



Westside
Unitarian Universalist
Congregation

WSUU

OCTOBER BOARD AGENDA —2023

Wednesday, October 18, 2023 6:30-8:30 PM Zoom

ZOOM Board Meeting Link

<https://zoom.us/j/94941751351?pwd=dVJzVmVUTiNwNU9wWmc1dnZzT3JNUT09>

October Board Shared Folder

https://drive.google.com/drive/folders/11GXOHa in B Bof BG6EP6F6ygxk1tF_QyN4-0ou4H

Board Calendar Link:

https://docs.google.com/file/d/1LwWmDTyQO2po2KnLN3Svpk-s5vUeQdVU/edit?usp=docslist_api&filetype=msexcel

WSUU Mission: To support one another, expand our minds, and build a more just world.

2023/24 Board Covenant: See end of Agenda

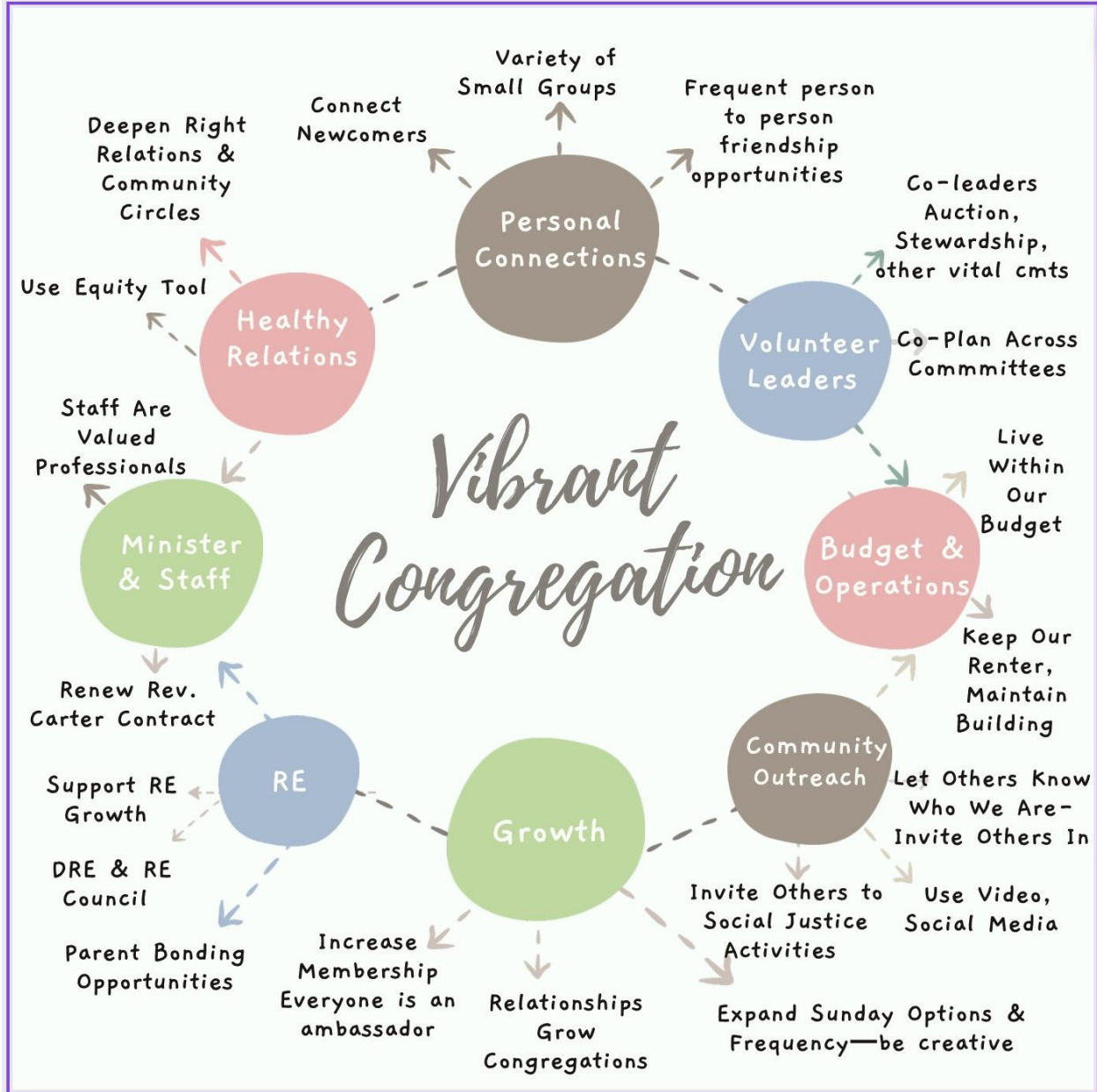
6:30pm	Welcome <i>Laura W</i> Chalice Lighting, Land Acknowledgement & Check In <i>Jim</i>	<ul style="list-style-type: none">o Welcomeo Chalice Lightingo Land Acknowledgement & Covenanto Check in/Access Needs
6:40pm	Minutes	<ul style="list-style-type: none">o Approve last month's Board Minutes
6:45pm	Monthly Staff & Committee Reports <i>please review related reports in shared folder prior to our meeting & focus on action items as needed</i>	<ul style="list-style-type: none">o Minister (Rev. Carter)<ul style="list-style-type: none">▪ Second Sat Social with Carter (Personal Connections)o Administrator (Shannon)o Music (Scott)o RE (Jade) (Board Liaison: Laura Strand)o Finance/Treasurer/Operations (Shelley, Jim)o RJCT (Tracy) + Community Connections Weekendo Other
7:00pm	No Guests	



7:00pm	Priority Business (time dependent, crisis prevention, important planning, see <i>Calendar</i>)	<ul style="list-style-type: none"> o Board Vision Plan from August Retreat: https://docs.google.com/document/d/1EyOqijXoSsQHsJqVQ1A_7QsVwJEmyglZBNQAmI22lwl/editRole o Recruitment (Budget, Operations, Leadership) <ul style="list-style-type: none"> ▪ Auction ▪ Nominating Committee (Kathy Leotta recently added), ▪ Board ▪ Stewardship o Staff Job Description Revisions (Minister & Staff) <ul style="list-style-type: none"> ▪ Lisa, Shelley o Renewal of the Covenant of Right Relations and Right Relations Process (Healthy Relations) o November Allyship Community Circle (Healthy Relations) <ul style="list-style-type: none"> ▪
8:05pm	Other Business (important planning, action items, see <i>Calendar & Board Vision</i>)	<ul style="list-style-type: none"> o Growth: <ul style="list-style-type: none"> ▪ Upcoming New Members Orientation
8:10pm	Monthly Board Communication	<ul style="list-style-type: none"> o Board Westside Week Topic & Who Writes <ul style="list-style-type: none"> o o Staffing “What’s Goin’ On” Sunday Table + Focus <ul style="list-style-type: none"> o Sun, Oct 8th: <i>Laura</i> o Sun Oct 22nd:
8:15pm	Upcoming Meetings Dates/Times Board Member Schedules next month	<ul style="list-style-type: none"> o November 26 Christmas Greening after Sunday Service, including potluck lunch & holiday music & cookies served by RE participants o Next Monthly Board Meeting: Thursday, Nov, 16th 6:30-8:30pm Zoom <ul style="list-style-type: none"> ▪ Opening/Closing Words: Nov: <i>John</i> ▪ John: Texas & Japan, Oct 2 weeks
8:25pm	Close of the Meeting <i>Jim</i>	<ul style="list-style-type: none"> o Closing Words & Extinguishing the Chalice
Post Meeting	No post meeting planned at this time	
	2023-24 Board Covenant This covenant expresses how the Board intends to work with one another and with the congregational community. This covenant is a	Our Work Together as a Board <ul style="list-style-type: none"> • Carry out our work with a spirit of joy. • Treat one another with kindness and compassion • Conduct our work with openness and trust. • Honor confidentiality



	<p>dynamic and living document that is updated as we find that changes are needed to continue to support healthy working relationships and work loads.</p>	<ul style="list-style-type: none">• Share workload, responsibilities, joys, and sorrows.• Focus our energy on established priorities. Maintain healthy boundaries.• Practice active listening and encourage the expression of divergent viewpoints.• Use the equity decision-making tool.• Take time to consider everyone's perspectives. Explore options and work toward decisions that address concerns.• Speak with a unified voice once a collective decision has been made.• Work to resolve conflicts and stay in right relationship with each other. <p>Our Work with the WSUU Community</p> <ul style="list-style-type: none">• Share what we are doing. Be intentional in providing honest, timely communication.• Seek additional perspectives, particularly those most impacted by decisions.• Listen to minority and marginalized voices.• In general, congregational concerns should be resolved by those who are closest to the issue.• Encourage the congregation to resolve conflicts through direct communication with affected parties.• Clearly communicate the board's role, including that healthy boundaries are necessary for the board to function effectively.
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**APPROVED MEETING OF THE BOARD OF TRUSTEES OF WESTSIDE
UNITARIAN UNIVERSALIST CONGREGATION
Oct 18, 2023**

BOARD ATTENDING: Tracy Burrows, John Hornby, Lisa Maynard, Jim Schlough, Laura Strand, Laura White, Rev. Carter (*ex officio*).

