

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

May 14th, 2019

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

Also Present: Rev. Jennifer Nordstrom (Senior Minister), Rev. Dena McPhetres (Associate Minister), Deb Solis (Youth Program Coordinator), Noreen Gilbertsen, Jean Johnson

Called to order: 6:02 p.m.

Opening Words: Jane Peterson

I. Consent Agenda (Mark Bishop)

- a. Review and discuss April Minutes
- b. Review and discuss proposed motion for General Assembly Delegates
 - The Board of Trustees of the First Unitarian Society of Milwaukee (FUSM) approves the following delegates to the 2019 General Assembly.
 - Mark Bishop
 - Amy Monahan
 - Bob Monahan
 - Ehlona Walker
 - Denise Cawley
 - Bruce Wiggins
 - Terry Wiggins
 - Jeanne Durnford (off-site delegate)
 - Janet Nortrom (off-site delegate)
 - Further, the Board of Trustees empowers Bruce Wiggins, Mark Bishop or Reverend Jennifer Nordstrom to endorse any other delegate candidates (up to 15) to attend General Assembly for FUSM as needed.
- c. Moved to Approve April Minutes and motion regarding General Assembly Delegates (Jane / Melinda); Approved (unanimously)

II. 3rd Quarter Financial Review (Noreen Gilbertsen, Jean Johnson)

- a. Income is slightly ahead of budget at this point in the year.
- b. Noreen provided some clarification on the timing and reporting of investment income. Investments decreased 4% from last quarter.
- c. Total Expenses continue to be lower than planned due to a couple staff vacancies, fewer staff opting into our health insurance, and only modest increases in insurance premium.
- d. Net Income is currently operating in the black, which is normal as many expenses occur at year end.
- e. The Balance Sheet continues to be strong.
- f. Moved to Approve (Jeremy/Melinda); Approved (unanimously)

III. KGAT Additional Request (Rev. Jennifer)

- a. An additional \$3,785 from KGAT is requested to cover the additional health insurance benefit costs for the Lead Music Director's. The additional expense was not included in an approved KGAT proposal that increased the Lead Music Director's work hours.
- b. Motion proposed: "Approve an additional Krug Funds expense, for one year only, of \$3,785 in order to pay the Lead Music Director's health insurance premium at a rate of 80%"
- c. Moved to Approve (Omega/Mark Bender); Approved (unanimously)

IV. 2019-2020 Budget (Noreen Gilbertsen, Jean Johnson)

- a. The 2019-2020 Budget was reviewed and discussed in detail.
- b. The most substantial increase is in the area of HR.
- c. Pledge income projected to increase by \$3,000
- d. Moved to Approve (Melinda/Jeremy); Approved (unanimously)

V. Youth Representation at Board Meetings (Deb Solis)

- a. Deb introduced the idea and reviewed the UUA guidelines for including youth representation on boards. The guidelines include the youth being an observer at meetings but not a voting member. Deb noted that we offer membership starting at age 16. The Youth Steering Committee discussed this and agree with the UUA guidelines. An additional requirement suggestion by the Youth Steering Committee was to require attendance at the Youth Midwest Leadership School.
- b. Having a youth representative on the board has the potential to bring new perspectives on issues to the board and provide valuable leadership experience to the youth representative.
- c. There are some concerns about youth involvement when more sensitive topics are discussed but there are ways to work around this.
- d. After some discussion the Board agreed to consider this and will discuss in detail at the Board Retreat in August.

VI. Sr. Minister's Report (Rev. Jennifer)

- a. Jennifer's report provided an update to the board on program achievements, staff activity, stewardship development, RE & worship attendance, and her participation in UU and MKE events.
- b. As part of this month's report Jennifer provided a summary of the security and emergency procedures currently in place. The provided report included details on topics such as Fire Drills and the Emergency Lockdown Procedures.
- c. Jennifer encouraged us to subscribe to the church YouTube channel. At 100 subscribers' additional features are available.

VII. Annual Meeting Prep (Mark Bishop)

- a. The meeting will be recorded by Jeremey to facilitate accurate note taking
- b. A quorum is 64 people
- c. Childcare will be provided
- d. There will be a short Board meeting after the annual meeting to welcome the new Board members and elect officers.

VIII. Retreat Planning (Mark Bishop)

- a. Monitoring and metrics will be the priority. Board members should review the documentation available on these topics before the retreat.
- b. The retreat will be August 2nd and 3rd. The location is still to be determined.
- c. Provide feedback to Mark Bishop on the planned topics by the end of May.
- d. We will consider inviting Jean Johnson and Rev. Dena to the discussions round monitoring.
- e. There is also a desire to discuss the overall goals for the coming year

Motion for Adjournment: 7:44 p.m. (Mark Bender/Jane); Approved (unanimously)

Next Meeting: August 27th, 2019