



East Shore Unitarian Church

2017 Annual Report

June 4, 2017



**We practice love, explore spirituality,
build community, and promote justice.**



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Archives



The mission of the Archives Team is to document the history of ESUC by gathering, organizing and making available the significant documents, photos, and recordings of ESUC.

Four members of the Archives Ministry Team participated in History Night and responded to at least a dozen requests for information.

Covenant Circles



Members of the Second and Fourth Tuesday Morning Covenant Circle have created sacred space to meet together in each other's homes twice a month for over sixteen years. We share joys, sorrows, hopes and fears, small or great; we nurture each other's intellectual and spiritual engagement with the world; and we help to bear each other's grief and extra needs when life is hard.

Earth-Based Ministry

The Earth-Based Ministry Team once again celebrated the turning of the wheel of the year with Autumn and Spring Equinox Celebrations and Summer and Winter Solstice Celebrations. The Winter Solstice Celebration is our largest celebration and this year was attended by about 80 people. Looking into 2017, we have begun incorporating earth-based elements into the Sunday Worship. We will continue to offer a large Winter Solstice Celebration.

Worship



The Worship Ministry Team has six-to-ten members, contributes to the planning of 51 worship services and takes a leadership role in about 15 lay- or guest-led services. The team serves all our members and visitors to regular Sunday services.

Children and Youth Ministry



Children and Youth Ministry is the holistic view that our younger members are fully a part of East Shore. The Sunday morning programs provide childcare, religious education classes, youth group, and volunteer opportunities. In 2016/17 we have had child care at every service; OWL class for grades 4-6; Middle School and High School Youth groups; and Religious Education classes 3-4 times per month (children and youth attend service on average once a month). A typical Sunday has about 50 children ages 2-18 attending. There were 25+ teachers, which included youth and adult volunteers.

High School Youth Group



High School Youth Group organizes two church-wide events annually, and participates regularly in assisting with younger RE classes, Sunday worship, and regional UU youth events. We meet weekly and have a rotating cast of around 10 youth. We are an inclusive and welcoming group of inspiring and curious youth, aging 14-18. We work with UU curriculum, and deal with issues of faith, conscience, morals, and fun.

Music



In 2017, Music Director Robert Kechley will retire after 20 years. The choir presented a couple of lovely holiday programs and a variety of service music offerings. An important discussion would be the maintenance or replacement of the 50-year-old piano in the Sanctuary. To fix repeating issues, would cost \$4-5,000, while replacement would cost \$20,000. Let me close with a heartfelt thanks to East Shore for my 20 years of music making with wonderful and talented people and a forum open to creativity!

Facilities

The Facilities Team has been working on the Reserve Data Analysis. This 275-page report outlined in detail each specific part of the buildings and infrastructure, their expected life, and estimated cost for replacement. We also funded all or part of the following projects:

- Campus Signage
- Elevator up to code
- Closed circuit TV in the lower parking lot
- Tree removal
- Upgrade of exterior lights
- Upgrade water fountains (with youth group)
- Water and electrical connections to new sign
- HVAC maintenance
- Fire alarm upgrade
- Spring Hall kitchen dishwasher

Women's Perspective



Women's Perspective encourages all women to join together for mutual support, personal growth, and spiritual enrichment, and to promote human dignity, environmental balance, and world peace. This year, we sponsored 12 great events serving more than 80 women including:

- What is a Woman in 2016? An Exploration of Gender Issues
- Gift of Self-Care for the Holidays
- WORD 2017
- Womxn's March Stories & Sharing
- Women's Perspective Retreat
- Margaret Fuller Tea

Outreach



The Outreach Team is responsible for reaching out to all those who don't know about East Shore. This year we worked with the Facilities Team and Gallery to put up the new signs around campus. We also helped promote the Winter Solstice service, Christmas Eve, and each of the East Shore Live performances with Facebook Ads. We also invested in several banners to hang on the corner outside as well as to use in marches. We continue to develop the website, esuc.org, to increase our standings on search engines (Google, etc.).

