

## **BUF Board of Trustees Meeting**

March 24, 2022

Attendees: Drew Betz (Vice-President), Daria Haynes, Alex Gilman, Henry Ohana, Sarah Pearson, Lew Phinney, John Stewart (Secretary), Melissa Swift (VZ),

VZ=Via Zoom

Not Present (Excused): Paul Beckel (Ex-Officio)

Other participants: Sky Hedman, Treasurer; Ann Stevenson, Refugee Action Team

Minutes by John Stewart Secretary.

Chalice lighting 6:04 pm; Drew

### **Approval of recent meeting minutes.**

- Minutes from the 02/24/2022 regular meeting were approved by email on 2/26/2022.
- Minutes from the 03/4/2022 special meeting were approved by email on 3/4/2022.
- Minutes from the 03/8/2022 special meeting were approved by email on 3/9/2022.

### **Special Request: Ann Stevenson** (see request details, attached)

- Refugee Action Team was formed in 2021 and consists of Ann Stevenson, Genia Allen-Schmid, Debbie Boots, and Lin Skavdahl. Many hours have been put into this project.
- Request to fundraise \$10,000 (minimum \$6,000 needed to submit the application) to make application to a new State Department program, "Sponsor Circles" to support the resettlement of an Afghan refugee family in Bellingham
- Funds will flow through BUF.
- Funds are expected to not detract from the current canvass effort
  - Rick Steele, on behalf of the Stewardship Committee supports the project.
- **John moved and Henry seconded that the Refugee Action Team be authorized to raise funds for the application for the State Department Program "Sponsor Circles", using BUF to collect and clear funds. Details of how the fundraiser will operate are to be determined by the Refugee Action Team.**  
**Motion passed unanimously.**

### **Special Request: emailed by Kevin Allen-Schmid** (see attached email)

- A request to hold a special collection on April 10 answer an appeal from the Hungarian Unitarian Church to support Ukrainian refugee relief.
- **Lew moved and Sarah seconded that the Board approve the request for a Special Collection on April 10 to support an appeal from the Hungarian Unitarian Church to support Ukrainian refugee relief.**  
**Motion passed unanimously.**

**Treasurer's Report:** Sky. (Treasurer's Report and BUF Budget Overview appended below)

- BUF continues to operate in a positive direction.
  - Cash on hand is approximately \$19,500, below our goal of 3 month's operating expense (approximately \$100,000), but consistent with recent months.
  - Reserves are approximately \$102,000
- The Reserve study has been started and Jeff Samdal of Samdal & Associates toured BUF on March 18, with a report due in early April.
- Pledge income is holding steady.
- The projected Dinner Auction/Fundraiser will be an important contribution to income.
- Sky presented a Budget Overview which emphasizes the role of pledge income in supporting BUF and in the extent to which staff expense is the major operating cost of the congregation.
- Alarm systems are being installed (a portion is waiting for ordered components to arrive) and waiting for alarm policy/procedures to be developed by the Operations Team.

**Auction: Sarah**

- Sarah published a request in the Midweek Update and in BUF News for leaders and volunteers for the spring auction.
- Naomi Gary and Nancy Steele will be part of the Auction Steering Committee and we are still looking for about two more people.
- Debbie Boots and Lauralee Carbone will play a support role in providing training.
- Kathy Wahto will support the event overall and Kevin and Genia will organize most of the event and the music.
- The Auction will take place June 4, 4:00-8:00 pm at BUF.

**COVID Update:** Henry

- Questions to be considered by the COVID Task Force:
  - Will Humanitas clients (for whom vaccination is not a requirement) be permitted in the sanctuary without masks)?
  - Is the limit of 100 still in effect in the sanctuary?
  - Are children under 5 years old still limited to the nursery (including during the social hour)?

**Nominating Committee Update:** Drew

- Drew emailed information to Annie Sorich provided by individual Board members as well as comments on the proposed Board member questionnaire

**Sabbatical Committee Request:** Daria

- The Sabbatical Committee has proposed, at the request of Barbara Ten Hove, that small financial gifts be awarded to Kathy Wahto, Genia Allen-Schmid and Kevin Allen-Schmid in the amount of \$150 each as well as to provide \$150 for a gathering luncheon with Paul, Barbara, and all staff upon Paul's return
- In discussion, Walt Ellis was added to the list of those to receive additional compensation, and the per-person amount was increased to \$200 as was the amount of the luncheon.
- **Henry moved and Drew seconded that Kathy Wahto, Genia Allen-Schmid, Kevin Allen-Schmid and Walt Ellis be awarded \$200 each for their efforts during Paul's sabbatical and that \$200 be allocated for Barbara Ten Hove to host a gathering luncheon with Paul and all staff upon Paul's return. The**

**total amount of \$1,000 is to be funded from funds allocated to guest speakers from the Sabbatical Reserve.**

**Motion passed unanimously.**

**Barbara ten Hove's Recommendation for Re-integrating Paul: John**

- Barbara recommended the following: at the end of a sabbatical, it is customary for the leadership of the congregation to meet with the minister to reflect on what everyone learned during the time apart. While, of course, I will be giving Paul my perspective, his relationship with the BUF leadership will be ongoing and he would value your input. I recommend that you schedule a gathering of the board, celebrants, Sabbatical Committee, Pastoral Care Team and any other groups that you feel would benefit from this kind of event. You may want to invite someone from the Pacific Western Region to facilitate.
- Heather Higgins has offered to coordinate the event with Barbara.

**Resolution Process Acceptance: Melissa and Henry,**

- Melissa led a discussion into the report from the BUF Resolutions Ad Hoc Committee
- Given the complexity of the issue, give a first presentation of proposed changes at the May Congregational Meeting and a second reading/final vote at a special Congregational Meeting
- Provide opportunities for congregational education between the congregational meetings.
- The Bylaw recommendation expanding the \$10,000 spending limits to in-kind expenses may be split from the rest of the Resolution Process recommendations as a separate issue.
- It was recommended incorporating in the Widening the Circle process.

