

East Shore Unitarian Church Meeting of the Board of Trustees November 2023 Board Packet

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. Support the entire congregation by contributing our best selves and our best gifts in trust for future generations.

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Agenda

East Shore Unitarian Church Board of Trustees Meeting

November 16th, 2023, 3:30pm - 5:30pm PT

Facilitator: Signe Rose Lalish-Menagh, President
Time Keeper: Nicole Duff
Process Observer: Martin Cox
Tech Helper: Taya Montgomery

<u>Agenda</u>	<u>Time</u>	<u>Facilitator</u>
Chalice Lighting and Reading	(4 mins)	Signe Rose Lalish-Menagh
Land acknowledgement	(3 mins)	Facilitator
Check-in	(20 mins)	All Attendees
Consent Agenda	(3 mins)	Signe Lalish
<ol style="list-style-type: none"> Approve the October 2023 BOT meeting minutes. Accept the proposed COLA policy (full wording below) 		
Discussion Item #1: Discuss and vote on the 2024 Budget	(10 mins)	Geri Kennedy
<ul style="list-style-type: none"> Present the final draft of the Operating Budget (sent by email from Rebecca Chatfield 11/10/2023) Discussion Vote to approve the budget to be presented to the congregation for approval at the Dec 10 congregational meeting. 		
Discussion Item #2: Approve the Agenda for the Dec 10 Congregational Meeting	(15 mins)	Signe Lalish
<ul style="list-style-type: none"> Present the agenda for the Dec 10 Congregational Meeting Discussion Vote to approve the agenda for the Dec 10 Congregational Meeting 		

Discussion Item #3: Follow Up from UUA Disclosure	(15 mins)	Martin Cox
<ul style="list-style-type: none"> • Next Steps 		
Announcements	(8 mins)	As Listed
<ul style="list-style-type: none"> • Indigenous People’s Day conversation has begun [RMC] • Status Update on Mission Fund Drive (MFD) [Nicole] • Status on Sanctuary beam repair (time permitting) [Rebecca] 		
Process Reflection	(10 mins)	Martin Cox
Closing	(2 mins)	Rev. Maria Cristina
Dismissal		Signe
Executive Session		
<ul style="list-style-type: none"> • Approved the addition of Eric Horner to serve on the Personnel committee 	(10 mins)	All
<ul style="list-style-type: none"> • Approve addition to the Green Task Force: Add Mark Norelius, Leroy Smith, and Dennis Fleck. Existing team includes Kristi Weir, Ryam Hill, Rebecca Chatfield, and Dianne Upton. 		
<ul style="list-style-type: none"> • Approve addition of Grace Colton and Paul Buehrens to the Beloved Conversations Committee. Approve addition of Grace Colton and Paul Buehrens to the Beloved Conversations Committee. 		
<ul style="list-style-type: none"> • Holly House Update 	(20 mins)	Craig Nelsen
<ul style="list-style-type: none"> • Staff complaint 	(20 mins)	Signe Lailish
<ul style="list-style-type: none"> • Plan the SLT Model conversation; who can facilitate? [time permitting] 	(15 mins)	Signe Lailish

November 2023 Consent Agenda Voting Items

1. Approve the October 2023 BOT meeting minutes (See Appendix A).
2. Accept the proposed COLA policy; full wording as follows:

Each year an annual Cost of Living Adjustment (COLA) for staff wages, tied to inflation and similar to published yearly rates released by the Social Security Administration, will be applied to staff wages during the annual budgeting process.

This proposed policy will be an addition to Policy 2.10 Financial Planning and Budgeting, specifically, 2.10.6.

This policy was agreed to by the board at the August 24th Board meeting. The exact wording was communicated to the congregation on November 1st for comment, and comments were received by November 10th. (See Appendix B).

November 2023 Board Reports

Minister's Report – Rev. Dr. María Cristina Vlassidis Burgoa

Minister's Report

October-November 2023

In the aftermath of being informed by our Regional UUA Staff of the MFC's investigation resulting in Stephen Furrer losing his ministerial credentials due to sexual misconduct, I commend our Staff and our Board for their courage and impeccable ethical behavior. I remain committed to offer individual pastoral care to the Staff, the Board, and the congregation, as well as other healing modalities, as needed. As was pointed out by the UUA staff during the town hall, our heroic Staff deserves our respect and recognition for taking action that was instrumental in uncovering the egregious acts that spanned over four decades and that resulted in Furrer's loss of his UUA ministerial fellowship. Making the discovery of his filthy pornographic materials kept in his office computer, having to read over 100 emails, having to go through the traumatic process at times without much support, and then having to maintain silence while the investigation was taking place, has been a heavy burden for certain staff members to bear. In addition, during Furrer's tenure of almost four years, most staff experienced his constant lack of professionalism on a daily basis, his disrespect and disregard for staff's needs, and some even described his behavior towards them as bullying. When Staff tried to report his behavior, some were not allowed to do so, and most were not believed. Furrer's inability to meet the minimum standards of his duties resulted in Staff being constantly on high alert, anxious, and struggling to do their jobs within a work environment that was dysfunctional and toxic. That Furrer was allowed to remain that long while his incompetence was public knowledge continues to be a source of pain for Staff. It is also an important factor that has detrimentally affected the trust between Staff and the Board, and Staff and the congregation. It is my hope

that in the coming weeks and months, we will take every opportunity to provide our Staff with the support and public appreciation they deserve.

Another casualty of this unfortunate experience has been the resentment and downright anger by congregants towards the UUA for recommending Furrer in the first place. Many feel that the UUA did ESUC a disservice and some are even advocating for ESUC not to pay the UUA Fair Share this year, the amount of which is almost equivalent to Furrer's \$45,000 parting gift. I believe the UUA Regional Staff when they say that they did not have any knowledge of Furrer's past misconduct and recommended him because he had experience working with big churches. I also believe that the system for reporting such misconduct and/or unprofessional behavior unbecoming a minister needs much improvement. Ultimately, Furrer was allowed to remain for almost four years by the previous Boards, despite reports of his incompetence. It is important that we understand the need for healing between our congregation and the UUA as well. We are members of a larger Association which continues to provide ESUC vital resources and support through educational opportunities for leadership development, RE curricula, and social justice programs and actions, just to name a few.

Repairing trust will be a delicate process that should not be rushed. As we journey together towards healing, let us remember that the process is not linear and does not have a fixed timeline. As with grief, the feelings will ebb and flow. While this experience has brought some sense of relief especially for the staff who were safeguarding confidentiality, it has also brought up to the surface previous traumatic experiences that had been compartmentalized in order to keep functioning. Tending to the wounds will require careful attention, deep compassion, and ongoing conversations to recover morale, repair trust relationships, improve communication, and hopefully create a professional working environment that is safe, healthy, productive, and dignified.

