

MINUTES> EAST SHORE UNITARIAN CHURCH BOARD September 17, 2019

Attendance: Entire board minus Jerry Bushnell. Guests: Pam Orbach, Sheridan Botts, Ann Fletcher, Louise Wilkinson, Sara Brannman

- Check in
- Timekeeper: Mark Norelius volunteered
- Consent agenda: Minutes removed from consent agenda.

Evelyn Smith moved, Mark N. seconded motion *to pass consent agenda. Passed unanimously.*

Minutes corrected. Page 12 change “minimizing” to “acknowledging” so corrected. Mike moved, Maury seconded motion *to approve amended minutes. Passed unanimously.*

NEW BUSINESS:

- Question asked about hiring the office assistant. Nicole is interviewing.
- Work with Pam Orbach.

Former Board member Sara Brannman described the circumstances which led her to leave the board. “Not a difference of opinion but of values”. Board asked questions about the Pam Orbach’s proposal for more Board work growing awareness of our ‘business as usual’ and its impacts. to take steps to ensure we don’t push away new/young/ potential members. Discussion ensued. Topics and questions. Does the Board have a commitment to this work? What commitment does the congregation have? How will the Board hear from those who never come to us? The difficult work on self-awareness and the ‘trickle out’ to the rest of the church is critical to the longevity of East Shore. Board work should be aspirational.

Everyone spoke to their feelings about adding another meeting. Board committed to adding a second meeting each month to do the deeper work that needs to be done. **Mike and Dennis** will make a proposal about additional time commitment.

Louise gave us our assigned empathy buddies for continuing IDI work, @ 1 hour a month.

- Budget presentation deferred
- Policy and Governance: Ann Fletcher. Board should review policies to ensure they align with mission and vision, not only look them up when we have a problem. Let policies reflect our values. Look at them to check inclusivity. Policies are a living document.
- Minister emeritus process. Deferred.

OLD BUSINESS:

- Caretakers salary. For both custodians, the increase adds 13k to East Shore’s expenses. 3k is saved by not yet hiring the office assistant, Treasurer reported that The additional 10K will not be taken from facilities reserve yet, as ESUC has a “good track record” of getting pledges or gaining more rental income.

Minutes taken by Mike Radow, board vice-president

Jerry Bushnell, board secretary