

First Unitarian Society of Milwaukee
Minutes of the Meeting of the BOARD OF TRUSTEES
April 23, 2019

Present: Michelle Naples (President)-presiding, Mark Bishop (Vice President), Jeremy Koenen (Secretary), Mark Bender, Jane Peterson, Chris Aiken, Melinda Vernon (Recording Secretary).

Also Present: Rev. Jennifer Nordstrom (Senior Minister), Noreen Gilbertsen

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

Mark Bender read the opening words.

1. Consent Agenda (Michelle Naples)

Michelle presented the following items:

- Minutes of the March BOT meeting
- 2019-20 Nominating Committee Slate

Board of Trustees

Jane Cliff
Dianna Dentino
Mark Miller

Nominating Committee

Heather Hansen
Vashti Lozier

- Associate Minister's Report

Moved to Accept (Mark Bishop/Jane) **Approved:** Unanimously

2. Q3 Financial Report (Noreen Gilbertsen)

Noreen presented the Third Quarter Financials.

Highlights:

- Results are largely on budget for this point in church year.
- Income doing fine with caution that pledge income includes pledges pre-paid for entire year.
- Expenses have been kept down. While DRE transition was not budgeted, staff turnover resulted in off-setting savings. 4th quarter is usually heavy on expenses.
- 2019-20 Pledge commitments are encouraging to date.
- Question from Mark Bishop as to why we don't show the church building as an asset. Noreen will explore and report back.
- Still a couple of questions to be answered before balance sheet and income/expense reports can be finalized. Approval will thus be deferred to May meeting.

3. 2019-20 Budget (Noreen Gilbertsen)

Noreen Introduced the current budget draft projecting a deficit of approximately \$140,000.

- Current draft does not include any staff raises/bonuses.
- Increased expenses for DRE of approximately \$30,000 are included.

- Biggest unknown is what investment gain/loss will be. Budget projects a gain of \$40,000 but could be more like \$60,000.

Discussion ensued. Quarterly financial reporting to the Board will continue under new Policy Governance model.

4. Staff Compensation Recommendations (Rev. Jennifer Nordstrom)

Rev. Jennifer presented three scenarios for staff increases as requested at March meeting. Discussion ensued.

Moved to go into Closed Session for purpose of discussion of staff compensation (Mark Bishop/Chris)

Approved: Unanimously

After closed session the following motion was accepted and approved.

Motion to authorize a 2019-20 human resources salary increase for existing staff of up to \$20,000 of which \$3,000 is to be allocated for the Senior Minister. The Senior Minister is free to allocate the remaining \$17,000 according to her discretion recognizing the Board's desire to move toward closing the gap for those whose salary is less than UUA fair compensation guidelines and/or for those making less than \$15 per hour.

Moved to Accept (Mark Bishop/Mark Bender) Approved: Unanimously

Returning to open session Rev. Jennifer was informed and voiced acceptance and willingness to move ahead to implement.

5. Policies (Michelle Naples)

- Mark Bishop reported that two previously open items on asset protection have been clarified and delineated in the policies.
- Mark met with Tom Briscoe, Gordie Mueller and Noreen Gilbertsen to inform them about the long-term strategy and plan for handling, monitoring and communicating finances under our Policy Governance model.
- A draft of monitoring reports was pulled out due to incompleteness pending further discussion and agreement at the August retreat.
- Some existing board policies may become operational policies.
- Motion was made to approve the policies as presented with the understanding they supersede any previously established policies.

Moved to Accept (Jane/ Mark Bishop) Approved: Unanimously

6. Bylaws (Michelle Naples)

Michelle reported the changes primarily reflect changes to committee structure with Finance and Personnel Committees to no longer operate as board committees. Nominating will continue to be a

board committee. Committee on Ministry has become an operational committee. The Treasurer will report to the board in a 3 year appointed oversight role and will serve as an ex officio member of the board, unless they are an elected Trustee.

Moved to Accept (Mark Bishop/ Melinda) **Approved:** Unanimously

7. DRE Search (Rev. Jennifer Nordstrom)

Rev. Jennifer announced that a new DRE has been hired. Kimberlee Tomczak Carlson has over 18 years of experience as a DRE. She has received a Lifetime Achievement award from the UUA. She is highly competent in antiracism initiatives, experienced in theme-based curriculum and is at the cutting edge of new models in RE. Kimberly is in seminary now; and is an intern at UU West. Her home church is Madison. Her husband is a minister in Kenosha. She “leads from joy” and is warm and funny. Communication about her hire will take place this week. She starts 8/1/19.

8. Sr. Minister’s Report (Rev. Jennifer Nordstrom)

Rev. Jennifer reported that Jean Johnson is back at work on a half-time basis.

9. Annual Meeting Agenda (Michelle Naples)

Michelle presented a draft agenda for the annual meeting to be held on May 19, 2019.

Moved to Accept (Mark Bender/ Jeremy) **Approved:** Unanimously

10. 2019-20 Board Officers

Michelle presented a tentative slate of officers developed by the Executive Committee. All have been contacted and have agreed to serve.

- Mark Bishop - President
- Mark Bender - VP
- Dianna Dentino - Secretary

11. Other Business

- Dates for Aug 2-3 retreat have been finalized.
- Policies and by-laws will be placed on our website

12. The meeting was adjourned at 8: 07 p.m.

Motion to Adjourn (Jane/Chris) **Approved:** Unanimously

Next Meeting: May 14, 6:00 p.m.

Chair: Mark **Words/Snacks:** Jane **Minutes/Chanticleer Article:** Chris

Calendar:

- Annual Meeting - May 19, 2019
- Board Retreat - August 2 & 3, 2019