



## **Laura Humphrey, Nominating Committee Candidate**

**Why are you interested in being a member of the Nominating Committee at First Unitarian Church?** I have been an active First UU member for 15 years, and feel very much a part of this community. I believe my membership requires "giving back" in ways that are meaningful and have value for maintenance and betterment of the whole. As a current Member of the Connect & Breathe Board of Directors, and previous Member/Chair of other community Boards I believe I can be helpful in identifying individuals who may have interest & skills to serve in leadership positions in this church.

**The Nominating Committee is charged with vetting interested candidates for open Leadership positions. What skills and strengths do you bring to support this role?** Connect & Breathe started as a project of the Reproductive Rights Task Force at First UU. I served as a member of that Task Force, and also served (and continue to serve) as a founding

Board Member of the independent non-profit. Currently I coordinate the ongoing fund raiser for C&B in after-service chocolate & coffee sales; I frequently operate the sales table after any of the 3 services. That role exposes me to a wide variety of church members & families. My participation in boards, task forces & committees began in middle school and spans a variety of groups. I understand required skill sets for participation in leadership, and believe I will be an asset in identification of potential candidates.

**What thoughts do you have about cultivating leadership among other church members?** There are many skills found among successful leadership candidates. The most important I believe, is a personal commitment to the betterment of the community as a whole. Our community has many moving parts; a diverse congregation of intermingled, overlapping sub-sets. Single issue candidates, especially with a focus on smaller groups within the community have less value than good listeners with an ability to appreciate a variety of perspectives.

**Describe your participation in this church (past and present) and other relevant community or work organization.** I have been involved in C&B training and carried call since our phones opened. I have also participated with RE as an instructor (including OWL instruction) under both Jan Gartner & Sheila Schuh. I participated in a safety task force evaluating a range of safety & security exposures of the church lead by Jan Gartner including attending a meeting in Buffalo. I participated in the UU 101 & 201 and Starting Point classes when they began, despite having been a member for years. Other participation includes: hospitality, Currents, book club, cooking for events and member families, ushering, & rummage sale assistance.



## **Janis Minor, Nominating Committee Candidate**

**Why are you interested in being a member of the Nominating Committee at First Unitarian Church?** As a long time member (I officially joined in 1986) I want First UU to have the best leadership possible.

**The Nominating Committee is charged with vetting interested candidates for open Leadership positions. What skills and strengths do you bring to support this role?** I have long time knowledge of the church, both the building and the people. I think I am a good judge of character.

**What thoughts do you have about cultivating leadership among other church members?** Frankly, I think we need new leadership. In the past the senior minister abused their power and the board did nothing to stop it until we reached a crisis. We have many intelligent and educated members; we need to use their talents.

**Describe your participation in this church (past and present) and other relevant community or work organization.** I first came to this church as a teenager when my family moved here from Chicago in 1968. During my teens I was a member of the youth group.

I was married here and had my son dedicated here. I started attending again in 1981. I have taught Sunday school, served on the RE committee, Adult Program committee, the Canvas (fund raising) committee, Scholarship committee, and been the organizer of Candlelight Dinners. There are many other things I have volunteered for that would make this list very long. I am also a volunteer quilting teacher and have volunteered for many other organizations. Currently I serve on the Kahn building committee, and am trying to become more involved now that I have more time.



## Courtney Miller, Board of Trustees Candidate

**Why are you interested in being a member of the Board of Trustees at First Unitarian Church?** I would like to be more involved at First Unitarian and want to help out during this time of change and growth. Between changes within the church and the changes in our world I would like to step up and help in growing the church's future.

**The Board is a Policy Governance model. What skills and strengths do you bring to support this model?** I feel it is important to consider what First Unitarian's needs are overall, and weigh different ideas related to how those needs can be met. We are in interesting times between interim and the growing social need for liberal religion in wake of the election. It will be important to find a way to strike a balance between welcoming newcomers and addressing the needs of current congregants.

