

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

October 23, 2018

Present: Michelle Naples (President), Mark Bishop (Vice President), Jeremy Koenen (Secretary), Maria Dorsey, Omega Burckhardt, Chris Aiken, Mark Bender, Jane Peterson, Melinda Vernon (Recording Secretary). **Also Present:** Rev. Jennifer Nordstrom, Rev. Dena McPhetres, Jean Johnson, Noreen Gilbertsen,

The meeting was called to order at 6:01 p.m. by Michelle Naples.

1. Consent Agenda (Michelle Naples)

Michelle offered the consent agenda, consisting of:

- Minutes of September BOD Meeting
- YRUU Budget
- Nominating Committee replacement - Scot Henry

Moved to Accept (Jane/Mark) Approved: Unanimously

2. 1st Quarter Financial Report

Noreen and Jean presented the 1st Quarter Results.

- Income and expenses are generally as expected or better than expected for this point in the year. Salary expenses are lower than expected due to absence of full-time DRE and Communications Director. Activity income is low but boost from Feast for Funds is anticipated. Basic operation expenses are up due to board and staff consultant for June retreat.
- Interest rate for CDs has increased.
- Balance sheet position is considered very strong.

Moved to Approve (Mark/Melinda). Approved: Unanimously

3. Associate Minister's Report (Rev. Dena McPhetres)

- PCA training finished. Commissioning ceremony Sunday.
- Attendance down at Summer services.
- Six theme circles are up and running.
- SJ Internship in beginning stages and going well.
- Focus on Adult Spiritual Development as a program area will occur this winter.

4. Congregational Survey (Mark Bender/Michelle Naples)

- Deadline was extended 1 week. Approximately 157 respondents.
- Mark presented preliminary data for review. At next BOD meeting will look at additional data and discuss how to share the results.

5. Staff Interpretation of Ends and Metrics (Rev. Jennifer Nordstrom)

- Rev. Jennifer presented staff's revised interpretation of End 4 and initial interpretations of Ends 5-8. The board agreed that the interpretations were both reasonable and complete and in some cases went even deeper than initially envisioned.
- Staff were asked to revisit the interpretation of the word "promote" in End #5.
- A discussion ensued about the difficulty of establishing appropriate metrics and the need for consideration of the balance between the difficulty of collection and the importance of the measure. Board members were asked to forward specific suggestions/comments regarding metrics to Jennifer for staff consideration.
- Revised interpretations will be brought to board for approval in November.
- Revised metrics will be reviewed in January.

6. Policy Picnic Planning (Mark Bishop)

Mark reported that a survey of board concluded the best dates for a January retreat with consultant, Laura Parks will be January 11/12. At this retreat we will work on a draft of board governance policies. The board should expect preliminary home work prior to the retreat.

7. Sources of Authority (Michelle Naples)

Michelle continued the discussion of sources of authority by asking board members their opinions about the inclusion of specific constituencies in the board's sources of authority including current members; children of current members; future members and their children; current and future friends; past members, UUA, etc. This document will essentially call out who we relate to and seek to link to.

Michelle will present a draft document for consideration at the November meeting.

8. Committee of Ministry Replacement (Rev. Jennifer Nordstrom)

Rev. Jennifer reported that two replacements are needed for those rotating off the committee. She presented a short list of names for consideration in order of preference.

Moved to Approve (Omega/Maria) **Approved:** Unanimously

9. Sr. Minister's Report (Rev. Jennifer Nordstrom)

- 19 applications have been submitted to KGAT.
- Feast for Funds will open for bidding next Sunday.
- Still experiencing difficulties with streaming. Work continues.
- Antiracism dialogue held in September for First Church members and friends. Feedback being processed.
- A brief conversation held regarding possible reasons for lower church attendance recently. October worship attendance was good.

10. Board Composition and Recruitment (Michelle Naples)

Michelle presented a matrix looking at various types of expertise of value to the board as a tool we might use for succession planning. Board members thought the matrix had value in addition to the desire for demographic diversity. Michelle asked the board to look at who will be transitioning off the board at the end of the church year and consider how we might help in recruitment.

Board members are to complete the matrix with their own areas of expertise including explanations and return them to her by 11/6.

11. Clara Barton award recognition planning (Melinda Vernon)

Board members were asked to respond to request for food contributions by 10/27.

12. Other Business (Michelle Naples)

The board was asked to mark their calendars for the Board's Feast for Funds event on 3/1/2019.

13. Adjournment. (Mark/ Jeremy) Unanimous.

Next Meeting: November 27, 2018, 6:00 p.m.

Chair: Mark Bishop **Words/Snack:** Jane Peterson **Minutes/Chanticleer Article:** Chris Aiken