**Budget & Canvass Update: John/Sarah**

- Canvass is halfway to completion and will probably be wrapped up by the end of March. Thereafter, the Stewardship Committee will reach out individually to those who have not yet pledged.
- John will meet with Lew, Sky and Kathy Wahto on April 11 to review a draft of the budget with latest canvass results, prior to the Board meeting on April 14 to discuss the Budget.

**General Assembly: Lew**

- Kaitlin Davis is the only one to ask to be a delegate to General Assembly.
- Several others have indicated that they'll attend, but not as delegates and would like to access the funds set aside in the budget.
- Henry will ask prior attendees/fund recipients how much they'd received.
- **Lew moved and John seconded that Kaitlin Davis be appointed as a delegate representing BUF at General Assembly.**

**Motion passed unanimously**

**Update from Communication Team: Alex and Sarah**

- Alex and Sarah are continuing to post in the Midweek Update

**Beloved Community Committee: Sarah**

- A member has come forward to represent the voice of the disabled community within the Beloved Community and feels strongly that this voice should always have representation.

**Governance:** Lew, Drew, all

- Discussion about inclusion of ministry overview as part of Governance Committee Role.
- Lew presented and led discussion on several proposed changes to bylaws as a result of his review of our Bylaws. Revisions are to correct inconsistencies, out-of-date names, and to improve continuity in Board leadership (see attached detailed discussion).
- After discussion, **Lew moved and Henry seconded that the following bylaw changes be proposed to the next Annual Congregational Meeting with the recommendation of the Board:**
  - **Article III:** Denominational Affiliation be changed, deleting "... ~~and the Pacific Northwest District.~~"
  - **Article XIII:** Dissolution be changed deleting "...~~of Churches and Fellowships in North America...~~"
  - **Article IV:** Membership, section 1d be changed to read: "~~Make Commit to making~~ a financial contribution..."
  - **Article V:** Congregational Meetings, section 7, Minutes, last sentence be changed to read: "At the next congregational meeting they will be approved (or ~~amended corrected~~)."
  - **Article VII:** Duties of Trustees, Nominating Committee, and Officers, section 3, Board Meetings, first sentence be changed: "The Board shall hold ~~at least eight regular~~ monthly meetings ~~each year.~~"
  - **Article IX:** Minister, Section 3 be changed: ~~Election Call~~ of a Minister...
  - **Article VI:** Selection of Board of Trustees, Nominating Committee, and Officers, section 1: Board, second sentence be changed: "Term of office shall be three years, ~~but no trustee may serve more than two consecutive complete terms.~~"

**Motion passed unanimously.**

- Creation of Governance Committee as a standing committee – Governance Committee, currently a "task force" will develop a charter for presentation at a future Board meeting.

**Next Meetings:**        **April 14 2022 (Board Budget Meeting)**  
                                  **April 28 (Regular Board Meeting)**  
                                  **May 15 (Annual Congregational Meeting)**

**Meeting adjourned at 9:04 pm.**

**Future Meetings:**

- Fundraising Policy vote
- Discussion on creation of Governance Committee as standing committee.

**Summary of Action Items:**

- John moved and Henry seconded that the Refugee Action Team be authorized to raise funds for the application for the State Department Program “Sponsor Circles”, using BUF to collect and clear funds. Details of how the fundraiser will operate are to be determined by the Refugee Action Team.  
Motion passed unanimously.
- Lew moved and Sarah seconded that the Board approve the request for a Special Collection on April 10 to support an appeal from the Hungarian Unitarian Church to support Ukrainian refugee relief.  
Motion passed unanimously.
- Henry moved and Drew seconded that Kathy Wahto, Genia Allen-Schmid, Kevin Allen-Schmid and Walt Ellis be awarded \$200 each for their efforts during Paul’s sabbatical and that \$200 be allocated for Barbara TenHove to host a gathering luncheon with Paul and all staff upon Paul’s return. The total amount of \$1,000 is to be funded from funds allocated to guest speakers from the Sabbatical Reserve.  
Motion passed unanimously.
- Lew moved and John seconded that Kaitlin be appointed as a delegate representing BUF at General Assembly.  
Motion passed unanimously
- Lew moved and Henry seconded that the following bylaw changes be proposed to the next Annual Congregational Meeting with the recommendation of the Board:
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  - **Article VII:** Duties of Trustees, Nominating Committee, and Officers, section 3, Board Meetings, first sentence be changed: “The Board shall hold **at least eight regular** monthly meetings **each year**.”
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  - **Article VI:** Selection of Board of Trustees, Nominating Committee, and Officers, section 1: Board, second sentence be changed: “Term of office shall be three years, **but no trustee may serve more than two consecutive complete terms**.”

**Motion passed unanimously.**

**Attachments:** (below)

- Letter to the Board from Refugee Action Team
- Email from Kevin Allen-Schmid with Appeal document from Hungarian Unitarian Church
- Treasurer’s Report
- BUF Budget Overview March 2022 for Board
- Email from Barbara Ten Hove regarding staff gifts and post-sabbatical gathering
- Bylaws recommendations and discussion detail.

March 24, 2022

Letter to the Board Requesting Approval of “Go Fund Me” fundraising for an Afghan refugee family:

In the Fall of 2021, a group of BUF members formed a new action team called the Refugee Action Team. We established a charter through the Social and Environmental Action Committee and received approval from the Admin Team and the committee to proceed with our plans. We believed we would be working with World Relief’s local Whatcom Afghan Resettlement Program. We held several zoom sharing sessions both with our SEJC team and in coordination with Steven Shetterly, Director of the local World Relief program. We collected funds for the local World Relief organization and gathered housing and job tips to share with them. We were told initially that our BUF team might be assigned as part of a World Relief “good neighbor team” to support a refugee family, after the local World Relief staff was hired. Unfortunately, it turns out that the local World Relief organization will only use their own trusted volunteers/staff; and therefore, no direct service to families is being accepted from non-World Relief community members.

This Fall, the US State Department began a new program called Sponsor Circles to handle the tremendous need for refugee resettlement. If this program succeeds, it’s use may be extended and used in the United States permanently. Canada has been using a similar system for years. There continues to be approximately 5,000 Afghan people in military bases who are waiting to be settled. Sponsor Circles use a committed group of 5 people who make a detailed application and attend training sessions in order to sponsor an Afghan family with a minimum commitment of 90 days of support. This program works independently from World Relief, but is supported by a national umbrella refugee organization that will guide us through the process.


