

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

Tuesday, April 23, 2024

Present: George Bledsoe, Joe Riepenhoff (Secretary and Meeting Chair), Tony Panciera, Stacy Koenen (Vice President), Dana Brooks (recording secretary)

Zoom: Pat Geenen (President), Sarah Richards, Stacey Thieme.

Also Present: Jennifer Nordstrom, Jean Johnson, Noreen Lundgren

Absent: Amy Wilbourne

The meeting was called to order at 6:02 PM.

1. Opening Sequence (Sarah)

2. Review/Consent Agenda (Joe)

Minutes of March 26, 2024 Meeting

Sr. Minister's Report

Rev. Jennifer advised that Rev. Kimberlee has hired Fiona Higgins as our new Religious Education and Membership Assistant. They will begin weekday hours in May.

Moved to approve the consent agenda as amended with addition of the new hire: Dana; Seconded, by Tony.

Passed Unanimously.

3. Monitoring Policies 4.4 (Financial Planning & Budgeting) & 4.5 (Financial Condition) (Jean & Noreen)

Jean and Noreen summarized the 3rd quarter financial reports described in detail in the documents provided in the BOT meeting folder. They see no financial concerns, with total net income (\$695K) at 80% of Budget and total expenses (\$738) at 69% of budget. Net income for Operations was negative at 43K which is 21% of the budgeted deficit of \$205K. Our available assets and investments (not including the Endowment Fund and Memorial Trust Fund) (\$161K) exceeds our safety net for operations satisfying our required safety net of 15%.

Based on the substantial documentary evidence presented and further explained, compliance with Policies 4.4 and 4.5 is confirmed, moved: Dana; seconded: Stacy K.

Passed Unanimously.

4. Budget (Jean Johnson)

Jean explained the draft of the 2024 budget and answered questions. Jean notes that some costs have risen, and some have risen substantially including bank charges and the cost of check verification services. It was noted and discussed that certain staff changes caused some deviation from last year's budget, but the net effect was not as large as originally expected. The final proposed budget will be presented and considered at the May meeting of the BOT.

5. Monitoring of Governance Process (Pat)

Pat presented her report for monitoring the Governance Process required by Policy 2. That report discloses that the Board is in compliance with Policy 2, except members neglected to complete Conflict of Interest Disclosure Forms this church year but will be asked to do so at the June 22, 2024, Board retreat.

Based on substantial evidence of compliance with Policy 2, presented and explained compliance is approved, subject to execution of the Conflict of Interest Disclosure Forms at the Board Retreat: Moved by Dana, Seconded by: George; **Passed:** Unanimously

6. Congregational Survey Results (Dana)

Dana gave a brief overview of the survey results. Participation was down substantially. Reasons may include timing of the survey release during Spring Break at some schools, insufficient notice, or survey fatigue. Additional results will be provided by a written report when analysis is complete.

6. Annual Meeting Agenda and Planning (Pat, Joe)

Pat asked that Tony and Joe volunteer to set up and monitor digital communications during the annual meeting. They agreed. The draft agenda will be prepared after reviewing last year's agenda and will be presented at the next BOT meeting on May 14, 2024.

7. Update from Endowment Fund Trustees:

George gave an overview of the educational activities that the Endowment Fund Trustees offer the congregation before the annual meeting. Those less formal gatherings will offer members the opportunity to be advised of the terms of the Endowment Fund Trust and to ask questions before the annual meeting. At the annual meeting, the Endowment Fund Trustees will present an overview of the trust terms and offer to answer questions from the congregation. It may help the presenters if questions from the previous sessions are compiled and answered to address at the annual meeting.

8. 2023/2024 Proposed BOT Officers

The nominations for Board of Trustee Officers for the next church year are as follows, and will be voted on by the Board at a short meeting following the congregational meeting on May 19th:

President: Stacy Koenen
Vice President: Mark Chambers
Secretary: Joe Riepenhoff
Treasurer: Tom Brisco

9. Delegates to General Assembly

Pat named five people who have expressed interest in serving as delegates to the UU General Assembly:

Deb Solis (as a member)
Jeanne Durnford
Ryan Pawlowski
Terry Wiggins
Bruce Wiggins

Tony moved that the Board confirm the proposed delegates, seconded by Dana, **Passed:** Unanimously.

Pat and Rev. Jennifer noted that we have not filled all possible delegate spots with volunteers. Jennifer suggested that Board Members register as delegates enabling them to participate at business portions of the Assembly and to vote on issues including Article 2 of the By-laws. The Board agreed this is a good idea.

10. Board of Trustees Retreat

Set for June 22, 2024 from 9:00 a.m. to 2:00 p.m.

11. Senior Minister Performance Evaluation (BOT members only) Pat summarized the Board responses to the survey regarding the Senior Minister's performance, which were uniformly positive. Tony moved to approve positive Senior Minister performance; Pat seconded. **Passed** unanimously.

The Board unanimously thanks Rev. Jennifer for her continuing uniformly superior performance.

12. Other Business The Board returned to the discussion of changing the pace of policy governance monitoring to allow for more relational and generative leadership. Tony moved that policy and limitation compliance determination be done at half the current pace (so every other month) starting with the 2024-2025 Church year, seconded by Dana (?). The board discussed benefits and costs of less monitoring and reporting, the possibility of consulting with the Senior Minister on what format for less reporting would work for her, the potential to back load longer reports if spread over more time, and the risk of not catching noncompliance during too long an interval. The motion was withdrawn and tabled until more information can be gathered and digested.

Adjournment

The meeting was adjourned at 8:01.

Next Meeting: May 14, 2024 6 pm (Live and Zoom)

Chair: Stacy K **Words/Prompt:** Joe **Minutes/Chanticleer Article:** Pat