

Dream Big – the Big List of Dreams

If you would like to add your dream to this list, talk to a Holly House Development Task Force member or send an email to DreamBigHHTF2018@gmail.com .

Dreams from Lay Leaders – Sept 15, 19, and 23, 2018

Expand Education building

Expand Spring Hall kitchen

New playground equipment

Make ESUC more visible in the community

Recognizing history of Holly House and the legacy of the decision we make now

Pay off mortgage

Hire additional ministry

Develop lower parking lot

Sell Holly House to the highest bidder to support affordable housing and social justice

Develop an after-school homework program to increase ESUC's visibility in the community

Honor our responsibility to steward the land

Engage with the community to understand the value of the land

Process includes all possible users of the land

Process helps congregation deal with difficult decisions in loving, caring ways

Make the campus a model for environmental sustainability and energy efficiency

Open space is precious

Nurture the natural beauty of our land

Establish social justice endowment

Use ranked voting in the congregational vote

Include decision-making criteria besides money

Use the process itself to engage with and increase visibility with greater community

Create a larger communal space for coffee hour

Ensure financial stability and sustainability

Sell property at highest gain for the church. Donate 1/3 of the money to agencies that have a history of providing low-cost housing

Configure RE space to support weekday affordable childcare

Put money in....Capital reserve fund (\$300-1600K), Social Justice trust fund (\$100K), affordable housing contribution (\$1M)

Beacon in Bellevue: lecture series, movie series, expanded music programs (Sunday + East Shore Live and Chalice Players)

Permanent facilities (buildings and grounds) reserve fund for maintenance (not a capital fund)

Financial sustainability/security to ease anxiety so that we don't have to worry about fund drives and pledges

Dying a slow death—invest in our own institutional infrastructure—need a strategic planning process that allows us to invest in our own institution spiritual/community infrastructure and to dream and move toward our mission and values—not just financial

Document storage system that is software based with various levels of security—a server? A networking system? Intended to improve communication and transparency and to help with institutional memory, and help people know what's going on —ALSO... improve capacity of lay people and staff through training, like prof development for members and the community, about interpersonal relations, communication, race, and many other topics

Get rid of the debt; have an integrated focus that works with the Bellevue community around affordable housing and related services

Develop a strategic plan that's not only financial but also considers the impact we can and will have in the neighborhood—need a land management plan that brings in more community voices like Bellevue city council, affordable housing folks, community members, environmental and land justice reps—we are operating very quickly without a plan and she wants the conversation to be more inclusive, it's not just about us; it will impact the larger community and members of that community need to be at the table for a longer discussion before we take a vote; we need a principled process that is inclusive of the community

We need a third caretaker—groundskeeper—and hire a full-time front time office person—lots of repair needs to be done (toilets, carpets, paint) all of which affects rental capacity

There are groups that could use \$\$ towards affordable housing efforts better than the church; there are organizations who can get the \$\$ to the people who need it most

Figure out the best way to use \$\$ for affordable housing and make a decision as a congregation about that (as a separate decision), rather than making the choice a binary between affordable housing development on the HH site vs. market rate development on the HH site

If we want to build low income housing, we have to start talking to the neighbors soon

Better support for members and friends meeting in community—hire someone for childcare—transportation and mobility issues, along with childcare issues, are huge barriers to new members

Programming money for ES Live to bring in more community members and facilitate partnering; hire a light technician, floor to ceiling curtains, sound technician—expand programming, including groups inside and outside ES—add an accompanist to the choir, boost Eric Barnes' hours, increase budget for purchasing music, bringing in musicians

Adding an accompanist to the choir

Boosting Eric Lane Barnes hours to 30 per week

Boosting the music budget to include more purchases of new music, hiring guest musicians, rhythm section

ESUC having a unifying focus that impacts & integrates with the Bellevue community. I like the ideas about affordable housing with other social justice impacts all integrated in one large focus area on former Holly House space. Allows for serving our values & community concretely here at home

Financial health: ease debt, improve reserves, decrease financial anxiety (and dwindling pledges). Housing – solve homelessness, most “bang for the buck”, public visibility. Community support, caring, more involvement in community, visibility. Ease “silo-ing”

Social Justice warrior training [taking a positive view, a social justice warrior is a person who passionately expresses, promotes, and defends socially progressive views]

To do social justice we have to have a strong congregation. How to strengthen congregation.

We are a church. That’s why people come. Support spirituality; roots in ‘church’ idea – strong ES community that finds shared purpose that inspires action inside and out. Act in way would have others be in the world. Not what or what we do but creating a foundation and structure in plan. Strengthening foundation of what are shared values. Strong community, lot of engagement, strong leadership. Be inspired by what our values are. The idea of people being the church. Process to bring strong community. Build inspired action and commitment around shared purpose that is built around our values

Add diversity to comprehensive strategy

We have mission and any bright idea or dream that serves this mission should be aligned with our mission. We are here to serve the mission of this church. Motivate our congregation to expand stewardship. Should reach out externally and help people in need in way that is sustainable. Expand outreach to community and people will want to join us so we get diverse and growing membership

The ‘why’ is more important than the ‘what’ or ‘how’

Help people in need effectively

Be sustainable for the long run

Move and expand pea patch to open hillside SW of the church

Dreams About the Music Program – Oct 7, 2018

A desire to take music at ESUC to the next level, through

A professional accompanist for the choir

Regular piano tuning

Paid section leaders in the choir

Choir memorizing the music so that they can focus on conductor (ELB) and produce higher quality performances

Professional musicians and a drum set for a house band

Occasional professional musicians to perform, including classical musicians, and other specialists

More variety of music styles and genres, including proper payment for sheet music as needed

More jazzy, fun and playful hymns, especially before the children leave the service

A children's choir and/or intergenerational choir

A drum circle

A handbell choir (mentioned by a choir member who couldn't attend)

More sing-along events, folk songs, classical get-togethers, etc.

More theatrical productions (reviving Chalice Players?)

More involvement of children and other members with music talent in services

Much more of ELB's time to arrange and rehearse the above

Benefits of this for the church will be

An exciting and attractive music program will bring more people into the church, giving us more potential members

More diversity will appeal to a wider variety of people, especially younger people and people of color

A high-quality children's choir will attract parents who want their children to participate, leading to more spiritual growth of the children

An intergenerational choir and drum circle will attract those who want to participate in music, but have limited skills in music, enriching members' experiences

Higher quality performances enhance the spiritual experience and strengthens the communication of the service message

More involvement of the broader congregation strengthens the community of East Shore

The congregation appreciates quality performances, so we need to be agile and have the ability to deliver different genres

Paying for more hours (full time) for ELB, for sheet music, accompanist, section leaders and professional musicians supports our values as a church, respecting their professional talents and time commitment

The original dream of East Shore Live is to provide high quality, professional performances, widely marketed to attract outside people to the church. Other ideas that could be added include

- a classical performance

- a children's performance

- acts linked to other parts of the church, e.g., social justice emphasis

To take ESL to the next level, the following are suggested:

- Funding for marketing of ESL in the community

- Professional curtains for the Sanctuary windows

- Professional lighting for the Sanctuary

- Risers for the choir (added after a choir member reviewed these notes)

- Tablets (iPads) to take credit card payments more easily

- A popcorn machine

- An ice making machine

- Tall bistro tables and chairs

- 200 stemless wine glasses

- Paid staff to manage operations at large events

For East Shore to become better known, we need to reach out into the community more often. Ways this could be done:

- Choir performances at outside venues where potential members may hang out, e.g., Crossroads

- Partnerships with other non-profit performance organizations or spiritual groups, to participate in East Shore Live, to use our sanctuary as an affordable venue, to perform during services

- Bringing in a children's choir that some church members already participate in to perform at ESUC

- Strengthen relationships with other UU churches in the area, joint performances, travelling choir

The money potentially available from Holly House will be a one-time lump sum. Some could be invested in a fund to provide a regular income. Paying off the mortgage would free up more regular income. Attracting more members to the church in the long term will bring in more regular income.

It's important to think strategically about the use of the potential Holly House money, to use it for items which will be investments, bringing in more members and money in the long run, which in turn would enable us to reach more people, provide more music, more social justice, etc.

