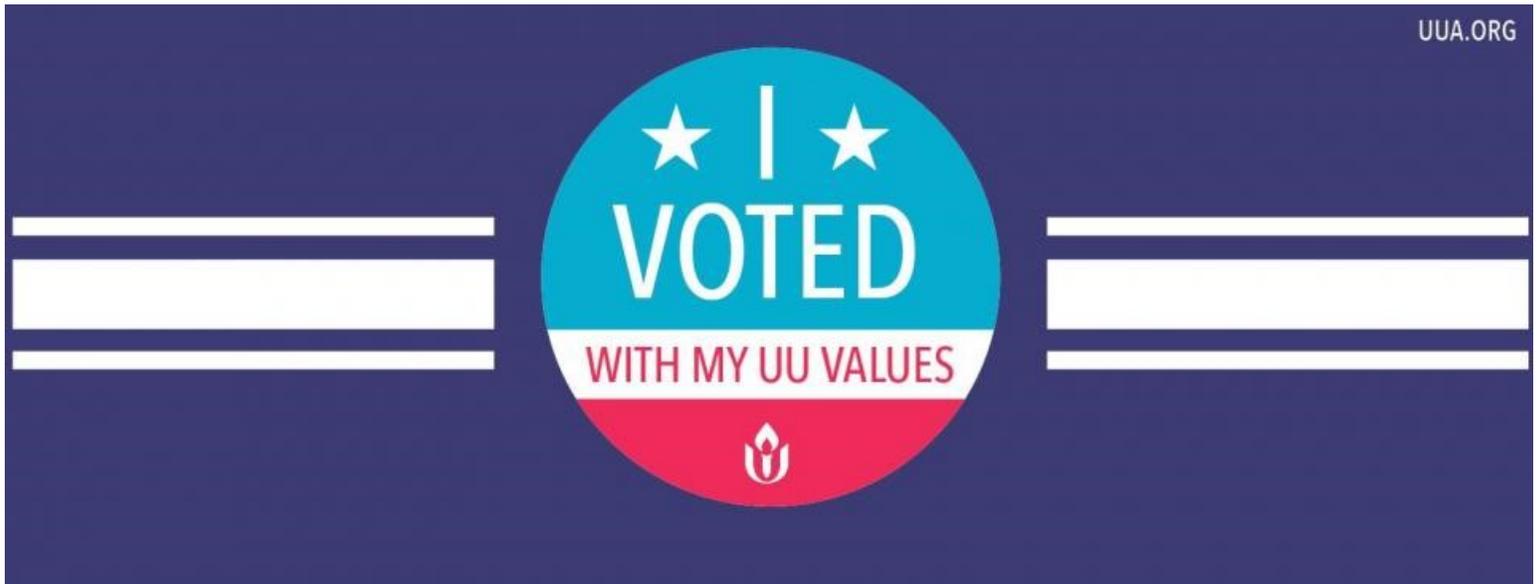


2020 Annual Meeting Report

Sunday, June 14, 2020, 11:15 a.m.



Opening words, Rev. Stephen Furrer

Call to Order

Establishment of a Quorum

Adoption of Robert's Rules of Order (and appoint a Parliamentarian)

President's Report

Board goals and status

Reflection on the Presidents Goals for his term

Approval of 2019 Annual Meeting Minutes

PPP Loan Authorization

Approval of 2020-2021 Operating Budget

Election of 2020–2021 Officers and Board of Trustees

Election of 2020-2021 Nominating Committee Members

Installation of new and continuing officers and Board

Closing Words, Adjourn

Minister's Annual Report

I wish to outline what I and the church leadership have been doing this year, what I've observed, and what I am hoping to accomplish over the course of my now nearly 2/5 completed Developmental Ministry.

Personnel

Following the September hiring of Jenny Newell as part-time Office Assistant, the staff has been stable all year. With the two other members of the Staff Leadership Team taking extended vacations in July and August of 2019, I decided to take my vacation month in November and to forego my month of study leave. Beginning in October, RE Programs Coordinator Amanda Uluhan went on a three-month maternity leave. It has been some years since a staff member at East Shore became pregnant and the congregation should be proud of the generous maternity benefits it provided. Soon after Amanda's return, our Director of Lifelong Learning since August 2013, Aisha Hauser, announced she would retire in June 2020. In conversations with members of the Lifespan Integration Team and Personnel Committee and between members of the Staff Leadership Team and the Board Executive Committee and following interviews with Amanda, she was offered the position as Director of Religious Education beginning next month. I will assume responsibility for the Adult RE program. Amanda will also be joining Executive Director Jason Puracal and me as a member of the Staff Leadership Team (SLT) going forward. Aisha Hauser's seven-year tenure at East Shore was celebrated on May 24th and 31st.

The addition of Office Assistant Jenny Newell enables Membership Development Manager Nicole Duff to focus her energy more deliberately on membership and growth.

It was just after the December holidays and with all our staff and most of our members when the first news releases were heard about the novel coronavirus in Washington State. This was to disrupt and discombobulate our year as it has the whole world.

Gov. Jay Inslee's sequester-in-place directive took hold on March 8, following which the church staff, in regular consultation with the Board and UUA authorities in Boston, immediately took steps to transform our worship and then the rest of our program to become available online. Thoughtful research and choices that Executive Director Jason Puracal and our Facilities personnel made over the preceding months regarding signing up for Zoom and familiarizing the Board and the rest of the staff with its use turned out to be prophetic and absolutely critical to the church's ability to respond quickly and skillfully the moment Governor Inslee ordered the statewide shutdown.

Regarding Sunday worship, the staff responded with an all-hands-on-deck attitude. We immediately agreed to make all Sunday services multigenerational. Appealing to and reaching children is part of our weekly shared intention, but since kids could (and likely would) skip away from the computer monitor if allowed, we would also focus on reaching, supporting, and inspiring the grown-ups. We simplified the liturgy by having fewer liturgical pieces and sharing those elements more widely. We have done our best. And, despite the stress, it's been fun to work week after week—and so intently—with such a creative group of people.

