

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

March 27, 2018

Present: Julie Bock (via telephone)(President), Michelle Naples (Vice President), Jeremy Koenen (Secretary), Mark Bishop, Omega Burkhardt, Pete Koneazny (Recording Secretary), Holly Patzer. **Absent:** Maria Dorsey, Joyce Harms. **Also Present:** Rev. Jennifer Nordstrom (Senior Minister), Elizabeth Lentini.

The meeting was called to order at 6:05 p.m.

1. Consent Agenda (Michelle Naples)

Michelle offered the consent agenda, consisting solely of the request for approval of the Minutes of the February 2018 Meeting.

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

2. Krug Gift Acceptance Team recommendations (Elizabeth Lentini)

Elizabeth reported on the work and recommendations of the “KGAT” and included a written summary of their decisions and actions to date (attached) and the request to approve use of \$20,500 for specific expenditures. The highlights of the report include the following:

- \$850,000 bequest funds are to be used according to three “time horizons” for short, medium and longer term expenditures. 30% or \$255,000 will be available for “short term” uses, essentially supplementing the ongoing FUSM operating budget. 50% or \$425,000 will be designated for “medium-term” projects and programming, envisioned as funding a variety of programs over the next 1-8 years. 20% or \$170,000 will be set aside for “long-term” needs and may be deposited in the Memorial Fund.
- There will be two rounds of proposals for the middle-term programming monies: First round proposals will be accepted by October 15, 2018 (KGAT recommendations to BOT by end of January 2019) and Second round proposals will be accepted by February 15, 2019 (KGAT recommendations to BOT by the end of the 2018/19 church year).
- The Senior Minister and Church Administrator will have discretionary authority to approve projects under \$5,000.

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- A “Lu Krug Appreciation” Celebration on Flower Communion Sunday 2018, with Krug family members invited, a commemorative plaque, and post-service reception(s) in the Common Room.

Action Item: KGAT requested approval of \$20, 500 to be pre-allocated from the “medium term” programming money, with three specific programs to “kick start” or “prime the pump” for creative use of the middle-term monies: \$9,000 for “Choral Scholars” – e.g. college voice majors to sing with the FUSM choir; \$7,500 to hire a part-time Social Justice Coordinator; and \$4,000 to create capacity for on-line “streaming” of FUSM services.

Moved: Acceptance of the KGAT report and recommendations for the three-tier allocation of the Krug bequest, approval of the KGAT program grant process, approval of the Lu Krug celebration event and approval of \$20,500, from the middle-term monies, to fund the Choral Scholar, Social Justice Coordinator and “streaming” proposals. (Pete/Omega) **Passed:** Unanimously.

3. BCBC April 15th - Congregational “Ends” (Julie Bock) – discussion/planning

Julie gave overview of plans for the April 15th BCBC. BOT members signed up for food/beverage items and to staff the Common Room on 4/8 and 4/15 to promote attendance. The time will be publicized as 12:30-2:30. Child care will be provided and Jeremy volunteered to coordinate RSVPs and recruiting a child care provider. Julie will be responsible for the content of the presentation.

4. Staff Compensation Proposals Discussion (Rev. Jennifer)

Reverend Jennifer presented a spreadsheet and recommendations for next year’s staff compensation, Rev. Jennifer’s recommendations include a 6–tier approach to salary adjustments, with consideration given to those whose salaried jobs typically exceed their FTE and with additional consideration for those with the largest gap between their current pay level and UUA guidelines. She provided five different compensation approaches for the Board’s consideration. **Action:** none – for discussion and future action only

5. Senior Minister Report (Rev. Jennifer)

Rev. Jennifer presented her report, including:

- Rev. Jennifer and Rev. Dena are planning for memorial services for Claude Vanderveen (April 21st) and Tom Thaney (May 12th).
- Jean Johnson will be out of the office on Wednesdays for family responsibilities.

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- Staff job descriptions are in the process of being updated.
- We have a new facilities assistant – Andre Singley.
- Pledges are coming in at the expected pace, but are projected to reflect a 3.4% increase, somewhat short of the 5% targeted increase.
- There is a national church trend of flattening or declining pledges, based on aging memberships having less available money during retirement and younger members having lower salaries. The takeaway thought from this is that we have to be mindful of developing non-pledge income streams.
- Worship service numbers are below last year's attendance but still above the interim years.
- Jennifer's outreach to the community included being a panel responder for discussion of the Milwaukee Rep's production of The Flood.

6. **Nomination of Officers for 2018-19** (Julie Bock) – Discussion only

Julie presented the Executive Committee's recommended nominations for church officers as follows:

- President – Michelle Naples
- Vice-President – Mark Bishop
- Secretary – Jeremy Koenen

The incoming Board of Trustees will vote on these positions after the Annual Meeting in May.

7. **Closed Session**

The Board held a closed session to discuss a personnel matter from 7:40 to 8:15.

The meeting adjourned at 8:15 pm

Next Meeting: April 24, 6:00pm,

Chair: Julie **Words/Snacks:** Omega **Minutes/Chanticleer Article:** TBD

Parking Lot: nothing

Calendar:

- BCBC – April 15th (12:30-2:30)(BOT members in common room 4/8 & 4/15 to talk it up)
- Annual Meeting and Brief New Board meeting – May 20th.