

# ESUC Board of Trustees

Minutes

March 20, 2018

<b>Minutes, Leadership Reports, Consent Agenda:</b>	<b>Com. + Board Liaison Reports Consent Agenda:</b>
March Board Agenda + Upcoming Events	P&G Com Policy changes – Ann Fletcher
Minutes of Last Board Meeting – February 20	P&G Charter Tracking Table – Ann Fletcher
Acting Board President's Report – Uzma Butte	Personnel Com BL Report – Jerry Bushnell
Board President's Addendum – Jack Slowriver Ref: UUA report – Anti-Racism-Rubric	<b>PC Review of State of WA Sick Leave Policy</b>
Finance – Treasurer's Report – Ryam Hill	HH Dev Task Force Update – David Baumgart
Interim Minister Report-Rev Elaine Peresluha & Membership + Communications Report ES Social Justice Ministry Teams Feb Report	Attached charters for Financial Stewardship and Developmental Minister Task Force
Director, Finance & Operations – Jason Puracal Appendices A&B – Income Statement, BS FY17/18 Appendix C - Financial Analysis / Charts, Appendix D – P-Patch Soil Analysis report	
Director, Lifelong Learning – Aisha Hauser	

East Shore Unitarian Church

Board of Trustees Meeting Agenda – March 20, 2018

Board Host: Tom

6:45 Social Gathering

7:00 Opening Words, Chalice Lighting	Tom
7:05 Check In/ Guest introductions	All
7:15 Representative from POC Affinity Group	Rhonda Brown
8:15 Approval of Consent Agenda	All
8:25 Discussion on various aspects of DM search	Ryam
8:35 Update on OFD	Tom
8:55 Update from Holly House Task Force	Marcy, Dave
9:00 Right Relations	Mark, Aisha
9:10 Executive Session: Adjourn to Executive session	

Upcoming Events for Your Calendar

- April Exec Council – April 12 (*Note the schedule change*)
- April Board Packet items due Wed, April 11: email to Dick Jacke (Volunteer 1)
- April Beacon Board Buzz due Wed, April 11 by Paul: email to Nicole Duff
- April Board Meeting April 17; Dave is host.
- Sunday Svc Announcement 3/25 Jerry, 4/1 Lee, 4/8 Jerry, 4/15 Mark, 4/22 Jack, 4/29 Marcy

## **Opening Words** – Tom’s reflection – A different kind of Tweet

*Gentleness is powerful. When we use gentle and loving speech, we are able to transform anger, fear, resentment and suspicion in our communication. The whole intention of loving speech is to understand the other person and to be understood.*

*We can only understand another person when are able to truly listen to them. When we can listen to others we can understand their pain and difficulties. Listening deeply to another is a form of meditation.*

*Brushing our teeth, cooking our breakfast, walking to the meditation hall – everything we do, every step, every breath should bring joy and happiness to us. Life is already full of suffering; we don’t need to create more.*

Thich Nhat Hahn

**Check-in** - The board of Trustees includes David Baumgart (secretary), Paul Buehrens, Jerry Bushnell, absent-Uzma Butte (Vice President), Tom Doe, Ryam Hill (treasurer), Marcy Langrock, Mark Norelius, and Jack Slowriver (president). The Board also includes our interim minister, Rev. Elaine Peresluha, absent-Jason Puracal - Director of Finance & Operations, and Aisha Hauser - Director of Life Long Learning.

**Visitors:** Louise Wilkinson, Rhonda Brown, Walter Andrews, and Mary Gleason.

**Housekeeping items: upcoming hosts, announcers, etc.**

We need a Board member to deliver Sunday Service Announcements May 6.

**Representative from POC Affinity Group** - Rhonda Brown

*[Note: In her early days at East Shore, Rhonda was actively involved in beginning the Beloved Conversations ministry, working with Rev. Peter Luton. Working with Mark Hicks (UUA), Rhonda has travelled to other UUA congregations to facilitate initial Beloved Conversations efforts. POC Group, and Ministerial Search Com are two of her current activities.]*

**We are experiencing discomfort** across the UUA at most congregations. I see significant changes in the demographics around Seattle. Things are different; everywhere.

The national government is also involved in significant changes.

