

## BUF Board of Trustees Meeting (virtual, via Zoom)

April 20, 2021

Attendees: Murray Bennett (President), Bharti Kirchner (Vice-President), Debbie Boots, Rod Haynes, David Curley, Melissa Swift, Henry Ohana, Sarah Pearson, John Stewart (Secretary), Paul Beckel (Ex-Officio)

Not Present (Excused):

Other participants: Sky Hedman, Treasurer. Deb Cruz

Minutes by John Stewart, Secretary.

The meeting was called to order by Bharti at 7:00 pm; Check-ins.

Emergency Resolution Regarding Sk'aliCh'elh-tenaut (Tokitae/Lolita). Deb Cruz (resolution attached)

- A proposed resolution was presented to support the Lummi nation in its quest to bring Sk'aliCh'elh-tenaut (Tokitae/Lolita) home.
- Deb described project. Sk'aliCh'elh-tenaut is the last remaining orca of 50 orca calves harvested in 1970 and sold to aquariums Sk'aliCh'elh-tenaut has resided in isolation in an aquarium in the Miami Seaquarium, FL for 40 years.
- The resolution is to be passed in support of a petition to be presented to the governors of Oregon and Washington as well as the Premier of British Columbia.
- Resolutions generally have to be presented to the congregation for a vote, however the petition is to be presented to the on June 5, which does not leave the 60 days' notice required for a congregational resolution.
  - In rare and unusual circumstances in which speed of response is crucial, the Board and the Minister are jointly empowered to bypass the requirement for a congregational meeting.
  - The resolution could not be presented earlier because the materials necessary to present the resolution were not available and would have to have been by mid-March.
  - Paul endorsed the action as minister.
- **Henry moved that the Board endorse the call to bring Sk'aliCh'elh-tenaut (Tokitae/Lolita) home and that Murray, as president, be empowered to sign the resolution as presented. Motion seconded by Rod and passed unanimously.**

**Budget Discussion:** Sky Hedman.

- Sky reported on a meeting of a subgroup of the Board which discussed the draft budget presented to the Board on April 20, 2021 and at which several changes were proposed which, if adopted, would create a small budget surplus in the 2021/2022 budget year. Key points were:
  - Projected pledge income, net of shrinkage) was increased to \$309,000., based on recent pledge campaign results.

- Expected non-pledge donations were increased to \$23,383, based on the results from this year.
- Building Steward hours were increased to cover the AV Assistant hours at the same pay rate.
- A 2% Cost of Living raise for staff was included
- \$1000 for anti-racism training was included, as was \$500 for GA scholarships.
- Contributions to our three reserves were suspended: Building Maintenance, Emergency Reserve and Sabbatical Expense reserve. The suspension is for this coming fiscal year only.
- The reserve to pay for the External Financial Review was reduced to \$500 per year, based on the cost of the last external review.
- Current-year budget projections show that we probably won't have to take a draw from the Emergency Reserves, which had been budgeted. BUF "banked" \$20,000 at the end of 2019-2020, after the support to our budget from PPP loan. The current emergency reserves are \$43,474.
- \$500 for the Healthy Relationships Team to cover outside mediation, if needed, was re-included (removed at last discussion).
- **John moved that the Board adopt the budget (attached) and recommend that the congregation approve it. Motion seconded by Murray and passed unanimously.**

**Next Meeting Dates:**

**Board Meetings: April 29, 2021**

**Meeting adjourned at 8:56 pm.**

**Actions:**

- **Henry moved that the Board endorse the call to bring Sk'aliCh'elh-tenaut (Tokitae/Lolita) home and that Murray, as president, be empowered to sign the resolution as presented. Motion seconded by Rod and passed unanimously.**
- **John moved that the Board adopt the budget (attached) and recommend that the congregation approve it. Motion seconded by Murray and passed unanimously.**

**Attachments: (below)**

- Call to bring Sk'aliCh'elh-tenaut (Tokitae/Lolita) home.
- Memo from Deb Cruz: Request for BUF Signatory to the Call to Governors Inslee (WA) and Brown (OR) and BC Premier Horgan to support Lummi Nation's Call to Bring Sk'aliCh'elh-tenaut Home.
- 2021/2022 Budget, as adopted.



