

**DRAFT**  
**East Shore Unitarian Church**  
**Board of Trustees**  
**July 27, 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 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 good will 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: Rebecca Chatfield, Nicole Duff, Amanda Alice Uluhan, Signe Lalish, David Langrock, Geri Kennedy, Martin Cox, Keely Cofrin Allen

Board Members absent: Taya Montgomery, Rev. Maria Cristina

Evelyn Smith joined the meeting at 4:15 PM

Visitors present: Grace Colton, Paul Buehrens, Ryam Hill

**Meeting commenced at 3:30 PM PDT**

Amanda Alice read the opening: [In our Circle Again](#) by Share Woodbury ([In Our Circle Again | WorshipWeb | UUA.org](#))

**CHECK-IN**

We each named a “great value” in our life.

**CONSENT AGENDA**

1. Approve the June 2023 BOT meeting minutes
2. Approve the board budget cost of \$42 for the Intercultural Development Inventory (IDI) and invite Taya and Keely to take the IDI

3. Approve the revised Policy 2.10
4. Approve the revised Policies 2.22 and 2.23

Keely moved to accept the consent agenda.

Geri seconded the motion.

The motion passed unanimously.

(Note re: Taya and Keely taking the IDI: Louise leaves for England September 15<sup>th</sup> so plan to do this before then.)

### **Discussion Item #1: How Board will pursue Anti-Oppression work**

Nicole passed the talking point to Paul Buehrens who represents the 8<sup>th</sup> principle team.

Full text of Paul's remarks will be made available through Nicole. Partial notes below.

Paul reported that the 8<sup>th</sup> Principle Team urges the board to work closely with the UUA and with the 8th Principle Team on anti-racism and anti-oppression work.

The Article 2 revisions passed GA in June 2023 and will likely pass next year's GA.

The UUA is implementing the Widening the Circle recommendations. We are encouraged to work at three levels:

1. Individual work
2. Work at the institutional level
3. Work at the congregational level

The 8<sup>th</sup> Principle Team's purpose is to support the board achieve its priorities.

The time commitment proposals the team sent to the board were premature. The board needs to set its priorities and take up working with the 8<sup>th</sup> Principle Team after that.

Board and visitors discussed Paul's remarks and anti-oppression work.

Nicole: More about Widening the Circle:

<https://www.uua.org/uuagovernance/committees/cic/widening> OR you can borrow a copy of the book from the ESUC library.

Nicole: Also, information about the work Grace has done with Widening the Circle here at ESUC: <https://esuc.org/widening-the-circle-of-concern/>

### **Discussion Item #2: Nominating Committee Chair**

David Langrock reported that in June, the congregation voted for the slate of 4 members of the Nominating Committee, and the board is responsible for appointing a chair of the Nom Comm.

Beth Wilson was elected on the slate as one of the four members and has expressed willingness and ability to serve as the chair. If we appoint Beth as Chair we then would need a back fill one of the member seats on the Nom Comm.

Martin moved that the board invite Beth Wilson to take the role of chair of the Nominating Committee.

Keely seconded the motion.

Some discussion.

The motion passed unanimously.

David agreed to communicate to Beth the board's request for her to serve as chair of the Nom Comm.

### **Discussion Item #3: Personnel Committee Appointments**

Martin reported that Jerry Bushnell and Sheridan Botts roll off the Personnel Committee this summer and the committee has notified the board that these two positions need to be filled. The purpose of this discussion item is to hear ideas about how the board would like this task to be accomplished.

Signe asked if anyone has asked the Nominating Committee to help. Martin reported no. The current members of the Personnel Committee know they can recruit new members. The board, in an effort to diversify, does prefer recruiting to extend beyond the acquaintances of the existing committee membership and therefore would like to ask the Nominating Committee to assist.

No motion was made but the board agreed that David (as board liaison to the Nominating committee) will let the Nom Comm know that we want their input to help staff our committees.

