



First Unitarian Church of Rochester
Board of Trustees Meeting
Monday, September 14, 2020
6:30 pm by Zoom

Attendance: Ken Buckle, Jon Horne, Terri Goldstein, Lynn Kinsman, Robert Lyubomirsky, Courtney Miller, Gregory North, Anne Perry, Mara Sanchez, Scott Stamper, Paul Suwijn, Kyle Williams, Rev. Shari Halliday-Quan.

Guests:

Absent:

1. Establish a Quorum and Call Meeting to Order at 6:35 pm — Gregory North
2. Chalice lighting – Rev. Shari Halliday-Quan
Centering Reading based on Sacred Imagination– Robert Lyubomirsky
Constellations of Our Lives by Karen G. Johnston
3. Consent Agenda [*Note: 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.*]
 - o August Board minutesConsent agenda passed.
4. Minister's Report.
Rev. Shari and the Board members began with an in-depth discussion of the protests following the announcement 10 days prior to the board meeting that the death of Daniel Prude in March was deemed a homicide resulting from police violence. Many congregants and Rev. Shari have been actively engaged in or finding ways to show support for the protests. Rev. Shari has been active in speaking out on this including at City Council. This brings up the question of when the minister is present as clergy and when as an individual? Even when the minister states that she is speaking as an individual, the public (and news media) will still identify her as First Unitarian, so there is a question of public perception.

In terms of how other churches are responding the situation is complex. Suburban churches have largely been silent – they may be wondering what role they must play. Larger 'evangelical' churches have also been silent. When 30-40 Black clergy spoke against police brutality, they also expressed support for the mayor. Protest organizers have felt betrayed by clergy.

We discussed that our participation in the protests and speaking out on the topics of anti-Black racism and police violence do not violate our status as a non-profit as we are not advocating for or expending funds for or against a specific candidate. These activities do represent us acting

on our community's Values and Ends. Following the discussion Gregory called for a sense of the Board which stood unanimously in support of Rev. Shari and congregants who stand with the protesters: in respect for Black lives and in opposition to use of excessive force against Black members of the community and against protestors.

Following are highlights from the Minister's report:

- a. End #1 interpretations, continued from previous meeting. This topic is part of both the senior minister's report and the Policies area of the agenda, so we will discuss it under Policies.
- b. Our Youth Ministry Coordinator is Rev. Molly Brewer who serves in this temporary role from Maine.
- c. Will Hayes is on medical leave.
- d. Pastoral care team has been recruited and is being trained.
- e. Local UU the Vote event is on September 23. Board members encouraged to participate.
- f. First Unitarian has shifted in the past year to prioritize digital over printed materials and to shape the message rather than control content. This will lead to more congregants sharing about the church they love.
- g. Building & grounds:
 - i. Winton Road Nursery School is opening.
 - ii. Church may be a polling place in November.
 - iii. Falls prevention harness system is in the process of being installed on the sanctuary catwalk.

5. Policies:

- a. Ministerial Interpretations and Board Response
 - i. Finalizing response on End #1 and planning next steps for monitoring
 1. Monitoring/Metric Subcommittee – Mara Sanchez, Scott Stamper, Robert Lyubomirsky.
Shout out to Mara, Scott and Robert for their good work.

In reviewing the congregational survey, several issues were raised. The Survey is statistically significant but may not be representative. There were significant differences between white respondents and people of color. What does it mean to assess how we are welcoming? Asking for Simple Church information could be helpful where the Survey may not be representative. On the other hand, Simple Church does not presently ask for info on race, gender, social class, etc. On specific measures:

- Welcoming Congregation. The Senior Minister is responsible for telling the Board whether it has been achieved. The congregation, leadership, staff, Board all have roles to play.
- Board requested counts of Adult Membership and Friends, as well as Sunday Attendance to monitor "Welcoming". These feel like operational measures (not Governance), even though the Board requested them to be in End 1.0 Metrics.
- There is a danger that things we know how to measure will drive what we collect, and those things often are not what the Board should focus on.
- How to measure participation in Social Justice and Partnership activities – Rev.

Shari and Board need to work together to figure this out. However, it was suggested, that as an easy win, Board should include a question in Congregational Survey, where one can measure % of Congregation who participated in the Social Justice & Partnership activities (Y/N question). The congregational response to these questions should be monitored overtime for its meaningfulness.

- The Board needs to pay attention to getting what it needs to evaluate progress toward Ends without slipping into telling Rev. Shari how to do her job.

