



First Universalist Church

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Annual Report

2019 – 2020

“Nurture the Spirit, and Serve the Community”

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Annual Meeting Agenda June 7, 2020

- I. Establishing a Quorum
- II. Opening Words/Chalice Lighting – *Nancy Gaede*
- III. Opening Remarks/Thank Yous – *Eric VanDusen*
- IV. Proposed Budget for 2020-21 – *Ann Rhody, Richard Shroyer*
- V. Nominations for Vacant Positions – *Joy Lecesce*
Board of Trustees: Steve Munson (3 year term), M.J. Curry (3 year term), Jillian Beaman (2 year term)
Board President: Eric VanDusen
Nominating Committee: William Elwell, Ed Deller, Kathi Milch
- VI. Business From the Floor
- VII. Closing Words – Extinguishing the Chalice – *Nancy Gaede*

The First Universalist Church of Rochester Covenant of Responsible Behavior

First Universalist Church is dedicated to the free and responsible search for truth and meaning; the inherent worth and dignity of the individual; and justice, equity, and compassion in human relations. We hereby covenant to create an open and supportive community where we can meet and grow towards wholeness, inspire and challenge one another, share in the observance of special life events, and act according to our principles in the local and world communities—in short, where all can feel safe and welcomed.

To do so, we make these promises:

- To respect one another's beliefs,*
- To nurture an environment of direct and positive communication,*
- To build a caring community through understanding and learning,*
- To respect the safety and welfare of others,*
- To respect our sanctuary and church facilities.*

We assert these promises as fundamental rights and responsibilities of all persons attending the First Universalist Church. We accept this Covenant of Responsible Behavior as a guide. Its accompanying policy shall guide the response where responsible behavior is in question.

**FIRST UNIVERSALIST CHURCH OF ROCHESTER
MINUTES OF ANNUAL MEETING**

June 2, 2019

Meeting brought to order by Eric Van Dusen at 12:00 noon.
Quorum was established – 68

Opening words by Rev. Lane Campbell

- Approval of 2017-2018 minutes: Moved - Steve Munson, seconded - Tom Williams, approved – unanimous
- FIAC doing a fabulous job to move us forward to our social justice project.
- Rev. Michelle Yates doing a fantastic job on RE and Faith Development.
- Praise for all that the congregation has done this year to lead us to our mission to nurture the spirit and serve the community.

A. Treasurer's Report – Ann Rhody and Dick Shroyer

- Have been working on the 2019-2020 budget since January.
- 2019-2020 budget was approved by the Board in May 2019.
- Increases in hours for the Office Administrator (Emma Barry) and the Director of Lifespan Development (Rev. Michelle Yates).
- Office Administrator will now handle Building Rentals and Social Media.
- Modest pay increases for other staff.
- Pledges are up to 104 (from 92 last year).
- Praise to Jillian Beaman and Richard Reed as Stewardship Co-Chairs (100 for 100).
- 4.5% draw from the endowment which was a little more this year, but church had ambitious goals.
- Cautionary note – we need to keep income lines on the increase (building rentals, parking rental and pledges).
- Heat bills were up by 30%. A steam meter failed for 1 ½ months and bills were estimated. Dave Van Arsdale offered to look into this.
- Increased music budget.
- Ann moved to have 2019-2020 budget approved. Bill Elwell seconded. Motion passes unanimously – budget approved.
- New Fund Structure plan. Copy included. Motion made to accept this plan by Kelly Scott. Seconded by Karen LaBracca. Motion carried by unanimous vote.

B. Elections

- Nominating Committee - Steve Munson
Moved by Dick Gilbert, second by Dave VanArsdale,
motion carries unanimously.
- Committee on Ministry – Rachel Baldanza
Moved by Bridget Watts, seconded by Kitty Forbush,

motion carries unanimously.

- Board President – Eric Van Dusen
Moved by Tess McFarland-Porter, seconded by Kitty Forbush,
motion carries unanimously.

