



First Unitarian Church of Rochester
Board of Trustees Meeting
Monday, May 8, 2023
6:00 pm Potluck Dinner
6:30 pm on In Person & on Zoom

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

Guests: Kyle Williams for the Building for our Future team

Absent: John Farrell, Elise Wall

1. Establish a Quorum and Call Meeting to Order at 6:33 pm — Gregory North
2. Chalice lighting – Rev. Shari Halliday-Quan
Centering Reading by Cathy Reda- Cheplowitz
The Right Thing by Wangari Matthai
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.*]
 - April, 2023, Board minutes
 - Closing Board Motion – System Consulting & Training
MOTION: To approve closure of Motion 2018.11.13.10 (& Update .11)
Moved: Robert Lyubomirsky Second: Anne Perry
 - **MOTION:** To approve the Greater Good Committee Members 2023-24, serving June 1, 2023 to May 31, 2024 term:
 - Members serving their Third and Final Year:
 - Jo Cone (until the presentation of checks for the 2023-24 Greater Good Holiday Season in early 2024)
 - David Ryder (Chair until March 16, 2024)
 - Members serving their Second Year
 - Tracy Nemecek (Chair from March 17, 2024 to May 31, 2024)
 - Elaine Richane
 - Jason Ryder (youth member)
 - Members serving their First Year
 - Judy Bennett
 - Kensington Lange (young adult member)
 - Jan Miller
 - John Solberg
 - Ada Woodworth (youth member)

Moved: Gregory North Second: Anne J. Perry

Consent Agenda Approved

4. Stewardship Campaign Update - Elise Wall, Robert Lyubomirsky, Anne Perry & Rev. Shari Halliday-Quan
 - For the spring campaign, the increased commitments from ongoing members is a disappointing 0.81%, although some increased significantly.
 - New commitments resulted in 3-4% increase.
 - Budgeting \$680K in financial commitment income.
 - Risk level – less nervous than last year. Breadth of involvement in the stewardship campaign shows positive feelings among the congregation.
 - New member commitments are replacing some of the decline.
 - We have begun changing how we talk with new members about giving in light of covenant.
 - There are 15 new giving units.

5. Building for Our Future – Kyle Williams, EJ Santos, Barbara de Leeuw, Kyrill Gill, Mallory Szymanski, Paul Suwijn. Rev. Shari is ex-officio.
 - a. Received feedback from congregation about potential direction for BFOF push. There was a high level of congruity between the committee’s list of projects before surveying the congregation and the feedback from congregation.
 - b. Talked further about additional staff or additional ministry staff to work on planning out future projects. Continuing work on narrowing down the list of projects and considering building versus programming and assessing what staff resources will be available.
 - c. Question from the Board: How can the Board help the BFOF team? Answer: Recurring question: what does the Board want out of a big project? Board doesn’t necessarily have an agenda and has not been advocating for specific projects. Would like feedback in terms of direction. Or, it could be a ‘Hurrah!’ from the Board.
 - d. Team thought big and broad and came up with about a dozen projects. The congregational feedback basically affirmed the initial list. They did not spell out details. They had some strong social justice projects on the list.
 - e. Bringing in Rev. Verdis Robinson may be part of this. Envisioning alternative service - time/place/space not 10 am on Sunday. Create a musical offering that we don’t currently have. A social justice outreach program that engages congregants. Outreach to other UU congregations in NY state. Spiritual and cross cultural growth.
 - f. Different aspect – building renovation to a greener space - geothermal. There are grant opportunities to help with funding. Our environmental justice ministry is doing some things in this direction. Gardeners are bringing in native plants. Team needs help with focusing on this piece. Is there grant money available for this sort of thing? Frameworks for thinking this through? How can we be a model in Rochester? Is this an opportunity to offer an internship? Need large scale environmental planning. Need a serious capital campaign feasibility study. Other big needs are additional renovation of AV and social hall.
 - g. Strong energy around growth initiatives. These link with Rev. Verdis Robinson.
 - h. Board wants to engage when BFOF is ready to spend money on consultant, etc.