## Call to Bring Sk'aliCh'elh-tenaut Home

We, the undersigned, in representing ourselves, our memberships, and/or our constituencies, support the Lhaq'temish (Lummi) effort to bring Sk'aliCh'elh-tenaut home and, further, call upon the Governors of Washington, Oregon, and California, and the Premier of British Columbia, the lands of which border the marine territory of the Southern Resident Orcas, to jointly sign a Proclamation that would acknowledge that:

- The Southern Resident Orcas of Xw'ullemy (the Salish Sea bioregion) are a unique and iconic population, holding significant spiritual and cultural value for people in this region and throughout the world.
- The Lhaq'temish people of Lummi Nation, like many Coast Salish peoples, have lived in reciprocal relationship with the orcas since time immemorial. The Lummi term for orca is "qwe'lhol'mechen," which means, "people under the water." Western science is now aligned with traditional Indigenous knowledge that orcas are indeed much like people, in possessing tremendous intelligence, language, complex societies, culture, and capacity for love.
- Ancestral teachings hold that the Southern Resident Orcas and the Lhaq'temish people are family. In order to reaffirm these kinship bonds, the Lummi held a traditional naming ceremony for the Southern Resident Orcas, bestowing upon them the family name "Sk'aliCh'elh."
- The life of each and every member of Sk'aliCh'elh is extremely precious, as this critically endangered population is down to 75 orcas.
- In August of 1970, Sk'aliCh'elh-tenaut, whose name means "daughter of Sk'aliCh'elh," was one of over 50 young orcas violently stolen from the Salish Sea and sold to aquariums. She is the last remaining Southern Resident Orcas to be held in captivity.
- For over 50 years, Sk'aliCh'elh-tenaut (also called "Tokitae" and "Lolita" in captivity) has been held at Miami Seaquarium in the world's smallest orca tank, subjected to cruel and unnatural conditions, including relentless sun and heat, extreme social isolation, and exposure to dangerous hurricanes.
- It is the Xa xalh Xechnging (sacred obligation) of Elders and others within the Lummi Nation to bring Sk'aliCh'elh-tenaut home. A Lummi Nation Motion to bring Sk'aliCh'elh-tenaut home was passed in 2017.
- Building upon the Lummi Nation Motion, in 2018 the Affiliated Tribes of Northwest Indians passed Resolution #18-32, calling on Governor Inslee and Washington State legislators to support her return and actively work with representatives from Lummi Nation to secure any state permits that might be required. <https://bit.ly/3cIM1eI>
- The international legal norm established by the United Nations Declaration of the Rights of Indigenous Peoples reaffirms the inherent right of the Lummi People and the sovereign Nation to conserve, protect, and steward their current and traditional territory, including the Salish Sea, its ecosystems, and species.
- A Statement of Solidarity for Sk'aliCh'elh-tenaut has been signed by Indigenous leaders worldwide, and continues to gather signatories. <https://bit.ly/3uo8DH9>
- The current effort builds on decades of prior lawsuits and campaigns to return Sk'aliCh'elh-tenaut home. Over 600,000 people have signed petitions calling for her release. Since 2017, Lummi ceremonies, actions, and totem pole journeys have further garnered international attention and support. <https://bit.ly/3sXgSd2>
- Leading experts, under the guidance of Lummi cultural advisors, have developed a comprehensive plan to safely and responsibly bring Sk'aliCh'elh-tenaut home to the Salish Sea, where she will receive ongoing care by a dedicated team of veterinarians, scientists, and Lummi spiritual/cultural advisors.

We further urge the Governors and Premier of our Southern Resident Orca territories to:

- Support and endorse the efforts being coordinated by representatives of the Lummi Nation to return Sk'aliCh'elh-tenaut to her Salish Sea home.
- Call upon Miami Seaquarium, Festival Fun Parks (DBA Palace Entertainment), Parques Reunidos and EQT to agree to negotiate the terms and conditions for SK'aliCh'elh-tenaut's release and safe return to her natal waters; and
- Work with representatives of the Lummi Nation and other relevant entities to secure any state permits that might be required for the return and rehabilitation of Sk'aliCh'elh-tenaut and her reunion with her human and Orca family.

