

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

Tuesday, May 17th, 2022

Present: Ben LaFort (Vice President), Jane Cliff (President), Mark Miller, Reverend Jennifer Nordstrom (Senior Minister), George Bledsoe, Rollie Hanson, Mike Hogen, Pat Geenen, Rollie Hanson, Dianna Dentino, Noreen Gilbertsen

Also Present: Jean Johnson

Not Present: Tony Panciera

The meeting was called to order at 6:12 PM.

1. Opening Sequence

2. 2022-23 Budget (Jean Johnson & Noreen Gilbertsen)

Jean reported that there were a few minor adjustments in the projected budget. There is a net increase in HR of \$4,000 (for cost of living raises). It's a transition year regarding bequest income (\$53,000) and how it is identified in the budget. As a result, the budget looks different at the moment. The change was made to reflect more transparency.

Moved to accept: (Rollie/Ben) **Approved:** Unanimous

3. Last Meeting Minutes (Jane Cliff)

Jane shared gratitude to George for taking the April Meeting Minutes and submitting an article to the Chanticleer.

Moved to accept: (Mark/George) **Approved:** Unanimous

4. Monitoring Policy 4.2 - Relationship with Paid & Volunteer Staff

(Reverend Jennifer)

All FUSM staff have job descriptions. There is an annual review process for all staff. When the annual reviews are completed, the President and FUSM Personnel Team get confirmation of the completion of this task via the Senior Minister.

Reverend Jennifer reviewed the Grievance process. Jane shared that at some point, we were planning to revise the Grievance policy, but due to a time crunch, a revised Grievance policy has not been completed yet.

Mark, Jane, Mike asked some clarifying questions about terms and definitions within the current policy/document.

Policy Update Motion:

Moved to accept: (Ben/Jane) **Approved:** (unanimous)

Revisions:

Moved to accept: (Mike/Pat) **Approved:** (unanimous)

5. Annual Meeting Planning & Agenda (Jane Cliff & Ben LaFort)

Jane added a draft agenda to the DropBox for the Annual Meeting this afternoon, for this coming Sundays FUSM Annual Meeting. Ben and Mark will be our resident tech-heads. Annual Meeting Agenda will include approval of new FUSM Board Members, Nominating Committee, Budget overview, Q & A, and adjournment.

We will need to assure a quorum (approximately 65 FUSM members) are present during the FUSM Annual Meeting. Tony will be recording the minutes at the Annual Meeting. The FUSM Annual Meeting will be multi-platform (virtual and face-to-face).

Ben shared that they are still working out all the details. He is hopeful that members who are tuning-in virtually, can participate in the Q & A section. He is currently working with Shari & will keep us posted on the final determination whether or not that will work.

We are hoping for a good turn-out.

6. Instructions for GA Delegates (Reverend Jennifer)

Reverend Jennifer shared it is the BOT decision about delegate selection. The next few GA conventions will focus on suggested modification and changes to the UU Principles and By-Laws. The focus of the changes would give permission for a special focus on Anti-Racist action over the next several years. It's core UU stuff, but there is a small and very vocal group that are pushing for more.

Reverend Jennifer shared, ideally, the delegates we send to GA should represent the voice of our community. The question was raised: Should we as a BOT provide instruction to our UU Delegates and how they should vote?

Rollie shared his observation and asked about past and present inclusion in the UU community. Ben asked if there was an *orientation* for delegates? (Reverend Jennifer said that the delegates will have an orientation.)

George asked about the vote, is it anticipated to be close? Reverend Jennifer reiterated that there is a small vocal group to change the by-laws.

FUSM is allowed to send 14 delegates. Currently, FUSM has 6 identified delegates. GA will be a multi-platform (virtual and face-2-face from Portland, Oregon).

Ben shared that the resolution in front of the UUAA is getting at is what's been happening (anti-racism work) in our own local UU community. It feels important enough that we might want to provide some guidance to our delegates. Mike shared if we did not want to be so direct that the FUSM BOT could do a vote on the issue, and share the results with our delegates. Rollie thinks it's a good idea to share *where the FUSM BOT stands* on this issue.

Motion: (Mike) FUSM BOT, votes to support the proposal of the UUAA and we encourage our delegates to similarly support this resolution.

Moved to accept: (Mike/Ben) **Approved:** (Unanimous)

7. By-law Changes (Jane Cliff)

No changes recommended at this time.

8. Annual BOT Assessment (Ben LaFort & Jane Cliff)

Jane shared that this is in addition to our monthly assessment. Do we need to do something on a different level in terms of how we have done as a BOT? Earlier in the year, Mark & Rollie mentioned this idea of an annual assessment. Ben asked, what might that look like? Should we have an annual assessment? Pat suggested incorporating this during the BOT annual retreat.

9. Senior Minister's Report (Reverend Jennifer)

10. Other Business

11. Adjournment

XX moved to adjourn the meeting and XX seconded.
The meeting was adjourned at X:XX PM.

Next Meeting: Sunday, May 22nd, 2022 @ 3 PM

Parking Lot:

Calendar:

- Annual Meeting - Sunday, May 22nd, 2022, FUSM Sanctuary, 12:15 PM
- Brief BOT Meet-up - Sunday, May 22nd, 2022, 3 PM