

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

June 14, 2014

The meeting was held in the administrative office of the congregation's church building at 7141 California Ave SW, Seattle, Washington, and was called to order by President Joe Rettenmaier at 7:06 pm. Joe's words of chalice-lighting wisdom: we are happy to be gathered together with the new Board members in this new year – looking forward to a year of abundance and progress and education.

Present were President Joe Rettenmaier, VP Matt Aspin, Treasurer Michael Matz, Secretary Lisa Maynard, and Trustees John Britt and Glenn Phillips, as well as Rev. Peg Morgan and DRE Betsy Lowry. Trustee Shannon Day was away.

Thank You Notes

Thank you to Fred Matthews for his leadership of our inaugural planned giving efforts including the new plaque (he is stepping down from direct leadership but is still helping with follow-through). Thank you to the youth advisors who contributed time and money for the BBQ lunch fundraiser: Michael and Nathan Germain-Mothershed, Michael and Paula Franzen, Suki Kaplan, Shelby Greiner. Thank you to Kari Kopnick for her leadership in transitioning us to a Stewardship Committee and running this year's pledge campaign. Thank you to the people who helped create a terrific 50th anniversary celebration: Patti McCall, Shannon Day, Jean Mendel, Glenn Phillips, Kari Kopnick, Viv Monahan (not sure we sent notes to all of these folks, but this is who Patti said was involved). Thank you to April Kristjansson for Care Team work.

Minutes

Moved, seconded, voted to approve the May minutes with the changes sent by Peg and Joe.

Treasurer's Report

Michael distributed a hard copy of the final version of last year's budget report. Income from last year is lower than anticipated (94% of pledges received; plus we based our pledge budget on what we aspired to, not what was actually pledged). Most budget expense items from last year close to 100%. Operational expenses were a little high but within reason. We ended up overall around \$20K short, mostly having to do with lower income than anticipated.

Discussion about 2014 auction topline income (budget report says \$42K, which included the \$5K for the raise-the-paddle). Matt and Michael will look together at the auction numbers in last year's budget. We had reverse-engineered the raise-the-paddle expense line but had neglected to reverse-engineer the raise-the paddle income line.

John raised the issue of asking the Finance Committee during the next budgeting process to give us some trendlines for income and expenses over the time we've owned the building. Lisa asked whether we will do a postmortem on the budget process while our learning is fresh. Joe said we will.

Michael distributed the treasurer's report as of June 11. Income and expenses look pretty much as expected for this early in the year.

Lines 4.100.300 and 4.100.302 (cell tower rent and electricity: Peg asked whether we could combine these two items together as 'cell tower rental income and electricity reimbursement' and similarly combine the preschool's two amounts into one line. Michael asked if there was a reason we needed this clarity. Matt said that it was there for historical reasons (we were expecting a lump sum for the reimbursement), but now there is really no need to track them separately.

Peg will ask the bookkeeper to delete line 4.100.302 and rename 4.100.300 to include electricity reimbursement. Peg will make sure the \$21,420 for the preschool lease (4.100.310) includes their utility payment. At one point the utility payment was an addendum but now it is part of their contract.

Reports

Joe explained to new Board members that we ask the staff and committees to send reports ahead of time so that we can read before discussing them.

Peg had sent a minister's report in email this morning. She had brought up some concerns therein about fundraising and how the Board will champion that. Joe announced that Jill Fleming is willing to be chair of Stewardship Committee (cheers all around!) but cannot take on any responsibilities until Sept. Stewardship is separate from fundraising, but Joe said he thinks that some of Peg's concerns will be addressed when Jill starts.