STAFF: Shannon Day, administrator.

GUESTS: none

ACKNOWLEDGEMENT, CHALICE LIGHTING & CHECK-IN/ACCESS NEEDS:

Jim began our meeting with land acknowledgement and chalice lighting words.

MINUTES: *Laura Strand moved to approve the Sept 2023 meeting minutes as written, Jim Schlough seconded, and the minutes were approved.*

MONTHLY STAFF AND COMMITTEE REPORTS: Reports from administrator, DRE, music director, treasurer, and finance committee are in the 10.18.23 Board folder on the Google drive.

Minister: Rev. Carter has been working with Shannon and Laura to streamline the website and remove duplicate info with a focus on first-time visitors (feedback welcome). She is looking for someone to help redo the WSUU history page (suggestion of Jill Fleming). In Dec she is starting 'Second Saturday Socials' to get to know community members in a relaxed away. Her report asked for clarification about how much the congregation wants her to prioritize being there for Community Circle Sundays as at the moment her schedule doesn't allow her to attend many. She and Laura and Shannon are planning for a new member ceremony in Dec. Committee on Ministry is formed (Laura Pierce, Rick Taylor, Don Wahl). She will be beginning a pastoral chaplaincy internship in Portland Jan-May 2024. She is preaching Oct 22, Nov 12, and Nov 26 (plus presiding over Larry Jones' memorial on Nov 11).

Administrator: Shannon's report covered attendance, offering, membership numbers (including an effort to identify members who should move to inactive status), website updates, right relations/learning retreat planning, and facilities issues including cell tower, restriping the parking lot, and a water leak in the social hall. At the mtg she reported that she is in conversation with Morgan Junction Business Assoc. about being a location for their quarterly mtgs. *The Board expressed appreciation to Shannon for all she did to negotiate the lease renewal with our tenant (Leaps & Bounds).*

Religious Exploration: Jade's report mentions that 11 RE volunteers are trained and leading all-ages RE classes. New focus on relationships, fun, and belonging is working well (parents say kids are wanting to come to church and are making connections with each other). Focused on multi-age events and activities. Her new *Inside RE* weekly newsletter is being received well.

The three youth advisors are getting oriented and first youth group meeting of the year happened in Oct. Faith Iverson will provide support and logistics help to youth group. Storytelling workshop will be Nov 12 (led by Leilani Davenport, Rev. Carter, and Jade). Jade is tracking hours and continues to be over the 15 hour/week allotment as the program is being rebuilt. She's aiming to stick to five working hours each on Tues/Thurs/Sun.

Music: Scott continues to be appreciative of having a paid rehearsal accompanist (Mark Anders), and it is working well to have the chorale rehearse three times a month. He paid Kathleen Tracy to help with leading and accompanying 'True Blue' and her composition 'Shine' on Oct 22. The chorale will sing next on Nov 12. Losing Larry is hard but he hopes to start the search for a new percussionist with John Hansen's help. He will collaborate with Rev. Carter to choose special music for Christmas Eve. Scott will be providing music for the greening of the sanctuary on Nov 26. Pie sale planned for Oct 22 (leadership transitioning from Lisa Maynard and Liz Bucklew to Marie Kaz and Dana Welsh).

Finance Committee/Treasurer: The FC continues to ask for support from the Board around recruiting members for the Stewardship team. There is a final Treasurer report for FY22-23 that the Board is asked to review. Pledge income is exceeding expectations for the year (some yearly pledges coming early). Cell tower income will be 5% higher than the previous five-year period due to planned increase. FC discussed how low they thought the Building Fund balance could go and recommends minimum of \$50k (currently at \$80k). Paula vanHaagen has offered to draft a policy that raises the amount the Building Comm has authority to approve without going to the board (*will be a proposed change to the by-laws for a vote at the 2024 annual mtg*).

Racial Justice Change Team: Tracy reported that the "Building Community Connections" learning retreat on Sept 30-Oct 1 (learning about conflict and led by Pam Orbach) was excellent – well attended, lots of learning all around. RJCT goals for this year include simplifying the equity tool and seeking to engage the congregation in specific events such as the MLK march. *Kudos to planners Tracy, Jade, Leilani, and Pam! Much gratitude to Shannon for support.*

PRIORITY BUSINESS

Recruitment updates:

- **Stewardship**—Jill Jackson is up for leading the pledge campaign if the FC and Board will recruit at least three other members to the team. Likely the strategy will be cottage meetings (to build community), maybe with a focus on long-term financial planning (5-year range). Shelley and Sheree will host one and Jennifer Disotell said she could host a family-oriented one. Planning for the stewardship campaign would start in Nov with the drive in March 2024.
- **Nominating Committee**—Kathy Leotta joined the Nominating Committee. Rev. Carter is supporting the NC, which is meeting two times a month. Board should encourage NC to recruit/announce GA candidates early.
- **Auction**—Still need to find leaders for both the online auction and the in-person event (core planning group of five people if possible). One idea for a theme is a pajama party

and breakfast for dinner, mimosas, cooperative games. Tracy reported that the bingo was stressful for one child at her table (due to winning/losing aspect). Mike West has agreed to help with external recruitment of auction items and also support at the event. *[Update: Shannon has identified a potential food truck with breakfast items!]*

- **Board**—We need to keep thinking who might join the Board next year and support the NC in recruiting.

Staff job description revisions: Lisa Maynard, Shelley Webb, and Judi Finney will align job descriptions with new UUA levels, and Laura Pierce has agreed to consult. Lisa expects work to happen in Nov-Jan time frame.

OTHER BUSINESS

Monthly Board communication: Lisa Maynard (with support from Laura White) will write the next monthly Board communication for e-news around ways to connect by participating in the ‘work’ of the congregation. Another idea is to encourage people to invite someone they don’t know well out for coffee or a walk or other activity.

How can Board foster membership growth: Now that Laura has set up the ‘WHAT’S GOING ON’ table, Board members should plan to staff it (the box of materials is in the office near the paper cutter). Need to get informative/timely flyers from various congregational groups/activities for the table.

Board Meeting Opening/Closing Words Schedule

Nov 16 (Thurs): John

Dec 21 (Thurs): Tracy

Jan 18, 2024 (Thurs): Laura W

Board Westside Week Topic and Writer

In Oct we will invite people to participate in the ‘work’ of the congregation (Lisa M, Laura W).

Next Board Meeting: Thurs, Nov 16, 6:30 to 8:30 pm on zoom

Vacation/travel/away

Tracy is in Patagonia hiking Nov 8-Dec 3.

Jennifer is on a training (incommunicado) for 5 weeks in Oct/Nov

Pam Orbach is away late Nov to March 2024.