- i. How far does the Board expect BFOF to go from planning to implementation.
 - j. Looking for a handful of engagement opportunities for the Board to help with prioritization.
 - k. We agree on projects that align with Rev. Verdis Robinson. We support strategy for growth. We support BFOF focus on green building renovation.
6. 2023-24 Budget
- a. Please note: the Board had a budget review meeting to ask questions on April 27, 2023, where there was no vote taken.
 - b. Vote
MOTION: To approve the budget as presented.
Moved: Cathy Reda-Cheplowitz Second: Robert Lyubomirsky
Approved
 - c. The Budget goes to the congregation at the June 4, 2023, Annual Congregational Meeting. Congregants can learn about the budget and ask questions at May Budget Forums:
 - i. May 21 – immediately following Meet the Candidates during Connections time.
 - ii. May 23 – evening on Zoom.
 - d. Gregory will lead the agenda planning for the Annual Meeting and the Clerk will issue the notice.
7. Linkage – Jon Horne, Barbara Gawinski, John Farrell, Elise Wall
Next Steps on End 4, Barbara Gawinski reporting
- a. Invited Rev. AJ to join the group to provide background on social justice – social justice support team Meghan Garvey, Alex Hale & Tom Perry with Rev. AJ. They support interested people who want to develop a ministry. Ministries include: Honduras, Environmental Justice, Schools Partnership. They plan potluck dinners twice a year where leaders of ministries can share how they are doing things.
 - b. The meeting of linkages committee was like a focus group trying to understand what the activities of social justice in the congregation are. There was confusion, uncertainty and need for more information
 - c. Mini-survey – which social justice efforts are you involved with? What should the church be doing?
 - d. Mini-survey is a way to inform people of social justice initiatives.
 - e. Is it our job to get the data? Or is that staff work?
 - f. June 4th for pulpit encouragement . . . ties in with flower communion that was first celebrated by Norbert Capek, Unitarian minister in Prague.
8. Policy Governance Committee – Lynn Kinsman, Emily Clasper, Ken Buckle, Robert Lyubomirsky, Anne J. Perry
- a. Had a good meeting where much was discussed and no changes made.
 - b. Financial Policy & Procedure Manual – updated document has been found. It needs to be brought up to current year. Asking the staff to do the update by end of September.
 - c. Discussed church committee accounts. One of these is unique: the Memorial Garden

Landscaping Account because their work involves caring for and sometimes making changes to church property, i.e., the gardens. This can result in tension between committee and staff that the Board should be aware of.

9. Greater Good Charter Update – Anne J. Perry and Gregory North

- a. Reviewed charter changes proposed by Greater Good Committee.
- b. Agreed in concept on a Board response that Anne and Gregory will convey to the Greater Good Committee along with an updated charter.
- c. Plan is to vote on changes at the June 12 Board meeting.
- d. Anne J. Perry took responsibility for preparing a motion.

10. Ministers Report

- a. Executive Session entered at 8:30 pm regarding a personnel issue. Exited executive session at 8:55 pm.
- b. Social Justice Support Team. Gilbert Spirit Fund panel will cover the social justice grants panel this year. They have been given an extended deadline of June 20th after which the Board will vote by email on the recipients so that the checks can go out before the June 30th fiscal year end, as required by the charters of the Social Investment Fund and the Paul & Josephine Wenger Fund.

11. Treasurer's Report. Robert Lyubomirsky, Treasurer and Florence Jessup, Director of Operations

- a. *Please note: At the April meeting, we reviewed the February 28, 2023, financials. There is a more extensive report following quarter ends. At the May Board meeting, there will be an in-depth report covering the quarter ended March 31, 2021.*
- b. Financial March performance:
 - i. Income/Expenses:
March Pledge Income actuals Year-To-Date (YTD) were \$5.7K more than Prior Year YTD, predominantly due to larger congregants pre-paid pledge payments. Other Operating Income YTD is larger by \$22.6K compared to Prior Year due to one substantial gift that was received toward Operations (\$20K). Total Income is \$46.3K more than PY YTD.
 - ii. YTD Expense results are at par to the prior Year performance (more by \$4K), demonstrating good Expenses management by the First Unitarian team. It is 70% of overall Budget vs. 75% Time Progression
 - iii. YTD Net Income total was ~\$147K compared to PY YTD \$104.6K, i.e., increase by ~\$42.4K Year Over Year.
- c. Balance Sheet:
 - i. The YTD Balance Sheet Financial Assets values increased by ~\$348.85k, predominantly due to Market Performance
- d. 3Q Investments Reconciliation/Performance:
 - i. Income Endowment (IE) has grown YTD due to Market Performance by \$256.7K.
 - ii. Common Fund (CF) value Common Fund (CF) value grew YTD by \$64K.
 - iii. Quarterly draw is going to be shifted to monthly for better monitoring.

12. Updates/Reminders

Plans are underway for the Monday, June 12th Board meeting. Traditionally, the June meeting has less business and some social time to say farewell to departing members and welcome new board members. Details to come.

13. Board self-evaluation

- a. Appreciate having hybrid option for the meeting. Seemed like we had a lot of last-minute stuff. Confused at times, but things were clarified. There was no senior minister written report this month to review prior to meeting. There were a lot of topics – appreciated chance to ask questions. Good meeting. Board has a lot of agility, grateful.

14. Adjourn. With no objection, meeting adjourned at 9:09 pm.

15. Chalice Extinguishing

APPROVED