One view expressed was that enhancing the music program is adding "pebbles" whereas paying off the mortgage, providing for the homeless and other social justice programs are more like "boulders" – much more important.

Dreams from the Teen Youth Group- Oct 14, 2018

Carrie talked with Teen Youth Group leader Amanda Alice Uluhan and they decided to focus on a big-picture discussion about community. Amanda and Leatha McKenzie intend to continue the discussion and weave it into ongoing conversations with the youth.

How do you define community?

- scientific definition is a specific area wherein multiple species are interacting with each other
- congregation
- group
- beliefs shared by people
- a common ground
- the rule set is broad minded
- doctrine/no doctrine (we're welcoming of all beliefs)
- "love is the doctrine of this church"
- must be careful how you create community and impact other communities
- consider what is destructive in how communities operate, i.e., ignoring or not respecting other communities, vs a constructive community would be helping to foster other communities
- you want to be aware of which one you are doing

What is important about ES community?

- everyone matters - safe place – a place where we are not afraid to be ourselves
- we can show up and be together
- [discussion about how we can be together while being different] does everyone share beliefs? does everyone do the same thing? how are we similar and different?
- even if we, hypothetically, all thought the same things, do we even act the same way?
- this community is surrounded by people who have ideas and interests
- this is a gathering space
- there are physical and online gathering spaces

Dreams About Building Facilities & Grounds – Oct 16, 2018

Capital reserve fund/plan

Contact Nichols brothers to see if they will move Holly house

Need to remove several trees on recommendation of arborist. Some need cabling or thinning. Significant cost. May need arborist every two years to review tree health and needs. Will get bids. Locked into doing tree work on Saturday because of parking lot use. Liability issues

Best to do lots of communications before take tree down as people have strong feelings about trees

We should have several architects/interior specialists look at our church for creative ideas of how we can use/expand our space but keep the spirit of the buildings and settings. Experts may be able to imagine things we miss

Improve the acoustics in the North Room and Spring Hall. I am not hard of hearing but find the loud din of a full room of people talking almost unbearable and certainly not conducive to conversation

New, bigger kitchen for Spring Hall

Maybe a way to get more space in North Room and redo south side of sanctuary

Make sure all furniture is clean and in good shape. Some of the chairs in the library are dirty or very worn

Bigger kitchen in Spring Hall for the benefit of church programs

Close off hallway at end of hall in bottom level of Ed building where washer dryer is

Facilities team has wish list:

- Expand North Room out to roof line. Acoustics of North Room being researched

- Expand North Room

- New Playground equipment. Old and past its prime. Becoming unsafe. Not do anything until know what to do with Holly House. Looking to make a master campus plan. Need a fence at playground for liability. Keep our kids in and other kids out

RE building could be extended. If we are going to grow membership it means more kids. Get RE to give forecast as to when need extra space

What can we do to attract young families to attend? Not keep asking for money. Have chance of raising significant \$ to attract folk to this church. Families so tied up. Have to make really attractive to compete with family activities/sports

Think outside the box. How use proceeds of HH sale to build into the future. There is a list of projects developed by facilities and grounds team. Can you think of things to do within grounds and facilities that would bring more people in and make ESUC more attractive?

When people learn I come to this church they invariably say "oh that church is soo beautiful with all those trees." That is how we are known in the community; more than our social justice initiatives

That may be a reason we can use to attract people here. The beautiful grounds.

If you are a new member, how does North Room work to meet new people? That is the outreach and action area. That is what we should be supporting (current budget too small)

Promote ES

ESUC is loaded with leadership people and there is lots of opportunity to get out and do things.

Hard to get young members to [become] involved in North Room. Need leadership pipeline. Hard to get younger people involved in volunteering

HS group that had auction item to do grounds work – they were great workers

Partnering with youth group to do grounds now and again

We need to account for earthquake preparedness in our maintenance costs

We are working on earthquake preparedness and certifying we could be red cross shelter. City is interested in ESUC being this. Need to get certified. ESUC working on this to some degree. Red Cross would provide trailer filled with supplies. Need place to put the trailer.

Shed for grounds storage needs new location. Working on where. Nice to have more security for expensive equipment.

Pay off the mortgage – ‘yes’ by all present

We need a third care taker

Improved lighting/sound

Lightening up the walls

Increase capacity in the Sanctuary

Improvements to the facilities to increase rental income

Increase capacity of the facilities

More secular events leading to ESUC becoming a community hub

Community services/programs

Partner with existing organizations

More welcoming to families: pre-school, after-school tutoring

Lecture series

Musicals

Family Village night

Saturday activities for families

Increase parking

Pea patch on vacant land across SE 32nd Street

Better lighting

Easier access

Covered walkway

A Potpourri of Dreams – Oct 21, 2018

Fund membership outreach, both leadership and activities; booths at regional events, direct mail, advertising, use of social media; fix the website; growing membership should be a high priority

Use money to provide financial stability; want the money to be for us, pay off mortgage, give Aisha more money, bigger choir; stop the budget ups and downs; use it for activities after mortgage is paid off

Take high bid and use some money to donate to affordable housing efforts; big decision; affordable housing has so many factors to consider and is so complicated

I don't want a large amount of money in the endowment, it just sits and we live off it and then suddenly, it runs out; last time we had a large pot, we were going to grow the congregation and it didn't happen; it's a trap to have money that gets spent gradually on expenses; bad PR will drive people away and will not sell the church to potential new members; we can't look like we're ignoring social justice issues, or it will come back to bite us; let all the money go to an org that can use the money to help the most people

It's complicated - the funds under consideration are not provided by ourselves; these monies are not designed to support ongoing needs (such as mortgage, maintenance, expansion of No. Rm, music program, E. Shore Live, or a second minister); our own pledges should support many of the proposed dreams (seen on the slide); I believe these monies should support the work of the church: outreach and social justice as described; it is MY responsibility to help pay off the mortgage, maintain buildings and grounds, hire new staff, through my pledge

Full time competent office manager; associate minister; pay off mortgage

Paid technology support; we aren't taking care of basic expenses through pledges, it's hard to determine how to spend windfall vs other things to do with it; windfalls are dangerous, like the lottery; suggest for now that we put the money away for 5 years so that everyone gets to calm down and accept the decision and when we're on more solid ground financially, then say some percent (say, 2%) is available; more emphasis on how to manage rather than how to spend the money

We need a fund with a steady stream of interest over some years; we cannot pay our expenses with our membership; we need to grow our membership; publicist to get right info out there; people don't know that we exist

This place is hard to maintain; things are old and broken; 3rd caretaker to cover when one of the guys is sick or on vacation

These ideas are not in priority order but would like to divide money between the following: pay off or pay down the mortgage; leadership training, which speaks to the growth piece because if we don't grow, no matter what we do with money, we will still need our membership and pledges to grow—it's like planting a seed, so if people are trained to taking our assets (programs, activities) and helping them work better, they will, and leadership can make our efforts more visible, more efficient, activities more relevant; fix the website

In response to definition of social justice warrior [taking a positive view, a social justice warrior is a person who passionately expresses, promotes, and defends socially progressive views], do we need an outreach warrior who would talk up our education program?; our 7 principles

All discussion going in one direction or one other direction; can we talk about both / and; let's decide on affordable housing and also use some money inwardly; for example, second Sunday lets us reach out to

the community; Sophia's way is good outreach because it supports people outside the church; let's think about both / and, rather than either / or

NOTE: "how to spend the money" will not be attached to the vote

1 million is not much and if we all spend it with our dreams it will be gone; when the budget was in bad shape, it was only saved because 4 people died; pay off the mortgage

A program in Boston in which a church created musical events like a Broadway show; it brought youth into the church to enhance skills; also large choirs

This is a one-time payment, it needs to be applied that way; maintenance; invest it

I want to support ongoing social action, especially for the homeless; sell for affordable housing to people who really need it; questions include "is it really affordable?" and "would it remain affordable forever, or how long?"; can we do both, i.e., sell for affordable housing and pay off the mortgage and do outreach to grow the congregation?