Joe asked what the Board can do from a policy standpoint to support fundraising. Peg said she is most concerned that we establish our fundraising plan early (don't wait until fall) and that we monitor how we are doing. She is also concerned that fundraising doesn't become one person's territory and burden. Matt pointed out that we set aggressive income targets for this year. Questions about whether the Leadership Assembly (LA) will address fundraising – John said he thinks the LA will address who is planning which events and when so that we can coordinate. John asked that Peg or Joe come to the June 15 LA to lay out fundraising targets conceptually to give congregational leaders some context. Betsy said one of the very important pieces is to let people know which aspects of the budget are reliant on fundraising.

Matt said there is a mechanism in the strategic plan for the Finance Committee (FC) to help coordinate fundraising and he suggested that we specifically ask someone from FC to come to the Leadership Assembly and listen with an ear toward coordinating. Eric has agreed to stay on as chair of FC.

John said he thinks we need to be clear on our priorities and how much money we need to raise. We could make that transparent at the LA. Joe suggested putting the question to the LA: here are the amounts that committees are going to be responsible for fundraising this year. John said it is important

that the LA have a conversation that is generated by the LA (as opposed to someone from FC telling LA what to do). LA is not meeting again until Sept. Suggestion that committees can team up on fundraising projects. General agreement that it is good to hold fundraising lunches because that is a community builder as well as a fundraiser.

Glenn pointed out that we need to be very transparent about where the funds being raised are going: directly to the general fund, or to something specific?

Betsy said she will send her monthly report in email.

Betsy raised the issue that we need to educate the congregation about the (new) RE fee, which is part of the fundraising built into this year's budget. Discussion Q&A below:

- What is timing for communicating about the fee?
- Who should communicate it?
- Who asks for the money? Is it RE Council's responsibility?

John said that the Board first needs to communicate the Board-level bullet points; this is a policy-level issue and requires a unified and consistent approach. The message needs to be crafted by the Board and sent by Joe in July or Aug. Parents need to understand that they are not the only ones being targeted. After we communicate this overarching fairness piece to the congregation, then Betsy or the RE Council can communicate in Sept that we are instituting this fee as part of the Board's plan. It will be called something like "suggested donation for supply replenishment." Joe will draft a message and email it to the Board to get feedback before sending.

John asked Peg and Joe to think about what they can say at the beginning of the LA to provide framing and broader messaging about fundraising and fees.

Who will follow up with current pledgers who have not pledged (these are people Kari has already called and emailed)? The pledges that they have given in the past but have not yet offered range from \$250 to 3,000. Joe suggested that September is not too late to follow up and we could ask Jill to do it. Peg will talk with Jill about it.

Who will write the cover letter for current statements asking people to catch up their pledges for 2013-2014? Joe and Michael will send a joint cover letter with each statement. Michael will draft the text.

Music Ministry

Joe reported that there is dissatisfaction from Music Council (chair Marion Kee) with this year's budgeting process, unlike previous years, where their fundraising goes toward music program, now the money is going to the general fund. Marion said the MC is feeling disrespected. Lisa said the problem was made worse by the short decision-making cycle (particularly that one long, late Board budget meeting where we made final decisions about cuts in programming, without a way to communicate with affected committees), although MC was represented by Lisa and John at that meeting. Glenn said that his feeling from the most recent MC meeting was that MC was recalibrating but not too demotivated.

Definitely MC lost its ability to spend the money that it raised with this new budget. This is a change.

Matt and John pointed out that we're going to need some policies with regard to fundraising. As stated earlier, we need to be very transparent about where the money is going when we are doing fundraising within the congregation. We need to create a level playing field and a fair process. It is good that we will be discussing this at Leadership Assembly.

Does fundraising fall under Stewardship or Finance? General agreement that it is Finance. Maybe we will come up with a hybrid group that develops events.

Strategic Plan – Updates, Action Items

Joe distributed the strategic plan and bylaws to the new members of the Board. He told them that last year we created a tracking spreadsheet of strategic plan status and progress. The last time we went through the tracking spreadsheet in detail was in January. Joe asked Glenn and Michael to think about which goal they would like to work on. Reminder of which Board members are focusing on which goals:

Goal I: Maintain and enhance our close-knit community. **Shannon (lead)**, Joe, John, Lisa

Goal II: Refine our organizational and management structure. **John (lead)**, Matt, Lisa Shannon. John had brought a written copy of his update for Goal II.

