

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

Tuesday, February 25, 2025

Via Zoom

Present: Stacy Koenen (President and Meeting Chair), Mark Chambers (Vice President), Joe Riepenhoff (Secretary), Ryan Pawlowski, Sarah Richards, Dana Brooks, Stacey Thieme (Recording Secretary), Elizabeth Hayes.

Also Present: Jennifer Nordstrom

Absent: Amy Wilbourne

The meeting was called to order at 6:04 PM.

1. Opening Sequence (Jennifer)

2. Review/Consent Agenda

There being no discussion, it was

Moved to approve the consent agenda by Mark; Seconded, by Ryan.

Passed Unanimously.

3. Monitoring 4.3 – Compensation & Benefits

Based on the evidence presented and discussion, it was **Moved** to review and consider modifications of the recommendations for the next meeting by Joe. Seconded by Mark. **Passed Unanimously.**

Discussion summary: The report on staff compensation and benefits discloses that we are not currently in compliance with the ends describing compensation which have been changed by UUA. Our income does not support the increases at this time. Eventually, withdrawals from the Endowment may cover the shortfall.

4. Minister Emeritus for Dena

Jennifer described the considerations, process, and options available for awarding emerita status. After reviewing the options, the board unanimously agreed that the discussion will continue at the March meeting.

5. Senior Minister's Report

Summarize

Administration

- Pledges for next year appear to have increased on approximately six percent over the current year.

- Staff has initiated a system to improve communication in support of improved emergency procedures.
- Endowment and current operating pledge payments continue as expected.

Membership

- We had our highest online attendance ever during the week of and after the presidential inauguration.
- 35 people who attended the recent Journey to Membership class; 14 became members, 8 became Active Friends. Becoming Active Friends, instead of members, seems to be a new trend at UU churches.

6. Task Group Follow-up

- Anti-Racism Team (Amy)
- Treasurer Position (Stacy K) Deciding whether we should add policy to the Treasurer Position to reflect 2.7 regarding the Treasurer's attendance at financial meetings.
- Annual Survey (Dana) The new survey is out. There is a link to it in the Order of Service and in the Weekly Announcements. Trustees will encourage members to complete the survey at weekly coffee hours and other church events.
- Feast for Funds Plan (Amy) We had a successful Feast for Funds this year.
- Nom Com (Ryan) In process of collecting Bios for next year's new Board and NOMCOM Members.
- Review of Ends (Stacy K)

Action: Inform

7. Other Business- None

8. Adjourned: 7:41pm

Next

Meeting: March 25, 2025 **Chair:** Dana **Words/Prompt:**
Ryan Minutes/Chanticleer Article: Joe

Topics: Ends 4 & 7.