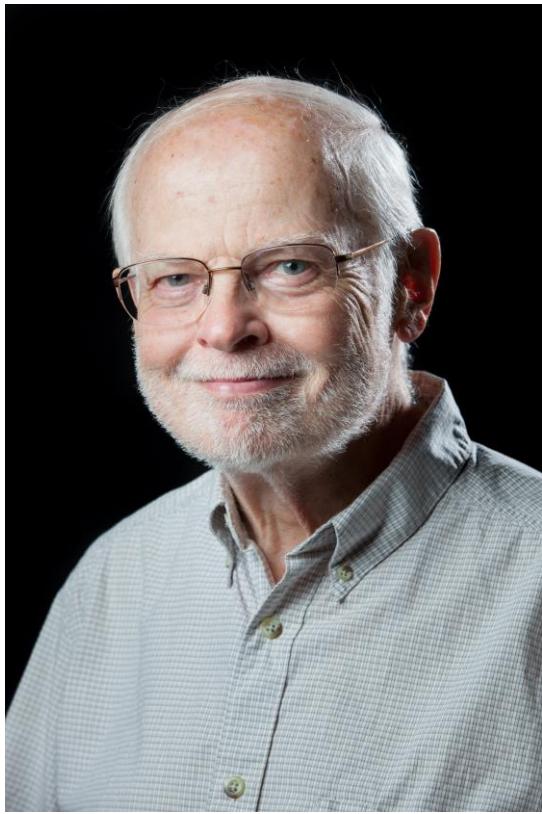
**What part of the work of the Board are you most passionate about and hope to be involved in?** I would be most interested in serving as a trustee.

**Describe your experience working to consensus, representing and helping to implement policies which may differ from your own original concepts.** When I led the Social Justice Committee at my previous congregation we used a consensus model to determine which topics to focus on for informational discussions. I found this model not only gave the Committee room to discuss where our next steps are, but also helped us uncover topics that generated interest.

Individual committee members had their own issues they were passionate about, but that didn't equate to increasing public awareness/interest. Most recently I have worked with this model with Greater Good. In selecting our three choices we require careful discussion and evaluation of each proposal. Not only to consider proposals that fit the guidelines, but ones that will generate interest, and can be presented in ways that RE students can relate to. There is a certain level of risk as well, between the passions/interests of individual members, as well as predicting a proposal's long-term impact.

**Describe your participation in this church (past and present) and other relevant community or work organization. Which service do you generally attend?** I served the School Partnership program for two years, helping out at school 15. In 2015 I attended the Leadership as Spiritual Development Workshop. I also just finished my term with the Greater Good Committee, serving as Chair this past year. Currently I am serving on the Social Justice Executive Council. Prior to moving to Rochester I was active with the Adirondack Unitarian Universalist Community, and served as chair of their Social Justice Committee. My other role, which I have kept, is as the editor/publisher of their monthly newsletter The Communitarian.

**Which service do you regularly attend?** Sunday service, 9:30.



## **John Dancy, Nominating Committee Candidate**

**Why are you interested in being a member of the Nominating Committee at First Unitarian Church?** As a former member of the BOT I know how important it is to place qualified people in leadership positions. This requirement is further amplified by the extreme transformation that our church is currently undergoing.

**The Nominating Committee is charged with vetting interested candidates for open Leadership positions. What skills and strengths do you bring to support this role?**

At church I have the experiences of 4 years of active participation on the BOT and 9 years as a Soul Matters Group facilitator. I am a good listener, know how and when to ask questions and can draw appropriate conclusions. In my working life I held management responsibilities

which included the hiring and development of qualified personnel, organizational development and quality management.

