

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

**April 24, 2018**

**Present:** Julie Bock (President), Michelle Naples (Vice President), Jeremy Koenen (Secretary), Mark Bishop (Recording Secretary), Pete Koneazny, Holly Patzer, Maria Dorsey. **Absent:** Omega Burckhardt, Joyce Harms. **Also Present:** Rev. Jennifer Nordstrom (Senior Minister), Jean Johnson, Noreen Gilbertsen.

**The meeting was called to order at 6:03 p.m. by Julie Bock.**

**1. Consent Agenda (Julie)**

Julie offered the consent agenda, consisting of the request for approval of the Minutes of the March, 2018 Meeting; the 2018/2019 Nominating Committee slate; and Housing Allowance change (attached) for Rev. Dena McPhetres.

**Approval Moved** (Michelle/Holly) **Passed:** Unanimously

**2. 3<sup>rd</sup> Quarter Financial Report (Noreen Gilbertsen/Jean Johnson)**

Noreen and Jean presented the 3<sup>rd</sup> quarter results. The highlights of the report include the following:

- The Fund Balance was noted to be in strong position due primarily to the Lu Krug bequest. Total Unrestricted Funds totaled \$1,414,369, while Restricted Funds were at \$421,555 as of 3/31/18.
- Noreen noted that there is consideration being given to reallocating the mix of investments with objective of achieving a more balanced allocation between equities and fixed income. The current investment portfolio is weighted considerably toward equities with our UU Common Endowment Fund (UUCEF) investment. Reallocating some portion of our UUCEF investment to another investment with less exposure to the equity is being reviewed.
- The Income and Expense summary discussion focused primarily around the projected Net Operations Income. The 3<sup>rd</sup> quarter financial results noted that our Net Income is currently at \$13,085, while we are budgeted to have a deficit of \$124,516. Current results reflect Income ahead of pace for the year, with Expenses running lower than budget. After considerable discussion regarding year-end estimates for Net Income, Jean indicated that she would attempt to provide more information as to projections for pledge income and

remaining expenses. This information will be used to inform the Board as the 2018-2019 Budget is considered, particularly as it pertains to Human Resource expenses.

**Approval of the 3rd Quarter Report (Holly/Maria) Passed:** Unanimously.

**3. Staff Compensation Recommendation (Rev. Jennifer) – discussion**

Reverend Jennifer presented an updated spreadsheet and recommendations for next year's staff compensation following up on the March BOT meeting discussion. Given the current flat forecast for 2018-2019 pledges, the resulting impact on the predictive model, and other expense uncertainties, there was considerable discussion on what would be prudent with respect to staff compensation adjustments. As was noted previously, additional information was requested regarding the projected Net Income from Operations for the 2017-2018 fiscal year so as to more thoroughly assess the impact on the long term financial health of the Church.

**Action:** none – for discussion and future action only

**4. 2018-2019 FUSM Budget (Rev. Jennifer, Noreen, Jean)**

Version 2 of the Budget was presented and discussed. The focus of the discussion centered on pledges and staff compensation. Jennifer indicated that she would run some additional scenarios with the predictive model for compensation. In addition, Jean will work with Sandy Murphy, our Accountant, to see if April financial results can be available for the May 15 Board meeting to help gauge where 2017-2018 Net Income will end up.

It was noted that the impact of Beryl Aschenberg's departure has not been factored into this version of the Budget.

The Income Opportunity Team is looking at other possible income streams including a possible Spring, 2019 fund raiser.

**5. Senior Minister Report (Rev. Jennifer) - inform**

Rev. Jennifer presented her report, including:

- Communications around Beryl Aschenberg's resignation
- Notification of Communications Coordinator Angelica Dudenhoefer's two week notice.
- Staff team Job Description updates were completed and passed to the Personnel Committee for review.
- Pledges continue to come in, but are projected to be flat, well short of the 5% targeted increase.

- Rev. Jennifer is working on a leadership team with a group of Midwestern large congregation Senior Ministers to plan the fall program for the Midwest large congregation gathering.
- The April 3<sup>rd</sup> public event that First Church hosted featuring Father John Dear speaking about his book *They Will Inherit the Earth* was a success with approximately 150 attending. Jennifer introduced Fr. Dear and Reggie Jackson of America's Black Holocaust Museum at the event and provided some additional comments during the event. Jennifer gave kudos to organizer Elizabeth Martorell on her planning and hard work surrounding the event.
- Jennifer attended a "Rapid Response and Bystander Training" program organized by Voces de la Frontera to learn about best practices for intervention in hate crimes against immigrants.

## 6. Annual Meeting Planning (Julie Bock)

Logistics and assignments for the May 20<sup>th</sup> annual meeting were discussed including child care, reception, quorum requirements, second minute taker, and need for a Parliamentarian.

It was noted that the nominee for the open Board position (remaining 1 year term) will be voted upon by the BOT at the May 15<sup>th</sup> Board meeting.

**Annual Meeting Agenda was reviewed and approved** (Michelle/Mark) **Passed:** Unanimously

## 7. Ends Follow-up

The Board discussed and carefully reflected upon the feedback on the Ends that was received from the members.

**The Ends as originally presented to Congregation were approved.** (Pete/Holly) **Passed:** Unanimously

**The meeting adjourned at 8:10 pm** (Michelle/Jeremy)

**Next Meeting:** May 15, 6:00pm

**Chair:** Michelle **Words/Snacks:** Mark **Minutes/Chanticleer Article:** Maria

**Parking Lot:** nothing

**Calendar:** Annual Meeting and Brief New Board meeting – May 20<sup>th</sup>.