Respectfully submitted,
Lisa Maynard,
Board Secretary

As of: **Tuesday, October 10, 2023****BUDGET SUMMARY**% thru Year: **25%**

	Curr Mo Activity	YTD Actuals	%	Full Year Budget	Amount Remaining
Total Income Sources					
Pledges	\$ 32,366	\$ 71,355	32%	\$ 221,300	\$ 149,945
Sunday Plate	2,207	4,869	23%	21,000	16,131
Other Donations	-	981	0%	-	(981)
Fund Raising	-	1,095	3%	37,000	35,905
Affinity Programs	-	302	50%	600	298
RE Ministry	11	32	3%	1,250	1,218
Youth Group Ministry	-	-	0%	-	-
Music Ministry	-	-	0%	1,000	1,000
Program and Misc	11	184	3%	7,240	7,056
Rentals	4,943	13,966	23%	60,176	46,210
Total Income	\$ 39,537	\$ 92,784	27%	\$ 349,566	\$ 256,782
Expenses					
Minister Compensation	\$ 5,268	\$ 17,147	25%	\$ 67,591	\$ 50,444
Additional Minister	-	-	0%	5,000	5,000
RE Director Compensation	2,303	6,834	22%	30,561	23,727
RE Staff	-	-	0%	2,098	2,098
RE Training	-	-	0%	1,200	1,200
RE Youth Group	-	-	0%	5,582	5,582
RE Operations	-	-	0%	1,600	1,600
Music Director Compensation	2,189	7,465	25%	29,523	22,058
Music Staff	723	1,688	21%	7,881	6,194
Other Music	14	379	15%	2,460	2,081
Administrator Compensation	6,052	15,130	21%	72,311	57,181
Technology Support Compensation	-	-	0%	-	-
Additional Employee Benefits	351	1,747	22%	8,090	6,343
Community Impact-Internal	2,901	4,226	16%	25,833	21,607
Community Impact-External	573	1,219	18%	6,684	5,465
Worship	385	878	40%	2,220	1,342
Loans, Taxes, Fees	5,301	11,769	26%	45,182	33,413
Facility	4,044	12,209	21%	57,755	45,546
Fundraising & Rentals	-	-	0%	1,000	1,000
Reserves	-	-	0%	-	-
Total Expenses	\$ 30,103	\$ 80,691	22%	\$ 372,571	\$ 291,880
Income less Expenses	\$ 9,435	\$ 12,094		\$ (23,005)	
RE Youth Group Fund Transfers IN		5,000		5,000	
OWL Fund Transfers IN		550		550	
Social Justice Transfer IN		776		775	
Board Designated Fund Transfers to GF		16,680		16,680	
Total Fund Transfers		23,006		\$ 23,005	
Difference Net Fund Transfers		\$ 35,099		\$ -	

	YTD Balance	Start of FY	YTD Change
BANK ACCOUNT BALANCES			
Umpqua Checking #7545	\$ 53,488	118,435	\$ (64,947)
HomeStreet Checking	61,003	-	61,003
HomeStreet 7 mo CD May 2023 #6593	100,000	100,000	-
Homestreet 7 mo CD Aug 2023 #0757	100,000	-	100,000
Sound Credit Union Money Market #6299	-	102,103	(102,103)
Sound Credit Union Business Savings #6290	-	25	(25)
Petty Cash	200	200	-
Total Account Balances	\$ 314,691	\$ 320,763	\$ (6,072)
ASSETS			
Church Bldg & Land (book value)	\$ 3,287,100	\$ 3,109,500	\$ 177,600
Cash - Operations	95,549	86,056	9,493
Payroll	-	-	-
Building Fund	\$ 79,749	88,497	(8,748)
Accessibility Fund	22,462	22,462	-
Other Dedicated Fund Balances	18,180	24,505	(6,326)
<u>Operational Reserves</u>	<u>98,752</u>	<u>99,243</u>	<u>(491)</u>
<i>Total Fund Balances</i>	<i>\$ 219,142</i>	<i>234,707</i>	<i>(15,565)</i>
Total Assets	\$ 3,601,792	\$ 3,430,263	\$ 171,528
LIABILITIES			
Loan fm UUA	\$ 399,759	\$ 419,602	\$ (19,842)
Loan fm Cascadia Growth Fund	51,975	58,825	(6,850)
Other Current Liabilities	4,017	13,464	(9,447)
Total Liabilities	\$ 455,752	\$ 491,891	\$ (36,139)
GF Balance (Cash-Operations less Other Current Liabilities)	91,532	72,592	\$ 18,940
CONGREGATIONAL EQUITY			
	\$ 3,146,040	\$ 2,938,373	\$ 207,667

As of: **Tuesday, October 10, 2023**

Account #	Account Name	Curr Mo Activity	YTD Balance	FY23-24 Budget	YTD %ofBgt	Over Budget	Notes
GENERAL FUND INCOME							
Pledges							
4.100.100	Pledges - Current Year Income	32,366.26	70,880.35	219,300.00	<div><div>32%</div></div>	-	Great month!
4.100.110	Pledges - Prior Year Income	-	474.36	2,000.00	<div><div>24%</div></div>	-	
	Total Pledges	\$ 32,366	\$ 71,355	\$ 221,300	32%	\$ -	
Sunday Plate							
4.100.140	Contributions - Sunday WSUU	1,461.52	3,229.82	14,000.00	<div><div>23%</div></div>	-	Strong!
4.100.141	Contributions - Sunday WSUU Congr Care Fund	-	-	582.00	<div><div>0%</div></div>	-	
4.100.143	Contributions - Sunday WSUU Youth Programs	-	-	582.00	<div><div>0%</div></div>	-	
4.100.144	Contributions - Sunday WSUU Real Rent Duwamish	-	-	582.00	<div><div>0%</div></div>	-	
4.100.145	Contributions - Sunday WSUU Partner Church	-	-	582.00	<div><div>0%</div></div>	-	
4.100.150	Contributions Sunday Charities	745.14	1,639.05	4,672.00	<div><div>35%</div></div>	-	
	Total Sunday Plate Income	\$ 2,207	\$ 4,869	\$ 21,000	23%	\$ -	
Other Donations							
4.100.160	Special Gifts & Campaigns	-	980.86	-	<div><div>0%</div></div>	980.86	
	Total Other Donations	\$ -	\$ 981	\$ -	0%	\$ 981	
Fund Raising							
4.100.245	Auction Income	-	1,095.41	20,000.00	<div><div>5%</div></div>	-	
4.100.247	Raise the Paddle Income	-	-	17,000.00	<div><div>0%</div></div>	-	
	Total Fund Raising Income	\$ -	\$ 1,095	\$ 37,000	3%	\$ -	
Affinity Program Income							
4.100.211	Amazon Rebate Income	-	-	-	<div><div>0%</div></div>	-	
4.100.212	Thriftway Rebate Program	-	302.01	600.00	<div><div>50%</div></div>	-	
	Total Affinity Program Income	\$ -	\$ 302	\$ 600	50%	\$ -	
RE Ministry Income							
4.100.259	RE Fundraising & Donations	-	-	-	<div><div>0%</div></div>	-	
4.100.260	OWL Registration Fees	10.61	31.83	1,250.00	<div><div>3%</div></div>	-	
	Total RE Ministry Income	\$ 11	\$ 32	\$ 1,250	3%	\$ -	
Youth Group Ministry Income							
4.100.262	RE Youth Group Fundraising & Gifts	-	-	-	<div><div>0%</div></div>	-	
	Total Youth Group Ministry Income	\$ -	\$ -	\$ -	0%	\$ -	

As of: Tuesday, October 10, 2023				% Thru Year: 25%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY23-24 Budget	YTD %ofBgt	Over Budget	Notes
<u>Music Ministry Income</u>							
4.100.222	Music Fundraising and Donations	-	-	1,000.00	0%	-	
	Total Music Ministry Income	\$ -	\$ -	\$ 1,000	0%	\$ -	
<u>Program and Misc Income</u>							
4.100.220	Coffee Income	11.00	11.00	240.00	5%	-	
4.100.225	Membership Fundraising and Donations	-	-	500.00	0%	-	
4.100.240	Interest Income	-	173.44	6,500.00	3%	-	
4.100.255	Common Quest Income	-	-	-	0%	-	
	Total Program and Misc Income	\$ 11	\$ 184	\$ 7,240	3%	\$ -	
<u>Rentals</u>							
4.100.300	Cell Tower Rental	1,054.68	2,031.23	11,724.00	17%	-	inc 5% at 5yr interval
4.100.302	Electricity Reimbursement- Cell Tower	608.95	1,852.08	8,280.00	22%	-	
4.100.305	Rental Income - Single Events	-	360.00	1,000.00	36%	-	
4.100.310	Rental Income - Lease (Leaps and Bounds of WA)	3,204.00	9,508.00	38,452.00	25%	-	
4.100.311	Donations- Service Groups Meeting at WSUU	75.00	215.00	720.00	30%	-	
	Total Rental Income	\$ 4,943	\$ 13,966	\$ 60,176	23%	\$ -	
TOTAL GENERAL FUND INCOME		\$ 39,537	\$ 92,784	\$ 349,566	27%	\$ -	

