



Minutes of Annual Congregational Meeting - May 17, 2015

Call to Order:

President Joe Rettenmaier called the meeting to order at 12:05 p.m., on Sunday, May 17, 2015, in the sanctuary of the Congregation's church building at 7141 California Avenue SW, Seattle, Washington. He welcomed everyone to the annual meeting of the Congregation.

Chalice Lighting:

Ministerial Intern Kevin Lawson lit the chalice to open the meeting.

Quorum:

Acting Secretary Karin Cumming reported that we had exceeded the number of members required for the meeting. We needed 60 of our 238 members for a 25% quorum; 76 members were present.

Minutes:

The minutes of the May 18, 2014 Annual Meeting had been distributed. Pursuant to motion duly made and seconded, and after one correction as requested by Fred Matthews, the minutes were approved unanimously as corrected on page 2 under Annual Reports from Staff and Committees, at the end of line 3 in the second paragraph, changing "Planned Giving Task Force" to "Endowment Committee."

President's Report:

Joe said it is hard to condense the past year with all that is happening in our congregational life. Vitality has grown by leaps and bounds over the past two years that he has been president. He commented that the Board members are servants to the congregation for the purposes of carrying out our mission:

We are a caring community that celebrates and respects the diversity of individuals. We nourish our spiritual, intellectual, and ethical growth, take personal and collective action to promote social justice, and inspire and encourage each other to live the values we share as Unitarian Universalists.

Our core values were developed pursuant to the World Cafe in March 2014:

- We value diversity in our membership and respond to it by providing a diversity of programming.
- Our Sunday Services are inspirational, thought provoking, responsive to what is currently moving us, reflective of different voices and cultures and are filled with music.
- We are a close knit, fun loving community. We embrace inclusiveness. We provide ample opportunities for all to participate in congregational life.
- We love our children. We offer a strong religious exploration experience for children and adults alike.

- As a caring community, we provide pastoral care and support for our congregation. And as a caring community, we work for social justice.
- To ensure the future of our congregation, we are financially self sustaining and good stewards of our church building.

Achievements of the Board, in our transition from pastoral to program structure include:

Re-chartered core committees: Membership, Building, Stewardship and Finance.

Formed Leadership Assembly for committee and team leads, five meetings a year, to increase communication and improve collaboration among lay leaders.

Increased staff and staff compensation, because the larger we grow the more work there is to be done.

Established routine financial reporting, quarterly, to assess performance against our budget.

Joe noted that we rallied our ingenuity to eliminate a \$27,000 deficit--we're in the black! [\$134], but asked us to continue to pay our pledges to keep it that way.

Committee Reports

Social Justice - Activities include Lettuce Pray, White Center Food Bank, Orion Youth Center and Seattle Tilth - Just Garden.

Sunday Services - 57 services featuring our minister and ministerial interns, staff and member-led, including 6 multigenerational, and guest ministers or speakers.

Music Council - WSUU ensembles include Chorale, Chalice Singers, Celebration Singers, Men's Ensemble and rythm section, as well as an informal uke group. Also hosts NZIRA (marimba band) and Earthrise Group, which include members from larger community. Special musicians often include WSUU youth.

Joe noted that committee, team, group and administrative reports had been distributed on-line.

Joe presented an organizational chart showing the structure of paid positions and volunteer positions as contained in teams and committees.

Joe noted that we are in the third year of our three-year plan and 55 of 61 strategies are completed or underway.

\$10,000 has been given to local charities.

We have a thriving Religious Exploration program, with 160+ students and devoted volunteer teachers.

Membership is stable after "new home" growth.

Minister Emerita Resolution

Joe read the following preamble and resolution into the record of this meeting for action by the congregation:

According to the Unitarian Universalist Association of Congregations' Minister Emeritus/Emerita Policies and Procedures, the title Minister Emeritus or Minister Emerita is granted to honor long and meritorious service to a congregation where

the minister has given devoted and competent ministerial leadership.

In recognition of the contributions that Reverend Peg Boyle Morgan has made to the growth and vitality of Westside Unitarian Universalist Congregation over the last thirteen years, we wish to especially name our deep appreciation for how:

- she has served the congregation with a unique combination of compassion, intelligence and humor as well as sensitivity to the multiplicity of needs and wishes of a diverse congregation;
- she has ministered to members and friends of the congregation in our joys and our grief, and walked with us through the phases of our lives;
- she has consistently shared the ministry with congregational leadership, strengthening us for this time of transition;
- she has assisted us ably in the size transitions from family size, through pastoral size, and into program size congregation;
- she has inspired the congregation to seek transformation in our minds and hearts, our homes, our community and our world;
- she has supported and nurtured a highly collaborative and competent staff team;
- she has represented the congregation and the values and principles of Unitarian Universalism in the larger community, speaking out on issues of social justice, leading initiatives to recognize the rights and dignity of all persons, and putting her beliefs into action through interfaith collaborations.

Therefore be it resolved that Reverend Peg Boyle Morgan be granted the designation of Minister Emerita, effective on the twenty first of June, 2015. Be it also resolved that this designation shall be announced to the Unitarian Universalist Association, published in the UU World, and otherwise communicated to the greater Unitarian Universalist community.

Upon motion duly made and seconded, and after explanation that the effective date of the resolution is June 21 instead of June 30, the date of Rev. Peg's retirement, in order to be announced at the UUA General Assembly on June 22, the foregoing resolution was unanimously approved.

Revision to Fiscal Year End Date

Joe presented the following information for action by the congregation:

Westside Bylaws currently define the fiscal year in a short Article, as follows:

ARTICLE VIII – FISCAL YEAR

The fiscal year shall end on May 31 of each year.

In 2014, the Finance Committee recommended to the Board of Trustees that Westside adjust its fiscal year to end on June 30 of each year. The rationale for this change is two-fold:

- Improved timing: Between January 1 and May 31, Westside attempts to complete our three most significant fundraising and financial projects of the year – Auction, Pledge Drive, and Budget Development. Moving the fiscal year end to June 30 would provide an additional month to help separate our Pledge Drive and Budget Development projects. This extra time would allow the Stewardship Committee to carry out and report on our Pledge Drive results more efficiently. In turn, the earlier delivery of those results would improve Finance Committee and Board of Trustees forecasting when creating the following year's budget and would give the Congregation more time to review and lend feedback on proposed budgets
- Changing the fiscal year end date to June 30 better aligns Westside's tax cycles with the conventional IRS tax year

Upon motions duly made and seconded, after questions were raised regarding how this change would affect the election of officers, whether an amendment to Bylaws changing their terms was necessary, whether an annual meeting in June would be in danger of losing a quorum, it was resolved that Westside's fiscal year be changed to end on June 30 beginning with the 2016-17 fiscal year, that Article VIII be revised to read as follows:

The fiscal year shall end on June 30 of each year.

And it being further resolved that the remainder of the Bylaws be harmonized to reflect the foregoing change of fiscal year end and the Board of Trustees is authorized and directed to carry out this provision by December 1, 2015.

Financial Summary and Proposed FY15-16 Budget

Treasurer Michael Matz commented on the balance statement as of May 11 that had been distributed. It shows that we have over \$59,000 in the Operations checking account, over 117,000 in the building fund accounts, and with the value of the church building and land and the UUA loan costs, we have total assets exceeding 1.2 million, and that the liabilities, including the UUA loan, total \$635,000, for a net equity in excess of \$581,000.

There was a question regarding the building fund, which is divided between a savings account and a checking account, totaling approximately \$94,000. Joe reported that it has stayed the same for the last several years. We used some for maintenance and then transferred a sum exceeding \$7,000 from the general fund to the building capital reserve fund. This is the first year we did not have to transfer money from the building fund to the general fund for operations.

Joe commented that our income was below the current year's budget amount, but that is not necessarily a bad thing because we budget for the things we want and adjust spending as we go along. We did make the contribution to the building fund but not as much we had planned. The pledges did not meet the budget expectation so adjustments were made to balance the budget. In addition, there was a \$2,000 decrease in merchant income as reflected in the budget. Operations are steady and UU organizations' dues are steady.

Lisa Reitzes made a motion to approve the proposed budget and Steve Becker seconded the motion.

There was a question about the cost of the interim minister. Mark Newton explained that we lost at least two of the three candidates because of the issue of compensation at \$96,200. The UUA midpoint is \$113,300. The Board boosted the amount of our offer by \$7,000 but it was not accepted because the benefit package was substandard as well.

Steve asked what we need to do to add to the compensation package. Mark said that our current offer package is a little over \$103,000. This is for a two-year interim minister and the second year we will concentrate on the issue of a permanent minister. It was noted that Rev. Peg gave us an enormous gift by not accepting a pay raise and by accepting less for a medical package. We need congregational development to get to a position to pay an adequate ministerial salary.

Matt Aspin, as incoming Membership chair, said the challenge will be to help more people find us and strengthen those things that make us great. We need more people who want to contribute to this endeavor.

Joanne Cook said the program income is misleading and she would like to see it reduced by the amount of funds listed as designated transfers from the building fund and memorial donations and those designated transfers listed separately as funds to cover the deficit.

Eileen Duffy asked about the budgeted amount for janitorial going down and landscaping being zero. The janitorial hours were reduced from 4 hours to 3 hours per week and the landscaping team spent \$0 last year. Rose reported that they applied for and were awarded a \$1,000 Tilth grant.

Jill noted that there was a \$5,000 minister's sabbatical fund balance for Peg. She gave it to us to use and the Board will use it for the interim minister's moving expenses.

Two corrections to the proposed budget were noted, at line 5.100.450 changing "DSL" to "Comcast" and combining lines 4.100.300 and .302 to indicate that the rental income includes the electricity reimbursement.

Upon call for the vote, all voted to approve the budget, except Alan Mendel and Joanne Cook who were opposed and Jill Fleming and Fred Matthews who abstained.

Nominating Committee Report

Alan Mendel thanked Patti McCall and Laura White, as well as incoming member Eileen Duffy, who actually participated this year, and recommended the following nominations, with Glenn Phillips remaining on the Board of Trustees, acknowledging departing trustees Matt Aspen, Shannon Day and John Britt, as well as Lisa Maynard, Secretary, who could not be here today, and Joe Rettenmaier who is coming back to the Board as past President.

Election of Officers and Trustees

Viv Monahan, President
April Kristjansson, Vice President
Michael Matz, Treasurer
Jean Mendel, Secretary
Glenn Phillips, Trustee at large (second year of two-year term)
Tracy Burrows, Trustee at large (first year of two-year term)
Joe Rettenmaier, past President (1-year term)

Election of Endowment Committee Members

Steve Becker (third year of three-year term)

Marion Kee (second year of three-year term)
(Third position currently vacant)

Election of Nominating Committee Members

Laura White
Alan Mendel
Eileen Duffy

Upon motion duly made and seconded, the foregoing nominees were elected unanimously.

Introduction of President-Elect

Alan invited our new President to say a few words.

Viv said that it feels good to be here, there is lots of warmth here and she is proud of us. Our structures are strong and she encouraged the congregation to read each committee report.

We are in this together. We have a lot of talking, soul-searching and fundraising to do. Peg has played such a role in our lives, making us strong, vital and organized, and we will need to acknowledge that and how we are doing with it. She shared a quote from an ancient yogi about the role of inspiration in our lives, and said there is nothing we cannot accomplish together. Go Westside!

Ministerial Intern

Mark Newton reported that it is the last time ministerial intern Kevin Lawson is with us. Upon motion duly made and seconded, it was unanimously agreed to direct the Board of Trustees to prepare a statement extending our appreciation to Kevin Lawson for all that he has brought to this congregation and deliver it to him on June 6, his last day.

Adjournment

The meeting adjourned at 1:55 p.m. after closing words by ministerial intern Kevin Lawson.

Karin Cumming, Acting Secretary

Attest:

Joe Rettenmaier, President

**WSUU Congregational Meeting Minutes
December 13, 2015**

At 12:03 p.m. Viveca Monahan, president of the board of trustees, called the meeting to order and ascertained that a quorum of 80 members was present.

Rev. Beatrice Hitchcock led the chalice lighting with a reading of "Be the Change" from the book This Sacred Place.

1. Viveca explained the board called this meeting in response to a large number of members who requested that Westside UU take action to support the Black Lives Matter movement. Also in response to the 2015 UUA General Assembly's Action of Immediate Witness which calls on all UU congregations "to take initiative in collaboration with local and national organizations fighting for racial justice against the harsh racist practices to which many black people are exposed."

From the Black Lives Matter website: Black Lives Matter is a movement working for a world where Black lives are no longer systematically and intentionally targeted for demise..." "When we say Black Lives Matter we are broadening the conversation around state violence to include all of the ways in which Black people are intentionally left powerless at the hands of the state We are talking about the ways in which Black lives are deprived of our most basic human rights and dignity."

Viveca went on to say the purpose of this meeting is to put to a vote a decision to allow Westside UU Congregation to support the Black Lives Matter movement by placing a banner on our building.

Following an explanation of procedural guidelines for the day, Viveca asked for a motion from the floor.

2. Joe Rettenmaier moved that we hang a banner on our building in support of the Black Lives Matter movement. Peggy Abby seconded the motion.

