

Westside Unitarian Universalist Congregational Annual Meeting
Sunday, June 2, 2019
12:00 pm, Sanctuary

Welcome and Chalice Lighting

President Shelley Webb called the meeting to order, acknowledged that attendance was in excess of a quorum with 94 members having signed in for the meeting. Out-going board members Larry Brennan and Patti McCall lit the Chalice.

Minutes

1. The Congregational Annual meeting minutes of June 3, 2018 had been distributed previously. Shelby Griener moved to accept the minutes as written. Peggy Abby seconded the motion. There were no questions or corrections. The motion passed unanimously.
2. May 5, 2019 Congregational Meeting to call Rev. Christopher Wulff. Charlotte House so moved to pass the minutes. Paula vanHaggen seconded. The motion passed without corrections unanimously.

Reports

President Shelley Webb asked if there were any questions about the reports from various committees and staff. There were no questions or comments. She recommended reading the reports as they gave a full picture of our year together.

Presidents Report

Shelley reviewed the goals of the current board and demonstrated the accomplishments pursuant to those goals. Reminding us that this was known to be a year of transition, the board chose three areas on which to focus.

1. **Community Engagement** – In the several areas of community engagement; this congregation showed up for the hard work and the fun work.
2. **Ministerial Search Team 19** – continued support throughout a fourth year without a settled minister.

Even with some cracks in the foundation— we showed up to work on repairs. Well done; A new minister has been called: Rev. Christopher Wulff. In order to join us from Canada we must pursue our own 501c3 and a R1 visa. Both will take time and postpone Rev. Christopher's arrival a few months. Shelley shared that we are hoping to expedite the process by writing a compelling letter to the IRS; Essentially saying, we need a new minister so please expedite our 501c3! Laughter from the congregation.

The next step in the process of calling Rev Christopher is organizing a transition task force. Currently a charter for the task force is being formulated and Shelley is taking recommendations for membership and leadership. Clear communications and inclusion is expected throughout this transition.

3. **Lift/Elevator.** Reported by Patty McCall

Patti McCall gave an overview of the project from eight years back to present. At this point we are working on a two story lift to take people from the social hall to the sanctuary. In addition we hope to install an automatic-door from the social hall to the parking lot. In addition we wanted to build a ramp to the stage in the sanctuary.

The contract to do the work on the lift and adjoining projects to make the lift possible has been signed and we expect to begin work July 8, with a projected completion of September 1. As time passes on a project the cost increases and we have had to ask for additional funds to complete the project. The congregation has stepped up to help with this need and we have nearly accomplished raising the money for the life and the auto-door. Approximately \$5000 still remains to be raised.

The ramp to the stage will have to wait for another drive to be completed.

The lift capacity is a one wheel chair size.

New Business

1. Proposed By-Laws Change Article VI - Board of Trustees

Duties. Section G to be added stating which officers may sign checks. "Signers on WSUU bank accounts shall be Treasurer, President, Secretary and one other board member.

Eileen Duffy moved to pass and Shelby Greiner seconded. The motion passed unanimously.

2. Proposal to Change Wording in Congregational Affirmation.

The proposal is to replace 'its' with "our" in two places:

The quest for truth is ~~its~~our sacrament,
And service is ~~its~~ our prayer.

John Britt so moved and Mia Shaughnessy second. Lisa Maynard commented that she felt saying "its" made it more friendly for visitors.

The motion carried with 2 oppositions and 6 abstaining.

3. Proposal to join the Faith Action Network

The Faith Action Network is an interfaith statewide partnership striving for a just, compassionate, and sustainable world through community building, education and courageous public action. The FAN communities: Believe justice work is part of our religious calling, Communicated with elected officials about critical social issues, and Advocates for a more just and sustainable world.

Kathy Rawle so moved, Viv Monahan seconded.

Fred Warmesley, Paul Pemberton, Kathleen Brennan all spoke in favor of joining. They reminded us that the FAN supports social action issues that we support. Through FAN we will be reaching out to our greater community and broadening our focus. Mark Newman inquired

about the cost. John Fawcett-Long informed us that there is no set cost. We can decide at sometime to put a line item in our budget for a set amount that we feel we can afford. Or, we can use our monthly Sunday Service donation for FAN at some point. One person has offered \$500 as a donation to FAN on our behalf.

The vote was called, and with 2 abstaining, and 1 opposed, the proposal passed.

Financial Report - Shelley Webb

Shelley gave the congregation a summary of our financial situation. She thanked members for stepping up during this difficult time and adding to our various pledges while we work to have the necessary money to finance bringing in a new minister, build our lift, an automatic door to the social hall from the parking lot, and recover from the termination and expense of releasing our former music director.

She summarized the assumptions of our finances going forward into the 2019-2020 fiscal year. There is no money in our new budget to cover the cost of trainings we have committed to — Beloved Conversations and Racial Equity training.

Alice Britt moved to accept the budget for 2019-2020 as written and Judy Carr seconded.

Tracy Burrows motion to add Beloved Conversation and Racial Equity Training into the budget with financial support coming from fund raising and participant fees. This would allow the budget to show what we value as a congregation.

Kathy Rawle seconded.

The proposal passed with 1 abstaining.

Acceptance of the whole budget passed with 1 abstaining.

Election of New Board of Trustees for 2019-2020

Don Wahl from the Nominating Committee announced the slate of trustees:

Jade Lowry, President

Roseanne Lorenzana, vice President

Aimee Schiefelbein, Secretary

Shelley Webb, Treasurer

Matt Aspin, 2 year term for Trustee

Thomas Terrence, 2 year term for Trustee

Toni Ricardi, 1 year term for Trustee

Mia Shaughnessy moved to accept the slate. Eileen Duffy seconded.

The slate was accepted with 3 abstaining.

New Nominating Committee for 2020-2021 Slate:

Mateo Chavez (co-chair)

Amy Hance-Brancati (co-chair)

Mia Shaughnessy

Peggy Abby moved to accept the new nominating committee.
Kathy Rawle seconded
The motion passed.

New Board President Jade Lowry

Jade spoke to the congregation encouraging us to not think of the coming months as a time of waiting, but a vital time of growth, growing and learning. This will be a year of thriving with all of us engaged to make this happen.

* see full address _____

Shelley addressed the congregation reminding us that the board of trustees and the congregation are part of a team sport. All of us are on the team and the board does not have to work on its own during this year of transition to a called minister. She asked the congregation to practice saying YES.

* see full address _____

Shelley continued with Thank Yous to the nominating committee, the anonymous loving support network (truly anonymous), the MST19 and the out-going board.

Meeting was adjourned at 1:45 pm

Joan Whitley, Secretary

**Westside UU Congregation Annual Meeting
Sunday, June 2, 2019 at 12:00 pm, Sanctuary**

AGENDA

12:00 pm Welcome

Chalice Lighting

12:05 pm Approval of Minutes

Approve/Amend previous minutes from June 3, 2018 Annual Meeting

Approve/Amend minutes from Special Meeting to call a new minister on May 5, 2019

12:10 pm Report from President

Committee reports and staff reports

12:30 pm New Business

Proposed Bylaws Changes

The following changes are being proposed by the Board of Trustees:

ARTICLE VI - BOARD OF TRUSTEES

4. Duties of Board of Trustees.

Proposal to Add:

G. Signers on WSUU bank accounts shall be Treasurer, President, and Secretary.

Proposed Changed to Congregational Affirmation

Proposal to replace "its" with "our":

Love is the doctrine of this congregation,
The quest for truth is ~~its~~ our sacrament,
And service is ~~its~~ our prayer.
To dwell together in peace,
To seek knowledge in freedom,
To serve humanity in fellowship,
Thus do we covenant with one another.

Proposal to Join the Faith Action Network

Mission:

Faith Action Network is an interfaith statewide partnership striving for a just, compassionate, and sustainable world through community building, education, and courageous public action.

We are a widely-diverse coalition of all people of faith which allies with like-minded communities and organizations across the state to take courageous action and create a more just and peaceful world.

