

Minutes of Meeting of Board of Trustees of  
Westside Unitarian Universalist Congregation

December 12, 2012

The meeting was held in the Administrative Office of the Congregation's church building at 7141 California Avenue SW, Seattle, Washington, and was called to order by President Jill Fleming at 7:10 p.m. with chalice lighting words from Moving on from Church Folly Lane. Jill Fleming provided wrap sandwiches, lemonade, chips and cookies from Trader Joe's.

Present were President Jill Fleming, Vice President Candace Sullivan, Secretary Karin Cumming, Treasurer Matt Aspin, Trustees Laura Matson and Joe Rettenmaier and Rev. Peg Morgan. Trustee Eric Winiecki was absent. Also present were Steve Becker, Membership Committee Chair, and Laura Pierce, Pledge Drive Chair.

Jill noted that proposed minutes of the November 14, 2012 board meeting had been distributed to the members of the Board for review. Upon motion duly made and seconded, the minutes were approved unanimously approved.

Treasurer's Report

Peg provided copies of the report that Matt had distributed by email. Matt said we are short in pledge donations at 48%, \$4700 behind for the year. Jill commented that we should have been at 42% as of the end of October and should now be at the 50% mark, taking into consideration, however, that it does not include revenue from the Labor of Love Auction. The Treasurer's Report was accepted.

Minister's Report

Rev. Peg distributed a report via email, a copy of which is attached to these minutes.

Pledge Drive Update

Laura Pierce handed out a proposed pledge drive calendar/work sheet. She is proposing that we do an event that is on a Sunday as opposed to doing a dinner, as we have done in past years, and do follow up work with canvassers. She suggested there be a major donor event prior to that Sunday, recognizing leadership gifts in advance, but there was some concern expressed that it is not inclusive enough. Peg suggested that when Laura has recruited volunteers and they plan to meet, to let the members of the Board know in the event they may want to attend.

Leadership Development

Membership Chair Steve Becker presented a proposal for the Board to authorize a Leadership Task Force to research congregational models, review them and make a recommendation to the Board about what the Task Force believes would meet the needs of volunteer recruitment and training. Jill mentioned that Saltwater will be providing a UUC curriculum of leadership training, four sessions, that could be attended as well. Laura Matson suggested we delegate the leadership training rather than

have the Board do it. Jill reported that we have been working with Pacific Northwest District to host a stewardship workshop here on January 26, 2013. Candace suggested the Task Force go directly to Outcomes 3, 4 and 5 in his proposal, that would be to propose criteria and review leadership programs and make its recommendation to the Board. Steve said he still wanted to interview existing leaders, perhaps 10 to 15. After discussion, upon motion duly made and seconded, it was unanimously agreed to charter a Leadership Task Force to work on the proposed Outcomes/Schedule, as modified to collapse the interview process, to identify what existing leaders need and what is holding people back, and to develop criteria and identify programs for leadership development in order to provide training and support for emerging leaders.

#### Executive Session

The meeting went into executive session to discuss a personnel matter. Upon motion duly made and seconded, it was unanimously agreed to offer the Director of Religious Exploration position to Betsy Lowry at a salary of \$50,000 per year.

#### Sunday Collection

Upon motion duly made and seconded, the proposal in the Minister's report to give away half of the nonpledge cash donations every week during the month of January 2013 to West Seattle Helpline was unanimously approved.

#### Intern

Upon motion duly made and seconded, the proposal in the Minister's report to have a 1/4-time minister intern, namely Michelle Conklin, the current Director of Religious Exploration at Eastshore UU Church, who has preached for us recently, at a cost as described in the Minister's Report, was unanimously approved.

#### Endowment Committee

Rev. Peg noted that we need to appoint someone to fill the vacancy on the Endowment Committee and to complete the term of Mel Warn, deceased. Upon motion duly made and seconded, and after discussion, it was unanimously agreed that we should ask Thomas Terrance if he would be willing to do so.

#### Building Update

It was reported that the damage due to moisture intrusion had been dealt with, at least temporarily, which included clearing drains, a sump pump in the rummage sale storage room and necessary repairs in the furnace room. Also, Mike Cox has an appointment on December 21 at Rafn regarding the stucco on the east side. The Capital Needs Assessment and meeting with the Building Committee will be discussed or scheduled in January.