Discussion of the motion included a number of question as:

- a) what will the banner look like? b) what is the commitment we are making along with the banner? c) is there any chance to include a holder for information slips with the banner? d) are we putting up a banner or will we do more of substance along with it? e) how will we pay for it? f) how long will we have the banner up on the building? g) should we include language that we maintain the banner regardless of potential damage?

3. Soph Davenberry moved an amendment, seconded by Ursula Ham.

4. After some discussion, April Kristjansson moved the following amendment to replace and simplify Soph's amendment with a second by Paula vanHaagen.

Add to Joe's motion, " and also to represent congregational commitment to the Black Lives Matter movement."

This makes the motion: "We, Westside UU Congregation, hang a banner on our building in support of the Black Lives Matter movement and also to represent congregational commitment to the Black Lives Matter movement.

The motion to amend passed by a large majority.

5. Following further discussion about what our commitment, adding a picture of the banner to our website with link to information about how we got to this vote and what it means to us and how we might respond to potential backlash, Linda Tally moved the question with a second by Arline Borella.

It passed unanimously.

The meeting was adjourned at 12:55 p.m.

Westside UU Annual Meeting
Sunday May 17, 2015 12:00 pm, Sanctuary

AGENDA

- | | | |
|-----------------|--|---------------------------------|
| 12:00 pm | Welcome
Chalice Lighting | Joe Rettenmaier
Kevin Lawson |
| 12:05 | Approve/Amend previous minutes from May 18, 2014 Annual Meeting | |
| 12:10 | Report from President
Reports from Committees | Joe Rettenmaier |

New Business

- | | |
|--------------|---|
| 12:25 | Act on Minister Emerita Resolution |
|--------------|---|

Minister Emerita Resolution

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In recognition of the contributions that Reverend Peg Boyle Morgan has made to the growth and vitality of Westside Unitarian Universalist Congregation over the last thirteen years, we wish to especially name our deep appreciation for how:

- she has served the congregation with a unique combination of compassion, intelligence and humor as well as sensitivity to the multiplicity of needs and wishes of a diverse congregation;
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Therefore be it resolved that Reverend Peg Boyle Morgan be granted the designation of Minister Emerita, effective on the twenty first of June, 2015. Be it also resolved that this designation shall be announced to the Unitarian Universalist Association, published in the UU World, and otherwise communicated to the greater Unitarian Universalist community.

Approved this 17th day of May, 2015 by the members of the Westside Unitarian Universalist Congregation in Seattle, Washington.

12:30 Act on proposed revision to Westside’s fiscal year end date

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would give the Congregation more time to review and lend feedback on proposed budgets

- Changing the fiscal year end date to June 30 better aligns Westside's tax cycles with the conventional IRS tax year

Therefore, be it resolved that Westside's fiscal year be changed to end on June 30 beginning with the 2016-17 fiscal year, and Article VIII be revised to read as follows:

The fiscal year shall end on June 30 of each year.

12:35	Financial summary and proposed FY15-16 budget	Michael Matz, Joe Rettenmaier
1:00	Nominating Committee Report	Alan Mendel
	<ul style="list-style-type: none">▪ Election of Officers<ul style="list-style-type: none">• President – Viv Monahan• Vice President – April Kristjansson• Treasurer – Michael Matz• Secretary – Jean Mendel• Past President – Joe Rettenmaier▪ Election of Trustees<ul style="list-style-type: none">• Trustee – Glenn Phillips (serving second of a two-year term)• Trustee – Tracy Burrows (serving first of a two-year term)▪ Election of Endowment Committee<ul style="list-style-type: none">• Steve Becker – serving 3rd of a 3 year term• Marion Kee – serving 2nd of a 3 year term• 3rd seat empty at this point▪ Election of Nominating Committee<ul style="list-style-type: none">• Laura White• Alan Mendel• Eileen Duffy	
1:05	Report of President Elect	Viv Monahan
1:10	Extinguishing the Chalice	Kevin Lawson
1:10	Adjournment	Joe Rettenmaier

FY2015-16 BUDGET PROPOSAL

	FY2015-16	% of Total	FY2014-15	% of Total	Change\$	Change%
<u>Income</u>						
Pledges	\$ 252,840	59%	\$ 280,360	65%	\$ (27,520)	-6%
Donations & Gifts	32,470	8%	19,340	4%	13,130	3%
Fundraising	53,000	12%	50,300	12%	2,700	1%
Merchant/Scrip	5,500	1%	7,550	2%	(2,050)	0%
Programs	34,448	8%	29,300	7%	5,148	1%
Rentals	47,473	11%	45,273	10%	2,200	1%
Total Income	\$ 425,731	100%	\$ 432,123	100%	\$ (6,392)	-1%
<u>Expense</u>						
Ministry	\$ 98,505	23%	\$ 116,012	27%	\$ (17,507)	-4%
Music	55,484	13%	52,661	12%	2,823	1%
RE	82,978	19%	81,978	19%	1,000	0%
Bldg Loans	48,560	11%	48,560	11%	-	0%
Bldg Maint & Utils	23,776	6%	32,365	7%	(8,589)	-2%
Admin & Staff	40,519	10%	31,422	7%	9,097	2%
Operations	23,151	5%	22,716	5%	435	0%
Dues	20,438	5%	20,438	5%	-	0%
Fundraising	13,700	3%	12,700	3%	1,000	0%
All Other	18,620	4%	13,271	3%	5,349	1%
Total Expenses	\$ 425,731	100%	\$ 432,123	100%	\$ (6,392)	-1%

Westside UU Congregation Annual Reports from Staff for the period June 2014 – May 2015

MINISTRY

MINISTER'S 2015 ANNUAL REPORT

Submitted by Rev. Peg Boyle Morgan

Activities and Accomplishments from June 2014 to May 2015

Rites of Passage

Weddings. It was my delight to officiate two member weddings this year, for Gabby Guncay (Lanier) and Andrew Lanier and for Patti McCall and Charlie Wilson. May they live long and happy together!

I also officiated six weddings of non members—with two of them being couples I knew from my days at University Unitarian Church. Some of you have asked how many weddings of gay couples I have officiated since marriage equality became a reality here in Washington State. So far, 24 couples—10 couples from Westside, one couple who were former members who moved to Tacoma, and the others from the greater Seattle area and from out of state.

Memorials. I attended the memorial for Joy Pickering, long-time member, held at her assisted living facility, and participated in Judy Lyn Sweetland's memorial, also held at her assisted living facility.

Child Blessing. In December we blessed the unique preciousness of the children of Signe Lalish and Trevor Menagh: Orson and Eowyn Lalish-Menagh.

Coming of Age. I appreciated the opportunity to participate in the beginning and ending rituals of our wonderful Coming of Age youth this year.

Little Free Library. We dedicated our Little Free Library with a special ritual, well attended by an overflow crowd on the sidewalk! Big thank you to Ursula Ham, John Monahan, and Mark Mackay for making this a reality!

Adult Religious Exploration

Life Lines Reading Group. This was a small group of five who read aloud the words of one of our talented recently deceased UU ministers, the Rev. Forrester Church. It was a follow-up reading group from last year when we read aloud words of 19th century UU ministers.

End of Life Planning. I led a "Planning Your Own Memorial Service" workshop attended by 20 members, in which we discussed the meaning and purposes of memorials. We also touched on Five Wishes, which extends the conversation we might wish to have about our final days, Ethical Wills (Spiritual legacy), and People's Memorial Association.

Compassion and Choices. I organized a workshop led by the Compassion and Choices nonprofit, which is dedicated to supporting our end-of-life wishes, through directly assisting with our WA State “hastening death” law, and through workshops regarding health care directives. 150 attended including 16 from our congregation.

Spiritual Study Group. My monthly group, which has been in existence now for several years, continued by exploring and personally engaging and sharing our personal responses to the Buddhist wisdom writings of Jack Kornfield’s book, *After the Ecstasy, the Laundry*. I am deeply grateful to the many people who have, over the years, joined with me in authentically sharing the spiritual journeys, joys, and struggles of our lives—sharing with humor and with a desire to continue to grow our spirits. We have, I believe...certainly I have..., grown in awareness and healthy practices for our day to day lives.

Worship

I enjoyed another year of collaborative worship planning with the members of the Worship Council, including our Worship Council retreat. I preached at 20 Sunday services and was the planner and service leader at four more; I led five Thursday evening contemplative meditations (thank you to Kevin Lawson, Charlie Wilson, Shelby Greiner and Will Haggerty for taking the other weeks!) and two Christmas Eve services. I also enjoyed a pulpit exchange with the Rev. James Kubal-Komoto, Saltwater UU, and preached one Sunday at East Shore Unitarian in Bellevue to help out their minister. It has been my honor to work collaboratively with the Council and staff to create services that aim to be transformational, comforting, challenging, authentic, and celebratory. I am deeply grateful to you all...what a privilege it has been to work with such a dedicated team.

Social Justice

This year I coordinated a Puget Sound UU gathering for the 50th Anniversary Martin Luther King March. We designed special Westside *Standing on the Side of Love t-shirts*. And we held a demonstration for *voting rights* at the junction, in solidarity with UUs in other states working to overcome the new restrictive voting laws.

Pastoral Care

Our pastoral care team is in transition with the advancement of Chairperson April Kristjansson to Vice President of the Board of Trustees. We welcome Judi Finney to being the new Chair of the Care Team. Thank you to April for much time and dedication to our team!

We have had a number of new people join our helping hands part of the pastoral care team, for which we are enormously grateful. Acts of bringing meals, providing rides, and just checking in with folks are so important. Several people are volunteering to be care coordinators for when a person needs some ongoing assistance. Thanks so much to Laura Ehret who has ably defined and trained people in best practices for this role.

The Pastoral Visitors Program (originally called Pastoral Listeners) is now dissolved. Most of our original team of six people have all transitioned to other roles in the church...teaching, becoming our office administrator, two becoming Board presidents one year after the other! Thank you to Rand Cufley,

Shannon Day, Joe Rettenmaier, Viv Monahan, Jean Mendel, and Rev. Barbara Burke for your time on this team!

Right now the biggest unmet need is rides...rides to doctors, rides to Sunday morning church, rides to activities. If you can give rides, let Judi or the office know (the office will pass your message on to Judi).

Administration

Office administrator: With the advent of the office administrator position moving to ½ time on June 1, 2014, working three days a week instead of two, I have been able to delegate a great deal. So from my point of view I have accomplished much training and delegation. Our office administrator, Shannon Day, mentions some of the specifics in her report. It is not practical to list all the tasks she has taken on, but I will say that in addition to what her report mentions, I want you to know that she now does all the State of Washington nonprofit annual reports and renewals, and responds to our Church Mutual insurance company with updates when requested. She also creates documents for special occasions with much talent, such as our Interim Minister Search packet, and has designed our new e-news communications working with a new communications software vendor. A good sign of progress is that she does weekly things that I don't know how to do! What a joy to work with her!

Bookkeeper: Our bookkeeper, Carie Lorensen, retired as of December 1. She was a contractor and a highly experienced and well-paid bookkeeper. Carie and I designed a Bookkeeping Manual that has been integral to the transition to our new bookkeeper employee. We hired a person new to bookkeeping, at a lower cost per hour—a person who was learning to use our Church Windows integrated software at her other church job. She came with some knowledge, thus, but there are many details to tame in our particular financials. Renee Hipp is indeed taming them. She will be taking college classes in bookkeeping/accounting beginning in June.

Archive Review: A crackerjack team recently helped me sort through the archives of years of financial data. We used a well-formed and comprehensive policy on retention of records shared by another UU church. We have set up a system now of file drawers full of records that can be shredded in specific years, thus making future review and decision-making unnecessary. Thanks to Judi Finney, who brought her bookkeeping knowledge, Linda Tally who brought her librarian skills, and Stina Lane-Cummings who brought her high-level organizational skills!

Staffing

Words cannot express how proud I am of our staff, Bert Gulhaugen, now CERTIFIED Music Director, who understands the transformative power of all kinds of genres of music! Dr. Betsy Lowry, DRE who clearly loves children, youth, and their parents! Who serves with passion, knowledge, commitment, and joyful spirit! Shannon Day, so creative, so courageous to tackle new things, and such a joy to work with. Dejon and Marie who with dedication each Sunday spend their afternoon cleaning up after us. Renee Hipp who is eager and open to learning new things and so very easy to work with.

Intern Minister. It was an enriching year to have Kevin Lawson with us as our intern minister. I chose him upon meeting him at our ministers' retreat, because I believed he was special. Now you all know that too. Thank you to Lisa Reitzes, Chair of the Intern Committee and the members of the committee

(Debra Duff, Larkie Gildersleeve, Kevin Lane-Cummings, and Fred Matthews). I am grateful for Kevin's many gifts, above and beyond any specific Learning Service Agreement we had, and am so pleased for him that he has been granted fellowship as a UU minister. I look forward to his ordination perhaps in the fall, in Portland, Oregon!

Organizational Transition Processes

Leadership Assembly: I pleased to have supported Trustee John Britt as he has led our Leadership Assembly (made up of committee and program chairpersons and leads). With John's leadership, the Leadership Assembly has met several times discussing issues of common interest and concern, and I have found each meeting to progressively offer deeper significant conversations.