Goal III: Ensure our financial stability. Eric had been lead, Matt

Goal IV: Enhance our building. Amy had been lead, Joe

Matt suggested that we start with Goal III. Matt said Finance Comm is in good shape but that we should move forward with John's chartering process. Eric got things off to a good start with his quarterly financial reports to the congregation (new during the previous fiscal year) and asked Michael to keep doing quarterly reports but perhaps adding on some element about stewardship and fundraising. An income strategy task force needs to be developed by the Board working with Finance Committee. Matt reminded us of the idea of tasking someone with researching a list of 100 (?) best practices for fundraising from other congregations.

We need to capture that we are in process of the bylaw change that relates to clarifying the structure and purpose of the Endowment Committee.

Joe asked that each subgroup of the Board that is focused on each goal have a meeting sometime this summer and report back in September.

Committee Action Items

Moved, seconded, approved that we install Jill Fleming as chair of our Stewardship Committee.

Planned Giving Committee – Peg will ask Peggy Abby (already on the committee) if she will be the chair.

Auction – chair recommendation? John and Viv Monahan said no; John and Alice Britt said no. Joe has asked Lisa Reitzes, but she told Peg that she can't take it on. Matt said he is fully ready to be a huge helper to whoever is the auction chair. Kevin and Stina Lane-Cummings are already committed to help with back end. Don Wahl may not be able to help with procurement this year. The date is the first Saturday in February.

Vestibule Donation Box

Joe reported that most churches have a donation box in the entry for people to drop cash toward the general fund. Building Committee would decide what it would look like and how to secure it. Would be more pertinent as we have more outside visitors, e.g., for Thurs quiet services, etc. General agreement among Board that we think it's a good idea. Joe will talk with Building Committee.

Start Time of Board Meetings

Joe asked if we could start meetings at 6:30 pm this year. Intention would be to meet from 6:30 to 8:30. John suggested that we have some 'study sessions' for extended conversations about important topics (e.g., elevator, leadership, committee chartering, etc.). Matt asked whether the four strategic-plan subcommittees covered that. John said that for the things that require full Board accountability we need to be fully informed and all have full buy-in. Such meetings may involve inviting outside people to provide information. It would be a way for us to educate ourselves and achieve consensus about some of these complex issues.

Joe asked if we are interested in having a Board retreat. Matt said he missed the soft transition between old and new boards (was an evening gathering at Jill's house last June) and asked that we consider doing that next year.

July 9 Board meeting will be at Joe's place at 6:30. John will bring a snack.

Closing words from Peg were an expression of gratitude. First to Joe for being president, leadership, reliability, care, all the asks for our ministry. She expressed gratitude to all Board members for our caring leadership and for sharing our piece of the truth. Thank you to our new members for jumping in, and to the others for continuing to serve. John shared his favorite UU joke about how many UUs does it take to change a light bulb. Matt asked John to send that joke to all of us.

Meeting adjourned at 9:55 pm.

MINISTER'S REPORT June 11, 2014

Rev. Peg Morgan

Administrative

Administrative Assistant: When Shannon gets back from Europe in two weeks, she will begin her increase to ½ time. At that time we will begin to be able to offload details from my desk onto hers. Over the past month she has worked extra hours which allows her to be gone on vacation prior to her being eligible (1 year), and during those extra hours, I have taught her the following:

1. How to reduce someone's pledge when they let us know they can't honor their original pledge.
2. How to begin a new pledge year, setting up a general fund "pledge campaign", and then how to enter all pledges.
3. How to review pledge forms for who wants an auto deduction. How to set up automatic deductions via our vendor VANCO...for credit card and checking/saving account auto withdrawals. Then how to edit those deductions or cancel. This process takes a whole day of work for each new pledge year...we squeezed it into a couple days...there is much detail and confirming with pledgers on their details to make sure we understand their pledge form. This task going to Shannon saves the cost of the hourly bookkeeper who did it this past year, but went over budget, and on-going having Shannon now half time will allow her to make the changes throughout the year that are required, instead of bookkeeper or me. What you have to understand is that with a bookkeeper working one day a week, you don't wait a week to answer someone's pledge question...that would be poor service...so I would get involved, absent admin help. Now with Shannon in three days a week the timing for service is excellent.
4. How to run a general ledger report, which gives details on any specific budget line item for a committee chair or staff person, and how to run Treasurer's reports...the whole budget report.
5. How to run pledge reports of different kinds including those that go to members, total pledged by congregation, and how much is still possibly yet to be pledged by folks who haven't turned in their pledges.

Patti McCall is filling in some specific tasks for Shannon, including eNews and order of service. This is a real gift to me and to the church for guess who would be doing those if not Patti? We are fortunate that she has great tech skills and that she agreed to help us out.

Finances

Fund Raising: Some various thoughts... I am most concerned right now for how we will immediately plan and calendar the plan for all the fundraising we need to do in the budget. We want to launch a plan right away, have a clear strategy in place by August or else we will find 6 months gone in no time. We

cannot end this new budget underfunded as we did this year, because our general fund resources (reserves) are too small. See annual meeting balance sheet for details on that. We should discuss what our goal in general fund reserves is...in the back of my mind 3 months of average expenses pops up as a norm, but let's look into that with a knowledgeable source. But back to fund raising, Joe has the auction chair on the agenda. Who will take charge of the 6500 alternative to rummage sales? I have some brief thoughts I would like to share with you on this during the meeting. The Amazon link on our home page is fixed to assure our 5%.

RE Fee: The other issue on the budget is that we need to begin communicating about the RE fee...the plan was a \$50 fee, with the assumption that we would end up with an average of \$30 per family. But many in the congregation did not attend the annual meeting and have not read the budget to even know about this fee. Many assume we dodged the bullet and are fine financially and will be surprised by this fee. In reality, we dodged some bullets gratefully, but not all. We have no new music, did not fund several committee requests, including zeroing out Landscape and Music purchase... there is a desire for better staff compensation, the revenue plan is very ambitious overall in the budget. How and who should communicate about this RE fee? Who should send the request for the fee out to the families?

Pledges for 2014-15 to Date: 247,372. This is always an adjustable feast. We just lost 900 from a person who lost their job.

Value of pledges not yet in from last year's pledgers: total \$7,875 distribution of values below...who will follow up? new stewardship chair?

3,000
2000
600
600
575
500
350
250

If we add the 247,372 and the 7,875 we get 255,000, which leaves us 21,000 to raise from new members given our 276,000 pledge budget. We really need to follow up with our current members who have not pledged.

Amount of pledges not yet paid from 2013-14: approx. 11,800. Send statements now, yes? and cover letter from Stewardship chair or Treasurer? Perhaps we can bring in more than the budgeted amount for "past year's pledges."

Planned Giving: while Fred Matthews has resigned as chair of planned giving, he is our immediate contact with that group for people interested in finding out more about planned giving. The Chalice Circle plaque is up in the narthex. Four households have indicated interest to find out more about

planned giving, as indicated on their pledge form, and Fred has already made initial contact with all of them.

Staffing

Will Haggerty will begin as summer children's program coordinator.

The congregation gave Bert \$900+ in the special cash gift this past Sunday, even with just a limited distribution of the opportunity to give. Thanks to Lisa Maynard for coordinating, and such a fabulous song she wrote for him!

Dejon is having trouble with a leg (in a brace on Sunday) so Marie Kaz has been working more Sunday clean up...she does the first Sunday of each month regularly. She also does many of the little rental building supervision duties.

