

**First Unitarian Society of Milwaukee
Minutes of the Meeting of the Board of Trustees**

August 28th, 2018

Present: Jeremy Koenen, Michelle Naples, Jane Peterson, Melinda Vernon, Chris Aiken, Mark Bender

Also Present: Rev. Jennifer Nordstrom, Noreen Gilbertsen, Jean Johnson, Elizabeth Lentini, Bruce Wiggins, Terry Wiggins, Janet Nortrom

Meeting called to order: 6:01 pm (Michelle)

I. Review/Consent Agenda

a. Minutes included:

- i. Minutes of May 2018 BOT meeting.
- ii. Minutes of May 2018 BOT meeting to elect officers.
- iii. Minutes of May 2018 church annual meeting.
- iv. Minutes of July 2018 BOT special meeting.

b. ***Motion to approve agenda.***

i. Made by Jeremy, seconded by Jane, and unanimously approved.

II. General Assembly Report

- a. A recap of general assembly was presented by Bruce Wiggins, Terry Wiggins, and Janet Nortrom.
- b. It was particularly important to go this year due to Milwaukee hosting in 2021. Researching logistics, as well as building enthusiasm.
- c. A good size contingent went.
- d. Memorable moments included:
 - i. Seeing Cheri Taylor thriving in her new position at the UUA.
 - ii. Rev. Jennifer Nordstrom's final fellowship.
 - iii. Elona Walker was a member of the Staff of Thrive, and looking to enter ministry.
 - iv. Enthusiasm was built to help show the congregation how exciting General Assembly is when it comes to Milwaukee.
 - v. The Parade of Flags, showing the history of the church on display.
 - vi. Janet Nortrom was recognized by the Women's Federation.
 - vii. Rev. Jennifer noted that it went well, with a strong emphasis on racial justice.
- e. Unfortunately, they were not able to recruit youth to attend.
- f. Regional Assembly did not occur this year as General Assembly was held within the region.
- g. Regarding Milwaukee's hosting in 2021, someone from the UUA will reach out after the next General Assembly to begin planning.

- h. The conference center was noted as too spread out to get to the various seminars, meetings, and events.
- i. Attendance this year was down to 2800. Some years are noted to have upwards of 4000 in attendance.

III. **Krug Bequest Acceptance Team – Recommendation and Update**

- a. Elizabeth Lentini of the KGAT presented an update and recommendations. Jean Johnson helped with the update on parking that was part of the discussion.
- b. Recap of KGAT (Krug Gift Acceptance Team) was given:
 - i. \$850,000 bequest was received from Lu Krug
 - ii. Board policy indicates any gift in excess of \$50,000 requires an acceptance team.
 - iii. Allocation was recommended in Board policies, further recommended by KGAT, and finally approved by the Board.
 - 1. 30% to operational expenses.
 - 2. 50% to mid-term programmatic projects.
 - a. Includes jump-start projects such as four choral scholars, one part-time social justice intern, and one live streaming system.
 - b. Application available for members to submit proposals for the rest of the funds.
 - 3. 20% to long-term investments.
- c. Request came in to help address the parking situation resulting from the loss of the lot at the Lincoln School of the Arts.
 - i. Tied directly to the eighth end.
 - ii. Looking at renting the Cass Street School's parking lot, which is larger than the Lincoln School of the Arts' lot. The cost is \$45 per Sunday. One caveat was noted that there are no lines distinguishing spaces.
 - iii. It was further noted that the street car would be starting up soon, which could help with transportation to church.
 - iv. It was mentioned that the East Point Commons may have some available parking.
- d. ***Motion to allow up to a total of \$20,000 of the bequest to one or more solutions to the parking situation, spanning one or more church years.***
 - i. ***Made by Melinda, seconded by Jeremy, and unanimously approved.***

IV. **Year-end Quarter Financial Report**

- a. The year-end financials were presented by Noreen Gilbertsen.
- b. High-level summary was given of the income and expenses, with highlights including:
 - i. Additional investments were received from the Lu Krug bequest.
 - ii. Income was substantially up from the apartment building.
 - iii. Total income was up 1% (budgeted \$866,120 but actual \$870,095).
 - iv. Total expenses were 1.01% below plan, (budgeted \$990,636 but actual \$980,596).

- v. Total net income was planned for -\$124,516 but in actuality \$754,219 because of the 175th anniversary and bequest extraordinary income.

c. ***Motion to approve year end financials***

- i. ***Made by Mark Bender, seconded by Chris, and unanimously approved.***

V. **Retreat Follow-up**

- a. Updates were given regarding the follow-up work that came from the Board's summer retreat.
- b. *Policy sub-committee, presented by Jeremy Koenen.*
 - i. Several interviews being conducted with other churches to assess their experiences in policy governance transition.
 - ii. Workshop being planned for early next year to work on policy governance.
 - iii. Will submit a proposal to KGAT for funds towards the additional consulting by Unity that would be involved in the upcoming workshop.
- c. *Survey sub-committee, presented by Mark Bender.*
 - i. Church-wide survey was assembled to cover questions around experience, fulfillment at church, and demographics. Final tweaks are still ongoing.
 - ii. Rev. Jennifer proposed working the survey into this month's theme of "vision".
 - iii. Options are being assessed for ways to disseminate the survey.
 - iv. Survey is being considered for regular future reassessments, and will be open to close-friends and members of the church.
- d. *Staff interpretation of the ends, presented by Rev. Jennifer.*
 - i. Meeting with staff to cover interpreting the ends, and what they mean to the staff's overall work.
 - ii. Various options still being considered regarding measuring success of the ends.
 - iii. Rev. Jennifer will be collecting the staff's responses to their interpretation of the ends and presenting to the Board. The Board will then have an opportunity to respond in agreement or request clarification about the staff's interpretation of the ends.
 - iv. Four being presented for the September Board meeting, and four for the October Board meeting.

VI. **Senior Minister's Report**

- a. A recap of the incoming staff and interns was provided.
- b. The new system Realm is going live at the church. Will help with office and church coordination.
- c. New stewardship opportunity "Wake Now Our Vision" was discussed.
 - i. Legacy gifts will be matched up to 10% by a grant from the Shelter Rock congregation.
- d. Pledge team is seeking new members.

- e. Interim religious education workshop is being planned to discuss the church's religious education program. Open to everyone in the congregation.

VII. Clara Barton Award Recognition Planning

- a. Janet Nortrom was presented with the Clara Barton award recognizing her accomplishments.
- b. Board is looking for ways to honor her history.
- c. Various options were discussed, including a recognition service and article.

VIII. Other Business

- a. Discussions were had clarifying confidentiality by the Board of Trustees.

IX. Motion to Adjourn at 8:02pm

- a. *Made by Melinda, and seconded by Jeremy.*