### **Discussion Item #4: Right Relations Team's Request for a voting board member liaison**

Amanda gave a brief overview of what the Right Relations (RR) team does and what they have done in the past. Amanda is the staff liaison to the RR team. The RR team currently does not have a voting board member liaison.

RR started in 2017 during the interim minister's work. The work of RR has been instrumental in helping build more constructive answers to conflict and tension. Board policies about Right Relations, the Right Relations Committee and the role of a RR Facilitation Team are described in Section 5 of the Policies of the Board: [Policies-of-the-Board-2023\\_22\\_03.pdf \(esuc.org\)](#).

The request from the RR team is for voting board members to consider being their liaison. If this request can be addressed by September that would be great.

### **Discussion Item #5: Composition of the Budget Committee**

Geri moved that the board appoint the following members to serve on this year's Budget Committee:

Rebecca Chatfield  
Geri Kennedy  
Claudia Hirschey  
David Langrock  
Signe Lalish  
Ryam Hill  
Rev. Dr. Maria Cristina

The motion was seconded.

Discussion included emphasis that this committee will meet fairly often over the next few months and attendance is very important.

Discussion also reviewed how at the June 2023 board meeting we amended the Policy 2.10 from six people to a “minimum of six” and whether that throws off the care and thought that went into the balance defined in the original wording of Policy 2.10.

Ryam shared some of her background serving on a lot of teams and committees over time including RE, Treasurer, Facilities, Bylaws task force, and nominating committee.

David shared his perspective that his role on the Budget Committee is more aligned with his membership on the Committee on Ministry than his role on the Board of Trustees.

The vote on the motion was called.

Five voted in favor.

None voted against.

One (Signe) abstained.

## **Discussion Item #6: Budget Committee’s Communication to Ministry Teams re: fund-raising**

Rebecca reported on the concern that inconsistency in fund raising for organizations external to East Shore places a burden on the budgeting process, can cause donor fatigue, and leads to energy being spread too thin. The inconsistency is that while some ministry teams submit budget requests, others request to raise money directly. We want to figure out a good way to get at this issue so it’s fair, transparent and centers the good work of the ministries at this church. There is Policy 2.11.8 = the duties of the SLT to ensure fund raising

(Paraphrase) Policy 2.11.8 “the Staff Leadership Team will... Ensure that soliciting of donations and other fundraising by teams and committees are pre-approved by the Board; (2016)”

The budget committee is a board committee. The budget committee wants policy 2.11.8 to happen and be incorporated more into the budget process with the goal of creating more whole-church fund raising, more collaboration across the ministry teams.

Geri moved that the board direct the Budget Committee to work with the SLT to ensure that policy 2.11.8 is followed.

The motion was seconded.

Discussion followed. We heard reassurance that “we won’t abruptly change things, we just want to pull things together.”

Nicole reminded us that this policy was written in 2016 but the budget committee was formed much later. Passing this motion will enable Rebecca to send out notification to all ministry teams to say, “hey, we need your budget requests, the money should be raised through our operational budget.” We were reminded that the board still gets the final say, over the budget.

The question was called.  
The motion passed unanimously.

### **Announcements:**

Nicole: For the board retreat we're doing a vegan chili potluck, please bring toppings.  
Next day salad bar, bring one topping.

Nicole: In past years, the board has stepped up to help with the Salmon bake, I have a sign-up for that.  
September 10<sup>th</sup> is Salmon Bake.

Rebecca: we are in negotiations with a potential renter for some of the space in the Ed building.  
\$7K/month

### **Process Reflection**

David offered several reflections on today's discussion.

### **CLOSING**

Amanda Alice Uluhan read The Freedom to Doubt, by Paul Stephan Dodenhoff ([The Freedom to Doubt | WorshipWeb | UUA.org](#))

Regular Board meeting adjourned at time 5:27 PDT

Minutes compiled by Martin Cox  
Secretary, Board of Trustees  
East Shore Unitarian Church  
Bellevue, WA  
July 28, 2023