



First Unitarian Church of Rochester
Board of Trustees Meeting
Monday, October 12, 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 6:42 pm — Gregory North
2. Chalice lighting – Rev. Shari Halliday-Quan
Centering Reading by Gregory North “Remembering the Future” from Spilling the Light
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 September Board minutes
Consent agenda passed.
4. Greater Good Proposal – Rebecca Spence provided documents in advance of the meeting. Parent Leadership Training Institute assisting Rochester parents in advocacy skills and civic knowledge; City Roots for Project Phoenix remodeling homes in Rochester; Worker Justice Center to support a formal pilot leadership development program for farmworkers.
 - a. Thank you to the Greater Good Committee for their diligent work this year: Rebecca Spence, Chair, Jennifer Gaul, Elinor Gaul, John Hesla, Jo Cone, Sheila Schuh and Joe Simson (Social Justice Exec Representative).
MOTION: To approve the proposal of the Greater Good Committee.
Moved: Anne Perry Seconded: Ken Buckle
Approved Unanimously
5. Board Retreat Reflections – Our Commitments
 - a. All the ends are important, and we agree on where the focus should be. We will agree on what is our shared priority with Rev. Shari and recognize that we can't do everything at once. We recognize that what we measure reveals our priorities (see c. below).
 - b. To develop a shared understanding of resources needed to create the church of the future.
 - c. To work with Rev. Shari to agree on Ends Interpretations and Metrics.
 - d. The Board will only ask for data it will actually use.
 - e. Good is better than perfect . . . making forward progress is better than trying to do everything to perfection.

6. Strategic Focus:

- a. Future Church Vision / Capital Project Priorities in the Coming Year
- b. Capital Projects – Challenge is to invest in a building that prepares for what makes sense for us 20 years from now. For example, a geothermal pump that has a high upfront cost, but a long-term savings and nearly eliminates fossil fuel use. There may be federal funding available for feasible studies. In the near future,
 - i. proposal to engage Bero Architects to manage critical building major maintenance projects
 1. Masonry:
 - a. Repair jack arches
 - b. Replace damaged/missing bricks in window wells and repoint roofing
 - c. Add/repair isolation joints
 - d. Repoint where necessary, including sign
 2. Windows:
 - a. Replace plastic panes with tempered glass
 - b. Replace failing seals
 - c. Replace/repair damaged interior and exterior woodwork
 - ii. Future vision fund. Projects consistent with our Ends, such as making our church building more environmentally sustainable, more capable of serving our community. When we talk about fundraising, both capital projects and future vision should be included. We should not do one without the other.
- c. Community Investment – we are talking about things like Spiritus Christi's involvement in the SPARC initiative. We're not talking about business owners or micro loans. We could be thinking about a project such as to teach OWL in community centers, which would take something like a 5-year \$100,000 commitment. When talking about this sort of future vision, we will need to pay attention to:
 - i. Sources of Funding
 - ii. Approach / Timing

General discussion: Having a place to come together is important. An open question – what does it look like when we do come back together? What's our process for re-engaging people? Something to be said for building a structure to accommodate RAIHN? Building improvements that are part of the building of the future.

MOTION: To approve hiring Bero Architecture to move forward the building masonry and window projects, with projects to be completed as funding is made available.

Moved: Anne Perry Seconded: Lynn Kinsman

Approved Unanimously

Board is committed to ongoing work on visioning / building the future church and discussing community investment. By approving this motion, we are not setting those topics aside.

7. Policies:

a. Ministerial Interpretations and Board Response

i. Interpretation Policy – Financial Condition

MOTION: to approve Rev. Shari's interpretation of the Financial Condition policy

Moved: Terri Goldstein Seconded: Paul Suwijn

Approved unanimously.