Retirement Plan: We have received our new UUA Retirement Plan agreement. All congregations had to sign a new agreement, with the plan that has been modernized. Continuing Board members will remember that new provisions include staff being able to contribute to retirement even before they become eligible (1 year required at 50% or more FTE).

Pastoral Care

The monitoring of the pastoral care line is being done by rotating members of the Care Team, with the coordination of the schedule being done by Larkie Gildersleeve. We are working to add more volunteers to our care team helpers, particularly Care Coordinators for more on-going care needs. Our recent insert in the order of service was helpful, and April Kristjansson has been working hard as chair. (thank you!)

Among the care given this month just from my memory include:

- Support for a member in midst of breast cancer radiation
- Visits and calls to a member who ended up in hospital and nursing home due to pneumonia.
- Visits to member who hurt ankle causing her to end up in nursing home.
- Checking in with member with prostate cancer.
- Pastoral visit to someone struggling with unemployment.
- Special outreach by several people including Rev. Mark and Viv Monahan of Pastoral Visitors, to a new visitor in obvious special need.
- Multiple rides for a person in our community who needed to get to a treatment program every day.
- Rides for folks coming to church, including one woman who is blind
- Support for member in care for pancreatic cancer

Worship Council

Meditation Thursdays...We have decided to continue the Thursday 6:30-7:00 meditation, utilizing at least two theological students (Will Haggerty, Charlie Wilson), myself, and Shelby. We are preparing a new A frame sign for the street side to advertise. (The donation box idea in narthex could receive donations from strangers who attend!). When our Intern Minister arrives August 15th he will coordinate, but for now I am. I would love a two minute live music contribution at the beginning of this meditation...I want to explore that more. Just some gentle flute, guitar, etc. would be fabulous; better than recorded music. I believe people would come more often because of live music.

Sunday morning schedule...we have all but about 7 services scheduled for this next congregational year!

50th Birthday Sunday...was a delight to be in the heart of...the guest ministers and Bruno loved it! Huge thank you to the Birthday committee. Thank yous?

Other Ministries

Women's group...meeting twice a month, once in Fireside on a Thursday evening...once on Saturday morning at someone's home. Programming is being provided by various women signing up to present topics. Right now Patti McCall is coordinating. I am making sure that when childcare is needed for the Thursday meetings, we hire someone. We needed childcare in May, but not in June. Our childcare budget has a tad bit for this purpose.

Leadership Council...don't forget to go to the leadership council this Sunday at 1 pm!

Intern Minister...Kevin Lawson arrives August 15th for duty. He preaches at the end of August. After he arrives I will work with him to develop his scope of work.

Wider UU "World"

I attended our UU PNWD (district of WA, ID, OR and AK) minister's retreat, a three day retreat held twice a year at the Catholic archdiocese's retreat center near Saltwater State park. I also attended our annual end of year Puget Sound UU minister's gathering this past Sunday.

I am saddened to hear that East Shore Unitarian has eliminated their Associate Minister position for budgetary reasons, and University Unitarian is struggling with a \$200,000 deficit including considering closing down the church for two weeks after the first of the year.

The General Assembly later this month will honor Bert Gulhaugen in the Service of the Living Tradition. Watch that service live at 4:30 pm on June 27. <http://www.uua.org/ga/virtual/282211.shtml> Our delegates will be Shelby, Lewis, and Mia. Bert will be busy with music responsibilities and declined being a delegate. Mia will be joining our congregation this week in order to be eligible. Her orientation is tonight just preceding our meeting. There are a couple delegate positions that could be done virtually...there is a provision for that, if anyone wishes to attend the plenary meetings virtually and

vote. I encourage everyone to watch recordings of the special events that will be podcast for us to expand those benefiting from GA.