We Are a Network of Faith Communities That:

- ☐ Believes justice work is part of our religious calling
- ☐ Communicates with elected officials about critical social issue
- ☐ Advocates for a more just and sustainable world

12:50 pm Financial Summary and proposed FY2019-2020 Budget

1:10 pm Nominating Committee Report

Election of Officers

President – Jade Wilde (Betsy Lowry)

Vice President – Roseanne Lorenzana

Secretary – Aimee Schiefelbein

Treasurer – Shelley Webb

Election of Trustees

Matt Aspin (2 year term)

Thomas Terrence (2 year term)

Toni Ricardi (1 year term)

Election of Nominating Committee

Amy Hance-Brancati (co-chair)

Mateo Chavez (co-chair)

Mia Shaughnessy

1:20 pm Report of President Elect

1:25 pm Appreciations

1:30 pm Extinguishing the chalice

Adjournment

Not for Printing									The 19-20 Budget		
Ref	Account #	AcctType	AcctGroup	Managing Group	Summary Group	Account Name	FY18-19 Budget	Full_Norm_smw	Adjustments_s	FY19-20 Budget_smw	Assumptions
9	4.100.141	Income	Sunday Plate	Other Ministry	Plate Collections	Contributions - Sunday WSUU Minister Discretion	567	600		600	n/a
12	4.100.150	Income	Sunday Plate	Other Ministry	Plate Collections	Contributions Sunday Charities	7,501	6,800		6,800	n/a
18	4.100.244	Income	Other Donations	Admin	Other Donations	Elevator Fund Donations	6,000	0		0	removed
43	4.100.261	Income	Youth Group Revenues	Transfers	Youth Group Income	RE Youth Group Fund Transfers IN	2,880	0		0	No fundraising for GA
44	4.100.262	Income	Youth Group Revenues	Youth Group	Youth Group Income	RE Youth Group Fundraising & Gifts	1,900	0		0	Less fundraising
57	4.100.251	Income	Program Revenues	Racial, Social, Envir.	Program Income	Social & Envir. Justice Fundraising	0	0	3,600	3,600	Beloved Conversations & Equity Training
106	5.100.161	Expense	RE Ministry	Youth Group	Youth Group Ministry	RE Lead Youth Advisor Exp	1,280	0		0	No more youth advisor
115	5.100.151	Expense	RE Ministry	Youth Group	RE Ministry	RE Youth Leadership Development Exp	0	0		0	
121	5.100.132	Expense	RE Ministry	Youth Group	Youth Group Ministry	RE High School Youth Programs Exp	3,500	0		0	No GA
122	5.100.136	Expense	RE Ministry	Youth Group	Youth Group Ministry	RE High School Youth Scholarships Exp	0	0		0	
123	5.100.227	Expense	RE Ministry	Transfers	Youth Group Ministry	RE Youth Group Fund Transfers OUT	0	0		0	
127	5.100.133	Expense	RE Ministry	RE	RE Operations	RE Middle School Youth Programs Exp	0	0		0	
212	5.100.757	Expense	Program Expenses	Racial, Social, Envir.	Committees	Sunday Morning Contributions Given to Charity	7,500	6,800		6,800	
213	5.100.758	Expense	Program Expenses	Other Ministry	Committees	Minister Discretionary Fund Expense	567	600		600	
216	5.100.801	Expense	Program Expenses	Board	Committees	All Congr Retreats and Trainings	2,200	0	3,600	3,600	Beloved Conversations & Equity Training

Westside UU Congregation Annual Committee Reports for the period July 2017 – June 2018

BUILDING COMMITTEE

Annual report to WSUU Board of Trustees and congregation Submitted by Soph Davenberry, Chair

The committee consists of the following members:

Shannon Day, de facto building issues manager

Charlie Wilson

Steve Burrows

Lane Holdcroft

John Monahan

Cliff Houlihan (consultant)

Barth Sherwood

new member: Vade Donaldson

While there is a line item in the budget for building maintenance (\$2500) it is not managed by the Building Committee. Rather, some repairs which require professional services, or parts for repairs performed by volunteer members are funded from the budget. The budget set for building maintenance is well below actual costs. The savings from labor and parts donated by the Building Committee is a minimum of \$10K every year.

Repairs for the 2018-2019 fiscal year have included, but are not limited to the following:

Multiple plumbing leaks in the kitchen and restrooms (Charlie Wilson, Steve Burrows)

Unclogging of toilets

Pressure washing of the building and repair of siding from parking damage

Clean-off of roof (on-going, to prevent leaks)

Replacement of ceiling tile in Fireside Rm

Door repairs for the Sanctuary, Narthex, and Social Hall (John Monahan, Steve Burrows)

Construction of a ramp for Sanctuary stage (John Monahan)

Shoveling of snow (Thanks to Steve Finney, Natalie and John Fawcett-Long, and Matt Aspin)

Replacement of furnace fan bushings (Charlie Wilson)

Monitoring of retention wall below parking lot (John Monahan)

Painting touch-up (Rose Sheppard)

Light replacement (Michael Franzen)

Narthex roof leak management
Smoke detector and electrical circuit repair and tracing (Charlie Wilson, Lane Holdcroft, Steve Burrows)
Security alarm (Cliff Houlihan, Steve Burrows)
Wall heater assessment and replacement (Charlie Wilson, Lane Holdcroft)
and many other tasks which go undocumented

The furnace is well past its lifespan and could have failure at any point. Its replacement would be at least \$50K. While we manage a number of systems by volunteer labor such as cleaning off the roof, dumping water from the Narthex interior gutter, security alarm and smoke detectors, they have high risk if not kept up. With the addition of the lift, another system will require regular maintenance.

The Chair of the Committee is a 3-year term, with Soph Davenberry's term ending this year. A replacement, if identified, will be announced at a later time.

COVENANT GROUPS

Annual report to WSUU Board of Trustees and congregation Submitted by Patti McCall, Chair

The Covenant Group Program began the year with a Facilitator Training in September. Patti McCall led the training with six volunteer facilitators participating in the Saturday training. Beginning the second week of October, Westside has had five Covenant Groups during the 2018-2019 church year; two morning and three evening groups (which includes the Humanist Covenant Group).

The Humanist Covenant Group meets once a month on Tuesday evenings at a member's home with an average attendance of 10-12 members.

The Monday morning group has six participants plus two facilitators. The Tuesday evening group has five participants with two facilitators. The Wednesday morning group has eight participants and one facilitator. The Wednesday evening group has six participants and two facilitators. Each group meets two times a month and will finish the year the fourth week of June. The meetings have been rich with deep sharing and listening. This year, every month we incorporated a "Soul Matters" Session into our discussions. Soul Matters is a UU Small Group Network that provides resources to UU Sharing Circles/Covenant Groups. Soul Matters sessions started with the premise, "We are a People of..." followed by topics such as Memory, Wholeness, Vision, Trust and Sanctuary. Other topics created or amended by Westside facilitators included Hope, Aging, Life Lessons, Silence and Simplicity. Each group participated

in at least one service project which included providing treats for Social Hour; and providing food and service at the White Center Welcome Table.

I will continue to head the Covenant Group Program for the next church year and am excited to see what Rev. Christopher will also add to our Small Group Ministry Program.

In loving community,

Patti McCall

FINANCE COMMITTEE REPORT

Annual report to WSUU Board of Trustees and congregation Submitted by Michael Matz, Chair

The Finance Committee is very active in the life of the church and plays a very important role in advising the Board on various financial matters. The basic responsibilities of the committee are to (1) review, correct and present the regular, monthly Treasurer and Balance Sheet reports to the Treasurer and to the Board, (2) request input from the various groups and committees to produce the first draft of a budget to the Board at their April Board Meeting, (3) keep the congregation informed of WSUU's financial standing at regular (1/2-yearly and/or quarterly) congregational meetings, and (4) review and request adjustment by the Board of any by-laws or policies related to financial matters, as needed.

In 2018-2019, the Finance Committee was actively involved in the following issues as well as their regular responsibilities.

1. **Wake Now Our Vision.** Members of the Finance and Planned Giving committees worked together to educate and promote inclusion of WSUU in members' life plans, wills and estate planning. As a result of their efforts, enough members registered their intentions to include WSUU in their future plans that WSUU will be receiving a check for approximately \$33,000 in 2020.
2. **Music Director Severance Package.** The Finance Committee advised the Treasurer, Minister and Board in calculating an appropriate severance package for the out-going Music Director, and made recommendations as to how WSUU can continue to meet its budget after this unexpected expense.

3. Elevator Fund. The Finance Committee supported the creation of a fund dedicated toward the installation of an elevator in our building. This may seem like a simple thing, but doing so highlighted for the congregation the need and level of commitment required. The amounts available in the fund were clearly indicated and visible in every financial report so that this important project remained in people's minds and imaginations. Thanks to the hard work and dedication of the Building and Stewardship committees in addition to the Board, this vital endeavor is becoming a reality.

It has been my honor to serve the WSUU community as Finance Committee Chair. I am resigning my post after this year and am very grateful that another very capable congregant, Paula Van Haagen, will be taking my place next year. I will remain a member of the congregation and will attend as many Finance Committee meetings as I can.

Sincerely,

Michael Matz

Finance Committee Chair, 2015-2019

Treasurer, 2014-2015

MEMBERSHIP COMMITTEE REPORT

**Annual report to WSUU Board of Trustees and congregation
Submitted by Laura White, Chair**

Committee Members: Laura H. White, chair, Patti McCall, Viveca Monahan (retiring from committee 5/19), John Monahan, Kathleen Brennan, Amy Youngblood (joined committee 2/19), Rev. Alex Holt.

