

Candidates for 2020 Board and Nominating Positions

First Unitarian Church of Rochester



ION HORNE - Board of Trustees Candidate

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

Soon after being informed of this opportunity, a family member asked why I was interested in serving on *First Unitarian Church's Board of Trustees*?

Not immediately answering the question...plus given several days of self-reflection...the following points came to mind: 1.) until recently asked, I never seriously considered serving on the *Board*; but once asked, I'm honored for the opportunity to serve; 2.) Being asked to serve on the *BOT*, I assume, suggests a

level of confidence in me which I greatly appreciate and going forward motivates me; 3.) I certainly believe that I can make important contributions related to the governance process, church values and mission; 4.) As all of us are influenced by our life experiences...I certainly am...marriage; (adult) kids, personal & professional relationships, work, travel, plus the interplay of life - ('ups and downs') 'challenges and opportunities' - each have influenced who I have become as a person - setting priorities, shaping my values and forming my character; 5.) While I have no illusion, that demographics might have played a role (big or small) in why I may have been approached...I must be clear that...I can only represent myself, NOT a larger demographic (...I have very unique personal history), and (once again) I am guided by values which form the basis of my character!

What part of the work of the Board are you most passionate about and hope to be involved in?

I have much to learn about the *Board*. As I gain additional knowledge, understanding and experience, specifically, on roles, responsibilities, committees, policies and procedures I'll likely 'drift' towards people and projects which I'll view as priorities. The following two teams (identified through my initial review are of interest: 1.) Policy Governance; and 2.) Stewardship (...although additional information is required prior to my full commitment). I do expect to continue my participation on church committees associated with Social Justice.

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

My professional work experience in government, academia and corporate business environments, often within 'matrix type organizational work structures,' required that I work with other leaders, teams and/or groups (to): 1.) understand and/or reach a consensus on problems and/or goals; 2.) discuss and agree on information/data, necessary for decision-making; and 3.) when establishing objectives, timelines and methods for obtaining a specific 'end-state.'

Group work (or collective group action), in my opinion, requires the following: being present; listening; learning and use of common definitions/terminology; dialog and agreement on facts (information/data); flexibility; 'keeping one's aim' on organizational objective(s); appreciating others and building personal relationships - which (...I think) are key to long-term organizational success.

Personal satisfaction comes with involvement and participation in something bigger, something important and (hopefully) something far more lasting than what I might accomplish alone.

First Unitarian uses a policy governance model of management to support its work on the mission and values of our congregation. The model defines the board's authority and responsibilities. Written policies, including outcome expectations, determine board conduct, expectations of staff, board delegation and monitoring. Please address your ideas about working within such a framework.

I appreciate and intend to work within the 'framework' provided! Documents (on the *First Unitarian Church's* website) outlining *First Unitarian's Policy Governance Model of Management* - 'Governing Policies;' 'Bylaws;' 'Covenant of Rights Relations;' 'Annual Report (2018-2019);' and 'Values, Mission, Ends' and 'Leadership Cycle' from 'Our Road Ahead' - are detailed, thoughtful and embed our *Unitarian- Universalist (UU)* values. I intend to utilize the above documents for insight and as a reference during discussions, decision-making and/or action.

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

I currently participate in the following church activities: 1.) *Monthly Soul Matters*; 2.) *First Unitarian's Social Justice Executive Ministry (SJEM)*; and 3.) as part of *SJEM*, I am one of two, delegated as a liaison to the *Rochester Alliance of Communities Transforming Society (Roc ACTS) Board*.

Which service do you regularly attend?

My wife, mother and I routinely attend the Sunday Late (11:15 AM) Service.



MARA SANCHEZ - Board of Trustees Candidate

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

I really like the idea of governance by church members, and I welcome the opportunity to do service. I look forward to building relationships with everyone involved in this process.

What part of the work of the Board are you most passionate about and hope to be involved in?

I'm very excited to learn what goes into running our church, and how I can serve that process.

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

I've served on other boards that work to consensus, the most relevant being the board for First Light Players. I was also on the board of the Rochester Women's Community Chorus, and I've been a participating member of several groups which operated in a similar fashion. In each case, I offered my opinion and experience, researched issues and provided feedback, and listened to others doing the same. Not all outcomes have always been what I've hoped for, however this process leaves me feeling that every voice is heard, that everyone's interests are being considered, and through this, that the best possible solution can be attained.

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including outcome expectations, determine board conduct, expectations of staff, board delegation and monitoring. Please address your ideas about working within such a framework.

I am great with a “rule book”; this type of framework gives me a sense of order and direction.

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

I am currently a member of the Hospitality Team and facilitator/member of the Tarot Journey small group. I am a former board member and current member of First Light Players (FLP), and have performed in stage productions, classroom Greater Good skits, worship services and Soul Assembly. I've been a RAIHN volunteer, rummage sale worker, Soul Assembly supporter and that person who will generally help with “something quick” that needs doing.

