

BUF Board of Trustees Meeting (in person and via Zoom)
May 25, 2023

Attendees: Drew Betz, Daria Haynes (Meeting Facilitator), Henry Ohana, Sarah Pearson, Jim Reimer, John Stewart (VZ), Paul Beckel (Ex-Officio).

VZ= Via Zoom

Other participants: Lin Skavdahl, Stephanie Sarver, Beth Nyblade; Trustees Elect

Not Present (Excused): Murray Bennett, Alex Gilman, Lew Phinney

Minutes by Sarah Pearson and John Stewart

Chalice lighting 7:10 pm; Daria

- Welcome to the Board Trustees newly elected!

Agenda Review/Changes:

- Move Minister's Report to discussion agenda
- Neighborhood Meeting Report on building plan
- Delegates to General Assembly

Consent Agenda (reports appended)

- Approval of minutes: Minutes from the 4/27/2023 meeting were approved by email on 5/20/2023
- Treasurers Report
- Growth and Learning (RE) report
- SEJC & Community Beyond BUF Report
- Books at BUF (part of Minister's Report)
- Mid-sized projects report (part of Minister's Report)
- Conditional Approval of 5/21/2023 Congregational Meeting Minutes
Motion made by Jim to accept Consent Agenda, seconded by Drew.
Motion passed unanimously.

Discussion Agenda:

-Canvass Update: Drew

- Nothing new, status stands from last report
- Rummage Sale is planned for fall as fundraiser. Drew will be convener/coordinator but may not be available during sale. Drew will write a board report to include news of rummage sale.

-Keyboard Artists Salary adjustments: Paul

- Clarification that the 3 percent raise for 2023-23 fiscal year applies to minister, administrator, keyboard artist 1, keyboard artist 2, Director Lifelong Learning, and Music Director
- Barbara Ellis Quinn will submit a written HR report next time, but HR committee suggested providing 3% raise to administrator, despite having already set a 3 year salary 2 years ago.

- **John made the motion of approving 3% raise of all fulltime staff plus the two keyboard musical staff, specifically,**
 - **Paul Beckel, Minister**
 - **Genia Allen-Schmid, Director of Lifelong Learning**
 - **Kevin Allen-Schmid, Music Director**
 - **Kathy Wahto, Administrator**
 - **Andrea Rackl, Keyboard Artist I**
 - **Melanie Rieck, Keyboard Artist II**
- Drew seconded. Motion passed unanimously**

-Investigate formation of separate LLCs: John

- May make sense to create separate LLC for social action projects. This way, donors who are hesitant to contribute to a religious organization can still contribute to the cause.
- LLC can be a not-for-profit and would have separate board. Would allow us to apply for grants and do fundraising without the religious umbrella.
- Beth investigated starting a food business within BUF a number of years ago and will look for her notes on the legal impacts.
- John and Rupert Ayton have support of the Board to explore this idea, taking into account what it may mean in terms of time dedicated by board and staff

-Minister's Report: Sarah asked Paul how the decision to not print a summer order of service was arrived at. (report appended)

- Arrived at mainly because there isn't staffing for it.
- Paul usually heads this up and won't be doing it this summer.
- Operations Team will discuss the lack of order of service for summer and whether this is a good look.
- If we have an OOS, must plan for team to print and collate.

-Property development next door: Jim.

- Jim attended the public meeting today. The plan is to demo the two small buildings next to cat clinic (on Dupont) and keep house that was just sold. Will build small apartment block where the two smaller buildings are now. Will keep parking lot, but parking is biggest concern on part of neighbors. Beth suggests keeping eye on the block's development with consideration of BUF's future expansion.
- Tree that was a concern, between BUF property and property next door on Ellsworth, is apparently the city's responsibility, per Todd Jones.

-Debrief congregational meeting: All

- Have Zoom chat monitor on stage with the moderator so they can closely communicate
- Zoom people couldn't see Sky's video—tech issue
- Do we continue having hybrid meetings for congregational meetings?
- Have microphones on stands in front and have people come forward to speak instead of running around with mic
- Let people have comment period rather than responding or answering after each comment.
- Should names be on ballots?

- Put exact count of number who attended in person and on zoom in the congregational meeting minutes
- Historically, you have to stay until end of meeting to vote. But there are always people who can't stay the full time and leave early, turn in ballot. This year, they were counted. Should get clear answer on whether it is possible to vote early for next year.

-UUA delegates: The Board nominates Lew Phinney, Henry Ohana, Stephanie Sarver, and Rick Steele to be BUF delegates at the 2023 UU GA.

- **Drew made the motion and Daria seconded. All in favor except one abstention.**
- June 7th is last day to submit amendments—Stephanie submitted one amendment to Article 2.
- BUF won't be directing delegates on how to vote on matters of Article 2

Debrief Chair Discussion: Paul

- Paul presented his written summary of chair issues and next steps (appended)
- Gifts: The \$50K unrestricted gift recently received was approved by Board meeting. This person was different than who gave the RE gift and different from who gave the \$5k for Chairs. This was mentioned to alleviate the concern of any outsized influence
- Chair choice: Back to the drawing board re choice of chair (comfort problem).
- Mid-size projects don't have a system for being completed. But paddle calls could draw from a list of mid-size projects. Rupert has offered to help with developing this list.
- Paddle calls in future:
 - Could set limit and anything over that will go to operations budget instead
 - Need clear method for deciding on Paddle call....what group decides and what needs are they drawing from
- Next steps: Get input from congregation in some form (listening sessions/survey), determine # chairs and ask broad questions like what makes you feel welcome and comfortable in sanctuary. # chairs limited by cost per chair and whether some money is set aside for future replacement and cleaning. Consider: aesthetics and that voting with pocketbook isn't a representative vote,
- A subcommittee has been formed to consider how to proceed re soliciting feedback from the congregation, what groups are responsible for various decisions, and the timeline expected. The subcommittee will be composed of Henry, Stephanie, Lin. Henry will call Judy Kasper and invite her to be on subcommittee. The subcommittee is asked to bring their recommendations to the Board on June 14 (or the meeting after if not ready).

Calendaring:

Next Board Meeting Date: Wednesday, June 14 at 7pm, moved from June 22

Nomination of Officers Meeting: Thursday, July 6th at 7pm on Zoom. New Board term starts July 1st, governance committee has recommended that slate of officers be nominated in very early July so that they can prepare for July Board meeting. Nomination of officers will occur. Expected to be a 15 min meeting. New check signers will also be elected. Alex will be asked to log in as host for zoom.

Meeting adjourned at 9 pm.

Summary of Action Items:

- Jim made motion to accept consent agenda, seconded by Drew. Motion passed unanimously.
- John made the motion of approving 3% raise of all fulltime staff plus the two keyboard musical staff, specifically,
 - Paul Beckel, Minister
 - Genia Allen-Schmid, Director of Lifelong Learning
 - Kevin Allen-Schmid, Music Director
 - Kathy Wahto, Administrator
 - Andrea Rackl, Keyboard Artist I
 - Melanie Rieck, Keyboard Artist IIDrew seconded. Motion passed unanimously
- Drew made the motion to approve Lew Phinney, Henry Ohana, Stephanie Sarver, and Rick Steele to be BUF delegates at the 2023 UU GA. Daria seconded. All in favor except one abstention.
- Drew will write a board report to include news of rummage sale.
- Beth investigated starting a food business within BUF a number of years ago and will look for her notes on the legal impacts.
- John and Rupert Ayton have support of the Board to explore idea of creating create separate LLC for social action projects, taking into account what it may mean in terms of time dedicated by board and staff.
- The subcommittee on chairs will be composed of Henry, Stephanie, Lin. Henry will call Judy Kasper and invite her to be on subcommittee. The subcommittee is asked to bring their recommendations to the Board on June 14 (or the meeting after if not ready).

Attachments:

- Treasurers Report
- Growth and Learning (RE) report
- SEJC & Community Beyond BUF Report
- Books at BUF
- Mid-sized projects report
- 5/21/2023 Congregational Meeting Minutes, Provisionally Approved (without attachments)
- Minister's Report
- Paul's written summary of chair issues and next steps.

Monthly Treasurer's Summary Report to the BUF Board of Trustees
April 2023 Financials (83% of the fiscal year)
Prepared for the May 25, 2023 Board Meeting

Overview of current and projected status:

1. Month of April, 2023:

- a. Pledge income was \$8,208, which is 128% of budgeted amount for the month.
- b. BUF received \$3,276 in rent for April, 2023.
- c. Net Ordinary Income (Profit – Expense) is \$200 for the month of April.

2. Year to date (July, 2022--April, 2023)

- a. Year to date pledge income is **\$272,193**.
- b. Pledge income is 107% of the amount budgeted for this point in the fiscal year.
- c. Net Operating Income (Profit – Expense) is **\$26,203** year to date (July-April), which exceeds the budgeted Net Operating Income for this point of the fiscal year.

3. Cash on Hand for April, 2023:

- a. The Cash on Hand for April, 2023 is \$19,692.

