



First Unitarian Church of Rochester
Board of Trustees Meeting
Monday, August 12, 2024
6:30 pm
Location: Zoom

Attendance: Keith Abel, Lynette Blake, Emily Clasper, Lynn Kinsman, Craig Lending, Ernesto Michelucci, David Pinto, Mariane Randall, Cathy Reda-Cheplowitz, Elise Wall,
Absent: Erin Collier, Carl Olsen, Rev. Shari Halliday-Quan
Guests: Florence Jessup

1. Establish a Quorum and Call Meeting to Order at 6:35pm — Lynn Kinsman
Timekeeper: Craig Lending
Process Observer: David Pinto
2. Chalice lighting and opening reading – Lynn Kinsman from *Taking Your Church to the Next Level* by Gary McIntosh
3. Consent Agenda [*Note: The consent agenda includes items that are distributed before the Board meeting and are voted on without discussion. Any Board member can request that an item be removed so that it can be discussed.*] accepted as stated below:
 - [June 10, 2024 Board meeting minutes](#)
 - **Motion:** To approve for membership in the 2024-25 '24/25 Investment Committee:
 - Annie McQuilken (Chair)
 - Robert Lyubomirsky
 - Jan Gartner
 - Ron Steinman
 - (Craig Lending, ex-officio as Treasurer)
 - **Motion:** To approve two additional Greater Good committee members for 2024-25 year:
 - i. Jennifer Cos (adult) (starting 1st year)
 - ii. Peter Collinge (adult) (starting 1st year)
 - **Moved:** Lynn Kinsman **Seconded:** Elise Wall
Approved
 - Motions approved via email
Motion: To approve to panel of Greater Good committee members for 2024-25 year:
 - Tracy Nemecek (chair this year; starting 3rd year on the cnommittee)
 - Elaine Richane (starting 3rd year)
 - Judith Bennett (starting 2nd year)
 - Joshua List (youth) (starting 1st year)

- Barbara Varney (starting 1st year)

Moved: Lynn Kinsman **Seconded:** Ernesto Michelucci

4. Treasurer's Report

- Documents:
 - [TR #1](#)
 - [TR #2](#)
 - [TR #3](#)
- June financial performance:
 - Full Year Income was 105.73%/\$68.38K better than Budget, due to greater than budgeted Pledge Income, & Other Operations Gen Income. The Pledge uncollectable income was 2% ahead of Budget assumptions.
 - Full Year Expense (before the Transfer Out to Net the income) was 94.47%/\$66k under Budget. Multiple ministries were underspent.
 - Board of Trustees voted on 6/10/24 meeting to roll over the Year End Net Income balance (\$134.38k) to the Future Sabbatical Fund (\$15k) & Operating Cash Reserve (\$119.38k)
 - The YTD Balance Sheet Financial Assets values increased by \$1.16M predominantly due to Market Performance and a \$500,000 bequest designated for the Endowment fund.
 - Update July: \$79,112.30 Pre-Paid Pledges.
- Surplus Discussion
 - The surplus this year is significantly more than expected. Changes to Stewardship practices can be credited for this surplus, as well as underspending in some ministries due to understaffing and a lack of volunteers to do the work that would potentially spend down those funds.
 - Possibilities for best use of these funds will be discussed in more depth with Rev. Shari. and brought to the Board next month and/or via email.

5. New church-year preparations

- Board committee assignments confirmed. Committees should convene and select a chair.
 - Leadership Nominating Committee - Elise Wall
 - Personnel Committee - Carl Olsen, Erin Collier, Ernesto Michelucci
 - Policy Governance Committee - Craig Lending, David Pinto, Emily Clasper, Mariane Randall, Lynn Kinsman
 - Linkage Committee - Keith Abel, Lynette Blake, Cathy Reda-Cheplowitz, Lynn Kinsman
- Vice President vote

Motion: To appoint David Pinto as Board of Trustees Vice President for the 2024-2025 year

Moved: Lynn Kinsman **Seconded:** Elise Wall

Approved with one abstention
- Grievance Team
 - The membership of this team will be discussed by the Personnel Committee.
- Board meeting schedule for the year - Do we need to move meetings that would fall on holidays?

- i. Oct. 14 is Indigenous People's Day
 - ii. Nov. 11 is Veterans Day
 - Tabled pending discussion with Rev. Shari.
 - [Calendar Framework](#) in Board Resources - Review of calendar the Board of Trustees uses to ensure that annual tasks are accomplished.
 - i. Linkage Committee should review changes relating to feedback sessions and offer input
 - ii. Rev. Shari's sabbatical will impact some activities. Board Members should look at the calendar and offer input on how the schedule may need to be adjusted.
6. Retreat follow-up: Goals and Mindset for our year ahead
- Synthesis of retreat brainstorming session and prioritization poll
 - Potential Themes
 - i. Clear Relationships
 - ii. Connection to Vision
 - iii. Preparation for Change
 - Discussion of Board Goals
 - i. Brainstormed Goals have been narrowed down to three that rose to the top:
 - Clarify relationships between Board, Lead Minister, Staff, Including Limitations
 - Re-visit monitoring/reporting/evaluation structure, including lead minister evaluation
 - Improve fiscal fitness by preparing for demographic shifts in congregation and giving patterns.
 - ii. These are a work in progress and need refinement, including a discussion of the Objectives and Deliverable associated with these goals
7. Announcements and Reminders
- Friends of Ganondagan gift - Rev. Shari and the Social Justice Committee are working to bestow this gift
 - Dallas trip - Large church leaders have been invited to visit for discussion. We will be accepting this offer, with details on who will go and what will be discussed to come
 - Growing Church consultant sessions at First Universalist Sept. 13-14, 2024. We are invited to attend.
 - Homecoming Sunday - back to two services Sept. 15, 2024
 - Next Board meeting Monday Sept. 9, 2024
8. Action Register - Board members reviewed the in-progress tasks and upcoming deliverables
9. Check out
- Hands should be raised to avoid cross-conversation and give everyone a turn. Frustration expressed by several.
 - New trustees feeling somewhat overwhelmed, especially in discussion of themes vs. goals, catching up with where we are with ongoing issues, and finding the resources.
 - Agenda was overwhelming
 - Apologies for being distracted during part of the meeting
 - We got into the weeds with the discussion of surplus, could have taken some of that offline
 - The themes/goals was a good discussion, but some frustration with not having a conclusion

- Discussion of surplus was intended to inform the Board
- Meeting would have been more productive if Rev. Shari was there, but there was nothing we can do about that
- Zoom limits our interactions, which can be frustrating
- Thanks to Lynn for the work she did to prepare the retreat
- Thanks to Craig for his first Treasurer's report

10. Process Observer Comments

- Mentioned at the retreat: The Board has Fiduciary work to do and Strategic work to do
- Treasurer's report reflects the mountain of work involved
- Great progress made during discussion despite the limitations of Zoom. We made progress, even though it was messy work and may not be comfortable for all.

11. Chalice Extinguishing - Well wishes for Rev. Shari, led by Lynn Kinsman

12. Adjourn. With no objection, the meeting adjourned at 9:06pm

APPROVED