Committee Accomplishments 2018/19

- Added 11 new member households (12 adults, 9 children),*
- Included 4 new RE families as active pledging members, 5 members joined after 1 to 1 meeting with Chair,
- Completed New Members Welcoming Ceremony in November 2018, (will combine 2019 members into larger Fall 2019 ceremony),
- Updated Membership Series PowerPoints, videos and handouts to build continuity and engagement from series to series,

- Under leadership of Patti McCall and Viv Monahan, the Members Connect committee organized and completed 2 Members Connect Dinner evenings with goal of building stronger bonds and maintaining friendships in our community (to finance these non-potluck events, Patti McCall organized a successful Book Sale 12/18). All dinners were well attended with over 120 attendees for the May 2019 Members Connect Dinner introducing our new Ministerial candidate,
- Completed Fall 2018 and Winter 2019 three-part Path to Membership series,
- Staffed Welcome Membership Table at Social hour on Sundays at least once per month,
- Updated spreadsheet of potential new members and to yellow card newcomer visitors.
*210 adult members FY 19, our new member goal for fall 18/winter 19 was 20 new

households.

Upcoming Goals for 2019/20

Goal of 20 new active pledging members,

- Continue Members Connect events to increase WSUU member engagement,
- Review and update as needed Membership brochure and PR materials,
- Increase Welcome Membership table on Sundays to personally connect to newcomers,
- Coordinate our efforts with Rev. Christopher and other committees such as Stewardship, Communication and others to strengthen membership recruitment and maintenance
- Encourage the development of an Exit Interview Committee to interview departing members (separate committee),
- Maintain a sustainable (for a volunteer committee) and engaging (for newcomers) membership process that results in active members during 1st year of new called minister.

Budget

- Spent \$800 of \$1000 budget,
- Members Connect Dinners budget possible due to Patti Mccall's Fall Book Sale & donations at the events,
- Membership Committee Members continued to personally finance the food/ drink for the 3-part Membership series.

Challenges

Despite the steady work of our committee, we faced a particularly challenging year with membership growth during our 4th year without a called minister. Also, the departure of our Music director was unsettling for our community and required that substantial energy was

appropriately redirected to Restorative Circles and Beloved Conversations during a time of transition. During this process, we had an opportunity to better understand those who felt less connected or disenfranchised and rebuild bridges person to person as our community stabilized.

Conclusion

Despite challenges this past fiscal year, the Membership Committee has added 11 committed and enthusiastic member households (12 adults & 9 children) into our active membership community. These new members are already actively connected to committees and events through Westside UU. Our committee remains strong and enthusiastic in our mission to welcome others into our community and look forward to a busy year ahead during the 1st year of our called minister.

Submitted 5/10/19 Laura H. White, Chair WSUU Membership Committee

PASTORAL ASSOCIATES TEAM REPORT

Annual report to the WSUU Board of Trustees and Congregation Submitted by Rev. Alex Holt

The lay pastoral associates have nearly completed another year of pastoral support to Westside UU. Marie Hoover, Fred Matthews and John Britt (chair) have had an excellent partnership with Alex this year especially taking up the work of Mark Newton who retired from his chaplain duties last June. The group helped with people who were ill or unable to attend congregational events. The team is also putting together a collection of resources for pastoral care use in the congregation. The group is prepared to continue pastoral support before Christopher arrives later in the year.

RELIGIOUS EXPLORATION COUNCIL

Annual report to WSUU Board of Trustees and congregation Submitted by Nola Balch and David Edwards, RE Council Co-Chairs

Activities and accomplishments from June 2018 to May 2019

- Supported Cynthia through her third year as our DRE with counsel, miscellaneous assistance, and engaging monthly meetings.
- Participated in and supported various RE recruitment efforts under the direction of the DRE.

- Taught: most members consistently worked on a teaching team for Sunday RE or were involved in youth programming
- Assisted with Sunday RE program throughout summer of 2018 by teaching and greeting
- Supported curriculum decisions and teaching team size decisions
- Oversaw logistics of and provided chaperones for Middle School Con in September of 2018. Thirteen WSUU 6th-8th graders attended this three-day convention.
- Provided support and guidance to RE Teacher/Volunteers as concerns in teaching environment arose.
- Substituted for RE teachers and the DRE during the year as needed
- Assisted with multi-generational services throughout the year, including the Holiday service
- Provided RE greeter each Sunday in addition to Cynthia/Cheryl
- Planned and hosted four highly successful Sunday soup lunches during social hour to meet requirements of RE operating budget for 2019-2018
- Offered as auction event and hosted "Speed Dating with Friends" event and elegant dinner. Great times had by all!
- Helped provide Chalice Chapels (children's worship in the Social Hall every other month)
- Facilitated youth programming, including Coming of Age
- Provided feedback on OWL planning
- Provided planning and support services to DRE for offering 4/5 OWL and K/1 OWL during the 2018-2019
- Coordinated informal and formal appreciation for all RE Volunteers (supported RE/Volunteer recognition service, thank you card distribution)
- Met with the Ministerial Candidate to provide information about WSUU RE Program and inquire about the candidates perspectives on religious education

Committee/group needs, opportunities, wishes

- **Our need:** Nurture committed volunteer leadership in support of Westside's RE ministry
- **Our wish:** To actively pursue integration of Westside's RE program into the whole WSUU community. To create a diverse and inclusive space for Religious Exploration program participants, committee members and teachers
- **Opportunities:** Increasing the size of the RE Council to better distribute and share the Council's responsibilities. To provide guidance and support of increased diversity and inclusivity in Sunday RE offerings/curriculum to congregants of all ages. Working with the DRE and newly called Minister to support the framework for RE Program going forward.

COMMON QUEST ADULT RELIGIOUS EXPLORATION

Annual report to the WSUU Board of Trustees and Congregation Submitted by Common Quest Team

Kerrie Schurr
Cecelia Hayes

Charlotte House
Sandy Long (retired in December '18)
Ursula Ham (joining in May '19)

We have had a very successful year of programs for adult education at WSUU. Below is a list of the offerings we hosted (or will be hosting) in Fall/Winter/Spring 2018-19.

We continued in the attentive, promotional style that Theresa McCormick exemplified in her many years of service for Common Quest by contacting and assisting each program facilitator to plan and present their offering. We also set up a table at many Social Hours, soliciting proposals and offering flyers of CQ programs—and being available to talk with congregants and visitors about Common Quest.

This year we created a new course proposal form for facilitators to fill out online. The Google Form is in the WSUU OneDrive, and automatically creates a comprehensive spreadsheet of all the programs requested, with dates and other relevant details. This information is then available to the CQ Team for preparing the CQ flyer, and to the Office Administrator, who sets up a registration link for each CQ course on the WSUU.org website. The Administrator also makes room reservations and publicizes all offerings in the Westside Weekly. Our goal is to have a smooth process online from start to finish for everyone involved.

As a team, we continue to assist each presenter in any way necessary by requesting appropriate rooms for their course, helping with AV set up when necessary, providing building opening and closing as needed, and asking the Service Leader on Sundays to mention important offerings such as those that serve a larger purpose of education for the greater community, such as the films and discussion groups around racial justice topics.

Starting in the Fall 2019, per Rev. Christopher Wulff's recommendation during Candidate Week, we will endeavor to add childcare to many of the CQ courses in an effort to better serve our WSUU families with young children. We will also explore offerings specifically geared to parents and families. In addition, we will continue with our ongoing efforts to explore how to pay for speakers/facilitators who are specialists in their field and will only serve us if their fee is paid. We also plan to develop a feedback form for facilitators to give written responses to any issues that arise during the process of offering their course.

We are actively seeking new CQ Team members to help with all aspects of our work, particularly the details of assisting each course facilitator from start to finish.

