

Minutes, Leadership Reports	Com. + Board Liaison Reports
July Board Agenda + Upcoming Events	Personnel Committee – Jerry Bushnell
Minutes of Last Board Meeting –	Policy and guidance committee- Ann Fletcher
Board President’s Report – Tom Doe	ES Social Justice Ministry Teams- Lynn Roesch
Finance – Treasurer’s Report – Marcy Langrock	Holly House Development Task Force – Dave Baumgart
Ministers Report – Stephen Furrer	
Exec Dir, Finance & Operations – Jason Puracal Appendices A&B – Income Statement, BS FY17/18 Appendix C - Financial Analysis / Charts	
Lifelong Learning – Aisha Hauser	

**ESUC Board of Trustees Meeting Agenda – December 18, 2018**

ESUC Board of Trustees				
December 2018 Agenda				
18-Dec-18				
Host	SLT			
Start	End	Duration	Topic	Lead
6:45	7:00	0:15	Social Gathering	
7:00	7:05	0:05	Opening Words, Chalice Lighting	Steve
7:05	7:15	0:10	Check In	All
7:15	7:35	0:20	Consent Agenda	All
7:35	7:55	0:20	Nominating Committee and Open Board Position	Connie, Dennis
7:55	8:15	0:20	Holly House - Update and Timeline	Linda, Dave
8:15	8:35	0:20	Board Goals	Tom
8:35	8:45	0:10	Operating Fund Drive	
8:45	8:55	0:10	Executive Session	
8:55	9:00	0:05	Closing	Steve

**Upcoming Events for Your Calendar**

- January 2019 Exec Council – January 8th
- January Board Packet items due Wed, January 9th by end of day: email to Volunteer 1@esuc.org
- January Beacon Board Buzz due Wed, *Date*, email to Nicole Duff
- January Board Meeting January 15th Tom is host.
- Sunday Svc Announcements:

• Date	• 9 AM	• 11 AM
• 12/23	• Dennis	• Sara
• 1/6	• Jerry	• Open
• 1/13	• Open	• Open

• 1/20	• Open	• Sara
• 1/27	• Jerry	• Open

- Please sign up at <https://www.signupgenius.com/go/10c0d4ba4a72fa1f94-sunday>

**Opening Words: Reading by Rev. Steven Furrer from a book in our own library.**

**Check In:**

Marcy, upset with school lockdown. Lee, first anniversary of train wreck, Rudy is doing well. Dennis caregiving for his mother in Chicago. Connie H. enjoying being a grandmother at Christmas. Martin Cox, his first board meeting. Aisha, got to meet daughter's boyfriend, son going to Western. Steve is trying to get used to the rain. Daughter will be visiting for 10 days. Mike Radow visiting. Dave is turning 70. Sara happy to be here. Fund raiser Saturday night Century Ballroom. Ann Fletcher here to keep up with what is going on. Had a 30<sup>th</sup> annual family sing along. Daughter coming to visit. Mark will spend Christmas in Hawaii, he already had family Christmas. Tom younger daughter visiting from New York.

**Visitors:**

Connie Hirnle, chair Nominating Com  
 Martin Cox and Kirstie Lewis, Manny Brown - Nominating Com  
 Linda Freeburg, Chair of Holly House Development Task Force  
 Ann Fletcher, Chair of P&G, and ESJCC

**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) - Tom asked if anyone requested to move items from the Consent Agenda to the Discussion Agenda.

**December 2018 Consent Agenda Voting Items**

- Charters for Finance Team, Facilities Team, Grounds Team, Flower Team, Memorial Garden, and P-Patch.
- Funding for the Holly House Dev Task Force Feasibility Study, ref: David Baumgart's BL report.

**Items Removed from Consent Agenda:**

Dennis: Items in financial charter

**Discussion about Consent Agenda:** None

**Vote on Consent Agenda:**

Dennis moved, Sara seconded. All voted yes

**7:35 – Nominating Committee and Open Board Position** (Kirstie, Martin, Manny, Connie – chair)

Handed out a timeline for decisions, not including replacing Uzma  
 Finding someone to be secretary and VP will be most challenging  
 Connie would like to get someone now to be on board to get experience prior to July.  
 Dennis and Jerry will be helping with this.  
 Much of the nominating job is marketing  
 There is a form for indicating interest in a leadership position

There is a job description for Board member, listing the basic commitments.