Personally, I would appreciate some breathing room to tend to these matters as well as my ongoing work before being asked to tackle any additional major controversial issues such as the proposed conferral of Emeritus status to Rev. Luton. In addition to the regular Sunday worship services, we are adding a Transgender Day of Remembrance Vigil on Monday, November 20th. We are also offering a Blue Christmas/Holiday Service on Tuesday, December 19. Beginning in

the New Year, I will offer 1) A weekday contemplative service; 2) An Adult Faith Formation series based on the book “Aging to Saging”; 3) Sacred Stitches: An arts & crafts community-building group, and 4) I will work more closely with the Social Justice Ministry Teams to encourage collaborations, integrate them to the Sunday Worship services, and provide ongoing guidance and support.

- Sunday Worship Services:

October Theme: Families

Coordinated Testimonials to support our Annual Fund Drive. Testimonials were shared by Signe Lalish-Menagh, Lassie A. Jordan, Doug Strombom, and Martin Cox (on 11/5).

Highlight: The commemoration of the Days of the Dead/All Souls Day on Sunday, October 29 was very well received. The teachers and students from the East Side Community School participated by creating their own altars in the sanctuary and in the Education Building. A wonderful collaborative experience!

NOTE: Because our Porchlight guests were sleeping in the sanctuary, it was important for me to have a conversation with the guests about the altars and to find out how they felt about them. I am aware that not everyone might know the meaning of the altars and it might feel uncomfortable for someone to sleep in that same space. I also reached out to Peggy to make her aware that I would be hosting a couple of the dinners and taking the opportunity to initiate a conversation about the altars with the guests. While no one expressed opposition to the altars, I was glad that we had the chance to talk about the significance of the altars and to show respect by taking their feelings into consideration.

November Theme: Generosity

Highlights: On Sunday, November 5th, Rev Eric Kaminetzky from the Edmonds UU Church and I “exchanged pulpits.” I preached on the book “Repentance & Repair” and had the opportunity to introduce the Peter Meyer song “Japanese Bowl” to their choir. I

am grateful for the opportunity to visit a sister church, experience different worship models, and to invite other voices and ministerial perspectives to our ESUC pulpit.

11/12-Deep Gratitude to our Music Director Eric Lane Barnes for coordinating a wonderful celebration of Diwali with the dance group Rhythms of India. Following the service, Nicole and I collaborated to co-lead a New Member session with 9 potential new members in attendance. The event was a success and we look forward to supporting their exploration of ESUC that will hopefully result in their decision to become members.

Upcoming November Services:

11/19-Thanksgiving

11/20-Transgender Day of Remembrance Vigil at 7:00 P.M.

11/26-The True Story of Thanksgiving by Guest Speaker Paula Peters, member of the Mashpee Wampanoag Tribe.

Social Justice Ministry Teams:

Highlight: On Monday, November 6th we gathered to break bread together and officially create/revive the Social Justice Ministry Teams Council.

Discussions:

- All present supported the proposal to create a Social Justice Ministry Teams Council which will meet on a regular basis to share information, resources, and encourage collaborations.
- A calendar will be created where all teams can indicate upcoming events to avoid scheduling conflicts and to encourage participation and collaboration.

Paths to Collaboration: Mutual invitation, co-leading a Sunday Worship service, co-sponsoring events, just to name a few. Rev. Maria Cristina will share the Sunday Worship Schedule and invite teams to participate as Worship Associates: lighting the chalice, reading the covenant, and sharing a brief 3-minute description of the team, mission/goals, and upcoming events.

Sunday Worship Collaborative Leadership:

- February: Love (Women's Perspective will co-lead on 2/4)
- March: Healing (3/10 WP & IC w/Duwamish collaborate for International Women's Day service)
- April: Transformation (4/21 ECAM co-leads Earth Day service)
- Share the Plate: The previous group has dissolved, and it was agreed that a new Share the Plate Committee/Working Group is needed to meet with the Minister and together identify recipients and select the date. It was agreed that we can support both existing partnerships such as the House of Tears Carvers/Lummi Nation, Lambert House, Khasi Hills, Porchlight, 350.org, Jubilee Reach, and Sophia Way, as well as invite the congregation to select new recipients.

Three representatives from the Council and the Minister will work on establishing a process and a schedule of Share the Plate donations so that it doesn't conflict with our own ESUC fundraising efforts, especially during the annual Fund Drive. Laurie Wick and Margot Horn volunteered to be part of the Share the Plate Committee/Working Group. Marcy Langrock nominated Betsy Gelb and she has accepted to be part of the Share the Plate group. Carrie Bowman offered to meet with the new Share the Plate group to offer some background information and support.

- Our next meeting will be on Monday, January 8, 2024, 6:00-7:30 P.M. Ann Fletcher has graciously agreed to provide the soup. We just need a couple of volunteers to bring the bread.
- Presentation of blankets from our Lummi Nation partners by Lynn & Carrie to Amanda Alice and Rev. Maria Cristina. Deep Gratitude for this beautiful and meaningful gift!

There were representatives from the following teams:

Right Relations, Meaningful Movies, Indigenous Connections, Welcoming Congregations, ECAM, Khasi Hills, Family Ministries/OWL/Youth Ministry, Porchlight, 8th Principle, and Women Helping Women.

ESUC Meetings:

- Weekly Worship Planning

- Weekly Worship Rehearsal
- Weekly Meeting with Eric Lane Barnes to discuss worship music
- Weekly Staff Meeting
- Meetings with individual staff as needed
- Budget Committee meetings as needed
- Monthly Pastoral Care Lay Ministry Team + daily/weekly follow-up.
- Individual Pastoral Care to congregants as needed
- Welcoming Congregation TDOR Planning meetings

UUA Volunteer Activities:

- Monthly mentorship meeting with Rev. Alison Cole
- MFC Upcoming Meetings: 11/29-12/3

As I stated at the end of last Thursday's town hall, you should know that I am proud to be your Minister, that I remain committed and ever hopeful, and that I love you. As we approach the Thanksgiving Holiday, I reiterate my gratitude for the Blessing of our Shared Ministry.

Respectfully Submitted,

Rev. Maria Cristina

President's Report – Signe Lalish

No Report Submitted.

Vice President's Report – David Langrock

Please see:

- Policy & Governance Committee Liaison Report
- Bylaws Task Force Liaison Report

Treasurer Report – Geri Kennedy

Treasurer's Report – November 2023

Geri Kennedy

It has been a busy month, mostly around the budget. The budget committee met 3 times in October. We had 4 town halls, 2 in person and 2 via zoom. The in person meetings had about 20 attendees each, in person and virtual. The virtual only meetings were smaller with only 3 - 4 folks not on the budget committee. I believe we answered questions to the satisfaction of most folks.