C. Social Justice – all church project proposal and vote

- Joy Leccese gave a moving statement regarding our social justice project.
- Dolores DaLomba stepping down as chair of the project team. “Nothing can be changed until it is faced.” James Baldwin.
Elizabeth Osta and Theo Munson will be co-chairs.
- Long question and answer session ensued.
Bill Elwell moved to end the discussion.
Kelly Scott seconded. Project was approved. 1 No vote.

D. Outside Black Lives Matter Banner

- Paper poll handed out by Rev. Lane and Rev Michelle to be filled out by church members. Copy included.
- Final vote will be taken after the Sunday 6-16-19 service.

E. Social Justice Plate offering organizations

- Becky Elwell presented a list of 13 organizations to choose from as our designated share the plate organization. Congregation asked to choose 10.
Copy included.

F. Special Recognitions

- Sarah Singl, Peter Perrine and Tom Ruganis are stepping down from their committee positions.
- Bill Elwell stepping down from taking care of the Wayside Pulpit – Ruth Lee Barton will be taking over that position.
- Personnel Committee – recognized for positions filled this year.

G. Adjournment – 1:05 pm

Moved Eric Van Dusen, seconded Bob Bremley, motion carried unanimously.

- Closing Words –Tess McFarland-Porter

Respectfully recorded,
Kitty Forbush,
Board Member
6/2/19

Board of Trustees 2019 - 2020

The members of the Board of Trustees for the 2019-20 church year were: Eric Van Dusen (President), Tess McFarland-Porter (Vice-President) Nancy Gaede (Clerk), Kitty Forbush, Tim Mullins, Richard Reed, and Reverend Lane Campbell (Minister, ex-officio).

The Board meets the second Wednesday of each month. We held 11 regular meetings, 1 Board Retreat, and a Leadership Assembly. At each monthly Board meeting, we review the financial reports and the Minister's report, and approve the previous month's minutes.

Minutes are available on the bulletin board and in the office for review. Highlights of our Board Activities include:

Governance: We adopted the First Universalist Board of Trustees Consensus-Building Rules of Order, a modification of Robert's Rules, to be followed at each meeting. Using information presented at the Board Retreat by Rev. Renee Ruchotzke, we began to develop a clearer understanding of roles, responsibilities, and accountability at First Universalist.

Minister/Staff: We will complete the second ministerial evaluation for Rev. Campbell. We approved updated staff contracts. We collected and distributed staff holiday bonuses.

Finance: The Board reviews monthly finance reports, supports the stewardship campaign, and provides feedback for budget planning. In May, the Board reviewed and endorsed the proposed 2020-2021 budget. The final budget will be presented to the congregation for approval at the annual meeting in June.

Committees: We began to develop consistent committee descriptions.

Strategic Planning: We began working towards the development of a long-term strategic plan. We developed and prioritized questions that would help us focus on what we wanted the plan to help us to accomplish. We contacted consultant Rev. Jake Morrill and had a preliminary conversation. Because of the current health crisis, we have tabled this until some future time.

Safety and Risk Management: We reviewed our insurance policy coverage and decided that we would be better served by coverage offered by Church Mutual. Board Indemnification continues to be an item of discussion.

Other: We successfully hosted the NYSCU Convention in the Fall. This has been an unusual year due to the fluctuations in the Stock Market and to the Covid-19

outbreak. Much work has been done to make church still “happen.” We will work on developing a plan for how to hold the annual meeting, given the restrictions of COVID-19.

Respectfully submitted,
Nancy Gaede, Clerk

President's Report 2019 - 2020

The 2020 – 2019 Church Year is a testament to our congregation's energy and commitment to our mission and vision, as well as our ability to be flexible and adjust to rapid change. The board started our year with a board retreat led by Rev. Renee Ruchotzke. This was soon followed by FIRE's Anti-Racism Training and the early October Leadership Assembly. Later in that month our church hosted the NYSCU convention. Many thanks to everyone who helped plan the event and to those that participated.

