

First Unitarian Society of Milwaukee  
Minutes of the Meeting of the Board of Trustees  
February 26, 2019

Present: Michelle Naples (President)-presiding, Chris Aiken, Mark Bender, Maria Dorsey (Recording Secretary), Melinda Vernon, Omega Burckhardt, Jeremy Koenen

Also Present: Rev. Jennifer Nordstrom (Senior Minister), Elizabeth Lentini

Called to order: 6:01 p.m.

Opening Words: Melinda Vernon

- I. Consent Agenda
  - a. January Minutes
  - b. Moved to Approve (Melinda/Omega); Approved unanimously
  
- II. KGAT Recommendations (Elizabeth Lentini)
  - a. Elizabeth Lentini further addressed some of the Board's questions involving the KGAT recommendations, that were submitted to her after the Board's January meeting. Elizabeth led a discussion with the Board.
  - b. The Board discussed that the KGAT proposals were for programmatic initiatives not capital improvements. Capital improvements may need another type of process such as a "capital campaign."
    - i. The Board discussed whether to approve seed money for capital improvement projects (A/C, solar panels and roof).
    - ii. Historically, on going capital maintenance has been funded through designated capital improvement funds and significant capital improvements have been funded through special capital campaigns.
    - iii. The Board discussed whether the money allocated for medium term and long term needs should be used for capital improvement projects. Money for medium term needs was approved for programmatic initiatives to implement our Ends.
  - c. Moved to Approve Appendix B and all of the dollar amounts listed under recommendations (up to \$150,200). (Omega/Jeremy); Approved unanimously.
  
- III. Metrics Plan for Ends 5-8 (Rev. Jennifer)
  - a. Rev. Jennifer presented her metrics plan for Ends 5-8 and specifically proposed to add questions to the Congregational Survey directed at measuring each End (5-8).
  - b. Rev. Jennifer reported that new systems will be implemented, training staff and lay leaders will take place in order to effectively track the data captured needed to measure the Ends.
  - c. Rev. Jennifer will be honing in on creating metrics to effectively measure tracking visitors and measuring those members who have left the church ("back door"). Rev. Jennifer will remove tracking attendance variance among Sundays.
  - d. Moved to Approve Metrics Plan for Ends 5-8 (Mark/Melinda); Approved unanimously.
  
- IV. Policy Drafts and Next Steps (Michelle)
  - a. Michelle reported that the sub-committee (Michelle, Mark Bishop, Maria) met and updated the Policies and placed the draft in the dropbox. Board members should review policy draft and email any questions as to the revisions to the sub-committee.

- b. Rev. Jennifer, Michelle and Mark Bishop will be meeting to determine how the Board Committees (Finance, Personnel and Nominating) fit in with the new policy governance model.
- V. Sr. Minister's Report (Rev. Jennifer)
- a. Jennifer's report provided an update to the Board on pastoral care, stewardship, worship and RE attendance and her participation in UU and community events.
  - b. Jennifer's highlight this month was attending a program in Los Angeles on racism, trauma and white supremacy led by author, Resmaa Menakem.
  - c. The Stewardship team is excited about the roll out of their bold step campaign with the goal of closing the \$107,000 gap between our operating expenses and operating income.
  - d. In addition to her report, Jennifer sadly reported that the United Methodist Church and its delegation voted to strengthen the ban on LGBT clergy and gay marriage hours before the Board meeting.
- VI. FMLA Proposal (Rev. Jennifer)
- a. Rev. Jennifer submitted a proposal to the Board to pay Director of Administration Jean Johnson for all FMLA time up to 12 weeks, after she uses up her vacation and personal days, for use in 2018-19 Fiscal Year.
  - b. The Board discussed whether there needed to be a FMLA policy change in order to apply to all staff. It was further discussed that under our new policy governance model, personnel issues are operational and fall under Senior Minister Limitations.
  - c. Rev. Jennifer reported that there is a plan of action in place to cover Jean's workplace duties in her absence.
  - d. Moved to approve that FUSM will pay Jean Johnson for all FMLA time, after she uses up her vacation and personal days, up to 12 weeks of time total for use in the 2018-19 Fiscal Year only. (Omega/Jeremy) Approved unanimously.
- VII. Feast for Funds Planning (Michelle)
- a. Michelle reminded everyone of the Board's FFF event March 1, 2019 and that 34 people will be in attendance. The Board discussed planning and logistics.
- VIII. Other Business
- a. Omega reported that this will be her last year on the Board (2<sup>nd</sup> year) because of the perceived conflict of being on the Board and pursuing her fellowship as a UU minister. She is expecting to intern with the Olympia Brown UU Church in Racine and will not be allowed to participate in any lay leadership roles with FUSM during her internship.
  - b. Omega brought to the Board's attention that she would like to use one of the Board's previous budgets, as a "sample budget", in one of her classes for a class project. She will continue to discuss with Michelle to see if this presents any issues or problems.
  - c. Mark Bender emphasized the importance of the pledge campaign drive and how important the Board's role is in supporting the campaign efforts.

Motion for Adjournment: 8:06 p.m. (Melinda/Omega); Approved unanimously.