4. Reserves

- a. Building Repair & Maintenance Reserve: \$47,664
- b. Emergency Operating Reserve: \$73,135
- c. Sabbatical Reserve: \$7,575
- d. Total Reserves: \$128,374

Income and Expense	<i>Year-to-date</i>	<i>% of budget to date</i>
<i>Pledge Income</i>	\$ \$272,193	107%
<i>Total Donations</i>	\$ 309,039	107%
<i>Fundraising Income</i>	\$ 36,617	(Budget is \$20,000)
<i>Rental Income</i>	\$ 22,374	84%
Total Income Year to Date	\$ 409,730	130%
Total Expenses Year to Date	\$ 383,527	123%
YTD Op. Income minus Expense	\$ 26,203	1184%

Cash on Hand

	This month	% Change	Prior month	Prior month
Checking balance	\$91,112	112%	\$ 42,927	\$ 99,700
Cash assets under Board control	\$261,047	25%	\$209,147	\$266,379

Cash on Hand	\$19,692	486%	\$ 3,360	\$ 34,944
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Funds Activity Report

Funds Activity	This month	Prior month
Total Restricted Investment Funds	\$ 40,413	\$ 36,863
Total Restricted Bank Account Funds	\$ 137,190	\$ 136,521
Total Designated Program Funds	\$ 62,504	\$ 63,942
Total in all funds	\$ 240,107	\$ 238,052

Fundraising Summary

Fundraising Event	Income YTD	Income Goal for year	% of Goal
Dinner Auction/Gala	\$ 28,905	\$ 20,000	142%
Other Fundraising	\$ -	\$ -	-%
Pandemic Grants & Income	\$ 7,712	\$ 0	100%
Total Fundraising	\$ 36,617	\$ 20,000	183%

Members of the Financial Oversight Committee are Sky Hedman (Treasurer), John Stewart, Frank McDonald (Assistant Treasurer), Brian Quick, Cathy Campbell, Sue Sayegh, Lew Phinney, Sharon McCarty and Rupert Ayton.

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

I&E YTD Annual Budget Comparison

Treasurer's Report

BOARD REPORT
Religious Education at BUF
Genia Allen-Schmid
Spring 2023

CHILDREN AND FAMILIES

Sunday Mornings

We now have children coming every Sunday; about 10 on average, with a clear upward trend! The numbers are still too small for more than two separate classrooms, so the youngest have free play in the preschool room and we have a one-room school lesson for 5- year old's and up, with a story, an age-appropriate lesson and activities. A good number of families are showing regularly now and we are building good relationships with the children and parents.

It is clear that children are still affected by the pandemic. Our main focus is getting them to relearn how to socialize and play *together*. Parents are clearly exhausted and eager to be in a welcoming, liberal community where their children are supported. This has been expressly communicated to me time and time again.

Due to the lack of adult volunteers, I've relied on our teen childcare providers to help me with the Sunday morning classes. My focus this spring will be to rebuild an adult volunteer pool with a long-term aim to reinstitute two separate elementary classes.

Picnics, dinners and potlucks

Our usual Christmas caroling party and story time was cancelled due to the snow storm.

We held an Easter outdoor picnic and egg hunt which was a hit despite the gale force winds that day!

Families are staying for our monthly church potlucks after the service and we've got four or five young families showing up every Wednesday night for the dinners.

Parent's Night Out

We reinstituted Parent's Night Out in March and it was almost too popular! We have quite a few children under 2 -years old, and it was challenging for us four childcare providers – but I was thrilled that 12 parents showed up for an evening out together. Friendships are being forged among all these new parents and we will continue to have more Parent's Night's Out and a Pathways to membership class for Parents in September to foster these connections. I am convinced these friendships are what keeps them coming back.

Teens

Our focus this fall and winter was on Middle School and High School OWL. I had hoped to reconvene our YRUU group after OWL was over in March, but there is virtually no interest in it at this point. We do have four teens who are working for BUF as childcare providers and building stewards and, in that regard, they are involved at BUF, but they aren't interested in coming back Sunday afternoons for youth group. I will reassess this next year.

To reignite a middle-school peer group I plan on offering "Crossroads", a Tapestry of Faith series on other faiths next fall/winter, with field trips to the Synagogue, Sikh Temple, Mosque and a few local churches. My hope is that after reconnecting with each other again we can gain momentum for rebuilding a YRUU group and a Coming of Age experience later in the year.

ADULT PROGRAMMING

Adult RE

We have created an Adult RE Team which has planned a calendar of offerings for next year based on the interest survey we conducted last month. In response to the survey, we are offering classes on UU Theology and History, and two classes on Spirituality in the coming year, as well as 3 or 4 Pathways to Membership classes. We've also reserved time for anti-racism, anti-oppression, multicultural programming during February and Social Justice topics in the Spring, and are working with Black Lives Matter and SEJC folks for their input and to insure a balanced calendar. We hope to boost participation in Adult RE with a balanced, year-long calendar published well in advance. The key will be to recruit and nurture facilitators, but it appears we have mostly what we need for next year.

Chalice Circles

Chalice Circles continue to be very successful thanks to the great leadership and organizational skills of Bonnie Phinney and Kathryn Allen. We have 13 groups, and more people than ever are involved as members or as facilitators. We will acknowledge our wonderful facilitators during the May 21st service and have scheduled a facilitator Thank You lunch and workshop on Sunday, September 10.

Women's Retreat

A strong team has planned another day-long women's retreat at Semiahmoo on Saturday, May 20, with a theme of "Seeds of Intention". We are offering childcare for 4 hours in the morning and have, for the first time in years, a number of young mothers joining us for the day! We have over 40 women registered.

COMMUNITY LIFE

BUF Night In is officially a success, with an average of 38 adults, and about 9 children/youth attending each week. Our cooking team continues to grow as well, as we welcome new BUF members into the fold. Many non-choir folks and young families are coming regularly and Wednesday nights are no longer just for choir folks. Keeping the menu to soup and salad (and don't forget the very popular garlic bread!!) has worked well. We can freeze the leftovers, keeping costs down, and menu planning is relatively easy.

OVERALL

It is gratifying to see children back at BUF again and strong relationships developing among our parents. After a disheartening fall, with very few children coming, if any, young families are showing up regularly on Sundays, at our picnics and potlucks, and on Wednesday nights. They express gratitude for what BUF is offering them in the way of community and, although we've lost a number of our older children, we are definitely growing in terms of young children and parents.

The key challenge at the moment is the lack of volunteers and the reluctance of people to commit to leading or facilitating groups or helping with RE. The Adult RE Team hopes to address this lack of leadership through more facilitator "apprenticing" and co-leading. I am also working on revitalizing our defunct Children's RE Committee now that we have children again.

The pandemic is still affecting our Adult and Children's programming, but we've come a long way this year and I am filled with optimism!



Bellingham Unitarian Fellowship

Community, Compassion, Commitment



Reports of the Bellingham Unitarian Fellowship

**Community Beyond BUF
(CByB) and
Social and Environmental
Justice Committee (SEJC)**

**January 2023 –
April 2023**

*Compiled and submitted by:
Deb Cruz, SEJC Ministry Action Team Lead and
Community Beyond BUF Council Lead*

These reports were compiled initially for the SEJC Program Meeting of April 16, 2023. They are predominantly reports from the Ministry Action Teams and Projects, but also contain reports from beyond SEJC to include the other justice-oriented teams under the Community Beyond BUF Council.

<u>TEAM REPORTS</u>	3
<u>ACTIONS OF THE SOCIAL AND ENVIRONMENTAL JUSTICE EXECUTIVE COMMITTEE</u>	3
<u>BLACK LIVES MATTER</u>	3
<u>ENVIRONMENTAL JUSTICE</u>	5
<i>Multifaith Network for Climate Justice</i>	5
<i>Earth Advocacy Partners</i>	5
<i>Snake River Dams</i>	5
<u>FAMILY PROMISE</u>	5
<u>HUMANITAS</u>	6
<u>IMMIGRATION RIGHTS</u>	7
<u>INTERFAITH COALITION</u>	8
<u>INTERWEAVE (LGBTQAI+)</u>	9
<u>NATIVE AMERICAN CONNECTIONS COMMITTEE (NACC)</u>	9
<u>REFUGEE RESETTLEMENT TEAM</u>	13
<u>SEJC PROJECT REPORTS</u>	13
<u>FAIR TRADE SALES</u>	13
<u>SEJC SPECIAL COLLECTIONS AND B'HAM FOOD BANK/LUMMI FOOD SHELF CONTRIBUTIONS</u>	13
<u>AFFILIATE REPORTS</u>	14
<i>Whatcom Racial Equity Commission</i>	14
<u>OTHER ACTIVITIES</u>	14
<u>OPS TEAM</u>	14
<u>COVENANT OF BELOVED COMMUNITY:</u>	15
<u>DENOMINATIONAL AFFAIRS</u>	15
<i>UU General Assembly</i>	15
<i>Pacific Western Region</i>	15
<i>JUJustice Washington</i>	16

Team Reports

Actions of the Social and Environmental Justice Executive Committee

The Executive Committee signed onto a letter to Senator Rolfes, Senator Liias, Representative Fey, and Representative Ormsby concerning requesting the WA Capital Budget committee include in the budget transportation, energy and irrigation studies to help with the mitigation of services that would be disrupted by the breaching of the Lower Snake River dams. This also resulted in the executive committee's appearance in the Seattle Times with other signing organizations.