Grow the church; outreach very important for making the church stable; music program and education can help the church grow; when considering the 4 pillars shown on one slide (the 4 categories for spending the money), I see that if money is only spent on one, then the others will be shortchanged; grounds has substantial costs identified in near and long term

Building maintenance, pay down the mortgage (not pay it off), music program, support affordable housing

Give all the money to a non-profit to use for building affordable housing; spend some money on advertising for our church

Pay off the mortgage; enlarge the No. Rm.; invest and use the income for maintenance

Paid technology support

Dreams About a Campus Master Plan, Land & Building Assets - Oct 23, 2018

FROM THE LAY LEADER MEETINGS:

Dream of using ES parking lot. Could make building bigger and taller than on HH property. Could be retail, parking, use it for church office, and use present ES office space for something else. Make significant impact on affordable housing.

Future likely to be a mostly diverse population. Need strategic plan. Can't think about campus in isolation. Need site, mission, and financial master plan. Look at region around us. Bellevue has to have published growth plan for area. Come up with ES site plan in light of this. Think about what size we want the church to be based on community we serve.

Thought is that there would be big bids for developing multiuse property. Offices, parking, low income housing, etc. We are at junction of two highways and public transport— a magnet for long term growth

Could be more cost effective to build out lower parking lot

One big idea is to develop lower parking lot. Parking deck with affordable housing and services. Need both. Services provided by others but in conjunction with ES ministry teams

Parking garage below ground

One objection is wiping out trees and seeing a large building. Would see wall of building but can design landscaping and building to limit the impact

FROM THIS MEETING:

Paying off mortgage was not part of the original vote

Purpose of tonight to talk about site plan. We can service affordable housing through different parts of campus. How use campus to meet board ends recently drafted

Brainstorm about internal use of campus. How it enhances our internal purposes. Diane could talk about how to develop our rental income with receptions, etc.

General maintenance needed before expanding.

Have to spend a lot of \$\$ on trees. Not expected.

Need 3rd caretaker

Move wall of North Room out to roofline

Improve lighting and sound for more performances and programs in sanctuary

Sanctuary used to be lighter but cedar has aged and darkened. Like a cave. Maybe can bleach the walls

Consider model of Sunday evening service, weekday service rather than 2 on Sunday. Attract a different population.

Be a venue and community hub. For folk who once come to ESL or go on a hike may seem to be a great church and want to attend.

Traffic bad and folks don't want to go to Seattle – reach out to be Eastside venue for groups like Town Hall, lectures, theatres, etc. Partner with them so revenue shared. We won't be initiator or organizer but be “leverager,” a venue. Worship space perhaps be used for other programs. Venue sponsor

Location at corner of I-90 and 405 is easier to get to than anyplace in Seattle and we could be as popular as those places were before traffic became a factor.

May need to increase number of parking spaces in out lot if we grow

Families have lots of activities and not much \$. How to get them here and not feel burdened by how much \$ is asked for (auction entry fee). Need to be more welcoming. Get more members. Use HH \$ to cover a lot of things.

Have a preschool.

Difference between 50s and today is most families have 2 working parents. Back in 50's it wasn't a volunteer chore to make things go the way they did. Now becomes a staff job and some things atrophy. ESUC has been at contretemps last few years and no one joins a church to join a controversy. Focusing on our mission is good. As to affordable housing, HH could be nice affordable housing thing. Lower parking lot could perhaps have many units on north end. Benefits of outreach and being in line with progressive efforts. Could be ways to make that happen that wills it to its own self. Don't need to be on board of housing. HH is history. Already voted on it. Could be affordable housing and still get \$ to pay off mortgage. If want to, it would be good. Tempted to say sell for top dollar pay off mortgage, do a few things to enhance campus, put rest in trust to seed social justice efforts. One of those efforts could be to develop lower parking lot which could be bigger units.

Bigger size, more bidders, fewer neighbor issues, in lower lot

Don't assume homeowners will object if HH developed for affordable. Don't assume it would be too radical to folks next door. Would be an easier sell down below (lower lot). Concern is we sell for market and the social just piece is just forgotten. Make clear beforehand and lock it in. Don't make it too strict and locked in.

Look at opportunities other organizations do to provide services and programs– like afterschool tutoring. Keep looking at what is viable for us to bring people in.

Above ideas do bring adults in

Look at social services area and businesses to see what possibilities could be

Need easier access to sanctuary from lower parking lot

Better lighting in parking lot

A Dream: Eight story building. 3 levels underground. Next 2-3 are for community service space. Top floors are 100 units. One level is our office space with covered walkway to upper campus which will be totally devoted to just this church's activities. American Baptist in Seattle formed Companis. Secular, nonprofit so has source of income churches cannot. All activities relate to social justice projects.

Neighborhood House has arrangement with Seattle Housing authority. Built a service center to serve immigrants

ARCH (A Regional Coalition for Housing; King Co. and regional cities) is like Seattle Housing Authority, have money.

Partner with them.

Improve playground

Park south of ESUC is in the sun. Could go to city of Bellevue and suggest partner with you to build it out and maintain it

Bellevue might be interested in helping us keep our green spaces. Big priority for Bellevue – parks, trees, pea patches, etc.

People who live in Bellevue are young and affluent. Need something other than worship. Need education, social, music. Reach out to them.

Historically, churches have big front door. Now thinking about other doors, side doors. Visitors don't even know they are coming to church. Just make it an integral part of who we are. Don't count just the Sunday visitors.

Westminster Chapel has several big screens operating 24-7. So much going on there. Families hang out there. Tech smart. Saturday family day, Sunday worship

Put mission statement out on street

Use term religious exploration (vs. education) and advertise it. OWL should be advertised.

Have a Saturday program

Outreach group have game night, movie, food, etc. and call it ?? Like Big Sing. Non-churchy things for families

A big day at the Bellevue library is a Saturday because it provides something for families to do. Thousands of kids at library. Maybe we could do activities and or provide sitting

'Beware of mortgage payoff and deep endowment trap.' Members say, 'You have money, why should I bother to pledge?' Ways to manage this but talk to other churches about it. Make it a positive and not a negative

HH is something that could be generating money. Churches should put \$\$ back to affordable housing but not own housing. (conversation about how to make an ongoing cash flow come from an arrangement with developer vs. a one-time payment)

How keep money from being available to discourage folk to pledge.

What if music school saw us as their partner not as landlord. See as community partner. Do programs together. Ditto other "renters." They could be future church members

Dreams About Peace, Justice, and the Interdependent Web – Oct 27, 2018

More convo needed about what we'll do with proceeds before voting

Note different approaches to these conversations...philosophical (give it all away, don't use the money for what pledges pay or for ongoing expenses, grow the congregation) vs specific dreams (pay off the mortgage, or ideas like what music and facilities have offered up)

Social justice efforts are fluid, as issues arise over the years, there have been varying levels of local efforts and outreach as well as broader issues that have been addressed (civil rights, war, climate change, and efforts directed toward legislative action)

Earth and Social Justice Coordinating Council formed after departure of Joan and took on tasks that Joan was working on; several people are working on the issues and keeping track of them; it's a big job to keep track and publicize the work of the various groups

Earth and social justice issues are a big part of spiritual practice as a UU

Second Sunday team does research to select organizations that the Second Sunday offering will support—501c3, \$ directly benefits the cause and not to admin, track record of effectiveness; in terms of dream big, no budget for that team, but would like to see more awareness of ESUC, as organizations that are chosen for SS contributions don't know who ES is

A member is uncomfortable talking about spending the money, buying things for the church (while she acknowledges needs); instead wants to talk about what we do as a community; how well do we know our neighbors? can we do outreach to include them, find out what they want and need, see if we can provide services; can we collaborate with neighbors? the HH decision will impact people outside the church, in our immediate community and in Bellevue; it will reflect who we are as a church; more interested in creating a loving community that works together to accomplish things, rather than trying to attract members in a vacuum; if we do work with our community, they will want to come to the church

HH issues are very complex, appreciates the background on HH and a context and history because that's all important for making these decisions; HHDTF is positive for helping people listen to each other; on the Council, social justice actions are an outward expression of love and of higher spiritual goals and UU goals; member wants to promote that to support all the teams (ANSWER NEPAL, Beloved Racial Justice, Climate Action Ministry, Congregations for the Homeless, Crossroads Meals, Food Bank, Good Start Back to School, Holiday Giving Tree, Partner Church/Khasi Hills, P-Patch, Second Sunday Share Plate, and Women Helping Women); the work involves seeing a need, having empathy, and acting; education around issues that need attention is important

Increase understanding in the church of all parts of social justice work and embrace them all, not just what "my" team is doing; is there a balance, are we doing enough advocacy, are we engaged in enough direct action; for example, member has learned a lot about climate action through a choice to join that team

How will \$\$ specifically help BRJ, for example—maybe more staff; or help CAM—energy audit, energy footprint, solar gardens; ES is well known in the climate action community, have done a lot with no resources (work on sustainability, environmental impacts); the choice about how to develop the HH property can be an outward expression of love and higher spiritual principles; direct service and

education are important; wants to help members embrace all the social justice efforts of the church; all actions should be evaluated for sustainability

What would the title of a staff person be? Do we need a staff person?