World Café on Congregational Vitality: I lent support to this event, which gathered a full social hall of our members to discuss the experiences and deepest meaning of experiences of membership, of being a part of community in general and Westside in particular. Ably facilitated by Matt Aspin, we envisioned enhancements to our community that we thought would bring deeper satisfaction to our membership and involvement.

General Assembly: I have been encouraging people to go to the General Assembly in June in Portland, as I know what a wonderful experience GA can be, and our leaders will learn a lot from the workshops about rich ideas for our current developmental stage. We held an orientation for the 34 people who are going.

Goals for Next Year

This is my last annual report as your full time called minister. I will have two more sermons to share with you, one on June 7 that will answer the question...what have been my "three sermons" all these years (ministers are said to have really just three sermons)! And on June 21 my sermon is on my "charge to the congregation"...what I hope for the congregation over the next handful of years!

Goals for next year? Hmm...with my retirement on June 30, my one goal for myself is to support the interim minister in whatever way they wish. I anticipate a profound and meaningful year for the congregation.

INTERN MINISTER'S REPORT

Submitted by Kevin Lawson

Blessed! What a wonderful internship year it has been to be with you all here at Westside, from Ingathering to birthday parties, special holiday services, teaching UU history and other special classes to officiating memorial and wedding services. A true year of ministerial training and development, all while being supported, nurtured, and cared for by a loving community of committed folks. Thank you Westside UU Congregation, for welcoming the stranger, for growing a minister into his calling, polishing the rough spots, and appreciating the passion. Thank you for welcoming me to committee meetings, activities, and events—all of these and more are the key components to a successful internship. I am not sure we all might have known what to expect as we embarked on the year to come last August, but as the year has unfolded, what a joy it has been to be your intern! The experience has been full and rich. Attending the fall youth conference and getting to be with and experience our fine youth as they engaged and interacted with youth from across the northwest, a remarkable experience. Westside, be proud—you have caring and committed youth who are growing into the future leaders of our faith tradition. Our high school youth are talented, caring, and committed to the best of community support and nurturing of one another. Working with our youth has been a highlight to my time as your intern minister.

Leadership – Working with your Board of Trustees has been an experience of seeing commitment and love in action. From first steps as your intern and being asked to facilitate their fall gathering and board retreat, an honor! To witness the care and concern this fine group of individuals has undertaken on behalf of the larger community is impressive, to have recognized a financial deficit early in the church year and to now by year's end be at or nearly at balanced budget is no small feat. Your Board leaders have been your strongest and most deeply committed individuals toward fundraising; this is impressive given the additional leadership concerns they have been presented with this year. I am mightily impressed by the commitment and care of community expressed by each of these fine folks. Thank you for leading by example, teaching by action, and showing an intern minister just how a healthy and committed board can function well and offer caring one to another on the board, and for the whole community! Additionally with regard to leadership, there is an emerging and necessary key component in the "Leadership Assembly." This group of committee chairs and special events key leaders comes together to provide key networking and two-way information flow. This is going to be a key component to the near future of Westside as the community lives through transition to your next called minister. Thank you to each of you who have supported and attended these leadership round circle sessions of sharing, listening, and learning—a most effective model for community leadership.

Program and Office Staff – Here again, let me offer my most sincere appreciation. I was welcomed from day one as a full and integral part of the team here at Westside. This is quite simply not always the case for interns, whether in ministry or elsewhere. The caring, committed, and covenantal way in

which the staff of Westside strives to work and to be with one another is a key learning for my future ministry. I will cherish the moments of grace and learning, honestly from the high points of when it all went smoothly and well. Additionally, quite deeply from my heart for the caring and the commitment to being in right relationship when there were bumps and grace was needed and offered from all sides to reflect, restore, and to begin again in love. Thank you for providing an internship of teaching, learning, and respect.

Supervising Minister – I share my appreciation to the universe that Rev. Peg and I crossed paths in my ministerial formation and beginning attendance at ministerial conferences and training retreats. From the small seed of a conversation and a possibility grew an internship opportunity. Peg, I am forever indebted to your kindness, your leadership, and your commitment to growing and sharing forward our beloved faith tradition. Unitarian Universalism has a saving message—of healing, hope, and wholeness, now. Now in the present lived experience we are each proceeding along in our daily lives. Your leadership in developing Westside to becoming a teaching congregation is a blessing to our larger faith tradition and a gift to the local community. I am but the most recent recipient of this gift of time and talent from your ministry. Thank you, I am blessed, to have been in community as your life now calls you forward to next stages and retirement. Blessings on the journey ahead and in the sharing as a Master Gardener.

With heartfelt appreciation, Kevin

RELIGIOUS EXPLORATION FOR CHILDREN AND YOUTH

ANNUAL REPORT to WSUU Board of Trustees and congregation

Submitted by Betsy Lowry, Director of Religious Exploration for Children and Youth

May 9, 2015

Another beautiful year – my second full year – of serving as your Director of Religious Exploration. I am grateful to be part of such a healthy, loving community that is infused with the energy of children and youth. You welcome, integrate and support our children and youth in many wonderful ways, and I believe we glow with the benefits of our multigenerational exchange! I continue to see relationships as a key part of the core of what we're about and why we choose to be in community together. This year certainly validated that notion, as I enjoyed being part of the growth and development of so many young people that I'm learning to know more deeply, and seeing connections flourish between children, youth, and adults. I am especially warmed by the commitment so many members of our community make to our RE ministry, being present with good spirit for children and youth on Sundays and well beyond – even offering sleepless nights and weekends for special events! We are a very fortunate group to have this kind of passion and dedication, and I believe our children will carry the gems of these experiences with them for the rest of their lives.

This year was also a bit of an experiment. Early in the fall, with great support within our community and support from local colleagues, I examined the role of a DRE closely and how to best balance the priorities and responsibilities of this role with a reasonable time commitment to the work. I believe this is important to remain energized and positive in this role, but also to reasonably represent what a full-time position can offer in the community in a healthy way. What resulted was a focus on core programming, and reducing some of the ways we were growing and enhancing our opportunities for kids to learn, serve and connect. Reducing some of those opportunities allowed me and our part-time RE staff and volunteers to offer strong programs within the resource level our community can support at this time. While it was hard to let go of some of the beautiful things we were able to make happen last year, it was also good to see what flourished this year even within resource boundaries. And I didn't live at the church, which is probably healthier for any DRE Westside supports at any time!

Activities and accomplishments from June 2014 to May 2015

- Provided Sunday morning religious education to 160+ children and youth in 8 classes from infants to high schoolers with more than 42+ religious exploration teachers and volunteers.
- Changed our curriculum for pre-k through 5th grade, based on the Montessori-based model of Spirit Play, driven by a rich story telling practice. We ensured that each of four classes (pre-k, k-1, 2nd-3rd, and 4th-5th) had 29 story baskets this year, a total of 116 baskets!
- Offered Youth Group to high schoolers every week with few exceptions on Sunday evenings with a team of four dedicated advisors.
- Offered a Coming of Age program from October through April to 6 youth with three dedicated teachers and six supportive mentors.
- Provided stories, songs, and skits for 52 Times for All Ages with a wonderful story telling team for all of our Sunday services.

- Offered a 2014 summer RE program with three levels to accommodate different age needs.
- Offered K-1 OWL two times to accommodate our growing numbers.
- Offered four Chalice Chapels in the Social Hall for all of our elementary and middle school children, focusing on mindfulness and our five senses.
- Offered five multigenerational services designed by and for all ages.
- Engaged children and youth in some social action activities inside and outside of the church community.
- Refreshed our Nursery and Quiet Room with generous Raise-the-Paddle donations from the 2014 auction.
- Grew the RE Council from 6 to 12 dedicated members, and restructured the Youth Adult Committee with what is now 9 active members.
- Cleaned and organized all of our RE storage spaces and Westside's collection of RE curriculum materials.

A few of the key things we did not do this year

- Provide ongoing planned opportunities for children and youth to participate in making music – some drumming, singing, ukulele playing and other opportunities were available through our multigenerational structures for individual children and youth to engage in, but we weren't able to offer the kind of support for music groups that we did last year, within regular working hours.
- Grow a middle school youth group – in fact, we did not have the volunteer or paid staff capacity to offer the number of social activities or service opportunities that we did last year.
- Offer parent training/education opportunities other than through K-1 OWL.
- Provide overnight opportunities for children and youth, other than key high school Coming of Age and Youth Group events.
- Reach out to engage families in multigenerational events, other than what was being offered generally.

Goals for next year

- Focus on ensuring that the core elements of our RE programs are strong, as we accommodate growing numbers of children and youth before our support resources have caught up. Core elements include RE offerings on Sunday mornings, high school youth group, Coming of Age, all levels of OWL, a children's choir, Chalice Chapels, multigenerational services (fewer in the coming year), multigenerational events, and an early childhood focus to engage families.
- Strengthen our Spirit Play and Pathways curriculum and methodology.
- Engage children and middle and high school youth in more social justice activity.
- Accommodate growing numbers by beginning to offer all levels of OWL and our Coming of Age program every year.
- Build an RE support team of paid and volunteer members to grow our capacity, including bringing an RE intern from Seattle University's Master of Divinity program.

Program needs, opportunities, wishes

- Our need: Nurture committed volunteer leadership in support of Westside's RE ministry.
- Our wish: To foster continued inclusiveness of Westside's RE program as an integrated part of the whole community.
- Opportunities: To engage with the community in discerning how we want to grow and what we want to be about as we say good-bye to Peg and welcome new ministers into our congregation.

Please check out the RE Council and the Youth Adult Committee reports to learn more about the specific kinds of activities that have been happening this year! And I always welcome your questions, input, feedback and ideas as we continue this journey in community together.

MUSIC MINISTRY

ANNUAL REPORT to WSUU Board of Trustees and congregation
Submitted by Bertram Gulhaugen, Music Director/Choir Conductor
May 9, 2015

Activities and accomplishments from June 2014 to May 2015

- **Adult Music.** The 2014–2015 season was one of settling, excellence, and diversity. Our volunteer musicians have given of their time and talents in serving our congregation with skill and grace. In addition to our month-to-month worship service music commitments we are giving an end of season concert (May 31 at 4:00) to support our congregation’s social justice initiative, “Food First,” and my hope is that this will become an annual event. This year I added the Men’s Ensemble which has received enthusiastic support from the singers and the membership.
 - As we move into the 2015–2016 season, the vocal ensembles are:
 - The Chorale (the largest choir)
 - The Chalice Singers (the small vocal ensemble)
 - The Celebration Singers (leads celebration music each month and occasional anthems)
 - The Men’s Ensemble (2 or 3 worship services per year)
 - The Summer Choir
- **The WSUU Rhythm Section** (John Hansen, Larry Jones, Martin Sherry, and Marion Kee) has been a pleasure to work with both from my standpoint and that of our volunteer musicians. Both John and Larry feel very comfortable working and interacting with our volunteer musicians, the staff, and the congregation.
- **Music Leaders.** Lisa Maynard and Linda Anderson served as music leaders and they have done an excellent job filling in when John Hansen and Larry aren’t scheduled and when I’m unable to do the song leading or attend a service. Michael Germain Mothershed resigned as a music leader this year but remains available to help when asked. Lisa, in particular, has stepped up to take the lead on many occasions and she has done excellent work. Linda, Lisa and I work collaboratively to ensure consistent, meaningful worship music throughout the year.
- **Music Council:** The Music Council gave invaluable support to the music program by raising funds to purchase music for the Chorale’s participation in the Puget Sound Music Festival, managing the music commemoration program to help our music grow, assistance managing the annual Chorale Retreat in September, and supporting the ongoing work of our music ministry.
- **Multigenerational/Children and Youth.**
 - **Multigenerational song circle.** Lisa Maynard has taken on leadership of the song circle, which is slowly gaining traction as a valued part of Westside’s multigenerational music program.

- **Learning through song.** Betsy and our RE teachers have been introducing Unitarian Universalist songs to children and youth in their classes, and in monthly Chalice Chapels accompanied by a multigenerational group of musicians.
- **Children's choir.** After a great deal of soul searching and conversation, Betsy and I decided to dispense with the old children's choir model because it isn't working as we'd hoped. Instead, we've begun to take the necessary baby steps toward building a vibrant, sustainable children's music program by offering classes that will provide our children with basic musical and vocal skills. To that end, I will teach 3 or 4 sessions per year of 5 weekly classes for children in 1st – 6th grade (not performance oriented). I'll help them develop basic music and voice technique skills through exercise, fun, and song. Parents who want their children to participate are expected to commit to making sure they are present for every 45-minute class.
- **Middle school and youth.** We've encouraged middle and high school youth to participate in individual or group performances during worship services. High school youth who have the requisite skill are encouraged to get involved in the adult music program.
- **Multigenerational ukulele band.** The ukulele band has been highly successful having performed for several services and maintained an enthusiastic membership.
- **Multigenerational drum circle.** We still hold hope for developing an ongoing multigenerational drum circle to serve as a small group ministry but we have decided to table that for the time being.
- **Other Projects:** I became involved in several projects deepening my involvement with the larger UUA community. I was appointed a Trustee at Large on the UU Musicians Network (UUMN) Board in July, served as general director for the 3rd annual Puget Sound Unitarian Universalist Music Festival in March and will take on that project ongoing, am serving as the GA Choir Director for this year's GA in Portland, and am on the faculty for the Russell Lockwood Leadership School taking place in August at Dumas Bay Retreat Center in Federal Way (I encourage Westside members to consider participating in this exciting program).