Black Lives Matter

We hold three meetings every month. The first is a "business meeting" to plan the Guest Speaker Program and Discussion/Book Review meetings. We make room for any topical issues and concerns during all of our meetings. About 5-10 people regularly attend business meetings. More people attend the program meetings.

On May 15th at 7pm, we welcomed Barbara Miller and Adilene Calderone as in-person guest speakers. Barbara and Adilene are with Friendship Diversion Services and spoke to us about their programs serving individuals pre- and post-trial in Whatcom County and other counties in Washington. More info is available on their website <https://www.friendshipdiversion.org/about-us/>

Malora Christensen, Whatcom County Health and Community Services' Response Systems Division Manager was our guest speaker on April 24, 2023. Over the years, Malora has worked in the areas of farm worker rights, permanent supportive housing, diversion programs, behavioral health and overall system improvement for our most vulnerable community members. Bufsters know her from her time working with Community to Community. Malora also provided us with insights on the issues associated with the Whatcom County jail and trauma-informed design, of which there are 3 facilities in the U.S., including the one visited by the County in Tennessee this year.

Tank Tanksley in March 2023. Tank is the current Chief of Police in Blaine, WA and is running for Sheriff of Whatcom County. Tank worked with the St. Louis Metropolitan Police Department from 1993 to 2014, the last seven of which he served as commander. He moved to Bellingham to become assistant chief of police at Western Washington University from 2014 to 2017 and then chief of police at Portland State University before joining Blaine in 2019. He's a 22-year veteran in the U.S. Navy and U.S. Air Force.

On February 27, 2023, Jason McGill of Northwest Youth Services was a guest speaker. NWYS was an SEJC special collection recipient last year. Jason is a dynamic community leader and advocate of beloved community. He has been ED of NWYS for several years, previously worked in social services in Seattle, and has a legal background.

Dr. Vernon Damani Johnson was a guest speaker on February 19, 2023. Dr. Vernon Damani Johnson is a retired faculty member in the Department of Political Science at Western Washington University, where he taught from 1986-2021. He was the Ralph Munro Distinguished Professor of Civic Education and the Director for the Ralph Munro Institute for Civic Education at Western Washington University from 2015-2021.

On February 20th, the BUF BLM Action Ministry team welcomed Matthew Durkee as our guest speaker. Matt identifies as transnational/transracial as he was born in Korea and adopted by a white family in Bellingham at the age of 5. Matt is veteran and currently serves as the Director of the Veterans Resource Center at Edmonds College. Matt shared his experience growing up and going to high school in Bellingham where he regularly faced racism, oppression and violence.

On January 23rd, Brian Womack spoke to us about his restorative justice project centered around Headquarters Barbershop on Cornwall.



Tank Tanksley, Blaine Chief of Police

Other Black Lives Matter actions:

- Participated in Covenant of Beloved Community monthly meetings
- Co-sponsored Black History Month Celebration at BUF by TJ Morris on 3/11/23 with the Bellingham Unity Committee
- Participation in Juneteenth Celebrations
- Participation in MLK Day Events
- George Floyd Memorial on 5/25
- Active in Voting Rights

A comprehensive history of BUF's BLM activities can be found here: <https://bufblacklivesmatter.blogspot.com/>

Co-Facilitators:

David Curley: dlcurley1945@gmail.com

Naomi Gary: naomiwwwgary@gmail.com

Rupert Ayton: rupertayton@yahoo.com

Environmental Justice

Multifaith Network for Climate Justice.

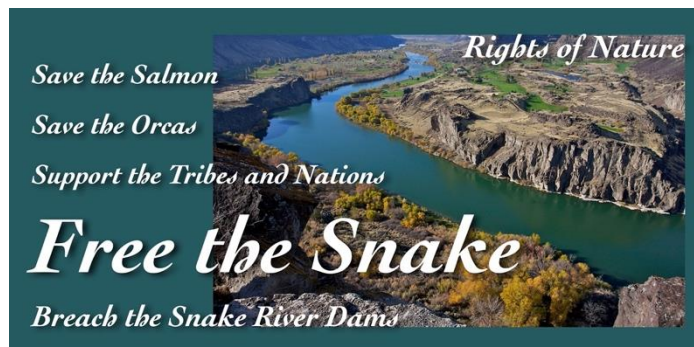
BUF's environmental justice work has been predominantly been conducted through its participation in the Multifaith Network for Climate Justice (MNCJ). MNCJ's program since January 2023 are below. Upcoming presentations and recordings of past meetings can be found here at <https://earthministry.org/past-mncj-events/>. MNCJ meets on the 4th Sunday of the month either on Zoom or BUF's social hall. All are welcome to attend.

- January 2023: Evolution of MNCJ: Where do we go from here?
- February 2023: Environmental justice legislative update with Earth Ministry
- March 2023: 3 Nonprofits Protecting Local Trees and Forests for Climate Resiliency & Biodiversity
- April 16, 2023: Honoring Earth Day 2023 Raising Awareness of our interconnection
- May 21, 2023: Whatcom Million Trees Work Party
- May 22, 2023: Earthcare Activism: Sharing Generative Stories with Mary Ann Percy
- June 17, 2023: Ceremony for Box of Rain legacy forest clear cut

Earth Advocacy Partners.

Deb Cruz attends monthly meetings with Earth Ministry (<https://earthministry.org>) and other faith representatives to keep up-to-date on WA State environmental legislation and other activities. Legislative priorities have been established: <https://earthministry.org/advocacy/2023-legislative-priorities/>. We've not only been working on WA legislation, but other issues like the breaching of the Snake River dams, opposing the GTN Express Pipeline and tracking the Columbia River Treaty re-negotiation process.

Snake River Dams.



We've had a number of successes with the Washington State Legislature. Energy, Agriculture and Transportation study projects did get included in the state budget so we'll expect to hear soon how these studies will move forward. Efforts also continue on a federal level with listening sessions with the Council on Environmental Quality and with petitions and letters to the Biden Administration. May 25th is the next listening session and we're working to put forward a strong faith-based presence, so standby and be ready to sign onto speak, or just listen in.

Convener: Deb Cruz, dwcruz@comcast.net

Family Promise



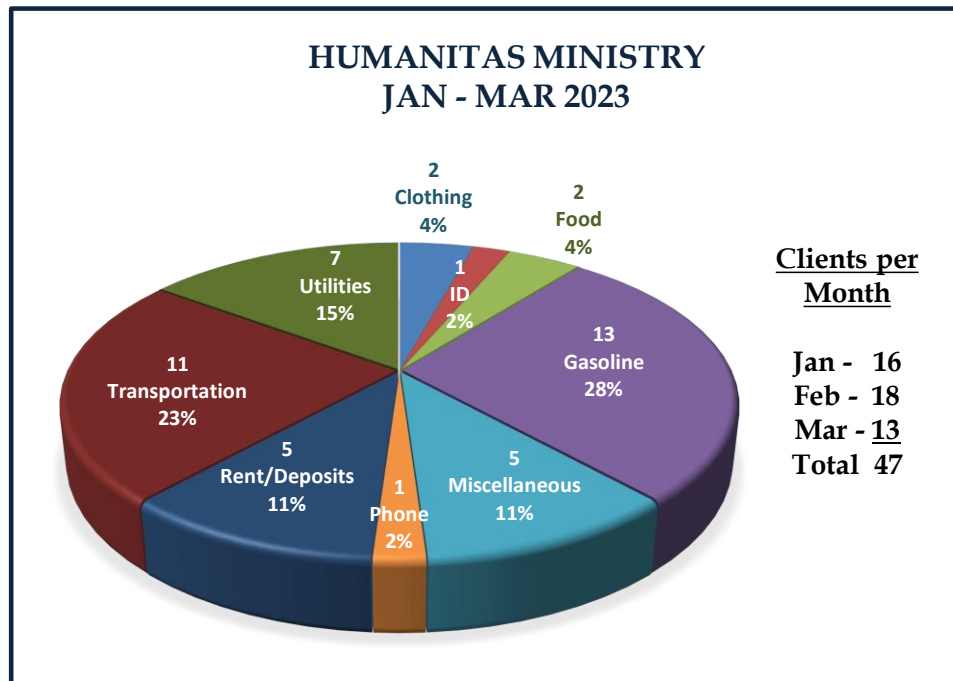
The BUF Family Promise Team delivered another set of meal kits to four Family Promise families both in Bellingham and Ferndale on January 3rd. Thanks to our regular volunteers (Jana Williams, Claire Lending and Murray Bennett, Judy Fruhbauer, Carol and David Smith, Ann Stevenson). We have another meal kit delivery scheduled on May 1st. The kits are now only delivered on Mondays going forward into 2023. We are always in need of other volunteers both to assemble meal kits and deliver: contact Ann Stevenson, Volunteer Coordinator at ann.v.stevenson@gmail.com.

