

Minutes, Leadership Reports	Com. + Board Liaison Reports
March Board Agenda + Upcoming Events	BL Report, Personnel Com – Jerry Bushnell
Ministers Report – Stephen Furrer	Policy & Governance Com – Ann Fletcher
Board President’s Report – Tom Doe	Earth + Social Justice Coord. Council–Lynn Roesch
Finance – Treasurer’s Report – Marcy Langrock	BL Report, Right Relations Com – Mark Norelius
Exec Dir, Finance & Operations – Jason Puracal Appendices A&B – Income Statement, BS FY17/18 Appendix C - Financial Analysis / Charts	App F + G – 2013 / 14 and 2018 / 19 Religious Education Attendance App H – Congregant to Staff / Staff to Congregant Feedback Procedure
Dir, Lifelong Learning – Aisha Hauser	App I – Conflict of Interest Policy Form
Appendix D - Minutes of Last Board Meeting –	App J – Feedback on Draft Policies 5.1 – 5.4
App E – BOT Holly House Board Meeting – 3/5	App K – Proposed Policy Additions to Section 5

### ESUC Board of Trustees Meeting Agenda March 19, 2019

Host: Jerry, Timekeeper: Tom, and Process Checker: David

6:45 Social Gathering	
7:00 - 7:10 (10 minutes) Opening Words, Chalice Lighting	Tom
Check in	All
7:10 - 7:20 (10) Approval of Consent Agenda	All
7:20 – 8:00 (40) Lifelong Learning	Aisha
8:00 – 8:20 (20) HH Dev Task Force	David and Laurie Adams
8:20 – 8:30 (10) Annual Report	Tom, Jason
8:30 – 8:40 (10) General Assembly	Rev Steve
8:40 – 8:50 (10) Budget Process	Marcy, Jason
8:50 – 8:55 (05) Shed	Jason
8:55 – 9:00 (05) Executive Session:	All
9pm Closing	Rev Steve

#### Upcoming Events for Your Calendar

- Exec Council – 4/2/19
- Board Packet items due Wed, 4/10/19 by end of day: email to Volunteer 1@esuc.org
- Beacon Board Buzz due Wed, Date, email to Nicole Duff
- Board Meeting Date;4/16/2019 Dennis is host.
- Sunday Svc Announcements: Need sign up for 9 AM service on 4/7, 4/14, 4/21, 4/28, 5/5

**Board members present:** Tom Doe, David Baumgart, Marcy Langrock, Paul Buehrens, Mark Norelius, Sara Brannman, Lee Dorigan, Evelyn Smith, Jerry Bushnell

**Board Member attending via Zoom:** Dennis Fleck

**Board members absent:** None

**SLT Members Present:** Rev. Steve Furrer, Jason Puracal, Aisha Hauser

**Visitors:** Walter Andrews, Amanda Uluhan, Diane Upton, Ryam Hill, Ann Fletcher, Laurie Adams, Connie Hirnle

**Opening Words and Chalice Lighting:** Rev. Steve read a quote from Joan Baez

**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.

**3/19/2019 Consent Agenda Voting Items:**

- Approve February 2019 Board Meeting minutes
- Approval of Leroy Smith as a member of the Financial Stewardship Standing Committee (FSSC)
- Approval of Leroy Smith as a member of the Endowment Subcommittee (ES)
- Transfer from Designated Fund to Operating Fund for RR contract expense
- Slight change to the “ESUC Congregant to Staff/ Staff to Congregant Feedback Procedure”, new procedure attached, one sentence added “Prior to using the procedure outlined below, consultation will be requested from facilitators on the Right Relations team.” Full procedure attached
- Conflict of interest statement for use by board members, attached
- Final approval of Proposed Right Relations Policies 5.1-5.4 (Addendum)
- Approve Minutes February 2019

**Clarification:** We are not approving sabbatical for Jason, informational only

**Clarification:** We are not changing hours for Aisha or Amanda

**Items Removed from Consent Agenda:** None

**Discussion about Consent Agenda:** Evelyn Smith noted that she was present at the February Board Meeting, and the draft minutes had her absent. Draft minutes will be corrected

**Vote on Consent Agenda:**

Marcy Langrock moved, Mark Norelius Seconded, that we accept the consent agenda

**Vote Results:** Passed unanimously

**7:20: Lifelong Learning:**

Aisha introduced the RE team members here:

Diane Upton, support

Ryam Hill, adult program

Walter Andrews, lifespan integration

Amanda Uluhan, children and youth RE

**Walter:** This year started slowly with Aisha gone, and starting two services. We needed a brand new all ages program for the 9 am service, but did not need to apply the new program much because of low attendance. Walter noted that attendance was higher when we had other programs going on during the 9 AM, such as family covenant circle, or the program on race relations. On Sundays with no program, attendance was often 1-2 children, lately up to 6-9 children. Next year, all the OWL programs will be at 9 am. We learned a lot this year, preparing for next year. Walter would like to see more staff hours for RE.

