

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

Tuesday, March 25, 2025

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

**Present via Zoom:** Stacy Koenen (President)

**Also Present:** Jennifer Nordstrom

**The meeting was called to order at 6:03 PM.**

**1. Opening Sequence (Dana)**

**2. Review/Consent Agenda (Dana)**  
Revised Minutes of February 25, 2025 Meeting

Moved to approve the revised minutes. Moved: Mark, seconded: Elizabeth  
**Passed unanimously**

**3. Ends Monitoring 4 & 7 (Dana)**

Motion to determine sufficient progress towards Ends 4 & 7  
Moved by: Mark, Seconded by: Ryan  
**Passed unanimously**

**4. Acting Assistant Minister Search Update (Jennifer)**

Received update from Senior Minister on Acting Assistance Minister Search.

**5. Policy Monitoring 4.3 – Compensation & Benefits**

Motion to approve the revised 4.3 Interpretation  
Moved by Stacy, Seconded by Elizabeth  
**Passed unanimously**

Motion, based on the evidence presented, to determine compliance with Fiscal Jeopardy provisions and non-compliance with Fair Compensation Provisions  
Moved by Ryan, Seconded by Dana  
**Passed unanimously**

Motion to approve Option 2 for staff compensation recommendation  
Moved by Elizabeth, Seconded by Dana

Proposed Amendment: Motion to amend the motion to request that Senior Minister bring Office Manager Salary closer to Fair Compensation Standards by increasing the Option 2

to include a salary increase to bring the role 12.5% closer to the UUA Fair Compensation Standards

Moved by Dana, Seconded by Mark

**Passed unanimously**

Amended Motion: Motion to approve Option 2 for Staff Compensation with the amendment of a salary increase for the Office Manager

**Passed unanimously**

**6. Senior Minister Report (Jennifer)**

Board received the Senior Minister's Report – highlighting several items but notably 450 unique total views for the March 2<sup>nd</sup> Service.

**7. Nominations for Board and Nominating Committee**

Board reviewed the names provided by Nominating Committee for the Board and Nominating Committee

**8. Treasurer Update**

Reviewed Treasurer description updates and potential candidates

**9. Task Group Follow-up**

**Annual Survey** (Dana): Extending the deadline to complete the Survey until 3/30.

**Board Retreat:** Stacy to provide a Doodle Poll

**10. Other Business**

**The meeting was adjourned at 7:20 PM.**