Membership

A year ago in this report I pointed out that to grow by 10% (which would double the size of the church in seven and a half years) ESUC would have to counter widespread



2019-20 East Shore Unitarian Board of Trustees

Dennis Fleck
President

Mike Radow
Vice President

Jerry Bushnell
Secretary

Marcy Langrock
Treasurer

Paul Buehrens
Maury Edwards

Mark Norelius

Evelyn Smith

Clare Sherley

Geoff Soleck

Trustees

Staff

Rev. Dr. Stephen H. Furrer
Developmental Minister

Jason Puracal
Executive Director

Aisha Hauser
Director of Lifelong Learning

Nicole Duff
Membership Development Manager

Dianne Upton
Facilities Manager

Vanessa Rodriguez
Bookkeeper

Amanda Alice
RE Programs Coordinator

Eric Lane Barnes
Director of Music

Jenny Newell
Office Assistant

Celil Cakmak & Joseph Newman
Sexton

demographic trends whereby fewer and fewer people attend church. As we approached February our membership outreach was going very well and beginning to approach the recruitment percentages we'd been seeking. Suddenly, in early March, Governor Inslee ordered all Washington residents to shelter-in-place. Few aspects of our program suffered more immediately than outreach to newcomers, but we have now established ways to recognize, sign in, and establish a relationship with our Zoom visitors every Sunday. Nevertheless, we have a lot of catching up to do...

Membership Numbers	
Membership as of June 1, 2019	420
Increase	19
New Members	18
Returned	1
Decrease	57
Deaths	15
Resigned/Moved	17
Removed from Rolls*	25
Membership as of June 1, 2019	382

*Members were removed according to ESUC Bylaws, Article V, Section E2

Deaths 2019-2020: Wallace Pesznecker (June 11), Rosine Bender (July 22), Paul Fussell (August 4), Earl Fleehart (October 12), Meriel Williams (November 9), Connie Nissley (November 11), Gerri Arbruster (January 10), Tom Way (January 13), Elli Anarde (January 15), Jerry Worsham (February 2), Andrew Rybar (February 22), Frans Koning (April 27), Hal Fogelquist (May 12), Nadine Baker (May 18), and Walter Andrews (May 31).

New Members (in order of joining): Sarah Martinez, Michele Snydsman, Trevor Menagh, Signe Lalish, Dave Myers, Karen Ramshai, Julie Wright, Doris Bean, Dwight Hutchinson, Diane Graham, Amélie Heise, Francis Sherley, Lassie Jordan, Adam Kennedy, Rachael Ludwick, Lori Saccardi, Ryan Halloran, and Melody Díaz.

Despite our members being forced to shelter-in-place, this year's Mission Fund Drive has been the most successful in the last six years. As of June 10, we have confirmed 187 of 302 potential pledges have confirmed for \$582,196.82. Additionally, we have 15 Life Members, and agreed to 6 waiver requests. 29 members remain who have not pledged, but remain likely to do so; we conservatively estimate an additional \$46,500 from these people. Currently, we are up \$59,234.46 compared to last year, pledged by the same people plus new pledges.

These are pretty good numbers especially compared to last year and when one considers the many obstacles we've faced in the midst of a global pandemic. Medical and healthcare professionals pretty universally report that it is likely to be another year before we can resume what heretofore we thought of as "normal" operations. Of course, the rapid development of a vaccine could expedite progress considerably. Nevertheless, the consensus among public health professionals is that it will likely be June 2021 before our coast is clear. President Susan Frederick-Gray, President of the UUA, has written a letter to all church presidents and ministers recommending virtual only services through the entire church year in '20-'21. And then there's Governor Inslee and his phased reopening plan. So there are many variables, but the SLT is currently assuming we'll be mostly doing thing virtually next year, with some occasional meetings of small groups practicing social distancing through the end of December 2020.

Holly House

On March 24, 2019 roughly 57.5% of the congregation voted to offer the Holly House property to a developer, Woodbridge, to develop into market rate condominiums. There was disappointment from among some of those (42.5%) who had favored a second option to sell the property at below market rate to a developer of transitional housing (LifeWire). A new task force was gathered together and charged to arrange for the sale. A variety of issues continued to concern Woodbridge, most particularly (1) a since rescinded City of Bellevue law mandating three units of affordable housing for any such development and; (2) a potential law suit by the condominium complex to the west, challenging the easements. In the end, Woodbridge's concerns were fully attended to, but they dropped out at the last minute anyway. Upon hearing this (and unsolicited by us) LifeWire for the transitional housing option resubmitted their bid to build transitional housing, but offering \$800K more. Then a commercial developer, Isola, made an unsolicited offer nearly identical to Woodbridge's. Seeking to be more aware of many ways structural

biases fashioned and framed the process leading to the March 2019 decision, the Board of Trustees resolved to take several months to carefully consider both offers, taking better care to ensure that members were fully informed and that the consideration, deliberation, and voting on each option was as free from bias as possible. In April Ann Fletcher and the Policy & Governance Committee carefully studied the bylaws and UUA procedural recommendations and worked out a complex but understandable three-step process whereby the membership voted to authorize absentee voting, thus making online voting possible. And in May the membership did indeed vote, once again and by a slightly narrower margin, to go with the commercial rate offer for sale at, ultimately, \$4,000,000.00. The lesson we learned from Woodbridge this past year about not counting one's chickens before they've actually hatched should be more easily kept in mind in the months ahead. Now yet another Holly House Task Force has been convened, chaired by Craig Nelson, and charged with completing the sale.