It is a challenge to coordinate the teams and their efforts and provide opportunities for connection and more awareness

Member wants to develop stronger membership, so wants strategies for awareness and outreach; how to talk about expanding outreach; increase/add lecture series that is high quality for the east side, expand our existing performing and visual arts activities/programs and outreach; our campus is attractive, but we're hidden and off the beaten track; we need to work to be out in the community, like choir singing elsewhere, or taking the ministry elsewhere; Nicole needs help

There was a lecture series in the 80s, but it needs someone to organize it; falls under adult education; we could host a lecture series and have speakers

Dreams do not necessarily require money

Set up an afterschool tutoring program so that anyone could drop off kids; find volunteers to tutor; doesn't cost anything

Teens could be involved

Increase size of North Room and make it less noisy; use online team management applications (subscription) like "Backpack" from Basecamp, or "Slack," so that new people can find out about the breadth of activities we are engaged in; teams could see each other and activities and coordinate timing; pick one technology and everyone use it so that teams can connect and experience a greater sense of community, have a common calendar, less reliance on email; right now there is inconsistent use of technology and the teams are not connected through tech

Church website is changing and will do some of this and this app could link to the website

Need a technology staff person to improve the website and to focus on communication with the community

Digitize the archives; UUA can provide a consultant for archive management

Some discussion by the Second Sunday team to pick one organization for one year and focus the congregation on that organization so we can get more deeply involved; would require a Board conversation

Or, the team could pick a theme, rather than an organization

Member wants to increase 1-awareness of ES to see ES as Bellevue's beacon on the hill, by expanding publications through multiple channels, which might require more staff; 2-interconnectedness by increasing community-facing partnerships, service, and activities... which requires leadership and larger teams (would increase membership); 3-more programs and activities (lectures, visual and performing arts), which requires more staff, leaders, members, facilities, technology; need to keep our house in order; she sees all of this as a self-fulfilling circle, each of the 3 components lists is related to the others and feeds the others

Member has an idea for a process that could be what we make it: use the proceeds to create a "designated fund" in the church for earth and social justice, which would provide for the sustainability of the church; take out the interest earned and have a process/chapter to choose a church team as a 1-time recipient for seed money for a project; it would be a one-time infusion and would not be used for

the operating budget; could be for experiments and projects, like affordable housing in the lower parking lot, i.e., bring in a non-profit to work with us to provide wrap-around services

We don't pay dues to our affiliates and UUA affiliates, some are \$1/member, others more expensive, i.e., Sound Alliance dues; you get free leadership training and education and advocacy, so this is a way to be more involved with them and gain something for ES and our community; we could find consultants and educators through affiliates; there would have to be a process for allocating this money on a yearly basis; it would empower people with respect to the budget, as right now budget decisions involve just a few people and the budget is fairly bare-bones, this would be more democratic; this could be a catalyst for new ideas and changes; this could also be a catalyst to increase church membership, church sustainability, with pledges and new members; fit this into strategic plan and Board "ends"

We have to recognize our congregational responsibilities to pay operating expenses; the idea above would be a separate fund that would be "fun" and new ideas and projects could emerge

The Board controls the operating budget, so we don't have control and this idea would address that

This fund might not be the full amount from the sale

We should not use the one-time windfall from the sale of HH for ongoing expenses or expenses that are covered by pledges; we as members are responsible for keeping our church functioning; this \$\$ from the sale of HH is separate from pledges and ongoing expenses

Case in point is that one-time infusions from the sale cannot sustain staffing increases

Member would like to see an annual community fair/festival, invite community groups and neighbors, have music, ministry team booths/tables, food, stuff for kids, tours of the campus, intro to UU principals; our green building and sustainable practices are/could be a model for the community (solar panels and other infrastructure); buy a bus or van so people can go places and so that we can bring people here; do Beloved Conversations twice a year and invite outside community; ES could host conversations/classes for people learning English as a second language or other second languages, and/or have "conversation buddies"

We need to include kids and teens in our social justice efforts

Let's put money where our mouth is by doing things or making donations that say we really care; if we donate, it should be significant so that people would say, "I want to be part of a church that does *that*"; we have to find a way to publicize what we do

We need to discuss and decide what will make the church a catalyst

Model sustainability on our campus by conducting an energy audit of old and all new structures to achieve net zero energy use; reduce our carbon footprint

Strong RE would increase membership, increase diversity, and increase younger members

To increase communication among members, increase 1-on-1 experiences through covenant circles, group potlucks, and group hikes and bicycling; help people learn to listen to one another;

Increase social action, like affordable housing

Increase staff and use of technology

Dreams About Learning & Spiritual Growth – Oct 28, 2018

Paying off the mortgage lessens the need to have activities as a community to raise money for that purpose and such fund-raising efforts are community building; there are reasons not to pay off the mortgage

More programs for adults, more active adult learning group; could include more staff (cost impact); benefits to congregation include learning and transformation, which can overlap into spirituality

Stipends might be needed for more adult learning; personal development important, though

Adult education opportunities set a tone that tickles down to all members of congregation; for youth: church camps

Expand youth and young adult programs and could offer this to the greater community

Something for the 18-25 crowd; tutoring after school; could involve teens

Women Helping Women does some tutoring; could need coordinator

Some have come to the church because of the adult learning piece; this is good for existing members and for attracting new members

Lectures on art and literature

Piano concerts on a monthly or bi-monthly basis

Music school recitals/concerts (they lease space from ES)—can we partner with them?

Pay for a music event that the kids from the music school could attend, collaborate

Priority should be on bringing in more members

Promote the OWL program; promote other RE programs

What ES could be: east side is lacking a community center where you can have a dance, dance class; could ES be that sort of center? “ES Comm Center” do cool things that don’t have a place to happen elsewhere; our location is very good due to proximity to freeways yet off the main surface streets; social, cultural, educational...would grow membership; that gives us something to promote in outreach; ways to grow and reach our community from the secular side; Seattle Baptist church has “Companis,” which is a non-profit that does things outside the church function; lower parking lot could become a combo of community center and affordable housing

Gallery is languishing and people working on it are aging; small stipend for someone from UW grad school to develop a curated art show, with student art (temporary “internship” with stipend); would bring in a new audience, including students, and possibly new members; gallery has many assets already

Change our status from a non-profit to a for-profit; then we can do more things and use our space differently (i.e., for gallery, music, theater, lectures)

More retreats to address spirituality

Develop spirituality by expanding ministry with pastoral staff or RE so that we can have more and different types of worship, i.e., Buddhist, a youth pastor, diverse religious traditions

Portland church has 4 choirs; we could have a chapel choir (sacred music) but would need another person for that type of spiritual growth; or pastoral/music for young people; guest pulpit

Member speaking for Rev Steve: 1-sell to the highest bidder; 2-put aside significant portion of proceeds for social justice efforts; 3-use some proceeds as seed money for lower parking lot that includes affordable housing [Rev Steve added in writing: "I was comfortable with whatever the congregation decided to do. I said that I think it would be a good thing if ESUC's commitment to progressive social justice were maintained, but that selling to a developer who commits to building affordable housing was not the only way, I didn't think, for the church to insure doing so. That the affordable housing we visited in Shoreline convinced me of its efficacy, but that I was less sure the Holly House location offered the best way to duplicate their effort effectively. Other options might be: 1, 2, & 3 above...."]

