



First Unitarian Church of Rochester
Board of Trustees Meeting
Monday, March 10, 2025
6:30 pm
Location: In Person

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

Absent: Emily Clasper

Guests: Nicole Delgrosso, Florence Jessup

1. Establish a Quorum and Call Meeting to Order at 6:40 pm — Lynn Kinsman
Timekeeper: Craig
Process Observer: Elise
2. Chalice lighting and opening reading - David *Prayer for Getting through this Monday*,
Nadia Bolz - Weber
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:
 - [February 10, 2025 Board of Trustees Meeting Minutes](#)
 - [Policy changes for consent agenda](#) - Corrections in grammar and for clarity.

Consent Agenda passed by Unanimous vote

4. Leadership Nominating Committee report

Nicole Delgrosso will be our guest to bring nominees to the Board

Slate:

Board of Trustees:

Nadia Adams - 1 year term

Amy Boyle Johnston -- 2 year term

Josh Russo -- 3 year term

Steve Fuller -- 3 year term

Necole Almond -- 3 year term

TBD -- 1 year term

Nominating Committee:
Ali Putney - 2 year term
Kathy Dear - 2 year term

Meet the Candidates during Connections on May 18

Current year Nominating Committee:

Nicole Delgrosso, Co-chair (2nd year)
Gabe Siftar, Co-chair (2nd year)
Ira Srole (1st year)
Christopher Cooper (1st year)
Elise Wall (board representative)

5. Treasurer's Report

- January monthly reports
- INCOME
 - Pledge Income Monthly Giving was **7.9%** of Full Year Budget (FYB), while YTD was **78.09%**. This result was **\$8.5k more** than Prior Year month & **\$0.9k more** PY YTD.
 - Other Ops Generated Income Monthly result was **17.19%** of FYB, while YTD was **75.03%**.
Transfer from Restricted Fund Category is **\$30,425** in January, and YTD it is **\$258,811**, due to Budgeted Operating Cash Reserve transfer and Monthly Income Endowment Draw.
 - YTD Total Income at **\$892,397** is **72.69%** of the FYB and is **\$39.87k more** than PY YTD.
- EXPENSES
 - The YTD Expense total is **\$656.0k** (vs. PY YTD **\$662.7k**), i.e. decrease in spending by **\$6.7k**, the Full year Expenses are lower than period progression, i.e. **53.44%**.
- NET INCOME
 - The month's Net Income (NI) is **\$7.8k vs. PY (\$29.6k)**, while YTD NI total was **\$236.4k** (vs. PY YTD **\$189.8k**), i.e. Gain of **\$46.6k**.
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 - **Florence Jessup:** projections for 2nd half
 - over budget in income and under budget in expenses
 - BOT meeting April 28 Budget Review on zoom 7 pm
- Stewardship Campaign progress report
 - \$750,000 stretch goal, 9% increase from last year. Current progress: 87 giving units - \$253,495 , 34% of goal

- HVAC and Building Report
- Florence and Board discussed status updates of HVAC and plumbing issues.
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- **--BREAK--**

Executive Session began at 8:12

6. Minister's Report (Rev. Shari's last BOT meeting before sabbatical)
 - Sabbatical planning, roles and responsibilities discussed with the Board
 - Staffing updates discussed with the Board
7. Personnel Committee
 - Executive Session: Annual Minister Evaluation discussion

Executive Session ended at 8:50

8. Policy Governance Committee
 - Policy changes in relation to social justice (III.A.2) discussed and will send back to committee for further exploration
 - Simplified Ends Policies - due to time, will start a discussion thread on Church Center for the Board.
 - Building Usage policy - no discussion due to time
 - Summary of bylaw/gift policy listening tour, next steps - no discussion due to time
9. Other Business
 - Nominations for
 - Clerk: 2 year term.
 - Motion: David nominated Mariane Randall. Ernesto seconded
 - Unanimously approved
 - President: 1 year term.
 - Lynn nominated David Pinto, Lynnette seconded.
 - Discussion
 - Unanimously approved
 - Set date for extra Board meeting for budget review: April 28th on Zoom

- Only 2 have signed up for April 15: Signing the Membership Book Events Spring 2025
- Review [Action Register](#) -
Updated by Lynn

Check Out round table - How did the meeting go for you?

- Process Observer comments
 - Did we link our discussions to our vision?
 - Did we live into our covenant?
- Closing — Rev. Shari Halliday-Quan gave messages of gratitude to each Board member
- Adjourn and Extinguishing the Chalice
- Meeting ended at 9:31 pm
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Folder with materials for this meeting can be found [here](#)

APPROVED