

First Unitarian Society of Milwaukee  
Minutes of the Meeting of Board of Trustees (Final)

November 26, 2019

**Present:** Mark Bender, (Vice President), Jane Peterson (Recording Secretary), Chris Aiken, Dianna Dentino, Mark Miller, Melinda Vernon **Also Present:** Elizabeth Lentini  
**Not Present:** Mark Bishop (President), Jane Cliff (Secretary), Jeremy Koenen

**I. Opening Sequence**

Mark Bender called the meeting to order at 6:03 PM. Melinda read the opening words. Check-ins followed.

**II. Review/Consent Agenda (Mark Bender)**

No corrections to the previous month's minutes were noted.

Monthly staff change report: None to report (Reverend Jennifer)

Interpretation of Limitations 4.1, 4.4 & 4.5 (Reverend Jennifer)

- 4.1: Reverend Jennifer added some things related to security and accessibility.
- 4.4 & 4.5: Mark Bender noted that there were some changes when folks would be notified. The modifications have not yet been posted in the Dropbox.

Motion to approve past month's meeting minutes made by Melinda and seconded by Chris regarding the consent agenda with the exception of 4.4 & 4.5 to be revisited next month.

The BOT unanimously approved October meeting minutes.

**III. Monitoring Ends 5 & 8 (Mark Bender & Reverend Jennifer)**

Promoting UU values (End 5) and creating an accessible courageous welcome to all (End 8). In support of End 5, Reverend Jennifer shared First Church membership, visitation, and pledging metrics as a measure of whether or not First Church is growing its UU footprint. The Board explored context around these numbers and discussion the importance of each current member taking an active role in attracting guests.

The BOT accepted the Senior Minister's report, including the provided evidence, that Ends 5 & 8 are being sufficiently monitored and appropriate attention is being given to achieving these Ends.

**IV. Monitoring Governance Process (Policy 2) (Evaluation Sub-team) (Mark Bender & Mark Miller)**

Mark Bender said that consultant Laura Park shared numerous templates for FUSM to incorporate for tracking the governance processes. Mark M said that Laura shared documents to help the BOT evaluate ourselves. The templates are suggestions that we do a survey monthly, or possibly quarterly. More discernment needs to be done to determine which documents, information, and feedback will be useful. Also noted, we are out of compliance with our perpetual calendar regarding Policy 2. A detailed project plan of action needs to be created, then the Board can move forward from there. Goal: efficiency and values. The current goal is to set protocol and practices.

**V. Grievance Process (Board Level) (Mark Bender)**

Discussion of the BOT formal grievance procedure/procedure was discussed. The Board can access the document from the Drop Box.

Board members shared anecdotes of times we've received ad-hoc verbal complaints and discussed how this official process would apply. Mark Bender recommended that we put the grievance process in a flowchart for clarity. He will place this in the Administrative resource file in Drop Box.

#### **VI. Linkage Sub-Team Update (Mark Miller)**

Mark M shared that he had no new information to report. Chris shared that he favored youth Board involvement and would like to see the youth be able to vote. Mark Bender shared that the congregation picks their BOT, the members wouldn't be selecting the youth representative, so should they be able to vote? Many possible configurations are yet to be explored and then determined. Mark Bender will follow-up with Mark Bishop to determine timing on the Board making a decision.

#### **VII. Youth Board Observer Update**

Mark Bender reported Mark Bishop has made contact with Lisa Presley from Mid-America and it is still a work in progress.

#### **VIII. Sr. Minister Report (Reverend Jennifer)**

Reverend Jennifer shared two staff changes. This information will be reflected in the December staff report. A facility assistant person was hired. Jack Forbes-Wilson has given official notice. He will be leaving his position at FUSM at the end of December 2019.

#### **IX. KGAT Request (Elizabeth Lentini)**

Elizabeth reported that the KGAT committee is recommending some changes in the KGAT Request Fund current structure. The current committee is suggesting the creation of two new committees to replace the current structure. One team would oversee the Lou Krug projects, and a second committee, identified as the Strategy Committee, would be created to focus on long-term strategic direction and support our End Statements (sustainability, financial planning, what the building needs, what does human resource need, etc.). The overarching goal would be to create something meaningful and long term for our community. Ultimately, these two committees would replace the current KGAT structure. This structure would allow for an integrative approach. KGAT has one more meeting and will come up with some specific recommendations.

#### **X. Other Business**

Mark Bender shared the following items:

- 1) The finance team will share the investment policy to the BOT in January 2020.
- 2) Fred Gutierrez and Lynne Jacoby will give us a Pledge Drive update at the next BOT meeting.
- 3) Feast for Funds update will be presented to the BOT in March.
- 4) Reverend Jennifer announced the upcoming Beloved Conversation series coming to FUSM in the new year and encouraged the BOT to register; deadline for submissions is 12/1/19.
- 5) Winter and Spring FUSM Journey to Membership is on the calendar for 2/15/20, 2/22/20, 2/29/20 and 3/5/20.

#### **XI. Adjournment**

Melinda moved to adjourn the meeting and Mark Miller seconded. The meeting was adjourned at 8:01 PM.