Seabeck



This year, a sold out crowd of 250 enjoyed the BEAUTIFUL weather and attended Seabeck from both East Shore and University Unitarian Churches. There was great fun had by all with sing-a-longs, a dance party, lessons about the solar eclipse, and a wonderful workshop with musician Kiya Heartwood. Other highlights of this community focused weekend included a talent show, s'mores making, singing protest songs, and more jam sessions than we could keep count of.

Earth and Social Justice Coordinating Council



2016 - 17 Accomplishments:

- Finalized our charter, the Social Justice Coordinator job description, and administrative policies relating to Earth and Social Justice (ESJ)
- Held the ESJ Faire with 200 in attendance
- Sponsored the Friendship Dinner with Muslims with more than 200 in attendance
- Promoted many ESJ events, both within our church and outside our walls
- Supported and collaborated with the 14 ESJ ministry teams

ANSWER-Nepal



In 2016-17, members and friends of East Shore sponsored 36 Nepali students with scholarships; and 4 new students sponsored by 5 new Ministry members. Our 8 events included a presentation and luncheon for 31 attendees; 5 recruitment display dates after-service; the Earth & Social Justice Faire; and a telephone survey with 75% of the Broader Ministry members (99% highly satisfied with the program).

Beloved Racial Justice



The Beloved Racial Justice Team sponsored: A Beloved Conversations course attended by thirty participants; eight “Conversations About Race” attracting from seven to more than 50; two services, sharing the deeply spiritual nature of this work with the whole congregation; 32 “Flash Stances” involving up to 35 adults and youth; and Large member participation (up to 20) in two Seattle-area BLM demonstrations. We also purchased and served dinner for 75 local homeless men.

Climate Action Ministry (CAM)



In 2016-17, we had 14 people active on the team and held 17 sponsored events including marches, Climate Action Breakfasts, and more. In all, 180 people participated in these events. Our Founding Mission:

1. Increase climate change awareness.
2. Promote actions by governments and other groups to cure the root causes of climate change.
3. Link with and support other reputable groups taking actions to reduce climate change.
4. Assist communities that are experiencing climate change impacts.

Congregations for the Homeless



We join with other churches on the Eastside to provide shelter, meals, and showers to homeless men. Our small group coordinates the efforts for our commitment to this larger organization. In October, many East Shore groups volunteer to prepare meals, coordinate lunches, do necessary shopping, provide toiletries and other necessary items for 30 men. We underwrite the cost of a dental van to provide dental hygiene, prophylaxis or repair of cavities.

Giving Tree



We currently have eight members and countless “Elves” that help with delivery and so many other tasks. We solely sponsor the Giving Tree which resides in the foyer from mid-November to mid-December of each year. We make and fill approximate 300-400 tags, each tag representing a child, youth or adult in need of help and holiday cheer. The represented agencies this past year were: Olive Crest, Sound Mental Health, PSKS, Inspire Youth, SnoValley Senior Services, Friends of Youth, and Hopelink.

The Khasi Hills Ministry Team



We currently have 12 members. We sponsored three events in 2016-17 including Trinkets & Treasures, a Pilgrimage to India, and the February 19th Partner Church service. Through our efforts and fundraising, we are able to serve 80 Indian school children and 200 Indian villagers. We also help educate and engage 200 East Shore members and countless visitors to East Shore.

Membership Numbers

Membership as of June 1, 2016.....	485
Increase.....	43
New Members.....	38
Returned Members.....	5
Decrease.....	34
Deaths.....	3
Resigned.....	15
Removed from Rolls.....	16*
Membership as of June 1, 2017.....	494
*Members were removed according to ESUC Bylaws, Article V, Section E2	
Average Attendance.....	172
Average RE Attendance.....	42
RE Registration.....	169

Membership Team Report

The Membership Team is made up of Janis Pock, Chair, Sue Betts, Dean Dubofsky, Merrillann Hutchinson, Evelyn Smith and two members currently on a sabbatical from duties.

Our responsibilities include:

- Assuring that visitors and prospective members are greeted, welcomed and have any information they need about East Shore
- Helping with East Shore and You classes and assuring new members get connected to programs and groups within East Shore
- Co-ordinating with other core committees including OFD and Outreach
- Participating in decisions regarding the spaces used for welcoming visitors and prospective members

By the numbers:

- 112 people have filled out the Visitor Registration Form in the last year, with more who have visited, but not registered.
- 56 prospective members have attended East Shore and You classes
- 38 new members have signed the membership book.