Convener: Ann Stevenson, Volunteer Coordinator, ann.v.stevenson@gmail.com

Humanitas

Humanitas Ministry 1st Quarter 2023

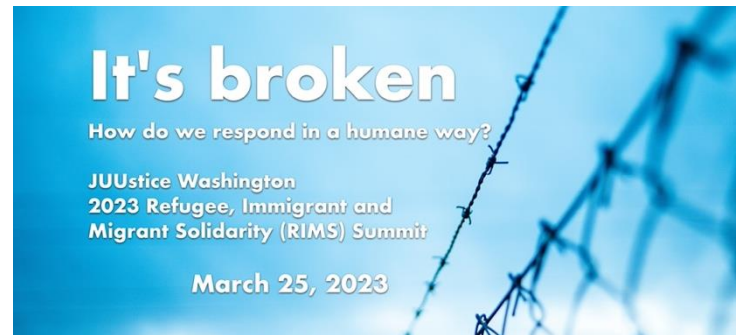
In the first quarter of this year there has been a relatively steady flow of clients coming through our doors. In January and early February gasoline was the most requested item, as the spike in prices put stress on already skimpy budgets. Since mid-February client requests have become more varied again, trending toward food, clothing, and utility and other bills.



Convener: Stephanie Bowden, stephanie.bowden@comcast.net

Immigration Rights

UUSC at BUF. As part of JUJustice Washington's RIMS (Refugee, Immigrant and Migrant Solidarity) Summit, Heather Vickery, UUSC's Coordinator for Congregational Activism, met for dinner with Kevin and Genia Allen Schmid, Deb Cruz, Ann Stevenson and Kara Black. Heather was interested in hearing about BUF's work with its Syrian refugee families and discussion of a variety of other justice-related topics. Also, as part of the Summit, Heather Vickery took some time out from her busy schedule to do a sermon on "Being in Service to Wholeness" for BUF's Sunday Service on March 26, 2023. If you missed this service, you can watch it here on BUF's YouTube channel: <https://www.youtube.com/watch?v=IXToYTxwq4A>.



Activities of Immigration advisory Board Since January. Darrow gave an overview of a recent meeting between the Process Subcommittee and City Councilmember Martens, Council President Lilliquist, Bellingham Mayor Seth Fleetwood, and staff members. She stated that the Mayor and administration did not want the IAB to hold the strategy session that members had previously voted on. The administration would like to be included in the meeting. Topics included acknowledgement tension between City administration and the IAB which was by the Mayor, and the Mayor's expressed desire to build a better relationship. Also, City Council members and the Mayor (or staff from his office) are welcome and encouraged to attend IAB meetings. The group gave a presentation to the Whatcom Human Rights Task Force on the IAB, its background, the work being done, and the status of the Immigrant Resource Center.

Pai introduced a discussion on the scope and purpose of the IAB. Darrow read the stated purpose of the IAB according to the originating ordinance. Pai stated that there had been disagreement between the City and the board on what the scope of the board is. She stated that the board could evaluate city data beyond the Federal Contact Data and increase community involvement in determining the direction of the board.

Villalba emphasized that services are concentrated in Bellingham, but are meant to be available to people throughout the County. The interpretation of "future of the city in regards to immigration" includes the well-being of immigrants. The purpose of the retreat was to reach agreement as to what the work of the board is actually supposed to be. Members continued to discuss this subject. Topics included: How to make City government accessible to all immigrants. The website needs to include the history and the goals of the IAB. The retreat with the City, the IAB, and the public needs to focus on the work that the IAB is tasked with. Pieces of the work intended for the retreat can be done in regular meetings.

Darrow reported for the Process Subcommittee. She stated that the committee had come up with a list of characteristics that they thought the board would want to see in a facilitator for a board retreat. Villalba stated that they need to come up with a list of suggested people before they choose someone. Members discussed the timeframe of the retreat and how best to go about selecting a facilitator. It was decided that the Processes Subcommittee would gather suggestions and come back to the board with a proposal at the next meeting.

Villalba said that members of the committee had met with the Attorney General's (AG) office to ask about the Bellingham Police Department's (BPD) compliance with the Keep Washington Working Act. She explained what the law does and how it is enforced. The BPD's compliance plan has not yet been submitted to the AG's office.

Holly Pai described a letter that the committee had drafted from the board advising the City to advocate for new language to be included in the interlocal agreement with WhatComm that would require all signatories to abide by the Keep Washington Working Act. The letter was read into the record. Darrow moved to change the date and send the letter. Villalba seconded. Members discussed possible additions and intricacies of what the letter addresses. Pai emphasized that the letter was requested by the City after many conversations about the Keep Washington Working Act. The Deputy Administrator is in support of adding this language, but needed a letter to present to the WhatComm board. Members agreed to add a reference to the relevant RCW. The motion carried without opposition.

Tobon stated that the committee had met and that they are working with Janice Keller and the city on updating the IAB website. The committee is preparing to go out in the community with invitations to participate in the board. Lelo Juarez Zeferino presented the subcommittee's summary of the Request for Proposals (RFP) process. He said that they had met with the Mayor's office and had received a draft of the RFP. He explained what the RFP contains, what can be changed by the IAB, and some key points the subcommittee had chosen to highlight:

The subcommittee feels it is important for IAB members to be a part of the evaluation committee tasked with selecting who is awarded the contract. The IAB can add further terms and conditions to the exhibit attached to the contract.

Members discussed the presentation and the RFP process. Homero Israel Jose Garrido emphasized that it is vital that IAB members participate in the process. Darrow stated that the subcommittee would meet and come up with a proposal for the IAB to vote on at the next meeting. If approved, that proposal would then be presented to the city. She encouraged members of the community to give input as well.

There are problems with legal and govt forms in English only. The City is investigating methods to provide translation for meetings, documents, etc.

Lobby activities. Community to Community and Familias Unidas por la Justicia lobbied against SB 5476, which would allow agricultural employers to choose 12 weeks per year to deny farmworkers overtime pay.

Community to Community and Familias Unidas por la Justicia supported the work stoppage at Mt Baker Roofing. A picket line was started at Mt Baker Roofing in Bellingham office. Workers demanded a stop to retaliation for asking for basic health and safety laws to be followed.

Community to Community and Familias Unidas por la Justicia invited supporters to attend the 10th Annual Farmworker Tribunal. The tribunal is an opportunity for lawmakers and allies to witness the power, vision, and self-determination of the Farmworker Movement. The 10th Annual Farmworker Tribunal energized the Farmworker Movement and its allies to continue its mission to create a just and resilient food system rooted in participatory democracy and respect for the land.

Community to Community Development call on policy makers to follow our farmworker leadership for policy proposals rooted in the farmworker vision for a just transition in agriculture, and accountable to farmworker justice.

March 21 Art & Activism webinar with the activism team at Community to Community Development and Edgar Franks of Familias Unidas por la Justicia! They talked about how they use art as part of their organizing for farmworker justice.

Future Activity

The annual Farmworker March will be on Sunday April 30th. The march starts at Edgewater Park in Mt Vernon. Gather at 9:00 am and depart at 10:00 am.

Convener: Mike Betz, mwbetz@comcast.net

Interfaith Coalition

Changes at IFC: New office at Christ Servant Lutheran Church, 495 East Bakerview, Bellingham. Phone 360-734-3983.

New Family Housing Director, Hanna Kunde.

IFC's transition team assists families in finding and moving to permanent housing. IFC found a new home for the homeless from February 1, 2023, with a low rental payment.

Giving Project Award: IFC is the 2023 recipient of Haggen's Cultivating Community Together Program. Donate during March 29-May 23 period when you shop at Haggens, at the check-out.

Chardi Kala Project and IFC: Chardi Kala is to maintain resilience and optimism, and rise above life's adversities. Started with a mission to create understanding through contacts and thus reduce hate crimes. This Sikh project in Bellingham and IFC partnered to create safe and secure housing for families on their journey out of homelessness.

Volunteers for Spring cleaning of yards in their housing units are needed, 1-5 hours of **1-7** people. Contact Lindsey at her email address: lindsey@interfaith.org or at phone number above.

Project Warm Up: If new people are interested in donating knitted cold weather items for children in Fall, please contact IFC's Coordinator, Ronalee Kincaid: lkincaid@aol.com.

Convener: Sita Amba-Rao, ambarao25@gmail.com

Interweave (LGBTQAI+)

This group is inactive and needs leadership to revive it.

LGBTQI+ community is suffering some extreme persecution by such states as Florida and Texas. Members of BUF are currently working with Heather Vickery of UUSC to help relocate LGBTQI folks out of those States harming them to the welcoming Bellingham/Whatcom area.

Native American Connections Committee (NACC)

Gathering of the Eagles. Work is underway to organize this year's Gathering of the Eagles with members of Lummi Nation which will be happening May 21st-29th. May 21st-25th will be the canoe journey to the islands and, yes, the Hawaiian contingent will be with us again this year. May 26th will be the landing at Lummi. May 27th is the honoring of the women warriors celebration which will be honoring Deborah Parker (Tulalip), Winnoa La Duke (Annishinaabe), Fawn Sharp (Quinalt) and Amy George (Tsleil-Watuth). Volunteers will be needed so stay tuned.

Interfaith Network for Indigenous Communities (INIC, <https://fanwa.org/our-network/inic/>). Deb Cruz attends bimonthly meetings with other faith communities across the state to discuss and share activities within our Indigenous communities.

