

# ESUC Board of Trustees

October 14, 2019

Final Minutes

## Agenda:

7:00-7:05	5	Opening Words	Steve
7:05-7:20	15	Timekeeper and Check-In	All
7:20-7:50	30	HHTF Chair Feedback	Linda Freeburg
7:50-8:20	30	Understanding Financial Reports	Jason and Marcy
8:20-8:35	15	Process for HH E&SJ Funds Allocation	Mike
8:35-8:45	10	Process Feedback	Pam
8:45-9:00	15	Executive Session	
		Holly House	Jason
9:00		Adjourn	

## Upcoming Events

- Second Board Meeting: Monday October 28
- November Executive Meeting: Tuesday 11/5/2019 11 to 1
- Sunday Service Announcements: 10/20 - 9 Jerry, 11 Mike: 10/27 - 9 Paul, **11 Open**; 11/3 – 9 Maury, **11 Open**; 11/10 Dennis and Paul
- November board packet items due on or before 11/13/2019

## Attendance:

**Board:** Dennis Fleck, Marcy Langrock, Paul Buehrens, Clare Sherley, Maury Edwards, Geoff Soleck, Mike Radow, Evelyn Smith, Jerry Bushnell, Mark Norelius

**Staff:** Steven Furrer, Jason Puracal

**Guests:** Linda Freeburg, Laurie Adams, Laurie Wick, Bob Weiss, Pam Orbach

**Absent:** Aisha Hauser

Timekeeper: Maury Edwards

Check In: Done

## Opening Words:

Done by Rev. Furrer, from Susan Frederick-Gray

## HHTF Chair Feedback: 7:20

Linda Freeburg, past chair of the Holly House task force, gave a presentation to the board, responding to the letter read at the 2019 Annual Meeting and the presentation given at the April 2019 board meeting regarding the board's oversight of the Holly House Task Force.

Linda started by thanking the board for allowing her to present this evening, and for the leadership and commitment from the board. She asked if everyone had read her letter to the board. (Publicly available in the board packet for 10/15/2019, Appendix E). All but one had read the letter.

Linda asked for comments about her letter. She asked if we saw the difference in perspective between her letter and the presentation about the board oversight of the Holly House task force given at the April 2019 board meeting. She noted that her letter did not respond to all the allegations of lack of oversight made at the April 2019 board meeting. She wonders if we have questions about her responses. Did they make sense, could we follow them? Could we connect them to things that were said earlier?

Discussion ensued, with appreciation expressed for Linda's thoughts and work, for the lessons learned. It was noted that being in community is very difficult and we all have been impacted, carrying pain, and giving pain. We are all in this together, and it hurts. Linda notes that there is much to learn. She would like to have a conversation about how we really made a mistake on this one.

Linda expressed a need, on behalf of her team, for the board to acknowledge how close the board was to the work of the task force. She felt that after the April 2019 board meeting, the board reacted by distancing itself and saying that the task force did things poorly because the board did not provide sufficient oversight. Linda pointed out that the task force was very connected to the board. Linda attended six board meetings, there were hundreds of emails between Linda and the board. She noted that Dave Baumgart did an amazing job of representing the board's interest, guidance, feedback and direction. Linda said Dave carried back information from the task force to the board and provided guidance to the task force from the board. She stated that there was a remarkable conduit of information back and forth that included guidance, oversight and strong detailed reporting and communication. When the board came out publicly at the June annual meeting stating that they did not provide adequate oversight, Linda says that this is simply not correct.

Linda says she has clear recollection and documentation of the kind of oversight provided. She points out that Dave Baumgart, Mark Norelius, and later Rev. Furrer attended task force meetings. She notes that there was board presence in meetings, conversation and work. She was offended that the board said that it did not provide oversight. She would like the board to own that they were giving direction to the task force, that they accepted the charter, that they helped write the charter. She said that the board distancing itself from the work of the task force was inappropriate.

Linda noted that both she and the task force could have done things better.

There was discussion of Linda's statements.

Linda was asked for her thoughts on how we can improve in the future. She would like East Shore to get better at managing big volunteer projects that require a lot of work. We could consider some sort of

white paper or debrief post-mortem after big projects to learn what can be applied to the next project. She also recommends that it should be ok for some projects to have volunteers with appropriate background and skills, and that some projects will not work well for everybody. Some projects require specific skills, capacity, and bandwidth. She recommends that when a big project has trouble, that we can pause, listen, and solicit feedback from multiple perspectives. She recommends that the board work harder to get information before acting on delicate or impactful things.

## Understanding Financial Reports

Jason gave an overview of the content of our financial reports.

We have four funds:

1. Operating
2. Revolving (prudent reserve)
3. Designated (board controlled)
4. Restricted (donor specified purpose)

Jason then went through each financial report we have in detail and answered questions from the board. Marcy noted that members of the finance committee go over all these reports in detail every month.

## Items moved up from 10/28/2019 consent agenda:

Endowment distribution. Marcy Langrock moved; Clare Sherley seconded:

**The board approves the endowment distribution as specified in the Treasurer Report in today's board packet.**

The motion was passed unanimously.

Fund a need: This year the need will be automatic doors for sanctuary, administration building, and the RE building. The cost estimate is \$10-20,000. This is a restricted fund.

Jerry Bushnell moved, and Paul Buehrens seconded:

**The board authorizes a restricted fund from the Fund a Need auction donations for the purpose of installing automatic doors.**

The motion was passed unanimously.

## Process for HH E&SJ Funds Allocation

Mike Radow presented the initial ideas for developing a process on how to eventually make a decision about the distribution of the Earth and Social justice funds from the sale of Holly House as specified by the congregation.

Mike reminds us that we need to determine how to make a decision before we make it.

He asked for feedback from us as board members and congregants. He started by asking board members to each come up with a question. This is a test of whether this technique will be helpful as we engage the congregation. He asked us to share a question about what our community needs.

Mike wants as many people as possible to get in on the ground floor.

Discussion and ideas ensued. A major issue is communication, and the question of how we can include all congregants. Ideas were floated and consensus was that many different approaches will be needed to include all voices.

**Process Feedback:** done

Respectfully submitted  
Jerry Bushnell, Board Secretary