

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

Tuesday, February 24, 2026

**Present:** Ryan Pawlowski (Vice President and Meeting Chair), Kathy Donius (Secretary), Mark Bishop (Treasurer), Andrew Whitver, Deborah Conta, Stacy Koenen.

**Via Zoom:** Dana Brooks, Elizabeth Hayes, Stacey Theime

**Also Present:** Jennifer Nordstrom, Roger Bertschausen

**Absent:** Mark Chambers

**The meeting was called to order at 6:00 PM.**

**1. Opening Sequence (Stacy K)**

**2. Review/Consent Agenda (Ryan)**  
Minutes of January 27, 2026 Meeting

Moved to approve minutes from last meeting. Moved: Stacy K., seconded: Deborah.  
**Passed Unanimously.**

**3. Policy Governance Monitoring: Review (Roger Bertshausen)**

Roger completed his review of the Policy Governance Monitoring process. The monitoring process for the Executive Limitations policies is working well and appears sustainable for both staff and Board. Roger reviewed his recommendations for improving the Ends Monitoring process after the new ends are finalized in May that he also will share in writing. They focus on different modes of collecting qualitative and quantitative data from congregants that the Board might implement to assess progress on our Ends and make the Ends monitoring process more useful, manageable, and sustainable.

**4. Monitoring: 4.3 Compensation & Benefits (Rev. Jennifer)**

Rev. Jennifer reviewed her recommendations related to compensation and benefits for staff in FY 26-27 and answered questions. Final board consideration and approval of compensation and benefits for FY 26-27 will occur next month after the pledge drive results are known, except the Board agreed with Rev. Jennifer that more support for membership is critically needed now. The Board agreed with Rev. Jennifer's plan to explore whether Fiona would be willing to take on more responsibility for membership support on a trial basis within her current schedule. Next year, we anticipate either increasing Fiona's hours to provide administrative support for membership or filling this need in another way

**5. Monitoring: 4.9 Communication & Support of the Board (Rev. Jennifer)**

Brief discussion regarding monitoring report regarding Policy 4.9. Unanimous agreement that communication and support of the Board complies with Policy 4.9.

Motion to approve compliance with 4.9.

Moved by: Stacy K, Seconded by: Ryan  
**Passed** Unanimously.

## **6. Senior Minister's Report (Jennifer)**

In addition to the items covered in her written report to the Board, Rev. Jennifer advised that 2 proposals had been received for installing solar panels. She will share them with the Board for consideration at a future meeting with proposals for other potential capital improvements.

## **7. Task Group Follow-up**

- Anti-Racism Team (Andrew, Dana) – A second forum is planned to discuss the new museum's plans for exhibits regarding black history in Milwaukee.
- Feast For Funds (Stacy K.) – March 21<sup>st</sup> BOT Feast for Funds Event. Need more hot dishes and drinks. Sign up if you haven't already.
- Nominating Committee (Deborah) – Reported on the Nominating Committee's candidates for open positions in the coming year. Nom com is in the process of collecting bios and photos.
- Ends Revision (Stacy) -- Board retreat moved to April 17 and 18 due to conflict with No Kings protest. Timeline for seeking feedback from the congregation before the annual meeting will be compressed but still should be possible.
- Memorial Trust Fund (Ryan, Andrew) – Will be meeting with Shari and Kathy before next month's meeting to map out plan and schedule for terminating fund and transferring investments to the Endowment Fund.

## **8. Other Business**

Mark Bishop reported that our community investment with the Wisconsin Women's Business Initiative Corporation (WWBIC) is maturing. The Board agreed that we should renew our investment, and Mark offered to contact the UUA about its matching investment and pursue renewal.

Motion to delegate authority to Mark Bishop to execute a renewal of our community investment with WWBIC.

Moved by: Kathy, Seconded by: Ryan  
**Passed** Unanimously

**The meeting was adjourned at 8:00 pm.**