As of: Tuesday, October 10, 2023				% Thru Year: 25%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY23-24 Budget	YTD %ofBgt	Over Budget	Notes
GENERAL FUND EXPENSE							
MINISTER POSITION							
Minister Compensation							
5.100.100	Minister Housing Allow Exp	1,900.00	5,700.00	22,800.00	25%	-	
5.100.101	Minister Salary Exp	2,226.65	6,679.95	26,400.00	25%	-	
5.100.105	Minister Medical Ins Exp	308.91	926.73	3,892.00	24%	-	
5.100.106	Minister Group Term Life Ins Exp	17.22	17.22	207.00	8%	-	
5.100.107	Minister Long Term Disability Ins Exp	26.65	26.65	320.00	8%	-	
5.100.108	Minister Dental Insurance	24.00	24.00	288.00	8%	-	
5.100.110	Minister Retirement Exp	410.00	1,230.00	4,920.00	25%	-	
5.100.115	Minister-In Lieu of FICA Exp	313.65	940.95	3,764.00	25%	-	
5.100.125	Minister's Professional Exp	40.94	1,601.20	5,000.00	32%	-	
	Total Minister Compensation	\$ 5,268	\$ 17,147	\$ 67,591	25%	\$ -	
Additional Minister Exp							
5.100.129	Ministerial Services	-	-	-	0%	-	
5.100.102	Minister Moving Exp	-	-	5,000.00	0%	-	
	Total Additional Minister Exp	\$ -	\$ -	\$ 5,000	0%	\$ -	
Total Minister Position Expense		\$ 5,268	\$ 17,147	\$ 72,591	24%	\$ -	

As of: Tuesday, October 10, 2023				% Thru Year: 25%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY23-24 Budget	YTD %ofBgt	Over Budget	Notes
CHILDREN AND YOUTH MINISTRY							-
<u>RE Director Compensation</u>							
5.100.150	RE Director Salary Exp	1,919.31	5,773.45	22,920.00	25%	-	
5.100.155	RE Director Medical Insurance	-	-	1,925.00	0%	-	
5.100.158	RE Director FICA Exp	146.83	441.68	1,753.00	25%	-	
5.100.160	RE Director Retirement Exp	191.00	573.00	2,292.00	25%	-	
5.100.153	RE Director Group Term Life Ins Exp	18.06	18.06	67.00	27%	-	
5.100.154	RE Director Long Term Disability Ins Exp	27.93	27.93	104.00	27%	-	
5.100.165	RE Director Professional Exp	-	-	1,500.00	0%	-	
	Total RE Director Compensation	\$ 2,303	\$ 6,834	\$ 30,561	22%	\$ -	
<u>RE Staff Expense</u>							
5.100.163	RE Nursery Lead Teacher Exp	-	-	1,300.00	0%	-	
5.100.164	RE Nursery Assistant Exp	-	-	-	0%	-	
5.100.170	Childcare Exp	-	-	798.00	0%	-	
	Total RE Staff Exp	\$ -	\$ -	\$ 2,098	0%	\$ -	
<u>RE Training Expense</u>							
5.100.152	RE OWL Leadership Development Exp	-	-	1,200.00	0%	-	
	Total RE Training Expense	\$ -	\$ -	\$ 1,200	0%	\$ -	
<u>RE Youth Group Expense</u>							
5.100.132	RE High School Youth Programs Exp	-	-	582.00	0%	-	
5.100.161	RE Lead Youth Advisor Exp	-	-	5,000.00	0%	-	
	Total RE Youth Group Expense	\$ -	\$ -	\$ 5,582	0%	\$ -	
<u>RE Operations Expense</u>							
5.100.171	RE Services	-	-	-	0%	-	
5.100.131	RE OWL Program Exp	-	-	600.00	0%	-	
5.100.229	RE OWL Fund Transfers OUT	-	-	-	0%	-	
5.100.134	RE Operational Exp	-	-	1,000.00	0%	-	
	Total RE Operations Expense	\$ -	\$ -	\$ 1,600	0%	\$ -	
Total Children & Youth Ministry Expense		\$ 2,303	\$ 6,834	\$ 41,041	17%	\$ -	

As of: Tuesday, October 10, 2023				% Thru Year: 25%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY23-24 Budget	YTD %ofBgt	Over Budget	Notes
MUSIC MINISTRY							
Music Director							
5.100.185	Music Dir Salary Exp	1,826.28	5,478.84	21,915.00	25%	-	
5.100.186	Music Dir Medical Insurance	-	-	2,063.00	0%	-	
5.100.187	Music Dir Retirement Exp	182.63	547.89	2,192.00	25%	-	
5.100.188	Music Dir FICA Exp	139.71	419.13	1,677.00	25%	-	
5.100.200	Music Dir Group Term Life Insurance	-	-	69.00	0%	-	
5.100.205	Music Dir Long Term Disability Ins Exp	-	-	107.00	0%	-	
5.100.190	Music Dir Professional Exp	39.96	1,018.77	1,500.00	68%	-	
	Total Music Director Compensation	\$ 2,189	\$ 7,465	\$ 29,523	25%	\$ -	
Music Staff							
5.100.193	Music Sunday Service Pianist Exp	262.50	787.50	3,445.00	23%	-	
5.100.195	Music Percussionist Exp	220.00	660.00	2,756.00	24%	-	
5.100.197	Music Chorale Rehearsal Pianist Exp	240.00	240.00	1,680.00	14%	-	
5.100.198	Music Bassist Exp	-	-	-	0%	-	
5.100.199	Music Administrator Exp	-	-	-	0%	-	
	Total Other Music Staff Expense	\$ 723	\$ 1,688	\$ 7,881	21%	\$ -	
Other Music Expense							
5.100.191	Music Purchase Exp	14.26	254.24	765.00	33%	-	
5.100.192	Music Equipment Maint Exp	-	125.00	400.00	31%	-	
5.100.194	Music Programs Exp	-	-	1,220.00	0%	-	
5.100.196	Music Council Fundraising Exp	-	-	75.00	0%	-	
	Total Other Music Expense	\$ 14	\$ 379	\$ 2,460	15%	\$ -	
	Total Music Ministry Exp	\$ 2,925	\$ 9,531	\$ 39,864	24%	\$ -	
ADMIN STAFF & SUPPORT							
Congr Administrator & Bookkeeper							
5.100.174	Congr Admin Salary Exp	5,144.01	12,860.03	59,156.00	22%	-	
5.100.175	Congr Admin Medical Insurance	-	-	1,200.00	0%	-	
5.100.176	Congr Administrator Retirement Exp	514.40	1,286.00	5,916.00	22%	-	
5.100.177	Congr Administrator FICA Exp	393.52	983.80	4,525.00	22%	-	
5.100.173	Congr Administrator Group Term Life Ins Exp	-	-	437.00	0%	-	
5.100.230	Congr Administrator Long Term Disability Ins Exp	-	-	577.00	0%	-	
5.100.231	Congr Admin Professional Exp	-	-	500.00	0%	-	
	Total Congr Administrator & Bookkeeper Compensation	\$ 6,052	\$ 15,130	\$ 72,311	21%	\$ -	
Technology Support Compensation							
5.100.724	Streaming Tech Exp	85.00	355.00	2,440.00	15%	-	
5.100.726	AV Tech Expense	223.98	756.78	3,000.00	25%	-	this includes 1/23 pay. Last check
	Total Additional Employee Benefits Expense	\$ 309	\$ 1,112	\$ 5,440	20%	\$ -	
Additional Employee Benefits							
5.100.178	Labor & Industries Ins Exp	-	337.61	1,250.00	27%	-	
5.100.181	Family and Medical Leave Ins Exp	-	194.52	780.00	25%	-	
5.100.184	Part time Empl FICA SS Exp	42.00	103.42	620.00	17%	-	
	Total Additional Employee Benefits Expense	\$ 42	\$ 636	\$ 2,650	24%	\$ -	
	Total Admin Staff & Support Expense	\$ 6,403	\$ 16,877	\$ 80,401	21%	\$ -	

