deficit for 2025-2026
- Request for grant to cover compensation for staff positions, including FICA, from Foundation
- Adjournment

MINUTES OF JUNE 8, 2025, ANNUAL MEMBERSHIP MEETING

1. The meeting was called to order at 1:30 p.m. by President Megan Dahlberg.
2. A motion to approve the UBC Foundation's annual meeting minutes of June 2, 2024, and special meeting minutes of Dec.1, 2024, was made (Doug Donley), seconded (Kathleen Tice), and carried by voice vote.
3. The Talent Team recommended election of UBCF board members Howard Johnson, Mindy Lee and Don Follett to fill vacancies as of July 1, 2025. Motion to approve was made (Doug Donley) and seconded (Gayla Marty). Motion carried by voice vote.
4. A motion to approve an annual UBC Distribution for 2025-26 of \$43,000—made up of \$38,667 for the UBC operating budget and \$4,333 for the Capital Improvement Set Aside (CISA) fund— was made by Karole Graham, seconded by Chris Follett, and carried by voice vote.
5. A request from the UBC Council for a grant of \$38,143.62 to cover the Property Manager's salary, including UBC's share of payroll taxes thereon, was announced. Motion to approve was made (Mindy Lee) and seconded (Jean Lubke). Motion carried by voice vote.
6. New Business: Denise Roy moved that the Foundation membership approve a transfer of \$30,692 from Employee Retention Tax Credit funds held by the Foundation to the Church's bank account to help offset UBC operating costs for 2024-2025. The motion was seconded by Mindy Lee and was carried by voice vote.

Respectfully submitted

Don Follett

UBCF secy

UBC FOUNDATION INVESTMENT HISTORY FOR 2025-26 ANNUAL REPORT

Year	Opening Balance	Net Withdrawals	Total Return	Closing Balance	Rate of Return	Rate of Inflation	Net ROR	Inflation Factor
1978	258,600	300	30,300	288,600	11.08%	7.2%	3.9%	1.074
1979	288,600	25,200	31,400	294,800	10.33%	8.3%	2.0%	1.087
1980	294,800	21,400	44,300	317,700	14.00%	9.3%	4.7%	1.097

2014	495,123	56,779	59,159	497,503	11.29%	1.6%	9.7%	1.016
2015	497,503	15,803	(1,257)	480,444	-0.25%	0.9%	-1.1%	1.009
2016	480,444	49,005	40,102	471,540	8.02%	1.2%	6.8%	1.013
2017	471,540	65,795	96,556	502,301	18.63%	1.7%	16.9%	1.018
2018	502,301	34,242	(1,393)	466,666	-0.28%	2.3%	-2.6%	1.024
2019	466,666	5,149	104,205	565,722	20.15%	1.7%	18.5%	1.017
2020	565,722	38,833	110,263	637,152	17.81%	1.6%	16.2%	1.016
2021	637,152	9,294	171,224	799,082	23.80%	4.8%	19.0%	1.049
2022	799,082	42,140	(197,427)	559,515	-28.38%	6.9%	-35.2%	1.071
2023	559,515	(55,980)	78,303	693,799	13.10%	3.1%	10.0%	1.032
2024	693,799	102,366	88,872	680,305	12.05%	2.3%	9.8%	1.023
2025	680,305	68,026	25,351	637,630	3.66%	2.9%	0.7%	1.030

Authorized Withdrawal for 2025-26

\$688,948	Foundation Balance at CORIENT & UBC @ 12/31/2025
<u>5.5%</u>	Average Annual Net Rate of Return (average since 1978)
\$38,000	Regular Authorized UBC Withdrawal: 2/3 operating budget & 1/3 CISA

Formulas used to calculate the Foundation payout:

the total return = current Fnd balance - prior Fnd balance + net withdrawals

How much money was in the Foundation on Jan 1 and Dec 31 of the previous year?

What was the net effect of withdrawals & new money ?

the rate of return (ROR) = ln [(prior Fnd balance + total return) / prior Fnd balance]

the net rate of return = the ROR - the rate of inflation

annual inflation factor = 3rd Qtr GDP price deflator (current yr / prior yr)

source: US Dept of Commerce: Bureau of Economic Analysis. Series GNPDEF

Foundation Fund Balance @ 12/31/2025

\$637,630	Account Balance at CORIENT
\$0	Savings Account Balance (Foundation Funds)
<u>\$51,318</u>	Foundation Money in Checking
\$688,948	Total Foundation Funds

Net Withdrawals in 2025

Actual Withdrawals from Foundation

0	Budgeted CISA Disbursements
5,575	Budgeted Operating Disbursements
0	Withdrawal for other capital projects
34,401	Withdrawal – Property Mgr Salary
11,308	Withdrawal – MarComm Mgr Salary
0	Withdrawal – pledges pd in stk
31,892	Withdrawal – ERTC
<u>1,762</u>	Investment Co. Fees
\$84,938	Total Withdrawals

New Money into Foundation

11,337	Pledges paid in Stock
<u>5,575</u>	Memorials
\$16,912	Total New Money

Net Withdrawals

\$ 68,026 Withdrawals minus New Money