Goals for next year

- **Growth.** Our music ministry has settled in nicely over the past 5 years since I've been at Westside, and now it's time to encourage growth. Participating in the Westside Music Ministry means much more than making music for each participant's personal enjoyment and education; those who participate offer a valuable service to the congregation by presenting meaningful, enlightening, and effective music during worship services that transcends "entertainment." Members and visitors alike often cite the music as a reason for coming to worship and our commitment to excellence helps the spiritual energy of worship move from the mundane to the transcendent. We offer a wide variety of kinds of music that feeds individuals as well as the community and participation in this ministry is an extremely important way of serving our congregation and the larger community.

Opportunities/needs/wishes from the congregation

- Over the years this congregation has committed amazing support for our music program and, even through difficult budgetary times, has remained faithful to that commitment. I am deeply grateful for the monetary support but more importantly for the freely given time and talent of our singers and musicians. Beautiful, effective music doesn't just "happen" but requires great effort and a strong commitment on the part of the participants and my people have continually stepped up to the plate and served our community admirably.

OFFICE ADMINISTRATION

ANNUAL REPORT to WSUU Board of Trustees and congregation

Submitted by Shannon Day, Office Administrator

May 10, 2015

It has been another wonderful year in the office at Westside. We began this fiscal year with a boost of 7 hours per week, which brought us to 20 hours of administrative support. This means we are able to have the office open and staffed for three days of the week.

We have worked steadily to move more administrative tasks from Rev. Peg to this position. Currently I'm managing all communications, church calendar, rentals, deposits, maintaining the membership and pledge area of our database, preparing and mailing pledge statements throughout the year, preparing reports from our database as requested, and have been learning some bookkeeping functions as well.

Rentals: In addition to Sweetpea Preschool, we had the following rentals this year:

- Two AA groups
- One OA group
- Mankind Project, a men's group – new this year
- 5 recitals
- 3 weddings
- 2 memorials
- 1 funeral
- 1 craft fair
- 1 large birthday celebration
- 1 Seder dinner –Kol Haneshama

In hopes of boosting our event rentals we now have our space listed in Spacefinder – a website with listings for venues for arts events.

Volunteers: We benefit from, and delight in, our office volunteers and continue to have need for more help in the office. Thank you to Joan Whitley, Marie Kaz, Marian Carlson-Ranum, Patty Campbell, and Becky Boberg for many hours of cheerful service.

Technology: We are very grateful to Cliff Houlihan, who continues to help keep our computers protected and updated and is our first-line trouble-shooter when problems arise. We would love to find a volunteer with expertise in networking as we often have issues with our office network and have trouble solving them in house.

Looking ahead: This coming year will bring new opportunities and challenges in our office as we transition from Rev. Peg to our new interim minister. We have benefited vastly from Rev. Peg's knowledge and skills. She has facilitated the development of our systems as we moved from a family-sized organization to the program church that we are today. This position will continue to grow in tasks and responsibilities, as we expect the interim minister will have less of a focus on administration.

WSUU FY2015-16 Proposed Budget

Account #	Account Name	FY14-15 Annual	Change	FY15-16 Annual	Growth %	Notes
GENERAL FUND INCOME						
Pledging						
4.100.100	Pledges - Current Year Income (Net)	\$ 276,360.00	\$ (32,520.00)	\$ 243,840.00	-12%	(includes 4% shortfall)
	Pledges - New Members		5,000.00	5,000.00	100%	
4.100.105	Pledges - Additional One Time Gifts	-	0.00	-	0%	
4.100.110	Pledges - Prior Year Income	4,000.00	0.00	4,000.00	0%	
	Total Pledges	\$ 280,360.00	\$ (27,520.00)	\$ 252,840.00	-10%	
Other Donations						
	Give Big (Non Pledge Gifts and Stretch Dollars)		4,970.00	4,970.00	100%	
4.100.140	Donations/Non Pledge Checks Received	2,500.00	0.00	2,500.00	0%	
4.100.150	Total Sunday Morning Contributions	10,000.00	10,000.00	20,000.00	100%	Including Charity Share portion (see expenses)
4.100.160	Special Gifts & Appeals	6,840.00	(1,840.00)	5,000.00	-27%	
	Total Other Donations	\$ 19,340.00	\$13,130.00	\$ 32,470.00	68%	
Fund Raising						
4.100.245	Auction Income	38,000.00	4,000.00	42,000.00	11%	
4.100.247	Raise the Paddle Income	4,500.00	500.00	5,000.00	11%	
4.100.250	Rummage & Book Sale Income	6,500.00	(2,500.00)	4,000.00	-38%	Book Sales & Online Auction
4.100.257	Misc. Fundraising Income	1,300.00	700.00	2,000.00	54%	New Years Eve Event, etc.
	Total Fund Raising Income	\$ 50,300.00	\$2,700.00	\$ 53,000.00	5%	
Merchants Income						
4.100.200	PCC Scrip GF Income	1,800.00	700.00	2,500.00	39%	
4.100.210	E Scrip GF Income	750.00	(350.00)	400.00	-47%	
4.100.211	Amazon Rebate Income	5,000.00	(2,400.00)	2,600.00	-48%	
	Total Merchants Income	\$ 7,550.00	(\$2,050.00)	\$ 5,500.00	-27%	
Program and Misc Income						
4.100.220	Coffee Income	800.00	(140.00)	660.00	-18%	
4.100.221	Music Fund GF Income	2,000.00	300.00	2,300.00	15%	
4.100.240	Interest Income	25.00	(17.00)	8.00	-68%	
4.100.241	Board Designated Fund Transfers to GF	600.00	11,097.00	11,697.00	1850%	Undesignated Gifts Funds Transfer
	Board Designated Building Fund Transfers to GF		17,283.00	17,283.00	100%	Transfer from Building Fund
4.100.251	Orion Fundraising Income	2,000.00	(2,000.00)	0.00	-100%	Removed in FY2015-16 budget
4.100.255	Common Quest Income	1,500.00	(1,000.00)	500.00	-67%	
4.100.258	RE Supply Fee Income	1,500.00	(1,500.00)	0.00	-100%	Removed in FY2015-16 budget
4.100.259	RE Fundraising Income	500.00	1,500.00	2,000.00	300%	
4.100.260	OWL Income	600.00	(600.00)	0.00	-100%	Removed in FY2015-16 budget
4.100.265	Ministerial Intern Inc	19,775.00	(19,775.00)	0.00	-100%	No Intern Minister in FY2015-16
	Total Program and Other Income	\$ 29,300.00	\$5,148.00	\$ 34,448.00	18%	
Rentals						
4.100.300	Cell Tower Rental Income	13,653.00	0.00	13,653.00	0%	
4.100.302	Cell Tower Electricity Reimb	0.00	0.00	0.00	0%	
4.100.305	Rental Income - Single Events	9,000.00	0.00	9,000.00	0%	Including event for Kol Haneshmah Temple
4.100.310	Leases Income- Pre School	21,420.00	580.00	22,000.00	3%	
4.100.311	Donations- Service Groups Meeting at WSUU	1,200.00	1,620.00	2,820.00	135%	More groups using our facilities
	Total Rental Income	\$ 45,273.00	\$2,200.00	\$ 47,473.00	5%	
	Total General Fund Income	\$ 432,123.00	\$ (6,392.00)	\$ 425,731.00	-1%	

WSUU FY2015-16 Proposed Budget

Account #	Account Name	FY14-15 Annual	Change	FY15-16 Annual	Growth %	Notes
GENERAL FUND EXPENSES						
Minister Position						
5.100.100	Minister Housing Allow Exp	43,000.00	(3,583.00)	39,417.00	-8%	11 months
5.100.101	Minister Salary Exp	32,000.00	2,833.00	34,833.00	9%	11 months + \$5500 incr.
	Interim Minister Moving Expenses		2,500.00	2,500.00	100%	Plus \$5000 Minister Sabbatical Fund
5.100.105	Minister Medical Ins Exp	4,000.00	608.00	4,608.00	15%	11 months + 10% + \$550 incr.
5.100.110	Minister Retirement Exp	7,500.00	(75.00)	7,425.00	-1%	11 months + \$575 incr.
5.100.115	Minister-FICA Offset	5,737.00	318.00	6,055.00	6%	11 months + \$375 incr.
	Total Minister Compensation	\$ 92,237.00	\$2,601.00	\$ 94,838.00	3%	
5.100.120	Minister's Sabbatical Exp	0.00	0.00	0.00	0%	
5.100.125	Minister's Professional Exp	4,000.00	(333.00)	3,667.00	-8%	11 months
5.100.130	Ministerial Intern Expense	19,775.00	(19,775.00)	0.00	-100%	No Intern Minister in FY2015-16
	Total Additional Minister Exp	\$ 23,775.00	(\$20,108.00)	\$ 3,667.00	-85%	
	Total Cost of Minister Exp	\$ 116,012.00	(\$17,507.00)	\$ 98,505.00	-15%	
Music Ministry						
5.100.185	Music Dir Sal Exp Bud	31,412.00	2,000.00	33,412.00	6%	Moving closer to mid-point of range
5.100.186	Music Dir Medical Exp	2,700.00	270.00	2,970.00	10%	Insurance expense +10%
5.100.181	Music Dir Retirement Exp	3,141.00	200.00	3,341.00	6%	
5.100.187	Music Dir FICA Exp	2,403.00	153.00	2,556.00	6%	
	Total Music Director Compensation	\$ 39,656.00	\$2,623.00	\$ 42,279.00	7%	
5.100.188	Music Dir Professional Exp	3,000.00	0.00	3,000.00	0%	
	Total Music Director Other Expenses	\$ 3,000.00	\$0.00	\$ 3,000.00	0%	
5.100.193	Chorale/Sunday Serv Pianist Exp	6,265.00	0.00	6,265.00	0%	
5.100.195	Music Percussionist Exp	3,340.00	0.00	3,340.00	0%	
	Total Other Music Staff	\$ 9,605.00	\$0.00	\$ 9,605.00	0%	
5.100.189	Music Equipment Maint Exp	400.00	0.00	400.00	0%	
5.100.191	Music Purchase Exp	0.00	200.00	200.00	100%	
	Total Other Music Expenses	\$ 400.00	\$200.00	\$ 600.00	50%	
	Total Music Ministry Exp	\$ 52,661.00	\$2,823.00	\$ 55,484.00	5%	
Children and Youth RE Ministry						
5.100.150	RE Director Salary Exp Bud	52,000.00	0.00	52,000.00	0%	
5.100.155	RE Director Medical Ins Ex Bud	4,000.00	400.00	4,400.00	10%	Insurance expense +10%
5.100.160	RE Director Pension Exp Budget	5,200.00	0.00	5,200.00	0%	
5.100.158	RE Dir FICA SS Exp Bud	3,978.00	0.00	3,978.00	0%	
	Total Cost of RE Director	\$ 65,178.00	\$400.00	\$ 65,578.00	1%	
5.100.165	RE Director Professional Exp	5,000.00	0.00	5,000.00	0%	
	Total Other RE Director Expenses	\$ 5,000.00	\$0.00	\$ 5,000.00	0%	
5.100.166	RE Leader Train Exp Bud	0.00	0.00	0.00	0%	
5.100.167	RE Teacher Appre Exp Bud	0.00	0.00	0.00	0%	
	Total RE Training Expense	\$ -	\$0.00	\$ -	0%	
5.100.134	RE Operational Exp	3,000.00	0.00	3,000.00	0%	
5.100.168	RE Teacher Support Coordinator	3,800.00	0.00	3,800.00	0%	
5.100.169	RE Summer Coordinator	1,000.00	800.00	1,800.00	80%	Paying \$15/hour vs. \$1K stipend
5.100.170	Childcare Exp	3,600.00	0.00	3,600.00	0%	
5.100.171	RE Program Support Exp	0.00	0.00	0.00	0%	