Decisions about what to do with the Holly House and how to dispose of it have weighed heavily upon the hearts and in the minds of church members throughout the nearly two years of my developmental ministry. This year these matters took up hours of Board time and energy and far more from the members of the Task Force that had been charged with working with Woodbridge, plus nearly \$50,000 in unbudgeted legal fees. The money and human energy are both well spent in so far as they set the church up for a much smoother go-round this time with Isola. It's been wearing on everyone involved. Along with the coronavirus, it has been a serious congregational preoccupation that has severely inhibited the rolling out and full adaption of the church Growth Plan, as outlined below.

But First

A few more snippets regarding my day to day duties. The Organizational Structure of East Shore is Policy Governance, whereby the Board of Trustees focuses on policy and hires the staff to carry out that policy. This model works better and better the larger churches become. Moreover, once adopted, Policy Governance makes growth more and more likely to follow. Here at East Shore, the staff adopted a tripartite executive model—the Staff Leadership Team —made up of the Minister, Director of Life Long Learning, and Executive Director. In helping the congregational fulfill its mission and transform lives, each SLT member meets with Core Teams in addition to supervising other staff, some of which meet with additional Core Teams. I met regularly with the Earth and Social Justice Coordinating Council and periodically with several of its ministry teams in support of particular projects.

I met monthly with the Lay Pastoral Team, going over names of ill, mourning, or otherwise struggling congregants and reaching out to them. Milly Mullarky and her team members are well organized and have helped make me aware of pastoral concerns needing my attention. During the coronavirus pandemic a half dozen memorial service plans have been put on hold, but in the last week I have completed and electronically mailed out the concerned, a Zoom Memorial Service Planning Guide—so we should be catching up on that surfeit in the weeks ahead.

With Ann Kerlee's gentle guidance the various Covenant Circle facilitators have met via Zoom during the current pandemic, as have all the Covenant Circles (with only a few dropouts among the participants.)

ESUC Growth Plan

Phase I: Eliminate Unwelcoming and Counterproductive Ways

- ◇ STOP ALL SUNDAY BUSINESS MEETINGS. PERIOD.
 - ◇ Exceptions: Congregational Meetings
 - ◇ NO Team meetings, and welcoming events CAN happen
 - ◇ No excuses, we all know Zoom now! You can find another day/time
- ◇ Get Better At Talking to Visitors/People We Don't Know
 - ◇ Every Sunday, talk to ONE person you don't already know, it could be a member you just haven't met, it could be a visitor, but the more you practice talking to people you don't know the better!
 - ◇ Practice talking to kids and LISTEN to them!
 - ◇ Remember, kids can't come without parents, and parents never come without their kids!
- ◇ Realize Not Everyone Knows What You Are Saying
 - ◇ When you practice, stop using acronyms. Imagine each person you are talking to be a person you met at the grocery store. They don't know that ESJCC oversees ECAM and is working on a project with the DRE to do something in OWL recommended by the UUA. You might as well be speaking a different language.

- ◇ Getting the new website up and running – Now only weeks away!
 - ◇ Know the website is designed for visitors, which may mean you don't get ALL the words you want on the page, but that's ok! It's designed to help engage people AND you!!!

Phase II: Prepare For New People – Make Room (once we return to campus)

- ◇ Make room in the Sanctuary! Leave open seats, particularly on the aisles and in the back (once we are back!).
 - ◇ Remember... sometimes growth is uncomfortable! Remember how kids cry during growing pains? To grow the church you may “lose your regular seat” one Sunday or be asked to sit closer to the front.
- ◇ Talk About What It Means To Be Welcoming
 - ◇ Talk about it
 - ◇ Practice it
 - ◇ Talk about it some more
 - ◇ Practice it even more
 - ◇ And help each other! You might have to say to a friend “We are trying to be more welcoming and what you are doing isn't welcoming.” Can you?
- ◇ Make Room for People to Fit In
 - ◇ Term limits are great for allowing new leadership and new ideas! That means you might have to take time OFF of a team to allow someone else to feel like they can own it for a bit.
 - ◇ Learn to love and welcome new ideas! It doesn't mean you are WRONG, it means someone else cares enough to think of it a different way... a way that might attract someone else!
 - ◇ Allow for new teams and new ideas!
 - ◇ Never say “But that's how we've always done it here,” the eight last words of a dying church!
 - ◇ Expand Your Circle! Yes, you can have friends, and remember everyone in ESUC is part of your beloved community and therefore is in your circle!
- ◇ Treat Young Adults/Youth as ADULTS not as people who don't have as much value.
 - ◇ Treat Kids as the FUTURE and not a nuisance. If they don't feel welcome as kids why would they EVER come back as an adult?
- ◇ Complete the UUA's Welcoming Congregation Renewal
 - ◇ Yes, this is about LGBTQA+, but it's good remembers on how to be welcoming to all!
- ◇ Remember the BIGGER Picture!
 - ◇ It's not about what is best for YOU as an individual, but about what's best for the COMMUNITY, and that might require some shifting. Which one needs to be ok with in order to be welcoming.

Phase III: Love Your Church and Let Others Know!

- ◇ Realize talking about your church and loving your church is NOT being Evangelical!!!!
 - ◇ Talk about your church
 - ◇ Talk about the events at your church
 - ◇ LOVE your church
- ◇ Invite people to the things YOU love! And it doesn't have to be worship!
 - ◇ East Shore LIVE!
 - ◇ Tuesday Potlucks
 - ◇ Cookies & Carols
 - ◇ Meaningful Movies
 - ◇ And MORE! All of these things are not “Church” and are easy to invite people to!
- ◇ Outreach will do Marketing during this time as well
 - ◇ NO amount of outside marketing will have a fraction of the effect as people talking about their church and inviting people. Stop relying on paid ads to do the work.

Phase IV: Do Things Differently!

- ◇ Greet EVERYONE!!!
 - ◇ New people, your friends, KIDS! EVERYONE!!!!
- ◇ Know not everyone shares the same beliefs, and that's OK! We could have someone who is more conservative or more liberal... the point is the principles and the covenant.

- ◇ Don't worry about running out of food. There are always extra cookies and snacks in the kitchen.
 - ◇ People are longing to be fed... spiritually AND physically. Feeding EVERYONE (including their kids) will make them fill that need.

Phase V: Know It Doesn't Always Happen On YOUR Schedule

- ◇ People come to church on their own time. You might tell someone about ESUC and they don't come for 5 years... and that's OK!
- ◇ We are in this for the LONG haul! We are not a toilet paper company who puts a coupon in the paper and is hoping for greater sales, we are looking for long time members who want to fully engage.

Nicole Duff, our Membership Development Manager, has refined methods to identify and collect newcomers and to organize Zoom meetings for collective introductions. Zoom also enables us to gather congregants from a wider catchment area. To meet our ten-year projections, we need to enroll sixty-five new members this coming year. Is that impossible? Not if we link our hearts and spirits together. But we have to make a meaningful and nearly universal pledge to become a truly hospitable and welcoming church, so that a couple of years from now when you next start the process of looking for new minister, members will seriously and honestly describe ESUC as Bellevue's Antidote to the Seattle Freeze. The above Growth Plan outlines several strategies for helping make ESUC genuinely hospitable, including ways to become more welcoming to the increasingly multicultural community surrounding the church. Here the coronavirus has been a help, by keeping our virtual coffee hour free of church business and committee work and focusing on reaching out to visitors.

It is very important to remember: real growth means growth in all dimensions. Numbers are important, naturally, but especially for a church, we need to consider other equally meaningful kinds of growth: growth in fulfilling our mission, in caring for one another, as a beacon of classic humanist values threatened in ominous times. All these kinds of growth are complementary, actually. And they all grow out of putting our differences (and our suspicions and resentments) aside and linking us together in common cause and the larger hope.

In this light, I am reminded of a poetry reading I attended in Los Angeles with the late artist and activist Amiri Baraka. He reminded the audience—all roughly progressive in the same way Unitarian Universalists are—he reminded us repeatedly to keep one thing in mind: that politically “the enemy” was the Extreme Right. Progressives must quit beating up on one another, or giving each other the cold shoulder, or anything else we do to settle for less than beloved community. To settle for less than accepting the challenge of the hour and being the great church you've been in the past. And that (as I have said repeatedly) you're poised to be again—the minute you put aside lingering mistrust and routine bickering and put your collective hearts and hands and imaginations into making a truly Beloved Community here at East Shore.

Concerning growth, there's a well-known biblical formula, which I think is very apt: that we should seek first the kingdom (i.e., beloved community) and all these other things will be added to you.

Suffice it to say: I need everyone's help if we're going to make this Developmental Ministry truly thrive. With everyone's help, we cannot but succeed. Won't you pitch in?

Yours in the spirit of Beloved Community,

Rev. Dr. Stephen H. Furrer

President's Annual Report 2019-20

I would like to take this opportunity to thank our outgoing Board members - Clare Shirley, Geoff Soleck, Jerry Bushnell, and Paul Buhrens for their investment of time and energy on behalf of all of us at East Shore. Mike Radow, Marcy Langrock, Evelyn Smith, Maury Edwards, and Mark Norelius— thank you for your service this past year and your future service as continuing Board members. We are a better church as a result of your individual and collective leadership.



Additional thanks go to our nominating committee where Martin Cox, Jan Bogle, Janis Pock, Jeanne Lamont and Katie Edwards have worked to bring forth the slate for 2020-2021. Please join me in thanking Jan, Katie and Martin who have completed their terms on the Nominating Committee, with Martin having been chair this past year.

At last year's June Congregational meeting, I shared my thoughts for areas of Board focus for the church year from July 2019-June 2020.

- ◇ Developing the strategies and tactics that will allow us to grow our membership to better align with our current facilities and staff.
- ◇ Determining the process to be used to determine how to use the Holly House funds that have been designated for Earth and Social Justice. I want to reiterate, the first step is to determine the process to be used to determine how to use the Holly House funds that have been designated for Earth and Social Justice. The outcome of this work will lead to the activities to determine how the designated Holly House sale funds will be used for Earth and Social Justice.
- ◇ Moving forward in Reverend Steve Furrer's Developmental Ministry as he leads us to the time when we will call a new minister.
- ◇ Continue our work on becoming a more inclusive church that is welcoming for people of color and other marginalized identities.

Last summer, the Board set 5 goals for this church year.

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

My reflections are as follows:

Unfortunately, we haven't seen the growth we wanted during the past year. It is not sustainable to be a 400 member congregation with a facility and staff capable of supporting 600 members. I am hopeful that current efforts to define and launch a growth plan will provide the foundation for the growth we need. While the growth plan is staff-led, it is up to all of us to do our share to help East Shore grow.

We continue to work through the nuances of policy based governance – understanding who does what and, at times, stepping on one another's toes. Mike's experience with the Mercer Island School District should help us in this journey.

We started to explore potential processes to determine how we might utilize the Earth and Social Justice dollars from the Holly House sale to Woodbridge only to have the sale fall through. This will be a future conversation for our congregation.

A campus safety plan has been developed and will be more broadly shared once we can meet again in person. Work on a campus master plan moved to the back burner due to energy put forth on the Holly House sale process.

During the past year, your Board typically met twice a month. The increase in monthly Board meetings was driven by the Board's desire to work on processes and becoming more inclusive and in helping move our congregation to becoming anti-racist. I feel we have made inroads, and the journey needs to continue.

As I reflect upon the past year, I must acknowledge the significant impact the Holly House sale process has had upon our Board, our staff and our congregation. Woodbridge's decision to walk away from the purchase of the Holly House property was initially met with disappointment, but in hindsight, has allowed the congregation to enter into expanded conversations as to how we could invest in Earth and Social Justice through a sale to LifeWire or Isola Homes. During this journey we strove to be more inclusive and allow for those wanting to share their perspectives to do so, and hopefully an opportunity for meaningful listening to those with different perspectives. I hope you experienced your voice being invited, and mattering. Now that the congregation has voted, let us be present to both the celebration and inevitable disappointment with gentleness/tenderness. This is where our mission to practice love, explore spirituality, build community and promote justice matters most, so that we are in community and

every one of us, can trust that how we feel matters, so that we can move forward together in community. I hope that we will be able to come together and collectively embrace the decision to proceed with Isola Homes.

The coronavirus and our subsequent actions to transition to virtual activities has been challenging for all. Our staff has performed nobly, learning about Zoom and then making it the foundation of our Sunday worship and all of our meetings. Perhaps our use of Zoom will allow for future meetings structured virtually so that members with children and those preferring to not drive at night can participate in ways not supported before. Unfortunately we won't know the lasting impact on members' physical and financial health for months, perhaps years to come.

Black Lives Matter, and there are many ways for us to be involved – as a church community and individually. There are books to read, movies to watch, and events we can attend. Our work is just beginning. As a church community, we have given witness to Black Lives Mattering with Flash Stances and the signage at the corner of our church property. I feel it is time for my wife and me, as individual members of this church community, to also bring focus to those around us that Black Lives Matter. We have ordered a Black Lives Matter sign from Amazon that we will prominently place in our front yard for all to see as they go by our house. I would like to invite all East Shore members with houses to join us in individually giving public witness to Black Lives Mattering by purchasing a sign and standing with the People of Color in our church community and those in the wider community. Nicole is ordering 100 Black Lives Matter signs, and they will be available for our members to purchase at around \$10 each – much less than Jan and I paid! Watch for an email from Nicole with more details. Perhaps those living in apartments, townhouses, or condos could place a Black Lives Matter sign in a window (if allowed by the HOA). Then, take a picture of the sign in your yard or window and email to Nicole. Nicole has agreed to include pictures of our signs in her multiple weekly emails to our members and congregation. And, please let Nicole know it is OK to include your name with your photo. Even though we must social distance, we can individually as members, and thus collectively as a church community, stand up for and add our voices to the witnessing that Black Lives Matter.

Before closing, I would like to reflect upon our youth. Not only are they our future, but they also impact us in the present. It was a High School Youth Service several years ago that led to a change in our Chalice Response. The old one was:

We light this chalice to remind ourselves to treat all people kindly
because they are our **brothers and sisters** in spirit;
To take good care of the earth because it is our home;
And to try to live lives filled with goodness and love
because that is how we will become the best **men and women** we can be.

The new one that we have recited for a number of years is:

We light this chalice to remind ourselves to treat all people kindly
because they are our **siblings in spirit**;
To take good care of the earth because it is our home;
And to try to live lives filled with goodness and love
because that is how we will become the best **people** we can be.

What a lesson in inclusivity learned from our youth. And, last month during the High School Youth Service we learned about Robbie's Rule – a youth learning from Con. Our youth shared that Robbie's Rule is a reminder to open a group conversation to others looking to join in, and to bring the new participants into the conversation by backtracking the conversation to help them feel welcome. Let us learn from this and actively practice Robbie's Rule when we are able to meet again in person. What a positive difference this would make for our coffee hour. Thank you, East Shore Youth for again teaching us how to be a more inclusive church community.

I am honored to have been your president this past year. I look forward to East Shore's future and the leadership your new Board will be providing under Mike's presidency.

Yours in faith,

Dennis

Financial Reports

Date : 05/15/2020
Time : 7:21:49 PM

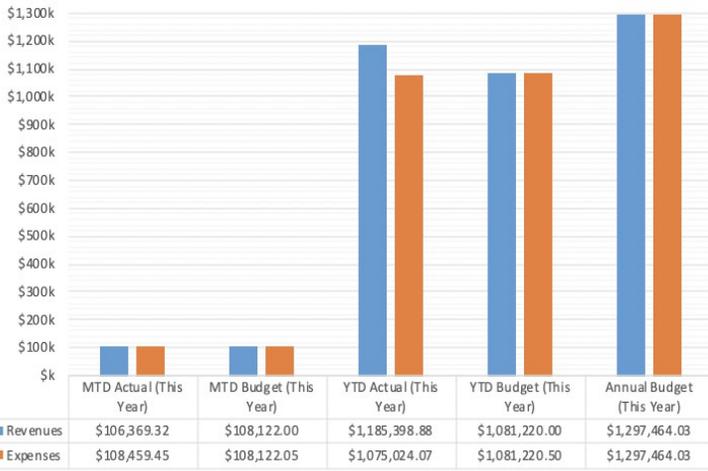
East Shore Unitarian Church Monthly Income Statement - Summary July 2019 to April 2020