The good news is that we have a foundational set of values to help us through all this change. Regardless of who stays or who leaves, things will continue to change. We cannot go to Google Maps to help us navigate to a safe place.

The more focused we are on discomfort – the easier our path will be. Uncertainty is a key driver of discomfort. People look for stories or leaders who will lead us into certainty – but this is usually a false path.

Racism – Rhonda’s son has experienced racism and discrimination while he is performing his work. Racism is alive and well in Seattle – it is the water we swim in.

Peter Luton and I had talked about getting enough people involved in Beloved Conversations and Racial Justice, so that we would reach a tipping point. However, today, it feels like we are even further from the tipping point. Seeing racism in our church is really hard.

What does East Shore stand for? Can we open up an aperture to accept another way of doing things? What role do you as leaders play in helping ESUC go along this path? She referred to what happened at Charlottesville.

As we bring in a Developmental Minister – we all need to address these questions. It feels like there is a lot of divisiveness now, and we all need to agree how to go down this path.

I also want to say how thankful I am for Elaine for her leadership and for giving us the space to be able to move down the path of discomfort. I am also grateful to Aisha who has been such a good friend.

Here is what I need – East Shore congregation needs to be authentic. I need to understand how we feel. If you want to address racial injustice – do it because this is how you feel – NOT to make the POC group feel better. After 7 years of effort and initiative, it is amazing how much pushback is still out there. You need to decide what you want and how to proceed.

[discussion]

Opening one’s aperture can be very spiritual. [There was general agreement on this point.]

Rhonda asked: At your next retreat – what bold step are you willing to take? You can’t just focus on trying to keep the water calm and comfortable.

Jack: I believe we need to draft a very clear message against racism and discrimination.

*[Note: Jack’s proposal to send a clear message was approved by the board as part of the consent agenda.]*

Walter: – I have been out for most of three months because of illness and when I returned – I heard about the CB and was disappointed to discover they were not collaborating with anyone. Why are we tolerating this? Peter Luton would say that we will all change or we will all grow old together and the church will die. He was right. The white folks need to say this is not to be tolerated. If we left this up to the kids, we would be out on the streets and marching.

Louise – I have a proposal – we should do a restorative justice circle because of all the pain and hurt that we have been through. This community needs to be healed. The people who have done damage need to own the hurt and help us all move forward.

Rhonda – we need to focus on our own stuff – our own systems – before we reach out on external projects. Start with the leaders – make a bold statement, and then work with the congregation.

Mark – we should start with our leaders.

Marcy – we are creating the model – and that calls for a lot of courage and the space to make mistakes.

Rhonda – there is no way to be perfect in this effort – just try it and see what works. And then try again.

Paul: these times are historic – let’s make history.

Louise will bring the board information about restorative justice.

**Review of Board Agenda + Consent Agenda** - (see content of Board Packet - all Board members are expected to review the entire Board Packet prior to the Board Meeting) - Jack asked if anyone requested to move items from the Consent Agenda to the Discussion Agenda. No items were moved

### **Approval of Consent Agenda - All**

There was discussion centered on Jack’s proposal to issue a clear statement opposed to racism and discrimination.

Jerry moved and Marcy seconded that we approve the Consent Agenda. Motion passed.

### **Consent agenda major topics (see Appendix 1)**

- Jack proposed: We will draft a statement in support of anti-racism at ESUC. (Ref: our End Statement)
- Ryam attached the Financial Stewardship and Dev Minister Task Force Charters for our approval.
- Ryam reported that March 24 is last date for teams to provide budget requests. Budget town halls are scheduled for March 25 and 26 – and attendees will review a current draft.
- Elaine reported: OFD Training in progress for Board Members + Church Leaders. To date, a minimal response, 25 out of 70.
- Elaine and Jason reported: Met with Rev James McEachran (St. Andrews Lutheran) who helped to found Imagine Housing. He has been invited to the April 7 first Saturday coffee to talk about Affordable Housing.

- Jason reported that an April town hall for the Holly House Developmental Task Force is now planned to provide current status of all proposals. Eventually, the congregation will vote to sell to an Affordable Housing bidder or a Market Rate bidder. [Note: the Town Hall is now scheduled on April 22.
- Jason also stated that the Board must decide if the current HH Dev Task Force should be responsible for negotiations with bidders.