WSUU FY2015-16 Proposed Budget

Account #	Account Name	FY14-15 Annual	Change	FY15-16 Annual	Growth %	Notes
5.100.172	RE Curricula Expense	400.00	(200.00)	200.00	-50%	per submitted request
	Total RE Operational	\$ 11,800.00	\$ 600.00	\$ 12,400.00	5%	
Total RE Ministry Exp		\$ 81,978.00	\$ 1,000.00	\$ 82,978.00	1%	
Administrative Staff Support						
5.100.176	Office Administrator Sal Exp Bud	18,720.00	7,800.00	26,520.00	42%	
5.100.177	Office Administrator FICA Exp	1,432.00	358.00	1,790.00	25%	
	Office Administrator Retirement		2,652.00	2,652.00	100%	
5.100.180	Bookkeeper Sal Exp Bud	8,700.00	(2,616.00)	6,084.00	-30%	Bookkeeper now is paid staff vs. contractor
	Bookkeeper FICA		465.00	465.00	100%	
Total Administration Staff Exp		\$ 28,852.00	\$ 8,659.00	\$ 37,511.00	30%	
Additional Employee Benefits						
5.100.178	Labor & Industries Ins Exp	1,600.00	500.00	2,100.00	31%	
5.100.182	Employee Assistance Prog Exp	360.00	(360.00)	0.00	-100%	per staff request
5.100.184	Part time Empl FICA SS Exp Bud	610.00	298.00	908.00	49%	
Total Additional Employee Benefits Exp		\$ 2,570.00	\$ 438.00	\$ 3,008.00	17%	
UU Organizations Dues Expense						
5.100.300	Partner Church Dues Exp Bud	150.00	0.00	150.00	0%	
5.100.310	UUSC Dues Exp Bud	250.00	0.00	250.00	0%	
5.100.320	UUA Dues Exp Bud	13,980.00	0.00	13,980.00	0%	
5.100.330	PNWD Dues Exp Bud	6,058.00	0.00	6,058.00	0%	
Total UU Organizations Dues Exp		\$ 20,438.00	\$ 0.00	\$ 20,438.00	0%	
Operational Expenses						
5.100.450	Telephone/DSL Exp Bud	2,110.00	135.00	2,245.00	6%	
5.100.460	Web Hosting Exp	206.00	0.00	206.00	0%	
5.100.470	Web Maintenance Exp Bud	600.00	0.00	600.00	0%	
5.100.475	Technology Management	800.00	200.00	1,000.00	25%	
5.100.480	Office Expenses	1,500.00	0.00	1,500.00	0%	
5.100.481	Postage Exp Bud	500.00	0.00	500.00	0%	
5.100.482	Printing / Copying	5,200.00	(1,200.00)	4,000.00	-23%	Renegotiated contract
5.100.483	Constant Contact Email Service	600.00	0.00	600.00	0%	
	Marketing and Advertising	0.00	500.00	500.00	100%	
5.100.520	Banking & Credit Card Fees e.g.Vanco	3,200.00	800.00	4,000.00	25%	
5.100.550	Liability Insurance Exp Bud	8,000.00	0.00	8,000.00	0%	
5.100.742	Memorial Expenses	0.00	0.00	0.00	0%	
5.100.800	Transfers to Operations Cash Reserve Fund	0.00	0.00	0.00	0%	
Total Operational Exp		\$ 22,716.00	\$ 435.00	\$ 23,151.00	2%	
Committees Expenses						
5.100.222	Coffee and Other Kitchen Exp	1,200.00	(200.00)	1,000.00	-17%	
5.100.710	Membership Exp Bud	200.00	0.00	200.00	0%	
5.100.725	Worship Council Expense Budget	2,631.00	(31.00)	2,600.00	-1%	
5.100.726	AV Tech Expense	5,240.00	(1,720.00)	3,520.00	-33%	More volunteer hours
5.100.755	Orion Expense	2,000.00	(2,000.00)	0.00	-100%	Removed in FY2015-16 budget
5.100.756	Social Action Expense	200.00	0.00	200.00	0%	
	Sunday Morning Contributions Given to Charity		10,000.00	10,000.00	100%	Split Offering Charity Gifts
5.100.800	All Congr Social Events	200.00	100.00	300.00	50%	
5.100.829	Common Quest Exp	100.00	0.00	100.00	0%	

WSUU FY2015-16 Proposed Budget

Account #	Account Name	FY14-15 Annual	Change	FY15-16 Annual	Growth %	Notes
	Total Committees Exp	\$ 11,771.00	\$6,149.00	\$ 17,920.00	52%	
Fundraising Expenses						
5.100.196	Music Council Fundraising Expense	0.00	0.00	0.00	0%	
5.100.819	Raise the Paddle Purchase Expense	4,000.00	1,000.00	5,000.00	25%	
5.100.820	Auction Expense	8,500.00	0.00	8,500.00	0%	
5.100.821	Rummage Sale Expense	100.00	0.00	100.00	0%	
5.100.822	Canvass Expense	100.00	0.00	100.00	0%	
	Total Fundraising Exp	\$ 12,700.00	\$1,000.00	\$ 13,700.00	8%	
Rentals Expenses						
5.100.305	Facilities Rental Exp - single events	1,500.00	(800.00)	700.00	-53%	
	Total Rentals Exp	\$ 1,500.00	(\$800.00)	\$ 700.00	-53%	
Facility Expenses						
5.100.452	Security Alarm System	420.00	0.00	420.00	0%	
5.100.453	Electricity - SCL	6,000.00	100.00	6,100.00	2%	
5.100.454	Water/Sewer - SPU	2,500.00	0.00	2,500.00	0%	
5.100.455	Waste/Recycling/Green	1,500.00	56.00	1,556.00	4%	
5.100.456	Gas - PSE	5,000.00	(500.00)	4,500.00	-10%	
	Total Utility Expenses	\$ 15,420.00	(\$344.00)	\$ 15,076.00	-2%	
5.100.650	Loan Debt Service - UUA	40,650.00	0.00	40,650.00	0%	
5.100.655	Loan Debt Service - PNW Growth Foundation Exp	7,910.00	0.00	7,910.00	0%	
	Total Loan Expenses	\$ 48,560.00	\$0.00	\$ 48,560.00	0%	
5.100.457	Annual City/County Fees	1,700.00	300.00	2,000.00	18%	
	Total City/County Fees	\$ 1,700.00	\$300.00	\$ 2,000.00	18%	
5.100.216	Janitorial/Sun Coord/Wages Exp	3,600.00	(800.00)	2,800.00	-22%	
5.100.451	Janitorial Supplies	2,019.00	(719.00)	1,300.00	-36%	
5.100.458	Landscaping Exp	0.00	100.00	100.00	100%	Supporting Tilth Grant Projects
5.100.459	Building Maintenance Supplies & Small Labor Vendor	2,300.00	200.00	2,500.00	9%	
5.100.461	Transfers to Building Capital Reserve Fund	7,326.00	(7,326.00)	0.00	-100%	
	Total Repair and Maintenance	\$ 15,245.00	(\$8,545.00)	\$ 6,700.00	-56%	
	Total Facility Exp	\$ 80,925.00	(\$8,589.00)	\$ 72,336.00	-11%	
	Total General Fund Expenses	\$ 432,123.00	(\$6,392.00)	\$ 425,731.00	-1%	

Westside UU Congregation Annual Committee Reports for the period June 2014 – May 2015

[click the committee name below to jump to that report)

[Worship Council](#)

[Music Council](#)

[Religious Exploration \(RE\) Council](#)

[Youth Adult Committee](#)

[Adult RE / Common Quest](#)

[EXEL Group](#)

[Finance Committee](#)

[Stewardship Committee](#)

[Membership Committee](#)

[Nominating Committee](#)

[Planned Giving Task Force](#)

[Endowment Committee](#)

[Auction Committee](#)

[Social Justice / Food First](#)

[Building Committee](#)

[Greeter Committee](#)

[Care Team](#)

[Team Landscape](#)

[Team Sanctuary / A-V Team](#)

[Team Clean](#)

[Partner Church](#)

[Kitchen Team](#)

[Congregational Concerns Committee](#)

[Sunday Plate Donations Team](#)

[Women's Group](#)

WORSHIP COUNCIL

Annual report to WSUU Board of Trustees and congregation

Submitted by Mark Newton, Chair, for the period: June 1, 2014 – May 31, 2015

Activities and accomplishments

The Worship Council planned and offered 57 services during the fiscal year. Of those, 21 were led by our minister (37%), 12 services were member-led (21%), 7 were offered by external speakers (12%), 6 were staff- and member-led multigenerational services (11%), and 10 were offered by our ministerial interns (18%). In addition the Worship Council offered approximately 42 weekly contemplative/meditation services on Thursday evenings.

The average attendance at Sunday services for the reporting period was 139 adults. In general, highest attendance occurred when Rev. Peg was in the pulpit. Multigenerational services include children. The five Sunday multigenerational services, excluding Christmas Eve, drew an average attendance of 141.

We remain in transition from a pastoral size congregation to a program size. As such we are experiencing the typical growing pains associated with that shift. The Worship Council meets monthly and discusses challenges and opportunities, including suggestions and feedback from Congregants. We also meet quarterly for a full day. When suggestions or feedback are offered they are discussed in detail. A member of the Council responds to whomever offered the feedback or suggestion.

Overall, the Worship Council receives very high marks for the services it offers. Our Sunday experience is unique among Unitarian Universalist congregations of similar size in its use of internal and external resources, its diversity of music, its use of Joys and Sorrows in the liturgy, and its involvement of children and youth each Sunday.

We are fortunate to plan services in a collaborative manner with the minister, the director of music, the director of religious exploration for children and youth, and ministerial interns. That collaboration is not present in all congregations. It is a blessing in ours. It adds richness to our offerings. In addition, we are grateful to Liz Berggren for volunteering to coordinate our Sunday morning Chalice Lighter calendar and needs.

Our biggest challenges of the year were:

(1) The A/V Committee's staffing plan for the year relied heavily on trained and available volunteers. While some volunteers worked out well, expectations for consistency and availability were not met. Subsequently, the Worship Council sponsored the necessary professional assistance required for all Sunday services. The challenge remains for trained, reliable assistance in the sound booth.

(2) Requests for special announcements on Sunday mornings have increased. We have received a good bit of feedback that too much time at the front end of the service is devoted to items unrelated to the worship experience. Our congregation is growing in numbers and complexity. We cannot accommodate all the special announcement requests made of us. Determining which group may speak or not speak is difficult and at times causes hurt feelings. As we grow and become more complex, alternative forms of congregational communication will continue to be required, with less reliance on Sunday morning verbal announcements. An excellent example is underway with the Sunday morning newsletter as separate from the order of service.

Goals for next year

1. Do more with less money, while maintaining high quality and programmatic diversity in the worship and contemplative services offered to our congregation. The Worship Council reduced its original budget by 39% to help accommodate the current budget shortfall of the congregation. The A/V budget has been reduced as well.
2. Offer approximately 55 Sunday worship services, and weekly contemplative services (contingent upon congregational interest).
3. Adjust to the retirement of our valued, collaborative minister, Rev. Peg Morgan.
4. Assist with the integration of our yet-to-be-determined interim minister, who will begin in August.
5. Evaluate, refine, and perhaps rethink the value-added of the Thursday evening contemplative service. While attendance began well, it has tapered off; yet staffing is required.
6. Continue to work with the A/V Committee in determining the best alternatives for providing quality A/V services every Sunday morning.

Needs and wishes

1. A wish: The beautiful sun often has an intensity that washes out the visuals projected on the front screen of the sanctuary and, in general, causes difficulty for congregants to see the chancel. In addition, the UV light of the sun is fading our expensive carpeting. Shades on the south side of the sanctuary only would make a lovely gift. Estimated cost \$5,000–\$7,000.

Gratitudes

The Worship Council is deeply appreciative of the work of one of its own, Shelby Greiner. Shelby has been a consistent, reliable presence insuring the projected visual needs of our services are met via the A/V system. In addition, Shelby routinely prepares the chalice table and nearby areas for morning services and has assisted with mid-week meditation services. Thank you, Shelby.

We extend our gratitude to Rev. Peg Morgan, and our ministerial interns, Michelle Conklin and Kevin Lawson. Their commitment, keen thinking, experience, attention to detail, and willingness to

collaborate and experiment are hallmarks of the Council's work and effectiveness, and a testament to a truly shared ministry. Thank you, Rev. Peg, Michelle, and Kevin.

The Sunday Service Vision, Committee Membership, and explanation of the Sunday Liturgy are found on the Sunday Service Committee Page of the WSUU website. Please visit us.

Worship Council for 2014–2015

Mark Newton, Chair

Peg Morgan, Minister

Michele Conklin, Ministerial Intern, served until August 2014

Kevin Lawson, Intern Minister beginning August 2014

Shelby Greiner

Jerry Halsey

Tracy Nolan, served until September 2014; continues to replenish the Chalice lamp oil.

Lisa Reitzes

Guy Whitmore

Staff Liaisons: Betsy Lowry; Bert Gulhaugen

Chalice Lighter Coordinator: Liz Berggren

MUSIC COUNCIL

Annual report to WSUU Board of Trustees and congregation

Submitted by Marion Kee, Chair

May 10, 2015

Music at Westside has had a fabulous year. About 70 volunteer musicians participated directly in providing music for Sunday services, most of them on a recurring basis. A number of additional volunteers from the congregation baked pies for pie sales, helped out with transportation and other needs for events, and generally provided helping hands.

Multigenerational participation in the music program continues strong. The monthly uke jam has transitioned into a family-friendly song circle. Sunday service special-music musicians often include youth, there is a youth member of the marimba ensemble, and children's and youth ensembles were put together throughout the year for special Sunday services.

Music Council especially appreciates the congregation's enthusiastic support of its fundraising efforts throughout the church year. In addition to organizing three highly successful pie sales which raised a total of over \$2200 for the General Fund, Music Council supported the Olio Show production, and encouraged special gifts to the Music Trust Fund for sheet music. The music director also offered the option of purchasing a choral piece at the auction. As a result, the music program was able to purchase over \$450 of new sheet music for the Chorale, even though there was no budget allocation for it in this past year. Music Council's "Musical Evening" auction offering completely sold out again this year, and will take place on July 25. WSUU's four vocal ensembles, plus the rhythm section, are offering a concert on May 31 with a freewill offering to support WSUU's Food First social justice initiative.