Five BUF members are committed to take on this challenge: Genia Allen-Schmid, Kristin Barber, Debbie Boots, Lin Skavdahl, and Ann Stevenson. We have begun the lengthy process of submitting a detailed Welcome Plan and researching/connecting with all the needed support services to successfully resettle a family. We have renamed our new effort: the BUF Afghan Resettlement Circle. We also have a group of at least 20 other BUF members who would like to support the effort.

One of the first steps in our application is raising the funds needed to help the family in the initial stages of their resettlement (e.g., rent for **three** months, initial settlement expenses). Sponsor Circles require that we raise a minimum of \$2,275 per Afghan newcomer. We are aiming for a minimum of \$10,000 to cover a family of four. These funds will be used entirely for the family and there is no cost to belong to a Sponsor Circle. Our commitment is for the initial 90 days of resettlement, but we assume we will be involved with this family for at least one year. We also view this fund appeal as a community/family/friend appeal that extends beyond our BUF community. We would also specify to our BUF community that we only want donations that do not detract from other critical BUF fundraising efforts (e.g., canvasses) for our operations budget.

These families receive these governmental supports: food stamps, Medicaid, refugee cash assistance, refugee medical assistance, temporary assistance to needy families, government employment services, and more. Our family would also come with employment cards (Employment Authorization documents) and already-completed applications for social security numbers.

We hope for your support in this mission of family resettlement. This work will broaden our BUF outreach to the wider community. We already have donations-in-hand and possible connections for housing and supplies. We have found a legal representative for the immigration applications.

We are doing this work because: 1) we want to respond to human needs; 2) it is aligned with our UU values; and 3) we believe in the power of community.

**From:** Kevin Allen-Schmid kevinallenschmid@gmail.com 

**Subject:** Request for April 10 Special Collection for Ukraine refugee relief

**Date:** March 21, 2022 at 12:00 PM

**To:** BUF Board Board@buf.org, Barbara ten Hove Revbabs10@gmail.com, Bellingham Unitarian Fellowship Administrator admin@buf.org

KA

To the BUF Board of Trustees, c/o Kathy Wahto  
cc: Rev ten Hove, Kathy Wahto

Dear BUF Board of Trustees,

The BUF Partner Church Committee, consisting of Reka Zoltan, George Bor, Mialee Jose, Cat McIntyre, Jan Krouskop, Carl Nyblade, Cindy Pfeiffer-Hoyt, Ron Quinn, Allegra Ziffle, Bev Smith and I, request approval to hold a special collection in the April 10 Sunday Service, for Ukraine refugee relief. Rev. Barbara has confirmed that she can incorporate this collection into that service.

We would like to ask our BUF congregation to answer the Hungarian Unitarian Church appeal for help in assisting Ukraine refugees and displaced persons (see their appeal attached).

We think this will be more immediately useful than to send money specifically to Magyarszovat. Reka is corresponding with Rev Tomas and Kato regularly at this time, and keeping us informed. We're not sure if any refugees have actually arrived in Magyarszovat yet, but we see in the news that over 100,000 refugees have entered Romania so far.

BUF has a direct, ongoing connection with the Hungarian Unitarian Church (Magyar Unitárius Egyház). Our choir sang a concert at their headquarters in Koloszvar, Romania in 2017. We feel that we should support the HUC officially, in a congregation-wide effort at this time.

We would not discourage individuals from making further donations to other agencies if they like, such as the UUSC or the International Red Cross.

Please let us know if you approve, so that we can start planning and promoting this special collection on Sunday, April 10.

Sincerely,  
Kevin, on behalf of the BUF Partner Church Committee

--  
Kevin Allen-Schmid  
Bellingham Unitarian Fellowship Music  
Choir of the Salish Sea  
[kevin@buf.org](mailto:kevin@buf.org) or [kevinallenschmid@gmail.com](mailto:kevinallenschmid@gmail.com)  
cell: (406) 858-0142



Call for Aid  
HUC.pdf





# CALL FOR AID

to help people affected  
by the conflict in Ukraine

The Hungarian Unitarian Church and the Providence Charity Organization is appealing to all those wishing to help our fellow Ukrainians in need.

We are currently coordinating with other churches, aid agencies and authorities in order to identify the most urgent needs of the Ukrainian refugees and those internally displaced due to the conflict.

Donations are welcomed in the bank accounts mentioned below.

For further information please don't hesitate to contact us via email: [unit.gondviseles@gmail.com](mailto:unit.gondviseles@gmail.com) or phone: +40 740 083 039.

## Bank account details:

Asociația Gondviselés Segélyszervezet

Fiscal code: 23481515

Bank: Banca Transilvania, Cluj-Napoca

Bank address: Romania, 400129,

Cluj-Napoca, str. Eroilor nr. 36.

Swift code: BTRLRO22

## Bank accounts:

RO56BTRL01301205I21454XX (RON)

RO29BTRL01312205I21454XX (HUF)

RO31BTRL01304205I21454XX (EUR)

RO80BTRL01302205I21454XX (USD)



SOURCE: AFP/OLGA MALTSEVA



**Monthly Treasurer's Summary Report to the BUF Board of Trustees**  
**February 2022 Financials (67% of the fiscal year)**  
**Prepared for the March 24, 2022 Board Meeting**

**Overview of current and projected status:**

- BUF finances support the 2021-2022 budget.
- **Month of February, 2022:**
  - Pledge income was 89% of budgeted amount.
  - BUF received \$1,635 in rent for February, 2021.
  - Net Ordinary Income is \$894 for the month of February.
- **Year to date (July, 2021– February, 2022)**
  - Net Operating Income is \$19,861 year to date (July – February), which exceeds the budgeted amount of \$1,290.
- **Cash on Hand for February, 2022:**
  - As of February 28, 2022, BUF has a Cash On Hand of **\$19,558**.
  - BUF's Emergency Operating Reserve is \$42,074.
  - BUF's goal is to have reserves to cover three months operating expense, or \$99,722.
- **Reserves**
  - Building Repair & Maintenance Reserve: \$51,693
  - Emergency Operating Reserve: \$42,074
  - Sabbatical Reserve: \$8,875
- **Capital Needs Assessment**
  - Samdal & Associates ([www.samdalassociates.com](http://www.samdalassociates.com)) did the initial inspection of BUF's building for the Capital Needs Assessment on March 18, 2022.
- **Intrusion Alarm system**
  - Security Systems NW has begun installation of the Intrusion Alarm system. One part is on back order and is not expected until May.