Sincerely,

\* Required

Email address \*

Your email

Name (Authorized Signatory; Elected Official) \*

Your answer

Organization (with Chapter or Branch if applicable) or Political Office/Body \*

Your answer

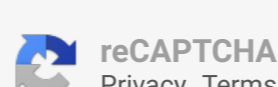
Location \*

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22 April 2020

From: Deborah Cruz

To: BUF Board

Subj: Request for BUF Signatory to the Call to Governors Inslee (WA) and Brown (OR) and BC Premier Horgan to support Lummi Nation's Call to Bring Sk'aliCh'elh-tenaut Home

As per your request I'm offering a written explanation regarding the subject request to the Board.

Deb Cruz brought before the Board a request for the Board of Trustees to sign a Call to the Governors of Washington (Jay Inslee), Oregon (Kate Brown) and the Premier of British Columbia (John Horgan) to requesting they sign a [proclamation](#) in support of bringing Sk'aliCh'elh-tenaut home.

The request was brought before the Board to become a signatory by means of Article X of our bylaws on 20 April 2021 as the Netse Mot team did not have the necessary materials and structure in place in time to meet BUF's 60-day notification requirement to bring forward a congregational resolution as stipulated in Article V, Sec. 4 of our bylaws. With the congregational meeting scheduled for 23 May, it would have been necessary to submit the resolution proposal back in mid-March. The Lummi members particularly involved in this action were not ready at that point.

The urgency comes in the desire to present the proclamation to the Governors and the Premier during Orca Action Month which is the month of June. The Proclamation typically takes 4-6 weeks to process and to have the proclamation complete the process by the end of June, requires that we have our signatories gathered by the latter half of May. That is why the 24 May deadline for signatories has been established. This also does not allow us to schedule a special congregational meeting that would meet BUF resolution required and still meet the June goal.

Therefore, in working with Lummi's timing goals and to be able to have BUF represented on the Governors'/Premier's proclamation request, helping add public and faith weight to addressing this issue, it was brought to the Board asking them to considering signing referencing Article X of our bylaws which allows the Board and the Minister to act in situations where the "speed of the response is crucial."

Sincerely,

Deb Cruz,  
Native American Connections Committee

Overview 2021-2022

Bellingham Unitarian Fellowship

**DRAFT BUDGET 2021-22**

4/20/2021

**21-22  
Draft  
Budget**

20-21  
Budget  
Totals  
Jul '20 - Jun 21

Operating Income/Expense

Income

Total STEWARDSHIP INCOME	369,958	373,253
<i>Total FACILITIES</i>	24,350	5,195
<i>Total PROGRAMS</i>	28,384	31,046
Total OPERATIONS INCOME	52,734	36,241
Total FINANCING	238	224
<b>Total Income</b>	<b>422,930</b>	409,718

Expense

Total STEWARDSHIP EXPENSES	24,830	26,713
<i>Total FACILITIES</i>	27,183	29,566
<i>Total UTILITIES / BUILDING SERVICES</i>	23,590	15,555
<i>Total ADMINISTRATIVE EXPENSES</i>	14,300	14,448
<i>Total PROGRAM EXPENSES</i>	40,827	38,634
Total OPERATIONAL EXPENSES	105,900	98,203
Total STAFFING EXPENSE	298,003	288,159
Total FINANCING (Reserves) EXPENSE	-15,500	-3,722
<b>Total Expense</b>	<b>413,233</b>	409,353

**Net Operating Income**

**9,696** 365

Other Expense

Mortgage Equity Pymt	8,910	8,705
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**Net Operating Income + Mortgage Expense**