**What thoughts do you have about cultivating leadership among other church members?** We need to get new members into committee work, such as the ABD sooner in their church “careers”. This is not an easy task and cannot be accomplished with 20<sup>th</sup> century thinking as our newer and frequently younger members don’t have the time to work that way. We have the people that know how to do that and we should let them help. Early and continuing involvement in our church structures will grow people to lead those committees and be good BOT candidates.

**Describe your participation in this church (past and present) and other relevant community or work organization.** As above, 4 years BOT, 9 years Soul Matters Facilitator. Also at church: ABD, Hospitality (Greeter and Welcome Table), RAIHN, Rummage Sale (Cashier), School 22 (Reading Camp)

Outside: WXXI Reachout Radio (19 years), AARP Tax Aide (15 years), Officer and Board of Delta Environmental, Past Trustee of Burroughs Audubon Nature Club



## **Barbara de Leeuw, Board of Trustees Candidate**

**Why are you interested in being a member of the Board of Trustees at First Unitarian Church?** I am running for a board position to provide a smooth transition and continuity to the board's work. During my term as president, having the immediate past president on the board proved to be an exceptional gift. The past president's knowledge, insight and perspective are invaluable. Understanding the context, details and decisions of the former board president is also readily available to other board members. This presidential model (immediate past and current) is so helpful I think the bylaws should be revised to require it.

**The Board is a Policy Governance model. What skills and strengths do you bring to support this model?** Governance, done well, produces a visionary, highly effective and efficient organization. Good governance requires a strong, knowledgeable,

highly skilled Board in partnership with a strong, knowledgeable, highly skilled senior minister. Both board (and congregation) and staff must focus strategically on the future, as well as, monitor current accomplishments to successfully reach our goal.

**What part of the work of the Board are you most passionate about and hope to be involved in?** My background in organizational renewal and development, teaching and collaboration, handling complex people and management situations using communication, analytic and negotiation skills was surely tested during the past 2 years, but quoting from my 2015 presidential profile "I find great joy and pleasure in the collective work of governance. In a large church that includes visioning, policy writing, monitoring, financial oversight, communicating with the congregation and more. ... The two board teams, past and present have done really good work during the past two years. The church is on a very positive path.

**Describe your experience working to consensus, representing and helping to implement policies which may differ from your own original concepts.** 4) The 2015-16 Board committed the time to meet, talk and explore together every single idea and possibility until we reached consensus on every decision that we made. Although the decisions have been far less weighty, each board vote this year has been without opposition (as of March 2017). Compromise is always involved in consensus and both 2015-16 and the 2016-17 boards have taken time to explore each issue thoughtfully.

**Describe your participation in this church (past and present) and other relevant community or work organization. Which service do you generally attend?** My church involvement, in addition to my board work, includes terms on membership, policy governance planning and writing (circa 2004), Nominating, By Laws and Audit committees as well as Soul Matters and many years in Well Spring. I volunteer with other organizations as well. I regularly attend the Saturday afternoon service.



## **Shadia McAnally, Board of Trustees**

### **Candidate**

**Why are you interested in being a member of the Board of Trustees at First Unitarian Church?** I am interested in serving in order to help foster a warm, welcoming, and thriving congregation and church.

**The Board is a Policy Governance model. What skills and strengths do you bring to support this model?** My strongest skill is my ability to be present and listen deeply. I am a team player, able to see the bigger picture and appreciate where each individual fits within a group.

**What part of the work of the Board are you most passionate about and hope to be involved in?** I hope to be involved wherever I am needed most and can serve most efficiently and productively.

**Describe your experience working to consensus, representing and helping to implement policies which may differ from your own original concepts.** I am flexible and easygoing and I strive to

facilitate projects moving forward instead of getting hung up on any personal agenda. I focus on what needs to be accomplished and try to figure out how best to facilitate a friendly, constructive environment where everyone can shine. I have been involved with the PTA at my children's schools and various community fundraising projects where I have been successful at working to consensus and focusing on a common goal rather than my personal view on how things should run.

