



**First Unitarian Church of Rochester
Board of Trustees Meeting
Monday, September 12, 2022
6:30 pm on Zoom**

Attendance: Ken Buckle, Emily Clasper, John Farrell , Barbara Gawinski, Jon Horne, Lynn Kinsman, Robert Lyubomirsky, Gregory North, Carl Olsen, Anne Perry, Cathy Reda-Cheplowitz, Elise Wall, Rev. Shari Halliday-Quan.

Guests:

Absent:

1. Establish a Quorum and Call Meeting to Order at 6:35 pm — Gregory North
2. Chalice lighting – Rev. Shari Halliday-Quan
Centering Reading, provided by John Farrell: you are here by Thich Nhat Hanh
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 August 8, 2022, Board minutesConsent Agenda approved
4. Processing Our Retreat – August 12/13 hybrid (in person and on Zoom)
 - a. Our 5-year vision

In the Next 5 Years...the Board of First Unitarian Rochester is committed to investing

- to expand our relevance to and support for ourselves and the wider community;
- open to the significant change needed to embrace and continue to hold young adults, families, LGBTQ and people of color;
- prepared to deal positively with conflict along the way.

- b. Our Revised Board Covenant

Added Ouch (someone made a mistake that affects me), Oops (I made a mistake and I hear you and will correct myself), Whoa (someone said/did something offensive that didn't affect me directly), Parking Lot (where a topic can be 'tabled' for later)

- c. Our Ways of Working. At the retreat, there was a presentation on ways that Boards work – administrative, strategic and generative. All styles are needed to be effective but there's a tendency to spend too much time on administrative. That led to agreement to post materials on the Board shared google drive by the Friday before Monday's meeting and for all members to take the necessary time to review those materials.

5. Fall/Winter Planning

- a. Minister's Evaluation – Elise Wall and Carl Olsen
This is again using the Fellowship Renewal form. Due ~ November 1.
- b. Staff Survey – Carl Olsen and Gregory North
- c. IDI cross-cultural assessment of intercultural competence and anti-racism / multicultural training – Rev. Shari and Julica Hermann de la Fuente. Church staff and lay leadership (about 45 people) will be sent information on the Intercultural Development Inventory (IDI) and a link to the IDI questionnaire. Following that, facilitator Julica Hermann de la Fuente will gather those who have completed the IDI into small groups (via Zoom) for training that is based on the results of the IDI.
- d. Two-year cycle to get to all four ends.
 - i. Start by asking what questions we have.
 - ii. Determine how we would gather information from the congregation.
 - iii. Describe what success looks like for that end.
 - iv. Then hand off to Rev. Shari and the staff for program creation.
- e. End 3 Monitoring.

We would figure out how to measure it by defining success. Strategy – what are we going to learn that we don't know. What questions do we have relative to end 3. Where do we go to get answers – who, what, where, when, why.

Starting point – we have the End and we have Rev. Shari's interpretation. We have made some progress. Bring everyone up to where we are and what are next steps forward. A link to the End 3 interpretation was provided to the Board:

 - i. Information we have – End itself, Rev. Shari's interpretation, 2 years of congregational survey data, asking how folks feel they have progressed in spiritual deepening.
 - ii. New sources we should explore
 - iii. Next meeting:
 1. Create a path of information for people to look at. (Gregory)
 2. From that, what questions do we have.
 3. What actions are needed.

6. Growth Opportunity

- a. Another candidate in the music director search offers a growth opportunity for greater outreach into the greater Rochester community. The goals of this opportunity:
 - i. Hire into a 3-year part time position.
 - ii. Bring music from other cultural backgrounds into our spiritual home.
 - iii. Work on defining and building attendance at a contemporary worship experience.
 - iv. Ideally, we would be able to sustain this into a full-time position.
 - v. Our church / community / city sits at an intersection of a very diverse community. Our church needs to become more reflective of that diversity.
 - vi. We know that this may involve taking a financial risk.
- b. Rev. Shari proposes to pursue financial support for this initiative with the Board's support. Absent a specific motion, the Board offered support to this initiative.

7. Ministers Report – will be posted earlier based on understanding at retreat that doing so would result in less time being spent during Board meeting to go over it. Board members are asked to make sure to read through it before the meeting. Any questions can be brought to the meeting. Anything requiring Board action will be brought to the meeting.
 - a. Big News: Hired Pablo Wiley-Bustros to be music director. He will transition out of his current position in another church and into First Unitarian over the coming 6 weeks or so.

8. Treasurer's Update

Please note: Board members review the financial statements that are posted in advance of each meeting and the Treasurer will only highlight important information. Following the end of each quarter, the Treasurer makes a more extensive report. For example, the first quarter report covering July-September will be reviewed at the November meeting.

 - a. Treasurer Robert Lyubomirsky reported that there was a fraudulent attack on the church bank account. The church has been made whole. Gratitude to staff Florence and Rene for identifying the issue and taking steps to close old account and open new one and to treasurer Robert Lyubomirsky for his work on correcting this.

9. Other updates:
 - a. Building for our Future
 - i. Held kick-off meeting last month. Will come back to us in October with an action plan. Kyle Williams and EJ Santos.

10. Board self-evaluation
Excited about moving forward; appreciate livelier format; still learning; trying something new; great meeting; enthusiastic; excited about pushing all of our comfort zones; making progress.

11. Adjourn. With no objection, meeting adjourned at 8:39 pm.

12. Chalice Extinguishing

Notes: Elise Wall will do reading in October

Parking Lot: