

ESUC Board of Trustees Meeting Agenda
January 21

7:00-7:05	5	Opening Words	Steve
7:05-7:20	15	Timekeeper and Check-In	All
7:20-7:30	10	Consent Agenda	All
7:30-7:40	10	MFD Update & sign up,	Steve
7:40-7:50	10	Holly House debrief planning for 1/25 Hopes/expectations, food, etc.	All
7:50-8:05	15	Process and timeline to address the next step in Aisha's leave taking	All
8:05-8:35	30	White Supremacy Discussion	Aisha and Maury
8:35-9:00	25	Executive Session	All
		Holly House	Jason
		Board Oversight Discussion	All Elected Bd members
9:00		Adjourn	

BOT members present Maury Edwards, Evelyn Smith, Mike Radow, Jerry Bushnell, Marcy Langrock, Paul Buehrens, Claire Sherly, Mark Norelius, Dennis Fleck

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

Attending Electronically: Geoff Soleck

Absent: None

Guests: Jack Slowriver, Pam Orbach, Martin Cox, Jenny Selby, Don Durenberger, Nicole Duff, Louise Wilkinson

Timekeeper: Maury Edwards

Consent Agenda:

- Approve December 2019 Board Meeting minutes
- Approval of charters for Right Relations Committee and Seabeck Team (See Appendix and #1 below)
- Approval to new Safety Policy 2.21 and to revised Goals Action Plan Policy 4.5 (1) (See Appendix and #2 below)
- The fall event previously known as the church salmon bake will now be known as the Autumn Ingathering. The event will be a potluck.
- Approve Jan Bogle as member of the nominating committee
- Approve board reports

Items Removed from the consent agenda: Mark asked to remove Jason's report for clarification about the membership numbers at the top of the board packet. In June 2019 pledging units were listed at 315,

currently they are listed at 250. Nicole explained the difference in pledging units. There are 30 people who pledged the previous year and did not pledge this year. Some have donated this year, just not pledged. The current number of pledging units would be about 300, using the method used in June. At the time of the report, the numbers for the next fund drive were not finalized, and 250 was a best guess at active pledging units.

It was noted that the membership and pledging numbers at the top of the board packet are not part of Jason's report, but information added to the board packet.

Motion: Mike Radow moved, and Evelyn Smith seconded approving the consent agenda except for Jason's report.

10 for, none against, motion passed.

Paul Buehrens moved, and Maury Edwards seconded that we accept Jason's report.

10 for, none against, motion passed.

7:20 – 7:40 MFD Update & sign up

Nicole and Steve

Nicole gave us the following summary of current plans:

Happy to announce David Langrock has agreed to be the face of the drive.

Numbers: The tracking spreadsheet has been cleaned up.

Important Dates:

- **February 29:** Top donors (\$10,000+), SLT, and Executive Committee to have large donor event at Steve's home at 4:00 p.m. It will be catered with appetizers and desserts.
- **March 1:** Steve will inspire generosity and holistic giving from the pulpit. Pledge cards distributed after worship or mailed the following day. David Langrock will speak in service.
- **Throughout March:** MFD at table with information, testimonials during service. Nicole has developed a list of people to ask to give testimonials
- **March 29:** Celebrate ESUC Brunch in Spring Hall all morning. Signifying the end of the ask. Will be catered. Currently getting quotes.
- **March 30-April 1:** Nicole finalizes spreadsheets and passes off to Mop Up Team

To Be Decided/Finalized

- Theme?
- What is "the ask" – increase by %? How Much?
- Cottage Meetings/Town Halls

What We Need from the Board

- Support in our decisions, being a united front.
- Hosts for Cottage Meetings/Town Halls

- Help with “Special Touch” list – reaching out to those who have special needs that could affect pledging.
- Help finding a “Mop Up” Team

Several board members agreed to hold cottage meetings. The possibility was raised that we could do some of this through connection teams. The board will be asked to help with Town Halls, which can be at 10 AM on non-choir Sundays.

**7:40-8:00 10 Holly House debrief planning for 1/25
Hopes/expectations, food, etc.**

Mike asked Pam if she could help us with this process. She agreed and asked us what we hope to get out of it, and what we would like to see done. Board members and guests gave thoughts on Pam’s questions:

- What would it look like if we were inclusive?
- What are people wanting
- We should look at Jason’s presentation before Saturday
- Come with questions and thoughts
- I’d like to know how to avoid the pitfalls we fall into with WSP and business as usual
- Look at what we have learned so far
- Walk through it chronologically, what led to what, understand how our assumptions led us to where we ended up.
- Explore the ways in which the vote happened, the process, how WSP drove the process, how it drove the divisions. How do we not do the same thing again. How do we move forward differently?
- Looking forward to listening to everyone on the board
- Hope to get clear direction from board on how Jason’s time will be spent.
- How to avoid, interrupt when we fall into the same pitfalls. What we could do better.
- More focus on consensus building, less on majority wins
- An outcome can be more clarity on steps that need to be taken to move on, get proper closure
- Be more self-confident that we are not going to screw up, make choices that reflect, look more forward than in the past
- We need to be comfortable with being uncomfortable
- How can we center the margins and still have a democratic process?
- I would love to be more transformed with more humility and courage
- You cannot reflect on something unless you name it.
- What can I learn, what would I do differently going forward?
- We can use the learning of Louise, Jack and Mark, who have gone through this already

Mark pointed out that we have list of comments from the previous board meeting. Mike reminded us about the email sent October 8th, 2019 to the previous Holly House Task force and board after our meeting with that task force.

8:00 – 8: 30 Process and timeline to address the next step in Aisha’s leave taking All

Dennis asked the board what should we do and who should do it, and how we should do it. Consensus was that we should step back and be deliberate about this process. The following points were made during the discussion.

Aisha has built a strong foundation, and we should step forward and not back. We should not make this a referendum about Aisha. Input from the congregation is important, particularly families with children, children in RE, and newer members.

It is the board's place to look at overall strategy for the organization. We cannot be fully goal driven nor fully process driven. Transparency is important.

Hiring a second minister or an intern would not necessarily continue the same program.

Aisha is an expert on RE and LLL so we should listen to her recommendations.

This discussion overlaps with budget discussions, and with Rev. Steve's developmental ministry goals.

It was noted that discussion about this has already started within the SLT, within the RE committee, and Steve has been in discussion with Sheridan Botts, chair of the personnel committee.

Steve plans on coming back to the board with ideas for how to proceed and how to honor Aisha for her leadership and the foundation she has set up.

Maury moved that the board ask Steve to bring a plan back to the board next month, on how to continue building on the lifelong learning foundation that has been built. Mark seconds the motion.

Vote - 9 for, one against, motion passed

8:30 – 9:01 White Supremacy Discussion Maury

Maury let us know that Robin DiAngelo is not going to stop using the word white supremacy, she is not worrying about your comfort, but your world view. He gave us a new way to look at the story of Jackie Robinson breaking into baseball. Instead of viewing Jackie Robinson as exceptional, we should look at the white people who actually changed the rules and opened professional sports leagues to African American players.

Maury noted that individualism is important in our culture. He asked us to consider how is it expressed, and how it impacts people of color. He asked us to give examples of individualism here at East Shore.

In summary, Maury asked what it would look like if we centered community instead of individualism.

Meeting adjourned at 9:01 PM

Respectfully submitted,
Jerry Bushnell
Board Secretary