- ii. End 2. Rev Shari has posted her interpretation on the shared drive for Board consideration. The Monitoring/Metrics Subcommittee is working on measures. Please read/review for discussion in November.

b. Policy Governance Committee – Lynn Kinsman, Robert Lyubomirsky, Gregory North, Anne Perry

- i. Proposed changes to the Governing Policies were available to the Board for several days before the meeting. Two of the changes were discussed at a previous meeting and sent to the Policy Governance Committee for wording. The others were non-controversial.

MOTION: To adopt changes to the Governing Policies that (1) changes the staff survey to Annual from Semi-Annual, (2) links the calculation of the endowment draw to the investment policy, (3) increases the senior minister's purchase limitation to \$10,000 and (4) inserts the word 'that' in Policy III. I. 1.

Moved: Anne Perry Seconded: Scott Stamper

Approved Unanimously

- ii. Planned Learning Session – Congregational zoom program "How Your Board Works: An Evening with Congregational President Gregory North" on Wednesday, November 18 at 7:00 PM. The agenda will include a brief presentation on how Policy Governance works followed by a question and answer session. Please note: the Committee description includes the responsibility to "Hold congregational forums concerning the actual practice of Policy Governance within our church, through presentation and ongoing conversation, addressing interests, questions and concerns of congregants."

8. Minister's Report.

- a. Fall engagement numbers are lower than previous years, although Facebook engagement is strong. This is typical for us, but the staff is working on a variety of initiatives to connect people with current and new things:

- i. Memory Tree mailing will go out to all members in next two weeks, inviting them to mail in or return in person leaves with the names of the deceased. Winter worship packages are also in the works. We are also planning a Halloween event for children on the grounds.

- ii. Election support includes Tuesday and Wednesday in-person and virtual support connecting us with UU Church of Canandaigua, First Universalist, and the

broader denomination. Sanctuary to be open 1-6 pm on Tuesday and Wednesday; 7 pm zoom services on both days; drop-in online support, and Terri Goldstein is leading in person support.

- iii. Wednesday night programming alternates vespers and other programming including choir rehearsal.
- iv. Outreach calls to all households to be made this month, reactivating care stewards for one time need.
- b. WRNS has returned successfully to the building. With gratitude to the COVID task force and attention to testing rates and transmission trends, we will pilot small group meetings for church and rentals, beginning in November.
- c. Eileen Casey-Campbell, current settled minister at the Canandaigua church and previous First Unitarian staff member postponed her ordination. The Board had approved participation and will be asked to confirm once the ordination is rescheduled.

9. Monitoring:

- a. Treasurer's report — Robert Lyubomirsky
 - i. Financial trends look great
 - ii. Elizabeth Miller's estate is close to final distribution – check for \$1 million plus arriving end of October
 - iii. PPP – M&T will put up forgiveness application October 14. Expect to get answer in 60 days following submission.
 - iv. Audit team – targeting early March for the audit review. Currently focusing on selecting a firm in next two months.
- b. Staff Survey Update – Gregory
 - i. The results are available to the Board in the shared drive
 - ii. Reviewed the results – No reports of noncompliance. Comments were positive. One person who was unaware of grievance process was made aware by the survey.

10. Linkage:

- a. Linkage Subcommittee – Kyle Williams, Jon Horne, Terri Goldstein, Ken Buckle & Paul Suwijn – No report
- b. Cards of Caring and Concern – Since the previous meeting, the following cards were sent:
 - i. On the death of Elandria Williams, past co-moderator of the UUA, cards to Elnora & Erven Williams, Rev. Chris Buice (Tennessee Valley UU Church) and Rev. Susan Frederick-Gray, UUA – Gregory North as President on behalf of the congregation.
 - ii. On the death of First U friend & FirstLight Players member Kathy Mater – Lynn Kinsman

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

12. **EXECUTIVE SESSION:** Ministerial Evaluation – Terri Goldstein

13. Returned from Executive Session at 9:32. A separate zoom meeting was scheduled to review the Board’s evaluation with Rev. Shari. With no objection, meeting adjourned at 9:34 pm.

APPROVED