Indigenous Allies. Formerly Whatcom Interfaith Network for Indigenous Communities, Indigenous Allies has been meeting on a regular basis now with Deb Cruz and Beth Brownfield from BUF in attendance. This is an interfaith coalition of local faith communities working to engage in Indigenous issues. Most attention was focused on showing the "Stories from the Totem Pole Journey and organizing Blessings of the Oak Flat Totem Pole Journey at different faith communities around Whatcom.

Stories from the Totem Pole Journey. On February 2, 2023, House of Tears Carvers shared a slide show presentation of the Clean Energy Justice and Sovereignty Run Totem Pole Journey that started here in Bellingham onto Pittsburgh, PA, Washington, D.C. and then to Oklahoma to San Francisco CA for the National Congress of American Indians conference. The Totem Pole Journey wen to the Clean Energy Justice Convergence held in Pittsburgh September 21-23, 2022. The Convergence is a response to the September 2022 Global Clean Energy Ministerial hosted by the U.S. Department of Energy in Pittsburgh, PA also held during that time. The Clean Energy Ministerial brings together the world's largest and leading countries, international organizations and companies to work on accelerating clean energy transitions. The Lummi House of Tears Carvers joined the Alliance of Earth, Sky and Water Protectors and other local organizations in standing in solidarity with Appalachia, which has suffered long years at the hands of the fossil fuel industry. It was also Jewell James' 70th birthday!! Family and friends brought sandwiches, chips and a birthday cake that was shared with attendees.

Oak Flat Totem Pole Journey. BUF, along with several other UU congregations, hosted Blessings of the Oak Flat Totem Pole Journey. On March 10th the Totem Pole arrived at BUF for a blessing before it made its journey down to Pasadena, CA where it arrived in time for the 9th District Court of Appeals began hearing opening arguments for a preliminary injunction to stop the land transfer of Oak Flat, a sacred site to San Carlos Apache and other Native communities. The transfer would pass the mountain off to Copper Resolution to become one of the largest copper mining projects. Apache Stronghold has been fight this transfer for nearly a decade now. The fate of the mine is still undecided, but the Biden Administration has shown no sign of willingness to cancel the land transfer.



Repatriation of Sk'aliCh'elh-tenaut and Toki TV. On March 3 and March 4th, BUF's choir director and his Choir fo the Salish Sea, held a "Bring Tokitae Home". fundraiser concert for sacredsea.org who has/is working diligently to bring to bring Sk'aliCh'elh-tenaut home from the Miami Seaquarium. Lummi elder Raynell Morris, Lummi spokesperson for the return of Sk'aliCh'elh-tenaut was present and offer some history, cultural significance and an overview on Sk'aliCh'elh-tenaut.

Continue to provide tech support in a regularly livestreamed program series (Toki TV) centering the story of Sk'aliCh'elh-tenaut and providing updates on the efforts

to return her to the Salish Sea. Every Sunday at 1:00 pm. You can view previous episodes and future ones here: <https://www.facebook.com/groups/529407417240057> or here: <https://www.youtube.com/channel/UCor-MLe7Lh-jiQ-thWsyFwg/videos>.

The work at present is to get information out to over 1,000 people about local and national news, upcoming events, opportunities to support, etc. Deb Cruz is handling more than her share of the legislative and the upcoming events at Lummi Nation.

Of immediate interest is helping Jewell James gain traction on getting his Doctrine of Discovery Chart available on-line. There is GREAT interest of MOST RESPECTED Native Leaders who are willing to quit their work and help to run an Institute that will oversee this work of Native SOVEREIGNTY and the Legal Fiction of the Doctrine of Discovery.

Jewell is writing up a proposal that might provide us an opportunity to take a lead in help him make the initial efforts to get this project started. Jewell said he would get a proposal to us by our April 16 Program Meeting. (We had an hour-long talk on Monday, April 10. Details to follow at our April 16 meeting)

Second Initiative: Because people were so excited when they read that the Vatican had repudiated the Doctrine of Discovery, they weren't aware how weak and illusive it really was. We are hoping to set up a zoom session with Steve Newcomb, author of *Pagans in the Promised Land* that will be open to the public. Steve would help us understand the significance of the statement, at the same time showing us how weak it is, blaming others, and taking no responsibility for the atrocities, genocide, and domination that has reined for over 500 years.

Bulleted April 10th Native Events Email

A CLOSER LOOK AT THE VATICAN REPUDIATION OF THE DOCTRINE OF DISCOVERY

Please read the official statement below, followed by two responses to it from Original Nations and Peoples.

Joint Statement of the Dicastries for Culture and Education and for Promoting Integral Human Development on the “Doctrine of Discovery”, 30.03.2023

<https://press.vatican.va/content/salastampa/en/bollettino/pubblico/2023/03/30/230330b.html>

The Catholic Church Should Admit Its Sins

<https://nativenewsonline.net/opinion/the-catholic-church-should-admit-its-sins>

Continuing Christian Domination

A Response To The Vatican's Repudiation Of The Doctrine Of Discovery

https://www.aprilonline.org/continuing-christian-domination/?utm_source=%27newsletter%27&utm_medium=%27email%27&utm_campaign=%27Our+response+to+the+recent+Vatican+statement+on+the+Doctrine+of+Discovery%27&sender_ctype=email&sender_campaign=bkMwG5&sender_customer=823o64l

ATTEND

Man of Treacherous Charm

Candace Wellman, author

April 13, 7:30, Whatcom Museum, Old City Hall, 121 Prospect St, Bellingham

ABOUT: Edmund C. Fitzhugh's life in Whatcom County who took out a land claim and opened the Schome Coal mine. He was a sordid and treacherous early inhabitant of the Territory.

JP Falcon Grady with Special Guests

April 14, 7:30, \$18, Walton Theatre, Mt Baker Theatre

Mt Baker Theatre

This singer-songwriter has been plucking acoustic guitar strings and heartstrings for over 20 years all over the PNW, Canada, Hawaii, and around member of the Blackfeet Nation, this storyteller is likely to move you to tears with his songs.

Pickford Film Screenings: From Tree to Sea: Fighting for Salmon & Forests on Earth Day

April 22 @ 11:30 am - 1:30 pm

<https://pickfordfilmcenter.org/movie/whatcom-earth-day/>

FOR YOUR INFORMATION

UP CLOSE: With Chuck Sams, First Native American to Lead the National Park Service

<https://nativenewsonline.net/currents/up-close-with-chuck-sams-first-native-american-to-lead-the-national-park-service>

As the first Native American to serve as the director of the National Parks Service, Sam — a citizen of the Confederated Tribes of Umatilla.

Totem Pole Journey • Oak Flat • Description Se Sealth (Jewell James)

<https://www.youtube.com/watch?v=BkVJxQeDNyY>

Se Sealth (Jewell James) shares the importance of our journey and the symbols of this totem pole on this awareness campaign.

Lakota Peoples Law Project

Ever since Standing Rock's resistance to the Dakota Access pipeline (DAPL) began in 2016, Lakota Law has worked to collect and preserve a comprehensive media library documenting the movement for future generations. Now, with help from students and librarians at Loyola University in Chicago, we're nearing completion of this important project! You can [watch the video](#) describing this immense undertaking which we recorded for a librarian's symposium in Princeton, NJ.

The Largest Holder of Native American Human Remains is Preparing to Return Thousands of Indigenous Ancestors

<https://nativenewsonline.net> (Trending Stories)

Bishops issue statement for care of creation

<https://www.thefigtree.org/jan23/010123bishopssalmon.html>

The five Catholic bishops of Washington State developed and signed, "Caring for Creation and the Common Good in the Lower Snake River Region," this fall.

Conveners: Beth Brownfield, bethbrownf@aol.com and Deb Cruz, dwacruz@comcast.net

Refugee Resettlement Team

The BUF Refugee Action Team has successfully helped settle two Syrian refugee families with the second wave family arriving on February 23rd. They were hosted by Kara Black and Kurt Yandell before moving into the apartment that Kara found for them in March not far from the first wave family. A wonderful group of BUF volunteers assisting in the moving effort led by Debbie Boots with significant organizational plans by Kara Black. After an incredible amount of time and effort, Kara was able to secure another lower rent and larger 3-bedroom apartment for the first wave family, and they moved on February 27th. Work continues: bikes secured for all 6 children and also for 3 other Sudanese refugees, future plans for summer camps, health appointments, language and literacy support, job hunting for 2nd wave family.

Also, BUF member Andrew Schoenberg did a radio segment with Kara Black and Ann Stevenson on the refugee resettlement projects at BUF. The broadcast was aired January 31, 2023 on KMRE at <https://kmre.org/podcasts/backyard-reporters/>.

If you are interested in supporting this effort, please contact anyone on the Refugee Action Team or Ann.v.stevenson@gmail.com

Convener: Ann Stevenson, ann.v.stevenson@gmail.com

SEJC Project Reports

Fair Trade Sales

Info to be provided after the SEJC Business meeting on April 30th.

Convener: Susan Thurn, sdthurn3@gmail.com

SEJC Special Collections and B'ham Food Bank/Lummi Food Shelf contributions

Special Collections-more detail after the SEJC Business meeting on April 30th which will determine the recipients for 2023-2024.

