

## Appendix D: ESUC Board of Trustees Minutes – April 16, 2019

ESUC Board of Trustees

Draft Minutes April 16, 2019

Minutes, Leadership Reports	Com. + Board Liaison Reports
April Board Agenda + Upcoming Events	Personnel Committee – Jerry Bushnell
Minutes of Last Board Meeting Appendix D Minutes of March 24 Congr. Mtg Appendix F	Earth and Social Justice Coordinating Council (ESJCC) Report – Lynn Roesch
Ministers Report – Stephen Furrer	Right Relations Committee – Mark Norelius
Board President's Report – Tom Doe	Letter from Right Relations – Append I
Finance – Treasurer's Report – Marcy Langrock	Policy & Governance – Ann Fletcher
Exec Dir, Finance & Operations – Jason Puracal Appendices A&B – Income Statement & BS FY18/19 Appendix C - Financial Analysis / Charts	Holly House Dev. Task Force including a proposed survey of HHDTF performance – David Baumgart  Statement to the Board from HHDTF Appendix E  Draft Charter Purchase Sale Holly House TF App H  Process for HH Sale – Board Actions, Append J
Lifelong Learning – Aisha Hauser	

### Board of Trustees Meeting Agenda – April 16, 2019

Host: Dennis				
6:45	7:00	0:15	Social Gathering	
7:00	7:15	0:15	Check in	All
7:15	7:25	0:10	Consent Agenda	All
7:25	7:35	0:10	Holly House: Status of Agreements	Dave, Steve
7:35	7:35	0:10	Holly House: Statement from Exec Director	Jason
7:45	8	0:15	Holly House: Congregational Mood	Mark

8	8:15	0:15	House: Strategy for Funds	All
8:15	8:45	0:30	Budget Process and MFD	Marcy, Jason
8:45	9:00	0:15	Executive Session - Nominating Committee	Connie, All

### Upcoming Events for Your Calendar

- Date Exec Council – May 7, 2019
- Date Board Packet items due Wed, May 15, by end of day: email to Volunteer 1@esuc.org
- Date Beacon Board Buzz due Wed, May 22, Date, email to Nicole Duff
- Date Board Meeting 5/21/19; Marcy is host.
- Sunday Svc Announcements: We need volunteers for 9 AM service: 4/28, 5/5, 5/12

**Opening Words:** Reverend Steve did a reading and lit the chalice

**Board Members Present:** Sara Brannman, Mark Norelius, Dennis Fleck, Lee Dorigan, Marcy Langrock, Tom Doe, David Baumgart, Jerry Bushnell, Paul Buehrens, Evelyn Smith

**Staff Present:** Rev. Steven Furrer, Aisha Hauser, Jason Puracal

**Visitors:** Ann Fletcher, Pam Orbach, Milly Mullarky, Jack Slowriver, Amanda Strombom, Ryam Hill, Manny Brown, Louise Wilkinson

**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.

### 4/16/2019 Consent Agenda Voting Items:

- Approve March 19, 2019 Board Meeting draft minutes
- Approve March 24, 2019 Congregational Meeting draft minutes
- Two Consent Agenda Items in the HHDTF Board Liaison Report: proposed members of the new PSHH task force, and proposed evaluation survey of the HHDTF

### Discussion about Consent Agenda:

Dennis, first sentence of survey, on page 12, points out that the survey will benefit not only the task force, but other task forces in the future and other church teams.

The survey will be organized by Carrie Bowman with help from Jennifer Sommers

**Vote on Consent Agenda:**

**Moved, Sara, second Evelyn, passed unanimously**

**Items Removed from Consent Agenda:** Initially none, but after later discussion, approval of the current survey was withdrawn by the following motion from Lee Dorigan and seconded by Marcy Langrock:

**The board does not approve use of the current proposed survey for evaluating the Holly House sale process. Vote: 9 for, one abstain, motion passed.**

**7:35 – Holly House: Statement from Executive Director, Jason Puracal**

Jason presented a power point on his reflections on the Holly House process, sharing his personal experience, especially regarding systemic racism and institutional oppression. Jason points out that it is part of his job description to consult with the board. Jason pointed out that he is assuming good intentions and is not intending to judge anyone.

Jason feels that the board's fiduciary responsibilities were dropped.

Jason stated that what he is concerned about is this process. The silencing of people of color and their perspectives equates to institutional racism. If you add in the other marginalized identities it is systemic oppression. Jason wanted to be clear that he was not calling anyone in the room, or anyone involved in this process racist.

Much discussion ensued following Jason's remarks. A list of Jason's allegations are attached as appendix A to these minutes.

Jason feels that the board's fiduciary responsibilities were dropped. Specifically, he talked about duty of obedience, duty of loyalty and duty of care. He said that it boils down to lack of process. Jason's examples were:

- The contract with the broker, Marcy and Jason had to fight to see the contract and review it
- The task force was able to flex the charter at their own will, first stating that they wanted to remain neutral the whole time, and then deciding that they didn't want to at the same time.

