

FINAL Minutes
Board of Trustees Meeting 11-24-20

Jane Cliff called the Zoom meeting to order at 6:01 PM

Attendance: Mark Bender (President), Jane Cliff (Vice-President), Mike Hogan (Secretary), Dianna Dentino, Jane Peterson (Recording Secretary), Mark Miller, Ben LeFort, Melinda Vernon, Rollie Hanson, Rev. Jennifer Nordstrom

I. Strategic Planning Team Update: Dave Becker and Julie Bock

The team met throughout April to June 2020. Julie explained the decision to hire a professional consultant to help examine growth, financial planning, external threats and opportunities and sustainability. The consultant, John Wimberly, was chosen from among seven responding to the Request for Proposal (RFP). He has completed part of a draft report and is on track to complete it on schedule. The information will be used for coordination among FUSM groups such as Stewardship. The team anticipates consulting existing FUSM affinity groups. Strategic Planning Team will provide update to BOT in March or April 2021. The final plan will be presented to the congregation at the FUSM annual meeting in 2021.

II. Socially Responsible Investment Policy: Bruce Wiggins, Trent Muller and Cheri Briscoe

The policy presented received preliminary approval from the Finance Team and Social Justice Council. The policy is an amendment to existing FUSM Socially Responsible Investment policies, and is one way to live our values and achieve our Ends through financial means, by investing in companies that do good, and through shareholder activism. It borrows from the Common Endowment Fund (CEF) policies. The policy screens out fossil fuel industries and encourages companies to adopt greener, more socially just practices, and use ethical corporate governance. As a subcategory of socially responsible investing, the CEF will match up to \$10,000 of a congregation's funds for business development. The goal is to create resources and opportunities for historically economically disadvantaged people and communities. The best fit for a partner for First Church was determined to be the Wisconsin Women's Business Initiative Corporation (WWBIC). WWBIC will help set up a fund for loans for local businesses, customizing the type of assistance and financing for both returns and achievement of social goals, while protecting investors from default. With approval of this policy, the Board is essentially delegating responsibility for community investment to WWBIC. The goal for return on the loan is a minimum of 1 – 2 % annually. First Church would fund this with \$10,000 from the unrestricted funds.

Motion to accept the addendum to the existing policy (Rollie/Mark M). Motion carried unanimously.

III. Consent Agenda: Jane C.

Revised May 2020 BOT meeting minutes to accurately reflect Tom Briscoe's role as BOT treasurer. Motion to approve, stipulating that the draft October minutes will be corrected and resubmitted in December (Ben/Melinda). Motion carried unanimously.

IV. Beth Monhollen Sponsorship: Mark Bender

Mark B. noted Beth submitted all required documents. Motion to approve First Church's sponsorship of Beth (Rollie/Mark B); carried unanimously.

V. Monitoring Ends 5 and 8 deferred to December 2020 BOT meeting due to time constraints.

VI. Monitoring Limitation 4.1: Relationships with Congregants: Mark Bender

Upon review, the Board determined that all that Rev. Jennifer's activities around Covid-19 precautions support safe conditions for FUSM members, staff and visitors. Any activities not accomplished have been omitted due to the pandemic, i.e., accessibility study. YouTube programs now include closed captioning (cc) for services, and cc is available by request for church meetings. Motion that the BOT find Rev. Jennifer in compliance with Policy Limitation 4.1 (Mark B./ Rollie); carried unanimously.

VII. Monitoring Policy 2: Governance Process: Mark Bender

Mark noted that First Church is generally in compliance with policies 2.1 through 2.16, due to the BOT surveys completed after meetings. Mark M. and Rollie agreed to form a subgroup to make recommendations on how we can implement monitoring during the current church year. The subgroup will also develop other ways to monitor the governance process. A report will be presented to the BOT at the January 2021 meeting.

VIII. Congregational Survey Update: Jane C., Ben, Rollie

163 congregants responded to the 2020 survey. Because the response deadline was extended, analysis of the results will be delayed. Ben L. will summarize the data for the Board.

IX. Senior Minister's Report: Rev. Jennifer

Financial contributions remain strong. First Church hired a Digital Outreach Coordinator, who has a background in marketing and public relations; this new employee will start work the week of November 30, 2020. The Membership Team plans a holiday party and singalong. The Poetry Group has grown, and spun off another small-group ministry, Lectio Divina. Grief kits for people coping with death are now available from Rev. Dena. Pastoral Care will have new lay leadership. Religious education's focus is on collecting donated art supplies for a collaborative art piece from Milwaukee's "invisible children." Attendance at Sunday services averages 167 computers online/10 am service. UUtheVote and Defend Democracy groups helped with the recent election.

Motion to Adjourn: 8:10 PM (Mark M., Dianna), carried unanimously

Next Meeting: December 15, 6 pm CT

Chair: Mark B | **Words:** Mike | **Minutes/Chanticleer Article:** Melinda

December / Parking Lot:

- Board communications / emergency process / documentation
- Feast for Funds ideas (sometime in the Spring)
- 4.6 Asset Protection
- Monitoring of Ends 5 & 8