MOTION: Accept the interpretations as proposed by Rev. Shari and approve the following Phase 1 (NOW) Metrics for Operationalization:

#	End Index	End Description	Metrics	Responsible
1	E1	We are an inclusive spiritual community of belonging, welcoming all people to find their spiritual home with us:	"On the scale 1-7, how true is this <END> now at First Unitarian?"	Board of Trustees (BOT)
2			How many people did you invite to church this year or Consider Net Promoter Approach: Have you invited people to our Church during last year?	Board of Trustees (BOT)
3			Summary of anti-racism, anti-oppression, multiculturalism audit by Race Advisory Team	Senior Minister (SM)
4			Attainment of Welcoming Congregation status	SM
5			- Adult & Friends Membership	SM
6			- Sunday Attendance	SM
7	E1.1	Caring for each other in times of joy, sorrow and transition.	"On the scale 1-7, how true is this <END> now at First Unitarian?"	BOT
8	E1.2	Giving generously of our time, talent and treasure to make our vision real.	Median Pledge over time	SM
9			External Giving: Share the Plate & Greater Good Project	SM
10			Full Year UUA Contribution Compliance	SM
11			Participation in Social Justice and Community Partnership programs	BOT
12			Participation in programming and ministries that serve the church	BOT
13			"On the scale 1-7, how true is this <END> now at First Unitarian?"	BOT
14			Total Pledges Value for the Annual Stewardship Campaign	SM
15			% of Uncollectable Pledges	SM

Moved: Kyle Williams Seconded: Terri Goldstein
 Passed Unanimously

b. Additional End #1 Metrics

The Monitoring/Metrics Subcommittee also brought some proposed End #1 phase two metrics. Time constraints left this for future consideration. The metrics were put in two sets based on advice at the August Board retreat that we focus initially on metrics that are achievable in the short term, leaving others for later implementation.

c. Policy Governance Committee – Lynn, Gregory

i. Financial Condition III F update (Anne)

Rev. Shari, Robert Lyubomirsky and Anne J. Perry met to review the Governing Policies section III F Financial Condition and found that some confusing language needed an update. The new language will be put into the Governing Policies and posted on the church website.

MOTION: To approve the update to Governing Policies, III F. Financial Condition.

Moved: Anne J. Perry Seconded: Kyle Williams

Passed unanimously

6. Monitoring:

a. Treasurer's report — Robert Lyubomirsky

Doing great financially through the month of July, better than last year. Results are wonderful given the pandemic.

Elizabeth Miller bequest. Over \$1 million. Treasurer has meeting scheduled with the estate attorneys.

b. External Audit Update – Anne J. Perry

An audit team was appointed immediately prior to the pandemic shut down. Over the summer, Gregory North, Robert Lyubomirsky and Anne J. Perry worked with the audit team Mario Gomes, Jeff Moran and Steve Schmitt to better define their role and get them started. In the process, a previous definition and charter were found that had not been followed. Recommending that it be in the Appendix of the Governing Policies is intended to make it difficult to lose track of the current definition.

MOTION: to rescind the Audit Team definition and charter that were adopted by the Board of Trustees in January/February 2012.

Moved: Anne J. Perry Seconded: Lynn Kinsman

Passed unanimously

MOTION: To approve adding the External Audit Process to the Governing Policies as an Appendix.

Moved: Anne J. Perry Seconded: Paul Suwijn

Passed unanimously

- c. Staff Evaluation – Gregory
The staff survey is being converted to google base and it will be done once, not twice, each year. There will be a survey soon.
- d. Ministerial Evaluation – Terri Goldstein
Has 10 responses. Urging members to complete and send to her right away.

7. Linkage:

- a. Leadership Nominating Committee Board Appointment.
Ken Buckle has served the maximum two-year appointment and has done a great job of working on this. He has contributed to a good leadership succession system.

MOTION: To approve Paul Suwijn as Board appointee to the Leadership Nominating Committee.

Moved: Ken Buckle Seconded: Terri Goldstein

Passed unanimously.

- b. Linkage Subcommittee – Kyle Williams, Jon Horne, Terri Goldstein, Ken Buckle & Paul Suwijn
One of the first questions that they will wrestle with is: Who are our moral owners?
- c. Cards of Caring and Concern – Since the previous meeting, the following cards were sent:
 - i. Sullivan family on the death of Peg Sullivan – Anne Perry
 - ii. Brundage family on the death of Sam Brundage – Gregory North

8. Strategic Focus:

Given a lengthy Board meeting, the following discussions are deferred to October.

- a. Reflections on our retreat: Our commitments
- b. Capital project priorities in the coming year – sources of funding
Bero Architects did prioritization regarding health of the building. External masonry work is about \$100K project. May not have sufficient PMI.

9. New Business: None

10. Adjourn. With no objection, meeting adjourned at 9:01.

11. Closing and extinguish the chalice – Rev. Shari Halliday-Quan