

**First Unitarian Society of Milwaukee
Minutes of the Meeting of the BOARD OF TRUSTEES**

August 29, 2017

Present: Julie Bock (President), Michelle Naples (Vice President), Jeremy Koenen (Secretary), Mark Bishop, Omega Burckhardt, Maria Dorsey, Joyce Harms, Pete Koneazny, Holly Patzer

Also Present: Rev. Jennifer Nordstrom (Senior Minister), Jean Johnson (Director of Administration), Noreen Gilbertsen, Lynne Jacoby (Membership Development Coordinator), Lorraine Jacobs, Kitty Willkomm

The meeting was called to order at 6:00 p.m.

1. Year End Financial Results (Noreen Gilbertsen)

Noreen Gilbertson presented the board with the June 30th year-end financial results. Notable items included that the pledges are down 5% from budget, but apartment income was up 78%. Income from activities was down a bit because the planned art auction never took place. Furthermore, payroll expenses were down because of gaps in staff. Overall, the financial results were better than planned. There was a request made for the finance committee to define what encompasses extraordinary income and extraordinary expenses.

Moved to Accept: Michelle/Joyce **Approved:** Unanimously

2. Pledge Drive Results (Lynne Jacoby)

Lynne Jacoby presented the board with the pledge drive results. Forecasted pledge income for the 2017-18 church year is \$691,494.00 from 426 pledging units, 4% forecasted shrinkage, and three new members. There was discussion surrounding the 2 years given before active units are considered inactive, and Lynne is looking to reach out and inquire with those who have not pledged before changing their status.

3. Sanctuary Discernment Update (Lorraine Jacobs and Kitty Willkomm)

Lorraine Jacobs and Kitty Willkomm provided updates on the sanctuary discernment process. Currently a board conduit is being sought between the team and the board. The current plan is for the team to hold small group meetings, starting October 1st, to record opinions of attendants regarding being a sanctuary church. A note taker will be recording the conversations, with a full

summary assembled afterward. The team will then use these details to make a recommendation that will be voted on for approval by the Social Justice Council. This recommendation will then come to the board in November. Target is for December to be a deciding point for the church, as the action group has to dissolve by May. The UUA has formed a sanctuary toolkit to help with deciding on an approach.

Current options being considered for proposing to the congregation:

1. Recommend physical sanctuary, where a person or people will reside on the church property. Individuals would need to be working with an organization, attorney, or representative for a realistic potential to achieve long-term official residency. We would provide sanctuary temporarily as a place to stay during that process.
2. Form or join a coalition of churches to support other churches hosting physical sanctuary.
3. Decline to be a sanctuary church, and instead focus on refugee resettlement. Possibly working with Lutheran Social Services.
4. Continue as status quo.

A "Breaking Bread, Building Community" event is being considered to potentially foster input and disseminate details.

4. Income Opportunity Committee Changes (Holly Patzer)

Holly Patzer brought to the board a proposed change to designate the committee as the Income Opportunity Team. She indicated that it has been a bit challenging for the committee, as it partially overlaps with the work of the Stewardship Council. This would move the Income Opportunity Committee from being a standing committee of the board to being a team ("Income Opportunity Team") under the Stewardship Council.

Moved to Accept: Michelle/Mark **Approved:** Unanimously

5. Lu Krug Bequest Update (Rev. Jennifer Nordstrom)

Rev. Jennifer Nordstrom presented an update Lu Krug's bequest to the church. She is helping assemble a gift acceptance team for the bequest. The team's responsibility is to decide how the bequest should be allocated. There is a standard policy for how bequests are accepted, but the team will also decide if we should adjust the percentages for allocation into specific areas. A member of the board is being sought to join the team, as they can help bring perspective into this allocation based on the current visioning process, representing the church's medium-term priorities.

6. Senior Minister's Report (Rev. Jennifer Nordstrom)

Rev. Jennifer Nordstrom presented her report to the board. She outlined a recent time study that she conducted with the church's staff. During the study, all staff were first asked to define their four or five core work areas, which proved difficult. Then they were asked to record how they are spending their time in half hour increments. The results were then compared with the core job functions. The staff struggled to discern among many priorities, and there is a need to return to essential job functions. An area of concern is the music staff, who are working more hours than compensated. Our music staff is not on par with full time equivalents of other churches of our size.

Jennifer also discussed the need for renewal of her Senior Minister Ministerial Fellowship. There are two possible deadlines: November 1 or February 1. One report from the board will be submitted. Julie indicated that she would be willing to compile the report, but everyone should submit feedback to be included. We will aim for the November 1 deadline. A motion was made to authorize the Executive Committee to prepare and submit the Senior Minister Ministerial Fellowship report with input by the Board of Trustees.

Moved to Accept: Holly/Jeremy **Approved:** Unanimously

7. Review Staff Covenant (Julie Bock)

Julie Bock presented the staff covenant to the board. After approving as it currently stands, the covenant was passed to each board member who personally signed it.

Moved to Accept: Jeremy/Pete **Approved:** Unanimously

8. Vision Work Updates (Julie Bock)

Julie Bock presented the update on the board's visioning workshop. We are looking for 3 to 4 more facilitators. The current plan is to have all facilitators locked down by September 16th. It was confirmed that the workshops would feature 1 facilitator and 2 board members. A doodle would be sent out to have board members pick times applicable to them, and a schedule then formed with individual board members assigned to slots. There are also considerations being made for allowing people to electronically sign up for workshops. The workshop's official title is "Our Courageous Future: Deepening Our Vision Together".

FUSM Board of Trustees Meeting Minutes of August 29, 2017

Next Meeting: September 26 at 6:00pm

Chair: Michelle Words/Snacks: Holly **Minutes/Chanticleer Article:** Pete

Parking Lot:

Calendar:

- September 10th: In-Gathering
- September 23rd: Facilitator training 8:30 – 3pm ish
- January 26th: Visioning retreat 5:30 – 9 pm
- January 27th: Visioning retreat 8:30 am – 5 pm