As of: Tuesday, October 10, 2023				% Thru Year: 25%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY23-24 Budget	YTD %ofBgt	Over Budget	Notes
Other OPERATIONAL AND COMMUNITY IMPACT							
Community Impact-Internal Expense							
5.100.320	UUA Dues Exp Bud	2,831.50	2,831.50	11,326.00	25%	-	1 of 4
5.100.801	All Congr Retreats and Trainings	-	1,325.00	10,000.00	13%	-	
5.100.802	GA Delegate Exp	-	-	1,200.00	0%	-	
5.100.758	Congregational Care Fund Transfer OUT	-	-	582.00	0%	-	
5.100.710	Membership Exp Bud	-	-	500.00	0%	-	Ingathering supplies
5.100.759	Board Discretionary Fund	-	-	500.00	0%	-	
5.100.800	All Congr Social Events	69.17	69.17	750.00	9%	-	
5.100.756	Social Action Expense	-	-	775.00	0%	-	
5.100.829	Adult RE Exp	-	-	200.00	0%	-	
Total Community Impact-Internal Expense		\$ 2,901	\$ 4,226	\$ 25,833	16%	\$ -	
Community Impact-External Expense							
5.100.757	Sunday Morning Contributions Given to Charity	519.09	957.23	4,672.00	20%	-	
5.100.729	Real Rent Duwamish- Sunday Plate	-	-	582.00	0%	-	
5.100.728	Real Rent Duwamish	54.00	162.00	648.00	25%	-	
5.100.754	Partner Church Program Exp	-	100.00	582.00	17%	-	
5.100.300	Partner Church Dues Exp Bud	-	-	200.00	0%	-	
Total Community Impact-External Expense		\$ 573	\$ 1,219	\$ 6,684	18%	\$ -	
Worship Expense							
5.100.725	Worship Council Expense Budget	385.00	765.00	1,995.00	38%	-	honorarium
5.100.727	AV Equipment & Maintenance	-	113.30	225.00	50%	-	
Total Worship Expense		\$ 385	\$ 878	\$ 2,220	40%	\$ -	
Financial Expense							
5.100.650	Loan Debt Service - UUA	2,580.14	7,740.42	30,962.00	25%	-	aug & sept drainage fee reimbursed for checks
5.100.655	Loan Debt Service - Cascadia Growth Fund for UU	1,319.92	1,979.88	7,920.00	25%	-	
5.100.457	Annual City/County/State Fees	1,661.21	1,681.21	3,600.00	47%	-	
5.100.520	Banking & Credit Card Fees e.g.Vanco	(260.37)	367.68	2,700.00	14%	-	
Total Financial Expense		\$ 5,301	\$ 11,769	\$ 45,182	26%	\$ -	

As of: Tuesday, October 10, 2023				% Thru Year: 25%			
Account #	Account Name	Curr Mo Activity	YTD Balance	FY23-24 Budget	YTD %ofBgt	Over Budget	Notes
Facility Expense							
5.100.450	Telephone/Cable/Internet	288.25	849.49	3,500.00	24%	-	
5.100.460	Web Hosting Exp	-	-	-	0%	-	
5.100.470	Web Maintenance Exp Bud	-	-	-	0%	-	
5.100.475	Technology Management	91.99	262.83	3,000.00	9%	-	
5.100.480	Office Expenses	-	14.46	600.00	2%	-	
5.100.481	Postage Exp Bud	132.00	132.00	400.00	33%	-	
5.100.482	Printing / Copying	163.27	587.09	2,000.00	29%	-	
5.100.483	Constant Contact Email Service	-	-	425.00	0%	-	
5.100.550	Liability Insurance Exp Bud	-	2,275.25	8,230.00	28%	-	
5.100.452	Security Alarm System	-	-	500.00	0%	-	
5.100.453	Electricity - SCL	2,103.73	4,412.51	14,000.00	32%	-	
5.100.454	Water/Sewer - SPU	-	266.42	1,500.00	18%	-	
5.100.455	Waste/Recycling/Green	-	535.20	2,200.00	24%	-	
5.100.456	Gas - PSE	95.13	311.08	6,500.00	5%	-	
5.100.451	Janitorial Supplies	-	-	1,500.00	0%	-	
5.100.458	Landscaping Exp	-	-	500.00	0%	-	
5.100.459	Building Maintenance Supplies & Small Labor Vendor	469.17	1,063.40	3,000.00	35%	-	Stripping equipment, screen supplies
5.100.462	Lift Phone Monitoring	-	99.23	400.00	25%	-	
5.100.222	Coffee and Other Kitchen Exp	-	-	600.00	0%	-	
5.100.471	Janitorial Service	700.00	1,400.00	8,900.00	16%	-	
Total Facility Expense		\$ 4,044	\$ 12,209	\$ 57,755	21%	\$ -	
Fundraising & Rentals Expense							
5.100.305	Facilities Rental Exp - single events	-	-	250.00	0%	-	
5.100.820	Auction Expense	-	-	500.00	0%	-	
5.100.822	Canvass Expense	-	-	250.00	0%	-	
Total Fundraising & Rentals Expense		\$ -	\$ -	\$ 1,000	0%	\$ -	
Reserves Expense							
5.100.461	Building Capital Reserve Exp-GF	-	-	-	0%	-	
5.100.760	Operational Reserves FB Exp	-	-	-	0%	-	
Total Reserves		\$ -	\$ -	\$ -	0%	\$ -	
Total Other Operational & Community Impact Expense		\$ 13,203	\$ 30,301	\$ 138,674	22%	\$ -	
TOTAL GENERAL FUND EXPENSE		\$ 30,103	\$ 80,691	\$ 372,571	22%	\$ -	
General Fund Income less Expense		\$ 9,435	\$ 12,094	(23,005)			
Fund Transfers							
4.100.261	RE Youth Group Fund Transfers IN	-	5,000.00	5,000.00	100%	-	
4.100.263	OWL Fund Transfers IN	-	550.00	550.00	100%	-	
4.100.226	Social Justice Transfer IN	-	775.54	775.00	100%	0.54	
4.100.241	Board Designated Fund Transfers to GF	-	16,680.00	16,680.00	100%	-	
Total Fund Transfers		\$ -	\$ 23,006	\$ 23,005	100%	\$ 1	
DIFFERENCE NET FUND TRANSFERS		\$ 9,435	\$ 35,099	\$ -			

<u>Fund Acct</u>	<u>Fund Balances</u>	<u>Curr Balance</u>	<u>Mo. Change</u>	<u>Notes/Explanation</u>	<u>Prior Year Balance</u>	<u>Ann. Change</u>
3.200.100	Building Fund Balance	79,748.64	(7,954.34)	Painting of Ext Window Trim	88,496.98	(8,748.34)
3.201.100	Accessibility Fund Balance	22,461.68	-		22,461.68	-
3.305.100	Operational Reserves	98,752.11	-		99,242.92	(490.81)
3.310.100	Conference Scholarship Fund Balance	171.21	-		171.21	-
3.350.100	Music Fund Balance	389.24	-		389.24	-
3.355.100	WSUU Sponsored Events Fund Balance	2,075.24	-		2,075.24	-
3.360.100	Youth Group Fund Balance	2,291.47	-		7,291.47	(5,000.00)
3.370.100	OWL Fund Balance	6,210.46	-		6,760.46	(550.00)
3.380.100	Religious Ed Misc Fund Balance	2,041.84	-		2,041.84	-
3.390.100	Art and Aesthetics Fund Balance	2,929.50	-		2,929.50	-
3.391.100	Social Justice Fund Balance	-	-		775.54	(775.54)
3.400.100	Endowment Fund Balance	55.00	-		55.00	-
3.405.100	Little Free Library Balance	40.00	-		40.00	-
3.815.100	Partner Church Fund Balance	1,975.82	-		1,975.82	-
	Total Dedicated Funds	\$ 219,142.21	(7,954.34)		\$ 234,706.90	\$ (15,564.69)

Fund Balance Steward

Finance Committee
Board of Trustees + Building Planning Committ
Finance Committee
Board of Trustees
Music Director
Membership
DRE
DRE
DRE
Ginger Brewer
Social Justice Chair
Endowment Fund Chair
LFL Coordinator
Partner Church Chair

WSUU Finance Committee Report September 2023

Action Items for the Board:

- Stewardship Committee Member recruitment
- A final WSUU Treasurer Report for FY22-23 has been completed and is ready for Board review.

Financial Highlights for September 2023 (25% of the year):

Highlights	Actuals	Actuals – YTD	YTD % of Budget	Budget
Total Income	\$ 39,537	\$ 92,784	27%	\$ 349,566
Pledges	\$ 32,366	\$ 71,355	32%	\$ 221,300
Total Expenses	\$ 30,103	\$ 80,691	22%	\$ 372,571
Net Income/Expenses	- \$ 9,435	+ \$ 12,094		
Net Fund Transfers		+ \$ 35,099		

Financial Status:

- Expenses are progressing as expected for this time in the year.
- Income is exceeding expectations for this time in the year – strong pledge income early.

Unanticipated Variance(s) to Budget:

- The cell tower rental agreement increases 5% every five years, and we are entering the next five-year period. (good news!)
- Painting of exterior window trim (\$8k) was paid for out of the Building Fund Balance.

Special Topic – Building Fund Balance

- Paula vanHaagen joined the Finance Committee to discuss future expenditures under consideration by the Building Committee.
- The Finance Committee discussed how low we would be comfortable with having the Building Fund Balance go. It is currently at \$80k. **Finance Committee recommends maintaining a minimum Building Fund Balance of \$50k.**
- All significant expenditures recommended by the Building Committee will continue to go to the Board for approval.