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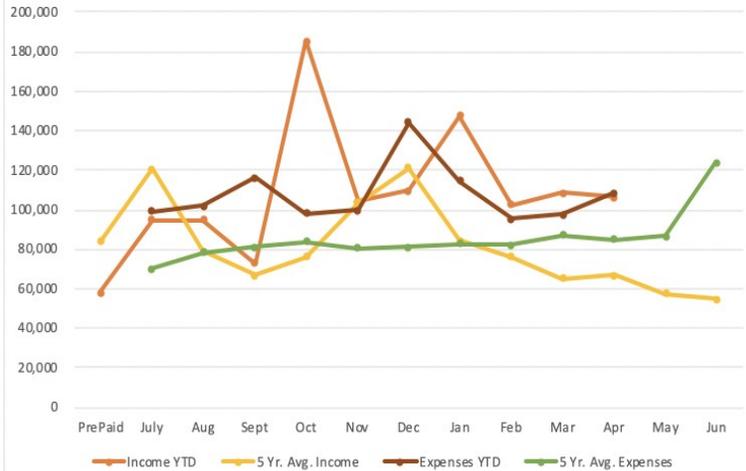
Accounts	MTD Actual (This Year)	MTD Budget (This Year)	MTD Budget Remaining (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget Remaining (This Year)	Annual Budget (This Year)	% of Annual Budget Used (This Year)
Revenues								
Income - Donations	33,581	52,750	19,169	568,522	527,500	(41,022)	633,000	89.81 %
Income - Program Fee Pmts	600	667	67	9,186	6,667	(2,519)	8,000	114.83 %
Income - Fundraising Event Pmt	0	4,062	4,062	48,215	40,625	(7,590)	48,750	98.90 %
Income - Facilities Rental Pmt	11,162	17,915	6,754	174,733	179,153	4,419	214,983	81.28 %
Income - Dept Activities Pmts	(19,725)	8,413	28,138	52,548	84,133	31,586	100,960	52.05 %
Income - Other	80,751	24,314	(56,437)	332,195	243,142	(89,053)	291,771	113.85 %
Total Revenues	106,369	108,122	1,753	1,185,399	1,081,220	(104,179)	1,297,464	91.36 %
Expenses								
Payroll Expenses								
Wages	54,585	53,877	(708)	544,388	538,772	(5,616)	646,526	84.20 %
Payroll Taxes	3,334	4,008	674	37,913	40,081	2,168	48,098	78.83 %
Payroll Benefits	11,093	9,654	(1,440)	96,454	96,535	81	115,842	83.26 %
Total Payroll Expenses	69,012	67,539	(1,473)	678,755	675,388	(3,367)	810,466	83.75 %
Program Expenses								
Administrative Expenses	2,628	9,838	7,210	45,999	98,384	52,385	118,061	38.96 %
Facilities Expense	14,712	9,580	(5,132)	101,950	95,804	(6,146)	114,965	88.68 %
Business Expense	9,777	7,719	(2,057)	115,885	77,194	(38,691)	92,633	125.10 %
Office Expense	2,860	2,332	(527)	29,650	23,324	(6,325)	27,989	105.93 %
Fundraising Expense	0	938	938	8,019	9,375	1,356	11,250	71.28 %
Advertising & Marketing	0	705	705	61	7,046	6,985	8,455	0.73 %
Interest & Loan Expense	9,470	9,470	0	94,704	94,704	0	113,645	83.33 %
Total Administrative Expenses	36,819	30,745	(6,074)	350,270	307,448	(42,822)	368,937	94.94 %
Total Expenses	108,459	108,122	(337)	1,075,024	1,081,220	6,196	1,297,464	82.86 %
Net Total	(2,090)	0	2,090	110,375	0	(110,375)	0	0.00 %
Other Revenues								
Designated Revenues	83,406	0	(83,406)	64,772	0	(64,772)	0	0.00 %
Restricted Revenues	2,275	0	(2,275)	16,150	0	(16,150)	0	0.00 %
Revolving Revenues	0	0	0	0	0	0	0	0.00 %
Total Other Revenues	85,681	0	(85,681)	80,922	0	(80,922)	0	0.00 %
Other Expenses								
Designated Expenses	1,285	0	(1,285)	253,058	0	(253,058)	0	0.00 %
Restricted Expenses	0	0	0	13,951	0	(13,951)	0	0.00 %
Revolving Expenses	0	0	0	11,933	0	(11,933)	0	0.00 %
Total Other Expenses	1,285	0	(1,285)	278,942	0	(278,942)	0	0.00 %
Net Operating Total	82,306	0	(82,306)	(87,645)	0	87,645	0	0.00 %

Accounts	Assets	
Current Assets		
Cash & Investments		
1-1000 - Petty Cash	\$200.00	
1-1010 - Checking - Chase	\$112,120.19	
1-1030 - Brokerage - Schwab	\$34,174.78	
2-1010 - Checking - Chase	\$15,207.69	
3-1010 - Checking - Chase	\$71,121.20	
3-1040 - Endowment Money Funds - Schwab	\$3,569.56	
3-1070 - Endowment Investments - Schwab	\$1,107,278.85	
4-1010 - Checking - Chase	\$13,548.62	
Total Cash & Investments	\$1,357,220.89	
Other Assets		
1-1110 - Deposits	\$1,750.00	
Total Other Assets	\$1,750.00	
Total Current Assets		\$1,358,970.89
Contra Assets		
1-1600 - Building Loan Contra Account	\$651,693.05	
Total Contra Assets		\$651,693.05
Total Assets		\$2,010,663.94
Liabilities, Fund Balance, & Restricted Funds		
Liabilities		
Current Liabilities		
1-2010 - Second Sunday Collection Payable	\$878.24	
1-2020 - Other Collections Payable	(\$205.00)	
1-2110 - Wage Accruals Payable	\$28,969.22	
1-2160 - Other Payroll Deductions Payable	(\$11.61)	
1-2300 - Prepaid Pledges	\$57,261.22	
1-2500 - Building Loan - Current	\$76,200.00	
Total Current Liabilities		\$163,092.07
Long Term Liabilities		
1-2700 - Damage Deposits - LT Rentals	\$4,500.00	
1-2750 - Building Loan - Long Term	\$575,493.05	
Total Long Term Liabilities		\$579,993.05
Transfers In/Out		
1-2900 - Due To/From Other Fund	(\$53,521.91)	
2-2900 - Due To/From Other Fund	(\$31.17)	
3-2900 - Due To/From Other Fund	\$55,828.08	
4-2900 - Due To/From Other Fund	(\$2,275.00)	
Total Transfers In/Out		\$0.00
Total Liabilities		\$743,085.12
Fund Balance		
2-3000 - Fund Balance - Ministry	\$2,251.30	
2-3010 - Fund Balance - Membership	\$5,923.55	
2-3020 - Fund Balance - Social Justice	\$4,591.71	
2-3030 - Fund Balance - Lifelong Learning	\$3,912.17	
2-3040 - Fund Balance - Finance & Facilities	\$9,441.25	
2-3050 - Fund Balance - Market & Dev	\$1,051.81	
3-3000 - Fund Balance - East Shore Housing	\$10,000.00	
3-3020 - Fund Balance - Endowment	\$1,258,109.27	
3-3050 - Fund Balance - General Reserve	\$41,809.08	
3-3060 - Fund Balance - Memorial Garden	\$4,509.40	
4-3000 - Fund Balance - Grounds	\$1,615.00	
4-3010 - Fund Balance - Gallery	\$8,000.00	
4-3020 - Fund Balance - Fund-a-Need	\$4,009.35	
	(\$87,645.07)	
Excess Cash Received		\$1,267,578.82
Total Fund Balance and Excess Cash Received		\$2,010,663.94
Total Liabilities, Fund Balance, & Restricted Funds		\$2,010,663.94