We hope to reinstitute the New Member Potluck this year. Last year's many meetings around Search, Mission and other issues made additional meetings unattractive to those who might have attended.



Interim Minister's Report

Rev. Dr. Elaine Beth Peresluha



In July of 2016, East Shore was commissioning a Ministerial Search Committee while the Interim Transition Team and I continued our listening sessions. The Board and I used those listening sessions to discern priorities for East Shore to address in preparation for a new settled minister. The Board, staff and I agreed on four essential areas to address:

- Healing and understanding about Rev. Peter Luton's and Rev. Joan Montagnes's departure
- Clarification and reorganization of the institutional governance and administrative structure
- Establishment of long-term sustainability in the financial structure
- Creation of a mission statement to guide the direction of ESUC

While the Interim Transition Team and I continued to have listening sessions to allow people to express their disappointment, anger, and confusion over Peter's and Joan's departures, the Board took on the role of negotiating dues with the PNW Region and the UUA to help mitigate the financial consequences to ESUC of Peter's departure. The Board's work with the region and district intersected with my work communicating to the Transition Office, the regional staff and to ministers at national gatherings to communicate the healing and growth taking place at ESUC. That healing and growth amplifies East Shore's reconnection to the denomination and ESUC potential to be a leading congregation in the denomination.

In July, the staff and Board retreats introduced and began implementation of policy-based governance and the reorganization of our teams and committee structure. The Board then held several Town Hall meetings, Governance 101, to introduce and explain the policy-based governance model and the structure that supports it. The policy-based governance had been adopted in 2007. The organizational structure, bylaws and policies remained a combination of committee structure governance and policy based governance. This reorganization created alignment with the policy-based governance that had been adopted previously. Throughout the year we continued to have informal discussion with teams, committees and standing committees about the roles of staff, Board, and members in ministry, oversight, and operations to help build comfort with the organizational structure and governance model.

The Transition Team planned and implemented a three-day All Church Summit in February to create a mission statement and get feed back from the members of the congregation on their priorities for spirituality, diversity in the community of age and culture, and financial sustainability. The summit followed four town hall meetings on these areas which created the content for our focus over the weekend. The summit was enthusiastically attended by about 160 people. There were some frustrations expressed at the end of the weekend about process and confusion about product. The feedback was incorporated into a voting process which presented the Mission Statement at a congregational meeting the first Sunday in March where the following was voted on and accepted:



We practice love, explore spirituality, build community and promote justice

A Vision Statement Task Force was created to clarify and deepen the Mission Statement to assure it represented the input and intentions of the teams at the summit.

Prior to the Mission Statement vote, the Ministerial Search Committee suspended their search for a settled minister. Their letter describing their reasons is included in this year's annual report (below). The Board deliberated for two weeks before inviting me to continue as the interim with ESUC through July of 2019. With

acceptance by me of a reduced compensation package and the Board that I had planned significant travel for the summer, anticipating that I would not be working, we were able to agree upon a contract.

The rest of the year has focused on the Operating Fund Development Team (OFD), the Board's creation of policies, and staff improving the dissemination of information to members and friends through leadership, first using electronic communications and now with the addition of 1st Saturday Coffee and Conversation for direct conversation with Board, minister and leadership.

Other highlights of the year:

- The creation of a Minister's Discretionary fund to help members, neighbors and friends with emergency financial needs for medical, housing, food, heat and transportation crises. A total of just over \$5,000 was secured through the ESJCC end-of-the-year appeal and the offerings for the Christmas Eve services. To date \$3,200 has been spent on two new tires for two different people's cars, help with major auto repairs, health crisis, and rent payments to prevent evictions.
- We successfully joined more than 680 other UU congregations in a Teach in About White Supremacy on May 7th attended by more than 200 members and friends.
- For the first time in more than five years, we are on target to make and possibly exceed our operating fund goal of \$735,000, which represents a 5% increase over last year's total.