As we entered into Rev. Lane's second year with us, the board began considering the possibility of undertaking strategic planning around the question of what growth means to First Universalist Church and what would it look like. The timing seemed right. After several years of change, it seemed we had found the footing needed to engage our community on some critical, strategic questions that could help guide us on our intentional path forward. Members of the board were beginning to meet with committees and others to get their feedback about this possibility.

Then came COVID – 19.

In a matter of a few short weeks that seemed almost surreal, everything changed. And almost everything did change, except for us. Who we are as a community, and what we represent, has remained the same. Our circumstances have changed, but by our actions we have demonstrated that our spirit sees this as just another opportunity to reflect love, patience and commitment to the same end that our mission and values have always pointed us to. Staff pivoted in impressive ways. So did our members. We all know more about zoom and on-line meetings than we want to. To learn is to grow.

The coming year will have its challenges, but we have shown our resiliency and ability to face it. I have been honored to work with you during the 2019 – 2020 year. It is my belief that the successes of this past year have positioned us as we move into the coming church year. It will not be the year we had hoped to strategically map out, but it will be a year that will find us as who we are – The First Universalist Church of Rochester, New York.

Respectfully submitted,

Eric Van Dusen
President of the Board of Trustees

Minister's Report 2019 - 2020

As your minister, the trajectory of this year drastically shifted in March 2020. COVID-19 hit the United States and quickly swept our state of New York. We switched to worshipping online. We switched our entire church over to meeting virtually. The shift was quick and this congregation has responded well. First Universalist has higher participation in worship than when we were meeting in-person. And folks at church are continuing to support one another through coffee hour discussion, small group ministries, weekly midweek meditations, and individual conversations.

Prior to March, we had an extremely busy Fall, hosting the New York State Convention of Universalists as well as the annual Interfaith Thanksgiving Day Service. Both of these required First Universalist to provide hospitality and this church went above and beyond the call. Our justice partnerships have been deepening through involvement in the Civil Rights Heritage Site planning as well as ongoing racial justice efforts in Rochester. Throughout the year, connections have remained important to this place and have remained strong.

As we look ahead, there is no telling yet what the timeline will be for us to get back to meeting in-person. We are ending a year unlike any other and embarking on another year unlike any other. This time will require all of us to be creative, gentle, bold, and generous with ourselves and with our community. How do we grow spiritually in uncertain times? Where do we make space for the sacred in the midst of survival? These are some of the central questions that will guide us along with a few more, I'm sure.

What I can tell you is that this congregation's sense of connection continues. Relationships are essential here and they remain so, even in times of uncertainty. Our commitment to justice is strong, even when the shape of social justice has shifted in this era of social distancing. And our commitment to spiritual growth, a central focus of this church, lives right at the center as it is so deeply needed in this time. Let these be the anchor points we rely in as we move into a future yet unknown.

Respectfully submitted,
Rev. Lane Campbell

Communications Committee
2019 - 2020

Committee members: Emma Barry, Rev. Lane Campbell, Dolores DaLomba, Marcy Klein, Connie Valk, Lisa Gwinner - Chairperson

Communications is responsible for church communications, including the web site, Outlook, This Week at First Universalist, bulletin boards, Wayside Pulpit, and social media. We also assist church groups with advertising their activities to the congregation and community.

Highlights of our past year's activities include, with major partnership with House Committee:

- Organizing the outside Black Lives Matter banner project, and FIAC funding.
- Initiating the installation of "occupied" indicators on the Sanctuary-level bathroom doors.
- Initiating addition of two Sunday-only handicapped parking spaces in our parking lot.
- Placing advertisements in City Newspaper for the Solstice, Christmas Eve, and Music Sunday services.
- Working to improve the quality of live-streaming worship services.
- Researching and implementing a statement acknowledging the Native Americans who first lived on the land where our church is located for use in church communications/activities.
- Supporting the installation of a new, wireless printer in the office.