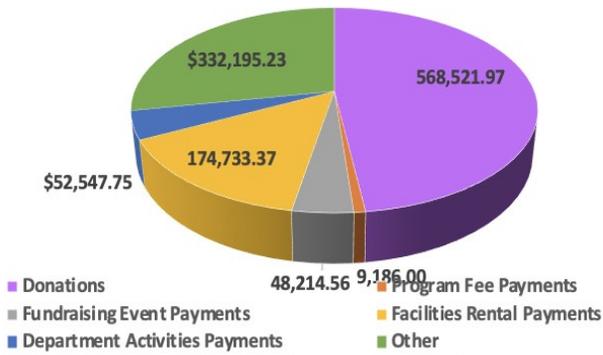
FY 2019/20 April Operating Revenues vs. Expenses



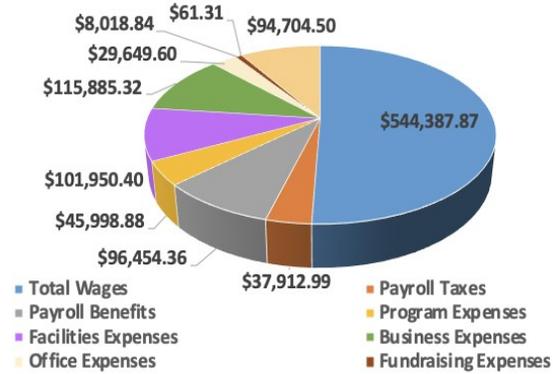
FY 2019/20 Cash Flow by Month



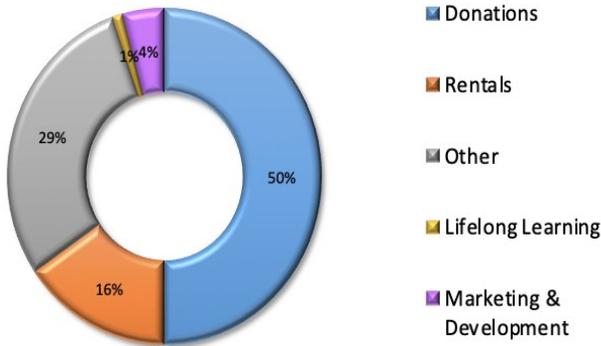
FY 2019/20 April YTD Operating Revenues



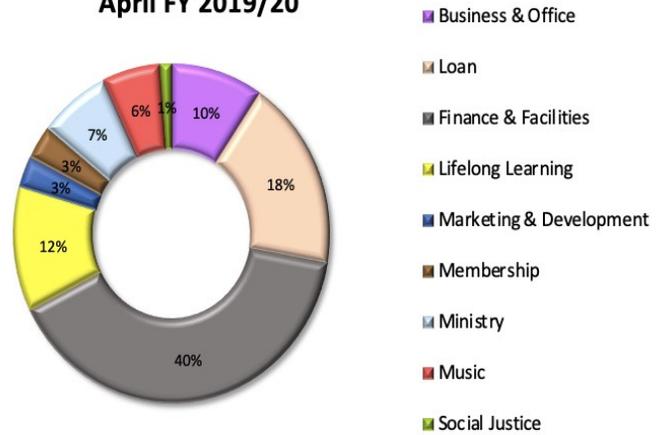
FY 2019/20 April YTD Operating Expenses



Income Categorized YTD April FY 2019/20



Expenses Categorized YTD April FY 2019/20



2020-2021 Slate of Candidates

The East Shore Nominating Committee has completed the slate of candidates for next year's Board of Trustees and Nominating Committee positions. This slate will be voted on at the June 14th Congregational Meeting. The positions in **bold print** are up for election. The others are informational, to provide a complete list of members who will serve during the next church year.

Board of Trustees

President	Mike Radow	year 1 of 1-year term
Vice President	Signe Lalish	year 1 of 1-year term
Treasurer	Marcy Langrock	year 3 of 4-year term
Secretary	Maury Edwards	year 2 of 4-year term
Trustee-at-Large	Evelyn Smith	year 3 of 3-year term
Trustee-at-Large	Mark Norelius	year 3 of 3-year term
Trustee-at-Large	Mary Anderson	year 2 of 3-year term
Trustee-at-Large	vacant	year 2 of 3-year term
Trustee-at-Large	Jenny Selby	year 1 of 3-year term
Trustee-at-Large	Tom Ball	year 1 of 3-year term

Nominating Committee

Chair (Board-Appointed)		2-year max
Member	Jeanne Lamont	year 2 of 2-year term
Member	Janis Pock	year 2 of 2-year term
Member	vacant	year 1 of 2-year term
Member	Sheridan Botts	year 1 of 2-year term

Questions about the election process may be directed to the current members of the Nominating Committee: Martin Cox, Katie Edwards, Jan Bogle, Jeanne Lamont and Janis Pock. Please join us in thanking all our candidates and current Board and Committee members for their dedication to our church!