East Shore is fully living into its new mission to "practice love, explore spirituality, build community and promote justice" in all areas of congregational life.

Elaine

February 12, 2017

Dear East Shore Community,

The church's Search Committee has some important information we wish to share with you. As you probably know, your Search Committee began the intensive work of attempting to find a settled minister for the church last summer. Our work began with a weekend retreat in August. Since that time, we have met weekly and have completed numerous assignments towards our task. The assignments and timelines have been daunting. Yet, we successfully completed those tasks in an environment of trust, diligence, good humor, creativity and deep care for each other.

We could not have completed the work we did without the incredible support and information we received from the congregation, our staff and the UUA staff. We sincerely appreciate the input and the encouragement we received from so many of you through the cottage meetings, surveys, town halls and weekend retreat.

Over 20 ministers indicated an interest in becoming our settled minister. We spent numerous hours reading and assessing their Ministerial Records and reviewing their websites and sermons. We reached out to references and had hours of video conference calls with the final list of candidates. It was noteworthy that a recurring inquiry from candidates was whether East Shore was ready for a settled minister. It appeared to some candidates the congregation was still working on completing many important tasks: implementing Policy-Based Governance, developing its mission and vision, revising bylaws and policies, and grieving over the loss of two ministers.

We decided to wait until the completion of the congregation's weekend retreat to do a final assessment of the needs and desires of our congregation before identifying the ministers to bring to East Shore for in-person interviews. Now, after evaluating all the information available to us, we determined that none of the candidates was a good match for East Shore's current needs. While our congregation has begun making important progress in addressing various areas of concern, we determined that further work is needed to heal wounds related to loss of staff and changes resulting from that loss:

- clarifying the church's unifying mission and vision;
- stabilizing our governance structures;

- developing greater trust among the congregation; and
- embracing an active culture of Right Relations in resolving conflicts.

After much discussion, we are deeply disappointed to advise you that the Search Committee has unanimously determined that given the congregation’s needs, the strengths, talents and weaknesses of the ministerial candidates we reviewed do not meet East Shore’s current needs. We determined that East Shore is not currently in the position to offer a successful ministry to any of the ministerial candidates. The Search Committee strongly believes that through additional work on the part of the congregation, East Shore will be in a position to call a settled minister at a future time.

Throughout our work, we remained deeply committed to finding the very best settled minister we could find for our church. We believe that East Shore has many outstanding attributes that make it a very attractive church to ministerial candidates. Our belief was echoed by many of the ministers we spoke to.

We are sincerely disappointed we were not able to complete our charge to find a settled minister. However, the work we all did is far from lost. Our work together this past year has uncovered the many strengths of our church and the areas that remain challenges for us and need further care. The Search Committee members are committed to working with our congregation to continue the progress we have begun in clarifying who we are as a church so that we will be ready to call a settled minister at a future time.

Thank you for your tremendous support to the Search Committee,

ESUC Search Committee:

Mary Anderson, Milly Mullarky, Rhonda Brown, Janet Garrow, Ann Fletcher, Andy Voss, Shirley Worth, Ed Rittenhouse

Financial Stewardship

The 2016-17 fiscal year brought changes to the structure of the Financial Stewardship Committee. Under our new structure and policy-based governance, we have shifted our efforts to focus on development of the operating budget, managing our assets, building reserve funds, and the development of East Shore’s first Five-Year Financial Strategic Plan.

The draft Five-Year Strategic Plan is being refined and awaits the Holly House decision. A final draft will be presented to the board this coming year (2017-18), and presented to the congregation before final approval. Our goal is to develop a sustainable budget for East Shore to meet the board ends and support our church vision.

Second Sunday Share the Plate Ministry

Our primary purpose is to support non-profit organizations in the community that are doing important social and earth justice work. Our work informs congregants about different non-profits they may want to engage with as volunteers, and makes East Shore better known in the wider community for its social and earth justice work. The Second Sunday offerings each generate on average about \$1,300, which total about \$13,000 annually.

