



First Unitarian Church of Rochester  
Board of Trustees Meeting  
Monday, March 14, 2022  
6:30 pm by Zoom

Attendance: Barbara Gawinski, Jon Horne, Lynn Kinsman, Courtney Miller, Gregory North, Anne Perry, Cathy Reda-Cheplowitz, EJ Santos, Paul Suwijn, Rev. Shari Halliday-Quan.

Guests: Florence Jessup, Director of Operations

Absent: Ken Buckle, Robert Lyubomirsky, Kyle Williams

1. Establish a Quorum and Call Meeting to Order at 6:36 pm — Gregory North
2. Chalice lighting – Rev. Shari Halliday-Quan  
Centering Reading – chosen by Robert Lyubomirsky (born in Ukraine), read by Gregory North

**Divine Ukraine**

Your eyes are the eyes of God.  
Your breath is mother tongue of Earth.  
Your blood is a symphony of fire.  
Your lips are the truth-tellers,  
no one can take your golden mystery,  
no one can feel you without admiration.  
Your heart is garden of kisses.  
Your ears are pearls of expectation.  
Your words are constellations –  
the faces of heroes, encircled by rays,  
drifted on the minds of the world,  
their smile, their look, their strength and its innocence,  
a tide that tugs at us. In times like these,  
a sense washes over us, and we gather together  
in the deadly noise of millennium and this stillness,  
a stillness that never wavers.  
All we have become, divine Ukraine,  
is what your innocence has made of us.  
The naked homeland of freedom  
beats right in your heart.

By David Dephy, David is a Georgian/American award-winning poet. Named as A Literature Luminary by Bowery Poetry, The Stellar Poet by Voices of Poetry, The Incomparable Poet by Statorec, A Brilliant Grace by Headline Poetry & Press and An Extremely Unique Poetic Voice by Cultural Daily. He lives and works in New York.

*[Note: we usually do not put the entire reading in the minutes. This is a unique moment for Ukraine.]*

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 February 14, 2022, Board minutesApproved

4. Gilbert Spirit Fund – Christine Gordon Chair

**MOTION:** To approve the following members of the Gilbert Spirit Fund committee:

Christine Gordon, Chair

Amy E. Boyle Johnston

Charles Carter

Eris Kinsman (college)

John Vakiener

Russell Simpson

Nina Sikand

Ellis Sheck (10th grade)

Robert D’Orso (pending)

Moved: Anne J. Perry

Second: Cathy Reda-Cheplowitz

Motion approved.

5. Leadership Nominating Committee Update – Maren Kyle
  - a. Board members: Emily Clasper, John Farrell, Elise Wall, Carl Olsen
  - b. LNC – Kristina Williams & Nancy Wesson, Joining Jenny Gaul & Brownlee Field
  - c. Moderator – Barbara de Leeuw
  - d. President – Gregory North; Treasurer – Robert Lyubomirsky
  - e. May 15 Meet the Candidates
6. Date for the Annual Meeting is Sunday, June 5, 2022, following the Sunday service.
7. Set Date for Board 2022-23 Budget Deep Dive – Thursday, April 28 at 6:30, pending OK from Treasurer Robert Lyubomirsky. [*Note: he approved following the meeting.*]
8. Linkage
  - a. Annual Congregational Survey Status. Survey closed March 13. Results will be presented at April Board meeting.
  - b. Number of participants is comparable to last year - 164 vs 177 last year. There may still be some late mailed in paper surveys that have to be keyed in.
9. Preparing for Ends Monitoring – Lessons from Round 1
  - a. This is a board process, with some input from the minister. Ends are really good at articulating who we want to be as a community. Give ourselves some grace around whether we are getting there. Pandemic has resulted in some regression in our society. Rev. Shari suggests our goal be ‘are we getting closer’. What was useful? What was a distraction?

- b. Last year we spent a lot of time working on measures that we can use to assess progress that would not be overwhelming to our staff when it comes to whether data was reasonably available. We believe we did a good job of being reasonable about the measures chosen.
- c. This year we should consider whether there are other measures we would like to add.
- d. Suggest that new board members review the ends interpretations that have already been completed. Lynn gathered links to them into a single folder before the Board orientation in July 2021 and recommended that new trustees read them.
- e. Rev. Shari is ready willing and able to update the PowerPoint presentation. It's important that the Board have a powerful conversation. The PowerPoint is a tool. We need to have that kind of conversation and ask the Board members to come up with the key questions. Twelve people presenting questions may result in 3 or 4 questions if we are well aligned.
- f. End 1 is in April – each board member should come up with a key question. Send to Gregory

10. Policy Governance Committee – update on limitation policy review

- a. Met March 3.
- b. Concerned focus on any timely items and take unnecessary items off the staff's plate. That said, the Asset Protection section appears to be OK. The Staff/Volunteer section needs time . . . the paid staff is aware of grievance policy although volunteers may not be aware.
- c. Section on Members, Friends and Visitors – need further discussion on the grievance process identified there. This may involve a more extensive conversation. Policy Governance Committee would like to have a follow up meeting with Rev. Shari. This brings up a question regarding whether we need to form a new congregational covenant. This would involve significant Board involvement. Grievance Team Jon Horne & Ken Buckle would like to be involved.
- d. Policy Folder has current employee manual and financial policies & procedures manual which precedes the shift to Simple Church and needs an update.

BREAK

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

- a. Stewardship has begun – first 27 pledges are in; about 12% of what is hoped to raise; 5% of pledge units. Would like every board member to pledge by Sunday.
- b. Entered Executive Session at 8:24 pm to share sensitive information. Ended Executive Session at 8:30 pm.
- c. In evaluating Thom Snell's position, it's clear that the AV function should be separate from the music function. Will be recruiting for a 30-hour music position.
- d. Orange Sky has decided to disband as Orange Sky. The musicians still want to perform at services.
- e. Building for Our Future Launch. With the addition of Mallory Szymanski, there is now a team of six to work with Rev. Shari Halliday-Quan: Kyle Williams, EJ Santos, Barbara de

Leeuw, Kyrill Gill, Lindsey Brown and Mallory Szymanski. The team will really get under way over the summer.

**MOTION:** approve Mallory Szymanski as a member of the Building Our Future Team.

Moved: Paul Suwijn Second: Lynn Kinsman

Motion approved.

12. Treasurer's Report.

- a. *Please note: This is a limited Treasurer's Report / not a quarter end. The Board reviewed the Treasurer's Report online.* In Robert Lyubomirsky's absence, Director of Operations Florence Jessup indicated that the recent Treasurer's Report shows that we are in good shape.

13. Reminder – Attendance at UUA GA – be a delegate

14. Board Self-Evaluation. A moment of tension was handled well. Grateful.

15. Adjourn. With no objection, meeting adjourned at 8:57 pm.

16. Closing and Extinguishing the Chalice – Rev. Shari Halliday-Quan.

APPROVED