Improve our digital footprint; how about a broadcast of the service; podcasts; in addition to music copyright issues, we'd need a good camera and someone to video services; this would be planting the seed corn (not eating the corn) and could reach people in community who may come to ES

We could broadcast ourselves to other parts of the country, too

An example was the summit on Oct 20 [Restorative Justice] and other summits could be shared with other UUs

East Side population doubles in 10 years, we could participate in expansion by taking people in

Connection with regional and national UUA is an area we could strengthen and then we can take advantage of workshops and other educational opportunities these organizations offer, for example, bring movies, services; accessing this is part of spirituality; Rev Steve is appreciated for connecting us to the network and history of UUA; we need more inter-congregational networking

Leave the property as a nature preserve with a teaching center and a "ranger" to offer educational programs

It would be nice to have a Dream Big that was entirely focused outside the church

An accessible, inclusive, all abilities playground; could share with affordable housing residents

A shared p-patch with residents of new housing; teens could use and work with residents to maintain; great outreach opportunity and cross-generational opportunity

We need a basketball hoop

Let's use more of the General Assembly programs and services

Make use of our wonderful facilities throughout the week by offering and promoting attractive classes and events

Dreams About Outreach – Nov 11, 2018

High Level - 5 top Dreams

- New Website
 - Impact: external people can find us and stay engaged = new members!
 - Coordinate all intra-church groups = strengthen congregation
 - Becomes central in a system of seamless info distribution, include Instagram, etc
 - i. Must be mobile and google friendly
- Additional staff
 - 20 hours of Nicole's time replaced with new staff
 - Impact: allow Nicole to work at full potential, free her from admin duties
 - Skills: graphic design for web and communications, oversee diversity and inclusion
- Media/Marketing Plan
 - \$10K annual budget
 - Impact: increase visibility of ESUC activities, build attendance, increase members
 - Where: Social Media, NPR, Press Releases, Free Social Media, Ad spend
 - What: Communicate fully about ESUC social justice activities and social and arts/music/lectures, and worship, etc
- Boots on the Ground Outreach
 - Apparel (which may recover some costs via sales) and booth for better visibility - \$1K at a time
 - Actively participate in Fairs, Festivals, Marches
 - i. T-shirts for all to wear to build a presence, increase awareness
 - ii. A Trailer to pull along to events, holds booth, banners, sound system
- Be a Venue for the Community
 - Build a reputation for hosting significant and varied events
 - i. Resolve issues around whether or not and how often we can offer our sanctuary and Spring Hall as a venue for the community to use with ticket income.
 - ii. Event hosting to connect with secular community: solve or pay the property tax hit; in other words, if we dream big enough, we could see a future where we brought in more people and made more money that would justify paying property taxes

If you were to 'fund a need' what would you do?

Outreach is part of the membership team, trying to come up with goals

Outreach is about engagement with community

Bringing folks to the front door is outreach goal getting them to sign book is downstream from that

Be a Beacon in the community; people join because they see us in the community; not just another box to check; join because they heard our calling; how do we get out to the world who we are, and what we do?

Engage people to come to front door, Be a Beacon = goal

Funnel image

Outreach extends beyond front door, message helps members learn who we are as a church

Brand ambassadors of what the church is; members still need to remember who we are

Membership team follows up and gets them to be members

Activity and communication programs are key; pull plans out of this structure

Lots of side portals; lots of folk find church through social group, affinity group; outreach through all of these doors; keep reentering through the side doors regardless of which door you came in through

Seabeck – have folks in ESUC see video about it so they see the magic of Seabeck and how great our brand is.

Women's Perspective – doing same

Insular language "you know Seabeck" isn't helpful; need to use language that outsider can understand

We are a bunch of communities at ES; think about communication among communities

Explain what to expect at these events

Big elephant – better website to communicate to folks who want to learn about us. Outward looking. Make it simple to engage with us. Improve members' website too. Impact of this would be that people who did find us would stay engaged with site longer. Mobile friendly. Millennium friendly. (Young generations don't want to have to use laptops so if not mobile sends wrong message.) Website that attracts more folk to front door and side doors. East Shore Live, Seabeck, auction --- lean into big things that draw people. If that excites you, you stay around for the rest. Posting long list of all activities of church is too much info and drives folk away. Too information dense.

Not likely to invite new folk to join flower team but would invite to ESL

Impact on membership growth and on existing members; internal oriented website would be user friendly to promote events inside and outside church; not just a listing.

Every one of these things is a campaign. Lot of assets around a campaign. All should be embodied in one place but easily spread to other outlets. Better processes to see that info goes everywhere. Campaign manager position? Input info and have information go out everywhere.

"Free Nicole". Half of her job is spent doing administrivia. Let her spend 100% of time doing what she is trained to do. Double her impact.

Have half time person do this administrative work. Let Nicole be campaign manager.

Campaign front – design work required; graphic design important; who could do this? Need someone to do this, this skill set necessary.

Need template of how to put out eyepopping format to use for many events

[tThere are members who are] good at design

Give Nicole a budget to figure out how to get it down; let her figure out who to hire to help what's needed to get it done

Media advertising including social media, NPR; real medial advertising based on who it connects with

Ad spend and staff are the two items

Ad spending

People who manage it

Content building marketing; consulting around that

All above are ways to spend marketing money

Point is to engage, get brand out; in-reach and outreach; communities connect separate communities; part of in-reach

+Website

+Staff component (campaign management)-how broadcast it in all our channels; administration taken off Nicole

+Media advertising

Studies show that if someone is turned off by your website or are not attracted to it they turn away in a matter of minutes, especially young folks

15 years ago did media advertising: UUPS.org. about Unitarianism across Puget Sound; the very next month was 9/11 so don't know if it effective; UUA provided packaging

Website we have is from UUA template; can't have outward looking and inward looking website; can't do both. David found good list of websites but they are all Christian. Have two websites – one internal looking and one outward looking. If sign-in to site you get to the internal looking website.

Fulltime person as Officer of Diversity, Equity and Inclusion; outreach with other businesses we deal with and evaluate their environmental, social, etc. practices to see that internally everything we do is cognizant of these issues

Boots on the ground marketing: ESJ coordination council, t-shirts on folks, booths at fairs, building stuff; trailer that goes to events, sound system

Have press releases about community events – backpack give away, or food pantry. =What brings people in. How social justice can impact membership. College students who tutor talk to others about it. Opportunity to brag and get name out there. More ways to get name out with good feelings about it.

Usually people come because of a triggering event and now need community. On yellow membership form "Looking for a community." Is reason people come. Come when trigger happens. Have to have a background of attracting

Have lots of things that get word out there

Dreams About Diversity & Inclusion – Nov 14, 2018

“Dreaming is a form of planning” - Gloria Steinem

I'd like us to be the inaugural effort of UUs in this country to begin a strong committed action, a movement, for Native American reparations; we're in a good place to do that – tens of thousands of acres of land was given by the Duwamish people to white people in our region in exchange for a reservation—the reservation was never created; this is immoral and illegal; our salmon bake, on top of this theft, is an appropriation of the Duwamish culture that is unacceptable

My dream is that we could be 95% on the same page

“Actionable” means starting with consideration of land use; the story of this transaction is spiritual and is grounded in our values to the extent that we can carry that story back in time; there is a beautiful and mystical connection with what we did with HH in the past that leads us to a legacy future, relative to community and diversity and also to what happens in that space and on that land; we can live that legacy into the future with choices that serve community and diversity; how we might use the land: as a space for formerly incarcerated, for example; make a connection between what we do and what was once here (a connection with the Duwamish); I want a community tie back and to honor our spiritual connection with who we are as UUs and the legacy here

Respect our own values as well as the history of the land

As stewards, we need to adopt an indigenous soul of money; another actionable item is that the land use supersedes any money we get for it; we must honor the land as the sacred heart of this; we're not just looking at the money, the land is sacred and it's not about the money; the story of the land itself is sacred, tying backward in history and forward in time; this is a *stewardship*; we're at a pivotal time with this decision

Could this dream be partially realized in a meaningful conversation with the Duwamish Tribe, related to the spirituality of the land to them?