July, 2016	Team Child	\$1,316.00
August, 2016	Washington Cease Fire	\$1,011.83
September, 2016	Columbia Riverkeeper	\$1,195.00
October, 2016	Seattle Young People's Project	\$983.92
November, 2016	UUSC	0.00
December, 2016	Holiday Letter	0.00
January, 2017	Way Back Inn	\$1,450.00
February, 2017	Designated for Partner Church Ministries (\$40)	0.00
March, 2017	NW Tap Connection	\$963.50
April, 2017	Refugee Women's Alliance	\$1,761.00
May, 2017	Muslim Association of Puget Sound (MAPS)	
June, 2017	Unleash the Brilliance	

Auction

The Annual East Shore Auction has a dual purpose: to raise money for the church, and to build community among East Shore members and friends. The 17 committee members are joined by other volunteers, the East Shore staff, the Youth Group, all the people who donate items and all the bidders who buy the items!

- \$55,000 raised for the Operating Fund!
- \$11,000 raised for moving expenses for the new settled minister.
- \$1,800 raised for the Youth Group
- 256 Live & Silent Auction items (trips, dinners, vacation homes, etc.) delighted bidders!



The 2017 Auction will be held on November 11th.

Endowment

The Endowment Fund was established in 1981 by members who wished to keep our church secure in the event of a severe financial crisis and also support the operating goals of the church. The Endowment Fund has been built up over the years through generous contributions and also by members adding East Shore to their will or estate plan.

- The fund is invested in a diversified portfolio of equities and bonds and has grown to over 1.2 million dollars.
- This year the fund contributed approximately \$42,000 to the operating budget as part of its regular 3.5% distribution program to support the church.
- The Endowment Fund is professionally managed by our advisor, Greene Wealth Management, and is invested in low-cost index funds—keeping total expenses to less than 0.75 percent. Where possible, we choose investment funds with environmental, social, and governance guidelines that are in line with UU ideals.

Operating Fund Development

The Operating Fund Development Team was derived from the Operating Fund Drive Team. The new team will raise funds for the Operating Budget, but will also focus on developing members into leadership positions and maintaining relationships.



- The team includes two co-chairs and two staff members, but events have happened thanks to the help from the Emily Dickinson Family, Membership Team, the Board, Anne Rittenhouse, and Connection Team Guides.
- We sponsored three events, a Lead Donor Dinner, the Pancake Breakfast and the Celebration Dinner.
- As of June 1, 2017: 242 members and friends pledged.
- As of June 1, 2017: \$718,605 has been pledged.

East Shore Live

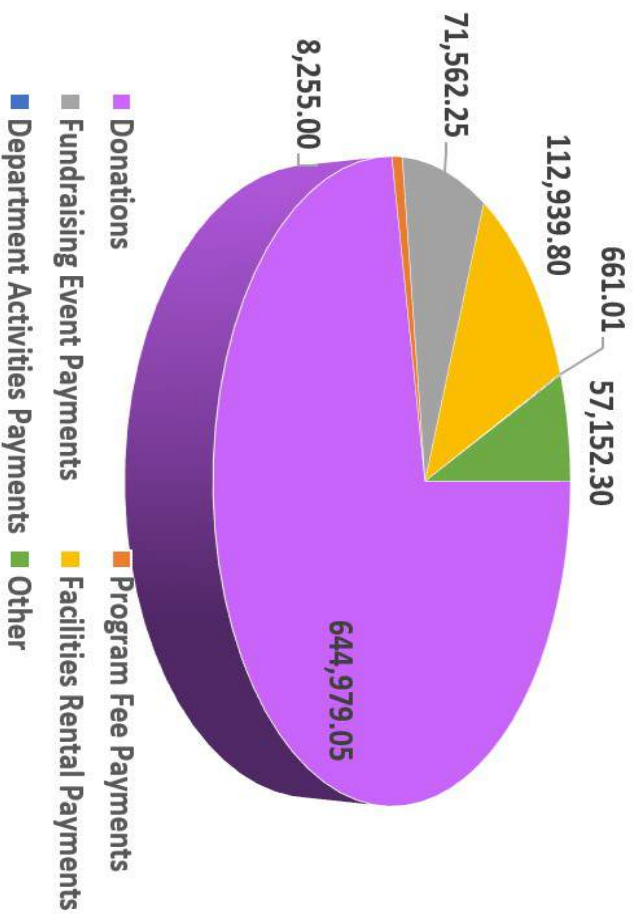
East Shore LIVE is a performance series featuring diverse artists in many genres from across the Puget Sound region. We offer extraordinary live performances each month (January through June) in a relaxed and family-friendly setting. Our goal is to make an evening that is intimate, interdisciplinary, interactive, and informal.

