

WSUU Board of Trustees

September 16, 2015

Present: Viveca Monahan, Michael Matz, Tracy Burrows, April Kristjansson, Nikki Roberg, Jean Mendel.

Joe Rettenmaier was absent due to illness.

Staff: Beatrice Hitchcock, Shannon Day and Betsy Lowry

Guests: Rose Sheppard, Building Committee Chair and John Monahan.

1. The meeting came to order at 6:40 p.m.
2. A welcome was extended to Nikki Roberg and thanks for filling the vacant board seat.
3. While lighting the chalice, Beatrice shared “As we light our chalice, may we dedicate its light to clarity, purpose and lightness of heart”.
4. Matt Aspin has requested the board offer a Ministerial Fellowship Committee Statement of congregational sponsorship indicating confidence in his potential and suitability for the ministry. Approval of the request was moved by Tracy with a second by Viv. The vote to approve was unanimous.
5. Michael moved to approve the minutes of the August meeting with a second by Viv. The vote to approve was unanimous.
6. The board finalized the appointment of members to the transition team who will work with Beatrice.
7. Rose Sheppard and John Monahan gave a guest report on building and security issues.
 - a. Repairs from damage from the recent flooding should be complete in one to one and a half months. Servepro is completing the work of drying up inside the walls. RAFN will complete the repairs.
 - b. The parking lot repairs are in progress. We also discussed a yet-to-be reviewed proposal by John Monahan to dig back from the corner (not as far or deep as the Geo Tech proposal), put in anchors that will connect to braces on the outside of the wall, fill in behind the wall with better drainage rock and create a BBQ area in the corner that is lower than the current level

of asphalt, reducing pressure on the wall. We took no action on this proposal at this time.

c. Several safety issues were discussed (see attached report) and are currently being addressed. Budgeting for this is \$3,000 but is subject to change. April moved to authorize spending the \$3,000 with a second by Michael. The vote was unanimous to approve.

Viv proposed reinstating a safety committee. Will ask Jeanette Jacobsen to be involved. Betsy will find a RE liaison. April moved to approve with a second by Michael. The vote was unanimous approval.

d. John is looking into fire ladders for the third floor. Also hoping to map the electrical system including the cat 5 lines.

e. One idea until an elevator is available is the use of a golf cart from the parking lot to the front door.

f. Due to volunteer fatigue, the building committee is suggesting we look at janitorial service as well as a building maintenance engineer, both to be paid.

g. Discussion about a capital campaign will be discussed later, at the board retreat.

8. Beatrice gave the interim minister's report (attached). In response to a conversation about term limits for committee chairs, Viv, Jean and April will form a task force to write a policy on this subject.

9. Shannon presented the Administrator's report (attached).

a. She said we were able to increase our bandwidth to accommodate more users for \$10/month. However this did not solve all the issues.

b. Membership numbers are down by 16 to 217.

c. Shannon gave an update on building rentals including Sweet Pea preschool.

d. Others subjects of comment include an upcoming audit, Shannon attending committee meetings where information about daily operations can be helpful and security of the building.

10. Betsy distributed the RE report (attached) and answered any questions. She then went on to summarize a three part proposal for allocation of existing funds in the 2015-2016 year.

a. Increasing hours for Crystal Zerfoss to include four paid hours/week. Cost is \$2,713.

b. Assistance with curriculum development to include producing 63 new story baskets. Cost is \$1,800.

c. Rather than include money for a story time class teacher, Betsy recommended we use the money to pay Nate as sound-tech for three Sundays a month. Cost \$1,356.

Total cost is \$5,869. Michael moved to approve Betsy's proposal. With a second by Viv the vote was unanimous to approve.

10. We reviewed plans for the retreat including food sign-ups and agenda.

11. We reviewed plans for the Ingathering including a conference call with Joe.

12. Michael presented the budget report (attached).

a. For August we have a total Cash available for operations of \$39,209.60, Operations savings of \$7,103.10 and Building Fund of \$117,489.84.

b. Michael will send out a quarterly report to the congregation (attached).

c. He will also put a link to the fiscal year 2014-2015 report (attached) to the congregation through the e-news.

13. The board wrote thank you notes for the previous month.

14. The Board adjourned at 9:50 p.m.

Interim Minister's Report
September 16, 2015

**WSUU Successes, Challenges and Opportunities
in Relation to Five Developmental Tasks of Interim Ministry**

1) *Claiming and honoring its past, and engaging and honoring its griefs and conflicts*

A few members have mentioned the difficulty members of Rainier Valley UU had with integrating into Westside. This included issues of class and finances.

□□□□□ *Recognizing its unique identity and its strengths, needs, and challenges*

The worship council met in retreat and discussed possible changes to the order of service and how to implement them. They have agreed to consider any changes experimental and to evaluate them after a few months. Changes to the worship service will usually generate the most dissent from members.

An explicit list of expectations or aspirations for members would help with both volunteerism and finances.

A Marketing Strategy/Publicity Team is being formed with Joe Rettenmaier, Markus Green, and Nikki Roberg.

A fairly organic evolution is opening Westside to a deeper examination of, and involvement with, racial justice. RE classes and the youth group will focus on justice this year. The youth group is especially interested in matters of racial justice. The social justice committee has agreed to expand the focuses of food justice and environmental justice to include their intersection with racial justice. There is, thus far, no one to take point on this third focus area. A meeting with Social Justice leaders, DRE, board president, and myself, produced a plan to host a series of potluck dinners and deep discussions around these issues: Food for the Soul Sundays: Provocative Conversations. There are sermons planned on Black Lives Matter and racial justice, being a white ally in the struggle for racial justice, and finding the courage to do racial justice work in the world. Cecelia Hayes and Jill Jackson will offer "an in-depth examination of racism, race, and racial justice in the U.S. and look for ways to be engaged in ways to fight and stop oppression" as a Common Quest program beginning next month.

The Pastoral Care Team needs bolstering with trained listeners. A program begun by Rev. Peg may be revived.

3) *Clarifying the appropriate leadership roles of ministers, church staff, and lay leaders and navigating the shifts in leadership that may accompany times of transition.*

A board policy on term limits for committee chairs would make room for new people and new ideas.

A new rotating series of articles from staff and president will be a part of eNews. Look for articles on the ministries of interim minister (1st Friday), music director (2nd), DRE (3rd), and board president (4th) each month. Fifth Fridays will have an article from the Administrator.

Staff goal-setting for the program year has begun.

4) Making appropriate use of District, UUA, and other outside resources

DRE is working on racial justice issues within the District. Music Director utilizes resources of, and connections within, the UU Musicians Network. I consult with colleagues and mentor on congregational issues.

5) Proudly coming into possession of a renewed vision and strong stewardship, prepared for new growth and new professional leadership, ready to embrace the future with anticipation and zest.

Membership Chair Matt Aspin plans on an increased focus on creating committed members through the membership process. He has recruited Steve Burrows, Laura White, and Patti McCall to serve with him as “matchmakers,” finding connections for newcomers. Matt and I are planning a series of three membership classes, Pathways to Community, which have been successful, in my past, in creating high-commitment and serious pledging. Coordination is needed with Stewardship.

Meeting with Stewardship takes place tomorrow evening. Ideas for improving the pledge drive include: nourishing a spirit of abundance throughout the congregation; creating a pool of matching funds for people who increase their pledge by X%; asking for a XX% increase from everyone; having a serious every-member canvass; separating the budget from the canvass; asking committees to speak to how their group changes lives or makes the world a better place or makes room for others, along with their request for \$XXX; and speaking to how money funds the mission of the congregation, *not* the budget.