Officer job descriptions are being worked on right now.

Candidate is list due by Feb. 15.

Nom Com would like to have a non-voting youth member attend board meetings, they will work with Aisha and Amanda Uluhan, and new job description would be needed.

Marketing ideas to find candidates:

1. **Obstacles** – younger people do not have time
2. **Diversity** – Color, gender, age, duration of membership
3. Connie would like board members to **give testimonials**, especially young members
4. **Potential sermon** on importance of leadership for the church
5. Connie would like **marketing ideas**
6. Connie would like to hear from us about people who might be on the board to replace Uzma, the committee can help, and the board will make the final decision

Mark mentioned that we should consider inviting people to attend virtually with our new AV equipment

Tom notes that we are short on volunteers in general, with many committees running with too few members.

**Mentorship by Dave and Jerry**, thinks that the job description is daunting. He is willing to be a mentor for new board members and secretary elect.

Sara points out that previous board experience is not necessary, training can be done

Multiple board members voiced support of the youth representative idea

#### **7:50 Holly House- Update and Timeline** – David Baumgart and Linda Freeburg (Chair)

Dave notes that the team is really busy, with three ongoing threads. They have visited bidders.

Disappointed that Homestead has withdrawn their offer.

Dream Big initiative has had multiple workshops and town halls

Market rate real estate effort, very close to signing a contractor with a broker

Dave is very impressed with Linda's leadership

Linda:

1. Timeline: Linda thinks that we are on track for a March vote. They are working on how to structure the vote. Mark wants to discuss how the board wants to be involved in setting up the actual ballot. Tom recommends having a special board meeting. Dave recommends that Linda attend executive committee meeting on Feb. 5<sup>th</sup>. Lee points out that the board should make the decisions, not just the executive meeting. Sara will be gone the month of February.
2. Dream big data: Team has been talking about collating and sharing information. Much has been gathered, and it is information that belongs to Eastshore. They have a list of ways that they would like to share the information. There is a master list with categories, with raw data, not edited.
3. They will take pieces of the list to add as teasers to get people interested in looking at the detail. These can be on our video screens, and maybe signs in entry paths
4. They would like to involve children, come up with dreams, drawn and written. These could be put in gallery.

5. The dream big process produced a lot of honest discussion about what people vision for east shore
6. The committee has had some feedback that the dream big process is just to make people more likely to want to vote for a market rate sale.
7. There will be two more sessions prior to publishing the list, hope to publish by January 2<sup>nd</sup>.
8. Tom points out that this list will be helpful for the board, both for planning and fundraising.
9. Linda noted that at each dream big session it was noted that this is not a direct church budget discussion
10. Linda notes that the committee is thinking about a preliminary straw vote or maybe a survey, getting a feel about consensus and how people would people will accept the vote if it goes against them.
11. Martin wanted to clarify that the vote is about selling the property, not what the money will be spent on. The team is spending much time on designing a voting process that will bring people into the process and serve as a springboard for the next steps.

**7:43– Board Goals:** Each goal should have a staff member, board member, and a church team (e.g. Goal 3, Aisha and Steve staff, Mark, Beloved Racial justice)

2d Paul and Sara

4b Lee and Jerry

4c Jerry

Plan split 4d to 4a and 4c, Tom will consolidate.

Tom will add developing a strategic campus plan

**8:28 Right relations discussion about funding training** with Pam Orbach.

Mark moves to spend \$20,000 to accept the RR proposal to hire Pam Orbach for 2019. This is an unbudgeted item which will be funded from the general reserve. Jason will draw up a contract. Board will participate in the process in a leadership role. The RR committee will direct and monitor the process Seconded by Dave Baumgart. Unanimous vote

Jerry concerned about spending money when we already have a negative budget

Consensus was that the board should be part of the training, in order for it to work.

Tom thinks it will be a very good thing to do

Dennis is not comfortable spending the money, but thinks that it is vital for us to get out of the patterns we are in. He thinks that this training will help us maintain and grow membership

Aisha has seen results already with difficult meetings working well and not ending in divisiveness

Marcy notes that we still have a budget deficit, but are doing better with increased rental income

Ann notes that we will also have unbudgeted expenditures on tree removal

Steve notes that we have to take this on faith

Respectfully submitted by Jerry Bushnell (Recording Secretary) and David Baumgart (Secretary0