Respectfully submitted,
Lisa Gwinner
Chairperson

Finance Committee 2019-2020

Please note: detailed financial information about fiscal year 2019-2020 will be found in the annual treasurer's report in October 2020.

Finance Committee: Ann Rhody (*Chair*), Dick Shroyer (*Treasurer*), Bill Jones (*Collector*), Karl Abbott (*Assistant Treasurer*), Beth Ares (*Payroll/Personnel coordinator*), Richard Reed (*Board liaison*), Katherine Flynn, Paula Marchese, Dave VanArsdale

Service Auction Chair: Katherine Flynn

Stewardship Co-chairs: Jim and Kathi Milch, Richard Reed

We began 2019-20 hoping to work on payroll and benefits updates, review of stewardship practices, updating finance policy, and better organizing electronic records. We have made some progress in these areas, but, like most committees, with the arrival of COVID-19 and online operations, we have had to change our plans. We have now gotten set up with online giving, and have applied for and acquired a Payroll Protection loan from the Federal Government. Our Service Auction was successful and surpassed budget expectations, and our stewardship campaign produced slightly more money, but fewer overall pledges (98 as of this writing).

Our last Capital Campaign, PACT (*Preserving a Cultural Treasure*) concluded in December 2019, and the final figures are below:

- Total Pledges Collected 2014-2019: \$452,703, including matching grant of \$100,000
- Additional Grants: \$20,000 from Rochester Area Community Foundation; \$8,000 from Landmark Conservancy
- Uncollected pledges: \$3,000 (donor deceased); \$250 (donor did not fulfill).
- After the initial project expenditures of approximately \$400,000, excess PACT funds have been moved to the Beryl Haas Building Fund (endowment) to grow and support future building needs.

Thanks to our generous congregation and hard-working finance team!

Respectfully submitted,

Ann F. Rhody, Finance Committee Chair

House Committee 2019 - 2020

Team Members: Ed Deller (*chairperson*), Tom Ruganis, Michael Scott, Karen Dau, Sarah Singal, Moritz Wagner, Marcy Klein, Shirley Bond

Our committee is responsible for the operation, safety and integrity of the church building and grounds.

Key activities for the 2019-2020 period were:

- Painting the 3rd floor stairwell
- Repair of the 3rd floor fire escape
- Replacement of choir loft lights with LED's
- Installation of a temporary cold barrier in the Clara Barton Lounge
- Fall cleanup day
- Annual elevator and fire system safety certifications
- Temporary patches to and installation of signage in the parking lot
- New emergency lights in the 3rd floor stairwell and hallway

The corona virus disrupted plans for a Spring cleanup day and postponed various improvement projects but volunteers have provided ongoing maintenance.

The church building and grounds are in good condition as of this writing.

Rental Report 2019 - 2020

Parking:

Currently there is one spot filled. We currently charge \$65/month. Warning parking tickets have been created to help with unauthorized parking. We have also reached out to local businesses via email to procure further parking renters, and have hung fliers with tear away info strips in the neighborhood as well.

We had a regular stream of renters before the COVID-19 crisis, and are hopeful that when we are able to safely open and hire a new sexton, that will be a source of income again.

Long-Term Rentals:

- Rochester Model Railroad Club
- First Tuesdays of the Month - Rochester Democratic Society of Rochester

Rentals this past year include:

- 8th Grade Graduation for Roc Achieve Charter School (June 19th, 2019)
- Rochester Theater Organ Society Concert (July 4, 2019)
- Memorial Service for Sara McCoy (Aug. 25, 2019)
- Rochester Climate March Bathroom Use (Sept. 21, 2019)
- Rochester March For Science: Climate Change Teach-In (Sept. 24-26,2019)
- Center for Disability Rights Candidate Forum (Oct. 8, 2019)
- Rochester Piano Club: Piano & Poems Performances (Nov. 10, 2019)
- Moms Demand Action: Vigil for Gun Violence Survivors (Feb. 6, 2020)