WSUU Common Quest Courses Offered Fall 2018-Spring 2019									
Class/Workshop Name	Presenter/Leader	WSUU Member or Staff	Day(s)	Dates	Times	No. of Hrs per Session	No. of Sessions	Total Hours Offered	Amt. Paid to Outside Speaker
Fall 2018									
Reinventing Power: America's Renewable Energy Boom, A Sierra Club Film	Anne Miller and John Fawcett-Long	Yes, Yes	Thursday	Oct. 4	6:30-8 pm	1.5	1	1.5	N/A
Mindful Eating	Rev Alex Holt	Minister	Cancelled; low enrollment						N/A
What to Expect When You're Expecting...Racial Justice: Preparing to Succeed in Racial Equity Work	Cecelia Hayes	Yes	Sunday	Oct. 14	1-3 pm	2	1	2	N/A
The Horned Moses: A Different Kind of Bible Study	Keo Capestany	Yes	Saturday	Oct. 20	1-2 pm	1	1	1	N/A
The Missing Remnant, Rev. Sofia Betancourt	Cecelia Hayes	Yes	Sunday	Oct. 28	12-1 pm	1	1	1	N/A
Avengers of the New World: Black Panther and the Powerful Vision of Fantasy and Imagination in Creating a More Just World	Cecelia Hayes	Yes	Friday	Nov. 2	6:15-9 pm	2.75	1	2.75	N/A
Poetry Workshop: Even My Poems Are Revolutionary	J Mase III	No	Sunday	Nov. 4	12:45-2:30 pm	1.75	1	1.75	Ask Tracy Burrows
The Messages We Send, by Brittany Packnett	Cecelia Hayes & CQ Team	Yes	Saturday	Nov 17	7-9 pm	2	1		N/A
No Time for a Casual Faith, by Rev. Susan Frederick-Gray	Cecelia Hayes, Shelley Webb & Board	Yes, Yes	Sunday	Dec. 16	12-1 pm	1	1	1	N/A
Total, Fall 2018								11	

Winter 2019									
Beloved Conversations [Offered by RJCT; CQ helped with publicity only]	Rhonda Brown, Racial Justice Change Team	No, Yes	Retreat: Fri. eve, Sat. + 8 sessions on Tue. or Wed. eve., or Thu. or Sun. morn.	Retreat, Jan. 11-12, followup sessions on assorted dates from January thru May	Retreat 5:30-9 Fri and 8:30-5 Sat. Followup sessions 2 hrs ea.	Retreat 12 hrs + 2 hrs per followup session	Retreat + 8 followup sessions	12 + (16x4) = 76	Yes, check with Racial Justice Change Team
Finding Your Line: An Expressive Meditation Workshop	Mark Mackay	Yes	Thursday	Jan. 17, 24, 31, & Feb. 7	7-8:30 pm	1.5	4	6	N/A
Cracking the Codes: Developing a Better Understanding of America's Racial Divide	Cecilia Hayes	Yes	Sunday	Feb. 3	1-3 pm	2	1	2	N/A
Jesus Reconsidered	Rev. Alex Holt	Minister	Tuesdays	Feb. 5, 12, 19, 26; Mar. 5, 12	7-8:30 pm	1.5	6	9	N/A
Examining the Private/Public Histor(ies) of Inequity (incl. Traces of the Trade film)	Cecilia Hayes	Yes	Sunday	Mar. 17	1-3 pm	2	1	2	N/A
Black KKKlansman Film Screening and Discussion	Cecilia Hayes	Yes	Friday	Mar. 29	6:15-9 pm	2.75	1	2.75	N/A
Total, Winter 2019								21.75 (non-BC) + 76 BC	
Spring 2019									
All About Our Sister Congregation in Transylvania	Ginger Brewer	Yes	Sunday	Mar. 31	1-2:30 pm	1.5	1	1.5	N/A
Pre-Planning Your Memorial Service: Your Service, Your Way!	Joan Whitley, Charlotte House, and Theresa McCormick	Yes - all	Saturdays	Apr. 6 and 13	1-3 pm	2	2	4	N/A

Mrs. Beazley's Hair: In Between Races, a Special Caste—Melungeons, Family Stories, Medical System Risks, and Other Not-Quite-White Conundrums	Marion Kee	Yes	Thursday	May 9	7-8:30 pm	1.5	1	1.5	N/A
The Change and Transition Process	Norene Ott	Yes	Wednesday	May 15 (upcoming)	7-8:30 pm	1.5	1	1.5	N/A
The History of Our Sorrow, the Source of Our Strength: Asian American Loyalty, Citizenship, and Resilience	Cecelia Hayes	Yes	Sunday	May 26 (upcoming)	1-2:45 pm	1.75	1	1.75	
Travel Is Intensified Living: Equity, Social Justice, and the Racial Politics of "Green Book" (Film Screening and Discussion)	Cecelia Hayes	Yes	Friday	May 31 (upcoming)	7-9:45 pm	2.75	1	2.75	
Total, Spring 2019								13	

HOSPITALITY MINISTRY

Annual report to the WSUU Board of Trustees and Congregation Submitted by Kathy Rawle and Jade Lowry, Co-chairs

The Hospitality Ministry comprises more than 30 of our members, from grade-school age to over 80, serving hot and cold beverages and a wide variety of snacks every Sunday after services. This entails an hour to two (and sometimes three) hours of setup and cleanup each Sunday, as well as tracking coffee usage and supplies, keeping the kitchen and refrigerator in good shape, and periodic deep cleaning. Sandra Rudd has functioned as our kitchen manager this year, helping to keep things tidy and primarily overseeing supplies and weekly creamers.

This team has been AWESOME! Regulars are regular (showing up, working hard and handling problems with ingenuity and good grace). Subs pitch in when needed, and the kids on the team are full-fledged members—not just “helpers.” This year we have had success with a rotation schedule so that folks have a monthly commitment time in place. We have been building some experience of small group ministry in the team with potluck gatherings, naming our dishwasher (“Bubbles”), weekly email exchanges, and supporting connections while working together. At the start of the year, we purchased eight new red aprons with a design voted on by the team, so that our community knows who our hospitality folks are during social hour and other events when people choose to wear them. These were funded by donations from the team.

We are actively recruiting new members, because of attrition and expanded needs (more tables to set up and take down, providing for special dietary needs, for example but also, especially, the hope to be able to provide Hospitality for more events beyond Sunday morning).

Our minimal budget request has remained the same this year, to cover coffee and supply costs.

SOCIAL JUSTICE COUNCIL

Annual report to WSUU Board of Trustees and congregation Submitted by Tracy Burrows, Chair

Tracy Burrows, Social Justice Council Chair

Viveca Monahan, John Fawcett Long, Anne Miller members

The Social Justice Council coordinated a full calendar of social justice activities this year. The four focus areas of the Council are:

- Immigration Rights

- Racial Justice
- Environmental Justice
- Direct Community Service

Immigration Rights

The Council held vigils at the Northwest Immigration Detention Center in Tacoma on the fifth Saturdays of the month. The vigils attracted between five and ten members and friends of Westside who stood as witness to the inhumane treatment of detainees and supported families visiting their loved ones being detained in the Center.

The Council also invited Rosalinda Guillen, the founder and director of Community2Community (C2C), to speak from the pulpit and hold an organizing meeting after the service. C2C is a women-led grassroots organization dedicated to food sovereignty and immigrant rights for farmworkers. Their projects strive for the people's right to healthy and culturally appropriate food produced through ecologically sound and sustainable methods.

Racial Justice Change Team

Westside's RJCT has 16 members and launched in the spring of 2018. One of our early meetings was a day-long retreat where members of the team worked to identify opportunities to make progress on racial justice issues at Westside. For some of us, it was the first time that we'd closely examined our own place in systems that grant inherent advantages to white-skinned people. For others, the retreat was an opportunity to introduce the concepts of cultural competency to a growing group within the congregation.

As we started our work, we developed an interim purpose statement. It is interim because we understood that we would gain greater clarity about the focus of our work as we gained more experience. Our interim purpose statement is "To directly challenge systemic racism and create opportunities for us and others to get educated about it, so we can fight against it together. To expose white privilege and our own place in it, while working to interrupt it at WSUU and in the larger community." This purpose is ambitious and it is grounded in education, self-assessment, and action.

Our mission anticipates institutional change. So what kind of changes are we talking about? An important step is to collectively increase our knowledge of the ways in which racism and oppression show up in our institutions and to develop the skills to take action to initiate change. The **Beloved Conversations** curriculum is a core part of increasing this understanding and we are grateful to the initial cohort of forty members of the congregation who have been engaging in these conversations since January. Another educational effort was coordinating the Sunday worship services offered by J Mase III, poet and author of *And Then I Got Fired: One Transqueer's Reflections on Grief, Unemployment & Inappropriate Jokes About Death*, and DeReau Farrar, Music Director, First Unitarian Portland. The Change Team also promoted a

lecture on the Chinese Exclusion Act at MOHAI and an exhibit on redlining at the Wing Luke Museum.

Another step in making change is looking deeply at our policies and practices to see whether they promote equity. This work could include adopting a congregational commitment to racial justice that we hold ourselves accountable to. One of our priorities is to join the many non-profits and churches that are modifying their decision-making models to intentionally consider equity and to bring to light impacts of decisions on marginalized groups.

Our team is stretching beyond places of comfort to move toward a more just world. We desire to work collaboratively on these efforts, and we invite you to join in!

Environmental Justice

The Climate Change group coordinated WSUU's campaign to give up plastic for Lent. If you missed the campaign this year, it will be back bigger and better next year. In October, Anne Miller showed the Sierra Club film "Reinventing Power" to an enthusiastic audience and, in May, Marco Deppe presented a Sunday worship service on responding to the climate crisis.

