

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

Tuesday, April 22, 2025

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

Also Present: Jennifer Nordstrom

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

1. Opening Sequence (Elizabeth)

2. Review/Consent Agenda (Stacy K)

Moved to approve the consent agenda/minutes and SM report, AntiRacism update removed.

Moved: Ryan, seconded: Stacey T.

Passed: Unanimous

3. Financial Monitoring 4.4 & 4.5 (Noreen and Jean)

Motion: to deem FUSM in compliance with Policies 4.4(Financial Planning and Budgeting) and 4.5 (Financial Condition and Activities) i.e. 3rd quarter financial report.

Moved by: Mark, Seconded by: Elizabeth

Passed: Unanimous

The board was also presented with the 2025-26 budget for review and for consideration at it's May meeting.

4. Nominations for Board and Nominating Committee (Ryan)

Motion: to approve the NomCom recommendations for the Board of Trustees (Andrew Whitver, Debra Conta, Kathy Donius) and the Nominating Committee (Deb Solis, Connie Craig).

Moved by: Joe, Seconded by: Elizabeth

Passed: Unanimous

5. Social Justice Funds from the Kading bequest(Jennifer)

Motion: to amend the motion made at the Dec.17, 2024 meeting of the BOT regarding disposition of Kading bequest dollars to specific social justice organizations to read: 10% of the estimated remaining (after previously committed allocations) bequest dollars (\$37,400) will be granted in equal amounts to no more than two organizations/causes as advised by the Social Justice Council.

Moved by Mark, Seconded by Elizabeth

Passed: Unanimous

6. Annual Survey (Dana)

The results of the Annual Congregational Survey were shared with the BOT. 118 Surveys were completed this year, exceeding the 2024 total of 37 but less than '22 and '23 results with 159 and 133 completed surveys respectively.

Survey results will be reviewed and analyzed by the Sr. Minister.

The Board expressed their appreciation to Dana for managing the Survey process these last couple of years.

7. Treasurer Update (Ryan)

Motion: to approve changes to sections 2.7 (Role of the Treasurer) and 2.8 (Board Members Code of Conduct) of the By-laws.

Motion made by: Ryan, seconded by: Dana

Passed: Unanimous

Motion: to approve appointment of Mark Bishop to serve as Treasurer and ex officio Board member of the First Unitarian Society of Milwaukee.

Motion made by: Ryan, seconded by: Mark

Passed: Unanimous

8. Annual Meeting Agenda (Stacy K)

The agenda for the congregational annual meeting (May 18, 2025) was shared with the BOT.

9. Minister Emeritus (Stacy K)

Motion: to approve granting Minister Emeritus status to Rev.Dena McPhetres upon her retirement.

Motion made by: Dana, seconded by: Ryan

Discussion: Question was raised about granting emeritus status immediately upon retirement or waiting a period of time, a not uncommon practice (perhaps the required separation period), before doing so. It was generally felt that because of length of service and contribution to the congregation that granting emeritus status now was deserved and justified.

Passed: 8 yea, 1 abstention

10. Senior Minister Performance (Stacy K.)

The results of individual Board member evaluations were summarized in a report presented to the BOT.

Motion: to approve the evaluation report of the Senior Minister and to share it with her.

Motion made by: Stacy, and seconded by Ryan

Discussion: General consensus is that Rev. Jennifer is doing a great job.

Passed: Unanimous

11. Other Business:

Memorial Trust Fund rollover: A question was raised about the possibility of moving the Memorial Trust Fund balance into the new Endowment Fund. Issues identified related to doing so included: the restrictions on use of the fund, purposes which it is presently serving, relative flexibility in accessing. Joe said he would look into these matters as well as determining the process required to move the fund to the Endowment.

The board was reminded of the Annual Board Retreat to take place on June 14, 2025 at the Riverside Urban Ecology Center

The meeting was adjourned at 7:58 PM