**Ryam, Adult programming:** The previous leadership group for adult had left, and programs are being built back up. There are a lot of people involved. They are trying to organize with a web site. She notes

that Steve and Aisha have been doing classes which are well attended. She notes that the 9 am programs are pulling people in, even non members. Aisha noted that previously, Rev. Joan Montagnes had led adult programming, and a gap developed when she left.

**Amanda Uluhan, children's program:** This year we are getting our bearings in RE. We have some committed congregants working in the programs. The more successful Sundays are when there is a complementary adult program at 9. These programs are good as community outreach.

**Discussion:**

**Evelyn** was appalled by the story in Aisha's report about an adult being unfriendly to a child at coffee hour.

**Aisha** notes that a third time visitor had people talk to her first two times, but no one on the third time.

**Marcy** wonders about training our congregants to greet visitors, because many of our members are introverts.

**Mark** was out of town and attended a service. He noted that he was greeted by many people. Someone noted that everyone should be part of the membership committee.

**Dennis** attended a Unitarian church in Golden, Colorado, while he and Jan were on vacation. Dennis remembers the work Dorothy Hopper did during coffee hour to connect visitors with members.

**Aisha** has received feedback that we are not being friendly.

**Walter** notes that the church needs to learn how to interact with visitors, Mormon church members are very good at greeting visitors.

**Marcy** thinks our visitor badges could be more visible. Also, we can monitor other's behavior. Our congregants should understand that all ages services will be noisier because children have been invited.

**Diane:** Very happy with the energy from Aisha and Amanda. She is happy visiting people one on one but avoids the north room

**Evelyn** notes that the kids could also have name tags, that would help.

**Lee** notes that we could discuss our interactions with visitors at covenant circle meetings

**Marcy** reported that her husband felt that Aisha got to know their kids as individuals.

**Ryam:** Building up the infrastructure is work, such as training OWL teachers We are doing this for the entire area.

**Mark:** How does the outside community know about our programs. Aisha says that Nicole knows where to advertise things, such as Next Door, and other social media.

**Aisha** points out that Evangelical churches bring in 25% of visitors, we are at 10%. We would do better with "preemptive radical inclusion".

**Paul** notes that at AA meetings visitors are warmly welcomed. We could have a better script on our pulpit announcements, thanking visitors for joining us.

**Aisha** recommends that we should ask our congregants to greet visitors.

**Nicole** says the people who feel most welcome are white people over 50.

**Tom:** Thanks for putting in the RE numbers, which show an attendance decline. He is discouraged that he is teaching a class that has 3 grades and only 4 or 5 students. This year we had a separate letter to families in our Mission Fund Drive, Tom wonders if we should have a different approach to fund raising for parents with children. We can look at their presence as a gift.

**Walter:** Warning about statistics, he remembers that we had huge decline in church attendance during ski season, and we started to do children's plays, and that brought the numbers back up.

**Laurie:** Noted that an idea that came up, public schools don't have choirs or bands any more, perhaps we could have a children's choir. We could also have an after-school tutor plan. This idea is popular, but very time intensive.

**Amanda** notes that we need consistent volunteers, teachers coming in every week. Adult consistency helps a lot.

**8:00: Holly House Meeting Agenda:**

Dave thanked Laurie for coming in again, and made the following points:

1. We need detailed planning. He asks for volunteers at a Thursday night meeting. Mark, Jerry and Ann agreed to attend
2. Regarding the idea of an amendment on the floor at the meeting to expand dollars in option 3, Dave thinks that everything has been sent out and publicized. Tom agrees to not push that as an amendment
3. The vote, Dave now recommends that we have only one vote under Roberts rules of orders, then vote to suspend the rules to start the first elimination vote on the second round. The task force has realized that 7 votes will not work because of our time restraints.
4. Dave asked if Tom wants to lead the meeting. Consensus is that Tom should lead the meeting, as board president.
5. Amendments from the floor are allowed by Roberts Rules of Order, but chair can make a statement that the ballot is fixed
6. There will be 30 minutes of microphone time before the first vote, we will need to limit each speaker. Consensus is to limit to one minute. There will be no discussion prior to voting on suspension.