Direct Community Service

The WIN (Westside Interfaith Network) sponsors a meal for over 100 homeless and needy people in White Center ever Saturday at noon. Clothing, toiletries and other necessities are also given away. WSUU has four regular volunteers every Saturday, and many more when we sponsor a meal. This weekly event is called The Welcome Table. Sandra Rudd is coordinator of WSUU's volunteers and does an extraordinary job of getting volunteers and obtaining donations of hundreds of pounds of delicious, healthy food for the Welcome Table. Each winter, Regina Brennan coordinates a winter clothing food drive that also goes to support the local homeless.

STEWARDSHIP COMMITTEE REPORT

Annual Report to WSUU Board of Trustees and Congregation

Submitted by Jim Schlough and John Monahan, Co-Chairs, Kevin Lane-Cummings member

Our planning meetings for this year's pledge drive recognized that personal contact with membership is becoming more limited by social and technical changes in communication; phone calls are easily ignored, fewer members want personal visits, emails are unopened or not returned. What seemed most reliable was to get an appeal and a pledge form into members hands through first class mail.

Our efforts to formulate a new look and feel for the pledge drive were assisted by members Candy Sullivan, Jade Lowry, board member Larry Brennan, and church administrator Shannon Day. Our focus became the use of a theme-based, positive, aspirational approach. The theme “Westside Rising” was chosen, with the intention to introduce this theme a couple months early to build expectations. This was communicated primarily through the weekly Westside email with some additional signage.

Ron Hammond, a new friend of Westside with graphic design experience, was enlisted to design our “logo” and help produce a brochure to promote the pledge drive.

Our brochure was enhanced with graphics and charts to minimize the abundance of text. It set a goal of a 10% increase with the need primarily focused on costs for the new minister. The use of online pledging and automated payments were promoted and explained. The mailing to members and pledging friends went out March 16th. On Sunday, March 17th, Kevin made a short, dynamic, promotional speech from the pulpit that built on the Westside Rising theme. The due date for pledges was set as April 8th. A lead donor event was held April 6th at the home of Mark Newton and Mike Cox.

As of mid-May, the results have been encouraging, with an increase in individual pledges in the 6-8% range, though this is offset by the loss of some pledges. Several of the more recent pledges received have seen a decrease. The perennial problem of tardiness in returning pledges continues, and efforts to follow-up with these pledges continues.

Actual results as of 16 May are \$271k received pledges with outstanding pledges that would total \$27,700 if they were repeated. This compares with last year’s total of \$288k. We anticipate a result of \$292k-295k.

A recent promotion by board chair Shelly Webb to encourage people to increase pledges to meet a substantial shortfall in the budget may provide an additional increase.

WORSHIP TEAM REPORT

Annual report to WSUU Board of Trustees and congregation Submitted by Rev. Alex Holt

The old Worship Council was disbanded by the interim minister this last year in order to refocus the group into a new direction. Several veteran members stepped away or moved to other locations. I invited several new service leaders to take on the roles of service leader. Jennifer Disotell, Ali Yeates, and Chris Darnell have been excellent service leaders this year and will

hopefully continue next year. Lisa Reitzes and Shelby Grainer will return to the group this summer. I expect Lisa will again facilitate the group at least until Christopher arrives later in the year. Staff have been very helpful as the year as gone by. We have started a new model of the music director, DRE and service leader meeting on the Tuesday before the upcoming service to plan, organize, and address any issues. The worship team continues to broaden the models of worship started by the praise service team several years ago along with variations to traditional services.

WOMEN'S GROUP REPORT

Annual report to WSUU Board of Trustees and Congregation Submitted by Norene Ott

The Westside Women's group met once a month at the home of a member. The number attending runs from ten to twenty. Current topics of interest to women are discussed. Support for all is offered.

PARTNER CHURCH Report

Annual report to WSUU Board of Trustees and Congregation Submitted by Ginger Brewer

The goal of the TSGMT is to keep active the relationships with the TSG Unitarian Christian Church congregation (Torockoszentgyorgy) and WSUU and ESUC congregations. We are supported through programs developed by the national Partner Church Council.

This year our WSUU and TSG children exchanged videos they created. They introduced themselves by name and age that gave them a chance to see how alike we all are. WSUU children said greetings in Hungarian, the TSG children in English.

Two members have established a personal hobby relationship, Jonathan Rawle (WSUU) and Csaba Finta in TSG. They check their Facebook postings frequently and send emails. We would like to see more of this one to one interest between the two groups.

The team is sending messages from us to TSG to be read on the High Holy days they celebrate which are Easter, Pentecost, Thanksgiving, Christmas and New Year's. We also ask that these messages be read to us on those days thus making us aware of our Sister Connection.

A strong relationship has developed with Rev. Emeses Erebus and Csaba Finta allowing the Team to talk via Facebook messaging and emails. Stronger WiFi has come to the villages. TSGMT will be making our first conference call at our May meeting and invite all interested to join us.

The Partner Church Council keep us aware of happenings in Transylvania like the 2018 Marriage Equality Statement adopted by the Hungarian Unitarian Church Synod that marriage is between a man and woman. Rev. Emese was at that meeting and voted against it. Read her full reply on our web page.

We send a quarter stipend to Rev. Emese to augment her salary. Stipend support for our village minister was established in the early '90s.

We keep our congregation aware of the global opportunities mainly through the church newsletter and our Sunday social hall table. The UUPCC 2019 travel programs to Transylvania are the summer budget and Hungarian Thanksgiving programs. Ginger Brewer invites all interested to join her for the Thanksgiving opportunity.

Christmas cards and calendars were sent to TSG. The families like the American photos and hearing from us.

The TSG Social Hall construction was completed with the addition of a bathroom, storage and a sink for the kitchen.

We have created a slide presentation of the Partner Church Pilgrimage History from 1991 to 2014 and presented it through the Common Quest Program in February.

We have a new brochure and table sign 'The Sister Congregation'. The name change was made to reflect a family connection.

We have ideas that have not yet materialized and will look forward to the 2019/20 and working with Rev. Christopher Wulff .

Westside UU Congregation Annual Staff Reports for the period July 2018 – June 2019

INTERIM MINISTER

Annual report to WSUU Board of Trustees and congregation Submitted by Alex Holt, Accredited Interim Minister

Dear members and friends of Westside UU,

Here is my annual report for 2017-18. It will be somewhat abbreviated due to confidentiality issues.

Here were my goals for this year contained in my annual report from last year along with my responses as to outcomes.

- Focus more on pastoral care with support from Lay Pastoral Associates team now that Chaplain Mark is retiring from Chaplain position and taking an extended vacation and renewal time until January 2019.

Outcomes: The Lay Pastoral Associates team (Marie, John, Fred) and I have coordinated the pastoral needs of the congregation since Mark Newton retired in June of last year. We collectively covered a wide range of needs including informal conversations, medical transportation, hospital and other facility visits, referrals to mental health assistance, and creating a resources manual for future reference. The team and I will plan for the transition period between the time I leave in July and when Christopher arrives in West Seattle.

- Support of Ministerial Search team.

Outcomes: I met several times with the team and with Chair Jill Jackson to check in and see how the group was doing. It was a thrill to watch a very professional process unfold and with an excellent end result. Christopher's 95% Call vote was an affirmation of the hard work done by the search team, the congregation and all those who applied for the Settled Minister position. A special thanks ought to also go for the guidance of Regional staff throughout the process and especially Nancy Bowen.

- Continue revisions to the Music program.

Outcome: The board of trustees and I made a very difficult decision in November 2018 to end the employment of Bertram Gulhaugan from his Music Director position of 8 years here at Westside. That decision had significant ramifications but I believe it was the best decision for the future of the program. A search team composed of Marion Kee, Lisa Maynard, John Britt (chair), Linda Anderson, and Ruth Herman interviewed a number of candidates and recommended Scott Farrell to the board. Scott was hired in late January and has proved to be an excellent addition to the staff as well as his enthusiastic approach to music for all ages at Westside. Lisa Maynard stepped up to coordinate the music program until a new acting music director could be found. Her skills, patience, and cheerful perspective helped the music program go through a difficult transition over the holiday season.

- Chair Worship Council and partner with them to create new Associate Service Leader program along with continuation of current service leaders. I plan to do more elements of Sunday services

and we will train a cadre of new service leaders who will do welcome, offering, and reading in 'my' services; current service leaders will lead the non-Alex Sundays as they do now.

Outcomes: I made the decision to disband the Worship Council and have a more informal transitional Worship Team. Veteran members of the old Worship Council stepped aside and one (Sandra Neiman) moved away. I invited three new service leaders for training: Jennifer Disotell, Chris Darnell, and Ali Yeates. All three have become excellent service leaders. Core staff (Cynthia and Scott) and I meet weekly on Tuesdays along with service leader for that week to plan services and deal with any logistics or other issues.

