



First Unitarian Church of Rochester
Board of Trustees Meeting
Monday, May 10, 2021
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: Christine Gordon (Gilbert Spirit Fund), Sheila Olin (Social Justice Grants Panel), Sheila Schuh
Absent:

1. Establish a Quorum and Call Meeting to Order at 6:34 pm — Gregory North

2. Chalice lighting – Rev. Shari Halliday-Quan
Centering Reading – Anne J. Perry

*Wherever seeking the truth is more sacred than any particular creed
Wherever the beauty of diversity is celebrated over the familiarity of comfort
Wherever accountability and relationship are sought after more than being right
Wherever love guides our every action*

*There the heart of Unitarian Universalism lies
There may we bring ourselves again and again
To drink from the spring of this ancient tradition
And share its good news with the world.*

-- Rev. AJ van Tine

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.*]

a. April 2021 Board minutes

b. Greater Good Committee membership (see below)

c. Gilbert Spirit Fund \$11,688 awards to:

i. Rochester Alliance of Communities Transforming Society, Inc. (RocACTS) – \$2,500.

ii. Children's Institute Film Festival – \$2,500.

iii. Spiritus Christi Prison Outreach – \$2,000

iv. Eastman Community Music School, New Horizons, Play It Forward – \$3,500.

v. Metro Justice – \$1,188.

d. Social Justice Grants Panel

i. Paul & Josephine Wenger Fund. Refugees Helping Refugees - \$4,000

ii. Social Investment Fund. The Center for Teen Empowerment - \$7,213

Consent agenda passed.

Immense gratitude expressed by the Board for doing this important work during the pandemic:

- a. Greater Good Committee
 - i. Jenny Gaul, Chair
 - ii. Ethan D. List (youth), Elinor Gaul (youth), Paul Minor, Jo Cone, Joe Simson, Social Justice Exec Representative, and Sheila Schuh, Religious Education representative.
 - b. Gilbert Spirit Fund:
 - i. Christine Gordon, Chair
 - ii. Jane Tuttle, Eris Kinsman, Mary Palmer, Christine Booth, Emily Blackburn, Amy Boyle Johnston, Charles Carter and Carol Schlank (deceased, January 18, 2021)
 - c. Social Justice Grants Panel
 - i. Sheila Olin, Chair
 - ii. Pam Kim Adams, Anna Cuyler, Joe Simson (Social Justice Exec rep)
4. 8th Principle. Call for adoption at the Annual Meeting

MOTION: The Board of Trustees puts the following motion on the agenda for the June 6, 2021, Annual Meeting of the Congregation:

In light of our church's strong history of anti-racism programming that includes:

- the Board of Trustees of First Unitarian Church of Rochester, NY, voting in support of putting the Eighth Principle on the agenda of the UUA General Assembly in 2017 and
- the youth of our church leading us once again by explaining why our congregation and other UU congregations should adopt the Eighth Principle and
- the worship team including Rev. Shari Halliday-Quan, Rev. Margalie Belizaire, Religious Education Director Sheila Schuh, Music Director Thom Snell and others focusing the May 2, 2021 worship on the Eighth Principle and
- First Unitarian Church of Rochester, NY, Ends adopted 3 years ago include the following (emphasis added):
 1. We are an inclusive spiritual community of belonging, welcoming all people to find their spiritual home with us . . .
 3. We engage in spiritual growth and development:
 - a. Providing inspiration, support and courage to explore our whole selves.
 - b. Recognizing our racial bias and confronting its impact on our relationships and behaviors.
 - c. Developing our ability to communicate openly and with loving kindness.
 - d. Strengthening our spiritual connections within our own community and beyond.
 4. We act in partnership with others to end racial, social and economic injustice within our own community, in greater Rochester and the world.

the First Unitarian Church of Rochester, NY, adopts the Eighth Principle:

"We 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."