As always there were many opinions and comments surrounding the endowment. I wrote an article, reviewed by Rebecca to be published by Nicole, hopefully in advance of the December congregational meeting. Over the 40 years since the fund was established, there seem to have been a number of differing opinions about various decisions about its use have been. I believe the current charter is fairly clear and would seem to be a good document for the current thinking on the matter.

Financial Stewardship and the Finance Team had a joint meeting on November 7. We had a full house with all members of both groups attending. After about an hour's discussion on the budget, Financial Stewardship approved the numbers and recommends it to the board.

If the board members have specific budget questions, please let me know if advance of the meeting.

There was also some conversation around the need to have meetings in advance of the closing of any Holly House sale regarding the distribution of those funds. I will be recommending that strongly at least 6 months prior to the anticipated closing. There are questions about "repayments" to the endowment fund for draws over the 3.5%, whether the legal fees would be repaid to operating or endowment and others. Much to sort out – better to have it done well in advance of receiving the funds. Because of the original vote that a percentage be used for social justice concerns, I suggest that a committee or team be created as well, in advance of closing. Their tasks would be to determine in advance the process for choosing said social justice concerns and whether those choices should be made by a committee/team, the Board of Trustees or the Congregation. All thoughts to keep in mind.

Thanks to some fulfillment of pledges received in October the month ended up with more income than expenses. Hopefully that trend will continue through to the end of the year.

We are postponing the approved endowment withdrawals until bills are actually received but will likely be requiring the funds before year end.

I'm sure that Nicole will report on the status of the pledge drive, but preliminary reports are looking good.

Director Of Finance and Operations Report – Rebecca Chatfield

DFO's Report - Rebecca Chatfield

16 November 2023

2024 Budget Work: November Update

Budget Committee reached a draft balanced budget. Four Budget Town Halls were held for members to learn about and give feedback for the budget work (October 22,23 and then again November 5, 6). As a result of feedback from members, requested ministry team budgets which had been trimmed were subsequently approved in full. The Financial Stewardship Committee approved the proposed draft budget on November 7th with additional review from the finance Team. Approval from Board is requested for the November 16th. The formal member vote on the proposed budget will happen at the Congregational meeting on December 10th.

Green Task Force

Green Task Force has recruited new members. This group is working on potential future projects to increase energy efficiency on campus. Free resources are being explored to do some benchmarking like energy audits around campus. The group members are: Kristi Weir, Ryam Hill, Leroy Smith, Mark Norelius, Dennis Fleck, Rebecca Chatfield (DFO, ex-officio). This group expects to collaborate with ECAM and Facilities Team.

Paying for Unexpected Expenses

Many thanks to the Board for voting in October that extra Endowment allocations can be used to pay for unexpected facilities repairs and large upcoming Holly House attorney fees. Good practice for organizations like ours is to have 3 months of reserve in hand for operating expenses. Right now we have less than one month reserve in liquid funds in our checking account.

Financial Statements – October 2023

See provided financial statements included below. Detailed reports are readily available. October 2023 financial statements are at the end of this report. Balances in all accounts are documented with appropriate reconciliations. The highlights:

- Revenues (\$113,768) exceeded Expenses (\$98,328) by \$15,458.
- Endowment Equities account balance is \$937,158. Market downward turn continued in October.
- Endowment Fixed balance is \$47,201. Lower balance due to Q4 endowment draw \$18,875.
- The amount owed on the mortgage on the Education Building is \$327,902. This loan will be paid off in November 2026 so we are looking at 3 more years of loan payments.
- Rental income still looking strong.
- Higher Facilities Expense : repairs Sanctuary beam, fire suppression system, HVAC.

Miscellaneous Finance, Bookkeeping and Banking Items

- Sent BECU credit card statements to SLT members. Requests sent out for missing receipts.
- Received Q4 Endowment allocation draw of \$18,875.
- Still carefully monitoring our low Chase checking account balances.
- Working closely with Nicole Duff on monitoring Mission Fund Drive and incoming 2023 pledge payments. Responding to questions about Giving Statements sent to members.
- Extra meetings with Budget Committee and work on presentation slides. Coordination with staff on making sure Budget Town Halls set up as needed. Collaborate letter crafted to ministry teams about budgeting requests and Share the Plate.
- Responding to member questions on Budgets and information shared at the Budget Town Halls.
- Coordination with Dianne on cash-management protocols for Princess Guy concert.
- Coordinated with Khasi Hills ministry team to send donated funds to UUA with intention the money is sent to teachers and students at Khasi schools.
- Sorted out a few billing logistics with ECS/Waldorf school renters in Education building.
- Financial Stewardship Committee approved moving \$100,000 from the Endowment Equities account to the Endowment fixed (bond) account purely for rebalancing purposes. GreeneWealth made those updates.

Other DFO Work Projects

- Communication with all staff on health plan changes, benefits, and updates.
- Discussion and documentation on matters related to Ministerial Misconduct matter.
- Coordinating with RE on various event registration fee setups.
- Within SLT, general discussion on event management, fees, donations and fundraising to make everyone has the basic facts in hand.
- Discussion and reminder to SLT members to check with me on all insurance matters during early stages of event planning. I am the point of contact for our Church Mutual policy.
- Several extra meetings with Holly House Task Force on current matters.
- Reviewed P&G poster concept and provided feedback.
- Reviewed Geri's article for Beacon on Endowment.
- Made sure Budget Committee charter was posted on website.
- Received updates from Peggy Phillips about Porchlight wrapping up October on-site hosting.
- Meetings: Staff, Board, Exec Committee, SLT, Finance Team, Financial Stewardship/Endowment, Facilities Team, Holly House Task Force, Policy and Governance, Green Task Force, UUA Large Church DFOs.

Facilities Maintenance, Repairs, and Upgrades

Dianne Upton, Facilities Manager, reports that the following work done on campus. Ongoing gratitude for Celil Cakmak who saves us money by handling small repairs and upgrades around campus.

- Celil troubleshooting broken coffee maker in Spring Hall. Parts ordered for repair.
- Celil did deep clean of Sanctuary building after PorchLight departed on November 1.
- Celil reset lighting timers for the outdoor lighting on building and in parking lots.
- Celil adjusted heat timers for education and Sanctuary buildings.
- Reaching out to Schindler Elevator to coordinate 5-year load testing.
- Cosco Fire Protection performed repairs on fire alarm deficiencies and sprinkler system deficiencies per fire marshal inspection of September 30.
- Five Star Mechanical tech did preventative maintenance on all HVAC systems.
- Celil and his son, Erkam, replaced all chancel lighting including choir area. The choir members and ELB were thrilled with the results.
- Working with Rebecca to organize Cosco bids and receipts in process or outstanding.