Jason then defined institutional racism and systematic oppression. Institutional racism is defined as collective failure of an organization to provide an appropriate and professional service to people because of their color, culture, or ethnic origins. It can be seen or reflected in the processes, attitudes and behavior which amounts to discrimination through unwitting prejudice, ignorance, thoughtlessness and racial stereotyping which disenfranchise minority people. Systematic oppression is defined as oppression by an institution. Systematic oppression occurs when established laws, customs and practices systematically and cynically reflect and produce inequalities based on one's membership in targeted social identities. If oppressive consequences accrue due to institutional laws, customs or

practices, the institution is oppressive whether or not the individuals maintaining those practices have oppressive intentions.

Jason outlined three possible paths and noted that he does not favor any one of them.

1. Business as usual

- Even though we say we want inclusivity, we want diversity, that culture does not change
- When people of color share their stories, they are well received
- When Jason wants to share his opinion on any specific topic, it does not seem to be heard
- When Jason weighed in on the Holly House pamphlet, his edits were not used

2. Confirm the vote

- Board pause and ask if we had an inclusive process
- Have dialogue with the entire congregation
- Reconfirm the vote at the June 3<sup>rd</sup> congregational meeting

3. Live with the vote

- Be intentional with how we move forward with the Holly house process and all other processes of the church

Discussion:

Ryam, upset that Jason and Marcy had to fight to see the contract. She also notes that the vote was delayed because we did not have a minister. Also we needed more information. She was not expecting so much discussion of how to spend the proceeds. Upset that important meetings were not on Sundays when more people could come. She thought that the task force was operating too much out on their own, and out of process when it came to review. Ryam would like us to use our professional staff is used, and that our treasurer is involved.

Marcy confirmed that it was hard for her to get information.

David noted that the task force was divided into small subgroups.

In terms of process, we have had issues with other groups signing contracts.

Dennis noted that the board did not specify in the charter what things had to be brought back to the board.

Jack noted that they heard a lot of anger and vitriol after making a point of order at the Holly House meeting.

Manny noted that the process called “Dream BIG” put the focus on money, not on the community and stewardship. A better question would be “if I had to help community, what would I do”

Louise pointed out that we spent a lot of time on “Dream BIG”, but no time on getting input and discussing the actual options that we voted on. She thinks that it would be wonderful if we could find a way of reaching consensus, rather than having to vote. The possibility could have been there if we had had huge gatherings where we had all the information on the table, and the things that we said in one minute sound bites during the vote were said in large groups where people could go back and forth and talk and share. That was the kind of sharing that was needed. In our attempt to be equal between the affordable housing and market rate proposals, we did not have the time to understand everything about the affordable housing proposals. She noted that equality is not always equity. Louise would like us to focus on how task forces are formed.

Sara thinks the process shows how entrenched we are in white dominant culture. She is working on her personal growth to learn how to moves us away from institutional racism and systemic oppression.

Lee notes that we are working hard on process.

Manny notes that process is set up by those in power and has been used to maintain power. We need to figure out to include everyone when setting up processes.

Lee agrees that we need to find ways to be inclusive.

Evelyn felt that at the end of the Holly House process we were terribly rushed. We could have used much more time discussing the voter’s pamphlet. We need to concentrate on slowing ourselves down. If we go slower, it will be easier to see what we are missing and leaving out.

Marcy noted that she was the only person with children in RE, other than Jack, who filled out the questionnaire. Marcy noted that we did not ask ourselves the question, why aren’t people filling this out. Are people feeling pushed to the side or not important?

Aisha noted that Laurie Adams did follow up on the RE family responses, asking Aisha about it. Aisha feels that there was not much interest in the “Dream BIG” process, partially because spending money was not that interesting, but if the discussion had instead been on land use, there would have been more interest. Aisha was very surprised that the task force chair endorsed the market rate proposal just before the vote, after all the care that had been spent for the task force to remain neutral. She feels that reflects power and privilege.

Pam challenged us to paraphrase Jason’s points. Sara did paraphrase. She wonders if the board has been taking advantage of staff.

Rev. Steve recognized how Jason's report can provide a path forward.

Jack noted that another issue for the board to address is our governance, with us currently having differences between our by-laws and policy, concerning the shared leadership model. Ann agrees that we should work on this. Louise says that we should show the 53-minute movie about how we stole the Duwamish land. We also discussed a monthly stipend to the Duwamish.

Sara notes that narrative can be more powerful than numbers and data, as data can miss huge numbers of people.

Tom thought it would be helpful for this discussion to be held with members of the task force present.

David mentioned that he was silent during this discussion because he thought it was a mistake to critique the task force without their being present. He also pointed out that the majority of the task force identified as females. David also tried his best to get people of color on the task force.

Tom asked Jason if he felt that tried to bring these items to the board and were shut down by us, or is this the first time that you are bringing it to our attention.

Jason said that he made a presentation of board fiduciary responsibilities at our pre-retreat and our board retreat. He said that he provided his input when he thought that the board was going to make a recommendation. He also noted that he brought this up to the SLT in March and the SLT discussed it. He said that the decision was to wait until after the vote so that people could see the actual divisiveness. He notes that he wrote long reports on Holly House. He feels that he tried to bring it to attention, and that his report was never shared with the congregation. He said that when he is constantly shut down, there is only so much he can do.