All the various stakeholders are important

How is the land going to be used and how are we going to stewards of it? Lots of different voices can inform us—we need to tap these voices—we are still a bunch of white people making the decision, but at least we would have heard some voices—we need to start with a focus on the use of the land rather than the use of the money

What happens to the land is part of our legacy—this is something that we will literally be able to see—how does it feel to walk past our legacy every time we are on this land

What is the Dream of this Earth? (Thomas Berry)

The use of the land reflects our values, but also the history and the legacy of the land

The notion of sacredness is important

I want how we use the land to reflect spiritual values

This is about East Shore's story

Sacred stewardship; soul-centric

We need to expand the process of thinking and talking about how the land will be used to include many voices outside of ESUC

Do we need to call in groups or individuals? Or have other organizations done some of this work?

It's telling that a POC and a formerly homeless person are no longer on the task force; things will come up for people who have been homeless and they cannot necessarily meet our agenda and white supremacy-driven culture [for example, rigid meeting schedules and formats; to really include people, can we accommodate people's needs, rather than asking them to accommodate ours?] These are some of the voices that we need to hear

Give the land away—it's not really ours to sell, yet most members want to take an opportunity to cash in
Some want to feather our nest

HH is only a liability if we invest in the house itself; we do get income for renting it now and it does need repair, but we must consider the pros and cons

We are talking about ourselves as property owners and then/now we're talking about things we cannot afford; that's common in white, economically privileged culture, yet we really don't know what it's like to not afford something; these decisions are in danger of upholding white supremacy

[from UUA White Supremacy Teach-In resources: "White supremacy is a set of institutional assumptions and practices, often operating unconsciously, that tend to benefit white people and exclude people of color." From Robin DiAngelo: "We live in a culture which positions white people and all that is associated with them as ideal...This system rests on the historical and current accumulation of structural power that privileges, centralizes, and elevates white people as a group."]

We need to interrogate white supremacy, examine it, don't uphold it, it is wrong—for a church to do a morally wrong thing is rotten, putrid, a bad thing

When a church gets a windfall, the actual commitment of the church members to support the church financially can suffer—spend all the money, do what we want, membership might not go up at all—if we do take the money, we have to commit to healing the church and do what we can to attract new members—what is an investment of money going to do to heal the church, grow and build trust, and shift the culture to become a magnet for new diverse members?

A dream is not money, the dream is to use the resources to build trust and inspire us and help create a future of greater and more diverse members—we want people to become regular attendees at our services

I'd like enough to pay [a consultant] to continue work with us at ES

We do need to attract more non-white people; a question: why are we limiting the spiritual and sacred conception of the land to HH? What about the other parts of the property? To address the systemic issue of white supremacy, we cannot limit the conversation to HH; we need to consider the best use for the entire property; that would be an example of Native American reparations

Create a vehicle to fund ideas that ministries come up with to accomplish their goals; this gives members skin in the game, a chance to live our values with action, a chance to articulate ideas—something like a trust that yields income that can be used to fund diversity initiatives

This fund could be used to pursue diversity initiatives, fight white supremacy culture, and work for reparations

My dream is to not worship in the shadow of market rate condos

I'd like a neighborhood pea patch; when I think about the greater good, I don't think about the East Shore congregation but about those outside this community, in the greater Bellevue area—it would be

nice if we didn't build anything at all, but if it's going to turn it in to housing, then let's allow people to live in their cars in a protected area first; we don't need to build something; we don't need accoutrements; we may have needs here, but we should pass on our gift /windfall to the greater/outer community

I would like the Church to have a community garden open to the wider community with raised beds and wheel chair accessible paths

I want to support the creation of an anti-racist church (shifting the culture), embedding us more in our diverse community, and attracting diverse members. I guess some of these ideas require money, but whether they do or not, here are my dreams:

- Become a Restorative Justice Hub for the East Side
- Become a Hub for Conversations About Race and/or Racial Healing Circles
- Become a Hub for Nonviolent Communications
- Bring in a consultant to carry forward the Board's intercultural development work begun by the Intercultural Development Inventory
- Administer the Intercultural Development Inventory to church leadership, and all others interested; develop a follow-up plan
- Bring People's Institute Training to East Shore to serve the East Side
- Partner with a church of color (there is a new one in Renton that needs support)
- Partner with and/or support Unleash the Brilliance (diversion program for youth at risk or in justice system) and/or TeamChild (works with juvenile justice)
- Partner with and/or support Restorative Justice in the Juvenile Justice system
- Partner with/reach out to Bellevue College diverse population
- Create some relationship of support to immigrant population on the East Side
- Devote all proceeds from HH sale to reparations for African Americans. This could look like support for education (new "Unity" or "Umoja" program at Highline College), or help with home down payments – there are many possibilities. The types of dispersals should be done in partnership with African Americans; maybe a fund or foundation

Dreams Submitted via Online Survey sent to RE Folks and Staff

1. Imagine having an increased budget to work with in RE – how would YOU want to see it used to live into ESUC values?

- offer more scholarships to youth con, more advertising for programs like OWL, and more events geared at bringing in families (talks by authors, mental health specialists – child and family related)
- I would want to invest in affordable, carbon net-zero housing and updated infrastructure
- more outreach to the larger community
- it depends on where the “increased budget” comes from; I think it is a set-up to start this conversation with dollar signs
- take care of our facilities so we have a safe and well-maintained property in which to live our values
- improve playground
- I would make Amanda full time in RE; then hire a full-time office manager; this will allow other staff members to push some administrative things off their plate and be able to focus more on membership, outreach, finding renters, fixing items around campus, pastoral care, etc.
- bus/van for outings & trips we can do as a group

2. What IMPACT would that have on your family, your community, ESUC?

- more opportunities to invite friends
- it would provide an example for other organizations in the area to do the same
- connections and building community
- again, if ESUC sells at market rate, it will be terrible to worship in the shadow of high rise condos; if a different path is chosen, it could be inspirational
- bring new generation of congregants
- it would make the staff better at their jobs; this would help everyone
- it would mean we could do things in the community together

3. How would you like to grow our congregation?

- be more welcoming to families, LGBTQ members, and POC; we need some training around awareness and impact; we could be more aware and address the very white, heterosexual, upper middle-class culture we exude
- appeal more towards younger demographics youth to young adults 0-35 of all backgrounds
- more outreach efforts, outreach ministries for children and youth
- ESUC needs to examine its relationship to white privilege and class privilege in order to grow
- make it a more racial-diversity and LGBT-friendly congregation; advertising to families would be a good start
- improving the playground

- I would love to see us reach out to the community by being a place people can come to for worship, great events, and support; if we just SHOW UP in certain, targeted places, people will see us and want to check us out and possibly join

- more social justice/informative workshops that include the community; for example, I went to the American History Traveling Museum last night, which is an American History exhibit from the perspective of African Americans. Fascinating. It was perfect for ESUC & inclusive of ALL AGES; it was great!

4. What problem to you want to solve?

- being a more welcoming space that can accommodate diversity and be much more inviting

- all of them

- diversity of age, gender, sexuality, class, and race

- I'm not sure how to answer this

- lack of money which prevents ESUC from doing many things that would help us attract a more diverse population

- not thinking that the Holly House money will solve everything; people still need to pledge, and if we want to be a visible church in the long term, they are going to have to increase their pledges

5. What growth do you want to create?

- welcoming children into the community

- I want the membership to get younger and passionate about issues and engage with new ideas

- growth of families with kids at ESUC

- I want to see younger families here; they will become those long term members who give more of their time, talents, and treasures

6. What else would you like to share with us?

- church attendance is down all over the country; when we live our values, we set ourselves apart from most churches; we can become a beacon for the larger community and really make a difference

- I want more tech upgrades and net-zero infrastructure while creating more plug in opportunities for new individuals to engage with

- please consider the impact and vision of our congregation 60 years out

- the make up of the Holly House group is entirely white and dominated by people who own homes; this is not a representative body [and] I'd like to examine how this came to be with a critical lens

- RE is extremely important for ESUC and for community

Dreams Submitted by Individuals (email and letter)

Doug Strombom and the Khasi Hills Ministry Team:

Hi Holly House Task Force! The entire Khasi Hills Ministry Team will be visiting North East India when you're holding your dream big workshops. I spoke with Laurie Adams, and she suggested that I submit something in writing about how potential Holly House funds could support the mission of our ministry team.

East Shore had a big role in building an English-medium school, called the Friendship School, in the village of Kharang, where one of our two partner churches is. Our team raises funds to keep the school operational by paying teacher salaries. Our team also supports special projects that help our partner churches. Our annual budget for all activities is approximately \$6,000.

