

Minutes

East Shore Unitarian Church

Board of Trustees Meeting

August 24, 2023

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 touchstones for all actions and decisions we make as a Board. 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 goodwill for all present and the full congregation, and calling forth the best in all congregants and empowering their strengths and contributions. We pledge to support the entire congregation by contributing our best selves and our best gifts in trust for future generations.

Board Members Present: Taya Montgomery, Geri Kennedy, Rev. Maria Cristina Vlassidis Burgoa, Amanda Alice Uluhan, Signe Lalish, David Langrock, Rebecca Chatfield, Nicole Duff, Keely Cofrin Allen, Evelyn Smith, Martin Cox.

Board Members absent: none.

Visitors present: Grace Colton, Craig Nelsen

<i>Facilitator:</i>	Signe Lalish, President
<i>Timekeeper:</i>	Geri Kennedy
<i>Process Observer:</i>	Evelyn Smith
<i>Tech Helper:</i>	Rebecca Chatfield

Meeting commenced at 3:30 PDT.

Chalice Lighting and Reading

David Langrock shared [This morning I was born again](#) by Woodie Guthrie.

Check-in

Members shared, what is a memorable celebration in your life and what made it memorable?

Consent Agenda

1. Approve the July 2023 BOT meeting minutes.
2. Approve Budget Committee Charter
3. Approve Geri Kennedy, Board Treasurer, as Chair of Budget Committee

One item was pulled off the consent agenda and one was added. Item 2 (Approve Budget Committee Charter) was pulled off by Signe. Discussion of the approval of the Budget Committee charter became Discussion Item #6 (see below). Signe added the following item to the consent agenda: Approve Church Goals for 2023-2024 as approved at the retreat by the Board of Trustees on Sunday August 13, 2023 with language updated by Nicole in the email dated August 15, 2023 (see below).

Church Goals for 2023-2024 by the Board of Trustees

1. Establish or deepen a relationship with a least one local organization serving the LGBTQ+ communities especially youth and those most marginalized.
2. Intentionally apply a multicultural, multi-generational, anti-racist approach and lens in all ministry team activities, program development, and other aspects of congregational life.
3. Intentionally create pathways that support current and future leaders to develop leadership skills in all aspects/areas of the church.

Amended Consent Agenda

1. Approve the July 2023 BOT meeting minutes.
2. Approve Geri Kennedy, Board Treasurer, as Chair of Budget Committee
3. Approve the Church Goals for 2023-2024

Geri moved for approval of all items on the amended consent agenda. Martin seconded the motion. The motion passed unanimously.

Discussion Item #1: Review UUA Comp Guidelines

Rebecca introduced the new set of UUA compensation guidelines. The UUA office reviewed compensation and produced this new set of guidelines. The Goal of the UUA guidelines is to provide a system and a process based on equity and justice.

The meeting discussed that compensation work is sacred work requiring discernment. The question was asked, who can we contact from the UUA for guidance. Rebecca suggested Jan Gardner and RMC said we can also reach out to UUA regional staff.

Adoption of the new UUA guidelines would have an impact on the budget. The budget committee needs direction from the board. The concern that timeframe is short for changes to get into the 2024 budget was discussed. Also discussed was the Cost of Living Adjustment (COLA). The 2024 COLA adjustment to pay would be 3%. The proposal is to give all staff either the COLA or the pay prescribed by the UUA policy, whichever is greater – not the sum of the two.

Keely moved that the board adopt the COLA yearly pay change as a policy. David seconded the motion. In discussion, Martin requested to amend the motion to nominally approve the COLA but allow for a follow-up email thread to review and refine the exact wording of the policy. Martin moved the following amended motion: that the board develop a COLA policy with P&G and vote on it by email later.

David seconded the motion. The question was called. The motion passed unanimously.

Discussion Item #2: Guidance from Board to Budget Committee

Geri asked the board to skip this agenda item due to changes in the retreat agenda. There were no motions.

Discussion Item #3: How Board will continue Anti Racism...work

Nicole summarized the 8th Principle Team's request that the board do all or some of the three suggestions provided in the 8th Principle Team Liaison Report in the current Board Packet:

1. Continue meeting with Julica Hermann de la Fuente
2. Participate in a book group on the UUA Common Read for 2024 "On Repentance and Repair"
3. Have an 8th Principle/Right Relations Curious Lens Helper

The meeting discussed the need to do as many of these suggestions as possible while recognizing cost, alignment with resources and time. No motion was made but the 8th Principle Team offered to come back with more specific estimates of costs and time commitments.

Discussion Item #4: Proposed procedure re: Board committee members

David introduced the proposed procedure to make any actual vote for the board to appoint committee members or leaders to occur in executive session only with voting board members and SLT.

Martin moved that *All board votes which alter the composition and/or leadership of board committees and task forces shall be held during an Executive Session of the board in which only the Board of Trustees and the Staff Leadership Team are present.*

Geri seconded the motion.
The motion passed unanimously.

Discussion Item #5: Appoint Rhythm of the Year Sub-Group

Martin requested the informal formation of a subgroup to prepare a proposal that details the “Rhythm of the Year.” This is a procedure listing what key annual activities – including the board establishing the church goals for the year, the committees developing their charters, and the staff developing their SMARTIE goals for the year – happen when during a typical year.

It was discussed that SLT has most of these details but not collected, simplified, and presented to the board. Martin volunteered to do the legwork given sufficient help from staff. Rebecca suggested gathering details from SLT members via email and “level up” to produce a BOT annual timeline.

There was general agreement. No motion was required or made.

Discussion Item #6: Approval of Budget Committee Charter

The board discussed that the draft Budget Committee Charter was fine in spirit but needed certain updates in the written document before being approved. One update needed was to introduce a term limit clause into section No. 9 that would apply to all non-ex-officio members of the Budget Committee. Another update requested was to use the newly approved church goals rather than the 2022-2023 church goals used in the draft.

There was general agreement to postpone approval of the charter without postponing the work of the Budget Committee. No motion was made.

Announcements:

- Rebecca announced that ESUC is in the process of negotiating a contract with Diamond parking to bring back about \$2100 a month of parking rental to Diamond parking.
- Nicole announced that the salmon bake is coming up and we need board members to sign up. <https://www.signupgenius.com/go/4090F4AA9A72FA0FC1-ingatheringsalmon> Need the most help with cooking the salmon.

Process Reflection

Evelyn led the meeting through some process reflection between members of the meeting.

Closing

David shared [If Not Now](#) by Tracy Chapman.

Regular Board meeting adjourned at 5:15 PM PDT

Minutes compiled by Martin Cox

Secretary, Board of Trustees
East Shore Unitarian Church
Bellevue, WA
Month day, Year