As we plan the next 5-8 months of worship at Westside, we are fortunate that Lisa Reitzes plans to return to the group along with Shelby Greiner and others. The tentative plan is for Lisa to co-chair the group with Chris Darnell this coming year. We're in the middle of summer service planning and moving forward for filling Sunday spots with outside speakers as well as Westside folks.

- Create with Worship Council a 'Second Sunday Special Service' model similar to praise services this year but expanding them into Taizi and other creative and reflective services.

Outcomes: Due to personnel changes, the number of praise services was reduced although I made a commitment to have outside speakers/musical leaders available to lead such services. A very special thanks to Marion Kee and others who continued to provide versions of the historical praise services. Taizi themed services were led by Shelby and enjoyed much popularity as well. The Worship Team and Christopher will have to determine the future of creative, energetic services to complement the traditional services at Westside.

- Support and participate in the upcoming Beloved Conversations social justice program with other UU congregations in the area (web link here:

<http://www.meadville.edu/fahscollaborative/fahs-curriculum-catalogue/beloved-conversations/>)

Outcomes: The program has taken place here at Westside with more than 40 participants in several small groups. I had planned to participate but there was a waiting list of applicants. I decided to defer to the congregational involvement. I believe the Beloved Conversations will continue next fall. By all accounts, it has been a great success. A special thanks to all those who led the workshops as well as the help of the Regional Right Relations Team.

- Work with Social Justice Council to have speakers on social justice themes throughout the church year.

Outcomes: The Social Justice Council requested six Sundays for social justice services and those were approved. Speakers included Marcus Green, Barb Greve (for Beyond Categorical Thinking weekend), J. Mase III, DeReau Farrar, and Rosalinda Guillen. A wide variety of social justice services echoed the work of the Social Justice Council and the Racial Justice Change team.

- Develop a Personnel ad hoc working group to plan evaluations of staff and contracts along with salary recommendations each year.

Outcomes: A task force is working with me right now to explore what a personnel team would look like for next year and beyond. A report will go to the board in June. Staff assessments will take place over the next two months.

- Revise and enlarge a Right Relations Team (now called 'Congregational Concerns committee') along with adequate training for that team to successfully manage and resolve conflicts and disagreements. Many thanks to Laura Pierce who led several important mediations this year.

Outcomes: This is an ongoing project. The old "Congregational Concerns Committee" was not fully functional for some years. I dissolved it and invited several new members for a new group to be called "Right Relations Team". I'd hoped to have training done this year but other factors

delayed such training until next year. Given a number of volatile conflicts at WSUU, I wish that I'd been able to get this team in place with training last fall. I would hope that the Region might be willing to get this team in place next year with up-to-date conflict resolution training.

• Experience great joy when you announce your new settled minister next spring

Outcomes: done and complete thanks to you all, Christopher and the UUA.

Addenda:

1. The Membership Team led by Laura White has continued to welcome and support visitors and prospective members this year. I count at least 11 new members this year including families. The Membership Team included Joan Whitley, Viveca and John Monahan, Kathleen Brennan, Amy Youngblood, and chair Laura White. A special thanks to Laura and the others for their organizational gifts, enthusiasm, and support of new members.
2. Your board of trustees led by Shelley Webb this year has confronted numerous issues including conflict resolution, the termination of a long time staff person, budget constraints, the ministerial search, the lift/elevator project, and much more. They have explored solutions to challenges that might have crippled other boards from successful resolution. The new board for this coming year will be composed of both veteran board members but also a new generation of church leaders. Many thanks to the Nominating Committee (Shelby Greiner, Aimee Schiefelbein, and Don Wahl) for their hard work.
3. The Social Justice Council led by Tracy Burrows has had a most eventful year of work in multiple areas of social justice. I trust they will submit a full report of their activities for the annual meeting.
4. I've mentioned a number of times that we collectively are living in a liminal era when nothing is certain, everything seems out of balance and control, and we do not know what the future holds. That's true in our personal, professional, and congregational lives. Westside UU has stepped up again and again to face the future and adapt to rapidly changing conditions here and in the world. After an extended (and unintended) 4 year transition, Westside is ready to move forward and also be a leader in the UUA conversation on racial and other social justice issues.
5. The AV team led by Steve Burrows, Soph Davenberry, and others including Nate Mesnard has provided excellent support for Sunday mornings especially given the limitations of projection screening and the light in the sanctuary. Shannon Day also deserves thanks for her assistance this year preparing projection slides for various services.
6. The lift/elevator project finally got off the ground last year thanks to the many donations from members as well as a chalice lighter grant. Patti McCall and Judi Finney have taken the lead to get the design, contractor, and construction done this summer. Thank you to Patti, Judi, and the many people who have contributed to this project.
7. I finally want to mention the excellent staff here who support your ministry in the world. Shannon Day is congregational administrator as well as bookkeeper. She has kept Westside steady as the congregation goes through these turbulent times. She takes administrative multi-tasking to a whole new level of skill. Cynthia Westby completed her seminary training as an Interfaith minister last fall and is now ordained. She has

continued to guide and expand the opportunities for Religious Exploration at Westside for children and youth. Scott Farrell joined Westside in late January and has brought new energy, enthusiasm, and joy to the music program. His workshops on developing music skills have been testimonies to his desire for a board range of congregants to be actively involved in the music program.

Respectfully submitted,
Rev. Alex Holt, Accredited Interim Minister

MUSIC MINISTRY and AUDIO VISUAL TEAM

Acting Music Director January through May 2019 Annual Report to the Board Submitted by Scott Farrell, Acting Music Director

It feels like so much longer than the five months I've been serving as Acting Music Director here at Westside. I am truly, truly enjoying every aspect of being here, and am so grateful that the universe let us find each other!

I was fortunate to have had Lisa Maynard and Shannon Day as trainers and mentors during my first weeks (and continuously since then). I'm still learning, and run into odd dead ends from time to time, but knowing that these women are there to see me through is a constant comfort to me. I'm comfortable now with the different forms required for producing a smooth Sunday morning experience, and in addition to weekly meetings with Alex and Cynthia I feel like the coordination is right on track, and that as a team we are producing cohesive, purpose-lead services for our congregation.

I held a series of three workshops under the umbrella "Singing For Everyone" that were well attended and I believe well received. My intention has been from the beginning to empower others to engage more meaningfully with music here at WSUU, and the workshops, as well as the Westside Chorale, are among the ways that people can feel both that they are being served, but having a good time. My time with Reverend Christopher was deep and connective, and I'm truly looking forward to our collaborative efforts in the future.

In looking at the budget for this coming fiscal year, I did some juggling to find some money for purchasing new music so that we can continue to offer diverse songs for Sunday morning services without increasing the overall music budget. I do find it a challenge sometimes to stay within the 20 hours a week I am contracted for, but I think I've found ways to balance time week to week so that it all averages out. My hope would be that as our congregation and thus our prosperity grows, consideration could be given to both increasing the budget for music purchases and increasing the Music Director weekly hours contractually.

My plans for the future include a new version of what used to be the Music Council, to help support the current program and explore new ways of involvement. I plan on looking for more and more ways to encourage youth involvement in music at all levels, from choir membership to

sharing talent on Sunday mornings. I will be offering the “Singing for Everyone” series again in the fall, and also hope to continue to find ways to serve the richly diverse community that is here at our church, and to continue to explore ways to make musical expression a meaningful part of this vibrant tapestry.

RELIGIOUS EXPLORATION FOR CHILDREN AND YOUTH

Annual report to WSUU Board of Trustees and congregation Submitted by Cynthia Westby, Director of Religious Exploration

Westside’s Religious Exploration program for children and youth provides an enriching, supporting and welcoming atmosphere for infants through high school aged youth with programs that included, this year, Sunday RE classes (Nursery, K-1, K-2 OWL, 2-5th grade, 4-5 OWL, Middle School (6-8th grade), and Youth Group (9th-12th grade)). Fourteen Chalice Chapels (held in lieu of RE classes as a single RE class for children 6 years through 12 years old) were held this year. Four multi-generational services were held this year.

Our K-1 class used a Montessori-based program focused on teaching UU principles and sources. This year’s theme for our 2nd-5th grade class was Friendship. The theme for the Middle School class was Social Justice. This theme for our fourteen Chalice Chapels was spiritual practices. The youth group explored a broad range of topics.

RE Council: Nola Balch and Dave Edwards co-chaired our RE Council. Others on the council were: Kim Frappier, Kasey Langley, Amy Hance-Brancati, Cara Mathison, Laura Strand, Mike Fox and Thomas Terrence. These dedicated, tireless volunteers supported the RE Program with hands-on help as teachers, greeters, planners, and more. They met once a month to support the DRE ensuring we had teachers, substitute teachers, Chalice Chapel teachers, and support for multi-generational services such as our June 9th RE Celebrations of Transitions Service. RE Council members also rotate responsibility for greeting our families and children who come in the front door on Sunday mornings (assisting the DRE and RE Program Assistant). RE Council members support the many behind-the-scenes activities connected to creating and offering classes, Chalice Chapels, and more. They offer a Soup Lunch fundraiser for RE every quarter which raised funds for RE’s many programs and helped promote our Religious Exploration program.

