



**First Unitarian Church of Rochester**  
**Board of Trustees Meeting**  
**Monday, June 8, 2020**  
**6:30 pm by Zoom, at**  
<https://zoom.us/j/5852719070>

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Attendance: Ken Buckle, Tim Farnum, Mary Hammele, Terri Goldstein, Robert Lyubomirsky, Courtney Miller, Paul Minor, Gregory North, Anne Perry, Scott Stamper, Kyle Williams, Rev. Shari Halliday-Quan.

Guests: Jon Horne, Lynn Kinsman, Mara Sanchez

Absent: Paul Suwijn

1. Establish a Quorum and Call Meeting to Order at 6:41 pm — Tim Farnum
2. Chalice lighting, centering and cultural competency – Rev. Shari Halliday-Quan

Marge Piercy, poet, poem: “Connections”

What do we mean by ‘Beloved Community’? It was first used by a white liberal Christian theologian and community organizer in the early 20<sup>th</sup> century. Dr King popularized it as being multiracial, multicultural – differences co-exist in relationship. It’s defined by relationship not by commodities and transactions. It’s a broad concept but practiced in a local way. Relationship is built over time, requiring growth, repair and restoration. Conflict exists in beloved community. This is only one definition – there are others. There followed a discussion of where we see this happening:

- seeing lots of UUs at protest rallies & marches
- at Jubilee spring 2019 – immediately saw how it applied to a workshop like Jubilee. You have to live into it to be a full participant.
- RocACTs – many protests. Public defenders sponsored one today. Guys with red flags and black shirts showed up and protesters grabbed them – police separated them and moved the red flag / black shirts to the back.
- at the donation drive for refugees who tested positive for COVID-19. Lots of very generous people showed up who were excited to have some way to help but also excited to see people in person.
- involvement with RAIHN. Leap of Faith musical where First Unitarian partnered with Zion Hill Missionary Baptist Church.
- response to an undocumented family in Albion. The box that was put out in church lobby was filled many times over. People in Batavia helping people released from ICE detention center.
- soul matters and caring stewards
- on the Board, members willing to learn more about being more open to our differences.
- growing with all the protests. Facebook post from Delphi, NY, a republican area and a huge percentage of the population showed up.
- almost too obvious, one way our congregation is trying to move forward is calling Shari as our minister and hiring Margalie Belizaire.

- it's important for the Board to know that there's inherent conflict in Beloved Community. Ref: Fred Small article – average tenure for ministers is 7 years; for ministers of color it's 3.
- soul assembly / music ministry / Café Veritas.

### 3. Consent Agenda

- a. Approval of previous Board minutes (May 11 and 14)  
Consent agenda is passed.

4. The June Board meeting traditionally has relatively little business. Instead, it's an opportunity to reflect on the past year and think about the coming year. Both the newly elected Board members whose terms begin July 1 and the outgoing Board members are included.

#### **Review of the year:**

- successful year financially even with all the barriers encountered.
- sometimes you're lucky and sometimes you're smart. Never let a crisis go unutilized. Smart & Lucky to hire Shari. Pandemic became an existential crisis for many churches. Our minister, staff, leadership and congregation have stepped up.
- "adaptability" ran into problems and just kept right on going making changes on the fly. BOT started Zoom in January and we've been adaptable.
- As a group of individuals with many strengths we were able to carry on.
- Rev. Shari's directness in talking about people in our community who lack access to technology and may be left behind.
- beginning to address conflict directly, e.g., Rev Shari convening a conversation about the portraits. This is something we need to work on and make a part of our culture.
- leaders and staff stepping up to do amazing things.
- having change thrust upon us shows that we can take on big challenges. Board needs to avoid grabbing the wheel of the ship.
- don't think we talk enough about strategy. We need to empower our minister more than we do. Want to get to analytics and monitoring.
- we are moving toward facing conflict without dancing around it. Room for the congregation to have dialog around controversial issues.
- amazed at the wonderful, impressive work of the Board. We all learn every month more about what we need to do and be.
- to be a Board with a new minister in their first year is no easy task.
- bringing the highest form of leadership that includes our deep values and commitment. Example was Mary connecting her justice work with her faith when she spoke at a city council meeting.