Moved: Anne J. Perry Second: Jon Horne

Passed unanimously.

5. Policies

a. End 4 Interpretations and Proposed Measures

- i. What words would we like to be described as by our community partners that are characteristic of First Unitarian people:
1. Deep Listeners
 2. Present / bearing witness
 3. Willing and Supportive organizers both field and administrative (behind the scenes)
 4. Interacting with love and humility, centering women and people of color
 5. Unified, working as a force together
 6. Giving of our time, talent and treasure
 7. Courage and risk have a place here as well. Not only on a dark street breathing tear gas. Also, we stand up and challenge those around us to do the right thing.

MOTION: To adopt Rev. Shari's interpretations of End 4

Moved: Paul Suwijn Second: Ken Buckle

Passed Unanimously

b. Appendix B. Investment Policy and related Governing Policy updates

MOTION: To accept the changes to Governing Policies Appendix B. Investment Policy that were proposed by the Investment Committee and recommended by the Policy Governance Committee. These changes include a series of corrections, clarifications and compliance items as well as the following language:

Spending Policy

The Endowment Fund is to be utilized in the following areas as approved by the congregation:

- A planned portion, not to exceed 30%, of the operating budget.

...

The target annual distribution rate shall be no more than 5% of the average market value of the endowment for the preceding 20 quarters.

Moved: Robert Lyubomirsky Second: Lynn Kinsman

Passed with one abstention.

MOTION: To update the Governing Policies to align with updates to Appendix B. Investment Policy:

III. Senior Minister Limitations, E. Financial Planning

2. In preparing financial projections for the fiscal year, the Senior Minister shall not plan a draw from the church endowment fund that exceeds the guidelines in Appendix B Investment Policy, Spending Policy section.

IV. Board Governance Process, C. Fiduciary Responsibility

3. Establishing and documenting the investment policy of the church, monitoring the investment practices governed by that policy and the financial condition of the investments themselves. (See Appendix B. Investment Policy)

Moved: Robert Lyubomirsky Second: Ken Buckle
Passed unanimously.

6. Minister's Report – Rev. Shari Halliday-Quan

- a. Sheila Schuh and Rev. Shari presented a vision for a shared ministry team for Religious Education, with co-leaders that include a person of color. Children and families have so much contact with RE staff that is basically pastoral care, and this would provide a hospitable and inviting environment for children of color. Clarification: The Board doesn't make such a decision and Rev. Shari is not asking the Board for a "yes" or "no". Rather, this is an opportunity for the Board to ask questions. Question about hiring with a race/ethnicity qualification. Can hire based on competence to bridge to people of color. Rochester is 47% white and First Unitarian is 97% white. Trustees discussed the Rochester Blue Ribbon Commission's RASE report finding that a significant part of developing cultural competence is by having diverse teams.
- b. Hiring Assistant Minister. Moving Expense of \$15,000 is the UUA standard.
- c. Director of Operations final candidate. Moving Expense up to \$10,000.

MOTION: To approve moving expenses of \$15,000 for the Assistant Minister and up to \$10,000 for the Director of Operations.

Moved: Paul Suwijn Second: Robert Lyubomirsky
Passed unanimously.

7. Strategic Focus – Follow up from End 1 monitoring.

- a. deferred to future meeting.

8. Treasurer's report — Robert Lyubomirsky

- a. As we have run out of meeting time, Robert reported that the church is indeed solvent.

9. Linkage:

- a. Congregational Survey Results. Linkage Subcommittee – Ken Buckle, Terri Goldstein, Jon Horne, Paul Suwijn, Kyle Williams
 - i. While we were out of time to review the entire set of results, it was noted that in a pandemic year, comparing last year to this year, it's a miracle that results improved on 9 out of 10 measures.
 - ii. Bravo to the Linkage Subcommittee for their outstanding work on the Survey.

10. Adjourn. With no objection, meeting adjourned at 8:59 pm.

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