**Issues requesting Board involvement:**

- **Mayfaire or auction income:** The budget approved by the Congregation in May, 2021 for this fiscal year includes \$17,500 from fundraising.

<b>Income and Expense</b>	<i>Year-to-date</i>	<i>% of budget to date</i>
<i>Pledge Income</i>	\$209,401	100%
<i>Total Donations</i>	\$249,003	103%

<i>Fundraising Income</i>	\$ 18,649	100% (source is ERC in Covid Grants)
<i>Rental Income</i>	\$ 6,415	48%
Total <b>Income</b> Year to Date	\$302,755	108%
Total <b>Expenses</b> Year to Date	\$282,894	102%
<b>YTD Op. Income minus Expense</b>	<b>\$ 19,301</b>	Above budget (\$2.005)

### Cash on Hand

	<b>This month</b>	<b>% Change</b>	<b>Prior month</b>	<b>Prior month</b>
Checking balance	\$ 55,306	-17%	\$ 66,568	\$108,820
Cash assets under Board control	\$ 201,694	-5%	\$ 212,936	\$205,268
<b>Cash on Hand</b>	<b>\$ 18,998</b>	<b>-2%</b>	<b>\$ 19,373</b>	<b>\$ 25,536</b>

### Funds Activity Report

<b>Funds Activity</b>	<b>This month</b>	<b>Prior month</b>
Total Restricted Investment Funds	\$ 55,228	\$ 55,228
Total Restricted Bank Account Funds	\$113,738	\$114,914
Total Designated Program Funds	\$ 76,037	\$ 79,804
Total in all funds	\$245,003	\$249,946

### Fundraising Summary

<b>Fundraising Event</b>	<b>Income YTD</b>	<b>Income Goal for year</b>	<b>% of Goal</b>
Dinner Auction/Gala	\$ 0	\$ 17,500	0%
Other Fundraising	\$ 40	\$ 40	100%
Pandemic Grants & Income	\$ 18,609	\$ 0	0%
<b>Total Fundraising</b>	<b>\$ 18,649</b>	<b>\$ 17,500</b>	

Members of the Financial Oversight Committee are Sky Hedman (Treasurer), John Stewart, Frank McDonald (Assistant Treasurer), Brian Quick, Pam Ives (Assistant Treasurer), Cathy Campbell and Sue Sayegh.

Treasurer's Summary Reports and selected Financial Reports generated by Administrator are placed Administrator in BUF Workroom.

*Cash On Hand reports:*

*Assets that are available to Board under normal operating conditions: Checking, Savings, and Accounts Receivable. (It does not include Endowment, Humanitas, A. Herrmann Social Justice Account.)*

*Equity that is subtracted from Assets are those that are not available under normal operating conditions: Restricted Funds and Designated Program Funds. Liabilities are adjusted to include only one month of the Principal payment for the mortgage.*

### Financial Reports attached:

Monthly I&E Comparison  
Cash on Hand Report

Balance Sheet Prev Year Comparison  
Funds Activity Report  
I&E YTD Annual Budget Comparison

