

FINAL
First Unitarian Society of Milwaukee
Board of Trustees Meeting Minutes – October 28, 2025

Present: Mark Chambers '1 (President and meeting chair), Stacy Koenen, Kathy Donius (Secretary), Mark Bishop (Treasurer), Ryan Pawlowski (Vice President), Stacey Thieme, Deborah Conta, Elizabeth Hayes, Dana Brooks (recording secretary)

Also Present: Rev. Jennifer Nordstrom, Jean Johnson,
Via Zoom: Noreen Gilbertsen

Absent: Andrew Whitver

The meeting was called to order at 6:05 pm

1. Opening Sequence: (Mark C.)
Opening Words and Check-in Ryan

2. Review/Consent Agenda (Mark C.)

Minutes of September 25, 2025 Meeting

The motion by Stacey T. to approve the minutes as presented, seconded by Ryan, **Passed Unanimously**.

(Rev. Jennifer requested that her Sr. Minister Report be removed from the Consent Agenda and moved ahead of the Task Group reports.)

3. Monitoring Limitations 4.4 and 4.5 – First Quarter Financial Report. (Mark B, Jean, Noreen)

Mark B reported that the Church is in good financial shape at the end of the First Quarter. The church has received member donations equal to more than thirty-two percent of the annual budget. Other reports are positive. Details were presented of new accounting arrangements made as a result of the departure of Jean as Director of Administration and to provide more security in the face possible changing economic circumstances.

The motion by Stacy K., seconded by Stacey T., that the Financial Report showed compliance with Limitations 4.4 and 4.5, **Passed Unanimously**.

4. Revisit: Material Deviation for External Audit (Mark C, Mark B)

Mark B and Jean described the change in accounting practices and advised that it was their belief that adequate oversight has been and will remain in place. As a result, and given the substantial cost of an external audit, they believe that no external audit is necessary or required by existing policy.

5. Search Update: Director of Administration (Rev. Jennifer)

Rev. Jennifer explained that the team receiving and reviewing applications for the position of Director of Administration has received as many as fifty applications and has developed a rubric for considering them. Interviews will be tentatively scheduled for November 14.

6. Communication from Earth Justice Ministry- #3 Front door security at Sunday Service (Mark C)

Members of the Earth Justice have addressed a letter to the Rev. Jennifer and Mark C. regarding plans for the future. Each of the concerns is under consideration but plans for each cannot be finalized until cost estimates are received from contractors. Rev. Jennifer will communicate the Board's appreciation of the concern, and the reasons for the direction the Board is taking.

7. Senior Minister's Report.

Rev. Jennifer reports that attendance for the year exceeds 100 more members per month than prior years. She does not know why but suggests that the increase may be due to anxiety that has gripped so many people.

8. Task Group Follow-up

Youth Engagement: Elizabeth will meet with young members and work with them to consider how young voices can be heard and considered by the Board.

Anti-Racism Team: Dana reports that the ART is preparing a format to address concerns about plans for the Nature & Culture Museum of Wisconsin. Discussions will continue until plans are finished.

Feast for Funds: Stacy K advises that the Board FfF Casserole Cook-off, scheduled for March, will be included in the up-coming auction.

Additional details will be discussed in January.

Review of Ends: No action to report

Nom Com: No action to report.

Endowment Transfer: Ryan reports that discussions continue to determine what processes must be followed and how they will be implemented.

9. There being no other business,

Meeting was Adjourned at 7:48 PM.

Next Meeting: November 18, 6:00 pm, **Chair:** Stacy K

Words/Prompt: Elizabeth, **Minutes/Chanticleer Article:** Deborah