

Appendix D: ESUC Board of Trustees Draft Minutes – August, 2019

ESUC Board of Trustees Draft Minutes

August 20, 2019

ESUC Board of Trustees Meeting

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We need volunteers for announcements 9/1, 9/8, 9/15

SOCIAL GATHERING hosted by Evelyn Smith

Attendance:

In person: Evelyn Smith, Geoff Soleck, Dennis Fleck (President), Jerry Bushnell (Secretary), Clare Sherley, Paul Buehrens, Maury Edwards, Mike Radow (Vice president)

Aisha Hauser (DLL), Steven Furrer (Minister)

Via remote: Marcy Langrock

Guests: Sheridan Botts (personnel), Martin Cox (nominating), Ann Fletcher (Policy and governance, Holly House Purchase and Sale)

Absent: Jason Puracal, Mark Norelius – both on vacation

Timekeeper/process checker – Mike Radow

Check In: done by all: 7:00 pm

Opening Words: Done by Reverend Stephen Furrer

Consent Agenda

- Approve July 2019 Board Meeting minutes
- I ask the BOT to approve Carrie Bowman as a member of the Right Relations Committee.

Items Removed from Consent agenda – None

Paul Buehrens moved and Evelyn Smith seconded that the consent agenda be passed. The motion was passed unanimously.

Holly House Update – Evelyn

Brokers have asked to talk to Dave Baumgart about an out of date city of Bellevue ordinance. Our lawyer advised that the buyer get their own counsel about it.

Mission Fund Drive Update – Steve and Dennis

Current confirmed pledges \$570,361

Highly likely additional pledges expected \$33,898

Budgeted pledge income is \$635,000, we are about \$25,000 short

Marcy noted that in past years the shortfall last year was greater, and we should likely be able to close the gap before the end of the year. Board and relevant committees will monitor closely.

Board Goals – Dennis

After reviewing several pages of ideas, consensus was reached on five goals for the 2019-2020 year.

Jerry Bushnell moved and Mike Radow seconded that we adopt the following goals for the 2019-2020 church year:

1. Increase net membership and pledging units according to the 10 year plan
2. Educate congregants about ESUC and about policy governance
3. Develop an ESUC Safety Plan
4. Develop a Master Campus Plan
5. Continue to work on moving our congregation to becoming anti-racist

The motion passed unanimously

Process for HH fund Disbursement Decision – Mike

Mike noted that most congregants want to talk about outcomes and not the process for deciding those outcomes. He counselled not rushing, as it may take awhile to get people on board. Questions raised about a calendar for this work, and about ways of receiving input from the congregation about this and about communicating back.

Key questions at this point?

- What are peoples hopes and fears
- What questions should we be asking?
- What is consensus and how might we reach it?

Maternity Leave & Caretaker Compensation – Jerry

Last month the board changed the Personnel Manual to give 12 weeks of maternity leave. Personnel committee brought a recommendation to change policy to pay employees during maternity leave at a level that was consistent with other employers, which is a rate of 60 – 80% of regular pay.

After discussion. Board reached consensus that ESUC employees on maternity leave should not have to use up sick and vacation pay while on maternity leave. It was noted that in this case, for Amanda Uluhan's leave, East Shore will not have to hire an additional person for the 12 weeks of leave.

Jerry Bushnell moved, and Maury Edwards seconded the following motion:

The personnel manual, section 3 part I on maternity leave be changed to the following:

12 weeks of maternity leave will be granted to employees. During the maternity leave, employee will receive full pay.

Motion passed, One opposed, Eight in favor

Caretaker job title and compensation:

No action.

Proposal to change custodian job title to Sexton will be on September Board Meeting consent agenda.

Discussion of caretaker compensation tabled until next meeting.

Salmon Bake – All

Discussion of whether to server Salmon, with concerns for declining orca and salmon species, for recognizing vegetarians in the congregation, and for appropriating native culture. Maury Edwards

Prepared some alternative dishes that would avoid these issues and would save the church money.

After discussion

Marcy Langrock moved, and Geoff Soleck seconds the following:

This year, we will serve salmon and a vegetarian option at salmon bake.

Motion passed: 7 for, 1 opposed, 1 abstain.

Clare Sherley moved, and Mike Radow seconded the following:

We will start educating the congregation about the concept of cultural appropriation, that we are on Duwamish land. We should introduce the idea of Real Rent and give congregants the opportunity to contribute to Real Rent while attending salmon bake.

Motion Passed: 8 for, one opposed

Marcy recommended that Mark Norelius be recruited to take the lead on salmon bake Sunday. Mike and Maury will help cook

Next Steps with Pam – All

Pam will be writing up a proposal for the board to consider at the September meeting regarding amount and nature of our work with her this year.

No executive session:

Meeting adjourned at about 9:15 PM

Respectfully submitted,

Mike Radow, Board Vice-President, for

Jerry Bushnell, Board Secretary

Upcoming Events

- September Executive Meeting – 9/3/2019, 11 AM to 1 PM
- September Board Packet Items Due – on or before 9/10/2019
- September Board Meeting – 9/17, after church Tuesday potluck, host Mark Norelius
- Board Buzz due – Friday September. 23,2019