Which service do you regularly attend? Generally 11:15, occasionally 9:30.



LYNN KINSMAN - Board of Trustees Candidate

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

I have been a member of this congregation for over 30 years. I have benefitted from the brilliant leadership of others serving the board, through good times and rough times. I believe it is important for each of us to take a turn in various roles of leadership, if that is something we have the time and ability to do. It's time for me to offer my skills, interests, and abilities as a Trustee.

What part of the work of the Board are you most passionate about and hope to be involved in?

I can be useful in reviewing and updating policies, planning and organizing events, and fairly evaluating requests, issues or disputes brought to the BOT for evaluation against the policies.

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

Most recently, I can point to my work with the Edward T. Schell III Crescendo Fund. Having completed the charter changes, the committee was free to pursue a wider variety of projects that meet the charter's mission. We used consensus to choose the projects we would pursue and along the way to implement the hymn project that was ultimately chosen. Initially, I didn't care for the idea of hosting a contest for the hymn tune rather than commissioning it directly from an experienced composer. But through discussion with the team and listening to different viewpoints, I came around to support the contest idea that we eventually carried out.

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I think it's important to have things in writing, so that a group responsible for oversight, such as our BOT, can fairly handle a situation that is going astray. But I also know that realities can be more complex than any written policy can foresee. There is a human factor involved when applying policies to real life. Compassion and understanding

are important elements in a crisis or conflict situation. Policies written and enforced in a human way should be the goal of the BOT.

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

I am a lifelong UU and a part of this congregation since 1987. Most of my involvement has been in the music and arts ministry: the adult choir (over 30 years); the handbell choir; FirstLight Players; the Crescendo Fund; and in the earlier days, the dance choir, the creative worship team, and canvass entertainment shows. I have also been an RE volunteer for 20 years as my two children have gone from birth through youth group. I served three years on Dick Gilbert's Ministerial Relations Committee, which involved evaluating the compensation and benefits package and sabbatical policy.

Outside of church, my career has been in IT for Eastman Kodak and now Kodak Alaris. I spent many years as an officer and board member of the Woman's Forum of Kodak Employees, where I led a major revision of our bylaws and created our first social media policy, back when Facebook was a new thing.

As a young adult in the 1990's, I was a leader of the Rochester Chamber Associates as we left the oversight of the Rochester Chamber of Commerce and rebranded ourselves as Rochester Community Advocates. Ultimately, our dwindling group of volunteers made the hard choice to dissolve the organization. Coming to that decision and carrying it out were significant learning experiences for me.

Which service do you regularly attend?

I have traditionally been an attendee at the later Sunday service. However, this church year the choir schedule has changed to sing at both services every other week, so that is what I have been doing on those weeks, and usually the 11:15 service when choir is not singing. I was not a regular at the Saturday services when we had them, but I do enjoy Soul Assembly when I can get there.



GREGORY NORTH - BOT President Candidate

Why are you interested in serving as President at First Unitarian Church?

Not long after we moved from the Boston area to Rochester in 2011 First UU became our church home, a faith community that shares our values and welcomes our diverse spiritual background. It is where we have found many of our friends and where our daughter joined a coming of age group that to this day remains very close. With the arrival of Rev. Shari, our community is launched on what is clearly a very bright future. It would be a privilege to serve as your BOT president to help fully realize that potential.

What skills and strengths do you bring to this role?

In addition to my experience leading church boards my professional career has been in strategy and process improvement, as a leader within companies and as the founder of a consulting firm providing business transformation services. My expertise includes facilitating meetings, leading workshops and improving ways of working. I also recognize how very different the corporate world is from a voluntary organization like a church community, requiring different skills in listening, engaging and leading.

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

This is an area where we have the opportunity both to expand our circle of leadership and better prepare our future leaders to serve the First UU community. I recently developed and led leadership development programs for the NYS Department of Labor and NY Arc chapters and look forward to partnering with our Nominating Committee to explore new approaches, fully leveraging resources of our denomination.

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

I served on the board of three churches and am on my third year here at First Unitarian. In my prior board tenures I served as president. Coincidentally both were during times of ministerial transition. Prior to joining our BOT I served as a Youth Advisor and enjoyed participating in First Light Players productions and classes. During my term on the BOT we worked with Rev. Joel to heal our community, improve our processes and take care of our building. I helped lead the Our Road Ahead program to discern our Vision, Mission and Ends, participated in our Annual Budget Drive and recently our COVID-19 task force.

Which service do you regularly attend?

We attend the second service on Sunday and frequently attend Soul Assembly.

**DANETTE JOHNSON - Nominating Committee Candidate****Why are you interested in being a member of the Nominating Committee at First Unitarian Church?**

I am interested in being a member of the Nom Com because I love our church! I am looking forward to being involved in the church in a new and exciting way.