Other Notes:

- A final WSUU Treasurer Report for FY22-23 has been completed and is ready for Board review.
- Policy Items:
 - Paula vH offered to draft a policy that proposes an “up to” dollar amount that the Building Committee has authority to approve without going to the board.
 - FC will be working on a proposed change to the by-laws to replace this section: “In addition to the responsibilities vested in it by law, the Board of Trustees shall have the following duties and responsibilities: Authorize all expenditures of money; however, no contract involving expenditure in excess of 3% of annual budgeted expenditures of the current fiscal year shall be made without an affirmative vote of the Congregation in a Congregational meeting.” 3% is ~\$11k and seems like a very low dollar amount to require a congregational vote.

- Jim will be moving the remaining money in Umpqua to HomeStreet.
- Stewardship – Jill Jackson has indicated she would be willing to lead if there were others that would join the Committee. Sheree Porter indicated she would be willing to serve on Stewardship. Additionally, Sheree & Shelley have offered to organize community dinners as part of the pledge drive if that is of interest to the Stewardship Committee.
- Finance Committee has been considering a longer-term financial plan. More to come.

Submitted by Shelley Webb 10/16/2023

Minister's Report to WSUU Board of Trustees
October 16, 2023

October feels like settling into a rhythm finally, and beginning to learn how long-ago conceived plans will unfold. Worship and Religious Exploration programming are both well underway, and many leadership teams and committees have started meeting and setting their agendas for the year. I was especially moved and energized by the Right Relations conflict retreat we kicked off this month with. To have over 30 attendees over two days for this hard work when folks could have been out enjoying the beautiful fall weather is a testament to the importance of our right relations efforts. It seems that we at WSUU are building a shared vocabulary for how to talk about conflict, a shared resolve to show up for hard conversations, and a shared sense of accountability to hold fast to these commitments. And, I grieve that my planned schedule will not allow me to be part of a whole community circle again for many months. In future conversations about my contract, role, and schedule, I would like to talk more explicitly about how much this congregation needs me to prioritize Community Circle Sundays in contrast to Worship Sundays. This is not a simple or intuitive balance to strike.

Our worship theme for the month is "Relationship," a wonderful reminder of why it is we gather together—not only for what we as individuals can gain from being here, but for how we come to know ourselves and our world better through encountering one another.

Current Projects:

- **Membership:** Laura White and Shannon and I are working to invite steady friends of Westside to become members. If all goes to plan, we will orient them in November and welcome them in a service in December. We are thinking about future changes that we might make to the membership onboarding process, and ways to bring together many congregational leaders to focus on welcoming newcomers and fostering growth.
- **Website Updates:** Shannon and I have been working to update our website content (not the overall design & structure) to be sure that information presented is accurate, relevant, and helpful for newcomers. Most changes will be small, but some I think will be quite useful. We are especially working to minimize the number of pages that need to be kept up-to-date with current information, and to point people new to our congregation on a very clear path to engagement. More to come on this.
- **Building Towards Covenanting Process:** This fall, while Pam Orbach is with us, the Right Relations Core and Wellbeing teams are very focused on continued skillbuilding as well as holding needed healing circles. In the spring, though, they intend to lead Westside through a covenant re-writing process. In preparation for this, I am reaching out to colleagues to learn more about covenant resources, and seeking advice on how to co-create a covenant that builds buy-in from the whole congregation.

Other Updates:

- Westside will host Larry Jones' memorial service on Saturday, November 11, with myself presiding. We expect this to be a big event needing a bit of volunteer support, and it is a great honor to be asked to celebrate Larry in this way.

- Our Nominating Committee has found its third member, Kathy Leotta, and is beginning to hold regular meetings.
- My Committee on Ministry has finally formed and will have its first meeting this Friday. The team consists of Laura Pierce, Rick Taylor, and Don Wahl.
- I have been accepted into a second unit of a Clinical Pastoral Education internship at Portland's Legacy Emanuel Hospital, to take place January-May of 2024. This pastoral chaplaincy program is one that I completed as part of my ministerial formation in 2022, and will be a place to continue my professional development in tandem with my work at Westside. As a half-time position, it will not affect my schedule. I will take Study Leave the second week of January for orientation.

Upcoming in-residence dates:

- Wednesday, October 18 – Sunday, October 22
Preaching, "What it is To Be Known"
- Wednesday, November 8 – Sunday, October 12
Preaching, "Roots Hold Me Close"
- Friday, November 24 – Sunday, October 26 (will work from Portland earlier in the week, and come after Thanksgiving)
Preaching, "Wings Set Me Free"

Amidst the changing seasons, and the feeling of upheaval in our country and our world, may we all strive for grounding and balance. May the work we do together be in alignment with our highest selves.

In spirit,

Rev. Carter

Post-Script: Notes from UUA Pacific Western Region:

I recently met with our regional staff liaison, Sarah Schurr, who asked me to pass on these invitations:

- There is an ongoing collaboration process about the UUA Regionalization transition, and there is an invitation to attend Zoom Town Halls this month. ([See more](#))
- In lieu of an annual in-person GA at a National Level, congregations are especially encouraged to participate in regional assemblies. The PWR Assembly has been announced for April 19-20th in the Denver area.

RE Monthly Report to the Board

October 16, 2023

It's been a full and blossoming month since the last report! Since a lot has been written for the weekly *Inside RE* newsletter, I will list some updates here and then will include the past week's newsletter as part of my report.

- We have 11 Sunday morning RE volunteers trained, on a rotation schedule, and excited to bring our weekly all ages RE class to life! Our materials (in the Social Hall) and operating processes are organized now, and the team is using Google Spaces and Google Groups for weekly planning and collaboration. I am grateful for the support of Leilani Davenberry who offered her energy and expertise to co-facilitate our teacher training session on October 8th, and who works with me each week in planning and bringing creativity to our programming. Our costume, sensory, and quiet spaces are Leilani's ideas, and they are making a significant difference with engagement of children and youth!
- Evidence that our new program, focusing on relationships, fun, and belonging, is working well –
 - We're hearing parent reports that kids are wanting to come to church, and aren't in a rush to leave.
 - Parents are also reporting that kids are making connections with each other and with RE volunteers that are impactful enough that they talk about them at home and want to come back to see their friends.
 - Our five RE stations (Craft Center, Game Table, Costume Corner, Sensory Station, and Quiet Space) are all getting full use so far, especially our costume station!
 - All ages are participating together in our opening and closing rituals to create a sacred and radically inclusive space, and even our teens are doing more laughing than resisting.
 - There is a lot of laughter and talking and everyone---children, youth and adults---seems to be finding joy in this experience.
 - On our 1st and 3rd Sundays so far, we have had parents come to participate in the whole community circle and in our Racial Justice kick-off, while their kids attended RE (2-3 families each time)!
- We are focusing on inviting families into multi-age events and activities that are a part of Westside's congregational life, to foster connection, intergenerational relationships, and engagement.
- The *Inside RE* weekly newsletter is becoming established and has been received with positive feedback. I'm grateful for Shannon's generous support in setting up the newsletter and parent list with me through Constant Contact.
- Our three new youth advisors, Neve Mazique-Bianco, Eli Breidford, and Alicia Finney, met for a three hour training/planning session, and more training is coming through a regional offering at the end of October. Our first Youth Group meeting of the year happened on Saturday, October 14th with three youth and all four of us advisers. It was connective, fun and productive, and we brainstormed activities for the year. We are currently planning to meet two+ times a month, mostly on Friday night or Saturday later afternoon – times that work best for our youth.
- Faith Iverson has graciously agreed to provide support for logistics and communications in our youth program this year, and she is attending the youth advisor training with me on October 28th. Amy Hance-Brancati is also offering support in overseeing logistics and building safety for some youth group events. I am so grateful for this help! We are not yet using our 5K funding allocated for a lead youth advisor.

- I am brainstorming and recruiting to explore the possibilities of putting together a creative Coming of Age offering that can be managed with our current capacities this year. If we can make this happen, it will be open for all high school youth, rather than targeting 9th grade.
- Rev. Carter and I (+ Worship Team and Scott) have mapped out four multigenerational services for the year.
- Our storytelling workshop is scheduled for November 12th from 1-3pm, and will be collaboratively facilitated by Leilani Davenport, Rev. Carter, and me. Leilani is taking the lead! We will have current and new members of the Time for All Ages team participating, including some youth, and we plan to open the workshop to anyone in the congregation.
- In this role I feel well supported and grateful for the collaboration with amazing staff colleagues and dedicated volunteers, and for the strong collaborative leadership of the board. I am making linkages between RE and our racial justice work and right relations work – bringing learnings into our programs for children, youth, families and with RE volunteers, and also crafting RE opportunities with the RR and racial justice teams.
- I am continuing to track my weekly hours, and continue to be over the 15 hour/week allotment this fall. I've noticed extra time being required to rebuild our RE programs after the pandemic, both in relationship building and also in establishing program foundations and structure with volunteers and families. Recently, I have established a pattern of approximately five working hours on Tuesdays, Thursdays and Sundays, and will continue to try to limit my work time outside of that, other than adjustments needed for events.