#### **Looking forward to next year:**

- working on ends interpretations and metrics
- going large in 20/21 – being bold.
- taking measured steps toward larger strategic plan. Look for congregants who are willing and able to take on leadership – there's a lot of talent.
- seeing how we can take advantage of the opportunity that we've been given with the national unrest situation to become more outward focused as a Board and congregation.
- taking this opportunity to broaden our reach.
- focusing on our ends interpretations / monitor and measure.
- capturing the energy of this moment

- involving lots of members in UU the Vote in the lead-up to the fall election.
- hoping we rise to this moment in history and don't squander the opportunity to shine and to push ourselves in the right direction rather than be complacent.
- hoping that the Board can empower our leaders appropriately to seize this time in history.
- Finding ways that the Board can foster the beloved community, such as adopting the 8<sup>th</sup> principle and living into it. 8<sup>th</sup> Principle: "We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions." [*The Board voted to support bringing this to the UUA General Assembly in 2017.*]
- using data from new system that has now been in place for almost a year.
- becoming a better board member and supporting Shari so that she can be the best version of herself.
- hoping we can be seen as a beacon of hope and comfort for the greater community as well as the congregation.
- learning together and moving forward – we probably shouldn't still be making sausages when the whole world has gone vegan.
- leaning into opportunities to partner with other faiths while being visible about who we are and what we stand for.

## 5. Routine Business

- a. Cards of gratitude and concern
  - i. Melissa Matson (Bob Taylor's death) – Paul Minor
  - ii. Ron Ring (Nancy Ring's death) – Tim
  - iii. Carl Olsen (newsletter report of cancer diagnosis) - Anne
  - iv. Jane Tuttle (newsletter report of bicycle accident) - Terri

## 6. Minister's Report (See Appendix A.)

- a. Gratitude:
  - i. The biggest single gift a congregation can give to a new minister is to have the Ends clearly articulated and confirmed by Board and congregation. The Ends are guiding our response to pandemic.
  - ii. Robert's Treasurer's Report presentation was well done and widely appreciated. The annual meeting Budget Presentation went really well.
  - iii. Anne's clear minutes that consistently document decisions. Congregation puts a lot of trust in the Board.
  - iv. Tim especially for his contributions to everything, including A/V support for Zoom.
- b. Rev. Margalie Belizaire – First Unitarian sent her a stole to celebrate her ordination. The search committee chose and Thommy made it.
- c. Will Hayes is moving into half-time community care / pastoral care / reaching out.
- d. 23 kids entering Coming of Age. Will start earlier to keep those kids connected.
- e. 9:30 children's service will continue through the summer.
- f. What can Board do – say 'yes' to things that we can do.
- g. Will take vacation and study leave in July (full report outlines coverage).

## 7. Treasurer's Report

**MOTION:** to close the following previous Board motions:

2018.02.13.00 - Building Condition Survey.

2018.09.11.00 & 2018.09.11.01 (amended) - Asbestos Remediation.

2018.11.13.00 - Server Upgrade.

2019.05.14.00 - Gardener Committee Remainder.

2018.11.13.20 - Sound Engineer Review.

Moved: Robert

Seconded: Gregory

Approved: Unanimous

**MOTION:** to rollover, i.e., keep open the following previous Board motions:

2018.11.13.10 & 2018.11.13.11 (amended) - Technology Training and Implementation.

2019.09.10.00 & 2019.09.10.01 (amended) - Hearing Loop Project.

2020.01.14.00 - Catwalk falls prevention System.

2020.04.13.00 - Sidewalk Repair and Front entry masonry.

2020.04.13.10 - Parking Lot Sealing and Striping.

Moved: Robert

Seconded: Ken

Approval: Unanimous

**MOTION:** In line with our By-Laws (8.4.c), to approve allocating 2019-2020 Net Income Surplus to the Operating Cash Reserve Fund at the end of 2019-2020 year.

Moved: Robert

Seconded: Terri

Approved: Unanimous

Other notes:

- Early partial distribution from Betty Miller estate: we have completed paperwork but are waiting for other beneficiaries to respond
- Robert and Kim are working on applying for forgiveness of the Paycheck Protection Program loan. Bank says it will take about 60 days, so we hope to hear back by the end of August.
- Bylaw update also Investment Committee update will come later.
- Gregory – thanks to Robert for work on budget and budget presentation.

