

First Unitarian Society of Milwaukee
Minutes of the Board of Trustees Meeting

February 22, 2022

Present: Jane Cliff (President), Ben LeFort (Vice President), Tony Panciera (Secretary) Rev. Jennifer Nordstrom (Senior Minister), George Bledsoe, Dianna Dentino, Patricia Geenen, Rollie Hanson, Mike Hogan (Recording Secretary), Mark Miller

The meeting was conducted via videoconferencing (Zoom) due to COVID-19 concerns and was called to order at 6:02 PM by Ben LeFort.

Minutes Approval Jan 2022 mtg: Reviewed, minor changes.

Move approval: Tony P, 2nd Mark M. Passed unanimously

Monitoring Ends 1, 2 & 3(Rev. Jennifer)

Jennifer led an overview of her interpretation of each end. Based on responses to the annual congregational survey we surpassed our 2021 goal for each of these ends.

- End 1. Value, Develop, and Celebrate the gifts that come from authentic connection.
 - There was tremendous growth in participation in Anti-Racism programming. While much of this was due to General Assembly participation, even without this program participation was up. Strong partner survey responses in previous years, but the measurement will be reassessed and handled differently moving forward. Significantly surpassed the goal of averaging 1 element per service from a historically global majority population.
 - BOT members discussed the monitoring report for End 1 generally. Jane C moved; The report shows sufficient evidence of progress toward achieving End 1. George B. 2nd. Passed unanimously
- End 2. Recognize power difference and challenge racism where it arises.
 - Staff has been working progressively over 3 years to understand power dynamics within the staff and committees, in the congregation, and with community partners. This can be more challenging in groups we are less closely associated with and can take more time. We use quantitative and qualitative analysis measures to assess our progress.
 - The BOT sees sufficient evidence of progress toward achieving End 2. Moved by Tony, 2nd Rollie. Passed unanimously.
- End 3. Follow the lead of those most affected by injustice.
 - Rating of this end has been increasing. However, results from the 2022 congregational survey have not been tabulated. As a result, Tony P. moved that a vote on this end be postponed until these results are available. 2nd by Dianna D. Passed unanimously.

Monitoring Policy 3–Board-Senior Minister Relationship (Jane)

- 3.1 The Board will speak with one voice.
 - Members of the Board affirmed this behavior in August 2021 by signing the Covenant between the Board and the Executive staff
- 3.2 Authority and accountability. The Board does not approach staff independently or individually.
 - The Board President polled primary paid staff several weeks ago, there is extensive data available. Overall, there is 95% concurrence that board and staff communications are appropriate.
- 3.3 Delegation of authority to the Sr. Minister.
 - The Board re-affirmed the relevance and priority of our Ends at our September 28, 2021 meeting.
- 3.4 Monitoring Sr. Minister performance.
 - The Board monitors Sr. Minister performance throughout the calendar year by reviewing our progress as a congregation to achieving our Ends Statements. This year’s survey is near completion. Results will be considered in Sr. Minister annual performance review and compensation discussions on April 26, 2022.
- BOT sees sufficient Evidence of compliance with Policy 3. Moved by Pat G. 2nd by Tony P. Approved unanimously.

Monitoring Policy 4.9–Communication & Support of the Board (Rev. Jennifer)

BOT agreed to postpone 4.9 compliance determination until next month when a minor modification is made to Sr. Ministers monitoring report.

Monitoring Policy 4.8–Senior Minister Well-Being (Rev. Jennifer)

- Sr. Minister presented solid evidence of a healthy plan for well-being. That being said, the board encouraged Sr. Minister to continue to strive to take sufficient days off each week during the church year to maintain personal health and well-being.
- The BOT sees sufficient evidence of compliance with Policy 4.8. Moved by Ben L. 2nd Rollie. Approved unanimously.

Policy 4.5.1 Interpretation Update (Rev. Jennifer)

- Sr. Minister provided an update and minor change to her interpretation of this policy in light of the recent emergency boiler replacement.
- “Senior Minister will get authorization from the President and/or Vice President as soon as possible, preferably before the expenditure, describing the nature and amount of the expenditure and reason they consider it an emergency.
- Move to accept revision. Moved Mark M. 2nd Jane C. approved unanimously.

Sr. Minister's Report (Rev. Jennifer) Highlights

- WE ARE MEETING IN PERSON STARTING MARCH 6! Congregation members can register online for the entire month.
- Hiring a nursery assistant. Get the word out if you know a qualified individual.
- Sr. Minister attended the annual meeting for pastors of large congregations. Sadly, before the pandemic there were 42 such congregations. Now only 34. But, FUSM was one of a very small number of congregations that actually had modest growth in the past year.

Other Business

- Congregational Survey Update
 - George, Pat, and Ben will have an update on the congregational survey during next month's meeting.
- 2022-23 Board Budget
 - The board has a very small line item in the budget to provide trainings etc.
 - Reminder:
 - **UUA Principles Focus Group March 1, 6 – 7:30**
 - **BOT Anti-Racism training. Wednesdays March 2nd & 9th 6:00 – 7:30pm**

Adjournment

Hearing no further business, the meeting was adjourned at 8:16, with the next meeting scheduled for March 22, 2022, at 6:00 pm CT.