Special Collections Recipients for 2022-23:

January 15, 2023	Kulshan Community Media and KMRE Radio
February 12, 2023	Kids In Motion Therapy Clinic
March 19, 2023	JUJustice Washington
April 23, 2023	Lummi House of Tears Carvers
May 21, 2023	Blue Skies for Children
June 11, 2023	Whatcom Dispute Resolution Center

Special Collections applications for 2023-2024 are currently under review.

A volunteer as special collections greeter is being called to replace Naomi Gary who's been serving in that capacity for a while now. The greeter helps the monthly SEJC special collections recipient with getting oriented to making their presentation at BUF services and coffee hours.

Convener: Kara Black, kara@cedartreellc.com



Affiliate Reports

Unitarian Church of Magyarszovat in Transylvania, Romania.

The Magyarszovat Team is currently planning a visit by Tamas and Katalina Balazs August 8-21, 2023. Currently a service is planned August 20 by Tamas Balazs.

“We wish you a Happy New Year. Christmas holidays were wonderful, this was first time we celebrated together in 2 years. We did a Bethlehem performance at our church as customary. We had over 130 people at church. It was a great experience. Yes, thank you so much for the \$500 we received from all of you, to help us obtain US visas. We will be going to Bucharest very soon by train to get the visas from the embassy. Thank you very much.” Kato and Tamas

Convener: Reka Zoltan at anvu9earth@gmail.com



Whatcom Racial Equity Commission.

No report at this time.

Eliana Steel at eliana.steele@gmail.com and Rupert Ayton at [rupertayton rt@yahoo@breezechms.com](mailto:rupertayton_rt@yahoo@breezechms.com)

Other Activities

Ops Team

The BUF Ops and Healthy Relationships Team have completed the Bias Incident Reporting procedure is now complete. You can find it online here: <https://wp.buf.org/about-us/healthy-relationships/>. There is some additional text to be added to the webpage, but the crux of it is there.

Current members are:

Ministry Council Lead/Chair	Rev. Paul Beckel (Senior Minister - Staff)
Board Representative/Vice Chair	Jim Riemer (Board Member)
Administration Lead Council	Kathy Wahto (Administrator)
Community within BUF Lead	Seat is Vacant (Volunteer position)
Growth and Learning Council Lead	Genia Allen-Schmid (Director of Lifelong Learning-Staff)
Community Beyond BUF Council	Deb Cruz (Volunteer)

Covenant of Beloved Community:

Covenant for Beloved Community forum meetings are still taking place on the second Tuesday of the every month via Zoom. Participation has dwindled significantly, but we're hoping that folks and teams are still engaged with their Covenant of Beloved Community efforts.

On January 29th – Celebrate the Voyage of our Beloved Community. The celebration was held from 12:00 to 1:30 in the Social Hall. Lunch was provided as a visual presentation of BUF accountability goals, what we achieved, and what we are still working on.



We, a member congregation of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse, multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions.

Denominational Affairs

Article II Commission feedback

How to Participate in the Article II Conversations

Wondering how you and your congregation can contribute to the Article II conversation on the revision of our Principles and Purposes?

- Read the Article II Commission Report (pdf: <https://www.uua.org/files/2023-02/article-II-study-report-2021-23.pdf>) or
- Watch the video of their presentation (<https://www.youtube.com/watch?v=zPQmvlMBUOg&feature=youtu.be>)!

Watch the Article II Commission space! Starting April 1, you can [suggest amendments ideas here](#). In May, discussion groups will be organized to craft the amendments. Check the webpage for more information and details! The Article II Commission is looking forward to continued engagement with Unitarian Universalists about this important shift in our theology. Your voice matters!

UU General Assembly

GA for 2023 will be held June 21 - 25, 2023 online and in-person in Pittsburgh, Pennsylvania

UU Common Read: "Mistakes and Miracles: Congregations on the Road to Multiculturalism" by Nancy Palmer Jones and Karin Lin.

Pacific Western Region.

2023 Intergenerational Spring Seminar: Demilitarization & Abolition: Resist Policing and Empire took place April 1-3, 2023

You can subscribe to the Pacific Region's newsletter here:

<https://uua874.activehosted.com/f/1311?s=4735a1f513832e68dd2fbcc64f59a66f&nl=16&c=2973&m=6011>



JUJustice Washington

- **Revitalizational Project.** JUJustice Washington continues to engage Starr King School for Ministry students. Travis McPhee is working on asset mapping of congregations and additional programming and for 2022-2023 justice issue summits.
- **2023 Immigration Summit.** On January 28th from 9:00 am-1:00 pm, JUJstWA held the summit (panel and strategy session) with representatives from UUSC (UU Service Committee) and UUSJ (UUs for Social Justice). The first panel featured our national UU organizations, UUSC and UUSJ, speaking to the issues at hand, how they are responding, the support they need from you and the support they offer to you. The second panel featured on-the-ground UU congregations who are sponsoring and hosting refugees and asylum-seekers, sharing their realtime stories of the people they are helping transition to a life in the U.S.
 - National Panel
 - Heather Vickery, Coordinator for Congregational Activism, UUSC
 - Jessica Sapalio, Coordinator for the Congregational Accompaniment Project for Asylum-Seekers, UUSC
 - Jan Thompson, Immigration Action Team member, UUs for Social Justice
 - Georganne D'Angelo, Immigration Action Team member, UUs for Social Justice
 - On the Ground Panel
 - Ann Stevenson, Bellingham Unitarian Fellowship, Refugee Action Team
 - Laura Mandell, Chalice House, Countryside Church UU, Palatine, Illinois
 - Diana Borrero-Iowe, Boise Unitarian Universalist Fellowship, Boise Idaho
- **Oak Flat Totem Pole Journey.** Throughout the month of March, several WA UU congregations participated in the House of Tears Carvers Oak Flat Totem Pole Journey by hosting Blessings. These congregations included, Quimp (Port Townsend), Whidbey Island, Olympia and East Shore (Bellevue). JUJustice Washington donated \$2000 to the House of Tears Carvers to help them secure a vehicle to tow the Totem Pole and other travel expenses.
- **WA Legislative Session.** With the help of the Take Action Network, JUJstWA kept its network busy with contacting legislators and legislative committee members about a wide array of justice-related legislation. We also held an Environmental Justice Legislative Summit with Reps Alex Ramel, Debra Lekanoff, Beth Doglio and Mike Chapman to discuss environmental legislation for the year (link to the recording <https://youtu.be/JmlUuK51f5o>)
- **Seattle Convergence.** In lieu of putting together its own racial justice summit (for the time being), JUJstWA co-sponsored the Seattle Convergence: Nourishment for Anti-racism and Collective Liberation. with University Unitarian and United Church of Christ, held in Seattle April 15th, 16th and 22nd. Guest speakers included Chris Crass, Ayoka Turner, and Rev. Osagyefo Uhuru Sekou. More info here: <https://www.collective-liberation.org>.
- **Farmworkers.** We are working with Farm Worker Ministry Northwest to help promote an event to support the Ostrom Mushroom Farms workers unionization.
- JUJustice Washington signed onto
 - Letter to Senator Rolfe, Senator Liias, Representative Fey, and Representative Ormsby concerning requesting the WA Capital Budget committee include in the budget transportation, energy and irrigation studies to help with the mitigation of services that would be disrupted by the breaching of the Lower Snake River dams.
 - Letter to President Biden concerning the [Columbia River Treaty](#), an international treaty between Canada and U.S. on dams and the river systems that cross the international border and the health of the salmon population in the Columbia River Basin.
- **Traffic Safety for All.** JUJustice Washington partnered with the ACLU and the Washington Coalition for Police Accountability in bringing the Traffic Safety for All bill before the legislature. Unfortunately it died in committee and will be revived again next session.
- **Columbia River Treaty.** JUJustice Washington was a signatory on a letter to President Biden concerning the ongoing negotiations of the Columbia River Treaty which heavily impact Washington's waterways, water quality, salmon recovery and wildlife.
- **Farmworker Pay legislation.** Supported C2C's request to oppose SB5476 which would have affectively overturned the overtime pay for farmworkers' legislation passed last year. Fortunately, this bill died in committee.

Books at BUF -- lower level -- as of May 5, 2023



Room behind the library:
Books for restocking the
book cart and/or the fall
rummage/book sale (which
will be coordinated by
Drew)

Note: all the boxes of
donated
books/Booktoberfest books
in various rooms and
closets have been
consolidated/discarded



Book cart has a can with a sign: 2 books for \$1.
Kathy periodically collects \$.
No one currently keeping the cart stocked, nor rolled
into any particular place at any particular time.



Peter and Jaco will dispose of all the books on the big black
shelves

(YEAH! pre-pandemic there were two additional shelves
crowding this room)



These are the only remaining books and shelves that will remain in the library. Peter and Jaco found the ones most relevant to BUF and will keep them organized.

Anyone may borrow books simply with the understanding that they should bring them back.

(P&J will figure out where to have people put returns)

Better signage will be needed for all of this.

YEAH! Pre-pandemic there were 10 full musty bookshelves in the library.



