



- Call to order: 12:36 PM
- Adjourn: 1:18 PM

## AGENDA & MINUTES

### 1. Call to Order (Barb deLeeuw)

- a. Meeting was called to order at 12:36 PM

### 2. Introduction of the Search Committee

- a. Pamela Adams, Amber Brown, Glenn Koch, Jonathan Kyle, Mary Lyubomirsky, Tom Perry, Carolyn Rankin, Julē Sanchez, and Jeananne Thomas.

### 3. Overview of qualities of our Senior Minister Candidate (Jon Kyle & Amber Brown)

**You told us we need a people person, someone warm, kind hearted and chock full of empathy. Someone with a genuine rapport with folks of all ages and backgrounds.**

Shari shows genuine interest in others and has an incredible gift of cultivating fluid conversation. Every one of Shari's references echoed the sentiment that Shari navigates connection with people of all ages and all walks of life with "ease and authenticity."

**You told us you wanted an administrator who empowers others, is able to delegate and hold people accountable.**

Shari has a genuine interest in and compassion for individuals, strength in leading social justice actions, and a thoughtful and direct communication style. All of these qualities are important to a Minister, and they are also important to a good Administrator."

Shari's references explained that she demonstrates 'give and take in staff relationships, she utilizes teamwork and collaboration, she is a great model for staff', 'she has good organization and follow through, she helps others around her to be organized.' Shari has experience with finance and budgeting, as well as experience supervising. She seeks out advice, input and mentoring from colleagues to guide her in decision making.

**The call is for someone grounded and mindful, with charisma and depth that has humility, a passion for ministry and can lead by the example of practicing revolutionary compassion for self and others.**

In talking with Shari's references, we learned that "Shari shows up and brings her whole self."

Shari told us that she is drawn to First Unitarian by our laughter, stories, diversity, abundant hospitality, thoughtfulness, questions, and courage. The problems and promises of the world, this city, and our own personal lives call us to listen, open, and serve, and, she says, "there's no group of people that I'd rather be in community with than First Unitarian, Rochester."

**Lots of you have expressed the sentiments that you think our community is ready for a senior minister that strongly identifies with a traditionally marginalized identity. We think they can help to influence the culture of our church; weighing in on questions of diversity, class and race.**

Shari is rock-solid when it comes to antiracism and anti-oppression work. She talks about the ways in which she has privilege in addition to the marginalized identities that she embodies. She talks about having cultural humility rather than cultural competence.

**You told us you are looking forward to a SM who is eager to be a presence in the wider community. Alliances with other community entities, fortifying existing community supports and networking partnerships are all important aspects of social justice work.**

References shared that Shari has an honest, open understanding of what it takes to build partnerships.

Shari encourages us to engage in social justice work and all our community partnerships with a sense of cross-cultural and cross-faith sensitivity that is rooted in humility and openness. Shari asks us to hold ourselves accountable to local partners and people directly impacted by injustice. And, when we inevitably make mistakes: Listen, learn, apologize, continue to show up, and do better.”

**You told us you wanted a worship artist. A preacher that can stir our souls and stimulate our minds**

Shari has a fearless, yet groundedly humble, exciting and highly collaborative approach to worship. While being mindful, planful and organized in an effort to bring excellence to worship, Shari is equally able to improvise and speak spontaneously. Within every worship opportunity, Shari is sure to include many points of access for different members of the congregation to connect with: appealing to intellect, emotional centers, spiritual matters, musical or artistic exploration, and physical embodiment practices.

Finally, I want to say again that the MSC is unanimous in our support of Shari. We are 9 individuals who experience this church and community in wholly different ways. We have done our very best to represent you, weigh carefully the concerns that you shared with us, and to choose someone who will walk our journey with us.

I want to be crystal clear that our enthusiasm for Shari is based on 3 things:

1. Our initial gut reaction to who she is and to the work she shared with us.
2. Our very in-depth research Let me say that again: A TON OF RESEARCH. Each of us spent HOURS talking to people who know her and reading sermons, documents, prayers, weddings, and on and on...  
In our research we found nothing but support for our initial reaction. We discussed and challenged each other and made sure that we did our due-diligence.
3. Lastly, meeting with Shari and seeing her at work bears our emotional responses and our research out. She is the real deal. You, the congregation elected the 9 of us to do this work. We unanimously agree that Shari Halliday-Quan possesses the skills to be our next Senior Minister.

**4. Resolution: The Congregation of First Unitarian Church of Rochester, calls Shari Halliday-Quan as Senior Minister effective August 1, 2019.**

- a. Question from the Annie McQuilken: How can we support Shari assuming the outcome of the vote is positive? Answer by Jon Kyle: Show up and be present, financial support, take a role in supporting the work of the church.
- b. Question from an index card: What are the terms of Shari’s contract and for how long?
  - i. Answer by Anne Perry: The contract was a total of nine pages long. Salary & housing total was \$110k. The contract also covers providing support, coaching and mentoring. The board is firm in supporting Shari in her learning and progress. There is not an end date to the contract. The contract does outline what would happen in the case of various reasons that a minister might leave us. The benefits provided to Shari are consistent to what is provided to the rest of the staff.
  - ii. Answer by Tim Farnum: The Senior Minister is called by the congregation. There is no specified end date to the contract as a called minister.

- c. Question from Jan Cook: How do we as a congregation thank the committee for their hard work?  
Answer by Jon Kyle - Vote yes, and stay in connection through conflict
- d. Question from Danette Johnson: The term Senior Minister implies that there may be a junior or Associate Minister, is that correct?
  - i. Answer by Barb deLeeuw: Yes. Rev. Bob is our Interim Associate Minister and he is on a two-year contract (until June 2020). The Associate Minister is not a called position.
  - ii. Answer by Jon Kyle: This will be a hire made by the Senior Minister. Shari has already indicated that she plans on assembling a team to assist with the search.
- e. Introduction of the Tellers – Nancy Wesson (Head Teller), Roberta Buckle, Tim Hall, Jon Horne, Megan Garvey, Kyle Williams
- f. Ballot and pencil distribution
- g. Gratitude to the staff – During the time of transition and in supporting the search committee
- h. Vote results provided to Moderator, Barb deLeeuw by Lead Teller, Nancy Wesson:
  - i. Total amount of ballots cast: 284
  - ii. Total amount of ballots voting YES: **283**
  - iii. One vote disqualified
- i. Standing ovation, lots and lots of clapping, happy tears, and celebratory noise.
- j. Upon reentry to the Sanctuary, Shari Halliday-Quan accepts formal call to ministry at First Unitarian Church of Rochester made by Congregation President, Tim Farnum.
- k. Shari said a few words and then invited the Congregation to join her for cake.

Adjourned at 1:18 PM.

Minutes submitted by Stephanie Ketterl, Clerk  
May 14, 2019

Minutes were approved as submitted at Congregational Meeting on June 2, 2019.