

# ESUC Board of Trustees

December 17, 2019

## Final Minutes

7:00 – 7:15	15	Check-In/ Appoint timekeeper
7:15 – 7:20	5	Consent Agenda – Minutes, Policies. Decision
7:20 – 7:25	5	Nominating Committee Martin information
7:25 – 7:35	10	MFD Game Plan Decision all
7:35 – 7:45	10	Policy and Governance Ann information
7:45 – 7:55	10	HH Debrief – Past and Future process
7:55 – 8:45	50	Pam Orbach

**BOT members present** Maury Edwards, Evelyn Smith, Geoff Soleck, Mike Radow, Jerry Bushnell

**Staff members present:** Jason Puracal, Aisha Hauser, Rev. Steve Furrer

**Attending Electronically:** Clare Sherley

**Absent:** Dennis Fleck, Marcy Langrock, Paul Buehrens, Mark Norelius

**Guests:** Jack Slowriver, Louise Wilkinson, Ann Fletcher, Pam Orbach, Martin Cox, Carrie Bowman

**Timekeeper:** Maury Edwards

**Consent Agenda:**

- Approve November 2019 Board Meeting minutes
- Approval of charters for Holly House Sale Task Force (See Appendix and #1 below)
- First Reading Approval to new Safety Policy 2.21 and to revised Goals Action Plan Policy 4.5 (1) (See Appendix and #2 below)
- Approve DLL Job Description

**Items Removed from the consent agenda:**

None

**Motion:** Geoff Soleck moved, and Maury Edwards seconded that we approve the consent agenda.

**Motion approved 6 for, none against**

**Nominating Committee: Martin Cox:**

Martin showed a chart with the positions that the committee must fill. Currently we have one opening on the nominating committee. For the congregational meeting in June, we will need to find candidates for VP, secretary, two trustees, and two nominating committee members. The committee is working on

relational meetings to develop candidates, this takes longer time. The current committee members are Martin Cox, Jeanne Lamont, Janis Pock, Katie Edwards

**MFD Game Plan Decision: all**

Nicole Duff, Membership, presented the following plan for an MFD:

**Staff Led Mission Fund Drive – PROPOSED**

What we need:

- A “face” – either a board member or someone popular in the congregation
- Support in our decisions

What we will do:

- Write letter & take care of mailing
- Organize testimonials
- Host Large Donor Event & Cottage Meetings
- Organize “Celebrate ESUC” Bruch using a caterer

Timeline

- February 2-23: Testimonials in each service
- February 28/29: Large Donor Event OFFSITE
  - Includes \$10,000+ donors & Executive Committee
- March 1: Pledge cards distributed; Steve includes a segment on giving during worship
- March 1-29: Cottage Meetings & Pledge cards come in
- March 29: Celebrate ESUC brunch and the end of the drive
- March 30-April 1: Nicole finalizes her spreadsheets and passes on to the Mop Up Team

What we will NOT Do

- A door to door canvass
- Mop up calls. Starting April 1, we pass on the list of those who have not pledged and will not organize or help with Mop Up
  - Work with bookkeeper for follow up questions regarding whether or not someone has pledged
- Mop Ups WILL end by July 1. When we continue to call people MONTHS after, evidence reveals they are less likely to do it. This also helps differentiate drives.

Requests

- If you pass this to staff, please no micromanaging! We will put reports in for every board report
- We request the board consider timing and language used for ANY Holly House discussions between February 1 and March 31. It’s a sensitive topic and could affect the drive.

**Discussion:** It was noted that this plan will only be successful if board members and congregants don't second guess or try to micromanage the fund drive. Nicole will need assistance from the board and congregation. Mike requested volunteers to contact absent board members to make sure that they understand this. Mike will contact Dennis, Steve will contact Paul, Clare will contact Marcy and Jerry will contact Mark.

**Motion:**

**Jerry Bushnell moved, and Evelyn Smith seconded that the board accept the plan for the mission fund drive and that the mission fund drive will be a core team.**

Motion passed - 6 for, none against

**Policy and Governance information: Ann Fletcher**

Ann discussed a chart of church size and characteristics. We are currently a smaller church than when policy-based governance was initiated here. A church our current size is expected to be still working towards policy-based governance. The policy and governance committee is working on communication to the congregation. Ann shared a draft of a beacon article about policy-based governance. The article is geared toward members. They are planning an educational session about policy-based governance, not a power point lecture but an interactive meeting. Martin recommended using the Hotchkiss book, perhaps as book club reading. Geoff recommends videotaping the sessions for people to look at on-line. Aisha recommends short fun videos about policy-based governance.

**HH Debrief – Past and Future process: All**

The board used a circle format to develop and share our thoughts and ideas about how we can closely examine the process and learn from it. The following are some of the points that were made.

- We should do the work with the board itself first
- The board should examine the process of decisions that were made, and what impact the decisions had. There is much to learn from this.
- Many assumptions and automatic decisions came out of a culture that we have not looked at yet.
- How did culture show up with the decisions made and their impact?
- Remember that the previous board stated to the congregation that we would not be doing business as usual
- We should focus on Jason's presentation to the previous board
- Jason's presentation is only a part of what we need to examine
- Some people pulled back after the Holly House vote, we should hear from them.
- Board members who were part of the process should be involved
- We should focus on the board before getting other congregational input
- We should look at what we have learned and are putting into place
- We can put things explicitly into charters
- Not all business as usual is bad, but we should look at business as usual.
- We should do this together.
- An important step is to really look at the letter read to the congregation at the congregational meeting.
- We need to be honest with one another, and not ignore each other
- This process will take more time than just short sessions on board meeting agendas

- We should tie this into the developmental ministry
- Is there an appetite to do this?
- We should think carefully about the reasons the HH sale failed is an important task for the Board
- We must communicate regularly with our neighbors about our plans and their needs and concerns
- As a spiritual community it is appropriate to consider and discuss the housing needs of the greater community when we make choices about what to do with the HH property.

**Debrief from Pam Orbach:**

Pam was able to help us with the discussion above. The board meeting ran over time and she did not have the planned 50 minutes to help the board.

Meeting adjourned at approximately 9 PM.

Respectfully submitted,  
Jerry Bushnell  
Board Secretary