Temporarily on the table in the meditation room

These are also “keepers”

Jaco and Peter will find a place for them, probably on the big black shelves after the big black shelves are emptied.



Books for Bellingham Insight Meditation Only

Mid-sized, non-budgeted projects to design/prioritize/fund

- Smaller projects are typically taken care of by the BUF office and Buildings and Grounds Committee, paid for by the operating budget
- For larger projects, the Board is creating a multi-year capital funding/prioritization plan
- The outline below includes
 - I. Sanctuary
 - II. Basement/Library
 - III. Other
 - IV. Notes

I. Sanctuary

A. Goals

1. Functionality
2. Accessibility
3. Rental income

B. Projects

1. Stage
 - a) Ramp or lift
 - b) Increase size (there's a separate pdf with old design proposals by Kevin)
 - c) Organ – placement, decide on repair or disposal
 - d) Confidence monitor(s) attached to a permanent PC
 - i. location
 - ii. electricity
2. Lighting
 - a) Dimmable and/or moveable, or re-directed spotlights so presenters/singers can see, and audience can see them, without interfering with projection
 - b) Spotlight so choir can see director, and pianist can see director (these are different things)...taking into account differences in ambient lighting depending on time of day and season
 - c) Additional spots if the above doesn't provide appropriate lighting for director of sectional rehearsals
 - d) Equipment or repairs needed for colored stage lights?
3. Electricity
 - a) Add outlets
 - i. At least 2 more on each side wall
 - ii. On wall behind stage, and floor across stage
 - iii. On wood part of the floor: front, middle, back
 - iv. For organ, if we're keeping it
 - b) Easy to find, and well-marked, light switches

4. Sound

- a) Mics hung above stage for choir
- b) Simple audio system for low-level users
 - i. Easy access, instructions
 - ii. Secure (maybe a cage to keep the Bose in place in the sanctuary, but unlockable so it can be used elsewhere)
 - iii. Accessible/secure accessories: mics, cables, adapters, wireless mics
- c) Speaker improvements?
- d) Other sound accessories?
- e) Other acoustics adjustments?

5. *Assess all sightlines, lighting etc for how things appear and sound on zoom*

6. Signage

7. Storage

8. Furnishings

- a) Usher cart with
 - a. space for hearing devices (and info for Listen Everywhere App if we continue to use it)
 - b. collection baskets when a basket is only “at the door”

9. Restroom improvements?

10. Nursery improvements?

11. Colors/Décor changes?

C. Layout Considerations

- 1. Replace remaining pews with chairs?
- 2. Location for chair-stacking carts
- 3. Location for chairs when some or all need to be cleared from the floor
- 4. Location for children’s table
 - a) With and without choir
- 5. Trash can locations, signage
- 6. Plans or maps for alternative sanctuary uses and setups
- 7. Sanctuary dimensions
 - Wood portion of sanctuary = 36 feet from side to side / 38 feet from front to back
 - First 6 feet of wood floor (in addition to carpeted area) at the front need to be clear for emergency exit access, piano, and organ (even if it’s off to the side)
 - currently we have 47 pews on the wood floor, plus 3 along the back wall
 - pews are about 7.5' wide
 - we have at least 4 pews outside the sanctuary
 - Chair width
 - With arms?

- Without arms?
- Ideal space (range) between rows of pews/chairs
- Minimum aisle width?

D. Staffing/Operating/Program Considerations

1. Arranging chairs – establishing practices of returning the sanctuary to a standard layout; having additional volunteers early every Sunday to troubleshoot
2. Expectations around internal and external groups using sound, lighting, projection...
3. Temperature/air movement/energy efficiency
 - a) Clarify how to make thermostat adjustments
 - b) Ensure that the air handling equipment is on/off at the right times
 - c) Ensure that the door near the piano and windows are closed at all times (seal windows permanently?)
4. Clarify security practices
5. How to keep emergency exit aisles clear? Signage?
6. Use of “Listen Everywhere” app? Signage
7. Beyond physical accessibility, we need to ensure that all of this promotes a sense welcome – that is: visitors intuitively understand what to do and where to go...and volunteers and staff can easily find what they need, and take care of visitors

II. Basement/Library

A. Lighting

B. Flooring

C. Convert rats’ nest behind kitchen (and/or the storage rooms circling the library) into

1. Expanded library/social hall extension
2. New meeting room
3. Storage
 - a. Tables and chairs
 - b. Long term storage
4. Maintenance tools and supplies
5. Janitorial equipment and supplies
6. Washer/dryer, slop sink or floor sink

III. Other

A. I Street exit ramp

B. Lighting at front of building/parking lot

C. Solar Panels

IV. Notes

- A. Establish criteria on how to prioritize projects, and under what conditions to fund them. Funding could be thru the operating budget, a series of paddle calls, requests to the Endowment Committee, or capital projects. Note that the
- B. Consider how projects will advance accessibility, inclusion, and community-building (and volunteerism, since physical and procedural obstacles discourage volunteers)
- C. It will be very hard to visualize or accomplish any projects until we remove junk from, and consolidate
 - a) Green room
 - b) I Street vestibule
 - c) Loft, especially the closets under the eaves
 - d) Attic above green room
 - e) Witter room
 - f) Room behind the library
 - g) Holiday closet
 - h) SEJC/Fair Trade closet
 - i) Rats' nest (closets/rooms/hall/stairwell) behind the kitchen

Minutes
Annual Congregational Meeting (in person and via Zoom) Bellingham Unitarian Fellowship
May 21, 2023

PROVISIONALLY APPROVED

Board Members Attending: Murray Bennett (VZ), Drew Betz, Daria Haynes (**President**), Alex Gilman (**Vice President**), Henry Ohana, Sarah Pearson, Lew Phinney, John Stewart (VZ), Paul Beckel (Ex-Officio).

VZ=Via Zoom

Board Members (excused): Sky Hedman (**Treasurer, Ex-Officio**)

Also present:

Minutes by Drew Betz, Acting Secretary.

Quorum confirmed, with at least 50 members accounted for based 50 attending in person, the total of exceeds the minimum of 20% of membership (46 members) required.

- Call to order 12:09 pm and Land Acknowledgment: Daria Haynes
- Chalice lighting and opening words, Drew Betz.
- **Proposed meeting procedural changes**, for this meeting only (full text appended below)
 - Michael Berres moved that we accept proposed meeting changes.
 - Mark Allyn seconded.
 - Zoom poll utilized for online attendees voting, with acknowledgement of the limitations (such as phone-in attendees not being accounted for). In-person attendees voted by hand-raise. However, the votes for Approval were unanimous, overcoming any such limitations. **Motion passed.**
- **Presented minutes from May 15, 2022 Annual Congregational Meeting** for approval (appended below)
 - Henry Ohana moved that we approve minutes as presented.
 - Mark Allyn seconded.
 - There were no questions or comments.
 - Minutes were included in online and paper ballots, to be voted on after meeting concluded.
 - **Motion Passed**
- **Annual Report:** Daria Haynes (Annual Report appended below) provided an overview of notable issues and accomplishments for the year, focusing on five areas: Challenges of returning in a post-Covid era, current celebrations of congregational life, some examples of Social and Environmental Justice activities, the new policy on fiscal sponsorship, financial stewardship and challenges for the future.
- **Board of Trustees election:** Annie Sorich (Nominating Committee Chair)

The process of selecting nominees began in January with consultation with the Board for their perceived needs, brainstorming within the committee and

discussions with members of the congregation. Nominees are all very experienced in governance at BUF.

Nominees are:

Three-year term

- Stephanie Sarver
- Lin Skavdahl
- Beth Nyblade

Two-year Term

- John Stewart
- David Curley moved that we accept the slate of nominees
- Barbara Gilday seconded.
- Approval of nominees were included in online and paper ballots, to be voted on after meeting concluded.
- **Slate approved.**
- Thank you to departing Board members (Murray Bennett, Henry Ohana and Sarah Pearson) and to Sky Hedman, departing ex-officio member and Treasurer.
- **Nominating Committee Election.** Annie Sorch, Committee Chair presented the following: Several members are staying on (but they need to be voted in every year, so they are on the ballot). Nominees are:
 - Patricia Conover
 - David Curley
 - Naomi Gary
 - Rod Haynes
 - Annie Sorch
- Judy Kasper moved that we accept the slate of nominees
- Jan Cavitt seconded.
- Approval of nominees were included in online and paper ballots, to be voted on after meeting concluded.
- **Slate approved.**
- Thank you to retiring Nominating Committee members Ann Lackland and Karen Nuckles-Flinn.
- Daria Haynes reiterated thanks to retiring Board members Murray Bennett, Henry Ohana and Sarah Pearson, Sky Hedman, Treasurer, and retiring Nominating Committee members.
- **Presentation of Proposed Budget (and Discussion)** - Sky Hedman, Treasurer.
 - The complete proposed 2023-2024 budget had been presented ahead of the meeting, so it was not presented in full during the meeting. Sky presented an overview of the budget preparation process, details of BUF's current financial situation in the current budget year, and the

assumptions that were made when planning ahead for the next budget year.