# Creating BUF's Budget

Context and Overview  
2022-2023

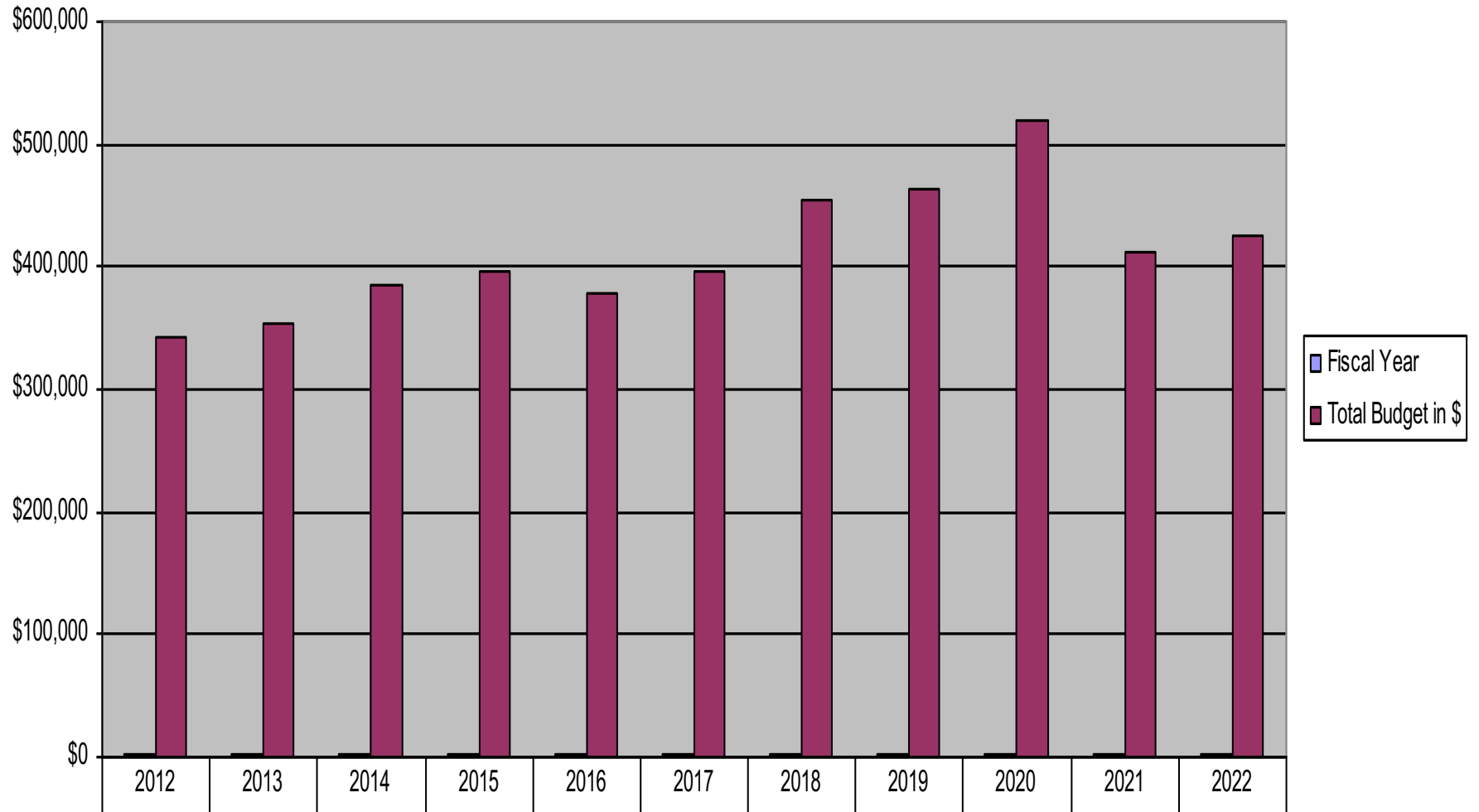
# Trends

- Budget
- Membership
- Pledging

How much is BUF's Operating Budget?

How does that compare with previous fiscal years?

# BUF Budget 2012 - 2022



Fiscal Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Total Budget in \$	\$342,565	\$354,708	\$386,161	\$397,105	\$377,425	\$396,184	\$454,840	\$463,869	\$518,973	\$412,183	\$424,431

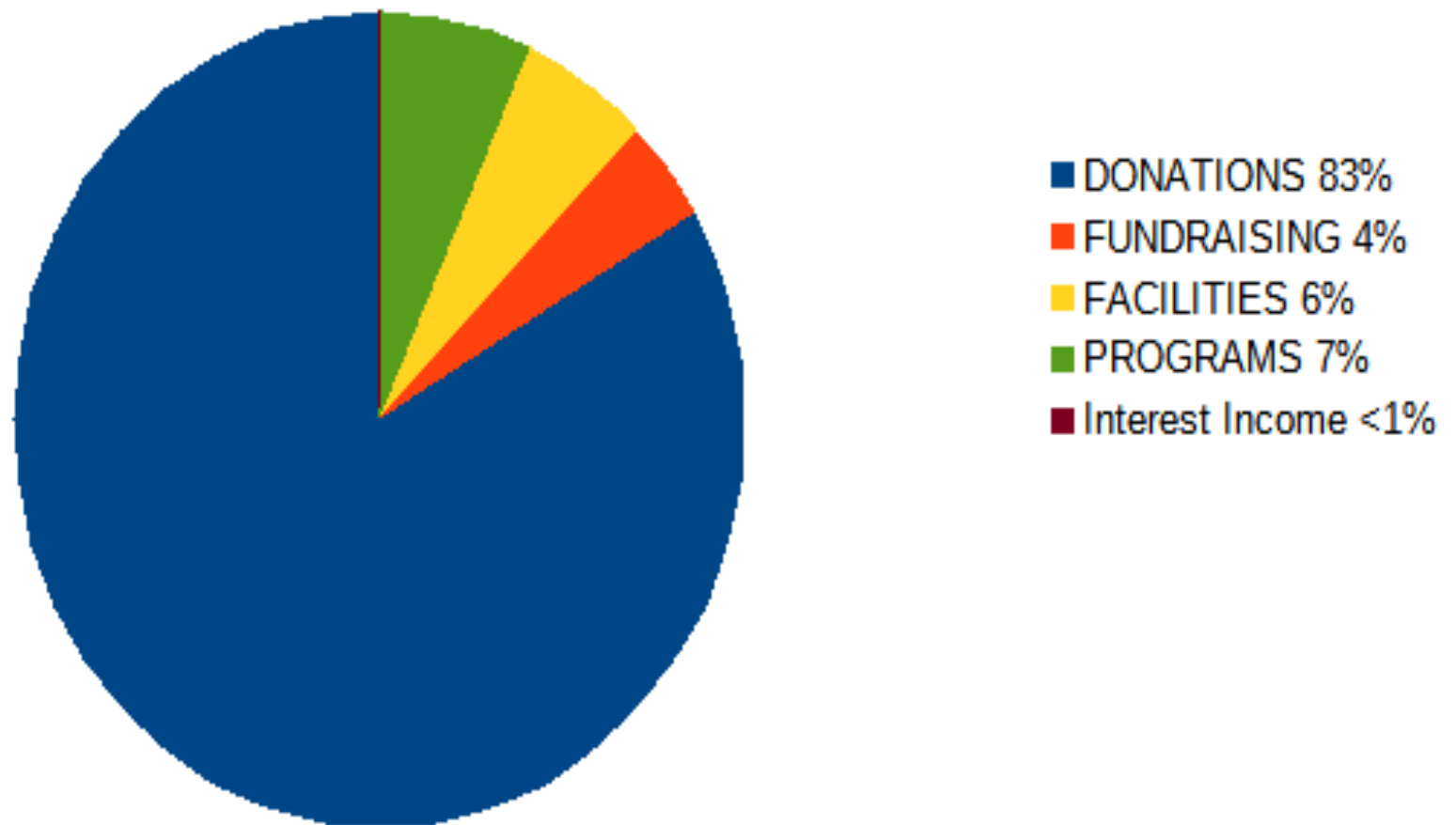
Fiscal Year



What are BUF's sources of income?