#### Leadership Day

It was agreed to schedule three to four hours on Saturday, March 2, 2012.

#### Themes for Board Meetings

January: Chart for Strategic Planning

February: Fundraising; Building

March: Budget

#### Raise the Paddle

As a specific fundraising item, Jill suggested water-related repairs. A new social hall carpet was also suggested.

#### Thank You Notes

Thank you notes were written and signed for the people that were instrumental in responding to the water damage on the building, including Dan Day, John Monahan, Cliff Houlihan, Mike Armstrong, Steve Burrows and Shelby Greiner.

#### Adjournment

The meeting adjourned at 10:00 p.m.

Minutes recorded by Karin Cumming, Secretary

Minister's Report  
Rev. Peg Morgan  
December 2012

Hi folks,

how things are you ask? ...they are very very busy!!! Holiday season, resignation, and some other things...here are two proposals:

1) Proposal to have a ¼ time ministerial intern next year, Michelle Conklin. Michelle is currently the DRE at Eastshore...she's been there for many years...I'm thinking 11. She preached for us recently. She is extremely well thought of. I have presented this idea to the Sunday Services Committee...they are very very excited. Lisa Reitzes was on the search committee when Eastshore hired her to be DRE.

She would preach every 5-6 weeks, so about 7 times...would attend our spring world café re Social Justice or whatever we do to find unity in SJ, and would provide ministerial leadership next year to our social justice program...she would attend board meetings and Sunday Service meetings to just observe and learn from us, and she would teach an adult RE class...as well as do some limited pastoral care....

Our cost would be ¼ of the normal stipend...she will be working ¾ time as a Chaplain for Evergreen Hospital...so our cost would be 360.00 per month (I'd recommend a budget of \$40 more per month to add some professional expense account for her which rounds to 400.00)...400 x 10 months (August 15-June 15) = 4000. \$1,400 of that from Sunday Services budget for preaching. So we'd need to come up with 2,600 + 261.00 for social security on 3600 for a total budget impact of 2861.00. all in next fiscal year.

2) Proposal to give away half the cash/non-pledge donations every week for one month ...the month of January 2013 (Linda Tally is in favor of this experiment...)

...a one time experiment in January ...to West Seattle Helpline, every week that month ....other churches get more generosity this way. Here are responses I got from ministers chat line... Note the effect upon newcomers at Northfield...

THIS FROM OAKRIDGE TN UU where they give a charity ½ for the whole month...: In the first year, the offering more than tripled, meaning that even though

the congregation was now only receiving half, it was a larger amount than it had received before.

From Rev. Scott Alexander's church in Florida...they had been bringing in 12,000 for church in cash non pledge donations on Sundays. They changed to saying ALL cash goes to the charity, except for gifts to the church which need to be placed in the white envelopes. Result was 10,000 for church, 12,000 for charities...interesting numbers...not what I was suggesting, but another indication of generosity.

Here is a message from a Minnesota congregation's minister.. Unitarian Universalist Fellowship of Northfield [www.uunorthfield.org](http://www.uunorthfield.org)

Our very small congregation began 50/50 sharing the plate this church year.

In the previous three years I served this congregation, the offering was always an awkward exchange. Folks honored their pledges (we budget to collect 95% of pledges and usually get higher) but our baskets were largely empty as they were passed along. We made the change to both more deeply live our values and to make this part of our worship meaningful. We hoped we would get a 100% increase (thus have no net loss of income) over the course of the year.

I am very pleased to say, we have met our budget for the offering income in the first 2 months of the year. Granted, we did have one large service with a famous local musician that had many visitors who donated generously.

Still, even without that service we were on target to quadruple our offering intake rather than just double it.

Perhaps most importantly, the offering is a meaningful part of our worship together. We feel a lot better about passing the baskets, better about chipping in, and better about passing it to newcomers (which felt super awkward before). By the way, our social justice committee chooses the non-profits [must be a 501(c)3] and our board approves them. Our goal is to find organizations that would be broadly supported by the congregation with a preference for local efforts.