RE Attendance: Here is the attendance for the RE year, by class, and with totals, from September 2018 through May 5, 2019 (orange is Chalice Chapel, Green is Multi-Gen, Red is a holiday with no RE). In the 2018-19 RE Year 90 children and youth were registered for RE programs at WSUU, with approximately 160 individuals listed as parents or caregivers. Average Sunday attendance on days when we have held our classes has been approximately, in the Fall of 2018, 20 children and youth. From January-May 5 of 2019 our average class attendance has been approximately 31 children and youth; with the maximum attendance as high as 35. We are seeing a trending toward larger numbers in RE classes and more new families with children coming to church. This is exciting!

Class	Sept			Oct				Nov				Dec					
First	16	23	30	7	14	21	28	4	11	18	25	2	9	16	23	24	30
Nursery	0	2	1	1	1	3	2	2	5	4	1	4	3	4	-	-	-
K-1	-	-	4	4	2	6	5	4	-	-	-	-	-	-	-	-	-
K-2 OWL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2-5	-	-	10	10	4	12	5	7	-	-	-	-	-	-	-	-	-
4-5 OWL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6-8	-	-	-	3	2	5	5	3	-	-	-	-	-	-	-	-	-
HSYG	-	-	8	-	5	4	-	4	9	-	-	3	4	-	-	-	-
Chalice Chapel/AllGen	13	9	-	-	-	-	-	-	12	19	9	8	12	13	-	-	-
Daily Total	13	11	23	18	14	30	17	20	26	23	10	15	19	17	-	-	-

Class	Jan				Feb				Mar					Apr				May			
First	6	13	20	27	3	10	17	24	3	10	17	24	31	7	14	21	28	5	12	19	26
Nursery	7	3	3	3	5	s	5	7	6	4	8	6	3	9	5	0	6	5			
K-1	6	6	-	4	9	-	-	7	5	7	-	-	-	-	-	-	-	-	-	-	-
K-2 OWL	-	-	-	-	-	-	-	-	-	-	-	11	10	-	-	10	9	9	-	-	-
2-5	-	7	-	3	4	-	-	4	3	5	-	10	10	-	-	8	6	9	-	-	-
4-5 OWL	6	4	-	6	-	w	-	4	5	3	-	7	-	-	-	-	-	-			
6-8	8	9	-	9	9	-	-	9	9	9	-	8	-	-	-	-	5	-	-	-	-
HSYG	5	6	-	4	5	-	-	2	6	5	-	2	6	-	-	-	8	4			
Chalice Chapel/AllGen	-	-	18	-	-	-	-	12	-	-	-	14	-	-	12	16	9	-	-		
Daily Total																					
	31	35	21	27	29	0	17	33	35	33	22	33	27	21	21	27	34	27	-	-	-

RE Volunteers: 56 volunteers made Westside’s RE program possible. These volunteers provided support as: regular and substitute teachers for all our classes and programs; storytellers, RE Council members, organizing our library, maintaining Busy Bags, cleaning nursery toys, costumes for the play, and more. I am deeply grateful to all our incredibly generous volunteers for the gift of their time, talent and energy!

Chalice Chapels: We had the theme of spiritual practices for this year’s Chalice Chapels. We held fourteen Chalice Chapels. Chalice Chapels are held in lieu of RE classes as a single RE class for children 6 years through 12 years old. Thirteen different teachers offered their perspective on the topics of hospitality, storytelling, music, Islamic practices, prayer and meditation, solstices and equinoxes, non-violent communication, sacred space, chanting and rhythm, Buddhist practices, time in nature, Easter egg dyeing, and poetry.

OWL (Our Whole Lives): We had nine children in the 8-week 4th-5th grade OWL class this year with four teachers and ten children in the 7-week Kindergarten-2nd grade OWL class with a different team of four teachers. OWL is an important social justice program for Westside UU. We'll be offering our year-long Middle School OWL class in 2019-20 and I have already lined up the six teachers I will need for this class! Great news!

Youth Group: We had approximately ten youth in Youth Group this year. Our youth are involved in many ways at Westside including participation in the Sunday evening youth group, choir, nursery and childcare. The youth group met 1-2 times per month and visited a few other faith traditions and focused for much of this year on preparing for the Youth Led service, which was held on Sunday, March 17th. This service focused on the traditions from local and national UU Youth communities our youth have experienced and found meaningful. This service was both interactive and reflective. This service was enthusiastically received and was a wonderful opportunity for the congregation to enjoy a personal experience of some of the meaningful, fun practices youth find memorable and meaningful. The service also demonstrated what a strong, dynamic youth group we have. Simon Knaphus is the lead youth advisor with Amy Hance-Brancati, Julie Forkasdi and Laura Strand on the team of wonderful youth advisors. We will have five seniors bridging during the June 9th 2019 RE Transitions ceremony held during Westside's service.

YAC: The Youth Adult Committee co-chaired by Claire Bucklew and Amy Hance-Brancati and attended by the chairs, DRE and lead youth advisor Simon Knaphus met quarterly in support of the youth group fundraising, planning, and programs.

Multi-generational services: We had four multigenerational services. On September 16 we held a multi-gen service for our Ingathering weekend. Our December 24th we held our Family Christmas Eve Pageant service. On May 12th we held our Mother's Day multi-gen service on the origins and meaning of Mother's Day with a Flower Ceremony and baby blessing. On June 9th we will hold our RE Celebrations and Volunteer Appreciation Service. The RE transitions ceremony will honor children transitioning into Kindergarten, Middle School, High School and bridging out of high school into adulthood.

Christmas Pageant: We held our annual Family Service Christmas Eve Pageant on Sunday, December 24th at 5 pm with the play "Last Stop on Market Street" by Matt de la *Peña* with all our children who wished to be in costume or have a speaking role, participating. It was well attended and a beautiful, memorable evening for our families and children.

Summer Program: In the summer (from mid-June until mid-September 2019) we will be offering two classes – one in the nursery for children 5 years old and under; and one for children 6-12. Volunteer teachers with special skills and interests taught our children last summer (and will again this summer) topics including: nature walks, science projects, outdoor games, and art projects.

Stories for All Ages: I have worked with a wonderful team of sixteen storytellers who have offered Westside, during each service's time for all ages, many styles and voices through their

stories related to the sermon topic. They bring a wonderfully diverse range of stories to the congregation each Sunday.

Chalice Lighters: When our children turn seven years old (or for children who are older and new to our congregation) they can light the chalice for the first time. The children's bio page is kept in our Chalice Lighters book. Volumes have been kept of these bios since the church beginnings. We had several new Chalice Lighters this year!

Donations: We had many congregants give the RE program gifts of arts supplies, toys, books, and more – all of which were deeply appreciated and needed.

ADMINISTRATOR

Annual report to WSUU Board of Trustees and congregation Submitted by Shannon Day, Congregational Administrator

Greetings from our lovely light filled office. It has been quite a year! I'm very excited about beginning a new chapter of our congregational life in the coming year – welcoming Rev. Christopher Wulff, but this report is about the year that we are completing.

Communications: Not too much to report on this front. Our communications task force took a little break after a heroic effort that resulted in improved content on our website. The next task at hand is creating some policy around social media. I am grateful to Kathy Rawle and Jill Jackson who regularly post great content on our Facebook Page. I am also grateful to Kathleen Bennet, Alice Britt and Kathy Rawle for serving on the task force. Huge gratitude also to Jonathan Rawle for supplying us with amazing images that he captures.

Rentals: In March of this year we learned that our long-time tenant, Sweet Pea Cottage Preschool for the Arts is closing their West Seattle campus and thus terminating their lease with us. Since that time, I have been working diligently to find our next tenant. We have had interest but the fact that anyone leasing space from us must be a non-profit organization makes finding a good fit challenging. In order to remain exempt from paying WA State property tax, any long-term lease must be a non-profit organization. At the time of this report I am in conversation with 3 different parties and hope to have a new lease in place so that our tenant can begin their classes in September after our Lift construction is complete. We continue to rent space to one AA group, a Tai Chi group, and a vocal ensemble.

Website: a recent hiccup in the office has been an infection of our website with malware. The site is currently being rebuilt by a heroic volunteer and member, Rob Fenwick. We will be changing our web site host to managed service for greater security. Gratitude to Marco Deppe, Kathleen and Larry Brennan as well for their support with website issues.