**Ann** has prepared sample ballots. She also notes that we can make the motion to suspend the rules tonight, and present it to the congregation at the meeting

**Ann** recommends mikes at front of room, with lines behind the mikes

**Tom** would like to acknowledge everyone who has worked on HHTF at the meeting.

Laurie notes that the HHTF members will help as runners

Ann has list of the positions needed, for running the meeting.

Tom notes that a bottle neck will be checking membership, and we should consider using all four entrances to the sanctuary.

Mark let us know that the Right Relations committee will do circles after the vote, for those who want to discuss their feelings. This should be announced at the beginning of the meeting.

There will be a second circle Saturday the 29<sup>th</sup>.

Laurie notes that circles have been very helpful. RR committee would like board members to attend.

**Proposals from Ann Fletcher, Policy and Governance:**

1. **Suggested Motion to begin the vote:** It has been moved and seconded by the Board that congregation members vote for one of the four ballot options for the sale of Holly House property to achieve a simple majority for one option, using the version of the ballot that does not include

**Motion:** Lee Dorigan moved, Mark Norelius seconded, that congregation members vote for one of the four ballot options for the sale of Holly House property to achieve a simple majority for one option.

**Discussion:** None other than mentioned above

**Vote:** Passed unanimously

2. **Suggested Motion if simple majority for one option is not achieved in initial round:** The Board has moved and seconded to suspend the Rules of Order and use a voting method that eliminates the option with the least votes at each round until a simple majority for one option is achieved.

**Motion:** Mark Norelius moved, and Lee Dorigan seconds, that the board accept the above motion for use at the congregational meeting.

**Vote:** Passed unanimously

**3. Ballot:** She presented two ballots, one that adds a dollar value to the benefit to affordable housing, and one that does not. There is a note at the bottom of both ballots that all bids may be subject to minor variations.

**Discussion:**

Amanda: Not comfortable with the note at the bottom of the ballot that all bids may be subject to minor variations. She wonders if the market rate bid may be enough lower that it would have changed how people voted. This was discussed, and consensus was any variation that was significant would lead to a reassessment of the sale. The final consensus was that the note about minor variation would be made orally at the congregational meeting prior to the vote.

**Motion:** Dave Baumgart moved, and Paul Buehrens seconded that we use the second ballot without the gift language.

**Vote:** Passed 9 in favor, one abstained (member attending via video could not see the ballot)

**Motion:** Dave Baumgart moved, and Paul Buehrens seconded that the board appoint another task force to start immediately to execute the will of the congregation regarding the Holly House Sale.

**Discussion:** Dave notes that he has discussed this with current task force members Linda Freeburg and Laurie Adams, and they both agree with this. Dave volunteers to be the board liaison to the new committee

**Vote:** Passed unanimously

**9:00 Annual report discussion:**

The current report is a newer design, more graphic, with some metrics from social justice team. It is smaller than previous reports and designed to have more impact.

Ruth Edwards notes that the current report is very thin, and does not have as much information, and does not document as much.

Tom would like Steve to give us a suggestion on how to do the annual report, Steve agrees.

Tom notes that monthly reports are onerous for some committees. We can consider switching to yearly reports.

**9:15 General Assembly:**

Steve would like as many board members as possible go to general assembly. Information can be found at [uua.org/ga](http://uua.org/ga).

GA will be at the Spokane convention center. Marcy asks about kids. Steve says they are welcome. There is a youth program, but youth under 18 must be signed up.

Amanda recommends talking it up to encourage attendance.

**9:30: Budget Process:**

The team met a second time, town halls are planned for April 14 and 15. Will have a stretch goal of 800,000

Tom would like discussion about our current deficit which is larger this month than it was last month. The projected deficit was \$50,000 and is now \$70,000. The main change is less money from re-canvass. Jason is working on a strategy to deal with deficit. We do have 2 months of operating capital, so only two months are at risk right now. Only 4 months left in the year. Our surpluses from the last three years will be available.

**9:45: Shed:**

The go fund me page will open tomorrow. Will need to raise \$10000 by the end of April. We have a volunteer crew for the framing. Permits have been submitted.

**Recording Secretary, Jerry Bushnell**  
**Secretary, David Baumgart**