

**First Unitarian Society of Milwaukee
Minutes of the. Board of Trustees Meeting
December 15, 2020**

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

The meeting was conducted via videoconferencing (Zoom) due to COVID-19 concerns and was called to order at 6:03 p.m. CT by Mark Bender.

1. Review/Consent Agenda (Mark B.)

- o Minutes of November BOT Mtg.
- o Minutes of October BOT Mtg. (cleaned up version)
- o Monthly Staff Change Report (hire of Molly Sommerhalder, Digital Outreach Coord.)

Motion to approve the consent agenda as submitted (Mike/Rollie); passed unanimously.

2. Congregational Survey Preliminary Results (Jane C./Rollie/Ben)

- o Ben prepared a one-page summary as an advance preview.
- o Respondents may still not be completely familiar with ENDS.
- o Full report will be shared in January 2021.

3. Project Management Team Report (Melinda)

- o Project Management Team formed last year to continue evaluation of Lu Krug funded project after dissolution of KGAT team.
- o Progress on several projects has been disrupted due to COVID.
- o Team will recommend funding of Choral Scholars project in 2021-22 budget.
- o Moving forward, the Strategic Planning Team will be best positioned to make funding decisions for other multi-year projects.
- o A final report was distributed and placed on file as a reference for future planning.

4. Strategic Planning Team Report (John Wimberly)

- o Submitted preliminary reports on the potential for church growth and the church's financial status.
- o Board will have a 90-minute listening session for an expanded discussion in January.
- o Planning team will lead focus groups for leaders of congregation where participants will be challenged to answer the question "what do we want to do to ensure our financial sustainability?" Three options will be presented.
- o Strategic plan will be presented to congregation at annual meeting in May 2021.

Final

5. Monitoring Ends 5 & 8 (Mark B.)

End 5: Promote Unitarian Universalism and our shared values in the world.

- Data shows most people find us through friends and family who are already members and/or are familiar with FUSM.
- Our new Digital Outreach Coordinator should find the data useful.

End 8: Create accessible, courageous, and innovative welcome to people who might find a sense of belonging and a spiritual home with us.

- Changing FUSM membership demographics is long work.
- We are seeing an increase in number of visitors.
- Decrease in number of members is partially due to clean-up of membership rolls.
- Length of time from first visit to membership has shortened.
- A COVID specific plan for engaging new members is in place.
- There is more work to be done to increase pledging units.

Motion: Given the evidence presented, we see sufficient progress toward Ends 5 & 8 (Jane C./Jane P.); Passed unanimously.

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

- We hired our first-ever Digital Outreach Coordinator, Molly Sommerhalder.
- Leadership transitions on the the Pastoral Care Associates (PCA) team have been successfully completed. A new PCA team will be recruited over the spring/summer.
- A detailed 2020-2021 Pledge Campaign Plan has been created with a goal of hosting 35 Zoom pledge events.
- Our virtual worship service attendance numbers are strong, averaging 510 views/Sunday.
- Youth attendance numbers are down, probably due to pandemic. They may be "zoomed out".

7. Other Business : None

Motion to adjourn the meeting at 8:01 p.m. CT (Mark M./Mike); Passed unanimously.

Next Meeting: January 26, 6 pm

Chair: Jane C | Words: Mark M | Minutes/Chanticleer Article: Dianna

nurture. engage. inspire.