Manny noted that a lot of people of color are not engaged because it does not feel like a safe place for them. We need more allies for people of color on tasks forces and committees, and that will make people feel safer.

Milly thinks that we should open this up again to another vote. She notes that "Dream BIG" was not about supporting values, but about buying things. We still will have a battle about what to do with the funds. We should discuss our values before deciding what to do.

Jason again spoke, he thinks that we should not continue business as usual. In terms of intentionally moving forward, he thinks the proceeds should be going toward our mission.

Jason feels that we should do something to recognize that we just sold land that was originally owned by the Duwamish. Especially considering that the Lummi are honoring us by bringing a totem pole here.

Paul thinks that we are doing ok as a board. We are trying to lead by democratic process. We are not that broken. He feels that the process was flawed, but it was legitimate.

Ryam notes that we should use the discussion we had tonight to choose how to proceed with the task force responsible for the details of the sale.

Jack and Manny think that the survey is set up to continue business as usual. The survey will likely just confirm that our process is fine, even if it is not.

Jack thinks we need to change our culture. Manny thinks that things are changing, and people are more at ease about discussing social justice.

Finished at 9:09

#### **Holly House: Congregational Mood, Mark**

This item was not addressed

#### **8:00 – Holly House: Strategy for Funds, All**

This item was not addressed

#### **9:10 – Budget Process and MFD, Marcy, Jason**

Marcy presented the first draft of the budget. She asked staff and teams for recommendations and presented it at the budget conversation meeting. She showed us the presentation and noted that Holly House money is not in this budget. The team assumed that a goal would be to increase membership and pledges. This is considered a “bridge year”. One goal was to talk about what we want to do more than just talking about money. The dream scenario would require donations of \$864K if no money were taken from the endowment.

This budget would fully fund SJ, facilities, UU dues, increase music to 30 hrs/week, Increase RE program coordinator to 40 hours per week, add office receptionist to 20 hours per week to help Nicole. Staffing pay would be at midpoint of mid-size 3 church. (Slightly higher than last year). The budget Aisha goes back to 40 hours per week.

Most of the increase is in programs rather than finance and facilities

Scenarios

1. Donations of \$864K, allowing the dream scenario
2. Donations of \$633 K, extra endowment draw of \$ 281, allowing the dream scenario
3. Donation of \$656, Holly house deposit as revenue \$190K, allowing the dream scenario
4. Donations of \$615, would have to reduce staff

Tom presented his power point presentation showing our trends over the last ten years, showing that things are not sustainable without membership growth. If we get back to our 2011 membership, things will look better. Tom thinks that if we spend the money on music and getting Nicole office help will likely increase membership.

Discussion ensued, and Ann Fletcher pointed out that the discussion would be more appropriate for executive session.

Several people pointed out that the budget will have to be sold to the congregation. Communication is needed to let people know about need for funding staffing as a way to increase membership

Comments were made that the Holly House escrow money will not necessarily be available. Also, that putting Holly House funds in next year's budget would not allow for congregational process about how we want to use the proceeds.

There was much further discussion of the budget, especially about the "hold steady" budget

No votes nor decisions were made at this meeting about the proposed budget.

Respectfully submitted,

Jerry Bushnell, Recording Secretary, and David Baumgart, Board Secretary

#### **Appendix A: Excerpts from the discussion following Jason's Presentations**

Jason made the following statements and allegations. Please note that there were no members of the Holly House Task Force present at the meeting to give their perspectives on the statements and allegations (other than the board liaison.)

- In May 2018 we had 5 affordable housing and 2 market rate proposals

- The vote was delayed because of need for more information and to attempt to avoid polarizing the congregation
- Seth Hamilton dropped off the task force
- Jason left the task force because he was asked to remain silent.
- Kallie Hill dropped off the task force
- People of color did not participate in the dream big process, in Jason's opinion this was because the Dream Big initiative was a Santa's wish list and it was geared to the more money that we have, the more that we could potentially do.
- Younger families did not participate in the dream big process
- Two affordable housing providers dropped out because East Shore did not meet their criteria (one of them had prioritized racial equity, and one had a partial social justice proposal)
- Our treasurer, Marcy Langrock, and Jason had to ask to see the selling agent contract
- Hundreds of hours of work by females were discounted, after they had put in structure so that the organization was protected
- Board did not follow process
- Staff members of color were not allowed to give their opinions
- There was no discussion by the board of what its recommendation about the vote would have been, if the board had wanted to make a recommendation to the congregation
- There was no discussion of the financial impacts of the proposals
- Reverend Furrer made a recommendation from the pulpit
- Jason and Aisha were not allowed to make a recommendation from the pulpit nor in a board report
- There were only three weeks of discussion, following the presentation of the bidders, not much time to engage in dialogue
- The task force was able to flex the charter at their own will, first stating that they wanted to remain neutral the whole time, and then deciding within the last 24 hours that they didn't want to at the same time.

END of April 16 MINUTES