**Describe your participation in this church (past and present) and other relevant community or work organization. Which service do you generally attend?** Since joining First Unitarian Church of Rochester I have been involved with Soul Matters and Wellspring. I am currently co-facilitating my second Wellspring session and I recently co-facilitated a listening circle. I have attended a leadership workshop and volunteered for fundraisers. I have had the privilege of being workshop leader and traveler with RE, mentor to our COA youth and a RAIHN volunteer. I also served on the Fellowship committee for Reverends Emily and Marcus.

**Which service do you regularly attend?** Sunday 9:30am



## Mary Hammele, Board of Trustees

### Candidate

#### **Why are you interested in being a member of the Board of Trustees at First Unitarian Church? I**

would like to become more involved at Church in a meaningful way and think I could contribute to the Board with my experience in corporate project management. We work on a wide variety of projects in the Paychex Marketing department and have to keep track of who's doing what, when, and how, and when each is due.

#### **The Board is a Policy Governance model. What skills and strengths do you bring to support this model?**

If I'm interpreting the Board and Governance document correctly, the policies submitted from the ministerial team are the governing rules and it is the job of the Board to make those function smoothly. This is very similar to working in a corporate environment. The policies and goals are established by the Board of Directors and the CEO strategizes what those goals look like concretely. The CEO turns to their team of executives to develop tactical support to achieve the goals and all of their directors, managers, and their teams are called

upon to apply their expertise at all levels to support the tactical projects. So, by the time a corporate strategy comes to the marketing production people, it has been filtered through product managers who have some finite goals for the sales department. Then, we apply our creative and technical skills to deploy support materials (specifically emails, trade shows, social media, sales collateral, web pages, etc.). The actual goal is not ours to agree with or not. We just try to make it happen in a timely fashion.

**What part of the work of the Board are you most passionate about and hope to be involved in?** As per the Board functions laid out in the Board and Church Governance document, I'd be most excited about strategic planning.

**Describe your experience working to consensus, representing and helping to implement policies which may differ from your own original concepts.** On a variety of projects, I have had severe reservations about the direction and/or tactics to be implemented. I feel free to express them, but have to monitor both the product marketing managers' and the production teams' experience and expectations. Often, I can be made to see the advantages in a strategy or willing to experiment, especially if an opportunity for testing assumptions can be implemented. If I feel resistance is still in order, I feel completely comfortable taking it to the next level of management for their input and advice. I've been in my job for over 20 years, so often times my intuition is correct and I receive support from my boss. But if I'm overridden, I can accept that criticism and move forward with the requirements of the project. I'm not much of a grudge holder and find I can get along with many different personalities. o

**Describe your participation in this church (past and present) and other relevant community or work organization.** I have been a teacher in the RE program - every other year from 2001-2015, worked as an adult facilitator at youth group events and conferences, helped with RAIHN and Foodlink, & a Soul Matters co-facilitator. Before joining the church, our family belonged to an organization called Families with Children from China and I served on their board, chairing many holiday events and fundraisers. Currently the VP of Public Relations for my Toastmasters group at Paychex.



## **Gregory North, Board of Trustees**

### **Candidate**

#### **Why are you interested in being a member of the Board of Trustees at First Unitarian Church?**

After moving to Rochester six years ago we searched for a church home that reflected our values and provided a strong sense of community, something that was central to our life back in Boston. We found that in First Unitarian. After years of benefiting from its fellowship and programs and especially at this critical time of transition I feel called to contribute my time, skill and energy to its continued success as the leading light of liberal faith in Rochester.

#### **The Board is a Policy Governance model. What skills and strengths do you bring to support this model?**

Prior to joining First Unitarian I have been a member of two congregations in the Boston area and had the privilege of serving on their boards and as their moderator. In each case these were in times of ministerial transition and major capital campaigns so these are issues with which I have considerable

experience.

