

**First Unitarian Society of Milwaukee
Minutes of the Board of Trustees Meeting
September 22, 2020**

FINAL

Present: Mark Bender, President; Jane Cliff, Vice President; Mike Hogan, Secretary; Dianna Dentino, Melinda Vernon, Mark Miller, Jane Peterson, Rollie Hanson, Ben LeFort (Recording Secretary). **Also present:** Rev. Jennifer Nordstrom (Senior Minister).

The meeting was conducted via videoconferencing (Zoom) due to COVID-19 concerns, and was called to order at 6:04 p.m. CT by Jane Cliff (Chair).

1. Review/Consent Agenda (Jane C.)

- **Minutes of August 2020 BOT Mtg**
 - The language used in the minutes to express the staff's compliance with board policies should be changed to read "we saw that sufficient evidence that [X] is being conducted in compliance with board of trustees policy [Y]."
- **Monthly Staff Change report**
 - None

Motion to approve the consent agenda with the change noted above (Hogan/Vernon); passed unanimously.

2. Monitoring Ends 4, 6, and 7 (Rev. Jennifer)

- Rev. Jennifer summarized the report delivered to the board; since this is our second measurement, it presents the board's first opportunity to see progress compared against the first baseline measurement.
- **End 4 Measurements:**
 - **A: The Congregational Survey:** Postponed due to the spring COVID-19 outbreak.
 - **B: Sharing Stories of Joy & Challenge:** Staff were asked to measure this quantitatively and qualitatively. 9 stories were shared during the 2019 staff retreat, and in September 2020 there were 11 stories. All stories were positive both years, but this year staff noted 5 teams deepening both their need for connection and vulnerability with each other during COVID. The numeric scores given this year were at 3.9, an improvement of 0.4 from last year and close to the goal of 4.0.
 - **C: Pastoral Care:** Are people comfortable enough asking for it, and do they receive it? Post COVID, more Pastoral Care contacts happened than in all of the previous church year.

- D: Pledge Increase Goal of 5%: The result of the pledge drive was a 0.5% overall increase, which did not meet the goal but is better than might be expected considering the COVID-19 outbreak. Members who increased pledges did so significantly, and they represent a greater portion of the church's overall pledge income compared to those who kept their pledges the same or decreased pledges.

Motion to approve the following (Hanson/Hogan); approved unanimously:

- a) **The board has been presented evidence that strong progress has been made toward achieving End 4 overall. We have made some progress toward our pledge goal given the circumstances, but there remains a significant gap to achieving long-term financial sustainability for the church which would be represented by a 5% pledge growth per year); and**
- b) **Defer monitoring of Ends 6 & 7 to the next board meeting.**

3. Congregational Survey Sub-Team Update (Jane C., Ben, Rollie)

- The survey is ready to go out in the upcoming Chanticleer. Updates have been made to reflect changes due to COVID, and a few questions have been added or modified.

No vote; this item was only meant to inform.

4. Update on Youth Liaison (Bender)

- We are talking to Deb Solis about procedures for selection & terms of the engagement. We'll be following up with her and Youth Steering now that they're meeting again.

No vote; this item was only meant to inform.

5. Act of Ordination (Mark B.)

- For Kimberlee's ordination on October 18, Jennifer proposed adjustments to the language used in the most recent ordination, as well as to account for the fact that this will be an online event.

Motion to approve (Jane P/Bender); passed unanimously.

6. Senior Minister's Report (Rev. Jennifer)

- Added information to the report sent prior to the meeting regarding the work of the Strategic Planning Team and selection of a consultant. Working to hone the consultant's proposal, and hope to sign the contract soon. The SPT co-chairs will present updates at the next BOT meeting.
- Ingathering Sunday's streaming video had 1,700 total views!

No vote; this item was only meant to inform.

7. Feast for Funds

- Given COVID, this event will be in April as weather will be nicer and many auction items typically involve the outdoors / gatherings. The Board has offered an item in the past and ideas for this year are welcome.

No action; this item will be added to the agenda for the next BOT meeting.

8. Other Business (Mark Bender)

- Discussion of the monthly income summary submitted by Jean Johnson. Some clarification is needed, and we will request that when the finance team joins us for the next BOT meeting.

No action; this item will be added to the agenda for the next BOT meeting.

Motion to adjourn the meeting at 8:04 p.m. CT (Hanson/Vernon); passed unanimously.

Next Meeting: October 27, 2020, 6 p.m.

Chair: Mark Bender | Words: Melinda | Minutes/Chanticleer Article: Jane Peterson

- ***Parking Lot: Board communications / emergency process / documentation***