

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

Tuesday, November 28, 2023

**Present:** Joe Riepenhoff (Secretary, meeting chair), Pat Geenen (President), Sarah Richards (Vice President), George Bledsoe, Amy Wilbourne, Tony Panciera (recording secretary), Stacey Thieme, Stacy Koenen, Dana Brooks

Also Present: Rev. Jennifer Nordstrom, Steve

**The meeting was called to order at 6:05 PM.**

**1. Opening Sequence (Amy)**

**2. Review/Consent Agenda (Sarah)**

- Minutes of October 24, 2023 Meeting, minor amendments shared verbally
- Monthly Staff Change Report (None this month)
- Family Leave policy exception for Tristan Strelitzer
- Compensation Change due to Lynne Jacoby's resignation
- Added Frank Evans request language
- Added Senior Minister's Report
- **Motion to approve content agenda:** Sarah; Seconded by Dana. **Passed: Unanimously**

**3. Endowment Task Force (Joe)**

- Procedure for Selecting Trustee
  - **Motion:** The nominating committee will select people to be trustees of the endowment fund, for the board to then approve: Stacy K, Seconded by Stacey T. **Passed: Unanimously**
- Investment Vehicle Preferences
  - UUA, GMF are clear preferences. Not interested in Baird.
  - **Amended Motion:** Move to recommend that Baird not be selected as Trust advisor: preferences from board include 4 ranked UUA 1st, 3 are split, and 2 ranked GMF 1st.: Dana, Tony seconded.
    - Discussion:
      - Weighed value of local investment and values alignment, as well as integrity to social investing policy.
      - Dynamics of control over funds and access to fund management was referenced, as well as fees.
      - Under management: 234M in UUA, GMF 1.4B (the more money in management the more they can diversify)
      - Discussed power dynamics.
  - **Passed: Unanimously.**
- Trust Language
  - Discussion:

- Around principal protection, volatility in the marketplace, and our stewardship of this resource
- Concerns were shared to request revisions to language to ensure the principal reaches the full target balance for long term fund sustainability.
- Dana will draft and share language to address these concerns and will share with the board via email, prior to the next meeting.
- Dave and Elizabeth will be invited to next month's meeting, if needed, for that discussion.

#### 4. Progress Towards Ends 5 and 8 (Jennifer)

- **Motion: Based on the evidence presented, the church is making progress towards ends 5 and 8:** Dana, Stacey T seconded.
  - Discussion:
    - Clear win, we have more visitors. Clear loss, we're not growing. Bad news is that churches all over are not growing right now. Why are we not one of the churches that IS growing right now?
    - Jennifer has led on some recent changes to address major gaps. With the capital campaign, our focus as a congregation has been a major fundraising lift, first. Now, we are pivoting back to focus on membership, with reconfigurations to our system. Looking forward to converting visitors into membership and sustaining memberships.
    - Questions surfaced around the accessibility audit and the overwhelming nature of the full legal audit, so the staff's focus has been on immediate accessibility needs.
    - What's the membership growth strategy? Operations and the membership team and do not currently have an outreach team or staff member, but that's not where the churn is: It's in the first couple of years of membership.
    - #1 way of engagement of new members is person to person. #2 is the internet (and we're solid there).
  - **Passed: unanimously**

#### 6. Task Force Follow Up (Sarah)

- Anti-Racism Team (Sarah & George)
  - Had a productive meeting earlier this month, discussing land acknowledgement follow up and planning MLK National Day of Service.
  - There will be a congregation-wide anti-racism training on March 9<sup>th</sup>.
- Treasurer Position (George)
  - Jean has promised to get a refreshed continuous operations overview for the treasurer position.
- Feast for Funds Plan (Stacy K)
  - Working to create another opportunity for folks to purchase vacant spots at events.
- Aesthetics (follow up from Sr. Minister's Report)
  - Rev Jennifer participates in Prairie Group. She was responsible for a session on aesthetics and chose to utilize the space to address reparations.

- There will be a full pledge committee report next month. They are planning the kick off to be a leadership event on Feb 4<sup>th</sup>.
- Youth rep
  - Vera has a conflict and subsequent needs to step down.
  - The agenda setting committee will look deeper at what constitutes a youth representative for the board, so it's easier to outline responsibilities and expectations, bi-directionally.

### **Adjournment**

The meeting was adjourned at **7:55pm**.

**Next Meeting:** December 19, 2023