

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

Tuesday, January 24th, 2023, via Zoom

Present: Ben LeFort (President), Pat Geenen (Vice President), George Bledsoe (Secretary), Rollie Hanson, Mike Hogan, Tony Panciera, Amy Wilbourne, Sarah Richards, Joe Riepenhoff (Recording Secretary).

Also Present: Reverend Jennifer Nordstrom (Senior Minister), Jean Johnson, Noreen Gilbertsen.

The meeting was called to order at 6:09 PM.

1. Opening Sequence

2. Minutes of December 13, 2022 Meeting (George)

Moved to approve minutes of last meeting: (Rollie). Seconded by George. None opposed. **Passed:** Unanimously.

3. Compensation Draft Recommendations (Reverend Jennifer)

Jennifer presented the numbers and options for staff compensation reflecting attempts to move all staff into fair compensation range as set by UUA and considering a higher than usual cost of living raise due to inflation. Jennifer had three different options for the board to consider and discussion entailed adding to the most robust increase in compensation. **Moved to approve Option 1 with addition of \$2,800 to provide full cost of living raises to all eligible staff:** (Joe) Seconded by Amy. None opposed. **Passed:** Unanimously.

4. Q2 Financial Update/ Monitoring Policies 4.4 and 4.5 (Noreen/ Jean)

Reviewed and discussed financial state for quarter 2. Income so far this year is over the planned budget, expenses are under budget, for a net positive of about \$4,000. More money on hand than at the end of last quarter. Satisfactory compliance found. **Moved to determine compliance with Policies 4.4 and 4.5:** (Joe). Seconded by Tony. **Passed:** Unanimously.

5. Finalize Members, Charge and Timeline for Forge Out Future Endowment Policy Task Force (Ben)

Discussion of revised charge, timeline, and members: Ron Oshima, Tom Briscoe, Dave Becker, Kathy Rivera, Elizabeth Lentini, and George Bledsoe, for Forge Our Future Endowment Fund Policy Task Force Committee. **Moved to approve the task force charge and members by** (Rollie). Seconded by Sarah. None opposed. **Passed:** Unanimously.

6. Proposal to transfer \$170,000 to Forge Out Future Fund (Ben)

Board considered transferring funds designated for “long term use” from the Lu Krug Fund to the endowment project Forge Out Future Fund. The endowment is the long term use contemplated by the Krug designation.

Moved to transfer \$170,000 from Lu Krug Fund to Forge Our Future Fund by (Mike).

Seconded by Joe. None opposed. **Passed: Unanimously.**

7. Revised Job Description for Position of Treasurer to Fit Policy Governance Model (Pat)

Discussion of revisions to Treasurer position description to reflect Policy Governance Model. Action deferred. Further conversation tabled until later date.

8. Monitoring of Ends 1, 2, and 3 (Rev. Jennifer)

Discussion of work toward ends 1, 2, and 3 and congregational perception as reflected in surveys. Post COVID response of priorities shifting to increased internal focus and somewhat decreased outward focus identified.

Moved, based on the evidence presented, to determine sufficient progress made toward ends 1, 2, and 3 by (Rollie). Seconded by Mike. **Passed: Unanimously.**

The meeting was adjourned at 8:09 PM.

Next Meeting: Tuesday, February 28th, 2023 @ 6 PM