And Dianne also reports on **events-related coordination** and other tasks.

- Celil assisted with tables and brought down boxes from storage for Dia de los Muertes altar set-up and Halloween set-up. After clean-up, returned all materials to storage.
- Celil provided set-up for Youth Advisor Training.
- Celil assisted with outdoor set-up for Trunk or Treat Halloween activities.
- Prepared weekly caretaker instructions for room use and set-up needs.
- Celil measured Standing on Side of Love Banner for Nicole to purchase new one.
- Celil worked with Doug Strombom to hang quilt in education building.
- Acted as on-site staff during Craig/Wilson wedding and Horner 60th birthday party.

- Coordinated with Peggy Phillips for PorchLight move-out.
- Arranged for Women's Perspective use of North Room for kit assembly.
- Working with Princess Guy for 11/11 concert Sanctuary use and event planning.
- Making Zoom and calendar arrangements for Right Relations 3rd Saturday community Meetings.
- Evaluating space requests for various Nov and Dec recitals.
- Coordinating with Women's Perspective to coordinate upcoming movie nights.
- Worked with Amanda to find locations for Budget Town Hall and Congregational meeting childcare locations.
- Coordinating with Carrie Bowman for space and equipment for Indigenous Connections event on December 14 – Covenant of the Salmon People.
- Prepared agenda and led facilities team meeting in Oct.
- Worked with Brad Allen's family to prepare for memorial service on Nov 5.
- Coordinated with Lalish family for set-up needs for memorial service on Nov 4, and Celil and Dianne acted as onsite staff during and after service.
- Organizing extra on-campus space rentals for Eastside Community School activities.
- Organizing space for Camp Kindness Service project on Dec 3.
- Worked with Giving Tree team to bring down their tree and supplies and arrange for putting up tree and making space for collected gifts in South Room.
- Cleaned up tables in Spring Hall from RE Halloween celebration.

Here are the monthly financial statements.

East Shore Unitarian Church
Statement of Financial Position

As of: Oct 31st 2023

Assets

Cash

1010 Checking - Chase	61,049.40
1025 Savings - BECU	91.93
1090 Petty Cash	200.00

Total Cash 61,341.33

Investments

1130 Stock Donations - Schwab	80.99
1140 Endowment -Schwab 8692	47,201.16
1170 Endowment Schwab 7213	937,158.00

Total Investments 984,440.15

Reserve Accounts

1370 Building Reserve Fund- BECU	24,000.00
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Total Reserve Accounts 24,000.00

HH Sale Expense Receivable

1420 HH Sale Exp Rcvable - Legal/Eng	208,371.62
1421 HH Sale Exp Rcvable - Carrying Costs	2,443.41

Total HH Sale Expense Receivable 210,815.03

Prepaid Expenses

1531 Seabeck Prepaid Deposit	6,000.00
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Total Prepaid Expenses 6,000.00

Total Assets

\$ 1,286,596.51

Liabilities & Net Assets

Liabilities

Long Term Liability

2720 Damage Deposits - LT Rentals	2,750.00
2750 Building Loan	327,902.31

Total Long Term Liability 330,652.31

Total Liabilities 330,652.31

Net Assets

3100 Operating Fund Balance	(52,414.96)
3200 Building Reserve Fund Balance	24,000.00
3300 Endowment Fund Balance	984,359.16

Total Net Assets 955,944.20

Total Liabilities & Net Assets

\$ 1,286,596.51

Statement of Activities - Summary

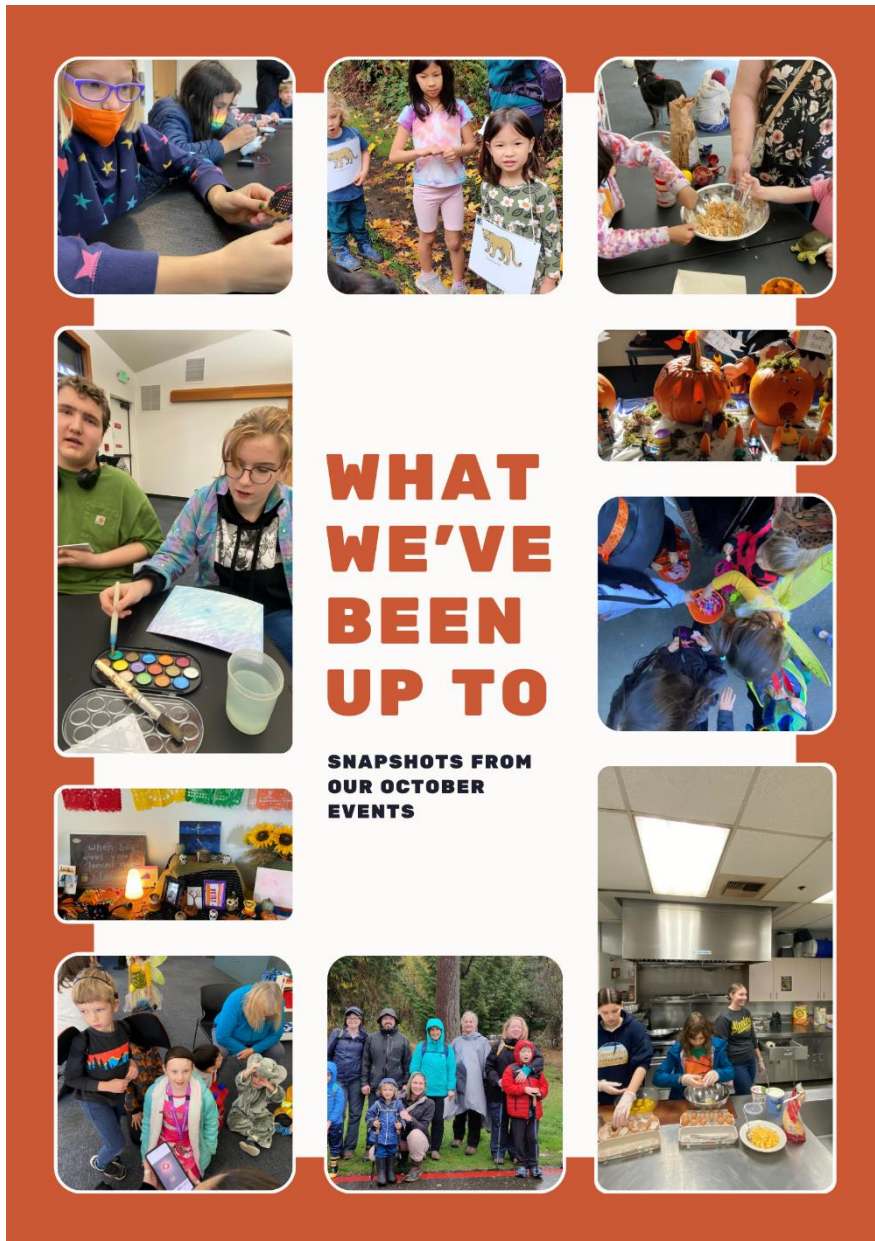
Date Range: Oct 1st 2023 - Oct 31st 2023 | Filtered by: Fund