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

I have held leadership roles in my career and in various ways in my personal life. I believe I have a good instinct for people and will be able to recognize those needed characteristics in others.

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

I am so grateful that I was raised a UU. I have been attending the FUC on and off since 1963. I attended more regularly in the 80's and 90's with my parents. More recently I have renewed my passion for our mission. I now serve as co-chair of the history team and am a member of the Environmental Justice Ministry. My involvement w RAIHN has been steadfast. I have volunteered for several community organizations such as The American Red Cross, The Center for Disability Rights and Never Say Never Stables.

Which service do you regularly attend?

I usually attend the 11:15 service, but will attend the 9:30 one when Orange sky is playing or when my schedule requires it.



MAREN KYLE - Nominating Committee Candidate

Why are you interested in being a member of the Nominating Committee at First Unitarian Church?

I am always looking for ways to broaden my participation in our community and to deepen the relationships I have here. On the nominating committee, not only can I do those things, but it also gives me a chance to make a concrete contribution to furthering our ends by identifying the people who can best step into leadership positions and help keep us moving forward.

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 am an information gatherer and prefer not to form opinions until I feel I have a well-rounded impression of a situation. I believe this helps me to identify strengths in others, and also boosts my ability to work on a team and make fewer assumptions. As a Librarian by trade, I have organizational skills that help me to balance details alongside big-picture thinking. I think of myself as an open-hearted listener, and will bring a genuine drive to live the UU principles to this process.

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

The best leaders are not always those with the loudest voices or the most boldly stated opinions. There are many who may not envision themselves in a leadership role but who nonetheless have much to offer. I would like to develop within our community the idea that leadership positions are an opportunity for the spiritual growth of that individual, not only something that the leader gives to the congregation. I'm particularly sensitive to the fact that in order to have leadership that authentically reflects our congregation and serves it well, we must seek a diverse group of leaders who can bring all voices to the table.

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

I have two children who attend the RE programs here at church and I have volunteered as a workshop leader every year. I also volunteer with the RAIHN program, leading the preparation and clean-up of guest rooms most rotations. In 2018, I served on a committee to help revise the church employee's manual and reorganize the employee review process. I also served a short stint as a Soul Matters group facilitator, and I am a member of the ukulele orchestra.



BARBARA de LEEUW Candidate for Moderator

Why are you interested in serving as Moderator at First Unitarian Church?

I believe that congregational meetings should be an opportunity to actively engage our mission, vision and values as a community. Meetings should be informative, interactive and maybe even a little fun. I am enjoying my first term as moderator and welcome the opportunity to continue.

Describe experience you have had leading large public meetings and your familiarity with Roberts Rules of Order

I have facilitated and moderated large community gatherings, as well as, large and small sized meetings. I have knowledge and experience with Robert's Rules of Order. When I don't know, I consult the most experienced member of our congregation, Don Wilder. He has been very helpful and supportive over the years with things related to Robert's Rules and bylaws. (Thank you, Don)

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

I have been actively engaged in the Unitarian community for nearly thirty years, almost twenty at First Unitarian. Beginning with membership, I moved on to policy writing that led to a BOT term; then to audit, leadership-nominating, bylaws committees, and a second BOT term. I have been vice president (in each term) and president of the BOT. I am currently a member of the Race, Racism and Relationships program and facilitate the persons of color (POC) Soul Matters group.

I was president of the YWCA, treasurer of Planned Parenthood of Western NY, nominating committee chair for The Community Foundation (formerly the Rochester Area Community Foundation) and a member of the finance cte. of GEVA Theatre Center. I was a member of the Junior League of Rochester and a charter member of The Links, Inc.

Which service do you regularly attend?

I regularly attend the 9:30 AM service and generally hang around until the start of the 11:15 service.



ROBERT LYUBOMIRSKY - Treasurer, Board of Trustees, Candidate

Why are you interested in serving as Treasurer at First Unitarian Church?

I have been a member of First Unitarian, since 1993. My wife (Mary) and I raised our 3 kids (Alec, Michael, Katya) here, attending religious education thru coming of age. My wife and I found our spiritual home here, through services, soul matters, and meditation. I've recently retired and find that I'm in a position to contribute my time and talents to the faith community.

Describe the experience you have had in finance, budget planning and money management which is relevant to the position of treasurer.

I have been doing Finance (FP&A) and Budget Planning for 25 (out of 32) years in Xerox Corporations. The budget responsibility ranged from \$10K to \$180M. I also spent 4 years in Corporation Accounting doing Chart of Accounts Management and Reporting.

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

In the past, I've taught religious education, and participated in soul matters and meditation. From 2017-2018 - I've been part of the Finance Accounting Committee, supporting church management software selection, and creating a draft of the executive dashboard for the church. During last year, I have been a Treasurer of the church and would like to continue the post for the 2 years.

Which service do you regularly attend? 9:30