### **Developmental Ministry Task Force – Ryam (chair)**

Ryam provided an update – her task force is meeting weekly and preparing for the first DM candidate. Keith Kron (UUA) has led us to believe we could see the first candidate within a week or two. The Task Force has formulated their interview strategy and are fine tuning the list of interview questions. It is their objective to be able to act quickly to respond to the first candidate.

Ryam stated that the full DM Application will be posted and made available for the congregation to view.

### **Operating Fund Drive Annual Campaign – Tom (chair)**

Tom stated that there will be a fund drive, but that many of the details still need to be worked out. The Membership team is working with Tom to plan the drive and include:

Chris Struble, Nicole Duff, and Rev. Elaine

Elaine pointed out that to date, we have had a poor response (25 out of 70) for requests to get people trained as Visiting Stewards / callers. She even raised the question if there should be a fund drive. After much discussion, the board reached consensus that yes, there should be a fund drive. There was some discussion about an ongoing year-round fund drive.

Elaine spoke about a Member Brunch that will be planned within the next 4 weeks, perhaps on April 15. She recommended that the Board should host and actively support this event. Several members spoke in support of participating in the calling, to enlist other leaders or members of the congregation.

### **Holly House Dev Task Force Marcy (chair)**

Dave has filed a Board Liaison report and referred the Board to this report for an update – given that the hour was late. Marcy confirmed that we were now working towards an April 7 presentation at First Saturday Coffee, an April 22 Town Hall, and then prepare for the annual meeting. At the June 3 annual meeting, the congregation would be voting whether to go forward with an Affordable Housing proposal or a Market Rate proposal.

We raised the question of whether the HHDTF charter should be expanded to include negotiations with the bidder(s). The Board quickly reached a consensus that the Task Force should consider negotiations within scope.

### **Right Relations Board Norms – Mark and Aisha**

Mark spoke about the effort to improve the capacity and capability for the East Shore Facilitator Team. Mark and Aisha requested that the board participate in Developing a Covenant of Right Relations, and passed out a survey sheet that should be returned to Mark or Aisha.

### **Executive Session – Jack Slowriver (President)**

At 9:10pm, we adjourned to Executive Session. All of our visitors had exited the meeting, earlier.

Our board meeting ended about 10:10pm. Our next board meeting is April 17, 2018.

Respectfully submitted by David Baumgart, Secretary, ESUC Board of Trustees

**OPEN ACTION ITEMS: DAVID BAUMGART HAS REPLACED THIS SECTION WITH A PLANNING DOCUMENT THAT IS AVAILABLE UPON REQUEST. THIS PLANNING DOCUMENT ENCOMPASSES 9 DIFFERENT TIMELINES THAT ARE THE RESPONSIBILITY OF THE BOARD.**

## **Appendix 1**

**The Board adopted or supported the following decisions, below, as part of the Consent Agenda Approval:**

### **From President's Report**

- We will draft a statement in support of anti-racism at ESUC. (Ref: our End Statement)

### **From Treasurer's report, page 8**

- Ryam attached the Financial Stewardship and Dev Minister Task Force Charters for our approval.
- March 24 is last date for teams to provide budget requests. Budget town halls are scheduled for March 25 and 26 – and will review a current draft budget.

### **From Minister's Report**

- OFD Training is in progress for Board Members + Church Leaders. To date, a minimal response, 25 out of 70.
- Met with Rev James McEachran (St. Andrews Lutheran) who helped to found Imagine Housing. He has been invited to the April 7 first Saturday coffee to talk about Affordable Housing.

### **From DFO's Report**

- An April town hall for the Holly House Developmental Task Force is now planned to provide current status of all proposals. Eventually, the congregation will vote to sell to an Affordable Housing bidder or a Market Rate bidder. [Note: the Town Hall is now scheduled on April 22.
- The Board must decide if the current HH Dev Task Force should be responsible for negotiations with bidders.

## **CHARTER TRACKING TABLE**

Henceforth, the Policy & Governance committee will be tracking the various updates of charters. Please refer to the Board Packet, pages 33 - 36

**END OF MINUTES**