- Steffany Raynes moved that we adopt proposed Annual Operating Budget as presented.
- Jane deBrock seconded.
- There was no discussion at the time but a clarification came at the end of the meeting for three members who missed the opportunity to speak.
- Approval of the budget was included in online and paper ballots, to be voted on after meeting concluded.
- **Budget approved.**
- **Discussion about chairs in the Sanctuary** – Daria Haynes facilitated
 - Introduction: Daria gave a history of the how the chairs had been selected for paddle call and a bit about the funds received, both at the Auction and prior to the auction in the form of a gift.
 - A lively debate ensued about the pews and the chairs and nothing was resolved except the encouragement of members to participate in the advisory vote. The two questions to which answers were sought were:
 - Should we eventually replace all of the pews in the sanctuary with chairs?
 - How many of the chairs we purchase should have arms?
- Instructions for online voting for Zoom participants (or call-in voting) - ballot will be active/open until 3:25 pm
- Closing reading (Daria Haynes)

Meeting adjourned at 1:26 pm.

Ballot Results from Voting: *(certified by Drew Betz, Acting Secretary, on May 21, 2023)*

- Proposed meeting procedural changes -- **Approved**
- May 15, 2022 Annual Congregational Meeting - **Approved**
- Proposed Budget for 2023/2023 – **Approved**
- Board of Trustees – **Approved (All)**
 - Stephanie Sarver
 - Lin Skavdahl
 - Beth Nyblade
 - John Stewart (2-year term)
- Nominating Committee – **Approved (All)**
 - Patricia Conover
 - David Curley
 - Naomi Gary
 - Rod Haynes

- Annie Sorich
- Advisory Votes on Purchase of Chairs
 - Should we eventually replace all of the pews with chairs?
 - If you plan to sit in a chair, would you prefer it to have arms?

Note on the discrepancy between the quorum count and the later ballot count:

Once quorum had been established, we stopped counting attendees. The number of attendees reported as constituting the quorum (58) was expected to be exceeded by the number of votes cast at the end of the meeting (96). (See full ballot results appended).

Attachments:

- Proposed meeting procedural changes (Congregational Meeting Slides)
- Minutes from May 15 2022 Annual Congregational Meeting (without attachments)
- Annual Report
- Proposed Budget for 2023/2024
- Ballot Results

May 2023

Minister's Report to the Board

I've invited next year's Board nominees (Stephanie Sarver, Beth Nyblade, Lin Skavdahl) to the May and June meetings. I have created forwarders so they'll receive email sent to board@buf.org, including this report.

Prioritization and Funding of Mid-Size Projects

While I welcome feedback on the attached outline, my purpose is not to create a perfect document ... but rather to provide a starting point for a group (some of you have expressed interest) which would develop and follow-up on a process for prioritizing and funding such projects.

Summer Services

Rev Barbara ten Hove has made great strides toward arranging speakers and musicians for Sunday services in July and August. She will coordinate all other aspects of these services as well. She's grateful for the opportunity and I'm grateful to have this taken off my plate.

Experiment to Eliminate the Order of Service

At our last Celebrant meeting, we decided to experiment, for the summer, with not printing an order of service. This will save a lot of work in document preparation (I won't be doing it this summer so I don't want to add this to the volunteer service leaders' duties). It will also save time in sanctuary cleanup, copying expense, and some trees too. Maybe reduce the need for ushers? There will be downsides, not limited to: no printed announcements, graphics, readings, or music notes, etc. I expect there to be uneasiness simply because people expect to get an OOS, and may feel naked without one. Surely we'll need to adapt along the way.

There will be times we'll still need to print things. We won't be using the big screen all of the time, so we may need to provide large print hymns. There will always be a rough order of service for the av techs, musicians, celebrants, etc. If this version is easy for Scott to add to the website, we'll have him do that. We'll also experiment with info sheets to be left in the pews/chairs so visitors will have some basic info. I'll announce this change in advance, and put it in the MWU.

Please see additional attachments

- Library Books Cleanup/Clearout
- Growth and Learning (RE) Council Report by Genia Allen-Schmid
- SEJC Report by Deb Cruz

Sanctuary Chairs Discussions

1. It's good policy to have limits on what various entities can spend. We have such limits in our Bylaws and Board Policies. I ordinarily share these with new board members at orientation or other times during the year. I've shared them with the incoming Board members, along with other reports I've made to the Board in recent months.
2. There are questions of interpretation of our financial policies that should be clarified. I list a few at the end of this report. Looking backward, I am completely confident that the interpretations the Board made in the chair process were entirely in good faith.
3. In my January report to the Board I informed the Board of the \$5,000 matching grant and made my interpretation that it wasn't something the Board needed to approve because it was made toward a project already identified for which we were soliciting donations.
4. It is good policy to require review of unsolicited donations before accepting them. We have such policies. I think it did not occur to the Board to ask whether to accept the \$5,000 matching donation because we had specifically asked for the money. (My guess is that's why we have this policy:

Paddle calls, capital campaigns, Board directed actions, endowment contributions (restricted because of the requirements regarding retention of principal), plate and specified offerings are not required to go through the acceptance process described in this Section.

5. Still, it's good to remember that, being the Board, you can change Board policy whenever you see it interfering with what you perceive to be in the best interests of the congregation. Just because the Board *didn't have to* put this donation thru the acceptance process doesn't mean that the Board *could not* do so. However, it's also important to keep in mind that existing policies often contain lessons learned by earlier Boards that might not be obvious...so changing policies to suit a new situation may or may not be wise.
6. I think, in general, we have good financial policies, and they are executed in good faith by both volunteers and staff. And we are on the borderline of having more complex policies than we can legitimately follow (i.e. we don't have the staffing or the volunteers necessary for us to follow all of our own rules). (You've received about 50 pages of reports for this meeting alone.)
7. There's always going to be grey areas (things that can't be put into policy-words) around what merits rising to the level of congregational conversation or congregational decision making.
8. It's not implausible to rethink how to go forward with the chairs
 - But perceptions matter with donors. Utilizing their contributions too quickly ... or too slowly ... can discourage giving.

- Success matters for volunteers ... who won't keep volunteering if there are too many obstacles to getting things done, even when they're operating in good faith
9. We don't have a good process in place for selecting paddle-call items. In this month's board report I shared an outline of things to consider on prioritizing and funding mid-sized projects – those that tend to be mis-prioritized or overlooked because they are
- Too large to be paid out of the operating budget or taken care of by the office/Buildings and Grounds Committee
 - Too small for our multi-year capital funding/prioritization plan (which the Board is currently developing)

==

What are our shared goals?

- Clarity to all about decision making processes (before and after the fact)
- Honoring donors' intentions
- Not putting one another on the defensive (assuming good intentions)
- Inclusive process
- Timely
- Modeling a process in which we can unembarrassedly change our minds, disagree without being thought of as disagreeable, and come out stronger and more trusting for having worked thru this ... because if we're doing important things here, there will be bigger, more complicated, and more difficult decisions ahead of us.

Voting results

- Should we replace all of the chairs?
 - o Yes 23
 - o No 52
- Would you prefer a chair with arms?
 - o Yes 34
 - o No 21
 - o NA 20
 - o Yes (34) divided by yes + no (55) = 62%

I have a folder containing the miscellaneous questions and comments that were written on ballots, spoken during the meeting, and written on the Zoom chat. I believe these discussion notes include all of the above.

1. Going forward, which entities will make the decisions on how to proceed? (And will those who decide be responsible to implement?) Which questions do not need to be decided now?

	Cong	Board	Cmte	Staff	Other
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Chair Manufacturer					
Chair model (width, padding, wooden vs metal frame)					
Hymnal rack style (or none)					
Back pocket style (or none)					
Colors (fabric, frame)					
Number of chairs					
% with arms					
How many dollies					
What style of dollies					
Where will the dollies be kept when empty					
Protocols for cleaning, repairing, and replacing pews and chairs					
Should we set aside funding, now, for future cleaning, repair, and replacement of pews and chairs? If so, how much?					
What to do with pews					
Timeline (eg do we have to have a plan for the pews before we order the chairs?)					
Final approval of the purchase order					
Should ordering chairs be contingent on creating an integrated plan for meeting other sanctuary needs?					
Methods for getting congregational input (input on whatever we've decided we need congregational input on...such as chair specs, how to proceed, <i>or more reflective questions around meaning, ethics, or BUF's mission...in relation to chairs</i>)					

2. Consider asking donors for permission to do something else with their contributions?

- \$5,000 donor
- Other donors

Clarification of Financial Policies

1. Review all spending thresholds. My recommendation is that if we can establish an effective prioritization process (essentially getting pre-approval for projects to launch, in a specified order, as soon as funds are available) we should substantially increase thresholds.
2. Change both Bylaws and Board Policies to clarify the definitions of restricted vs designated funds—ideally simplifying these into a single category. And adjust related policies like acceptance of such contributions and who has authority to spend from them.
3. If future paddle calls raise more than \$10,000 (or whatever the threshold might be increased to), should our policy be that expenditures of those funds requires congregational approval? What if (as has been the case before) the paddle call is for multiple projects...each of which would be under the threshold?
4. Should it be our policy that when the congregation approves expenditures of \$x for project y, that the Board can spend \$10,000 beyond that?