

1. Establish a Quorum (54 people in person and 30 people online) and Call Meeting to Order at 11:33 am — Barbara de Leeuw, Moderator
2. Chalice lighting – Rev. Shari Halliday-Quan
3. **MOTION:** To approve minutes of June 6, 2021, meeting
Moved: Anne Perry Seconded: Larry Eldridge
The motion was approved.

4. Annual Report

- a. President –Gregory North

It has been an exciting year as we began to reemerge from the Pandemic, returning to worship and learn together, while retaining the option of online worship still preferred by many. This required a tremendous amount of effort and creativity by our remarkable staff, work that continues as we experiment our way towards a new normal. As we come back together, we recognize that we have fewer in attendance than pre-pandemic, a phenomenon experienced by most churches across the country. This is a challenge but also an opportunity - to reach out to invite old friends back and welcome new ones to our beloved community.

The board continues to mature in our work in policy governance, aiming to be more strategic in our focus. Last summer we adopted a vision for the next five years committing to invest to expand our relevance to and support for ourselves and the wider community; be open to the significant change needed to embrace and continue to hold young adults, families, LGBTQ and people of color; and to be prepared to deal positively with conflict along the way. With this vision in mind we have strived to get clearer on how we evaluate long term progress towards our ends and what resources will be required to realize our communities' aspirations. This culminated in the decision to commit to a series of Strategic Initiatives in the 2022-23 budget which will increase awareness of First Unitarian in our mission field, help create new multicultural worship opportunities and support a nationwide search for our new Music Director. Looking ahead to next year we will launch the next phase in Building for our Future, empaneling a team of congregants to further explore opportunities to position First Unitarian to more fully meet the changing needs of Rochester and the many towns we serve.

Ultimately the work of living in accordance with our values and achieving our ends is the work of all us, the congregation - and throughout the year we have seen so many examples, more than we can name or number, of you taking care of each other, holding each other up in these often crazy making times, taking action to seek justice, to provide safety and assistance to those in dire need, and strive to better understand our own biases. This is what it means to be a Unitarian Universalist. This year we saw so many give more of their time and treasure, reflecting the place First Unitarian has in our hearts, and our desire to share this gift with many others.

5. Elections – Leadership Nominating Committee Report and Elections

- a. President (1-Year term) Gregory North - Approved
- b. Treasurer (2-yr term) Robert Lyubomirsky – Approved
- c. Moderator Barbara de Leeuw turned over the chair to President Gregory North for the following:
 - i. Moderator (2-yr term) Barbara de Leeuw – Approved
 - ii. President Gregory North returned the chair to Barbara de Leeuw
- d. 3 Trustees (3-year term) Emily Clasper, Carl Olsen, Elise Wall – Approved
- e. 1 Trustee (1-year term) John Farrell - Approved
- f. Farewell to outgoing Board of Trustees members:
 - i. Courtney Miller, EJ Santos, Paul Suwijn, Kyle Williams.
 - ii. Gratitude expressed to continuing Board Members: Ken Buckle, Barbara Gawinski, Jon Horne, Lynn Kinsman, Anne Perry, Cathy Reda-Cheplowitz
- g. 2 Leadership Nominating Committee members (2-year term) Nancy Wesson, Kristina Williams - Approved
- h. Farewell to Outgoing Leadership Nominating Committee members:
 - i. Maren Kyle and Jo Cone, who completed the term of Danette Johnson (deceased) and to Board Representative Paul Suwijn
 - ii. Gratitude expressed to continuing members Brownlee Field and Jenny Gaul.

6. Budget July 1, 2022-June 30, 2023.

Treasurer Robert Lyubomirsky gives immense gratitude to Rev. Shari Halliday-Quan and to Director of Operations Florence Jessup who is responsible for all the background work for this budget and presentation. This budget reflects our values, mission and ends.

- Executive Summary (*Rev Shari presented*):
 - 2021-2022 is ending strong financially.
 - Our stewardship campaign provides confidence for the coming year and a solid foundation for our future. With an 85% participation rate, we've achieved 94% of prior year pledges. That means some have drifted away, but the congregational commitment financially is strong!
 - Our proposed budget for 2022-2023 is grounded in our values, mission and ends and anticipates increased in-person attendance with an ongoing need for online engagement.
- 2022-2023 Key Area of Focus (*Rev. Shari*)

- Two Sunday in-person services and at least one online service.
- Sustaining and enhancing multi-platform operations with addition of part-time Production Coordinator (separate role in the new year from a Music Director).
- Transition in music ministry, we will continue to rebuild and strengthen our staffing structure to support and deepen community engagement.
- Invest in employees by keeping compensation current with COLA and funding professional development.
- Providing service and acting consistent with our Ends

Draw from the Operating Cash Reserve (OCR) built up in 2022 allows us to balance the budget in 2022-2023 and offset projected Building Usage and Fundraising Income shortfall.

