

# **East Shore Unitarian Church**

## **Board of Trustees**

### **April 24, 2023**

### **Minutes**

#### **Our East Shore Unitarian Church Board Covenant**

We covenant to hold the Eight Principles of Unitarian Universalism, the Mission of ESUC, and the ESUC Right Relations Covenant as the umbrella for our own covenant and guidelines. We recognize that how we hold and treat each other and the congregation is the spiritual ground from which grow the actions and decisions that support the health and welfare of the church now and in the future. We aspire to lead by example, filled with good will for those present and all members of the community. We commit to empowering all congregants, calling on their strengths and contributions for the greater good. We hold ourselves accountable to practicing this living covenant and the following guidelines, changing them when called to, and should we break this promise, we agree to engage with Right Relations to address repair.

Board Members Present: Signe Lalish-Menagh, David Langrock, Louise Wilkinson, Geri Kennedy, Martin Cox, amanda alice uluhan, Nicole Duff, Rebecca Chatfield and Rev. Dr. Maria Cristina Vlassidis, and Maury Edwards.

Board Members absent: Evelyn Smith,

Visitors present: Keely Afrin, Taya Montgomery, Dianne Upton, Grace Colton, Ann Fletcher Craig Nelson and Bill Austin.

#### **Meeting commenced at 4:03 pm PDT**

Louise Wilkinson gave us an opening reading by Penny Hackett Evans, *Each of Us Brings a Separate Truth Here*.

We had a brief check-in.

#### **CONSENT AGENDA**

- Move that we approve the March Board of Trustees meeting minutes as written.

Maury Edwards moved to approve the Consent Agenda as written. Geri Kennedy seconded. There was no discussion.

The motion passed unanimously,

## **WHITE SUPREMACY SHARING**

Louise provided us with an international and cross-cultural **GlobeSmart** chart of six 'dimensions' of cultural differences each with a spectrum represented by its poles. We divided into pairs and discussed one dimension per pair. Our observations were:

- 1) In our society the dimension of 'Egalitarianism vs. Status' is a mixed bag.
- 2) Re: 'Task vs. Relationship'- In meetings where there are agendas, how do we flow into and out of getting things done while staying in relationship? The corporate world demands we be task-oriented.
- 3) Re: 'Direct vs Indirect Communication": It is about relationship. Perhaps we always need to leave open lines to talk about stuff.
- 4) Re; 'Independent vs, Interdependent': One had an affirmation of returning to a place moving from 'I' to 'we'. 'Always collaborate/ always cooperate' is less present in this culture than the individualism mindset. It is hard to break down barriers of self-reliance, etc. A big block to intimacy. There is a need to do everything right.

## **BOARD COVENANT DISCUSSIONS**

- 1) Nicole highlighted covenant #8: Actively engage in policy-based governance seeking to uphold legal duties and to support the entire organization. Use RACI charts to clarify roles and responsibilities, boundaries, and lines of communication. Opt for collaboration whenever questions arise.
- 2) Maury highlighted covenant #9: Always maintain strict confidentiality for all sensitive issues, especially all topics discussed in Executive

Sessions. Maintain clear guidelines about what is public and what is not. Make these guidelines clear to all guests participating in Board meetings

A discussion followed that revealed there is work to do on this in providing guidelines for our guests, Martin volunteered to write up a blurb that will present language in our beginning-meeting procedures so guests and meeting members alike are informed of and reminded to honor this covenant.

### **REGULAR BUSINESS- Tenant Search Guidelines**

Rebecca provided a one-page document (in the packet) and a power point showing a flow chart describing the procedures to be used by the SLT for renting space in the education building on campus.

A discussion followed on determining space availability; the decision-making process on to whom to rent; and, recent trust issue experiences with a possible Catholic School tenant. It was noted that the proposed procedure to decide if a potential tenant is suitable does not accommodate any review by the congregation. For this and other reasons, this procedure if adopted would need to be written and communicated to the congregation.

It was determined that the SLT will discuss this next week in their regular weekly meeting..

### **GENERAL ASSEMBLY 2023 IN PITTSBURG DELEGATE SLATE**

Geri Kennedy moved and Louise Wilkinson seconded to accept the slate of delegates presented by the Eighth Principle Ministry Committee as written:

Mike Radow, Maury Edwards, Marcy Langrock, Dave Baumgart, Grace Colton, Paul Buehrens, Ryam Hill and alternate Beth Wilson.

There was no discussion.

The motion passed unanimously.

## **PROCESS OBSERVER REPORT**

David reported his observations of our process today. No one requested a discussion for repair.

## **CLOSING READING AND ADJOURNMENT**

Louise had a closing reading for us by James Baldwin.

We adjourned at 5:39 pm PDT

Minutes compiled by Maury Edwards  
Secretary, Board of Trustees  
East Shore Unitarian Church  
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April 24, 2023