

FINAL
First Unitarian Society of Milwaukee
Minutes of the Board of Trustees Meeting
January 26, 2021

Present: Mark Bender (President), Jane Cliff (Vice President), Mike Hogan (Secretary), Dianna Dentino (Recording Secretary), Mark Miller, Ben LeFort, Rollie Hanson, Jane Peterson, Reverend Jennifer Nordstrom (Senior Minister), Jean Johnson, Noreen Gilbertsen, Melinda Vernon

The meeting was conducted via ZOOM due to Covid-19 concerns. The meeting was called to order at 6:02 PM by Jane C.

1. Financial Update / 4.4 & 4.5 Monitoring (Jean, Noreen)

- Total member individual contributions are high and total pledges are currently at 62%
- Apartments are all currently occupied
- FUSM expenses are 10% lower than expected at the end of the second quarter
- Gain on investment is positive, following the upswing of the stock market in the second quarter
- PPP loan repayment procedures are expected next quarter and we anticipate the entire loan will be forgiven.
- Current CD interest rates are low due to current market numbers
- Work on next year's budget will begin next month
- Capital maintenance has not started yet this church year
- Professional expenses, RE expenses, Committee expenses & Stewardship expenses are low for a variety of reasons, mostly Covid-19 related. For example, in terms of professional expenses, staff can't go anywhere, however staff are spending money for online course opportunities which tends to be lower cost versus onsite training.
- Discussions with strategic planning consultant John Wimberly & his final financial report have been helpful, informative & instructive about paths to pursue for the financial health and future of our FUSM Community. Additional work needs to be done, and we are on a good path.
- Motion: Given the evidence provided, we agree that limitations 4.4 and 4.5 are being met (Mike/ Mark B)_Unanimous

2. Review/Consent Agenda (Jane C)

- Correction motion to adjourn to Mark Miller/Mike
- In item 2, bullet 2, remove "Limits of Policy Governance" at end of sentence
- Motion made to accept the consent agenda with above changes_ (Ben/ Rollie)passed

3. Congregational Survey Results (Jane C, Rollie, Ben)

- 163 FUSM members responded to the survey and there is a great deal of data
- Suggestion to include graphics in future Chanticleer article that will summarize results
- Net promotor score/measure clarified; it means How likely are you to recommend FUSM to others?
- How do we use the survey information to move forward?
- In terms of age, FUSM skews demographically 60 plus, and that was reflected in the folks who completed the survey. (It was noted, families are Covid-19 stressed.)
- RE is struggling right now in terms of attendance. (Kids are ZOOMED out.)
- The survey revealed: 1) we are making progress on all our Ends; 2) in both 2018 and 2020, the congregation scored itself highest on End 4 (giving and receiving support and lowest (in 2020) on End 8 (creating accessible, courageous and innovative welcome); 3) in 2020, the gap between how

well we doing living our Ends versus how important we think they are is largest for End 8, followed by End 3 (following leadership of people most affected by injustice).

- FUSM has 390 pledging units.
- There was discussion on how to continue becoming the welcoming community we aspire to be.

4. **Policy 2 Monitoring Sub-Team Update** (Mark M, Rollie)

- Nothing to report

5. **Monitoring Ends 1, 2, & 3** (Reverend Jennifer)

- The most recent congregational survey shows that FUSM has made progress on all three Ends and that End 1 (valuing connection across difference) has increased in importance.
- This is the first time we've asked partners to rate their interactions with us, and responses were quite positive, indicating that they view the quality of the relationships highly. Partner Surveys provided a baseline 4.6 rating, where a score of 5 was maximum
- Partner surveys also provided suggestions on how we can improve and
- indicated that FUSM *regularly* or *always* follow the partner's lead.
- Six partner surveys (of 10 sent) were completed and it was noted that they provide unique and valuable information
- FUSM Social Council did their own self-evaluation
- FUSM-generated reports on our social justice activities require a good deal of staff-time and energy; however, the more we do it, the better able we will become at determining if the effort is worthwhile
- Overall, and generally, the surveys reflect that the FUSM community is *doing a lot* and that members feel good about their involvement.
- Motion: Based on the evidence presented, the BOT sees sufficient progress toward meeting Ends 1, 2, & 3 (Jane P/Mark M); passed unanimous

6. **Senior's Minister's Report** (Reverend Jennifer)

- Over 2,300 viewed the FUSM Christmas service
- Record high Christmas collection (over \$8,000)
- Currently, FUSM is not getting many donations in share-the-plate.
- Judy Anderson, a pillar of the church died recently. Virtual Memory Circle will be held Jan 31st at 2:30 PM
- Worship numbers/attendance remain consistent.
- Heritage Society is holding an event on February 23rd.
- Good press coverage this month regarding the Open Letter from Faith Leaders initiated by Reverend Jennifer as an effort to defend democracy and call out racism.
- Grief Basket Kits are continuing to be requested by FUSM members.

7. **Other Business**

- Based on conversations with strategic planning consultant John Wimberly, Mark Bender noted next steps in the process and the need to continue to discussions as a BOT and as a community. The information is providing us with a good foundation for future steps.
- A draft recommendation is tentatively scheduled to be presented at the March BOT meeting.
- *Listen and Learn Sessions* are in process with good turnout.

8. **Adjournment**

- Reminder from Mark B to complete self-evaluation Google form.

- Motion to adjourn (Mark B ~~L~~ Mark M) the meeting at 8:08 PM (Unanimous Vote)

Next Meeting: February 23, 2021 @ 6 PM

Chair: Mark B Words: Ben Minutes/Chanticleer Article: Rollie