Accounts	Actual Oct 01, 2023 - Oct 31, 2023	Budget Oct 01, 2023 - Oct 31, 2023	Actual This Year Year to Date	Budget This Year Year to Date	Annual Budget Jan 01, 2023 - Dec 31, 2023
Revenues					
Income - Donations	72,361.40	65,166.67	688,664.13	623,858.70	799,500.00
Income - Facilities Rentals	21,394.58	10,761.66	145,931.58	205,476.60	227,000.00
Income - Events & Pgms	1,029.00	2,100.00	87,237.97	100,500.00	104,700.00
Income - Other	19,001.50	50.00	127,634.88	57,125.00	76,100.00
Income - Fundraising	0.00	0.00	50,449.00	47,500.00	47,500.00
Total Revenues	\$ 113,786.48	\$ 78,078.33	\$ 1,099,917.56	\$ 1,034,460.30	\$ 1,254,800.00
Expenses					
Wages	47,816.51	48,863.17	470,174.34	488,631.70	586,358.00
Payroll Employer Portion	10,360.27	12,604.92	123,737.92	126,049.20	151,259.00
Professional Expenses	174.79	2,191.01	13,642.78	21,910.10	26,292.00
Contract Workers	500.00	1,189.58	5,880.57	11,895.80	14,275.00
Program Expense	5,149.51	7,522.51	97,648.75	109,275.10	115,570.00
Utilities	4,133.23	4,441.67	33,040.01	31,916.70	39,000.00
Facilities Expense	14,388.59	5,591.65	83,630.85	68,416.50	79,600.00
Business Expense	4,136.04	4,802.34	49,652.62	54,191.50	76,400.00
Office Expense	2,198.66	3,208.34	22,334.16	33,083.40	39,500.00
Fundraising Expense	0.00	0.00	13,596.00	12,900.00	12,900.00
Building Loan Expense	9,470.45	9,470.50	94,704.50	94,705.00	113,646.00
Total Expenses	\$ 98,328.05	\$ 99,885.69	\$ 1,008,042.50	\$ 1,052,975.00	\$ 1,254,800.00
Net Total	\$ 15,458.43	(\$ 21,807.36)	\$ 91,875.06	(\$ 18,514.70)	\$ 0.00

Director of Religious Education's Report – Amanda Alice Uluhan

DRE's Report - Amanda Alice Uluhan

16 November 2023



Request for Budget Adjustment and Clarity on Safety Protocol Collaboration

Dear Board Members,

It has been good to see so many of you as we come together – staff, Board, UUA, friends, and members – to move through this time of collective unrest and need for healing. The imagery of the Bee Sting, shared by the Reverend Sarah Millspaugh, was an especially useful analogy for understanding how East Shore might work to locate its pain and tell a new story of courage, comradery, and healing.

As part of my responsibility, I wish to bring to your attention certain matters that require consideration in preparation for the upcoming approval of the 2024 budget (policy 2.10), discussion on budget change

proposals/process during the year, and furthermore, on the status of our Safe Congregations work together (policy 2.21).

1. Upon careful examination of the draft 2024 RE program expenses, it is evident that the proposed budget, reduced by 1/3 from the previous year, would not adequately support the planned RE programs for 2024. I seek further budget assistance to ensure the continuation of these popular programs. I have resubmitted my original request with this packet and hope for a timely adjustment to prevent potential changes, additional fees, or fundraising efforts that might be required if the budget remains constrained.
I am aware that the rationale behind the budget cuts to the RE program expense is rooted in the increase of net expenses over the last several years, coupled with a decrease in income. However, it's important to note the considerable discussion and thought that went into funding RE with an emphasis on reducing fees and fundraising and increasing program expenses from the operating fund. This approach was intended to alleviate the burden on our members and families and direct their attention to full participation in the pledge drive. I believe this should be the focus because it emphasizes lifelong community participation in an important and powerful way. Should the Board not want to restore the RE budget, I would recommend better practices of collaboration between the RE program, SLT and the Budget Committee so that every one can feel good about the direction the programs and congregation are all going in. Furthermore, I'd like to draw attention to the unique nature of the RE Department's ongoing programs, managing numerous events each year. While some events may appear substantial on their own, it's crucial to consider the holistic view of the program and its impact on the church's mission. For example, the summer camp, though generating revenue, relies on shared resources and support from general RE expenses/programs. The department must be managed financially in consideration of all its programs as it is a robust and complex ministry.
2. I understand the Board's commitment to addressing new needs as they arise throughout the year. In this regard, I wish to highlight my efforts to improve RE volunteer management, resulting in \$3000 unspent funds in the Childcare budget. I proposed to SLT reallocating these funds to enhance our shared space in the Library, addressing the need for a larger conference table and lighter chairs for flexible use. I seek clarity from the Board around how to manage budget changes during the year and how to propose new use of funds when they arise so that we are ensuring our needs can be well met. It is especially important that we continue to have open dialogue about the relationship between ministry and finances and how we can better understand and support each of unique responsibilities given the new fiscal year.
3. In my role as the Director of Religious Education and a member of the Staff Leadership Team, I have dedicated substantial time to enhance Safe Congregations practices, aligning with policy 2.21. I seek clarity on how the Board envisions collaboration with the Staff Leadership Team in fulfilling safety policies and addressing concerns related to direct communication with Church Mutual Insurance. Recognizing the need for accountability and risk mitigation, I request explicit guidance on the reasons behind restricting direct communication on RE programs to ESUC's Church Mutual Insurance.
My commitment to Safe Congregations work extends to the safety of our community's children and vulnerable populations. It also involves managing a robust volunteer program, necessitating collaboration with various teams within the church. I am open to further collaboration with the Board, facilities and finance, pastoral care, and other relevant departments to collectively ensure the well-being of our community. Especially true because of the misconduct that occurred at East Shore, our work with the UUA and with one another can and should, in part, be directed to improving the skillset and knowledge of safety. Incorporating Safe Congregations

work into the larger work on healing can empower and rebuild confidence and trust within the community.

In other news, the program is well underway this fall and we are offering a wide range of events for volunteers, families, youth, and children. It is great to be in community and I hope they in turn are able to receive the blessings of community. I hope you can enjoy the photo above as a reminder of the educational impact East Shore has on the lives of children and potential for greater good.

Warm regards,
Amanda Alice Uluhan
Director of Religious Education, Credentialed.