Music Council continues its core work of supporting the music director's efforts; facilitating communication and coordination among WSUU's musical ensembles, and communication between ensembles and the music director; fundraising, and volunteer care. In July, Music Council plans a one-day retreat to re-visit its mission and vision statements, and to learn more about how better to coordinate communication with the Worship Council.

The Chorale and music director fielded two special events during 2014-15: the Chorale Retreat at the end of August, and the UU Music Festival in March with UU composer and conductor Brian Tate and a number of guest musicians. Both events were highly successful, and are planned to take place again in the coming church year. The Music Festival attracted choirs from over a dozen UU congregations around Puget Sound. Next year's Music Festival guest artist will be UU composer Jason Shelton.

The WSUU musical ensembles currently include the Chorale (full choir), Chalice Singers (vocal ensemble), Celebration Singers (vocal ensemble), Men's Ensemble (vocal ensemble), and rhythm section (instrumental ensemble.) There is an informal uke group that plays in services occasionally. WSUU also hosts two resident ensembles which include members from the larger community: NZIRA (marimba band) and Earthrise Choir; both provided music for services.

This year's MC members and roles included: Marion Kee (chair), Martin Sherry (treasurer), Linda Anderson (music leader), Liz Bucklew, Lisa Maynard (music leader), and Glenn Phillips. Ex-officio members were Bert Gulhaugen, music director/choir conductor and Peg Morgan, minister. MC member John Britt has stepped down, and has our gratitude for his years of service to the Music program!

RELIGIOUS EXPLORATION COUNCIL

Annual report to WSUU Board of Trustees and congregation

Submitted by Amy Hance-Brancati (Chair, RE Council), and Betsy Lowry (Director of RE)

May 2015

Activities and accomplishments from June 2014 to May 2015

- Assisted with and provided food for two teacher trainings – fall and winter.
- Assisted with teacher recruitment.
- Assisted with Sunday RE program throughout summer of 2014 by teaching and greeting.
- Planned and provided children's activities at Ingathering BBQ in September 2014.
- Supported curriculum decisions and development of story baskets for Spirit Play and Pathways curriculum through the year.
- Substituted for RE teachers and the DRE during the year as needed.
- Assisted with multi-generational services throughout the year.
- Provided RE greeter each Sunday in addition to Betsy/Will.
- Led fundraising efforts to meet requirements of the RE operating budget for 2014–2015 (soup lunches, RE supply donations, and Bunco Night).
- Planned and hosted three successful Sunday soup lunches during social hour.
- Offered as auction event and hosted successful and fun Bunco Night Cinco de Mayo party.
- Helped facilitate Chalice Chapels (children's worship in the Social Hall every other month).
- Held RE Council spring retreat to help plan RE programming for the coming year, discuss full-week faith and how we can better meet the needs of families, children, and youth.

Goals for next year

- Support DRE through year of transition in order to meet our RE needs for children and youth.
- Support changes in RE programming to offer Our Whole Lives (OWL) and Coming of Age every year to accommodate larger numbers of children and youth.
- Support OWL offerings for all age groups throughout the year.
- Continue to create more Food First social justice activities for families.
- Support existing multigenerational events and offer more as needed.
- Facilitate two middle school youth social gatherings, fall and spring.
- Support increased RE program fundraising goals.
- Continue to seek new ways to inspire and "kindle" our teachers.
- Actively participate in community discernment discussions and activities with the interim minister.

Committee/group needs, opportunities, wishes

- Our need: Nurture committed volunteer leadership in support of Westside's RE ministry.
- Our wish: To foster continued inclusiveness of Westside's RE program as an integrated part of the whole community.

- Opportunities: Increasing the size of the RE Council to better distribute and share the Council's responsibilities, and identifying more ways to serve families through full-week faith.

YOUTH ADULT COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by **Shelby Greiner (Lead Youth Advisor)** and **Betsy Lowry (Director of RE)**

May 2015

Activities and accomplishments from June 2014 to May 2015

- Sent two youth and one advisor to General Assembly (GA) in Providence in June 2014. We are taking four Westside youth to GA in Portland, to participate in the Youth Caucus and other GA activities. One youth is volunteering with the cyber café, and one will serve as a WSUU delegate.
- Implemented the high level of activity and traditions we have established for youth ministry at Westside, including weekly Youth Group sessions, two overnights, attending district Con retreats, fundraising, offering a youth-led service, and participating in UU opportunities nationally (GA, Goldmine Leadership School).
- Took Westside's largest group ever to Fall Con in October, where some of our youth took leadership roles on staff and as touch group leaders.
- Engaged in a very successful year-long emergent curriculum on social justice and racism that culminated in our annual worship service, which was very well received by the congregation.
- Offered a successful Coming of Age program with six freshman youth that included two-hour sessions every other week, overnights, mentoring, a retreat with a silent wilderness walk, and a dinner where youth shared their credos.
- Planned and offered a smooth integration of eight new freshman into Westside's Youth Group, and identified lessons learned when most freshmen found that they needed to devote their primary commitment to the Coming of Age program.
- Supported youth in finding a natural place to lead and integrate authentically within the larger Westside community, including participation in worship services, music, childcare, A/V booth, and the Youth Adult Committee.
- Operated as a self-sustaining unit financially within the congregation, with no operating budget allocated for youth ministry. Successfully implemented three fundraisers (greens sale, annual BBQ, and making and selling chalices to other churches for bridging ceremonies). We are grateful to dedicated advisors and families who contributed funds to make each youth event happen.
- Restructured the Youth Adult Committee for active engagement of all members, and with regular meeting times and practices through the year.

- Offered a youth advisor training at Westside in the fall for the entire Puget Sound region of UU communities.

Goals for next year

- Grow the volunteer team and leadership that is supporting our thriving youth ministry at Westside.
- Work with the larger WSUU community to determine if we can financially support our youth programs in the operating budget, including payment for a lead youth advisor.
- Better integrate incoming freshmen so we engage and retain their commitment to Youth Group through their high school years.
- Increase our social action activity, drawing on the rich awareness of social justice issues discussed this year.
- Grow our fundraising capacity by strengthening our two sales events that can also draw on outside resources: the greens sale and our new chalice sales endeavor.
- Explore the possibility of a heritage trip for youth.
- Educate the congregation about youth integration into committees, worship, and other community activities, where they can serve as authentic members.
- Actively participate in community discernment discussions and activities with the interim minister.

Committee/group needs, opportunities, wishes

- Our need: To have a budget that supports Westside's youth ministry.
- Our wish: To continue to grow in our understanding of how to authentically integrate youth into many areas of our beloved community, so we all benefit from the rich exchange of perspectives, ideas, curiosities, and energy.
- Opportunities: Our youth and our Youth Adult Committee can play a strong role in our community and conversations as we move into our two-year interim minister period.

ADULT RELIGIOUS EXPLORATION PROGRAM (COMMON QUEST)

Annual report to WSUU Board of Trustees and congregation

Submitted by Theresa McCormick, Coordinator of Common Quest

May 12, 2015

Activities and accomplishments from June 2014 – May 2015

- Produced two brochures with a variety of offerings in September 2014 and January 2015.
- In the Fall brochure we offered **six** new classes (*Easing Away from Eating Animals* by Lisa Maynard in support of our Food First Social Justice focus; *Conversations About Fundamentalism* led by Theresa McCormick, Michael Matz, and Jason Douros; *UU Common Read* led by Kevin Lawson, intern minister; *Human Trafficking: You Can Make a Difference*, Robert Beiser, executive director of Seattle Against Slavery; *UU Play Reading*, led by Rev. Amanda Aikman; *UU History – Past, Present, Future*, taught by Kevin Lawson, intern minister).
- The Spring brochure had **eight** new offerings (*What's New in Partnership*, Ginger Brewer; *Working America Health Care Program*, Jose C. Campos; *Civil Rights—Wrongs: Past, Present, Future* by Steve Graves; *"Food Inc."* (Movie) in support of our Food First Social Justice focus; *Planning Your Own Memorial* by Rev. Peg Morgan; *Climate Change: A Matter of Justice*, by Anne Miller with guest speaker, Dr. Richard Gammon; *The Lessons of Eleanor Roosevelt* by Lorraine Toly; and *Death with Dignity & Advanced Directives*, coordinated by Rev. Morgan with special guest presenters Judy McCay and Karen Griffith).
- Fall and Spring Common Quest brochures included returning favorites (EXEL Group, Beginner's T'ai Chi, Spiritual Study Group, and UU Reading Group) and ongoing programs (Candlelight and Conversation, Circle Suppers, Covenant Groups, Newcomer Congregational Orientations).

Goals for next year

- Produce a fall and winter-spring Common Quest brochure, each with new offerings, returning favorites, and ongoing programs, classes, and speakers.
- Produce adult exploration programs that support the WSUU social justice focus of Food First and reflect our UU principles as well as the interests of our membership.
- Include offerings that are led, facilitated, organized, or taught by WSUU members as well as community members.

Resolution of a concern: The concern about the fee structure from 2013–2014 was resolved by having "Suggested Donation of \$0–\$10 per class" listed in the brochures for 2014–2015. This has worked well with no negative responses from WSUU members.

New consideration for the Board: Online registration for the Common Quest Classes has been suggested by Rev. Morgan.

EXEL GROUP (a Common Quest program)

Annual report to WSUU Board of Trustees and congregation

Submitted by Fred Matthews, Group Leader

May 1, 2015

Activities and accomplishments from June 2014 to May 2015

- Group has met regularly
- Average attendance: 5

Goals for next year

- Meet regularly to talk about our experience in the second half of life.

Committee/group needs, opportunities, wishes

- Continue meeting in the fall and possibly involving additional participants.

FINANCE COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Eric Winiecki, Chair

May 14, 2015

Activities and accomplishments from June 2014 to May 2015

- Developed a Committee Charter.
- Assisted the Board with evaluating the financial feasibility of purchasing the apartment building to the north of the church building.
- In coordination with the Stewardship Committee and the Board, crafted a schedule for developing the budget.
- Presented a draft budget to the Board.
- Advised the Board to propose a budget that was based on conservative revenue estimates, was balanced and did not draw from the Building Fund.
- Encouraged the Board to move ahead with assessing the cost of fixing the parking lot.
- Reviewed the off-budget accounts and closed accounts that are no longer used.

Goals for next year

- Monitor the status of the budget and provide timely advice to the Board.

Committee/group needs, opportunities, wishes

- Drawing funds from the Building Fund to cover spending needs is not sustainable and should be avoided in fiscal year 2016–2017.
- Revenues will need to increase substantially to cover current levels of spending.

STEWARDSHIP COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Jill Fleming, Chair

May 10, 2015

The Stewardship Committee began meeting in November as a year-round committee, leading the annual pledge drive and working to create a culture of generosity and year round stewardship. Including pledge stewards, 20 members have been directly involved in stewardship efforts this year. This year's pledge drive theme was "Building Community, One Conversation at a Time." While we fell short of our pledge goal of \$275,000 (we project pledges of \$254,000 for the coming year), we were successful in having many deep, heartfelt conversations with members at a time of transition for the congregation. In the coming year we will work with the Membership Committee, the Board, and the interim minister to create a year-round culture of generosity and stewardship in our congregation. We will continue to explore the best means of conducting the annual pledge drive.

MEMBERSHIP COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Matt Aspin, Chair

May 12, 2015

I am honored to have recently taken over the reins of this committee from Steve Becker, who has faithfully acted as steward of this important work for many years and helped us get to our current level of approximately 235 active members. During his tenure we have seen significant growth, and he has worked tirelessly to help us put structures in place to ensure we continued to thrive through this exciting chapter of our history.

As a democratic faith tradition, who we are and what we want to become together is defined by you, our members. While I still have A LOT to learn, this is an initial outline of what I generally believe the **roles of the Membership Committee** to be:

1. Help people who are searching for a spiritual home find Westside and make the decision to visit our congregation to learn more about us.
2. Welcome visitors and help them find their unique connections into our community.
3. Provide education around the benefits and responsibilities of membership, and help people make the decision to officially join our community as pledging members.
4. Continually listen to our members and remain clear about what we collectively value.

5. Partner with leaders within our community to ensure that what is valued is strengthened and made available for the benefit of all.

To these ends, here is my general plan for the upcoming year:

1. Spend the next few months asking A LOT of questions, both of the existing Membership Committee members and the congregation as a whole to identify what's working and where there are opportunities for us to improve.
2. Provide support for the volunteers who are currently doing the day to day membership activities to ensure they remain successful.
3. Identify additional partners to join this committee and begin to craft a shared vision for our future work.
4. Welcome our new interim minister and learn everything we can from their experience.
5. Develop and begin to implement specific plans to support each of the five roles listed above.

Thankfully, a good foundation has already been put in place by those who have come before me. We ARE a strong, vibrant, welcoming, and loving community. Our collective work is to ensure these words continue to define us as we enter the next phase of our journey.

Search me out. Tell me what's on your mind. I look forward to serving you and helping to make this community all that you aspire it to be.

In gratitude,

Matt Aspin
Membership Chair

NOMINATING COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Laura H. White, Chair

May 10, 2015

Activities and accomplishments from June 2014 to May 2015

- Three Nominating Committee members shared responsibilities for researching and recruiting new members for nomination to the Board of Trustees.
- Revised and update job descriptions for each member of the Board with input from current Board members, Rev. Peg, and staff. Developed list of previously serving Board members to assist in future recruitment and nomination.