Respectfully submitted,
Emma Barry
Office Manager

Lifespan Faith Development: Children and Adult 2019 - 2020

Our Children's Programming:

- Attendance for Children's Worship and Childcare, or Whole Church Worship averaged 6 children and ranged 0-13 children during the months we were in the building. 22 children were registered, and 38 children attended at least once.
- Our programming was guided by the **monthly worship themes**, and **Stories** connected to these faith themes were shared in each service.
- One **Family Night** was held this year where families assembled the supplies and **Dignity Bags for the Batavia Backpack Project** that the children voted to complete as their social justice project. Los Semaritanos distributes the bags to released immigrant detainees in need.
- **Whole Church Worship** was held once a month through December.
- Children's Worship Guests continued to enrich the community experience for all.
- The **CFD Team** developed new, more child-friendly **safety policies**, and is now considering ways to best support families online through the pandemic, including Family Worship, and sharing on our Family Facebook page and email list.
- **Thank you** to all our very dedicated leaders, assistants, teams, storytellers and guest volunteers who have served and supported our children and families!!

Our Adult Programming:

- Four **Cozy Night Supper** potlucks were held this year, though the fourth was held via Zoom. The programs were led by Rev. Yates and focused on spiritual themes!
- We started the year with two **Small Group Ministry** groups, and since the pandemic started added two more facilitated by Rev. Yates.
- **Mindfulness and Meditation** and the **Book Group** led monthly sessions this year, and will now continue meeting using Zoom.
- The Sunday Morning **Drop-In Discussion Group** had a great year, meeting weekly with a wide variety of presenters and topics, including regular presentations by the EcoJustice Committee, FIRE and Rev. Michelle Yates. They plan to start meeting again via Zoom.
- The **Library** and **Bookstore** have been a vibrant part of our community which we miss while we are out of the building.
- **Thank you** facilitators, coordinators, committees, and committed attendees!

A huge thank you to our AFD Chair Kathy Russell, who after several years will be stepping down! We are grateful you will still lend your energy and wisdom as a committee member.

Respectfully Submitted,
Rev. Michelle Yates, *Minister of Lifespan Faith Development*
Connie Valk, *Children's Faith Development Chair*
Kathy Russell, *Adult Faith Development Chair*

Membership Committee 2019 - 2020

Members of the Committee include: Donna Anderson, Shamiah DiFrancesco, Nancy Gaede, Connie Valk

The Membership Committees coordinates efforts to make visitors feel welcome and, along with other committees and congregants, helps to serve members of First Universalist Church. We hold to the belief that every member of the church has a responsibility to nurture the spirit and reach out to the community.

Major Activities Include:

- Conducting UU and U orientation to First Universalist on the third Sunday, after services, whether online or in person.
- Following up visitor attendance with a phone call.
- Initiating a data base of visitors and prospective members, with their preferred contact information to inform them of updates related to becoming a member.
- Conducting Path to Membership Class in the fall, with a follow-up Membership Sunday.
- Organizing Ushers and Greeters.
- Initiating a Buddy System to stay connected to prospective members, especially during the COVID-19 pandemic.
- Creating visitor and membership folders.
- Coordinating with the Minister on the above.

Caring Committee 2019 - 2020

Members: Eileen Fernandez, Katherine Flynn, Cathie Grisley, Kathi Milch, Paula Marchese (*Chair*), Patricia Deane (*Secretary*)

Our mission aims to provide short-term help to members and friends of the First Universalist Church through caring, comforting and visitation. We do our best within the limits of our resources to see that those who are experiencing a period of grief, sorrow, illness, joy, or need due to life's transitions are attended to by someone from the church.