Membership Director's Report – Nicole Duff

Worship Numbers

2023 *

October 1: 127
October 8: 120
October 15: 118
October 22: 131
October 29: 146

2022 *

October 2: 143
October 9: 154
October 16: 128
October 23: 156
October 30: 152

* Attendance calculated by adding 25% to Zoom logins, plus in person when applicable.

Visitor Attendance:

October 1: 15
October 8: 24
October 15: 27
October 22: 23
October 29: 34

Membership

Current Membership: 309

Welcome New Members! Jessica Belmont (11/4/23), Richard Gelb & Jill McGrath (10/29/23), Andrea Kline & Ron Lovell (11/1/23)

Resigned: Jo-Anne Johnson (10/21/23 – transferred to a Christian church)

Pledging Friends: 34

On Pathway: 30 (10 of those are also Pledging Friends)

Membership Teams & Responsibilities

Beloved Conversations Among Task Force

The group is working on their charter and plan for this year. They will also be discussing their name and the possibility of a name with the word "Transformation" included.

The 8th Principle

The group will likely continue as a Covenant Circle/support group. They welcomed in Margot Horn.

Auction

Save the Date: March 16, 2024. We are also looking for new members to join the team!

Membership & Coffee Hour & Technology

The new Membership Development Team met this month and began working on some projects. Susan McDonald will be reaching out to new (1-3 year) members to see how they are connecting and if they need help. Amanda Strombom began work on a "mentor" program that would be optional for those on the pathway as well as new members to help them with all the ways people can get involved, invite them to come to events with them, etc.

Thank you to Rev. Maria Cristina for co-leading an East Shore & You new member Q&A session on Sunday, November 12. We had 8 visitors, one newer member, Janet Covin, and Amanda Strombom helping to represent the new Membership Development team. I also want to thank Rebecca Chatfield for attending and encouraging a visitor to attend as well. It was a great opportunity for them to get to know more about us and to see the wide range of what brings people here and what they are looking for. Some mentioned healing, justice, a safe space to explore gender identities, a larger RE program for their kids, music, worship, and of course, community.

I am looking forward to the Thanksgiving Potluck this Sunday, November 19. We always need more volunteers! <https://www.signupgenius.com/go/4090F4AA9A72FA0FC1-45393520-thanksgiving#/> At the potluck, we will reserve a table for the Millennial Meetup group.

We continue to see 15-20% of the worship numbers as visitors (new and returning). This brings great energy into the space. Many are taking time to explore East Shore and get to know the community. While their faith journey may take longer than some members want when it comes to membership numbers, I think it's important to note we are still up from our average attendance of 103 in 2021.

Mission Fund Drive

Thank you to Martin Cox for his testimonial in worship. You can listen to all the testimonials here: <https://esuc.org/give/mfd/>

Pledge cards are still coming in, after the potluck I will send a follow up email to those we have not heard from.

Possible: 239 households

Yes: 131, For a total of \$456,208.92

This includes 6 new pledges for a total of \$5,900

For those who pledged previously, this includes an average of a 3.6% increase for \$16,330.95

Legacy: 4 (not asked to pledge)

Waiver: 1 (though not necessary with bylaw changes)

Outreach & Website

T-shirts arrived on Sunday! I will organize this week and distribute them. We are already getting asks for when we can order more!

The new LGBTQ banners also arrived, I will have it put out before the Transgender Day of Remembrance service on November 20. Thanks to Celil for getting up the new Side of Love banner up on the Administration Building! It looks great and the visitor who noticed the old banner noticed the new one and was thrilled!

Seabeck

Nothing new to report.

Welcoming Congregations

We want to encourage all to come to the Transgener Day of Remembrance vigil the team is planning on Monday, November 20.

Women's Perspective

The group continues to plan walks together to build community. They also are collecting items for the Abortion Care kits which they will be putting together soon.

Communications & Social Media Metrics

Yelp for October 2023

9 Yelp Visits

2 User Leads

2 Website Visit

480 Impressions

Google My Business Report for October 2023

1,818 Profile Views

315 Asked for Directions

216 Visited Our Site

5 Called us

Google Search Console for October 2023

638 Clicks from Google

Top Performing Pages

www.esuc.org (153)

esuc.org (96)

<https://esuc.org/the-stonewall-riots-of-1969/> (36)

ESUC.org Analytics for October 2023

* Google recently changed the way they capture analytics. Please bear with me while I learn this new system.

1,218 Users

1,112 New Users

1,103 Sessions

6,058 Page Views

2:01 Average Session

Tech

59.7% desktop

37.3% mobile

3.0% tablet

User Acquisition

42.3% Direct

45.8% Organic Search

8% Referral

2.3% Organic Social

1.2% Other

Top Viewed Pages

ESUC.org home: 790

Member Portal: 130

Worship: 119

Staff: 106

Upcoming Services: 96

Rentals: 95

Welcoming Congregations Banner Defaced: 87

Facebook: 983 Followers

Instagram: 280 Followers

X (Twitter): 61 Followers

Threads: 33 Followers

UUAMP Work

In my work with the UU Association of Membership Professionals (UUAMP), we are currently working on planning our Professional Days which will take place in April 2024. I look forward to the guests and professional development that will happen during that time.

Respectfully Submitted by Nicole Duff, Director of Membership Development

Liaison Reports

Personnel Committee Liaison Report

November 2023

Martin Cox, Board Liaison to the Personnel Committee

Recommendation for Eric Horner to Join the Personnel Committee

The Nominating Committee asked Eric Horner if he would server as a new member for the Personnel Committee (PC) and he did. The PC invited Eric to sit in at the November Committee meeting. The PC has asked the Board of Trustees (BOT) to approve of Eric to join the PC. That is on the agenda for executive session of the November BOT meeting.

Board's request to the PC to study the UUA guidelines and develop and Equity Model

Martin reported that at the October BOT meeting, the Board approved wording of the request by the Board to the PC. The exact wording is documented in the October 2023 BOT packet and in the minutes of the November 7, 2023 Personnel Committee meeting.

Deb Boehm-Davis, chair of the Personnel Committee, will start sending links to PC members to relevant materials they need to read before starting work on this project.

Personnel Committee Charter for 2024 Complete

The PC has revised, reviewed, and updated the committee charter for 2024. Deb Boehm-Davis has submitted that charter to the Policy and Governance Committee (P&G) for review and eventual approval by the BOT.