Goals for next year

- Continue to update and organize Nominating Committee documents.
- Recruit for nomination both newer and longer-term members to reflect current and future congregational goals and programs.

Committee/group needs, opportunities, wishes

- Continue to support equitable sharing of Board members responsibilities
- Consider adjusting the number of Endowment Committee members to reflect current fund balance.

PLANNED GIVING TASK FORCE

Annual report to WSUU Board of Trustees and congregation

Submitted by Peggy Abby, Chair

May 10, 2015

We look forward to having a thank you/appreciation event to include as many members as will come to it, but have no definite date for that yet. And we don't have a budget for it yet either. I suspect we will rely on volunteers and donations.

ENDOWMENT COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Steve Becker, Chair

May 4, 2015

Activities

The WSUU Endowment Committee consisted this year of Marion Kee, Gary Gertig (Secretary), and Steve Becker (Chair). In addition, Fred Matthews, former chair of the Planned Giving campaign, met with us. We have met at the church. This year our committee has focused on rewriting the procedures under which the Endowment Committee would operate when we do receive such dedicated funds. This goal was continued from last year. This activity culminated in a proposal sent to the Board of Trustees last week, and requested to be put on the May 2015 Annual Meeting Agenda as per the by-laws. However, we were informed that the Board wished to review this proposal further prior to putting it out to the whole congregation, and that would not be possible this year due to other business.

The Endowment Committee also discussed the possibility of a marketing campaign to stimulate interest in this cause, but we decided to wait in light of the impending capital campaign for the building.

Gary will be going off this committee this year.

Goals for next year

- 1.0. To orient the new elected member
- 2.0. To review procedural changes made this year
- 3.0. To prepare these changes for BOT and congregational approval
- 4.0. To receive congregational approval

Needs

- 1) It would be helpful if this committee and the Finance Committee talked more frequently in regard to gifts and bequests. This committee's understanding two years ago was that Michael Green's estate had made an endowment, but we later learned that his bequest was not so dedicated.
- 2) This committee should work together with Peggy Abby, the current Planned Giving Chair, to market endowments.

AUCTION COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Shannon Day, Co-chair with Matt Aspin

May 9, 2015

Another year, another fabulous auction! This year we had the lively theme of 'Cirque Magnifique' – An Evening of Mischief and Mystery. This vintage circus concept played out with great visuals, music, and costumes and seemed to be a great fit for us. We continued our relationship with the Brockey Center as our venue; it works very well for our event.

Results

Auction Income- \$41,921

Auction Expenses- \$8,426

Raise the Paddle – to benefit the general fund – \$8,879

Elements

Auction Raffle – Teatro Zinzanni package

Entertainment – SANCA acrobats

Auctioneer – Todd Crooks

Auction Software – Schoolauction.net 3rd year with this software. We love it.

Volunteers

This event cannot happen without the efforts of many volunteers. We were blessed with many folks stepping in to join the auction planning team, procure donations, donate items themselves, and work at the event itself. Bravo Westside!

Community procurement

New this year – a call out to all congregants to contact businesses with which they have a relationship to procure donations. We feel this worked well and should be carried into the future.

Challenges

Succession planning for auction leadership remains a goal. We recommend that a co-chair join the team each year to learn and be ready to step into leadership the following year.

SOCIAL JUSTICE COMMITTEE / FOOD FIRST

Annual report to WSUU Board of Trustees and congregation

Submitted by Regina Brennan

May 9, 2014

Activities and accomplishments from June 2014 – May 2015

Orion Center

After seven years of serving monthly dinners at Orion Youth Center, the Social Justice Food First group decided to end this commitment as of December 2014 due to difficulty getting volunteers to drive down to the Denny Triangle area, which has become difficult to navigate due to traffic and construction. We ended with a large Christmas donation of cash and gifts from the Orion Center catalog of needs, as well as a number of kitchen items that we who worked in the kitchen there noticed were needed.

White Center Food Bank

- Thursday mornings is senior time at the food bank. On the first and second Thursday mornings of the month, Regina Brennan, Theresa McCormick, Mary Anne Massie, Jane Trestrail, and Patti McCall provide coffee and cookies to the seniors starting at 10:00 AM. Contact is Regina Brennan.
- On Fridays, the Baby Pantry is open to provide mothers a chance to pick up diapers, formula, baby food, and other baby needs. Arline Borella volunteers on two Fridays per month.

Lettuce Pray

Westside is a Board-approved pickup site for Lettuce Pray. Eight West Seattle churches are part of this food ministry, in which congregants bring fresh produce and food items to service on Sunday morning, and a pickup is made by Lettuce Pray. The donated food is brought to both the West Seattle and White Center food banks.

Seattle Tilth - Just Garden

Food First is joining with the Landscape Committee in a garden project with Just Garden, a program of Seattle Tilth. On **Saturday, May 16**, Seattle Tilth volunteers will build two raised bed gardens on the Othello Street side of our building, fill them with soil and compost, and give us vegetable seeds and plant starts. We also were awarded a \$1,000 grant from Just Garden, which we will use to buy tools, create space to hang up the tools in the alley room, lay some stepping stones, put up a trellis or two, make repairs, etc. Our church volunteers are responsible to tend, water, and harvest our garden

produce and to educate ourselves about organic gardening by attending garden workshops given by Seattle Tilth.

The harvest will be shared by members of our congregation and, in addition, by the White Center and West Seattle Food Banks through Sunday pickups by Lettuce Pray.

Mary's Place Rotating Night Shelter

Partnering with Peace Lutheran Church in West Seattle, we will be hosting up to 14 women and children at Peace Lutheran arriving by van from Mary's Place Shelter from dinnertime until breakfast the next morning, when they return to Mary's Place for day services. This will happen once quarterly throughout the year; the first hosting takes place May 12–19. WSUU volunteers will prepare dinner, host for the evening and overnight, and organize quick breakfasts for families leaving on the Mary's Place van at 7:15 AM. A WSUU volunteer will also drive the van for pickup and drop-off at Mary's Place during weekends.

Goals for next year - starting June 2014

See White Center Food Bank, above. We hope to continue this project as long as we have volunteers.

See Seattle Tilth, Just Garden above. Project to continue through the autumn.

See Mary's Place Rotating Night Shelter above. Project to continue throughout the year on a quarterly basis.

Committee/group needs, opportunities, wishes

More volunteers!!!

GREETER COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Laura H. White, Chair

May 10, 2015

Activities and accomplishments from June 2014 to May 2015

- 20 committee members rotated responsibilities as welcoming ambassadors to Westside each Sunday by greeting members and new visitors, providing information on our activities and website to visitors, referring new families to our RE program, handing out orders of service and ushering during the offering.
- This year we also refreshed the entry narthex area with fabric banners created by Alice Britt, new welcome signage and table coverings to provide a better experience for members and visitors.

Goals for next year

- Recruit 5 new committee members due to attrition and to not overburden present committee members. Recruit a co-chair to assist when chair out of town.
- Coordinate with the Membership Committee and Leadership Assembly to support Westside goals.

Committee/group needs, opportunities, wishes

- Maintain or highlight congregation-wide recruitment for new committee members.

CARE TEAM

Annual report to WSUU Board of Trustees and congregation

Submitted by: Judi Finney, Co-chair with April Kristjansson

May 10, 2015

Activities and accomplishments from June 2014 – May 2015

- Judi Finney has joined the Care Team and will serve as co-chair with April Kristjansson.
- A call for additional volunteers was made during a recent Sunday service and several new volunteers have joined the Care Team.
- Our committee has had the opportunity to support several members of the congregation during times of need. During the short time that I (Judi Finney) have been on the committee, I have witnessed two incidents where generous volunteers have stepped up to provide support to our community.
 - We responded to a one-time call for support to pick-up and deliver a much needed emergency prescription from a pharmacy.
 - We are providing ongoing support to a member of our community who is undergoing surgery.

Goals for next year

- To create a cloud storage account so that all Care Team volunteers can access shared forms and the volunteer list.
- To create a volunteer tracking list to help prevent repeated requests of volunteers. The goal is to equitably divide the workload across volunteers.
- Make contact with new volunteers within a few weeks of them submitting a form offering their services – welcome them to the Care Team.

BUILDING COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Rose Sheppard, Chair

May 9, 2014

Activities and accomplishments from June 2014 – May 2015

- Ongoing maintenance items such as the furnace inspection and freeing the roof of debris are being monitored by our volunteers and attended to as needed.
- Keeping up with burned out lights as well as other things that come up is a constant job—done mostly by Cliff Houlihan.
- The members are reporting maintenance issues online, which is very helpful.
- The mechanical aspects of our building are in good shape due to the efforts of the committee volunteers, our observant members.
- The parking lot was cleaned and areas around the building were pressure-washed before the Ingathering last fall. This will be done again in late summer or early fall.
- The leak in the vestibule is hopefully repaired. We removed the spongy beam so we could better determine where the leak was coming from. It was determined that the roof was not leaking. After input from other committee members, Dan Day re-pointed the bricks and caulked around the center window in front.

Goals for next year

- Replace windows that have failed (as funds allow).
- Fix sidewalk by front door (as funds allow).
- Install or expand current lighting in the parking lot.
- Compile a maintenance handbook.
- Map our electrical service.
- Supply the Board (when requested) with the information necessary to move forward with a capital campaign to make our building accessible.
- Repair the NW corner of the parking lot.

Committee/group needs, opportunities, wishes

- We hope that the budget will allow for an occasional handyman to take pressure off Cliff.
- Be able to set aside \$15-20K each year for future maintenance items per the building assessment report.

TEAM LANDSCAPE

Annual report to WSUU Board of Trustees and congregation

Submitted by Rose Sheppard, Chair

May 9, 2015

Activities and accomplishments from June 2014 – May 2015

We maintain the landscape by mowing the grass, mulching, weeding, and sometimes planting new things, and cleanup and weeding of sidewalks.

We have connected with Seattle Tilth through a suggestion from Barbara Horton, a Tilth volunteer. Through that connection and their Just Garden program, we are having two raised beds installed by Tilth volunteers complete with dirt and plants! We are looking forward to a bountiful year.

We have applied for and been awarded a grant of \$1,000 through Tilth, which we will use to enhance our garden, buy some garden tools, and expand our food-growing program for our Social Justice Committee. Landscape and Social Justice's Food First are working together on this particular project.

Goals for next year

- Continue with our vegetable garden and other landscape plantings and maintenance.
- Extend our growing season with row covers.
- Expand our vegetable garden if it's successful this year.
- Endeavor to attract more gardening volunteers.
- Work with RE to provide time for the children to learn about what's growing in the beds and how our harvest will help people who are food insecure.
- Install mason bee houses.

Committee/group needs, opportunities, wishes

We wish for volunteers who love the garden and who would like to mow the grass a few times.

TEAM SANCTUARY / A-V TEAM

Annual report to WSUU Board of Trustees and congregation

Submitted by Steve Burrows

May 11, 2015

Activities and accomplishments from June 2014 – May 2015

- Adapt and grow with ever increasing service complexity.
- Growth in volunteer staff.

Goals for next year

- Continued training of volunteers to lower A/V booth labor costs.
- Work with music director to standardize setups for different types of services to simplify volunteer operation.
- Continued improvement of the sound experience during services and events.

Challenges

- Increased complexity of audio requirements.

Committee/group needs, opportunities, wishes

- Raise funds to obtain much brighter projector.

TEAM CLEAN

Annual report to WSUU Board of Trustees and congregation

Submitted by Patti McCall

May 13, 2015

Team Clean has had a steady and reliable group of volunteers this last church year consisting of 10 members. The hoped-for Spring Cleaning didn't occur as stated in last year's goals. The team needs a new person to assume the lead, and recruitment will be a priority as several team members have had to leave the team to assume other roles in the congregation.

Goals: Team Clean needs a new leader. Recruitment of at least four new members.

PARTNER CHURCH COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Alan Mendel

May 2015

Purpose

Promote ongoing interaction between Westside Unitarian Universalist Congregation, Eastshore Unitarian Church, and our partner congregation in Romania (Torockószentgyörgy, or TSG) by encouraging and supporting our overseas partner and building personal relationships; planning and executing special activities to assist our overseas partner; fostering faith development within our U.S. congregations; and sponsoring visits among the partners.

Team members

Alan Mendel, Carolyn Mathews, Cliff Houlihan, Pat McGovern, Ginger Brewer, and four members from Eastshore.

Accomplishments for 2014–early 2015

- Continued to develop relationships and strengthen communication with village minister and her husband, who is the chair of the long-awaited village Partner Church Ministry Team.
- Five people traveled to Transylvania last August for a visit to our partner church.
- Have begun planning for November visit of TSG minister and another member of the church to Westside and Eastshore.

Goals for 2015–2016

- Make the November visit a success in that we will strengthen the ties between our three congregations.
- Establish some one-to-one relationships with members of TSG and our congregations.
- Raise awareness of partnership in our own congregations through events and RE programs.
- Recruit additional ministry team members.