**786** **-8,340**

Changes from 2020-2021

**INCOME**

Pledge Income	309,000	302,474
Non-pledge donations	23,383	26,586
RE Gift revenue (Exceeds RE Gift plan)	18,600	27,000
Fund-raising (\$15,000 for Mayfaire, \$2500 for Oktoberfest or other fundra	17,500	8,000
Rental income (was \$46,396 in 2018-2019)	23,250	5,195

**EXPENSE**

Staff Expense

Cost of living increase: 2%=\$5778	5,788	0
GA scholarships	500	250
Beloved Conversations/Widening the Circle/Anti racism	1,000	0
Healthy Relationships	500	0
Emergency Reserves (1%) Monthly contribution (\$350 X 12)	-16,000	0
Savings for External Review (\$500 per year)	500	0
AV Assistant \$15 x 5 hours x 52 weeks	3,900	0
Pause 15% Building/Maintenance Reserve contributions	-3653	
Pause Sabbatical Reserves contribution (\$1500)	-1500	

2021-2022 Year Summary

Bellingham Unitarian Fellowship  
DRAFT BUDGET 2021-22

	4/17/2021	Totals with Budget	20-21 Budget Totals Jul '20 - Jun 21
Ordinary Income/Expense			
Income			
STEWARDSHIP INCOME			
DONATIONS			
Pledge Income	309,000		306,732
Non-Pledge / Friends Donations	23,383		26,586
Cash Donations and Misc.	1,475		1,481
RE Gift	18,600		27,000
Total DONATIONS	352,458		361,799
FUNDRAISING			
Auction and other	17,500		8,000
Covid grants	0		3,454
Total FUNDRAISING	17,500		11,454
Total STEWARDSHIP INCOME	369,958		373,253
OPERATIONS INCOME			
FACILITIES			
Rental of Building	23,250		5,195
Total FACILITIES	24,350		5,195
PROGRAMS			
Choir Income	0		0
CND & Coffee Hour	0		0
LLL INCOME			
LLL - Coming of Age	0		200
LLL - Middle School	0		0
LLL - OWL income	0		0
LLL - RE Income	0		220
LLL - YRUU High School	0		0
Total LLL INCOME	0		420
Retreat, All Church	0		0
Retreat, Women's	0		0
SEJC INCOME			
SEJC - Special Collections	20,313		21,694
SEJC - General	4,730		3,030
SEJC - Fairtrade Coffee Sales	2,291		2,827
SEJC - BLM	0		0
SEJC - Family Promise	1,050		75
SEJC - Interweave	0		0
SEJC - NACC	0		3,000
Total SEJC INCOME	28,384		30,626
Total PROGRAMS	28,384		31,046
Total OPERATIONS INCOME	52,734		36,241
FINANCING			
Interest Income	238		224
Total FINANCING	238		224
<b>Total Income</b>	<b>422,930</b>		<b>409,718</b>
Expense			
STEWARDSHIP EXPENSES			
Denominational Dues			
James Luther Adams - UUSC	257		0
Partner Church (UUPCC) Expense	200		200
UUA/PNWD Dues	23,148		25,720
Total Denominational Dues	23,605		25,920