Personnel Committee Composition

If the BOT approves Eric Horner joining the Personnel Committee, the committee is still down one person. Current composition of the PC assuming Eric is approved is as follows:

	Term(s)
Deb Boehm-Davis	11/2019-10/2022, 11/2022-2025; Chair: 7/2021-
Karin Pierce	1/2019-12/2021, 1/2022-12/2024
Elaine Richlie	7/2022 - 6/2025
Eric Horner	11/2023 - 11/2026
Minister:	Rev. Dr. Maria Cristina Vlassidis Burgoa (ex officio)
DFO:	Rebecca Chatfield (ex officio)
Board Liaison:	Martin Cox (liaison)

Policy & Governance Committee Liaison Report

October 2023

David Langrock, Board Liaison to the Policy and Governance Committee (P&G)

- **2024 Charters:** P&G is driving the process of 40+ charter updates across all Committees, Task Forces, Teams, and Affinity Groups with a goal of 90% completion by end of December 2023. Everyone involved in any of these groups should be working to help this important annual project along.
- **Board Committees/Task Forces Goals & Charters:** P&G is working with each Board committee and task force to ensure 100% completion in time for inclusion in the board packet for December and a hoped-for lengthy discussion of charters, especially focused on the goals. I will be working contacting each board and staff liaison to compile a complete list of goals across all these groups so that we can have a holistic view of all governance work planned for 2024.
- **P&G Charter:** P&G itself reviewed their charter in the Monday Nov 6 committee meeting. It is coming along well and will be completed in the above timeframe.
- **2023 Congregational Meeting:** An evergreen goal for P&G is to contribute to successful Congregational meetings. The committee has been working with the Board, SLT, BTF toward this goal for December 2023.

Right Relations Committee Report

November 2023

Susan McDonald

Circle Update

We held our first Saturday morning circle in 6 months! On October 28, the topic was “Sharing our Emotions about The Middle East”. It was lightly attended AND appreciated by those who joined us. We are now returning to 3rd Saturday and not 4th Saturday with the next circle scheduled on Saturday, November 18 at 10 am. We plan to promote these Circles in a variety of ways to try to increase attendance.

Collaborative Justice Council

Instead of our monthly RR Committee meeting on Nov. 6, 5 members of RR attended this new collaborative event. We are looking forward to finding ways to work together. Next meeting on Monday, January 8.

UUA RR training

Four of us are continuing with the UUA RR training. We meet monthly on the 3rd Monday of the month at 6:30 if anyone is interested in participating, contact Susan McDonald for details.

Repentance and Repair Book Study

RR committee members are supporting the 8th principal team in the Tuesday evening book study. All of RR participated in a summer book study of this book!

Nominating Committee Report

November 2023

Beth Wilson, PhD, Chair

The Nominating Committee began meeting in September with a “retreat” attended by all members of the Committee. We will meet at least monthly and may increase the frequency of our meetings as needed in the spring.

Amanda Strombom attended the last Board meeting to discuss helping the Board recruit for current open positions on the Financial Stewardship/Endowment Committee and the Personnel Committee. To date, Eric Horner has agreed to join the Personnel Committee and we have a potential candidate who may chair the Financial Stewardship/Endowment Committee. We’re continuing to look for an additional member of the Personnel Committee.

We are beginning to discuss ways to work with other teams at ESUC to develop leadership and coordinate on identifying potential candidates for the Board and Standing Committees. We are working on ways to increase the diversity of candidates in our process.

We finalized our Covenant and are working on our Charter for 2024.

We have provided feedback to the Bylaws task force on current bylaws relevant to the Nominating Committee as well as seeking clarification when needed.

Bylaws Task Force Liaison Report

November 2023

David Langrock, Board Liaison to the Bylaws Task Force (BTF)

- **Bylaws Revision Project:** We have been meeting weekly working toward the goal of December 2024 completion of all bylaws revisions. The approach is to get the majority, if not all, of the changes completed in time for a June 2024 Congregational vote with an extra 6 months baked in for the possibility of some bylaws that don’t pass in June.
- **Request for Comments Milestone:** The key request at this point is for all board committees, task forces, and core teams to collaborate with BTF in a timely manner - BTF has a January 2024 milestone for completed comments. These requests for comment will be going out as early as November 2023 so please be on the lookout for these. The BTF will be taking the board through proposed changes as early as February and all the way through to May before the board will be asked to approve putting the changes before the congregation to vote in June.

APPENDICES

Appendix A: Minutes of October 2023 Board Meeting

Minutes

East Shore Unitarian Church

Board of Trustees Meeting

October 26, 2023

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

Board Members absent: Taya Montgomery.

Visitors present: Bill Austin, Amanda Strombom, Ann Fletcher, Marcia Sill, Stu Davis.

<i>Facilitator:</i>	Signe Lalish, President
<i>Timekeeper:</i>	Martin Cox
<i>Process Observer:</i>	Keely Cofrin Allen
<i>Tech Helper:</i>	Nicole Duff

The meeting commenced at 3:30 PDT.

Chalice Lighting and Reading

Rev. Maria Cristina offered opening words about community.

Land Acknowledgement

Signe Lalish read the Land Acknowledgement.

Check-in

Meeting attendees shared something about one passion they have outside of church.

Consent Agenda

3. Approve the September 2023 BOT meeting minutes.
4. Approve the direction to Board liaisons to work with their committees to align on 2024 goals.
5. Approve the wording of the Board request to the Personnel Committee to study the UUA guidelines and develop an equity model.
6. Approve changes to the SLT Evaluation Process and forms.

Geri moved to approve the consent agenda. David seconded the motion. The motion passed unanimously.

Discussion Item #1: Report from the budget committee

Rebecca presented that the budget committee has achieved a draft balanced budget and held two budget town halls so far this fall. Rebecca sent an email to the Board with feedback, questions and comments from the Budget town halls that have happened so far. The budget committee will be meeting on Monday 10/30/2023 and will review the questions and comments.

The next budget town hall is 11/5/2023 (Sunday) and 11/6/2025 (Monday).

The budget will also need to go through the Financial Stewardship committee and to the Board at the Nov. 16 BOT meeting. The Board will need to approve the draft budget at that meeting for presentation to the congregation for a vote.

Discussion Item #1b: Source of funding for large non-operating expense

Geri explained that the church needs the board approval to draw on the endowment -- rather than on the operating fund -- to pay for large, non-discretionary expenses including repairs to the fire suppression system and Holly House legal fees. The operating fund is not designed to cover these large one-off expenses and cannot continue to do so.

Geri made a motion that was seconded, discussed, and amended as shown in italics below.

Discussion prior to vote included clarification that the board continues to review and approve the Holly House legal fees. The motion on the floor only specifies the source of the funds; it is not an approval for the expenditures. Geri clarified this motion is not about approval for funds; it is about the source for the funds.

A question was raised about whether the funds drawn from the endowment will be repaid to the endowment when possible. The answer was yes in the case of the Holly House legal expenses: these are being taken from endowment, tracked, and are planned to be repaid to the endowment fund when possible.