We couldn't be happier with the results. In fact, we will likely not have to do another fundraiser this year because everyone has been so generous.

Yea!

I just thought that this would be a good experiment for us, and if we had a good experience, we could consider continuing the practice...if we did continue, we would need to have a careful process to decide who the 12 charities would be. I heard of one church that picks 10 charities through a process, and leaves two months free to adjust the schedule for those sudden terrible typhoon happenings, etc. but that is all getting ahead of ourselves...I really am just suggesting we try this for January and then ask the congregation for evaluation.

Want to try?

## OTHER REPORTS:

### Administration

Have I told you lately how pleased I am with the Bookkeeper, Carie Lorensen? Don't tell her, she'll ask for a rate increase! Remember she is a contract worker.

Joanne Cook is a gem, coming in every Monday to complete the deposit she starts after church on Sunday.

We had a ½ page ad in the Men's Chorus Program this month. I hope we can join with a couple other congregations next year. I will try to remember to bring that ad to the Board meeting.

I'm working with Steve Becker, Chair of Membership, to develop a procedure and understanding about how to approach marginal members (haven't seen them, haven't pledged, haven't called their canvasser, etc.) Next month we may have a short proposal to run by you. It may be the kind

of procedure/policy you just want to provide some consultation/comment...and then delegate back to the Committee.

Safety Committee: I've met with the chair of Safety, Will Giammarese, and Natalie...to hear about her changes to the Children and Youth Safety Policy. I expect you to get this policy by the end of this weekend; it will be on January's agenda. Will and I suggested three or so changes...so we are revising slightly and will send to you when that is done.

### Programming

Earthrise Chamber Choir...I feel there has been some confusion regarding the choir's intended future. I do not think the church intended to have the Chamber Choir of last year, which became Earthrise this year (with intention to bring in 1/3 of the singers from outside the congregation, singers paying dues to church which is typical of community choirs...which would help us with Bert's salary.) spin off as a separate 501-C3. Bert has been meeting with a few of our community with the intention to spin off. He said today that he thought they had to become totally self sufficient, thus this path; plus he wants to be quite independent of my supervision for the artistic/conductor role with Earthrise. I assured him I do not wish to interfere with the artistic realms... I have just recently informed him and Patti McCall who is currently kind of chairing the Advisory Board that we need a job description of that Advisory Board, and that the church Board of Trustees needs to confirm a chair, and agree with the job description/work plan. I'm not being rigid about the future plans, but I am feeling strongly that the authority of the church which is currently paying for Earthrise...needs to be approving the goals and direction. Now it is possible that earthrise in next year's budget would be spun off...which means the 7 hours we added to help him with that would not be paid by the church. If they wanted to continue rehearsing at the church we can make a contract for returned music services...so I'm open...but more communication needs to happen. That advisory board is meeting tonight (Tuesday) so we may have some communication on that in the near future.

We need a Seabeck liaison volunteer to meet with the other two churches to plan the retreat for April.

Pastoral Listeners program training is 2/23. Invitation email letters will go out next week. Viv Monahan is lead trainer and will be getting Antioch credit...I and Mark will also be involved.

Worship Services...we had a very productive meeting last week on the various opinions floating around about what people like in the music...and issues to be addressed...where to put the drum set, how often to do Celebration Music...Bert was present and was very interested in the Committee's support to get a clear vision.

Study Leave...I plan to take some study leave in late February and hopefully a couple weeks vacation in early March...Sunday Services has allowed me to be out of the pulpit for 4 weeks...with 5 week months I'm still in the pulpit two Sundays in Feb and March...such a deal! I'm going to specifically do a study of several poets for two weeks, and will be collaborating with the minister Rev Stephen Atkinson from West Vancouver UU to do some indexing by topic (for worship). This collaboration grew out of a conversation I had with him at the minister's retreat in October. I plan on doing what I need to in regards to supporting our bookkeeper during my study leave, but otherwise, except for serious pastoral care occurrences, will try to stay in my

home study! I haven't decided about coming on Sunday morning...

I think that's it for now...see you tomorrow night.

Peg