- We've sponsored 5 events, with one to go in 2017.
- Each performance has attracted an average of 50 paid attendees, at \$15.00 per ticket.
- Performers are paid with a portion of the proceeds.
- While most of the attendees are church members, we have had many non-members attend.

We expect that Season 4 of "East Shore LIVE: A Performance Gallery" will have some changes to be announced.

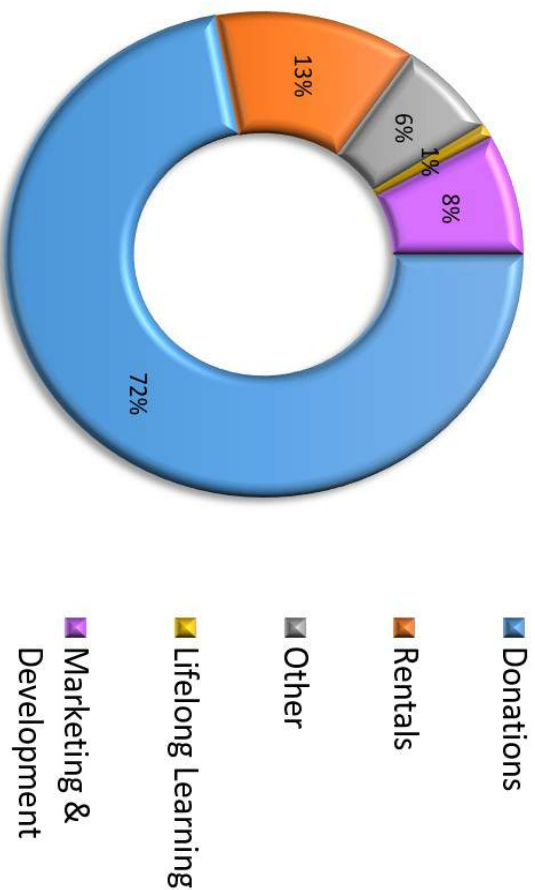


FY 2016/17 Apr YTD Operating Revenues

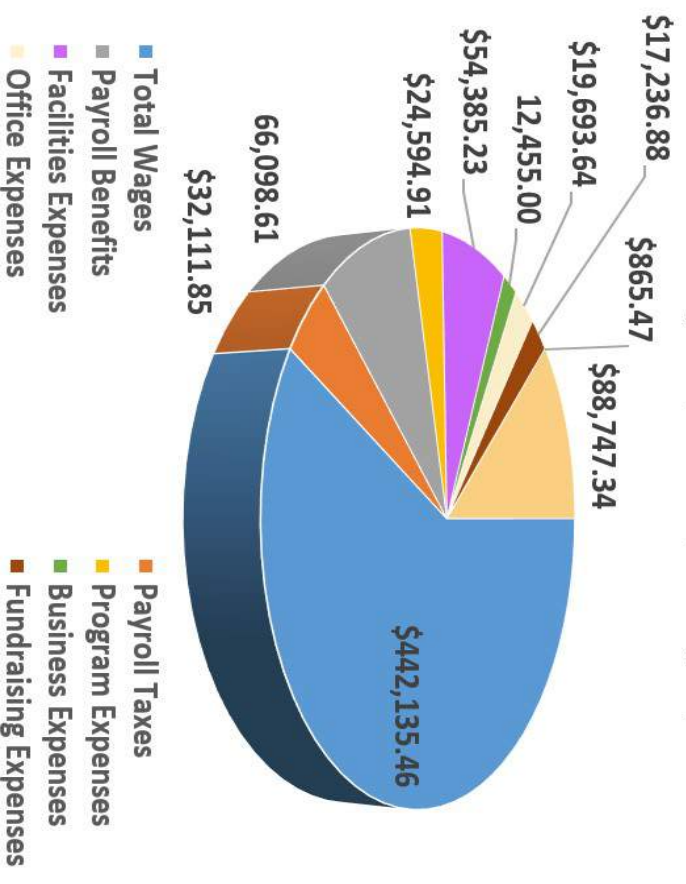


Income Categorized YTD

April FY 2016/17

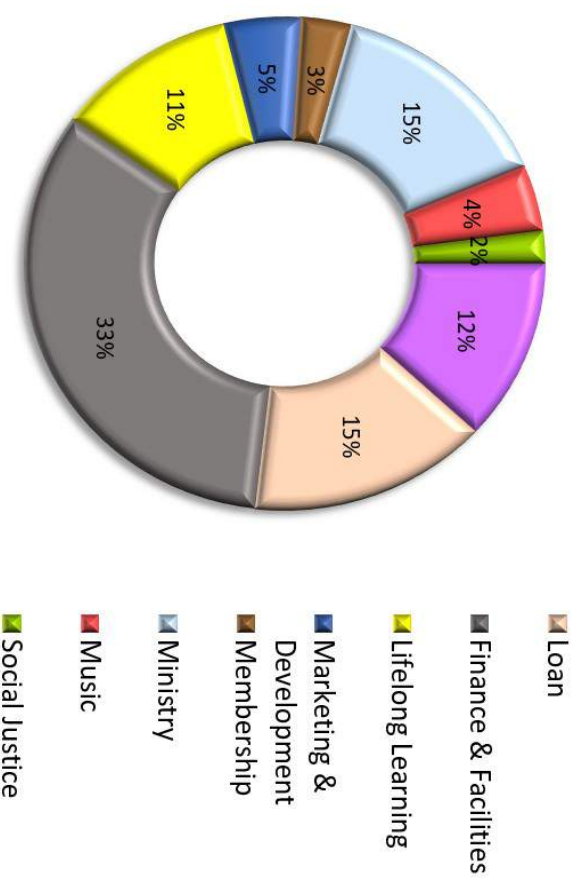


FY 2016/17 Apr YTD Operating Expenses



Expenses Categorized YTD

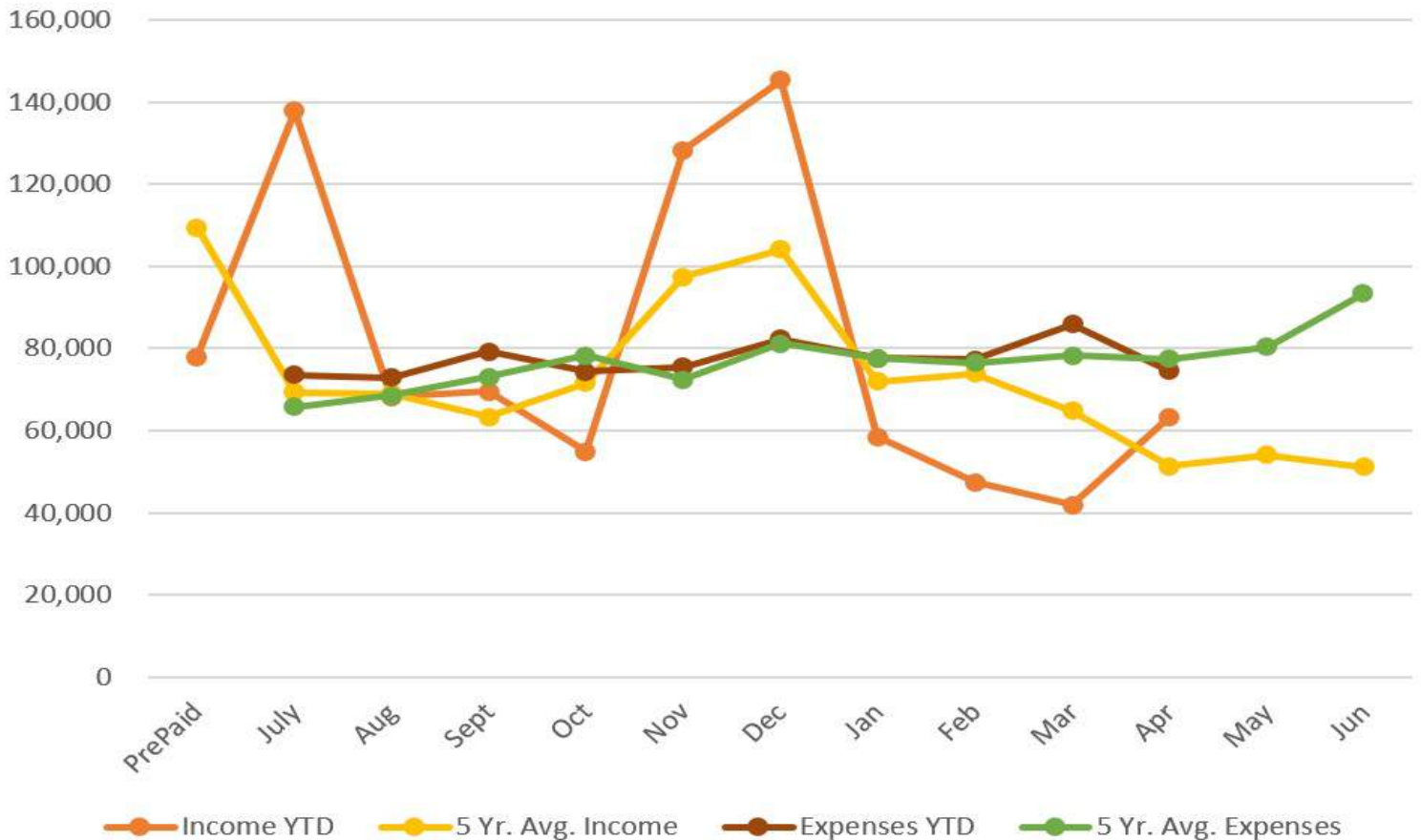
April FY 2016/17



FY 2016/17 Apr Operating Revenues vs. Expenses



FY 2016/17 Cash Flow by Month



