

First Unitarian Society of Milwaukee
Minutes of the Board of Trustees Meeting – First Draft
March 26, 2024

Present: Pat Geenen (President), Dana Brooks, Amy Wilbourne, Tony Panciera, Sarah Richards and George Bledsoe (Recording Secretary). Also Present: Rev. Jennifer Nordstrom.

Absent: Stacy Koenen (Vice President), Stacey Thieme and Joe Riepenhoff (Secretary).

The meeting was called to order at 6:15pm.

1. Opening Sequence

2. Review/Consent Agenda (Pat)

- Minutes of February 27, 2024, Meeting
- Sr. Minister Report (Rev. Jennifer)

Dana motioned to approve. Amy seconded the motion. Motion passed unanimously.

3. Execution of the Endowment Fund Trust Document (Pat)

Motion: To approve the Endowment Fund Trust Document.

Dana motioned. Amy seconded the motion. No discussion. Motion passed unanimously.

4. Operating Pledge Fulfillment and 2024-2025 Compensation and Benefits Plan. (Rev. Jennifer)

As of March 15, 2024, total pledges for 2023-24 church year are at \$758k. Shrinkage (those that have said they can't pay) of \$4.4k brings total pledges to \$753k. Pledges paid as of March 15 come to \$548.7k. Average pledge fulfillment over the last (5) years as of February 29th is 73%.

There is an approximate budget gap of \$200k to close. The intent is that the Forge Our Future (FOF) Endowment will begin to close this gap once it is up and functioning and we begin to receive returns. A 4% return from the FOF Endowment, in consideration of 3% shrinkage, would yield approximately \$108k towards closing the budget gap.

In the current church year, we've had more staff cuts and we have not given Cost of Living Adjustment (COLA) raises to staff. Efforts have been successful to bring staff salaries and benefits in line with fair compensation over the last few church years. However, the UUA has changed fair compensation standards, and we will need a plan to comply.

Motion: To adopt option #2, COLA for staff more than 20% under fair compensation, plus closing fair compensation by 25% for staff that is severely below fair compensation.

Tony motioned. Amy seconded the motion.

Discussion: Several members engaged in discussion around the options that had been presented and the underlying consequences and advantages.

Vote: The motion passed unanimously.

6. Compliance with limitation 4.3 Compensation and Benefits

Motion: We are in partial compliance with 4.3 and are on trajectory for full compliance. We are not using the Predictive Model and UUA guidelines have changed.

Tony motioned. Pat seconded the motion. Discussion: None. Vote: The motion passed unanimously.

7. BOT charge to First Church GA Delegates regarding the second vote at this year's General Assembly on the revised UUA principles. (Rev. Jennifer)

Motion: To use the statement to delegates from last year's UUA Article 2.

Tony motioned. Sarah seconded the motion.

Discussion: The statement was read. Additionally, there was discussion about the memo from Denominational Affairs and Rev. Jennifer to the BOT outlining the Historic and Accessible UU General Assembly this June.

Vote: The motion passed unanimously.

8. Annual Congregation Survey Content and Timeline (Dana)

The annual Congregation Survey is open and ready for congregant's responses. The end date is scheduled for April 18, 2024. Correspondence has been sent to the congregation via the usual means of communication. Dana asked that the board consider producing a written and detailed outline of the process and procedures for administering the Congregation Survey for the future. Dana thanked all that have participated and assisted with the survey.

9. Report on Anti-Racism Training and Forward Proposal (Sarah)

We continue to reflect on and discover opportunities to grow from the past Anti-Racism trainings that we've received. More opportunities are being considered. TBD.

10. BOT Training and Retreat (Pat)

Timing, Leadership and Format: Sarah Stacy K and Tony (tentatively) have agreed to plan and lead the BOT retreat. The retreat is tentatively planned for June 9th, but an alternate date may be forthcoming. Location will be confirmed later.

11. Nominations and Bios for 2024-25 Trustees & NomCom (Stacy K)

Motion: To approve the slate of electors for BOT and the Nominating Committee.

Dana motioned. Sarah seconded the motion. Discussion: None Vote: The motion passed unanimously.

12. Update on Youth Representation on the BOT (Pat)

Prior youth who have joined the BOT have not been able to continue in the roll due to school and other activities. We continue to discover a way to include youth in learning the operations of the church and its leadership. A memo from Rev. Kimberlee in response to a query to her regarding youth representation on the board was discussed.

13. Other Business

None

Adjournment: Hearing no other business, the meeting adjourned at 7:45pm.