TEAM COFFEE (part of KITCHEN TEAM)

Annual report to WSUU Board of Trustees and congregation

Submitted by: T. F. McGillicuddy

May 9, 2015

Activities accomplished from June 2014 – May 2015

Team Coffee prepares coffee and the usual paraphernalia and serves it, along with treats (which are donated by members of the congregation) during coffee hour (which occurs immediately after Sunday services) and then clears and washes the dishes and puts them away and cleans the kitchen afterward. One of the team then takes the kitchen towels home to launder and return for the next Sunday's coffee hour. Garbage and recyclables are sorted and coffee grounds are distributed to local gardens.

Goals for next year

We operate with a crew of approximately 17 people, each person taking one of four positions during one Sunday per month. The fifth Sunday is assigned each time a fifth Sunday occurs in a month.

My goal for next year is to increase our group by two people, each of whom could be called upon to fill in during absences of "regular" volunteers so as to avoid overusing anyone.

Group needs

It might be helpful to have a coffee urn that can keep leftover coffee hot for participants in the meetings that are held frequently after coffee hour.

CONGREGATIONAL CONCERNS COMMITTEE

Annual report to WSUU Board of Trustees and congregation

Submitted by Arlene Borella, Chair

May 9, 2015

Activities and accomplishments

This committee is one that can report having had very little activity in the last year. Our purpose is to assist members with concerns they have related to congregational life or to assist in resolving problems between members or members and staff at any level. Obviously we cannot resolve everyone's issue but we can and do act as a sounding board and a method to meet in a confidential setting when issues arise between members.

Goals

The CCC would like to continue to hear from members when they feel the need to express concerns about congregational life issues. To do this we need to be more "visible" and are working toward that as a goal. We do not have regular meetings but rather work on an "as needed" basis through personal contact with individuals.

This is a forum that some are reluctant to use, but it can be very helpful in bringing issues to the forefront especially in times of change such as we are now entering.

Needs and wishes

Probably our biggest wish is that members of the fellowship become more aware of our existence and take the opportunity to use us whenever it seems appropriate.

I am hoping that with the addition of a new bulletin board and regular words in the e-news this will begin to happen.

I need to say that I think as a whole we are doing a good job as a congregation and this is part of the reason our committee doesn't have much "business." I am all for it!

WEDDING TEAM

Annual report to WSUU Board of Trustees and congregation

Submitted by Amy Hance-Brancati

May 7, 2015

Activities and accomplishments from June 2014 to May 2015

- Worked with outside party to plan and facilitate Wildermuth wedding on November 16. Team members, other volunteers, and paid members were present during wedding and reception to assist with event and clean up. Planning conversations with wedding party and caterers held to prepare for event.
- Assisted with McCall-Wilson wedding to a lesser degree. Communicated with office about plans, facilitated hiring of members for clean up, and provided assistance before and during event: set up and decoration, helping guests find assigned table, filling water glasses at table, bartending, some clean up.

Goals for next year

- Assist with any wedding events!
- Continue to refine planning process and division of roles with team and administrator.
- Grow team to include more committed volunteers.

Committee/group needs, opportunities, wishes

- See goals.

SUNDAY PLATE COLLECTION DONATIONS

Annual report to WSUU Board of Trustees and congregation

Submitted by Linda Tally

May 8, 2015

As you are aware, it's our policy is to donate half of our plate collection to a worthy organization each week. This practice provides the opportunity for us to support organizations in the wider community that uphold our values. In order to be considered for a donation, an organization must support our Unitarian Universalist principles, be nonprofit, and not be affiliated with a political candidate. We welcome suggestions for donation recipients and a link to the submission form is found in the weekly e-news. You are welcome submit your suggestions to any of our committee members (Regina Brennan, Mark Newton, Wendy Swyt, Linda Tally). You can see the amounts of recent donations in the e-news, and the donations made from January 2014 through April 2015 are listed below.

Thank you all for your generous support. We'd like to extend a special thanks to Rev. Peg for her support over the nine years since we began this practice.

2014	Organization Donated to	Amount
January	West Seattle Helpline	\$979.08
February	Operation Sack Lunch	\$675.82
March	White Center Food Bank	\$735.03
March/April	Snohomish County United Way for Oso Victims	\$1,105.61
April	West Seattle Food Bank	\$624.09
May	Kitty Harbor (4th & 5th grade RE class project)	\$391.96
May	Sending youth to GA	\$624.00
June	Members in need and drop-ins	\$986.40
July	Cierra Sisters	\$637.27
August	Community meal	\$825.43
September	UUSC 100 Gardens	\$863.71
October	Orion Center	\$763.62
November	West Seattle Helpline	\$1,197.25
December	Colectiva Legal del Pueblo	\$1,112.42
Christmas Eve	Westside Baby	\$768.92
Total		\$12,290.61

2015	Organization Donated to	Amount
January	Community Psychiatric Clinic (Willows House)	\$860.13
February	Seattle Against Slavery	\$705.20
March	Seattle Tilth Just Garden project	\$929.36
April	Duwamish Tribal Services	\$517.40
April	Sending youth to GA	\$561.57
Total		\$3,573.66

WESTSIDE WOMEN'S GROUP (WWG)

Annual report to WSUU Board of Trustees and congregation

Submitted by Patti McCall

May 14, 2015

The Westside Women's Group has evolved into a vital branch of our congregation's small group ministry. The group meets twice a month, every month on the second Thursday evening in the Fireside Room and the fourth Saturday morning at a member's home and consistently has between 12 and 18 women present. Beginning in January 2015, the Thursday evening meetings have been used to work through a UUA Tapestry of Faith Curriculum titled "Spirit of Life." The Saturday morning meetings continue to be less formal and used as a platform for learning about each other more deeply. The group has once again decided to continue to meet through the summer. Childcare is provided for the Thursday evening meetings and is often utilized.

Beginning in May 2015, the leadership role will be shared by Amy Youngblood and Gloria Adkins.

2015-2016 Board of Trustees Slate

Viveca Monahan, Incoming President: Viveca Monahan joined Westside in 1993, with her husband and two small children. She was seeking a safe place for her family to explore ideas of the heart, mind and spirit without the dogma of traditional religion. Westside provided just that forum, while also offering numerous opportunities for Viv to develop as a speaker, facilitator, and caring leader in the congregation.

Viv has worked in and achieved certifications in multiple and diverse disciplines including financial planning, tax preparation, Japanese psychology, life coaching, and mentor coaching. She combines these disciplines in her 15-year practice as a personal and professional coach. Viv has recently been refining her life's work while completing a degree at Antioch University with a concentration in Spirituality, Leadership, & Coaching. She is most passionate about fostering healthy and inclusive communities. People matter to her and she cares about them. These values, combined with her broad understanding of business and finances, and her many years of dedication to UU principles and the Westside community, make Viv a vital member of the congregation.

Joe Rettenmaier, Past President: Joe lives in the Fauntleroy neighborhood of West Seattle. He's been a member of Westside for five years and has greatly enjoyed serving WSUU as Board President, Covenant Group leader, Chorale singer, and founder of our annual Ingathering Cookout and Jello Salad Championship!

Joe's career has centered on media marketing management. For the past eight years he's worked as Marketing Program Manager for Xbox at Microsoft. Prior to that, he managed/produced products and programs for SceneIt, Warner Bros., The Museum of Glass, NBBJ architecture, and Gay City Health Project in Seattle.

When he's not volunteering at WSUU, Joe serves his mother's inter-generational community of seniors and children at Mount St. Vincent. He loves community development, a good song, a collaborative team, cultural history, travel photography, and being an uncle.

April Kristjansson, Vice President: Happily married, mother of two and keeper of a fish and a dog. April loves to read, go to the park and beach, and have fun adventures with her kids and husband, family and friends. She also enjoys being outside and exercising. Professionally, she has a bachelors degree from the University of Washington, has worked in smaller and larger family businesses, has worked for the United States Senate and House in Seattle and in Washington D.C. and, most recently, has worked as the executive assistant to the Executive Director of the Washington State Housing Finance Commission for seven years. April is a happy member of Westside and enjoys having quiet time at service, feeding her need for 'faith', watching her children's' spirits grow, and learning from listening and working with others.

Michael Matz, Treasurer: Michael is pleased to be able to continue for one more year as your Treasurer and to support our congregation's growth and development through this very exciting time of change and opportunity! He has over 15 years of experience working as an Analyst in the Finance departments of many large companies such as AT&T, T-Mobile, Expedia and Amazon and currently works as a Reimbursement Analyst at Providence Health and Services in Renton. He has also worked as Bookkeeper and Tax Preparer for some non-profits and small businesses. Michael was born and raised in Seattle near the UW, yet loves living in West Seattle finding the people "over here" more fun, balanced and enlightened, and the people of WSUU wonderfully warm, creative, open-hearted and open-minded. He is looking forward to another year of positive growth in terms of spirituality, camaraderie, finances and community impact.

2015-2016 Board of Trustees Slate, continued

Jean Mendel, Secretary: Jean has a background in advertising and public relations. But by far her favorite job was as a librarian in the rural libraries where she lived in Vermont. Her husband, Alan and she found a shared appreciation for Unitarian Universalism in 1993 while in Vermont. They have been attending Westside since 2010. She is part of the Pastoral Care Committee and a member of a covenant group. Also she has helped with book sales, the Clean Team and working on recent events like the auction and 50th anniversary celebration.

At large:

Glenn Phillips: Serving 2nd of 2 year term Active with UU congregations for over 12 years, Glenn was part of two congregations in North Carolina, Charlotte and Piedmont, before finding Westside in 2011. At Westside, Glenn has been part of the Leadership Development Task Force, Music Council, Membership Committee, and 50th Anniversary Committee. Glenn also supports services as a pianist.

As the HR Director for Lowe's Home Centers of the Northwest, Glenn's work focuses on leadership development, workforce engagement, organizational change, and people strategies. His territory includes 114 stores and four distribution centers in the states of Colorado, Wyoming, Utah, Montana, Idaho, Oregon, Washington, and Alaska. In 2014, Glenn was recognized as Lowe's HR Director of the Year; "With an unwavering strength to do the right thing and a genuine appreciation and love for others, Glenn brings a profound and very human response to all situations". Glenn holds a Bachelor of Science from Cornell University in Hospitality Administration.

Glenn and his husband, Nick Prato, have been together for 29 years, and were married in 2011 in a UU service in Washington, DC. They call Seward Park home.

Tracy Burrows: Serving 1st of 2 year term Tracy Burrows is a long-time member of the Westside Congregation. Over the years, she has served as president, chaired the social justice and stewardship committees, and served on the membership, strategic planning, and nominating committees. She is the Executive Director of the Municipal Research and Services Center, a non-profit that is dedicated to helping local governments in Washington achieve success. She is happily married to Steve Bennett and has two sons, Nat and Henry. She loves reading, swimming, and outdoor adventures and wastes too much time watching the Mariners and doing crosswords.

Nominating Committee:

Laura H. White: Laura is a Northwest native and has retired from a career as a school administrator and learning disability specialist, community activist for children at risk and visual arts coordinator. She is active in literacy curriculum development and has volunteered with numerous nonprofit organizations such as Partners in Education, Vashon Allied Arts and Washington State Health and Safety Network. She and her husband returned to Seattle about 10 years ago from Vashon Island where they raised their son. Laura and her husband now live between Seattle and Port Townsend. She joined WSUU in the winter of 2013 and is currently Coordinator of the Greeters Committee and serves on the Nomination Committee.

Alan Mendel: Alan retired from the Federal Government where he spent the majority of his career as a management representative in Labor Relations. His career began in Seattle and subsequently relocated to New Jersey; Atlanta; Panama City, FL; and Burlington, VT where he retired. His wife, Jean, and he were founding members of the Mount Mansfield Unitarian-Universalist Fellowship in Jericho, Vermont in 1993 and attended there until they moved to Vashon in 2001. They began attending Westside in late 2010 when they moved to West Seattle from Vashon. Since joining Westside he has been active in Marriage Equality, Membership Committee, Partner Church Committee and for the past year, Nominating Committee.

Eileen Duffy: Eileen Duffy, a member since 1989, has served on the Nominating Committee for two years in the 1990's, chaired the social justice committee for a while and served as president of the congregation from 2002 to 2004 when Rev. Peg first was called as our minister.

ENDOWMENT COMMITTEE:

Steve Becker (third year of 3 years):

Steve Becker is a lifelong Unitarian who has been a member of this congregation since August of 2007. He finishing up his tenure as Chair of the Membership Committee and led the Leadership Development Task Force last year. He is married to Laura Matson, another WSUU member.

Marion Kee (second year of 3 years):

Marion has been a member of WSUU since its merger with the Rainier Valley UU congregation in 2010. Originally Presbyterian, Marion became a UU in 1983 and joined First Unitarian of Pittsburgh where she served on social justice committees and as a pledge canvasser. She also co-founded a CUUPS chapter and played bass to accompany hymns. Marion came to the Seattle area in 1998 and was a charter member at Rainier Valley. She served on its Finance Committee, chaired the Canvass and was a Board member for four years, two of them as President. At Westside she sings with the Chorale and Chalice Singers, plays bass for services and currently chairs the Music Council. She loves the community at Westside, the musical opportunities and the spiritual depth in the congregation. Marion lives in Redmond with her husband, Fred Wamsley. She writes poetry and memoir and works as a contracting computational linguist and knowledge engineer. When not chained to a keyboard, she enjoys walking, reading, singing and traveling.

Third Position still vacant.