The Caring Committee coordinates Memorial Services with the Minister, sets up the sanctuary with any decorations, reserved seating, and traditional chalice and candles; organizes and shops for the reception that follows the Memorial Service. We decorate the Clara Barton with suitable flowers, provide beverages and finger food. We coordinate with the Sexton regarding parking directions as well as clean, stocked rest rooms.

At holiday time, our committee orders poinsettias and spring flowers for the sanctuary. Plants are delivered to staff and to those in the congregation who are confined to home or nursing home facilities.

We continue to send cards of encouragement and sympathy, make visits, and assist as we are able. In this time of Covid-19, committee members are in touch with congregants on a bi-weekly basis. This year 100 plus cards were sent; dozens of meals, visits, and rides were provided for those needing assistance.

All Caring Committee activities are made possible by our Caring Congregation; we could not serve our loving community without the support of the many members who step forward to meet the given need.

Respectfully submitted,
Paula Marchese, *Chair*

Social Justice Plate Committee
2019 - 2020

The committee worked hard to earmark recipients of the SJPO to local Rochester fledging service organizations. For the most part, we did extremely well. It was a very successful year.

The committee continues to be in awe of the spirit and generosity of our city congregation. We did it a little differently this calendar year, and instead of waiting for members of the congregation to come to us with suggestions we went to the congregation as a whole and the suggestions were voted on and approved by everyone. Great suggestion Lane, thanks.

The organizations that were selected for the year were:

- Rochester Area Interfaith Climate Action
- Police Accountability Board Alliance
- Recovery Fitness
- REACH
- Planned Parenthood of Upstate New York
- Worker Justice Center of New York
- Teen Empowerment
- R Community Bikes
- Black Community Focus Fund
- Person-Centered Housing Options

Becky and I have decided to step down and give others a chance to step up. We both love the goal of this committee and we have helped small but important organizations get their start. For example Flower City Pickers, Girls Rock, etc. We thank you for your support.

Respectfully submitted,
Shirley Bond & Becky Elwell

**Nominating Committee
2019 - 2020**

Committee members:

Joy Leccese (*Chair*), Ed Deller, Rachel Irato

This church year, the committee focused on how best to serve the congregation with regard to cultivating interest in members' participation in the service of the Church. We discussed the possibility of merging with the Membership Committee, because the latter is the group of individuals interacting most with new members and friends as they become acquainted with our congregants. Merger was not something we pursued, but we did adopt a more proactive approach to collaboration with Membership. Rev. Lane Campbell joined us for several meetings to discuss how we can work together to get to know newer folks, connect them with people who have similar interests and passions for various kinds of service, and support people in finding their niche.

We have two people to recommend for appointment to the Board of Trustees: Steve Munson (3 year term); MJ Curry (2 year term) and we are still working to select a third person for a 2 year term.

We are recommending Connie Valk and Jean Ott for FIAC.

We have three people interested in appointment as delegates to GA: Karen LoBracco, Nancy Gaede, and Karl Abbott.

Lastly, Ed Deller, Rachel Irato and Joy Leccese will continue on Nominating Committee. All are serving for one more year, and Joy Leccese will serve as Chair.

Respectfully submitted,
Joy Leccese, *Chair*

Worship Committee 2019 - 2020

The Worship Committee meets regularly with Rev. Lane Campbell to discuss matters related to our worship services.

We consider how our worship is serving First Universalist's vision and the congregation's needs, review and evaluate changes to the order of service, and plan worship themes for the year.

Together with the Minister, we arrange guest speakers for the Sundays when she is out of the pulpit. We also take care of practical matters, like worship supplies and honoraria for guest speakers, and support the Worship Associate team.

Members of the Worship Committee for the 2019-2020 year have been Janet Clarke-Hazlett, Suzie Syta Gutierrez, Tom Williams, and Bridget Watts (*chair*). The coordinator of the Worship Associates (currently Patti Goodwin) is a member *ex officio*.