## 8. What's happening around church

a. Loved seeing lots of UUs at protests.

b. Thank you gifts for outgoing Board members Mary Hammele and Paul Minor.

c. Great appreciation for Tim Farnum's work chairing the Board. He's been a rock, a calm constant the last 3 years transitioning from interim to called minister.

d. New Board Orientation

i. John Solberg on overview of Policy Governance

ii. Gregory on Governing Policies

iii. Robert on Treasurer's Reports

iv. Anne on Bylaws

v. Awareness of Simple Church

- vi. Summer Retreat in August . . . getting to a strategic level
- vii. Monday nights might be a good choice.

9. Adjourn

10. Closing and extinguish the chalice

Meeting Adjourned at 8:45 pm

APPROVED

## **APPENDIX A: Senior Minister's Report to the Board**

**June 8, 2020**

### **Key Takeaways from the year**

- To know what kind of congregation First Unitarian wants to be and what we are willing to do to get there is the single biggest gift you have given me. As I mentioned at the annual meeting, the Mission and Ends are the standards against which I measure as much as possible. From “Does this event warrant a discounted rental?” to “Is this a program we should offer?” everything I do moves through these filters.
- Congregational Survey was an important baseline for BOT in the work of monitoring and linkage. We should celebrate this and we'll want to make this a regular practice.
- We've made less progress than we might have hoped on interpretations of Ends and Limitations on SM, and we'll likely want to prioritize this next year.
- If we say to the broader congregation, “Please talk with a trustee about the church's mission, long-term vision, and policy. Please talk with a staff member about worship, church programming, pastoral care, staff management, and facilities,” and I think that generally speaking we do, we should hold ourselves to the same discipline.
- I am immensely grateful to all of you for your service to this congregation. To be on a church board is always a labor of love, but especially during the first year of a new ministry, during a time in the life of the church that is both hopeful and fragile, during massive societal disruptions and revelations, it has been a wild ride. Thank you, especially, to Tim for your work over the last three years. Your willingness to be gentle and foolish makes you stronger and wiser than almost anyone I know.

### **Staff/Volunteer Treatment**

- Rev. Bob Renjilian has returned from bereavement and will end his service with us in mid-July. Goodbye celebration planned for after service on June 21.
- Bookkeeper Rene Kiefer converted from temp contract to employee on June 1.
- Starting July 1 Will Hayes's position will shift to include half-time responsibilities supporting pastoral team and community-building.
- Rev. Margalie Belizaire will officially begin on August 1st. We sent a stole as an ordination gift from the congregation.
- All staff will have year-end reviews completed by end of June.
- Church programming through summer given our online context and need for connection means RE and worship staff will experience higher demand on energy than is typical.
- Additionally, staff across all administrative and program areas will spend 20-80 hours on training this summer to re-tool for church as we do it *now*.
- Contracted Rev. Lynn Acquafondata to provide pastoral care support on very part-time basis.

### **Financial Condition and Planning**

- As projected and reported by treasurer, we anticipate a Year End surplus. While this places us in a fortunate position, expect that some deferred costs--start up workshop, antiracism training, etc.-- will pick up in the coming year.
- Shari and Carol Anne will meet with major renters (New Horizons and Winton Road Nursery School) this month.

### **Building and Property Maintenance and Capital Improvements**

- Sidewalk repairs and parking lots resealing should begin this coming week.
- Phase II of NY State re-opening allows for catwalk installation to begin again.
- Hearing loop installation in Williams, SBA, and 110 will continue this summer.
- Re: question during budget forum around major building projects, the search for mason who can complete repointing brick project continues.

### **Digital Maintenance**

- Our Sunday attendance tracking has shifted from people to logins, so for those who monitor church trends using your Simplechurch dashboard, you will need to have this adjusted.
- Migrated website hosting to Go Daddy resulting in increased storage capacity and ease of access for seamless updates & analytics.
- Redefined & redesigned Annual Report contents & layout.

### **Duty to Inform**

- While I do not have current plans to knowingly break the law while participating in civil disobedience, moral obedience as public witness may place me out of compliance with the limitations placed on the SM. i.e. If I am arrested at a protest, consider this me informing the board that this breaks our policies. You are not required to act on this. I am required to tell you.

### **Upcoming Study Leave, Vacation, or Travel**

- *June 22-28*: Ministry Days and General Assembly
- *July 1-14*: Vacation (Rev. Bob will be on-call for pastoral issues; Kim for administration; Thommy for worship; Gregory for all else)
- July 15: Exit interviews and final goodbye with Rev. Bob
- *July 16-31*: Study leave (Local ministers will be on-call for pastoral issues; Kim for administration; Thommy for worship; Gregory for all else)