**What part of the work of the Board are you most passionate about and hope to be involved in?** Three areas are of particular importance to me, (1) Working with Rev. Joel helping the congregation to discern its future path. (2) Increasing level of engagement we have in Rochester, establishing as clearly as a driving force for social justice. (3) Finding more opportunities for intergenerational activity emphasizing we are a church that, young and old, worships and plays – together.

**Describe your experience working to consensus, representing and helping to implement policies which may differ from your own original concepts.**

In both my professional career and as moderator on congregational boards I have years of experience helping to ensure that all voices in a community have a chance to be heard, proactively soliciting their input – knowing that none of us are as smart as all of us – working to synthesize and refine that input to reach the best decision our outcome possible and clearly communicating the result.

**Describe your participation in this church (past and present) and other relevant community or work organization.**

Though relatively new to First Unitarian, I have spent two years as an advisor to the Youth Group, working in the past year with the youth and the RE director to establish a new model for governance. I also am involved with the First Light Players and take part in social justice activities like the Gay Pride March.

**Which service do you regularly attend?** We usually attend the Saturday afternoon service so that my daughter and I can go straight from the service on to Youth Group – and of course there is the great music of Orange Sky!



## **Stephanie Ketterl, Board of Trustees Candidate for Clerk**

**Why are you interested in serving as Clerk on the Board of Trustees at First Unitarian Church? What specific skills will you bring to this position?** I am interested in the role of Clerk because I believe that it is important for those in the community to be properly informed about decisions being made by the board. As members of the community, the Board (by way of the Clerk) owes it to the congregation to share clear and accurate information in a timely and efficient manner. In my previous involvement on the board and other church related projects, I was often appointed as the note taker during meetings. Most recently, in my involvement on the Connect & Breathe Board of Directors I served a one year term as Secretary. This role involved taking meeting minutes and distributing them to the rest of the board. Something I implemented during my role as Secretary was the tracking of assigned action items and their completion. This increased productivity and accountability of the Board.

**The Board is a Policy Governance model. What skills and strengths do you bring to support this model?** I previously served on the Board of Trustees for a three year term. Part of my term included involvement on the Executive Committee and serving as Vice President. My understanding of the role of the Board under a policy governance model is policy development and follow up to ensure policies are adequately practiced. It is important to remain focused on policy and not get caught up in micromanaging the details of how those policies are implemented on the staff level.

**What part of the work of the Board are you most passionate about and hope to be involved in?** I am excited about serving on the Board in a role that allows me to provide information to others in an organized and accurate manner. I look forward to serving the Executive Committee and the Board of Trustees as a skilled note taker.

**Describe your experience working to consensus, representing and helping to implement policies which may differ from your own original concepts.** I have previously served as the Coordinator of Student Conduct. This position often required me to hear cases and administer sanctions up to and including removal from housing and removal from the institution. I also have experience with policy development, enforcement & follow up as well as experience facilitating mediation. A structured mediation process involves hearing the stories of all involved parties and listening without judgment. Often the goals in mediation include compromise and the willingness to work towards a common goal.

**5. Describe your participation in this church (past and present) and other relevant community or work organization. Which service do you generally attend?** Over the past 12 months attendance has been more inconsistent due to working full time while completing an online certificate program (which is wrapping up this week). I typically attend Saturday services.

**Connect and Breathe**

Board of Directors, Secretary (January 2016- December 2016)  
Board of Directors, Co-President (December 2017 - present)

**First Unitarian Church of Rochester**

RAIHN overnight host (Spring 2013-present)  
Foodlink Backpack Program Volunteer (Spring 2013- present)  
UU Wellspring Participant (Fall 2013- Spring 2014)  
Board of Trustees (July 2012 - June 2015)  
    Executive Committee (July 2012 - June 2015)  
    Vice President (June 2013 - June 2015)  
Leadership Development Committee (Fall 2013 - Fall 2014)  
Finance Review Committee (Spring 2013)  
Staff Personnel Committee, chair (Fall 2008 - Fall 2014)  
Small Group Facilitator (Fall 2008 - Spring 2014)

