

1. Chalice lighting – Rev. Margalie Belizaire
Out of the Flames by Rev. Sara Eileen LaWall

Out of the flames of fear
We rise with courage of our deepest convictions
to stand for justice, inclusion and peace

Out of the flames of scrutiny
We rise to proclaim our faith
With hope to heal a fractured and hurting world

Out of the flames of doubt
We rise to embrace the mystery, wonder and awe
of all there is and all that is yet to be

Out of the flames of hate
We rise with the force of love
Love that celebrates our shared humanity

Out of the flames we rise
2. Establish a Quorum and Call Meeting to Order at 11:03 am — Barbara de Leeuw, Moderator
3. **MOTION:** To approve minutes of March 28, 2021 meeting
Moved: Gregory North Seconded: Robert Lyubomirsky
The motion was approved.
4. Reports
 - a. Minister – Rev. Shari Halliday-Quan presented a video annual report focused on our Ends. *[The video will be available on the church website.]*
 - i. Membership Coordinator Shannan Foos spoke to End 1: We are an inclusive spiritual community of belonging, welcoming all people to find their spiritual home with us. Shannan highlighted the current effort to recertify our welcoming congregation status.
 - ii. Director of Business Operations Kim Joy spoke to End 1.2: Giving generously of our time, talent and treasure to make our vision real. Kim highlighted the relatively fast and successful pledge drive where offering the “Text” option appealed to a high number of congregants. Kim also pointed out that over the

course of this year our congregation gave \$126K to social justice through Greater Good, Sharing the Plate, grants and the special donation to Family Promise of Greater Rochester (formerly RAIHN) to support the housing crisis.

- iii. Religious Education Director Sheila Schuh spoke to End 2: We cherish and respect our children and youth, supporting their spiritual journey, and preparing them to live a life aligned with our Unitarian Universalist principles. Sheila highlighted the worship experiences that involved many of our families and the video that our youth group made regarding the importance of adopting the 8th Principle (see motion below) that was shared in adult worship in our congregation, as well as with other congregations.
 - iv. Rev. Shari spoke to End 3: We engage in spiritual growth and development. Rev. Shari highlighted Soul Matters, Wellspring and the involvement of 10% of our congregation in Beloved Conversations, the Meadville-Lombard Theological School's anti-racism training.
 - v. Rev. Shari spoke to End 4. We act in partnership with others to end racial, social and economic injustice within our own community, in greater Rochester and the world. Rev. Shari highlighted our congregants' participation in the Black Lives Matter movement and our ongoing partnership with RocACTS, among other things.
- b. President –Gregory North requested a point of personal privilege to express gratitude for the exceptional job that Rev. Shari Halliday-Quan has done in the past 15 months. It is extraordinary for a minister in their first year of ministry to be asked to pivot to virtual worship. We experienced her incredible leadership ability in bringing staff along to provide high quality and meaningful worship. Thank you. Gregory then invited Rev. Shari to approach and handed her a gift bag. In it was an amazing stole crafted by our own incredible artist, Music Director Thommy Snell. 'The fire of commitment' stole has spiraling flames in bright red/orange/yellow.
- i. **Board of Trustees Focus in 2020-2021:**
 - ii. Partnering with Rev. Shari and the staff in this pandemic year
 - 1. COVID-19 Task Force
 - 2. Standing with BLM
 - iii. Improving Compliance with our Policies
 - 1. External Audit Review
 - 2. Investment Policy Update
 - iv. Laying the Foundation for monitoring progress towards our Ends
 - 1. Interpretations
 - 2. Monitoring Metrics
 - v. Linkage with the Congregation
 - 1. Board Member participation in post-worship digital social hour
 - 2. Annual Congregational Survey
 - vi. Strategic Focus
 - 1. Building for our Future Campaign achieved needed \$300,000.
 - a. Maintaining our Building - \$250,000 for work to begin this summer on exterior of the building and windows.

- b. Family Promise of Greater Rochester (previously RAIHN) – gave \$25,000 in January to support additional pandemic-related housing support.
 - c. Future Planning - \$25,000
- 5. Elections – Leadership Nominating Committee Report and Elections
 - a. President (1-Year term) Gregory North - Approved
 - b. Clerk (2-yr term) Anne Perry - Approved
 - c. 3 Trustees (3-year term) Ken Buckle, Cathy Reda- Cheplowitz, Barbara Gawinski - Approved
 - d. 2 Leadership Nominating Committee members (2-year term) Brownlee Field, Jenny Gaul - Approved
 - e. Farewell to outgoing Board of Trustees members:
 - i. Scott Stamper and Terri Goldstein.
 - ii. Gratitude expressed to continuing Board Members: Jon Horne, Lynn Kinsman, Robert Lyubomirsky, Courtney Miller, Mara Sanchez, Paul Suwijn, Kyle Williams
 - f. Farewell to Outgoing Leadership Nominating Committee members:
 - i. Jo Cone and David Ryder
 - ii. Gratitude expressed to continuing members Maren Kyle and Danette Johnson.
- 6. Budget July 1, 2021-June 30, 2022
 - a. Approve total budget:

OPERATING INCOME	
Category	Proposed Budget 2021/22 (7/1/21-6/30/22)
Pledges Collected	\$ 676,800
Building Usage	\$ 35,000
Fund-Raising	\$ 8,000
Income Endowment Draw	\$ 269,410
Op Cash Reserve Draw	\$ 75,000
Other Income	\$ 33,500
Total	\$ 1,097,710

OPERATING EXPENSE	
Category	Proposed Budget 2021/22 (7/1/21-6/30/22)
Administrative & Finance	\$ 231,814
Building Operations	\$ 182,720
Denominational	\$ 67,700

Child Religious Education	\$	104,500
Social Justice	\$	4,900
Leadership/Governance	\$	11,800
Congregational Care/Outreach	\$	24,455
Worship, Music & Arts	\$	91,222
Ministerial Staff	\$	223,535
Staff Benefits	\$	155,064
Total	\$	1,097,710

b. Approve senior minister's salary -

	Current 2020-2021 Budget	Proposed 2021-2022 Budget
Senior Minister Salary	90,000	90,000
Professional Expenses	11,000	11,000
Housing Allowance	20,000	20,000
Total	121,000	121,000

Discussion: In response to congregant questions about why the senior minister's salary budget was the same next year as this year, it was noted that the Board of Trustees had urged Rev. Shari Halliday-Quan to take an increase in salary for the coming year. The concern was that doing so would create an unhealthy difference between the salary of the senior minister and the salary of the assistant minister. It is expected that there will be an increase in the following year. A suggestion was made that if things go well, perhaps the Board of Trustees could approve a bonus. It has been our understanding of the New York State religious corporation law and our practice that any change in the senior minister's salary must be approved by the congregation. *[Note: only the senior minister's salary must be voted on separately by the congregation.]* There was a further question about Social Justice spending – the operating budget includes dues to organizations such as RocACTS and support for the Schools Partnership Coordinator. The operating budget does not include our support of outside organizations through Greater Good, Sharing the Plate and various grants. In 2020-2021, this support totaled \$126K.

MOTION: To approve the 2021-22 Budget
 Motion from the Board does not require a second.
 The motion was approved.

MOTION: To approve the senior minister's salary \$121,000 for 2021-2022
 Motion from the Board does not require a second.
 The motion was approved.

Discussion: A comment was made by Board of Trustees Vice President Lynn Kinsman that logically the senior minister's salary should be approved before voting on the entire budget. This was noted for next year.

7. Bylaws Changes:

MOTION: To approve the following three changes to the Bylaws:

- a. Section 8.2.E.2 Property Maintenance and Improvement Fund, delete “increased or decreased from the previous year’s contribution in proportion to the increase or decrease” and replace that with “equivalent to 0.525% of”.
- b. Section 7.2 Search Committee, delete the words “nine” and replace with “seven” and delete the word “thirteen” and replace with “nine” in order to reduce the number of members on the search committee.
- c. Section 8.3 Other Funds and Accounts, delete the word “bookkeeping” and replace it with “committee”.

The motion was approved.

8. 8th Principle.

The Moderator noted that the adopting the 8th Principle does not change our Bylaws, our Mission, Vision, Ends or our Governing Policies. As noted in the full motion, it does align with our history and our Ends.

The Board of Trustees put the following motion on the agenda for the June 6, 2021, Annual Meeting of the Congregation. Clerk Anne J. Perry read the motion:

MOTION: 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.”

The motion was approved.

9. Announcements:

- a. 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.
 - vi. Thank you to the Committee: Christine Gordon, Chair, Jane Tuttle, Eris Kinsman, Mary Palmer, Christine Booth, Emily Blackburn, Amy Boyle Johnston, Charles Carter and Carol Schlank (deceased, January 18, 2021).
- b. 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
 - iii. Thank you to the Grants Panel Sheila Olin, Chair, Pam Kim Adams, Anna Cuyler, Joe Simson (Social Justice Exec rep)

10. Farewells:

- a. Kim Joy - Director of Business Operations, responsible for finance, information systems; facility and grounds; maintenance, human resources, and risk management. Treasurer Robert Lyubomirsky highlighted Kim’s dedication to the work of transitioning from a legacy membership & financial accounting system to new more state of the art systems while working with an interim minister and then with Rev. Shari Halliday-Quan. Kim was also key to office reorganization during this period. We were incredibly lucky to have her with us during this difficult transition period.
- b. Rev. Margalie Belizaire - Assistant Minister of Pastoral Care and Adult Spiritual Development. President Gregory North thanked her for her commitment to pastoral care by organizing and training our pastoral care team, for her commitment to adult spiritual development by pulling together a team to create the packets and by encouraging the continuation of Wellspring, and for her inspiring contribution to worship through sermons and meditations. We will miss Rev. Margalie and wish her well on her new adventure in Orlando. *[Note: many congregants expressed their gratitude to Rev. Margalie in the ‘chat’.]*

11. Adjourn. There being no further business and with no objection, meeting adjourned at 12:33 pm.

Respectfully submitted,
Anne J. Perry, Clerk