- Overall Financial Health, i.e. Context & Backdrop in which we are operating (*Treasurer Robert Lyubomirsky*)
 - Our short term and long-term reserves that are currently in a very good shape.
 - Projected year end results, expected to result in an excess of income over expense that will be rolled into the operating cash reserves.
- Guiding Values in our Planning Process (*Rev. Shari*)
 - We believe that we have a message worth sharing and a church worth investing in
 - Our Income estimates are grounded in conservative projections.
 - Experimentation and agility are critical to programming and ministries. Use our good financial health to fund new ways of doing things, keeping some and divesting from others. Our online presence is important, and we must invest in that.
 - Leadership development and professional expenses for new staff in key roles and established staff/leaders in changing role is critical at this juncture. We will invest in ending racial bias. We want to change as the world changes.
 - Our Ends name the impact that we aim to have in the world.

In the year ahead, there is so much important work we must do together. We will continue to practice rest and joy, we will give thanks for our bodies and all that nourishes us, we will take up the call of the 8th Principle which we adopted last year, we will invite a new music director to join our community, we will more fully become a community of communities with space for diverse expressions and belonging, we will be here—clear, strong, and ready—for those who need abortions, for those who are marginalized and oppressed, for those whose hearts are breaking. We will risk being transformed by all of this.

- Key Environment Assumptions (*Rev. Shari & Dir of Operations Florence Jessup*)
 - Building Usage Income is focusing on bring back pre-Covid tenants and other Renters.
 - We are a “Just Employer” and are providing a 5.3% COLA for all employees who were employed as of June 30, 2021. Rev. Shari’s COLA appears in her Professional expenses rather than in her salary + housing.

- 2022-2023 Budget and Motions (*Treasurer & Director of Operations*)
 - a. Approve senior minister's compensation:

Senior Minister Compensation	Current 2021-2022 Budget	Proposed 2022-2023 Budget
Salary + Housing	110,000	110,000
Professional Expenses	11,000	16,830
Total	121,000	126,830

- b. Approve total budget:

OPERATING INCOME	
Category	Proposed Budget 2022/23 <i>(7/1/22-6/30/23)</i>
Pledges Collected	\$ 675,000
Building Usage	\$ 45,000
Fund-Raising	\$ 8,000
Income Endowment Draw	\$ 303,661
Op Cash Reserve Draw	\$ 67,334
Other Income	\$ 50,500
Total	\$ 1,149,495

OPERATING EXPENSE	
Category	Proposed Budget 2022/23 <i>(7/1/21-6/30/22)</i>
Administrative & Finance	\$ 239,065
Building Operations	\$ 195,294
Denominational	\$ 63,943
Child Religious Education	\$ 95,945
Social Justice	\$ 5,415
Leadership/Governance	\$ 10,800
Congregational Care/Outreach	\$ 36,565
Worship, Music & Arts	\$ 109,060
Ministerial Staff	\$ 229,035
Staff Benefits	\$ 164,373
Total	\$ 1,149,495

MOTION: To approve the 2022-2023 Senior minister’s compensation (Salary + Housing) & Professional Expenses in the amount of \$126,830

Motion from the Board does not require a second, however Larry Eldridge offered to make the motion and John Farrell offered to second.

The motion was approved.

MOTION: To approve the 2022-23 Budget

Motion from the Board does not require a second.

The motion was approved. With one abstention.

7. Bylaws Changes. This is the **first reading** of a motion from the Board of Trustees. It will be voted on at the next Congregational Meeting:

MOTION: To add clarifying language to bylaws Section 7.1.B. Leadership Nominating Committee and to Section 6.5. Clerk as follows:

Section 7.1.B. Leadership Nominating Committee, insert a new second sentence to read:

For the board of trustees, this includes three trustee positions of three years each (Bylaws Section 5.2.A.) and the remaining term of any trustee position that is open because of the resignation or death of a trustee (Bylaws Section 5.3.).

Section 6.5. Clerk, insert a new fourth sentence to read:

The clerk notifies the Leadership Nominating Committee, in a timely manner, of the number and terms of open positions and the number of years each current trustee and officer has served.

8. Announcements:

- a. Gilbert Spirit Fund awards \$12,992 to:

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| i. Film Festival of the Children’s Institute | \$2,500 |
| ii. St. Joseph Neighborhood Center | \$5,000 |
| iii. Rochester Community Robotics X-Cats of Wilson High School | \$5,000 |
| iv. Sew Green | \$ 492 |

- v. Thank you to the Committee: Christine Gordon, Chair, Charles Carter, Amy Boyle Johnston, Eris Kinsman, Nina Sikand, Russell Simpson and John Vakiener.

- b. Social Justice Grants Panel. The Grants Panel did not function this year. The Board of Trustees made the following awards, providing supplements to our Greater Good recipients and to the Gilbert Spirit Fund recipient Sew Green:

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|--|---------|
| i. Paul & Josephine Wenger Fund. Keeping Our Promise | \$4,691 |
| ii. Social Investment Fund. - \$8,240 to: | |
| 1. Friends of Ganondagan | \$3,732 |
| 2. Sew Green | \$4,508 |

- c. Farewell

Music Director Thommy Snell. His farewell celebration will be held at 2 pm in the church sanctuary and online.

d. Encouraging attendance at the UUA General Assembly at the end of June.

9. Adjourn.

Moved: Bonnie Baxter

Second: Ed Wall

There being no further business and with no objection, meeting adjourned at 12:25.

Respectfully submitted,
Anne J. Perry, Clerk

DRAFT