RE Stats:

We are still very small! We do have some new families who are beginning to attend consistently, and we have more and more parents communicating with me weekly about their attendance, indicating their commitment to being part of this community. Laura White, Shannon and I have communicated about families who might be interested in learning about membership now or later this year.

Attendance of children and youth (all ages) on Sunday mornings --

- Sept 24 – 12
- Oct 1 – 4
- Oct 8 – 8
- Oct 15 -- 4

RE Volunteers –

- We currently have 14 volunteers contributing through one or more roles to our RE program. Five of them have been volunteering in RE every year since I was the DRE starting in 2013!

Registrations –

- To date, we have 20 RE registrations representing 12 families for the 2023-2024 church year for children and youth from birth to 18.

Jade Wilde, Director of Religious Exploration





A family involvement lens on Westside's congregational life!

Welcome!

We're fully into autumn, and things are hopping at Westside. Weekly RE is happening, and this Sunday we kick off our parenting group. Another key focus in this newsletter is highlighting the many multi-age opportunities in our congregation's life. The value in multi-age connections and relationships is most significant when we grow in our familiarity with each other – knowing and being known. Having eyes light up in the face of a child or elder when they see each other in church, because they worked side-by-side cleaning out the garden for winter! Our relationships are such an important part of what helps us through times as complex as they are this fall, in our world.

This Sunday



3rd Sunday of the Month: Parent Group and RE Class

Leilani Davenberry and Noella Natalino are co-facilitating this monthly group, and the three of us have been brainstorming and planning! We're so excited to be able to offer this opportunity specifically for parents and caregivers.

We'll meet for this first kick-off from **10:30am—11:45am**, and RE class will be offered at the same time. We already have other things happening in the church on this 3rd Sunday (a Covenant Group, and a community circle for mourning), so our building will feel warm and welcoming. Come for a cup of coffee as we get things set up, any time after 10am.

You can park in the lot (leaving spaces for those who need close accessibility) or on the street, and enter through the Social Hall door. This is where you'll sign your kids in for RE. Parents will meet in our cozy Library Room on the 3rd floor this time.

Here is the description we shared in the Westside Week:

In this monthly meeting time, we are creating a space of connection for parents and caregivers to share, and to give and receive support. We are offering interest-based content for parents and caregivers; topics such as family rituals, creating holiday traditions, having hard conversations, and parenting/caregiver strategies; and we will break into sub-groups based on topic or child age as desired. We will occasionally feature special speakers. All are welcome to join any or all meetings – no RSVP is necessary.

For more information contact Jade Wilde (dre@wsuu.org), Leilani Davenport (leilani@wsuu.org), or Noella Natalino (nnatalino@gmail.com).





Connect and Explore All Ages RE Class (Social Hall)

We've been having fun with preschoolers through high school youth (and parents too!) in our all-ages RE class. There is something for everyone, and within our structure and sacred "container," we are supporting children and youth in their autonomy, self-care, and choice-making.

So far – there has been a lot of laughing and relationship-building that is evidence that this is a good direction for RE right now!

THIS WEEK – In addition to our games, crafts, and other stations, we will have an apple taste-testing experience!

Our teaching team this Sunday is Jeanette Hitch, Thomas Terence, Marie Kaz, and Scott Iverson.

A note about snacks: Our weekly RE snack offerings are selected based on the registration information we've received. If your child has an allergy we need to know about that hasn't been shared on a registration form, please let us know when you sign in on Sunday morning.





Calling all costumes!

Our costume corner is a way that we're encouraging self-expression, modeling radical inclusivity, and of course, having fun. It's getting great use already, which is highlighting to us that this is a winner, and could use some expansion. If you have some fun costume items (in pretty decent condition) of any size at home that you can contribute, we are happy to receive them to grow our collection!

Youth Group



Our Youth Group Kick-Off is tomorrow!

Saturday, October 14th from 4pm—6pm

We're meeting in the Fireside Room to hang out – snacks, low music, board games, books, stuff to draw with or write with, getting to know each other – low key. Youth can be dropped off in the parking lot and can come in the building on the outside stairs up to the Sanctuary door – the closest entrance to get to the Fireside Room.

Our Young Adult Advising Team is super excited to get to know our youth --

- Neve Mazique-Bianco is returning to continue working with our youth ministry
- Eli Braidford, who went through high school youth group here, is returning to Westside as a new youth advisor
- Alicia Finney, niece of Steve and Judi Finney, is joining us as a new youth advisor

All questions and RSVPs are welcomed! (Jade – dre@wsuu.org)

In other youth related news...

- Some of our advising team will be attending a regional training on Saturday, Oct. 28th, co-facilitated by Eli (one of our own advisors).
- We're working to find a regular time and rhythm for youth group. For now, we are holding these dates as possibilities –
 - Friday, Oct. 20th from 7-9pm
 - Friday, Nov. 10th (no school in SPSS – still thinking about timing)

- I am exploring possibilities for a creative way of offering a **Coming of Age** program for our youth this year. If you would like to help brainstorm about this, please let me know!

Looking Ahead

Sunday Mornings

- **October 22nd** – 4th Sunday Regular service and RE Class in the Social Hall. As requested by our kids, we're having a **special focus on unicorns and rainbows** this week! Begin gathering costume supplies and sparkly things, and come prepared to make some unicorn fluffy slime!
- **October 29th** – This is a 5th Sunday of the month, so no church activities are currently planned on this Halloween weekend.
- **November 5th** – 1st Sunday Whole Community Circle focused on Allyship. All are welcome! RE class will be held in the Fireside Room.
- **November 12th** – 2nd Sunday Regular service and RE Class in the Social Hall. **NOTE:** This week we will have a memorial slide show. This is an opportunity to honor any family member or friend, or any beloved family pets by sending in a photo to be included (by Nov. 5th, to Shannon at office@wsuu.org).
- **November 19th** – 3rd Sunday Parenting Group and RE Class in the Social Hall.
- **November 26th** – 4th Sunday Regular service and RE Class. We're baking cookies this day!! After the service we'll share lunch, and work together in a "greening" of the Sanctuary – decorating for winter holidays. Scott Farrell will be playing holiday music on the piano, and children and youth are invited to make and decorate

cookies that we'll share with everyone once the "greening" is complete!

Congregational Life Multigen Opportunities



Become a Greeter!

Middle and high school youth are invited to consider joining our team of Westside Greeters! Greeting is a great way to build relationships, and an easy way to offer service in our community. We'll provide a little training, and youth just need to arrive at 10am on the Sundays they've signed up to greet!

Contact – Joan Whitley (jmwhitley@comcast.net)





Westside Strummers

This is a wonderful multi-age music opportunity for family fun!

Lisa Maynard and other musicians offer this strum-along every 2nd Saturday of the month from 4pm—5:30pm. If the weather is good, they meet under the tent in the parking lot, and if not, they meet in the Social Hall. Bring a ukulele, guitar, or other stringed instrument, or just come and sing! Lisa provides online resources for practice at home, and notebooks to use during the strum-along. This is perfect for middle or high school aged youth!

If you're interested, come tomorrow, Oct. 14th, and put Nov. 11th and Dec. 9th on your calendars!

Contact -- Lisa (lmaemaynard@gmail.com)





Gardening

Put Saturday, October 21st on your calendar if part or all of your multi-aged family would like to do some autumn gardening together! Our garden team is meeting from 9am—12pm to care for our church grounds. Anyone is welcome to join for any part of that, and this is a great multi-age opportunity. Come to learn or contribute to the process of readying the garden for the cooler fall and winter months, and share snacks!

One note – this is realistically more work time than social time, to accomplish what needs to be done in the garden, and parents will need to supervise their kids. And also, it can be child friendly -- the team is led by two long-time RE volunteers who love working with children, Kim Frappier and Amy Hance-Brancati. :-)

Contact – Amy (amychance55@gmail.com)





Make Cards to Send to our Partner Church in Romania

Saturday, October 21st -- Ginger Brewer, one of our dynamic and active elder Westside members, is opening her beautiful home (she is an artist) from 2—4pm to create holiday cards to send to our beloved partner church community in Romania. This will be an intimate environment to be creative and to send warm wishes across the world, while getting to know Ginger and our Partner Church team. Children and youth of all ages can come with parents/caregivers to enjoy the company and participate in this gift of service!