**RAIHN (Rochester Area Interfaith Hospitality Network)
2019 - 2020**

Mission: to provide a welcoming, safe place for temporarily homeless families with children to call home four times a year for a week at a time. Volunteers from First Universalist (a Host Congregation), and from Support Congregations St. Mary's and Aldersgate United Methodist Church of Greece, The Church of Jesus Christ of Latter-day Saints as well as a number of unaffiliated volunteers provide hot evening meals, evening activities, an overnight presence and breakfast in the church during each Host Week. Volunteers also set up and take down the guests' rooms and launder all the bedding. At least 90 volunteer slots, representing approximately 390 hours, need to be filled during each Host Week.

Task Coordinators:

Volunteer Scheduler: Chris DeGolyer

Meals: Heather Jones

Bedding: Karen Dau

Families served: We hosted in August and November of 2019, and in February, 2020. We would have hosted again in May, but because of the coronavirus pandemic, hosting in the churches and temples has been put on hold, perhaps through the summer. Because of job losses due to the pandemic, homelessness is on the increase. RAIHN will be trying to place families that are homeless in hotels for the duration of the shut-down. Volunteers may be asked to provide meals to the families at their hotels.

The chart below shows the number of families, individual guests and bed nights served during the 2019-2020 church year. It is interesting to note that there were approximately the same number of adults as children this time around, and we are hosting many parents who are working.

| Number served at First Universalist 2019-2020 | |
|--|-----|
| Families | 11 |
| Adults | 16 |
| Children | 17 |
| Total guests | 33 |
| Total bed nights | 215 |

News:

- *Chris DeGolyer*, our volunteer scheduler, has now put all the job descriptions on line with a link to them in the on-line signup. This gives volunteers a clear idea of the tasks and is a wonderful asset.
- *Ed Deller* has stepped up to serve as co-coordinator for RAIHN at First Universalist, a very welcome addition.

- *Heather Jones* has replaced Ed as Meal Coordinator and is doing a great job.
- We are sad to announce the passing of *Rosemarie Horvath*, former RAIHN coordinator for St. Mary's. Rosemarie was an original volunteer from St. Mary's and was known for the great dinners she prepared for the guests. She will be sorely missed.
- We are pleased to announce that *Kathy Little* is now the RAIHN coordinator for St. Mary's and a cluster of other downtown Catholic churches. Kathy is enthusiastic and a great addition to the coordinator team.
- *The Social Justice Committee at St. Mary's* continues to provide substantial financial support to RAIHN at First Universalist, allowing us to replace failing beds and to increase our bed count so that we are no longer reliant on beds from the Day Center.

Comments: Filling all the volunteer slots before the beginning of each hosting week can sometimes be a challenge, and we need to recruit from the RAIHN sub list more often than we'd like, but in the end all slots are filled. More volunteers are always needed and welcome.

We continue to be impressed with the resilience of these families who are under stress. When there are issues with a guest, we get good support from the RAIHN Director.

Respectfully submitted,
Marti Eggers and Ed Deller, *Co-coordinators for RAIHN at First Universalist*

Committee on Ministry
2019 – 2020

Committee Members: Rachael Baldanza, Sarah Singal, Bridget Watts, Rev. Lane Campbell (ex-officio) and Charles Courtsal, Chair

The Committee on Ministry met monthly during the 2019 - 2020 church year to review the ministry of the congregation of the First Universalist Society of Rochester, which was made much more exciting by the transition to off-site ministry with the covid-19 pandemic.

We also assisted Rev. Lane Campbell in her application for final fellowship with the UUA Ministerial Fellowship Committee.

Rachael Baldanza, Charles Courtsal, Rev. Lane Campbell, Sarah Singal and Bridget Watts all served on this committee this year. I thank them for their time and commitment this past year.

Respectfully submitted,
Charles Courtsal
Chair of the COM

Music Committee 2019 - 2020

Chairperson: Howard Spindler

Committee Members: Jillian Beaman, Lisa Gwinner, Dolores DaLomba, Theo Munson, Lew Ward-Baker; Kitty Forbush (*Board Liaison*); Brock Tjosvold, ex officio.