Beyond funding, our partnership has an immense importance and impact on the Unitarians living in India. Currently we raise money for these essential programs through the Trinkets and Treasures rummage sale. This takes enormous effort and use of common space. This year we had over 60 volunteers, many of whom work multiple days.

Additionally, our ministry team has not been growing and renewing lost members. That means there a few people carry the burden of raising this money, and we're not getting any younger. The current approach may not be sustainable for many more years.

If the church's operating fund could support some or all of the expenses to maintain the Friendship School and support the villages, then the Ministry team could spend more of our energy growing the team and focusing on more creative ways to expand our partnerships in other non-monetary ways. We could have more, wider cultural exchanges, find ways to enhance education, skills building, and volunteer efforts. These are creative ideas that we don't get around to because so much effort is spent on fundraising.

I hope this brief description serves as a placeholder for the KHMT as you strategize on the use of potential funds from Holly House. We'd be happy to build on these ideas when we return from our India pilgrimage in October.

Doug Strombom, second letter:

Thanks for inviting Khasi Partnership Ministry Team to submit ideas for the Dream Big about HH. Since our meetings with the village and Friendship School leadership last week, we are even more committed to dream big about the Khasi Partnership. They are all so positive about the beneficial effect of our English medium Unitarian school on the future of Khasi children and the future of their village. They want to double the size of the school, teaching staff and student body so that it will help even more kids succeed. So our previous modest request to keep the school running by paying teachers' salaries has now grown. We may need to raise a \$25,000 capital campaign and more than double the fund for salaries (average teacher salaries are increasing from very low levels), so our \$3500 support per annum could grow to more like \$8000 in a couple years. For us, this is all extremely good news. We heard testimonials from grandfathers who talked in glowing terms about what their granddaughters were achieving at the Friendship School. There has been a surge in enrollment because the rest of the village is becoming aware of how well the Friendship School students are doing academically and in their open minds. With a bright future for these unique indigenous people, our hearts reach out to them to hear their needs and we want very dearly to help them succeed with expanding the school.

So if anything, the HHTF could help us even more than we thought. Thanks for listening, and good luck with your planning.

Louise Wilkinson:

Thank you so much for the invitation to give my views on Holly House. I have expressed many of them in different ways to different people, but it is nice to have the opportunity to just clearly state what I am thinking. At least, I'll try to be clear!

1. The process of having the Dream Big meetings has energized people and brought them together, envisioning a future for the church. That is all good. I wish it could be broader than how we spend money. For example, how do we increase and diversify the church membership? I wonder a bit at the amount of time and energy put into how we will spend the money when my understanding is that no decision will be made prior to the vote, which is fine. How does this inform how people will vote on the disposition of HH? I worry that it might encourage them to vote for getting top dollar.
2. I honor the TF for doing everything you can to bring the church together on this rather than posing the decision as an either/or between affordable housing and market value. That did polarize people last spring.
3. My view is that the most important aspect of this decision is what we do with the land. Land is more than an asset - I think it is a sacred trust and we are responsible for stewarding the land. The earth is a source of life, as is water, air, sun, etc. It nurtures all forms of life – not just human life. Given that we have already broken the Native American code of no one owning land, it is hard to know how to live this out. I think we live it out by recognizing that uses of land have communal impact and taking this very seriously – by living our principles as we make our decision about how the land will be used. It will have an impact on the trees and animals currently living there, and on the larger human community surrounding the church, and perhaps on all of the Bellevue area. I hope the Task Force is looking into this.
4. Related to this, I hope many voices will be heard above and beyond the task force, which is relatively homogenous in ethnicity and class – and maybe in profession since the skills preferred in the charter focus on business skills. This leaves out a lot of voices – even in the congregation. Although the Dream Big sessions have encouraged wide participation, I hope there will be equally broad and available opportunities for congregational members to give voice to their views of how the land should be used. Also, we could ask the neighboring communities what they would like to see – and this would actually help them see the church as part of the community and a caring part of the neighborhood. I'm not sure we've ever reached out in this way. We could ask Lake Hills Elementary what they would like to see. We do have a relationship with them, and this would bring them closer. I do know that the school district is concerned about helping teachers and staff afford housing nearer to the schools they serve. They recognize that living in Bellevue is getting too expensive for those that serve in our schools. (Providing housing for teachers might bring wonderful new members into our midst!) I hope people on the TF have checked in with the City of Bellevue. I'm sure they have multiple teams looking at the overall housing plan, land use patterns, what the needs are, where the needs are. What is happening in the Factoria area? What workers need housing? We are so close to bus lines and shopping. And of course the City has a team working on homelessness, and affordable housing. I hope the TF has reached out to them and will share the resulting information. I'm sure there are many community groups I'm not thinking of – even the Library! – that may have an interest in what becomes of this land. Our police friends? The immigrant community – the Eastside Refugee and Immigrant Coalition? The Muslim community? The

Polish community that rents our space? The South and East Asian Communities? The Community Centers? Bellevue College? I think it is our responsibility to be in relationship with the community as this decision is made and options are discovered and weighed.

5. The process of this decision-making is so important in three ways. One – it is a model for our ability to make a difficult and even controversial decision with caring, respect and love. This does not mean we should avoid controversy. It means we embrace conflict as necessary, constructive and creative, and learn to love each other and grow through it. I realize we might not be totally ready for this. Two – it is a model for hearing all voices and paying attention to those we usually marginalize – because they might seem to be inefficient, inconvenient, slow us down, make us think, make us uncomfortable, create difficulties. Three – it is a model for reaching out and relating to the community in ways we seldom have or do. It is an opportunity to really be a neighborhood and community partner.
6. I think that information about the possible uses of the land is the most important thing to impart to members of the congregation prior to the vote. I hope that information will be full and rich with nothing held back due to trying to appear neutral. I hope we welcome conversation about what fits our values, and people will disagree, and we have to figure out how to make that ok. People should be able to speak what they see and feel. That's the Right Relations part. I'm hoping we can hold up the Covenant as we talk over this decision and remind people of the reason we are a church, and that we will be fine however this decision goes. No one has a corner on morality, and disagreeing is fine. I hope we can create a container where this is fine.

David Chapin:

Hi Laurie –

As I mentioned to you last week and also brought up in the first Dream Big workshop, it would be wonderful to have funds available from the Holly House sale to make the ESUC campus more environmentally sustainable. East Shore has been working toward this end in recent years, and one of the big remaining objectives yet to be implemented is to generate our own electricity with solar panels. A proposal for installing solar panels was solicited in 2011, but funding was not available at that time. The ESUC Climate Action Ministry has discussed the idea of moving forward with installing solar panels and feels this would be an important thing to do at East Shore. I also discussed it with the Facilities Committee, and they are quite enthusiastic about the idea. I am now working with Dianne and Jason to update the 2011 proposal and solicit additional proposals, so we will have concrete information about the feasibility, scale, and cost of installing a solar photovoltaic system on our campus. When the Holly House sale is completed and the congregation moves toward the decisions of how to use these funds, we should be in a good position to put this proposal before the congregation, or whatever representative body is charged with making recommendations for the Holly House Funds.

Thank you for taking on some of the responsibilities for the Holly House sale and doing such a great job with the Dream Big workshops. The Holly House sale and the use of the proceeds is an important milestone in East Shore's history, and has major implications for our future, so it's wonderful to see a process in place to ensure that it's done thoughtfully and openly.

Anonymous letter:

My dream is:

- rooted in a land-based listening and legacy project, i.e. “the dream of the earth” which I spoke of last night.
- that we prioritize what the land is used for and not simply the monetary proceeds.
- that we deep-inquiry consider if “paving paradise to put up a parking lot” as proof of our consumptive colonizer status really aligns with the story of who we were, are and seek to be.
- bigger in that it’s reparative and diverse or marginalized community-oriented in some way.
- a different kind of landlord & tenant act insofar as I hope we ask the land, and not just its former tenants and inhabitants, but the non-human ones before them.
- also a Dream Small dream in that I would ask us to consult the blueberry plant, the slug, the squirrel, the fungi and the ferns in asking, *is this what you would have us do?*

We spoke last night of how the analogy of the bounty and riches congregations can sometimes be faced with being akin to discovering they’re sitting on oil deposits. I would posit that we ARE sitting on something similar and that we should take that view. Not oil – that’s too capitalist an image. But burial ground. If we were to imagine that Holly House was built atop an ancient burial ground (because, in effect, it is, if even metaphorically – or at the very last, a historic site)...to see how this very land might once have been a hilltop lookout for the Duwamish. Strip away all the development and settler overlay of these past centuries and it’s evident – this is high, holy ground on the Eastside.