## BUF Sources of Income

2021-2022

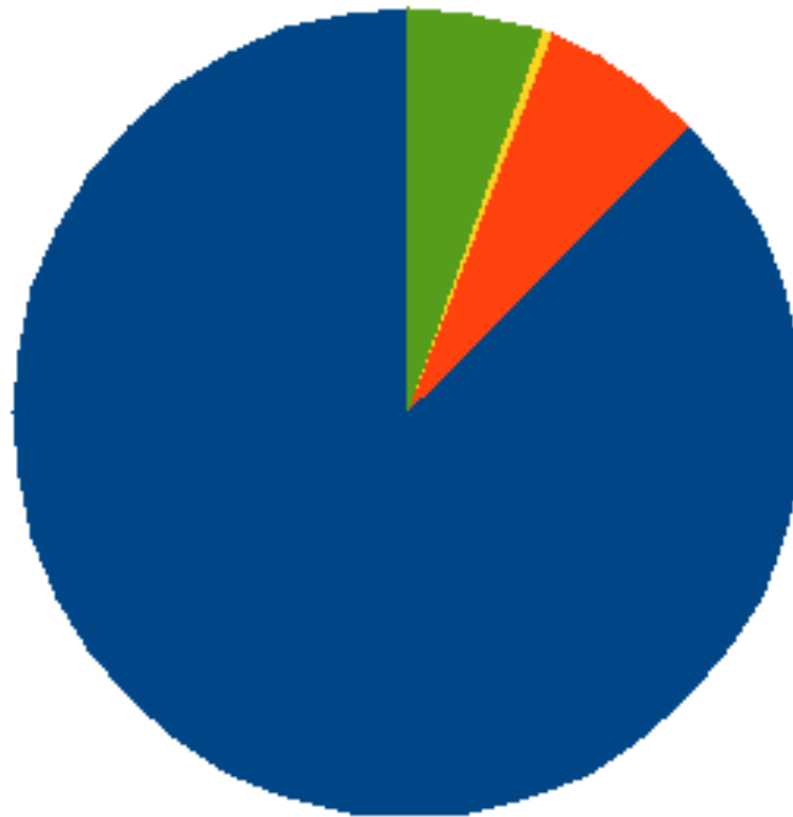


What percentage of BUF's donations come from pledges?

What percentge of BUF's total income comes from pledges?

## BUF Donations (Detail)

2021-2022



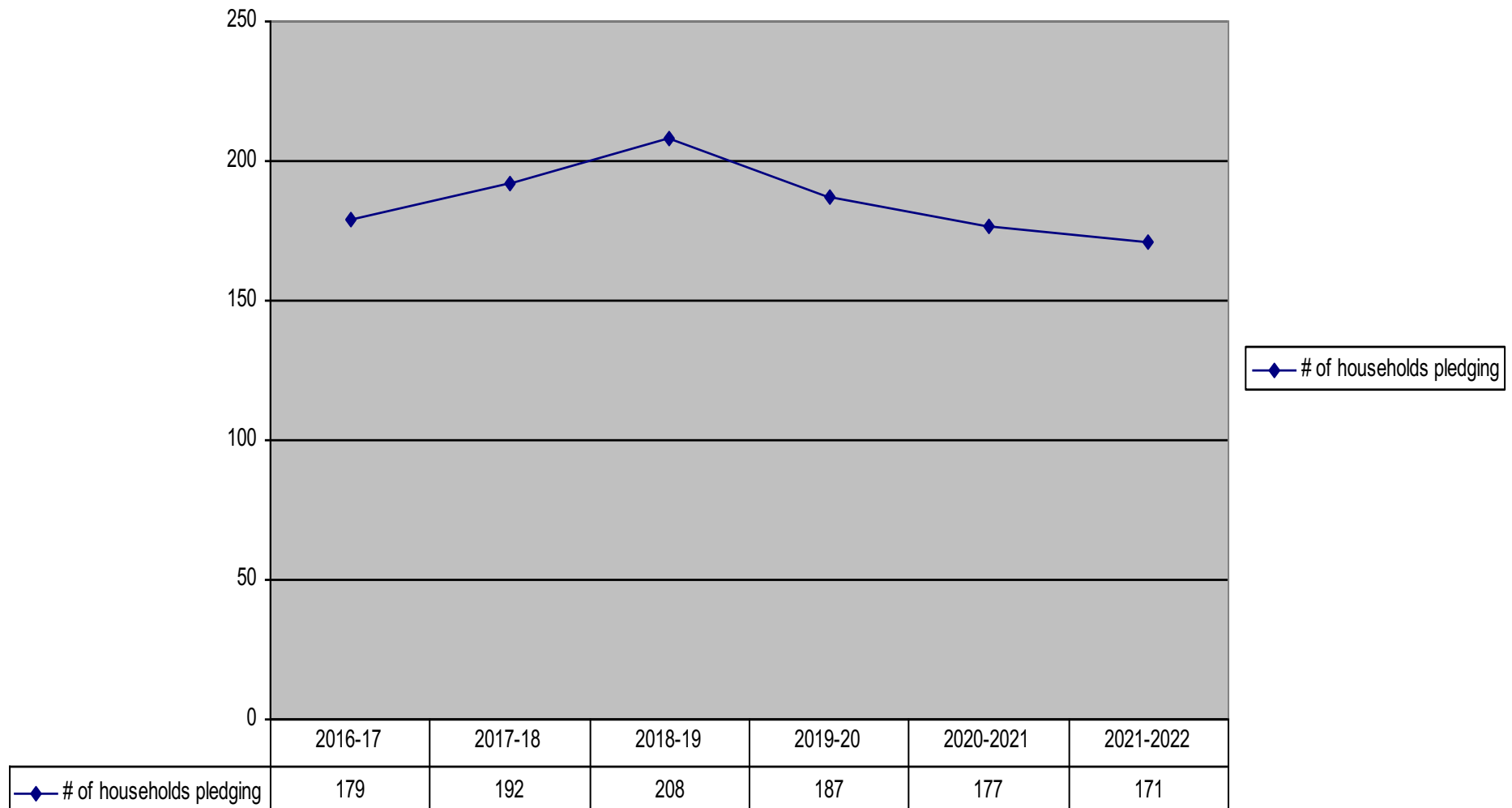
- Pledge Income 87% of Donations, 73% of Total Income
- Non-Pledge / Friends Donations 7%
- Cash Donations and Misc. <1%
- RE Gift 6%

