

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

November 19, 2024

**Present:** Stacy Koenen (President and Meeting Chair), Mark Chambers (Vice President), Sarah Richards , Dana Brooks, Amy Wilbourne (Recording Secretary), Elizabeth Hayes, Ryan Pawlowski.

**Via Zoom:** Stacy Thieme

**Also Present:** Jennifer Nordstrom, Amanda Panciera

**Not Present:** Joe Riepenhoff

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

- 1. Opening Sequence** (Stacy)
- 2. Review/Consent Agenda** (Stacy)  
Minutes of November 19, 2024, Meeting  
Senior Minister Report (Rev Jennifer)

Motion to approve the Consent Agenda

Moved: Dana; Seconded: Mark

**Passed** Unanimously.

- 3. Progress Toward Ends 5 and 8** (Jennifer)

Motion to approve that FUSM is making sufficient progress toward ends 5 and 8

Moved by Mark; Seconded by Dana

**Passed** Unanimously.

Discussion: What it means to share UU values, etc.

- 4. Compensation package for ministers** (Rev. Jennifer, Amanda Panciera)  
Motion to approve compensation package: Moved by Sarah, Seconded by Elizabeth  
Discussion: Presentation by Amanda Panciera about fair compensation, followed by discussion of compensation package for Rev. Kimberlee and Incoming Associate Minister

**Passed:** Unanimously

**5. Material Deviation-Dena's retirement (Jennifer)**Motion to approve material deviation:  
Moved by Ryan, Seconded by Elizabeth, Abstain: Dana

**6. Email from member regarding bequest funds (Stacy)**

Discussion: BOT members discussed the email to the BOT and Rev. Jennifer regarding the use of the bequest money. The suggestion is to take a portion of the money and to use it for Social Justice Causes.

Motion: Proposal to take money from the \$200K set aside for air conditioning, and to spend part of it on social justice causes. Moved by: Dana, Seconded by Stacy T

**Action:** Motion failed

Discussion: How much money was discussed, and where to draw it from was discussed.

Motion: Moved by Mark to take 40K out of the endowment to set aside for social justice causes, with no award less than \$20,000.

Seconded by Ryan

Motion To table made by Ryan seconded by voted to table

**Action: Motion to table passed**

**Abstain: One abstention**

**7. Fest for Funds Update (Amy)**

Amy: Most of the tickets have sold, and details will be decided closer to the event. Dana suggested expanding the number of attendees, which Amy agreed to contact Scott Henry about

**8. BLUU Box Update (Stacy)**

BLUU Box will be used for opening readings at future meetings

**9. Task Group Follow up**

Anti-Racism (Amy)--last meeting members of the AR team shared their feelings post-election, and prepared for Dasha KH event

Treasurer Position (Stacy)--Communicated with Jean Johnson about the responsibilities of the treasurer role. She asked for more time while they get acclimated to the new accounting firm. Nom Com was notified to start looking for possible people to nominate.

Annual Survey (Dana)--In progress

Review of Ends(Stacy) —Need to discuss with Jennifer and prior BOT the previous process used and evaluate our future steps and budget. Possibly bring back the consultant we used to originally create the ends.

Nom Com (Ryan)-- Met with Nom Com and discussed their practices and the added request of the BOT to assist in filling the treasurer role

**10.**

**Other Business**

**The meeting was adjourned at 8:00 PM.**