RE Report to the Board June 2014

Notes

May was an interesting month! Budget activities and concerns continued to take significant time and energy. I developed a multi-layered set of budgets with specific explanation to detail how I would prioritize and allocate resources at varied funding levels. When the budget numbers made it clear that all of those proposed budgets and priorities were above what was possible, I worked with the RE Council Co-Chairs to get to the core of what we think needs to be funded to keep our program going – below last year’s budget, and then subtracting an additional 7K below that. The exercises really forced me to come to terms with my philosophical beliefs about what is most important in an RE program, what I’m willing to give up in our offerings for children and youth, and how I am willing to engage in this role. Without additional RE program staffing, and with limited program growth opportunities, my role is narrowed to address the important but less creative aspects of program management primarily targeting what we offer on Sunday mornings. I did some creative thinking about how I would keep myself engaged and feeling that our Westside RE ministry was vital in meeting the needs and desires of our children, youth and families, while maintaining a reasonable work week balance with the proposed budget cuts.

I feel grateful and fortunate that we were ultimately able to increase the funding and re-instate some key elements of the budget. It was quite a roller coaster ride, but in the end our Westside staff team talked about how we felt supported and valued, and that we have enough funds allocated to keep our growing programs running. As I reflect, it feels like this is a clear example of the growing pains associated with our movement from a pastoral to program size congregation. It doesn’t feel like we’re “out of the weeds” with our budget, but it does feel like we have enough backbone in place to keep things moving forward in a positive way while we continue to “build our new plane.”

Highlights from May

- Spirit Play story Development Session –
 - Our Spirit Play program needs some attention to upgrade our existing stories and to add new stories. This year we tested stories that Olympia UU lent us, and the team met for a Saturday this month to do a thorough story review and to make a plan for new story packet development.
- Nursery Refresh –
 - Joan Whitley agreed to provide some project management support for our refresh initiative, and we met to plan. However, I did not have the bandwidth this month to work with her to get things moving, so we’ve put things on hold until we complete the RE year in the middle of June. We are still hoping to complete the project by ingathering Sunday in September.
- Summer Program –
 - I began meeting with Will Haggerty before we even knew if the summer program would be funded, since some preparation time was necessary. We met several times to discuss what this role would look like, and how we could shape the summer program. He agreed to take the role if it was funded.
 - Once we knew the funding was in place, Will and I fleshed out the details for a plan for three groups this summer, to accommodate the growth in our RE program numbers, and to create class experiences that kids would be interested in. This includes a youth class, for the first time.

- Music for Children and Youth –
 - Our children’s choir prepared and sang the anthem on Mother’s Day, under the direction of Lisa Maynard and Liz Bucklew. Our all-ages ukulele band accompanied them.
 - The Uke Band also provided music on May 25th. More families are expressing interest in this band, and we have very young children joining in to the best of their abilities, and feeling proud of their roles!
 - We developed an ad hoc girl’s youth band to perform “Let It Go” on June 8th. The girls did a beautiful job, but more importantly, the experience was fun and bonding and created more momentum around their involvement in music and in worship at Westside. Bert rewrote the parts for some of our more novice instrumentalists several times to ensure they could experience success and make a valuable contribution to the sound of the band. Parents have given very positive reports about this experience for their girls.
 - I continue to meet weekly with Bert to plan and coordinate all of our joint initiatives, including multigen music and worship.
- Youth-Led Service on May 18th –
 - Once again, under the direction of Shelby Greiner, our youth did an outstanding job in creating and leading our service on May 18th. Their focus on the Ten Commandments they created this year seemed to be a hit with the larger congregation. I have received many positive comments about the Ten Commandments, and several people have talked about having the document up on their refrigerators at home!
- Youth Group Overnight June 6-7 –
 - Our Youth Group had another successful end-of-year overnight. They were conscious that this was the last time to be together with Lewis as one of them, and that their Youth Group is going to change significantly next year with eight new members.
- BBQ Fundraiser and GA Prep –
 - We held a very successful BBQ lunch fundraiser on June 8th that contributed to the costs of sending Shelby, Lewis, and Mia to GA. We were fortunate to receive financial donations from Mike Cox, Michael Mothershed and Nathan Germaine Mothershed, Suki Kaplan, and Mike Franzen to cover costs, and Mike Franzen prepared our BBQ meet and sauces at home for us. Shelby shopped and coordinated the event.
 - Shelby and I continue to have weekly meetings. Our time recently has been dominated by the details of preparing for the GA trip. Everything seems to be in order.
- Bridging Dinner –
 - On May 29th, we held our first annual Westside Bridging Dinner. This year we had one senior to honor – Lewis Brancati. About 40 people attended for a wonderful, warm evening. This is a new Westside tradition to honor and say good-bye to our graduating seniors.
- Girl Scout Meeting –
 - This month I met with a development staff member for the Girl Scouts of America to explore the possibilities of establishing a troop or set of troops that would meet at Westside. I will bring this possibility to next year’s RE Council for discussion.