**College Student Personnel Association of New York (CSPA-NY)**

Mid-Level Managers Pre-Conference Committee (Fall 2012)

**Northeast Association of College & University Housing Officers (NEACUHO)**

Membership Coordinator (2010 - 2012)  
Program Committee (2009 - 2010)  
Media & Publications Committee (2006 - 2007)

**Rochester Area Interfaith Hospitality Network (RAIHN)**

Marketing & Fund Development, co-chair (2011 - 2012)  
Media & Publications Committee (2009 - 2011)

**One World Goods**, Pittsford NY, Guest Service Volunteer (October 2004- December 2006)

**Citizen's Committee on Rape and Sexual Assault (CORSO)**, Buffalo NY , Volunteer (September 2001- January 2002)

**Ark Shelter for Women**, Raleigh, NC Client Services Volunteer (August 2000-December 2000)



**Tim Farnum, Board of Trustees  
Candidate for President  
Expression of Interest Form  
for President**

**Why are you interested in being the  
President at First Unitarian Church?**

I have been asked to consider becoming Congregation President by people I respect and admire who have said that my perspective, skills, and talents are well suited to the needs of First Unitarian in this time of convalescence and reconciliation. I am daunted by the responsibility and honored by the request. I agreed to run for President because, on reflection, I felt that my abilities can well serve the congregation at this juncture.

**What skills and strengths do you bring to  
support this role?**

I always work to embody my conviction that we have a moral imperative to value and care for one another, and that each person is worthy to be heard, and their point of view and feelings carefully considered. To me a much more workable and fundamental covenant of right relations would be something along the lines of

1. Am I being kind?
2. Am I listening carefully with the expectation of learning valuable things from you?
3. Am I listening more than I am speaking?
4. Am I speaking respectfully and honestly to you?
5. When I can clearly answer 'yes' to these questions I can be in right relation with you.

I have spent most of my life trying to understand what is and is not important in life. The more I look at this question, the fewer things seem really important. People and the connections we have with one another are central to our lives.

I also believe that the Listen, Open, and Serve framework has far more potential than it has had in its original conception. In addition to listening to our deepest selves, we can benefit immensely from listening carefully to one another. In addition to opening to life's gifts, we can be open with one another. Serving "needs greater than our own," implies a judgment of whose needs are greater--why not just serve others.

**What thoughts do you have about cultivating leadership among other church  
members?**

Talented lay leadership is crucial to the health of the congregation. I am overjoyed at the skill and dedication of some of our younger members who have started to move into leading roles in our community. I think adding leadership development to the portfolio of the Nominating

Committee is an important step to bring more conscious emphasis to encouraging and promoting people whose skills and experience make them well suited to take on leadership roles for us.

**Describe your participation in this church (past and present) and other relevant community or work organization.**

My experience at church has been quite varied. I have taught RE classes including "Neighboring Faiths," and OWL for 8th graders, 5th graders, 6th graders, and high school students. I have volunteered as an advisor for the youth group for the past 8 years, focusing mainly on ensuring that we maintain a humane and accepting environment there. I am currently serving in my second term as a member of the Board of Trustees, the first stint being at the beginning of this decade. I served on the Associate Minister search committee that led to the calling of Jen Crow to that post. I have sung in services from time to time, and I was the newsletter editor for a year or so in the late 1990's. I also lead taichi classes on Wednesday evenings and Saturday mornings.

As a School Psychologist at Monroe #1 BOCES I have worked for over 20 years with teens who have emotional, behavioral, and/or developmental challenges that have prevented their succeeding in general education. In that work, I get daily practice listening to and validating the experience of a wide variety of young people (and staff), whether I agree with them or not. It has been an enlightening experience validating and supporting the feelings and beliefs of young people whose religious and political beliefs are drastically different from my own.