

First Unitarian Society of Milwaukee
Minutes of the Meeting of Board of Trustees
Tuesday, November 18, 2025

Present: Mark Chambers (President), Stacy Koenen (Meeting Chair), Kathy Donius (Secretary), Andrew Whitver, Deborah Conta (Recording Secretary)

Attending via Zoom: Dana Brooks, Stacey Thieme, Roger Bertschausen (for items 3 and 4)

Also Present: Rev. Jennifer Nordstrom

Absent: Elizabeth Hayes, Ryan Pawlowski

The meeting was called to order at 6:10 pm

1. **Opening Sequence and Check-in:** Mark

2. **Review/Consent Agenda:** Stacy

Moved to approve the October 28, 2025 Board meeting minutes.

Motion: Andrew, Seconded: Kathy

Passed: Unanimous

3. **Policy Governance—Monitoring Process:** Roger Bertschausen, Rev. Jennifer Nordstrom

Review and discussion of two-part policy governance monitoring/reporting process, that is, Policy limitations and Ends policies. Three goals of this process include a) finding the “sweet spot” for reporting by Senior Minister to the Board regarding our progress on the Ends and compliance with policies. b) revising the Ends c) obtaining feedback from congregation beyond the annual survey. Discussion of what is and is not working with policy governance. General agreement that role clarity between Board and Senior Minister is going in the right direction and that the ideal number of revised Ends is likely three or four.

4. **Ends Revision Process update:** Stacy K, Roger

Timeline of Ends Revision process as follows: Roger will meet with Ends Task Force 12/3 to customize the gathering process around the Powerful Question. Training of volunteer facilitators and Board observers to be held on 1/10/26 with small group discussions led by facilitators to follow at various times in January and February. A Board retreat will be held on March 27-28 to discern new Ends for the next 5-7 years. Following feedback on draft revised Ends, a final document will be presented to congregation at May, 2026 annual meeting.

5. **Nominating Committee:** Deborah

NomComm to receive Board members' skills matrices in order to help make recommendations to replace three retiring Board members. Endowment Trustee Betty Schroeder's term expires this year. NomComm will need to explore her interest in reappointment or identify a successor trustee. Rev. Jennifer to act as Staff Liaison to NomComm for the immediate future.

6. **BLUU Box update:** Dana

Current and former members of Anti-Racism Team were asked their opinion re subscription to BLUU Box with "no enthusiastic response so far." Noted the subscription to the digital BLUU Box program is inactive at present.

7. **Senior Minister Report to the Board:** Rev. Jennifer

A written report was provided to the Board in advance of the meeting. Rev. Jennifer highlighted that she and MICAH organizer facilitated a training on resisting authoritarianism in early November and Rev. Jennifer will lead another training program at FUSM on November 23.

8. **Task Groups:**

Feast for Funds: Stacy K, no update.

Anti-Racism Team: Andrew

No response from new Wisconsin Museum of Nature and Culture regarding incorporation of Black history into their programming, exhibits et al. Will continue to inquire. Discussion of Bronzeville Center for the Arts exhibit.

Youth Board involvement: Stacey T.

Elizabeth met with the Youth Group on 11/2/25 to further their knowledge of Board responsibilities and foster a relationship between both groups. A written report was provided to Board in advance of the meeting

9. **Other business:** Rev. Jennifer

There are two finalists for the position of Director of Administration, and Jennifer reports both are excellent candidates. She plans to make an offer this week to one with the intention of having a signed agreement by Monday, November 24.

Meeting adjourned at 8 pm.

Next Meeting: December 16, 2025.

Chair: Mark, Opening Words: Stacy KT Minutes & Chanticleer: Elizabeth