

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

November 27, 2018

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

Absent: Omega Burckhardt

Also Present: Rev. Jennifer Nordstrom

The meeting was called to order at 6:02 p.m. by Mark Bishop.

1. Consent Agenda (Mark Bishop)

Mark Bishop offered the consent agenda, consisting of:

- Minutes of October BOT Meeting

Moved to Accept (Jeremy/Maria) Approved: Unanimously

2. Approval of Interpretation of Ends and Metrics (Michelle)

- Rev. Jennifer presented updates to Ends 5 and 8 on the basis of the discussion at the board meeting in October.
 - End 5 was updated to include that building awareness of Unitarian Universalism, our church and our values will provide opportunities to increase membership.
 - End 8 was updated to include intentional outreach in welcoming.
- After a brief discussion the board agreed that the Ends were reasonable and complete.
- Detailed metrics will be reviewed in January.

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

3. Sources of Authority Discussion (con't) (Michelle)

- Michelle presented a summary of sources of authority from other UU churches and the UUA.
- The board discussed what the most important elements to include in our sources of authority. At the most basic level there was consensus on the categories below:
 - Current Members and Children
 - Future Members and Children
 - Past Members

- There was some discussion around what to include outside of these basic sources of authority. After looking at multiple examples there was agreement that the sources of

The Unitarian Church of All Souls

As elected representatives of the members of the congregation, the board is morally accountable to:

- The members of the congregation
- The children and youth of All Souls Church
- The past members of the congregation
- The future members of the congregation

The board is morally responsible to:

- The staff of All Souls Church
- The intended beneficiaries of the ends

authority from The Unitarian Church of All Souls (see below) contained the elements we were looking for. Michelle will create a draft based on this for the board to review at the December meeting.

4. Policy Picnic Planning and Prework (Mark Bishop)

- Mark Bishop reviewed the process that we will use leading up to the policy planning retreat in January. At the retreat we will review drafts of new policies created as part of our move to Policy Governance.
- Board members signed up to draft 2 to 3 policies each. Drafts of level 2 and 3 policies to be complete by Dec. 25th to send to Laura Park for review.
- Mark Bishop graciously volunteered to take on drafting of the financial policies.
- Rev. Jennifer will upload electronic copies of existing policies to Dropbox so that board members can review existing policies and ensure that any necessary content is included in the new policy drafts.
- Mark Bishop will reserve a room for the retreat.
- Board will review retreat schedule details at meeting in December.

5. Congregational Survey results and follow-up (Mark Bender)

- Mark Bender presented detailed analysis of survey results divided into relevant demographic categories.
- A summary of the results for the congregation will be published in a future Chanticleer by the end of the church year.

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

- The Cass School parking lot space has been reduced to 30 to 35 cars. The parking task force is continuing to work on this issue.
- A new Communication Coordinator has been hired. Cindy Lorentzen comes to us with 20 years of communication experience.

- The KGAT team is sending letters to proposal applicants with follow up questions to be returned by Jan 8th. The KGAT team will provide a preliminary report to the board in January.
- RE Coordinator Cami Thomas and Sarah Richards, Chair of the Children's Religious Education Team is working with Rev. Jennifer to develop a search team for the Director of Religious Education search. The makeup of the search team will be shared with the Board at the December meeting.

7. Board Composition and Recruitment (Michelle Naples)

- Michelle briefly reviewed the feedback provided by board members.
- The board discussed the most relevant areas of expertise that would be useful as the nominating committee searches for potential board members.
- Michelle will provide the feedback and comments to the nominating committee to use as they work to recruit new board members.

9. Adjournment. (Jane/Mark) Unanimous.

Next Meeting: December 18, 2018, 6:00 p.m.

Chair: Michelle Naples

Words/Snack: Maria Dorsey

Minutes/Chanticleer Article: Omega Burckhardt