- Planning for RE Celebration Sunday –
 - Our RE multigen service this year will have several elements that will be the tradition for years to come, including recognizing our teachers and RE volunteers; transition ceremony for children going into Kindergarten, middle school and high school; bridging ceremony for graduating seniors; a standard anthem; multi-age music; and young speakers. Planning has been in full swing for the past month!
- Recruitment for 2014-15 –
 - I started recruitment initiatives for the coming year, focusing on existing teachers and meeting individually with prospective teachers. Our roster is at about 50% coverage at this time.
 - The RE Council is also recruiting members and new Co-Chairs. The Council is redefining the roles of our members and chairs, and we are planning to grow to at least ten members to distribute responsibilities more evenly and reasonably.
- DRE vacation –
 - I am taking vacation time the first week of June to return to the east coast to be with family. We are celebrating my niece's graduation with a bit of a family reunion.
- Summer Projects –
 - I have been outlining summer projects in priority order, including big picture thinking and strategic planning as well as detailed preparation for curriculum, training, teacher support, technology, and communications for the coming year.

DATA ANALYSIS

Average for each class	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14
Nursery	1.0	0.5	1.5	2.8	2.0	3.5
Story Time	3.3	3.8	3.0	2.5	2.5	2.7
Spirit Play	4.8	4.0	3.3	5.0	4.0	4.3
K-1	8.7	8.3	6.7	6.8	4.5	6.3
2/3 grade	4.0	5.0	3.7	6.8	7.0	6.0
4/5 grade	7.0	8.8	5.3	7.3	7.5	8.3
6/8 grade	6.0	6.0	6.0	6.8	7.0	4.3
High School	4.0	5.0	5.0	5.0	3.5	5.0
7/8 OWL	16.0	16.0	15.0			
4/5 OWL	-	-	18.0			
Youth Group	4.0	5.0	4.0			

% of students present per class	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14
Nursery	17%	10%	25%	47%	33%	58%
Story Time	41%	54%	38%	31%	31%	33%
Spirit Play	48%	40%	33%	50%	40%	43%
K-1	46%	43%	32%	32%	21%	30%
2/3 grade	22%	29%	20%	38%	64%	55%
4/5 grade	39%	49%	30%	40%	42%	46%
6/8 grade	30%	30%	30%	34%	35%	22%
High School	67%	100%	100%	100%	70%	100%
7/8 OWL	94%	94%	88%			
4/5 OWL	-	-	95%			
Youth Group	50%	63%	50%			

TOTAL Average # of students	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14
Average # each Sunday	38.7	37.5	34.5	42.8	38.0	40.5
% present each Sunday	39%	44%	38%	46%	42%	48%
Avg # OWL and YG	20.0	21.0	37.0			
Avg # RE, OWL and YG	58.7	58.5	71.5			