Geri moved that:

Any non-operating fund expenses (including building repair expenses exceeding \$5K such as the fire suppression system repairs, the elevator work, and any future Holly House legal fees) are to be taken from the endowment fund. This direction applies until Dec 31, 2023. This direction does not imply board approval for expenditure of these funds, it just directs the source of the funds.

Martin seconded the motion. The motion passed unanimously.

Discussion Item #2: Recommendation from the Personnel Committee on the confidentiality of interactions between SLT and BOT members

Martin presented the recommendation from the Personnel Committee (PC) in response to the Board's request regarding the confidentiality of interactions between SLT and BOT members.

The recommendation was circulated to the board ahead of the meeting and was included as Appendix B in the packet.

The recommendation addresses situations in which an SLT member has confided information to an individual BOT member but asked that it not be disclosed to other BOT members.

The PC recommends that no board member agrees to receive confidential information about professional issues unless the individual sharing that information is aware that the board member may share that information with the entire board.

The purpose of this discussion item is to give feedback to the PC as to whether the board accepts the recommendation or wants the PC to modify the recommendation.

Meeting attendees discussed this recommendation and generally accepted and agreed with it. However, we agreed that the practice described in the recommendation is more of a covenant and a practice to clarify when onboarding SLT or board members and not really a procedure or a policy. No motion or vote was taken.

Martin agreed to respond to the PC that the board accepts the recommendation and will consider where to place the written recommendation as it may not be appropriate to be included in the Personnel Handbook or board policies.

Discussion Item #3: The future of the Beloved Conversations Among (BC Among) Task force

Nicole presented the Proposal for Beloved Conversations Among Task Force & 8th Principle Ministry Team to Combine. The written proposal was circulated to the board in advance of the meeting and included as Appendix C in the packet. The purpose of this discussion item was for the board to direct the combined Among + 8th Principle group as to whether the combined group should be a task force of the board, a board committee, or a ministry team.

Members of the Among + 8th Principle group had expressed a preference to become a task force because they want to be accountable to the board (whereas a ministry team is generally accountable to the staff.)

We discussed the board's commitment to on-going work in anti-racism and dismantling systems of oppression. We agreed that the group should be accountable to the board. We decided the on-going nature of this work makes it more appropriate that the group be a committee rather than a task force because task force implies a defined, time-limited goal or objective and anti-oppression work is "perpetual."

We made, discussed, and amended a motion that appears in final form in italics below.

Keely moved that:

The board directs the members of the 8th Principle Ministry Team and the Beloved Conversations Among Task force to combine and form a committee that reports to the board and come back with a proposed charter by Dec 7.

David seconded the motion. The motion passed unanimously.

Discussion Item #4: Nominating Committee checkpoint

Amanda Strombom represented the Nominating Committee (Nom Comm) and expressed that the Nom Comm is happy to identify specific individuals both for board and committee seats.

The board clarified that the areas of greatest needs are:

- The Financial Stewardship Committee needs a chairperson.
- The Personnel Committee needs 2 more people.

There was some discussion as to whether a member of the Nom Comm, the board, or the committee in question should make the first request to the potential candidate and it was generally agreed that the Nom Comm is the default, but the Nom Comm is welcome to approach a member of the board or the committee if that person has a better relationship with the potential candidate.

Announcements

- Pledges [Nicole]: early results in pledges are going well.
- Sanctuary Repairs [Rebecca]: work is proceeding on repair to the beam in the sanctuary.
- Mission Fund Drive [Nicole]: expressed thanks to Amanda, Lassie, and Doug for testimonials.

Process reflection

Keely shared observations on the process of the board meeting.

Closing

Rev. Maria Cristina offered words of gratitude for all of you and all the work you do.

The Board Meeting went into executive session at 5:30 PM.

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

Appendix B: COLA Policy Background and Congregational Comments

Background

In 2022, recognizing that rising costs of living erode financial security for all wage-earners, the voting Board members approved a 5% COLA for East Shore all staff wages in 2023. At the December 10th, 2022 congregational meeting the 2023 budget including this COLA was approved and has since been implemented. This year [2023] at the August 24th Board meeting, the voting Board members agreed to work with the Policy and Governance Committee to develop a new policy to streamline this annual process and to ensure this best practice for our beloved staff. The COLA rate mirrors the proposed rate increases to Social Security recipients and is linked to publication of the Labor Bureau's Consumer Price Index for Urban Wage Earners. For 2024 East Shore budgeting purposes, the COLA rate will be 3% and will apply to all staff wages.

The new policy is:

"Each year an annual Cost of Living Adjustment (COLA) for staff wages, tied to inflation and similar to published yearly rates released by the Social Security Administration, will be applied to staff wages during the annual budgeting process."

This new policy would be an addition to Policy 2.10 Financial Planning and Budgeting, specifically, 2.10.6. The Board's final approval of the new policy occurs after the 10 day comment period. Within a month of final approval, policies will be communicated to the congregation and included on the East Shore website and in the Administrative Handbook.

Congregational comments:

<p>Notification of the 10 day period for congregational comment on the new COLA policy was sent out by email on Nov 1st to all members by Nicole. The comment period ended on November 10th. Only one comment was received. The Board can have a final vote on acceptance of the proposed cola policy, after consideration of the comment, at your November 16th meeting. If you have any questions, please email Grace Colton.</p>
<p>This comment was received:</p> <p>"This is not a bylaw issue – staff raises should be based on merit, performance, and the church budget. If this becomes law, the personnel committee, senior staff, and board would have little discretion in awarding raises. Even more concern is that East Shore would be put into legal jeopardy; this could become an ugly situation.</p> <p>East Shore is a church, not a corporation or business. We are a congregation, not shareholders. Our “bottom line” is spiritual support, community, and good works..... "</p>
<p>Grace responded with:</p> <p>"The COLA topic is a policy addition not a bylaw topic. I'm sorry if you got them confused at the budget town hall. It is also possible for any given year to have a 0% COLA raise due to the economy or budget conditions. No hands are tied by the COLA policy....</p> <p>With respect,</p> <p>Grace"</p>
<p>Response: "Thanks, Grace, for the clarification. If it's possible to do a %0 COLA, why even have this policy?"</p>
<p>Grace replied: "Having a COLA policy makes the Board have to give it budget priority and consider the actual percentage by looking at standard information on what percent it should be. They not consciously address it. There will probably be a COLA raise if it is justified by the measures of the cost of living increase cited in the policy. This Board (and the UUA) feels COLA is a good, fair employment practice."</p>

Appendix C: Land Acknowledgement

Land Acknowledgment

“We, at East Shore Unitarian Church, acknowledge that this land is the traditional territory of Coast Salish peoples. We recognize the impact of settler colonialism and pledge to nurture our relationship with our indigenous neighbors. Their ways and understanding will guide us as we work to restore and sustain their homelands upon which we all depend.”