2017-18 Important Dates

July

- 4 Closed for 4th of July
- 18 Board Meeting

August

- 15 Board Meeting
- 20 East Shore & You

September

- 4 Closed for Labor Day
- 10 Salmon Bake
- 17 RE Teacher Meeting & RE Classes Resume
Autumn Equinox Celebration
Community Faire
- 19 Board Meeting
- 22 Autumn Equinox
- 24 Earth & Social Justice Faire

October

- 1-31 Congregations for the Homeless
(limit Spring Hall activities)
- 1 Diwali
- 4 Blessing of the Animals
- 17 Board Meeting

November

- 5 Daylight Saving Time Ends
- 11 Veterans Day (floating holiday, offices not closed)
Auction
- 12 Gallery Show: Holiday
- 15 East Shore & You
- 14 Giving Tree Goes Up
- 19 Thanksgiving Potluck
- 21 Board Meeting
- 23-24 Closed for Thanksgiving

December

- 12 Hanukkah Begins (Sundown)
- 17 Christmas Pageant
- 19 Board Meeting
- 21 Winter Solstice Celebration
- 24 Christmas Eve
- 25-31 Closed for Winter Break

January

- 1 Closed for New Year's Day
- 15 Closed for Martin Luther King Day
30 Days of Love, Begins
- 16 Board Meeting

February

- 12 30 Days of Love, Ends
- 18 East Shore and You
- 19 Closed for Presidents Day
- 20 Board Meeting
- 23-25 Women's Perspective Retreat

March

- 17 Spring Equinox Celebration
- 20 Spring Equinox
Board Meeting
- 25 Palm Sunday
- 31 First Day of Passover

April

- 1 Easter
- 17 Board Meeting
- 22 East Shore & You

May

- 13 Mothers Day
- 15 Board Meeting
- 25-27 Seabeck
- 28 Closed for Memorial Day

June

- 3 Annual Meeting
- 10 Flower Communion
Potluck Barbecue
- 17 Summer Solstice Celebration
Fathers Day
- 19 Board Meeting
- 21 Summer Solstice