

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

Tuesday, February 28, 2023 via Zoom

**Present:** Ben LeFort (President & Meeting Chair), Pat Geenen (Vice President), George Bledsoe (Secretary), Rollie Hanson, Tony Panciera, Sarah Richards, Joe Riepenhoff, Mike Hogan (recording secretary).

Also Present: Jean Johnson, Rev. Kimberlee Tomczak Carlson

Absent: Amy Wilbourne

**The meeting was called to order at 6:01 PM.**

**1. Opening Sequence**

**2. Approval of January 2023 Meeting Minutes (George)**

Moved to approve: Sarah R. 2nd: Pat K. Approved Unanimously

**3. Discussion of New Training Ideas (Pat)**

Training ideas for BOT. Pat G presented an outline of possible training issues raised during our 2022 BOT Retreat. Potential goals?

The BOT is interested in continuing the work on Anti-Racism started last year.

- Are we, as the BOT, open and available to the sources of Authority?
- How can we expand on the annual survey to get more meaningful feedback?
- How do we take our training and use it to support the work of Anti-Racism, social justice and connecting with the broader community?

Ben LeFort and Rollie Hanson will reach out to Julica Herman de la Fuente and the YWCA Anti-Racism training program to identify further training options.

**4. Endowment Task Force Update (Ben)**

The task force is investigating questions such as: What does an endowment fund look like? And do we need professional guidance to establish one?

The task force will develop an update to be shared with the congregation.

**5. Article II Discussion (Rev. Kimberlee)**

Rev Kimberlee gave the BOT a primer on Article II and the 8<sup>th</sup> Principle Project.

There will be a mini assembly at the next GA. A vote will be taken regarding changing or updating the UU Principles. Discussion: Will the BOT give direction to our delegates?

Rollie Hanson agreed to draft a charge for delegates that the BOT will vote on in a future meeting.

**6. Monitoring Policy 3.4: Monitoring Senior Minister Performance (Ben)**

Ben will send a questionnaire to BOT members.

### **7. Monitoring Policy 4.9: Communication and Support of the Board (Ben)**

Before leaving for her sabbatical, Re. Jennifer testified via email the Board has not approached staff members with requests or instructions.

We see sufficient evidence that the BOT is in compliance with the policy. Moved Rollie Hansen, 2<sup>nd</sup> George Bledsoe. Approved unanimously.

### **8. Staff Report(Jean)**

Jean presented a staff report of activities by department heads in the first month of Rev. Jennifer's sabbatical. All departments are running smoothly and attendance at Sunday services is steady.

### **9. Congregational Survey Update (George)**

133 responses were received. A bit low compared to recent years where responses were between 160 and 170. Data is being compiled and analyzed.

### **10. New Business**

Mike H. NomCom Liaison reports that 3 members have accepted the invitation to the 2023/24 BOT. Still working on responses from candidates regarding filling next year's Nom Com.

Pat G. Check revised the BOT calendar for minutes and Chanticleer article duties. Need someone to take Amy's April slot. Sarah R volunteered!

Ben reported that Rev Jennifer approached him and Human Resources chair Nancy Spransy regarding approving an extra week vacation time for all staff stepping into additional duties during her Sabbatical. The extra week will need to be taken during the 2023-24 church year.

Amy W will be temporarily stepping away from board duties.

### **11. Adjournment**

**Hearing no other business President Ben called the meeting to a close.**

The meeting was adjourned at 8:00PM.

**Next Meeting:** Next Meeting: March 28, 2023, 6 pm CT–Zoom Only

Chair: Pat Geenen; Words: Tony Panciera; Minutes/Chanticleer Article: Tony Panciera