2021-2022 Year Summary

Stewardship Fundraising Expense		
Auction - MayFaire Expense	1,025	793
Other fundraising expenses	0	0
Stewardship Expense	200	0
Total Stewardship Fundraising Expense	1,225	793
Total STEWARDSHIP EXPENSES	24,830	26,713
OPERATIONAL EXPENSES		
FACILITIES		
Building Maintenance & Repairs	8,350	6,549
Insurance - Bldg/Liability Expe	6,993	7,204
Mortgage Interest	11,031	15,353
Permits, Licenses	810	460
Total FACILITIES	27,183	29,566
UTILITIES / BUILDING SERVICES		
Custodial Contractors	4,700	677
Custodial -Supplies	2,875	652
Electricity	6,012	6,169
Elevator	1,961	1,461
Garbage/Recycling	1,620	338
Gas	1,569	1,460
Security Monitor/ Requird Tests	1,798	1,724
Water/Sewer	3,054	3,074
Total UTILITIES / BUILDING SERVICES	23,590	15,555
ADMINISTRATIVE EXPENSES		
Office / Administrative	3,900	2,737
IT - Equipment	800	328
IT - Software/Subscriptions	4,200	4,977
Publicity	0	0
Service Charges & Fees	1,680	2,740
Telephone	3,720	3,665
Volunteer Appreciation	0	0
Total ADMINISTRATIVE EXPENSES	14,300	14,448
PROGRAM EXPENSES		
Choir	1,485	1,407
CND & Coffee Hour	0	620
Childcare Contractors	1,150	0
LLL EXPENSE		
LLL - Coming of Age	472	472
LLL - Middle School	0	0
LLL - OWL	0	70
LLL - RE General	3,000	2,139
LLL - YRUU High School	157	71
Total LLL EXPENSE	3,629	2,752
Membership / Hospitality	100	100
Retreat , All-Church	0	-350
Retreat, Women's	0	0
SEJC EXPENSES		
SEJC - Spec Coll Dispersemen	21,435	21,101
SEJC Expense - General	3,173	2,973
SEJC - Fairtrade Coffee	1,310	1,293
SEJC - BLM	0	0
SEJC - Family Promise	0	60
SEJC - Interweave	0	0
SEJC - NACC	0	3,000
Total SEJC EXPENSES	25,918	28,427
Staff Professional Expenses		
Prof Expense - Minister	1,756	2,648
Prof Expense - Admin Staff	0	0
Prof Expense - DLL	1,810	1,210

2021-2022 Year Summary

Prof Expense - Music Director	679	489
Prof Expense - Music Staff	100	100
Prof Expense - Community M	200	200
Total Staff Professional Expenses	4,545	4,647
Leadership Training & Development	2,000	250
Human Resources	0	100
Pastoral Care	200	50
Worship Arts/ Taize	1,800	630
Total PROGRAM EXPENSES	40,827	38,634
Total OPERATIONAL EXPENSES	105,900	98,203
STAFFING EXPENSE		
Minister Salary & Housing	84,197	84,197
Admin Salary & PTO	45,936	45,936
Director of Lifelong Learning	48,000	48,000
Music Director	25,250	25,250
Bookkeeper	11,253	11,004
Building Steward/AV	9,600	5,369
Childcare Coordinator	900	0
Keyboard Artist I/Choral Assist	8,244	8,244
Keyboard Artist II	5,325	5,180
RE Assistant	1,500	450
Taize Leadership	2,400	2,191
Total Salaries	242,606	235,821
Benefits		
Health Insurance Supp	13,866	11,431
LTD Payroll Expense	2,129	2,129
Pension Payroll Expense	15,408	20,025
Hourly PTO Sick Leave Expense	5,788	630
Total Benefits	37,191	34,215
Payroll Taxes		
Medicare Expense	2,212	2,207
Social Security Expense	9,500	9,465
Paid Family Medical Leave	340	339
State of WA L&I Expense	2,713	2,672
Total Payroll Taxes	14,766	14,683
Families First Covid Leave	3,440	3,440
Total STAFFING EXPENSE	298,003	288,159
FINANCING (Reserves) EXPENSE		
Building Maint. (15%) Reserve	0	-5,222
Emergency Reserve (1% budget)	-15,500	0
Sabbatical Reserve Expense	0	1,500
Total FINANCING (Reserves) EXPENSE	-15,500	-3,722
Total Expense	413,233	409,353
<b>Net Ordinary Income</b>	9,696	365
Other Financial Activity		
Other resources		
NON-OPERATING INCOME		
CC+ Income, post campaign	0	3,300
Endowment Disbursement	2,500	1,978
New Endowment Bequests Received	0	8,400
Unrealized Gain/Loss	0	27,975
<b>Total NON-OPERATING INCOME</b>	2,500	41,653
Other Expense		
NON-OPERATING EXPENSE		
Capital Expense Endowment Project		
Capital Expense - Sanctuary AV	0	2,647
Capital Expense - Sanctuary HVAC	150	150
Mortgage Equity Pymt	8,910	9,010
<b>Total NON-OPERATING EXPENSE</b>	9,060	11,806