Highlights:

- Music Sunday, March 8, 2020, occurred shortly before COVID-19 crisis hit. It turned out to be a grand finale for our musical season! Thematically, the program explored the cycle we experience as a community: coming together to nurture each other, going out into the world with a shared vision, and returning to each other where we can fill each other up once again. The Choir performed **Ubi Caritas** by Ola Gjeilo, **Bridge Over Troubled Water** by Paul Simon, **A Vision Unfolding** by Derrick Spiva - with soloists Veena Akama-Makia and John Akers, and **The Road Home** by Stephen Paulus. Brock and the Choir were simply amazing—particularly in the challenging modern piece, A Vision Unfolding. That piece was one of several added recently to our library: all new discoveries from the AUUMM conference, attended last summer by Brock and Rev. Lane.
- The Organ Historical Society (OHS) officially recognized our Hope-Jones Organ as a Landmark of American Organ Building. Thanks to Charlie Courtsal for his efforts!
- The Music Committee approved the extension of Brock's contract to include ten weeks of service this summer, a slight increase over his previous summer contract.
- Housekeeping notes: the choir room is now outfitted with new chairs—they are the extras from CBL—they're much more professional, comfortable and handsome than the old mishmash. Boxes of reject music from our choir library has been/is being culled again by Howard, Lew, and Brock; at least a few cartons of old music have now been removed and discarded; Howard is seeking new homes for the better quality scores. Once we are back in the building, we will continue this work.
- Our Music Committee met twice so far this church year: 11/10/2019 and 2/9/2020. We will have one more meeting before summer.

Respectfully submitted,
Howard Spindler, *Chair*

**Personnel Committee
2019 - 2020**

The Personnel Committee activities during the year include:

- Approval of 3% staff raises that went into effect July 2019
- Noting that staff evaluations were conducted by staff supervisor, Rev. Lane last fall
- Contracted last fall with Peter House for our upcoming 2020 summer services, some of which will be conducted by Rev. Lane and some by Peter
- Consulted with Rev. Lane regarding Brandon's unfortunate departure
- Planned, with Rev. Lane and the House Committee co-chairs, how we would go about hiring a new sexton, and in fact conducted interviews. We were not able to identify a suitable candidate, and have put the process aside until such time as we are able to hold activities in our church building again
- Consulted and supported the payment of \$250 bonuses this spring to the four staff members (*Rev. Lane, Rev. Michelle, Brock and Emma*) who utilized their special skills and worked so hard to transition us seamlessly from in-person church to virtual church for which we are all so very grateful

We hope to soon be discussing staff raises

While we are a very small committee of three at this time, we do not feel small and isolated, as we worked closely with Rev. Lane, the Finance Committee, the House Committee and the Board throughout the year and greatly appreciate their support. However, we would like to add another member or two to our committee. Much of our work is conducted by e-mail. In-person meetings are few and far between.

Won't you join us in this so very important and rewarding work?

Respectfully submitted

Beth Ares, Chair

Faith In Action Council (FIAC)
2019 - 2020

This past church year saw a lot of progress for FIAC. The new FIRE team (*First Universalist Initiative for Racial Equity*) hit the ground running: the congregational project to address systemic racism took off with SPARC (Spiritus Christi) and other organizations in providing activities for all of us.

The Social Justice Circles applied themselves lovingly and diligently to their many efforts. We are making great strides in our collective visibility, and to that end, we are definitely “Nurturing the Spirit and Serving the Community.”

You may email the church office for a digital copy of the detailed report on each SJ Circle Activities, and a list of people to contact for more information on how to participate in the work of our church.

Contact Joy Leccese, at FIAC@uuroc.org for general information. See the list posted on the Court St. Bulletin Board after June Congregational Meeting.

Respectfully Submitted,
Joy, Heather, and Becky