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1. **Establish a Quorum** — Tim Farnum, Moderator .
 - Tellers - Gregory North, Suzy Farrell, John Farrell, Amy Gleckel (overflow room), Steve Fuller & Josh Russo (Zoom)
 2. **Chalice lighting, Opening Words**
 - Rev Shari Quan “We Gather in a Sacred Space” by Emily Richards
 3. **Approval of minutes** of June 8, 2025 Congregational Meeting. [Link](#)
Approved by acclamation , Opposed - 0, Abstentions -3
 4. **Opening Remarks** - David Pinto, President of Board of Trustees
 - Gratitude expressed for the giving of Time, Talent and Treasure by all members
 - Acknowledge Covenant Team, Renovation Team, Investment Committee and Board of Trustees
 5. **Vote on Congregational Covenant** - Covenant Team: Rev AJ van Tine
 - Gratitude to Covenant Team : Jon Horne, Barbara Gawinski, Grace Carswell and volunteer scribes during the congregational forums for this important work .
 - [2025 Congregational Covenant](#) Full text of Covenant in addendum.

Motion to accept covenant as presented - Lynn Lubecki
Second - Cathy Reda-Cheplowitz
Discussion
In Favor- 196, Opposition - 1, Abstentions - 1
Passes

Children flew paper airplanes down from choir loft to celebrate this vote!
 6. **Report on Renovation Project** - Rev. Shari Quan
 - Building usage attendees up by more than 10K in 2025
 - Renovation project designed to support our mission
 - i. Modernize heating and cooling for year-round comfort
 - ii. Improvement to building envelope

- iii. Update bathrooms, visitor welcome, accessibility for wheelchair users and companion assistance, and all gender access
 - iv. Accessibility improvements in sanctuary
 - Professional Consultants
 - i. Bero Architects: Designs for Bathrooms, Chancel and Doors
 - ii. Landmark Facilities Management: HVAC design options and energy modeling
 - iii. J.D. Klote & Associates: Capital Campaign
- 7. Report on Capital Campaign** - David Pinto (Board of Trustees President) & Rob Carter (James D Klote & Associates Consultant)
- Results of Professional Feasibility Study conducted by J.D. Klote
 - i. 17 Renovation Focus Groups with 270 attendees and 222 completed questionnaires
 - ii. *The First Unitarian members (those who have attended Renovation Focus Groups) are interested, engaged, supportive, and enthusiastic. While there have been a few new ideas (all reasonable), for the most part what we are hearing from the members is great enthusiasm and support for what the Church leadership has been working on and has proposed so far, and church members have expressed a clear willingness to put your time, talent, and treasure into a capital campaign as we move forward beginning today.*
- 8. Discussion and Vote on Endowment Draw** - Annie McQuilken, Investment Committee Chair
- Acknowledge Investment Team: . Annie McQuilken (Chair), Jan Gartner, Craig Lending (ex-officio as Treasurer), Robert Lyubomirsky, Ron Steinman
 - Current Endowment Position - \$10,733,265.; 10 year return - 9.02%/year
 - Investment & Endowment Policy: “ The Endowment Fund is to be utilized in the following areas as approved by the congregation:
 - i. A planned portion, not to exceed 30%, of the operating budget
 - ii. Start-up funding for capital additions/improvements.
 - iii. Start-up funding for new services and/or service expansion.
 - iv. Enhancements of church resources, supports and services.”
 - Legal Framework and Prudence Factors (NYPMIFA) adhered to
 - *The Board has considered all these factors, determined that this loan is a prudent measure, and unanimously passed a resolution documenting this process.*
 - Impact of \$2m loan on Endowment
 - i. Opportunity Cost: the income and gain these funds might earn if left in the endowment is @\$45,000/year
 - ii. Savings to the church over borrowing funds elsewhere: \$25k to \$65k/year
 - iii. Impact of Draw on Budget: A draw of \$2m would allow our annual 5% draw to stay above the current level for at least the next five years, even with below historical returns,
 - **THE MOTION**
 - **Moved, that the congregation of The First Unitarian Church of Rochester authorize the Board of Trustees to withdraw an amount of up to two million dollars (\$2,000,000)**

from the Income Endowment Fund, at zero percent (0%) interest, as a temporary internal bridge loan solely for the purpose of providing short-term cash flow to support the costs of the HVAC replacement and related capital improvements, along with the costs of running a capital campaign to fund these projects, with such loan to be repaid from capital campaign pledges as they are collected. This approval is granted pursuant to the Church's Investment and Endowment Policy, and the requirements of the New York Prudent Management of Institutional Funds Act (NYPMIFA).

- Question Called by Gregory North
- No Objections to Move to a Vote
- Approved by hand count In Favor -164 Opposed - 0, Abstain - 0
- Unanimous approval

9. Announcements and closing - David Pinto, President of the Congregation & Rev Shari Quan

- Build This Community
- Gratitude expressed

10. Adjourn: Motion to adjourn - **Tim Farnum**

Meeting adjourned at 1:46 pm

Addendum:

Congregational Covenant Adopted December 7, 2025

What is a Covenant?

A covenant is the silk that joins Unitarian Universalist congregations, communities, and individuals together in a web of interconnection. As a faith without shared creed, it is the promise to live out our values in community that binds us together.

A covenant is both a noun and a verb. It includes this written agreement of promises to behave in certain ways, and is also the living out of those promises in relationship with one another.

We are always held by our covenant, even when we fail to live up to its aspirations.

Unlike a contract, a covenant is not void when broken. Rather, we return to each other and our commitments, and ask "how can we live more faithfully into our shared values?"

As Human Beings, we know we will develop, honor, err, and renew this covenant.

First Unitarian Church of Rochester, New York Covenant:

Our mission as members of First Unitarian Church of Rochester is that through spiritual connection in community, we Listen deeply to others and ourselves, Open to wonder and transformation, and Serve together with love and humility.

As we live this mission, we value Openness, Belonging, Engagement, Wonder, Justice, Equity, Transformation, Pluralism, Interdependence, Generosity, and at the center of them all – Love.

We live out our mission, in alignment with our values, while maintaining mutual respect and care for one another, we covenant to actively listen, remain open, act in service,

grow through learning, and seek repair.

With mutual respect and care, and in alignment with our values to live out our mission, we covenant to...

1. Actively Listen
 - a. With humility, curiosity, and kindness
 - b. To understand, more than to react.
 - c. For the needs underlying what is said.
2. Remain Open
 - a. To new people, demonstrating radical hospitality and compassion to all who cross our literal and figurative threshold.
 - b. To diversity, recognizing that differences help us grow
 - c. To new possibilities, humbly acknowledging that we don't know everything.
 - d. To care and concern expressed by others, admitting that we need one another to survive.
 - e. To joy, engaging in play across generations to find balance and nourishment
3. Act in Service
 - a. Giving of our time, talents, and treasure with creativity, in the spirit of good will, for each other, our church and our community
 - b. Joining forces to accomplish more each of us can alone.
 - c. Keeping our larger mission and purpose at the center
 - d. Living our faith in our actions.
4. Grow through Learning
 - a. Expanding our knowledge and understanding of the world in its diversity
 - b. As a continuous journey rooted in humility and curiosity.
 - c. Changing internally as well as in relationship with others.
 - d. Creating space for each other for risk, growth, and transformation.
5. Seek Repair
 - a. Knowing that conflict is a natural part of community,
 - b. Addressing breaks in relationship when they occur
 - c. Acknowledging harm experienced by others, and ourselves.
 - d. Developing our own skills in restorative practices