# BUF Membership

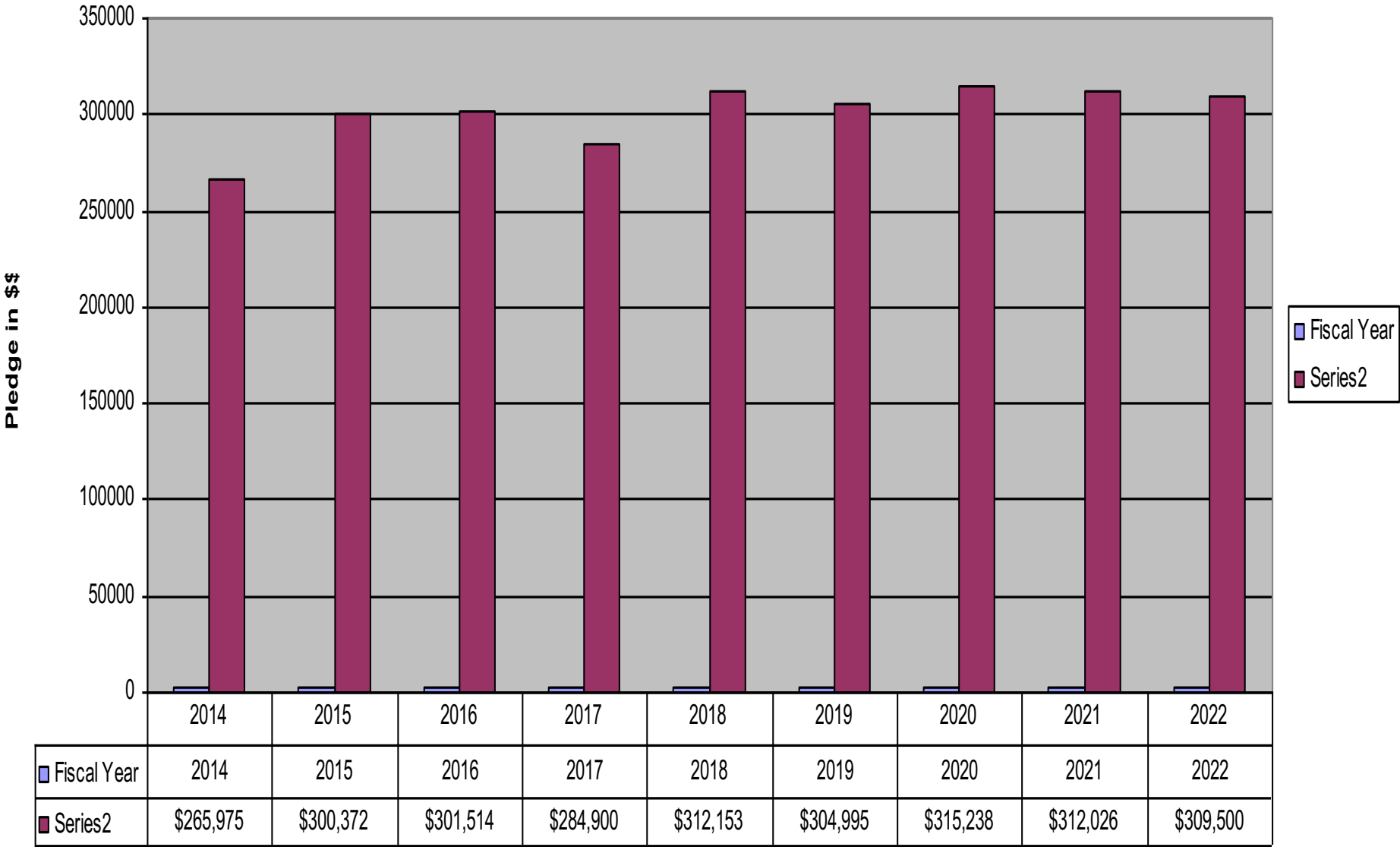
<u>2019-2020</u>	<u>2020-2021</u>	<u>2021-2022</u>
245	241	243

# Number of BUF Household Pledging, 2016 to 2021

# of BUF households pledging



BUF Pledges received



Fiscal Year

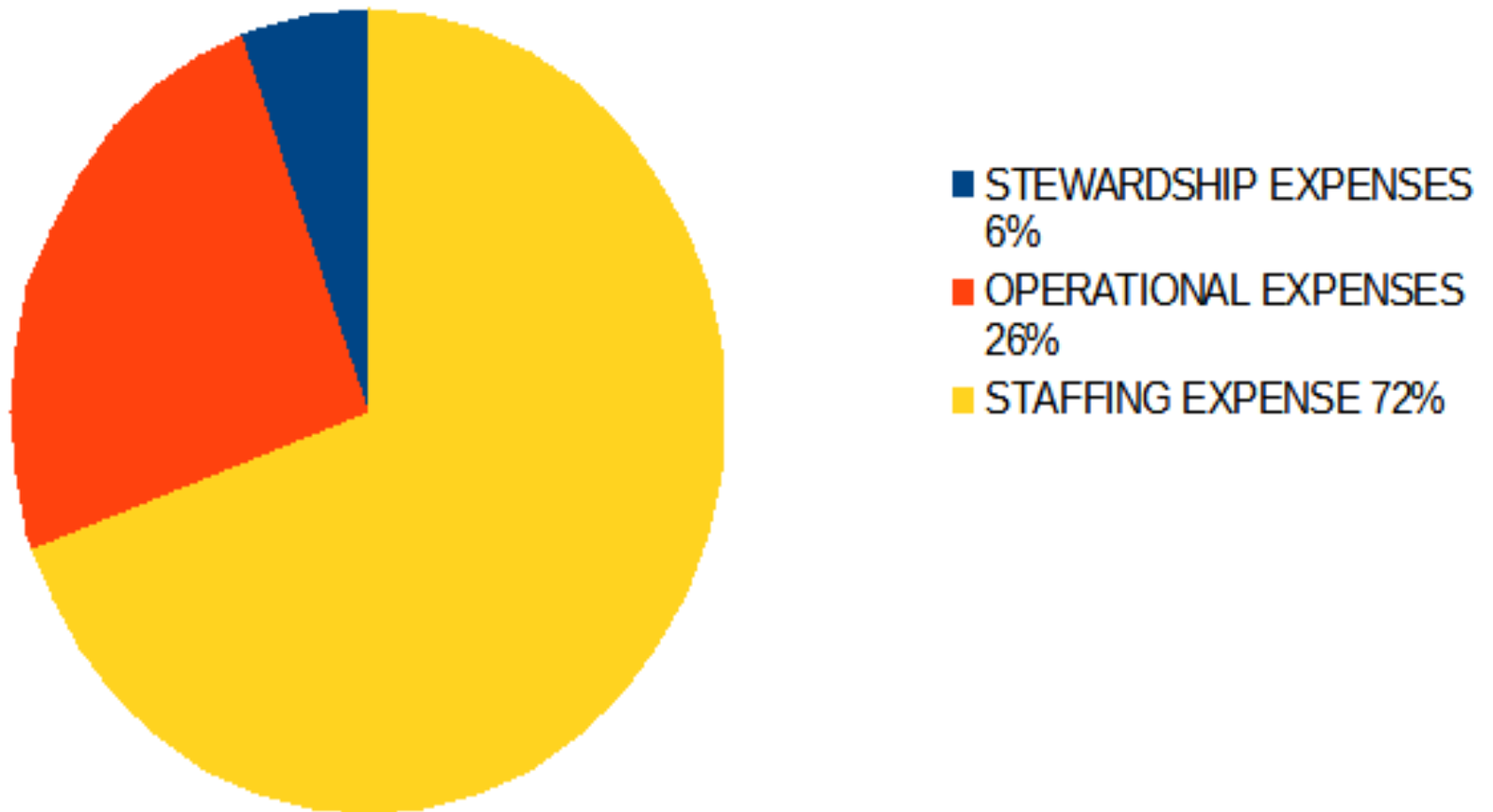
# What about Expenses?