President



Mike Radow

Previously, I attended First Unitarian in Portland, Oregon, for three months, on Thursday nights, in 1962. I joined East Shore in 2004, looking for a good choir. Both of my sons stayed in RE through OWL. Sitting in the back row of the choir was fine. Then I joined the Grounds Ministry Team, and then the Economic Justice and Second Sunday Teams. Since retiring in June, I added the Worship Team and the Beloved Racial Justice Team. I am a member of the Right Relations Facilitation Team and excited about our upcoming work. Professionally I taught history in Oregon, Morocco, Kentucky and for the last 24 years, on Mercer Island. During many of those years I also served the Mercer Island Education Association in most leadership roles.

Vice President



Signe Lalish

My husband Trevor and I became members of East Shore in December of 2018. We have two kids, Orson (7) and Eowyn (5). At East Shore I'm particularly interested in practicing love, building community and promoting social justice. We have helped as volunteers in R.E. and we have been active members of the Family Covenant Circle.

I spent most of my youth on a small island off the Olympic Peninsula where, for many years, my family had no running water or electricity, but we had everything we needed to make a home. At university, I chaired a film committee and became interested in child psychology and social emotional behavior. I have skills in problem solving, communication and conflict resolution.

I returned to this area after many years away, with my husband and children to be closer to family. My special areas of interest are board games, gardening and being around people. Well, two out of three isn't too bad! Bad time to be an extravert!

Treasurer



Marcy Langrock

I have served East Shore as Treasurer this past year. I attend East Shore with my husband David and our three teenage sons: Alex, Nicky and Benji. We began attending in 2012 and signed the membership book in 2013. We were looking for a community that fit our family members' needs and we found that here. I have been involved in RE, teaching middle school youth group and recently was trained to be an OWL (Our Whole Lives) facilitator. I have served on the Board for the past two years, been a member of the Financial Stewardship Committee and the Holly House Development Task Force. Each of these roles has helped me understand more about the church,

its needs, the concerns of membership, as well as our history and how to best look forward to the future.

As for my education and work experience, I have a BA and an MBA. I have worked as an accountant, technical writer and project manager. For the past eight years, while my children were young, I taught Montessori preschool / kindergarten. You could say that helped solidify my number facts and my ability to play well with others. I look forward to learning and growing with our community. I promise to do my best, demonstrate patience, and treat those around me with compassion and respect. I feel confident you all will do the same for me. I am blessed to be part of this community we love so much.

Secretary



Maury Edwards

I joined East Shore in 2015. I have represented our congregation and promoted the Black Lives Matter Flash Stances through various means so that it has grown in its outreach to the present size encompassing Bellevue, Issaquah, Kirkland and Woodinville. I participated in and represented us regionally in Racial Justice, as a delegate and presenter, in last Fall's beginning of The JUJustice Washington Conference in Edmonds, and as a member of the steering committee for the regional JUJustice WA newsletter. I am the founding member and avid participant in the Alternative Service Team, here at East Shore. Professionally, I was an owner and/or manager of businesses from 1976

to 2018 and retired in September 2018. I currently am working part-time at Starbucks. I am the father of five adult children. I envision East Shore as a place where everyone feels welcome, loved and is encouraged to build community; where everyone gets their spiritual needs met; where everyone participates in an anti-racist community.

Trustee-at-Large Positions



Mary Anderson

On my third visit to East Shore in about 1982, Rev. Arvid Straube literally tapped me (you're it) to become a third-grade teacher in RE. I hadn't even signed the book and knew little about being a UU. I've been learning ever since. I raised my two sons here, served as President of the Board, volunteered in RE, served on the most recent Search Committee, with the Membership Ministry Team, led the auction and Operating Fund Drive both twice, and am currently a member of the Right Relations Facilitation Team. I will continue learning about being a UU in service to this

community. Becoming a member of our board in these interesting times is an honor and responsibility I will cherish. Thank you for your support.



Jenny Selby

My husband, Gregg, and I were married 35 years ago by a Unitarian minister in Salt Lake City. After attending a square dance at East Shore in the mid-90s, we began attending services, with our two sons. We started to attend ESUC more regularly about five years ago and became members last year.

I grew up in Connecticut and, after college, began a 40 year career in non-profit management. I worked at the National Endowment for the Arts, the Sundance Film Festival, Seattle Repertory Theatre, Bellevue Schools Foundation and the University of Washington, from which I retired three years ago. I was a dedicated supporter of Mercer Island schools and, among other positions, served as Mercer Island PTA President in 2003-5. I look forward to serving the East Shore and its wonderful community as a board member for the next three years.



Tom Ball

I've been a member of East Shore since 1999. Both my son David and daughter Lauren have come up through the church's excellent religious education program. I co-chaired the Welcoming Congregation Committee in the early 2000s with Sue Yates and helped run the auction for several years. My wife Catherine's main activity at the church for these many years has been the choir, where I sing bass baritone (usually too loudly). I am looking forward to giving back to the congregation that has supported me and my family through the last two decades through serving on the board as a Trustee-at-Large.

Nominating Committee Members



Sheridan Botts

I joined East Shore after I moved to the Pacific Northwest in 1986. Over the years, I have participated in many committees and groups including the Nominating Committee, operating fund drive, and auction. I was in a leadership role for the Building Committee for the education building and the Women's Perspective and am currently chair of the Personnel Committee. I have served on the Board of Trustees. My father, C. Leon Hopper, Jr, served as minister at East Shore and my mother, Dorothy Hopper, was active and welcoming to all who crossed her path. I have followed their example of commitment to Unitarian Universalism and to East Shore.

I work as Business Manager for the Regional Transit Coordination Division at Washington State Department of Transportation (WSDOT). My division coordinates with Sound Transit to build the light rail system. I am married to Richard Botts. We volunteer at the Mountaineers Meany Lodge where Richard shops for and is in charge of cooking for up to 100 people for a weekend. I compile the rosters and communicate with the participants. Our favorite vacation was walking the Camino de Santiago. We look forward to going again.

Get in on the Conversations!



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Facebook: 859 (up from 686)

Twitter: 54 Followers (up from 46)

Instagram: 191 Followers (new this year!)