Contact – Ginger (gingerbrewer@seanet.com)





Pie Sale

Sunday, October 22nd is a fabulous Westside pie sale day! This makes social hour really fun, because you can buy and eat all kinds of delicious pies. Also, this is a great opportunity for families to bake together – sign up to make a pie to contribute (which is also a community service activity). And if your older elementary through high school age child wants to help with the pie sale that day (actually “selling” the pies), please let me know ahead of time and we’ll get them connected! We have great aprons for this, and it’s also a community service activity. Plus it creates an easy entry point for kids to engage with adults of all ages.

Contact – Marie Kaz (Mkazwood@gmail.com) or Dana Welch (danakatewelch@gmail.com)





Storytelling

If you love telling stories, or if you're curious about it, come to our storytelling workshop! In our UU tradition, we create a space for a really cool liturgical element we call the "Time for All Ages." Mostly, this is a time for telling stories, though we do have other all-ages activities sometimes too. We have a story telling team here at Westside, and we are reviving it with a workshop on **November 12th, from 1pm—3pm**. We'll learn about storytelling traditions and techniques, and there will be an opportunity for the team to sign up for the TFAA story on different Sundays. The TFAA can also be a team approach – so kids could work together, or they could work with parents or other adults to put together a story telling plan.

Contact – Jade (dre@wsuu.org) or Leilani (leilani@wsuu.org)

PLEASE COMPLETE THE RE REGISTRATION (if you haven't already)

For the safety, support, and well-being of all of our children and youth at WSUU, we want to ensure that everyone has a current registration form on file. For those of you who have been filling one out each year, I'm so sorry we don't have a better system. I believe we'll get there,

and if any parents want to help us to build a system that doesn't require new forms each year, I will welcome that!

I hope you'll take time to read this year's registration form, because it communicates some of our priorities and how we are taking extra care with your children and youth. Thank you to everyone who has completed one already.

You can access the print forms any Sunday at church and complete them there, or bring them back to us. OR... you can complete it online!

[RE Registration Link](#)

Resources



There are things happening in the world all the time that involve violence, oppression, disaster, loss, and trauma. When an event as harsh as the conflict in Israel and Gaza is happening, it brings emotions and questions forward into our immediate consciousness, and into our nervous systems. And it's easy to feel a sense of overwhelm. We often see this translating into fear, concerns for safety, and a general increase in anxiety in our children and youth.

I'm finding some valuable information on our UUA web site (Unitarian Universalist Association), and invite you to check it out for guidance, and for resources including meditations to help reduce anxiety in our bodies, hearts and minds.

<https://www.uua.org/families/trauma>

[Redacted]

Any questions, needs or interests? I whole-heartedly welcome your connection!

Jade Wilde

Director of Religious Exploration

dre@wsuu.org

410-274-2018

[Redacted]

Westside UU Congregation | www.wsuu.org | 206.935.0418 | office@wsuu.org

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MUSIC DIRECTOR MONTHLY REPORT

October, 2023

It's been an eventful month, with the tragedy of losing Larry Jones, our drummer who has been such an integral part of Westside services for over a decade. I already miss him so much. What a wonderful soul.

ACTION ITEMS: No action items at this time

1. Past Services: September 24th was an opportunity to feature Brinegar and Harper Darnell on a song for our anthem that they did a wonderful job on. I look forward to further encouraging children and youth to be an active part of our Sunday worship experience. On October 8th, Rainier Reunion along with Kathleen Tracy shared the musical leading responsibilities for the service with our guest minister, Deb Dahrting from PFLAG in recognition of National Coming Out Day. I was also happy to present a personal reflection on my own coming out story that was powerful for me to reconnect with.
2. Upcoming services: Our service on October 22 will feature both the Chalice Singers singing "Shine" and Gracie and Liz Bucklew with Kathleen Tracy singing a song that Rev. Carter had requested entitled "True Blue" by the group boygenius. It's definitely a departure from what we've offered before, and I'm looking forward to it. We've agreed to pay Kathleen for her time with us this day, as she'll be playing guitar on both "Shine" and "True Blue."
3. The Westside Chorale and Chalice Singers: We're meeting 3 Wednesdays a month and I've been truly enjoying having the space and time to work more intently on choral sound with our singers, and the results are very satisfying indeed. The freedom of not having to accompany rehearsals full time is a joy as well. I'm liking the flow of our time together, and look forward to having most of the members join us on Oct. 22, and the full Chorale for the November 12th service. Tim Deppe will be joining us on trumpet for "What a Wonderful World" on that date.
4. Drummer vacancy: I'll be starting the search for a new percussionist over the next month. I'll be asking for help from John Hansen, since he really leads the rhythm section. My hope is to have someone in time for our Christmas Eve celebration.
5. More: I've met recently with Rev. Carter about upcoming services, and we've started collaborating on a draft for Christmas Eve. I'm also looking forward to providing some background accompaniment for the Greening of our sanctuary after the service on November 26th.

In Harmony,

Scott Farrell

Administrator Report to Board October 2023

Happy October! I want to express some big gratitude to all board members and Rev. Carter for the excellent work/plans that happened during your retreat. I find this year's goals inspiring and look forward to partnering with you all, staff, and other volunteers to move toward them.

Date	Speaker/Special Circumstances	Attendance
		In-person/Views while streaming/ views since published/total views
9/24/23	Rev. Carter	64/5/10/79
10/8/23	Deb Dahrling from PFLAG	54/4/14/72
9/10/23	Rev. Carter/Ingathering	105/8/20/133

Offering Collection for September: For the month of September, our shared offering recipient was **SW Youth and Family Services**. We collected \$626.25 for them. WSUU portion of the offering for September was \$1461.52. The total offering received \$1430.96. This is \$656.81 more than August

Membership/New Interest: Current is now 145.

Membership and Admin worked together to make a list of those who should be moved to inactive status due to various reasons but largely, these folx have not responded to communications or pledge drive, have indicated to us that they no longer want to be members. A communication will be sent via mail to inform them that they have been moved to inactive status but also state that we welcome them back into membership at any time.

New Members: 0

Membership Resignations: 1 Amanda Meier Moving to CA

Memberships Changed to Inactive Due to lack on response to communication requests/pledge drive: 14 (Theresa Holappa, Ted Iserman, Cynthia Coppage, Ali Lakehart, Cilla Longoria, Patti McCall, Peggy Tlapak, Cherie Tucker, Wendy Swyt, Eric Winiecki, Joanne Cook, Connie Craig, Carole Stewart, and Jane Trestrail)

Welcome Forms Received: 0

New Visitors signed in at worship: 3

New Subscribers to email list: 16 (12 added as new RE subscribers by Jade, 4 directly from website)

Unsubscribed from email list: 5

Website Updates: Along with Laura White and Rev. Carter, I have been viewing many videos by Peter Bowden with an eye for improving our online presence for newcomers. We have already begun to make some changes. It would be lovely to find a volunteer with good web development skills to help with some of the more challenging architectural changes that we may want to make.

Right Relations: The last two weeks of September were busy with preparations for our two-day learning retreat. Tuesday and Thursday evenings are full with Core Team/Wellbeing Team meetings and NVC classes. NVC will wrap up in mid-October. I already see how this work is transforming how we are with each other in community and I am so grateful for all of the learning.

Facilities Issues and Updates:

Painting: Painting of the exterior window trim was completed and looks great.

Cell Tower: Members of our facilities team who spend time on the roof are concerned with potential exposure to the Electro Magnetic Field Radiation that can exist around the cell tower and other electrical equipment installed by T-Mobile. We are exploring the risk and will buy a protective jacket for volunteers to mitigate risk as we learn more details.

Restriping the parking lots: Striping in the parking lots is partially done. Much gratitude to Dan Day, Paula vanHaagen and Rose Sheppard for their labors on this task.

Water Leak in Social Hall: In late September our tenants reported seeing water puddles on the floor back by the lift. We investigated and could not find water above, on the window or ceiling. We are suspicious of a hole drilled through the social hall wall for electrical conduit for the lift that has puddy placed to waterproof it. The puddy wasn't securely against the wall. We have fixed that and so far no more water has found its way in.

Items taking extra time in September: website updates, facilities issues, right relations meetings and retreat.

Upcoming Time Away: I currently have no plans for vacation prior to the holidays.

In loving community,
Shannon