- What is BUF's major expense?



## BUF Budgeted Expenses

2021-2022



**From:** BarbaraWtenHove revbabs10@gmail.com  
**Subject:** From Rev. Barbara for March Board meeting  
**Date:** March 12, 2022 at 4:26 PM  
**To:** Board BUF board@buf.org  
**Cc:** Hedman/Pharis hedmanpharis@gmail.com

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Dear BUF Board,

As we head toward the end of Paul's sabbatical and my part-time, short-term ministry with you, I have a recommendation and a request for you to consider at your upcoming board meeting. I have run this by Daria and the Sabbatical Committee and they are supportive.

First, my recommendation. At the end of a sabbatical, it is customary for the leadership of the congregation to meet with the minister to reflect on what everyone learned during the time apart. While, of course, I will be giving Paul my perspective, his relationship with the BUF leadership will be ongoing and he would value your input. I recommend that you schedule a gathering of the board, celebrants, Sabbatical Committee, Pastoral Care Team and any other groups that you feel would benefit from this kind of event. You may want to invite someone from the Pacific Western Region to facilitate. I am happy to share my experience of such things with you if it would help.

Now my request. When Paul and I spoke at length before he left on sabbatical, we both knew that the primary staff would be working harder in his absence, even with me in the proverbial driver's seat. In my experience, it is common practice to give each primary staff member a financial gift at the end of a sabbatical and this was originally going to be in the sabbatical budget. However, it was inadvertently left off.

I request that the board allocate \$450 from the sabbatical budget to give \$150 gifts each to Kathy, Genia and Kevin. I also ask that you allocate \$150 for me to host a re-gathering luncheon of all the staff with Paul his first week back. The \$600 can come from money budgeted for guest speakers (\$2100) as we are only paying one guest speaker (\$350) during the sabbatical.

If you have any concerns or questions, please don't hesitate to ask.

I so appreciate the hard work all of you have done to make the sabbatical season so effective. I look forward to hearing from you.

All the best, Rev. Barbara

Sabbatical Minister

**Bellingham Unitarian Fellowship**  
**Lew's Recommended By-Law Changes**  
**16 Mar 22**

Memo for the Board of Trustees:

**Moved that Article III:** Denominational Affiliation be changed, deleting "... ~~and the Pacific Northwest District.~~"

Rationale: The PNWD no longer exists and the recommendation from management personnel at the Pacific Western Region indicated that referring to only the UUA in this kind of paragraph is sufficient.

**Moved that Article XIII:** Dissolution be changed deleting "...~~of Churches and Fellowships in North America...~~"

Rationale: The legal name of the association is the Unitarian Universalist Association.

**Moved that Article IV:** Membership, section 1d be changed to read: "~~Make~~ **Commit to making** a financial contribution..."

Rationale: As the sentence exists, it presents an impossible task: making annual contributions for the next several years before one can become a member. It's much more realistic to make a commitment to contribute.

**Moved that Article V:** Congregational Meetings, section 7, Minutes, last sentence be changed to read: "At the next congregational meeting they will be approved (or ~~amended corrected~~).

Rationale: To "amend" implies changing what happened at the meeting. To "correct" implies that there was an error in recording or documenting what happened.

**Moved that Article VII:** Duties of Trustees, Nominating Committee, and Officers, section 3, Board Meetings, first sentence be changed: "The Board shall hold ~~at least eight regular~~ monthly meetings ~~each year.~~"

Rationale: The sentence as it exists doesn't make sense. Effectively, the board meets monthly, although the actual schedule might change.

**Moved that Article IX:** Minister, Section 3 be changed: ~~Election~~ **Call** of a Minister...

Rationale: The usual term for selection of a minister is "call."

OK, here's the controversial one; therefore, I offer two options (I would be happy with either option):

Option 1:

**Moved that Article VI:** Selection of Board of Trustees, Nominating Committee, and Officers, section 1: Board, second sentence be changed: "Term of office shall be three years, ~~and a Trustee who has served a complete term is not eligible to serve a succeeding term.~~"

Rationale: We've agreed that we have a continuity problem. This would open the opportunity for a trustee who wanted to continue to run for a second term. Yes, there is risk of a long-term member dominating for a long time.

Option 2:

**Moved that Article VI:** Selection of Board of Trustees, Nominating Committee, and Officers, section 1: Board, second sentence be changed: "Term of office shall be three years, **but no trustee may serve more than two consecutive terms.**"

Rationale: This would help the continuity problem, but would limit the extent to which domination could last.