4 FOLD-PROCESS:

I say this with a view that whatever the congregation decides, my wish is that this communal decision would have ceremony and ritual infused to honor what was, what is and will be. And to help everyone have closure and healing (release/renewal), and inspire hope. We are at a critical threshold as a congregation. When that chalice is lit at these meetings, can the reminder words about taking good care of the earth, because it is our home, and intention about living lives filled with goodness and love and what that looks like for this task be said slower and more reflectively? What does *take good care of the earth* mean? Could we start and end there as a sacred marker and benchmark for this decision?

Sacred Process to ensure:

- earth-based/eco-spiritual rituals embedded in the meetings at key threshold moments going forth.
- these gatherings remain spiritual with a view to the sacred and the “REAL” that is at the heart of this estate stewardship.
- there be legacy and dream of the earth questions to ponder at the start and end of meetings with a minute of silence built in.
- ceremony along the way – from not just for groundbreaking and ribbon cutting, but for the decision/farewell to HH.

Earth-Centered insofar as:

- an indigenous soul of money informs the process.
- there be an earth-tending component even if that looks like a commUUnity rooftop garden in the end.
- we commit to re-dedicating time, money, ministry and stewardship to the outbuilding and forest lands into P-Patch, outdoor labyrinth and ceremonial space (an example of such co-creation would be the vision of intergenerational transitional housing for formerly homeless, incarcerated persons, etc. that includes earth tending and service hours as part of residency program and participation in a newly-formed ministry team)
- the city, land trust partners be consulted about the possibility of park, arts or innovative multi-purpose green space

Consultative in asking that:

- community members and stakeholders be brought in and that this outreach be far-reaching.
- said stakeholders include community, non-profit, educational, philanthropic, special interest, and diversity groups.
- ESUC align with the City of Bellevue's strategic visioning goals.
- a comprehensive attempt be made to seek out specific philanthropic groups (i.e. Social Venture Partners in Seattle, Vulcan/Paul G. Allen Philanthropies), as well as key special interest groups (the Post-Prison Education Program, Solid Ground, The Mankind Project, homeless project entities, etc.) and special interest media (YES Magazine); Seattle is the social development capital and thinktank of the world – we should be tapping/mining the local experts.
- we ensure any decision considers and addresses the root causes of core community issues and is thus, solution-based re: housing/space alternatives (societal examples: homelessness, nature-deficit, environmental crisis, uninitiated men (in need of rites of passage), family, youth/elder and intergenerational disconnect, addiction, gentrification, and a long, long list of etceteras).
- the task force prioritizes having BIPOC at the table going forth.

Congregationally-focused in order to look:

- beyond the voices of individual and communal (ministry teams, staff, etc.), such that a holy trinity of 3 empty chairs be placed in the room at all times to represent the dreams of past and future congregants, as well as our ideal/dream congregant (for me, that is hundreds of BIPOC chairs but I'd settle for one).
- with suspicion and scrutiny at traditional power and privilege norms, stays decolonizing, and disrupts white supremacy and patriarchy at every turn.
- at how ESUC might, in "beacon" terms, be a "lamp, a ladder, a lifeboat" for the marginalized in the community, and thus inspire other UU congregations to begin to radically divest and dismantle their ties to capitalist culture.
- and carefully consider how a congregation that is predominantly an aging white, privileged cohort might adequately envision what might best serve and vote by proxy on behalf of its beloved community generations from now.

Aleta Finnila:

I'm not sure if you still need the input, but here is my thinking on the Holly House issue. We are selling the property which makes sense to me. If we can use the proceeds to pay off the RE building mortgage, then we free up a LOT of money in our annual budget.

So in my mind, NOT selling is sort of the equivalent of donating the amount of the RE building mortgage interest payments to one particular cause every year - Holly House, which is a much larger donation than to any other cause we give to, without any annual input from the church membership that that is where we want to be contributing. But anyhow, the decision to sell has already been made.

What is still up in the air is who to sell to and under what terms. I'm in favor of selling at market value, not restricting the funds to build affordable housing at the same site. Again, it is just a matter of balancing out if this level of contribution is in line with the rest of the church's charitable activities. Do I think the church should be donating a million dollars to affordable housing? No, when I look at our annual budget, that is out of proportion to all our other budget items. The three years that I served on the Church Board, we had trouble every year just paying salaries and benefits for our staff.

We should be giving back to the local community in many ways, but these choices should all be considered together. I don't think affordable housing is ten times as important as all the other issues

combined that we give money to. If it is, perhaps we should throw in our Endowment as well (sort of joking...). Beyond that, our location isn't great for affordable housing given the limited access to public transportation so donating money to another site might be a better use of the money (or perhaps better still, donating money to change laws that might affect income inequality and safety net services).

Jeanne Gardiner:

Dear Steve Furrer Rev, Tom Doe Pres., Aisha Hauser Sunday school, Laurie Adams Holly house, Eric Lane Barnes. Music, Nicole duff Membership.

BIG DREAMS You each are getting a copy of this note.

WORSHIP:

Do what you are doing now. Always light the chalice and the response at the beginning of the service, do not put anything in front of the chalice.

During the prayer do not say every little bad thing that happens the past week. In the news. Just the things that happens in our church people. More peaceful.

Instead say for all the sad things the past week We pray it will get better. But in Rev. Steve's own words. Do Flower and water Communion. Do not screw Easter.

Past the Flame on Christmas EVE.

COFFEE HOUR AND FRIENDSHIPS

Keep having tables just out the North room and outside when it is warm enough So there is a quiet place to talk to friends. Do Not hog someone so everyone can talk to them like Rev. Steve, Eric Lane Barnes, Nicole and other. Talk for five Mints. Then pick them back up later. Do not say anything phony In words and actions.

MUSIC:

Make Eric Lane Barns a Permeant employee of Music.

Do happy songs, Not Deportee it is a tear Jerker. Please sing Lo the Earth

Awakes on Easter or around that time I miss hearing it. Mozart, Beethoven. Hymns, like little light of mine, wake my senses. Joyful Joyful and more Always have choir. Spring and Christmas concerts are traditional. Off Sunday musicals are fine if People want them.

SUNDAY SCHOOL AND ADULTS CLASSES:

I do have any children, I think kids should learn independent, make a contribution to society Work when old enough. Dress for success nice and neat. Get along with others. Do not run around adults. About our Beliefs.

And others too. And other fun stuff. About saving to earth. The facts of life with a sign permission slip. do not count on anything until it happens. Have a bring a friend to Sunday school outside of church.

Adults Classes what any one wants to take I do not want to take any.

GROUNDS:

Keep it looking fancy, lots of flowers, weeded keep branches pruned back from walk ways.

SOCIAL JUSTICE:

Giving tree at Christmas. gift at your table boxed Auction, homeless men, partition to sign, sponsor gay parade Save the earth. second Sunday.

GALLERY:

Have bright beautiful art.

HOLLY HOUSE:

Spent money of the sale or rent.

Part to the operating fund give office staff a rise and put the rest in a emergency Fund.

CHURCH GROWTH

I think is fine just the way it is. be careful do not go over-board. Lots not get so big We need 3 service or it gets so crowded and loud that my friends and other peoples friends leave.

ODDS AND ENDS

Be sure our politics is fixed and We have another Minister hired before Rev Steve leaves If needed keep him for the Whole seven years.

Keep us informed on and off line. Tell us the compete truth do not grey line us Do not keep any secrets.

Just my opinions. You may share this note with your committee members, Or Steve, Aisha and Nicole may share this with other office People. I have this note saved my Computer so I can print more copies if necessary.

You may share this with anyone in the church you want.

That ever happens I will always go to church I have been going to this church since. I was 8 or 10 years old.

Sincerely, Jeanne Gardiner Member