

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

**December 17, 2019**

**Present:** Mark Bishop (President), Mark Bender (Vice President), Jane Cliff (Secretary), Jeremy Koenen (Recording Secretary), Chris Aiken, Melinda Vernon, Mark Miller. **Absent:** Dianna Dentino, Jane Peterson. **Also Present:** Rev. Jennifer Nordstrom (Senior Minister), Jean Johnson, Lynne Jacoby, Fred Gutierrez, Dave Becker.

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

**1. Consent Agenda** (Mark Bishop) - approved

- Melinda asked for clarification to the recommendation on removing “request fund” in regards to KGAT committee.
- Interpretations of limitations 4.4 and 4.5.
- Motion to accept minutes and interpretations 4.4 and 4.5.

***Consent Approval Moved (Jane Cliff/Chris Aiken) Passed: Unanimously***

**2. Interpretation of Limitation 4.6** (Jean Johnson) - approval deferred

- Jean presented updated limitation 4.6.
- Investments fund details were discussed as needing updates, including a glossary.
- Mark Bishop asked for clarification on the investment accounts.
- Melinda asked for last line to be updated to include “may **promote** Unitarian Universalism” (the word “promote” was missing).
- Mark Miller asked for the Board to set regular recurring schedules for any items, such as this, that are flagged as needing annual Board review. Jennifer responded by saying they will be presenting the interpretations each December, in the event that we do not have an improved solution being deployed to manage the schedule.
- Mark Bender and Mark Miller asked for clarification of the bulleted points indicating that they will be guarded against through other monitoring.
- Chris addressed 4.6.12 to have the list of conduct called out to show it is not exhaustive. Jennifer addressed that these were items that were items most worrisome.

***Approval of the updated Interpretation of Limitation 4.6 deferred to January 2020's consent agenda.***

**3. Pledge Drive Update** (Lynne Jacoby/Fred Gutierrez)

- Fred presented the pledge plan to the Board.
- Highlighted points from Fred and Lynne included:
  - The team members are different than last year.

- Team has lots of experience with the church, in addition to a new fresh perspective from Mark Chambers.
- Seeking a 5% increase of pledges.
- Seeking one-on-one conversations initiated by a group of 75 individuals Called the “Visiting Steward Core Prospect Group” of varying experiences in giving at the church.
- Top leaders and donors event is being planned at the Arts at Large Center in the mid/late afternoon.
- Church-wide event is also being planned.
- Four groups of varying giving histories are being focused on with separate strategies.
  - Messaging will be tailored to each of these groups.
- Several trainings are being planned for the visiting stewards.
- Still working on the theme of the campaign.
- Lynne is working on the testimonials.
- Additional messaging being considered to convey a high-level representation of what the pledged money goes to.
- Mark Bishop recommended messaging that would tie to the ends.
- Jennifer reminded the Board that the big increases are traditionally being done by those already at top.
- Jane Cliff suggested focusing the ask by recognizing that constant asks from organizations are coming in right now.
- Lynne expressed a desire to highlight that this is not just a non-profit organization for change, but also a community and spiritual home for the givers.

#### **4. KGAT Discussion and Changes (Dave Becker) - approved**

- Dave presented a request that the KGAT be disbanded, and the work split into two teams consisting of the “Project Management Team” and “Strategic Planning Team”.
- “Project Management Team” would handle the project requests and execution, with an 18-month term.
- ” Strategic Planning Team” would help plan financial sustainability and ends achievement, including how bequests can help in plan for accomplishing the ends, with a 3-year term.
  - Set aside \$20,000 for a consultant to assist the Strategic Planning Team in their mission.
- Discussion around how budgeting for a consultant would be secured.
  - If this year, it would require BOT approval on deviation from the approved budget.
  - If next year, which it likely will be, it would be part of operational budgeting to be approved for next year.
  - Rev. Jennifer recommended that the Board vote on the amount now to clarify the support of the Board on the team’s efforts.
  - Discussion was had on how the Zillman bequest would be spent to honor her contribution.

***Motion to accept the recommendation to disband the KGAT, and form two new teams, the “Strategic Planning Team” and “Project Management Team”, and authorize up to \$10,000 to support the teams in their work for the remainder of the 2019/2020 church year. (Jeremy Koenen/Jane Cliff) Approved: Unanimously***

- 5. Board-compliant Grievance Process** (Mark Bishop) - approval deferred  
***Grievance process will be approved in next month’s consent agenda.***
- 6. Youth Board Observer Update** (Mark Bishop/Jeremy Koenen)  
Will provide the Board with more details leading into next month’s meeting.
- 7. 403(b) Plan Amendment** (Rev. Jennifer) - approved
  - Rev. Jennifer presented an amendment to the 403(b)-contribution plan of the church to align with the UUA’s recommended contribution enrollment policies for ministers and directors of religious education.
  - Mark Bishop asked if it impacts budget, and Rev. Jennifer confirmed that it did not.

***Motion to approve as provided by Rev. Jennifer (Melinda/Chris) Approved: Unanimously***

- 8. Senior Minister’s Report** (Rev. Jennifer)
  - New parking lot on Van Buren Ave. if people need to park.
  - Revs. Dena, Jennifer, and Kimberlee Tomaczak Carlson now have a covenant with each other.
  - Lower worship attendance in December.
  - Terry Wiggins was arrested at Wells Fargo Bank during a civil protest regarding fossil fuels.
  - Zao MKE partnership updates were provided.
  - New facilities assistant Gary Rebholtz was introduced.

**The meeting adjourned at 8:05 pm** (Mark Miller/Mark Bender) **Approved: Unanimously**

**Next Meeting:** January 28th, 6:00pm

**Chair:** Mark Bender **Words/Snacks:** Chris Aiken **Minutes/Chanticleer Article:** Melinda Vernon