Committees Supported: Part of the job of Administrator is to support committees and work groups that are operational in nature. I delight in the time that I get to spend with Finance, Stewardship, Communications, and of course, are wonderful Board.

Volunteers: I benefit from, and delight in, our office volunteers. Thank you to Joan Whitley who prepares and delivers our bank deposit each week, Patty Campbell, who tidies the sanctuary and keeps our newcomer packets stocked, and Patti McCall who helps with yellow card entries and membership tasks. I'm also profoundly grateful to Patti for the time she spends filling in for me so I can go on vacation!

Looking forward to another year with all of you.

In loving community,
Shannon

WSUU 2019-2020 Budget FAQ

This church year is a time of change, and our budget reflects those changes. We've prepared this list of questions and answers to explain significant year-over-year changes.

For the upcoming church year, we will only be able to balance our budget and avoid severe cuts by using the one-time gift from the Wake Now Our Vision program that partially matched planned giving to WSUU. In future years we will need to focus more on increased pledge income, driven both by growing membership and the generosity of current members.

Income

Q: Why are "Other Donations" up from the prior year?

A: The Wake Now Our Vision program, which partially matched future bequests to WSUU, accounts for an increase of approximately \$28,000. This is a one-time gift. At the same time, the discontinuation of the Elevator Fund has reduced "Other Donations" by \$6,000. Additionally, the 2018-19 budget included an overly optimistic amount of special gifts (\$7,000) which never happened. Adjusting for all of these results in a net budget increase of \$14,000.

Q: Why is "Fund Raising" down?

A: In prior years, the "Raise the Paddle" giving during the auction was dedicated to the General Fund, or to expenses paid by the fund, such as Ministerial Search Team expenses. Going forward, these monies will be directed towards specific projects or causes, as they were originally intended to be.

Q: Why is "Youth Group Ministry Income" zeroed out?

A: This is a result of how our accounting software works. In 2018-19, funds were transferred in from a special account. This is offset by an equal reduction in Youth Group Programs expenses.

Q: Why is "Programs and Misc. Income" lower?

A: We had a surplus at the end of 2017-18 that rolled into the 18-19 budget as income. We do not anticipate any such roll-over at the end of this year.

Q: Why is "Rentals" so much lower?

A: Sweet Pea Cottage pre-school has decided to cease operations at all of their satellite campuses, including West Seattle. We will not be able to rent the space until the lift construction is complete, and we are uncertain that we will find a tenant that will pay the same rent. The rental income estimate is deliberately conservative, reflecting the interest and ability to pay of prospective tenants. Note that we can only rent to other nonprofit organizations in order to keep our property tax exemption with WA state.

Expenses

Q: Why is total ministerial compensation lower than in 2018-19?

- A: Before Rev. Wulff can join us at Westside, we need to secure an R1 visa for him and R2 visas for his family, and before we can begin that process, we need to be certified as a 501(c)(3) nonprofit separately from the UUA. We're assuming that this process will be complete by the end of December, and that Rev. Wulff will begin his service here in January. Therefore, his salary, housing stipend and other employment costs will be half of a full year. Our 501(c)(3) application has already been submitted to the IRS.
- Q: What are the "Minister Additional" costs shown in the budget?
- A: These are one-time expenses related to the ministerial transition, and include legal fees, installation, and moving expenses.
- Q: Why are "Music Ministry" expenses lower?
- A: Our Acting Music Director's wages are lower overall, but still within UUA guidelines for our cost-of-living tier.
- Q: Why are RE Ministry expenses down?
- A: This reflects the removal of the one-time Youth Ministry expenses incurred last year. (See "Youth Group Ministry Income" question above.) It also reflects actual increases in costs, partially resulting from us moving towards median compensation for RE staff.
- Q: Why is Admin Staff Support up?
- A: This reflects us moving towards median compensation for staff as per UUA guidelines,
- Q: Why are UUA dues up this year?
- A: As in prior years, we are only paying 50% of our dues. This year, the UUA has changed how dues are calculated, reflecting both the overall affluence of an area based on geography and the size of the congregation. The increase in our dues was limited this year, and will continue to increase in future years as per the UUA's formula.
- Q: Why are "Committees Expenses" up?
- A: This is driven by two factors. We anticipate a substantial increase in costs to secure guest speakers and ministers for services until Rev. Wulff can join this. The estimated expenses are \$15,000, but may be higher. Additionally, almost all discretionary spending has been cut, and we hope that members can directly support other programs, such as another Beloved Conversations series.
- Q: Why are "Facilities Expenses" down?
- A: This reflects the removal of the contribution to the Elevator Fund, which counted as an expense in prior years and is no longer needed.

2019-20 Board of Trustees and Nominating Committee Slate and Biographies

Presented by 2018-19 Nominating Committee:
Shelby Greiner (chair), Aimee Schiefelbein, and Don Wahl

Board of Trustees

Jade Lowry (she/her), President: Jade, formerly Betsy with origins in Washington DC, is happy to be a Pacific Northwesterner and member of Westside since 2012. She participates in congregational activities with her beloved spouse, Phil Harris, and has recently co-chaired our Hospitality Ministry, served on the Racial Justice Change Team, and co-facilitated a group for our first offering of Beloved Conversations. She is actively inviting opportunities for awareness of her privilege, as a white-skinned, cis-gendered female. Jade's East Coast life included teaching special education at all levels; teaching 8th grade English; facilitating national school reform programs; serving as a professor, director of online learning, and assistant dean at Johns Hopkins University; and providing leadership for the Johns Hopkins Center for Technology in Education for 14 years. Jade loved the experience of serving as the Director of Religious Exploration for 3 ½ years at Westside, from January 2013 to June 2016, and has enjoyed making music in this community through drum circles, the marimba band, ukulele groups and other creative opportunities with many of Westside's amazing musicians. She is currently completing programs to be certified as a Sex, Love and Relationship coach and a Mindfulness Meditation teacher. These programs have invited a process of peeling back layers and learning to live humbly with radical honesty. Still very much learning. She is excited to integrate past and current experiences in leadership and to work together with all as we weave our way through this year of transition. She welcomes the opportunity, and will welcome collaboration, to serve her beloved Westside community in this role.

Shelley Webb (she/her), Treasurer: Shelley Webb: Shelley has been a member of WSUU since 2012, and attends with her daughter, Sparks (7th grade). Shelley spent most of her childhood in Athens, GA, and graduated from the University of Georgia with a BS in Psychology and an MEd in Mathematics. A week after graduation, she hopped in a car and moved out to San Francisco, with no job and no place to stay, just trusting that it would work out! It did, and she lived in SF for 8 years, exploring careers in teaching and telecommunications, but ultimately deciding to become an Actuary, a career she has stuck with for 15 years. She is currently an Actuarial Director at Regence Blue Shield, supporting provider reimbursement analytics and data strategy. Shelley has served in various volunteer roles since attending WSUU, including co-chair of RE Council, RE Teacher, Coming of Age, Youth Con and MS Con chaperone, and most recently Board President. She will often be seen at various WSUU social events – especially those involving Texas Hold'Em! – with her long-time girlfriend Sheree. Shelley loves numbers, Excel wizardry, and practicing the craft of communicating the complexity of both to non-technical audiences. Shelley will enjoy putting these skills to use in her role as Treasurer this coming year!

Roseanne Lorenzana (she/her), Vice President: Roseanne is the bi-racial daughter of a single father who for many years was an illegal immigrant. She is also an adoptive single parent and a scientist retired from the U.S. Environmental Protection Agency. Raised as an evangelical Christian, Roseanne is now an Agnostic, a previous member of Rainier Valley UUC; then, when RVUUC closed, a WSUU member in 2010. A sample of WSUU roles: member of the 2019 Ministerial Search Team, member of 2016 Discernment Team for the 2016 Ministerial Search Team, developing the mission & vision statement and the DRE Search Team that recommended previous DRE, Betsy Lowry. Her home in Seattle's diverse Beacon Hill neighborhood is shared with her trained therapy dog, a labradoodle named Briese. For fun she enjoys weekly dinners with her 21-year-old son, hiking, camping, bird watching, Euro-style board games, travel, books and coordinator of her neighborhood environmental justice project (beaconhillseattlenoise.org). From the WSUU mission statement, Roseanne has a particular passion for "Work against injustice and oppression based on race or culture," and "Embrace diversity and create a

welcoming and inclusive community,” and has enjoyed the search for a Minister who can facilitate awareness, learning, and growth.

Aimee Schiefelbein (she/her), Secretary: Aimee has been a member of WSUU since 2013. She lives in Rainier Beach with her wife Liz Bucklew, step-kids Gracie and Claire Bucklew, and assorted fuzzy friends. At Westside she has taken part in some small-group ministries, volunteered as a teacher in RE, has been a part of music ministry, and served on the Nominating Committee. Aimee has a natural curiosity for asking and considering the hard questions, and very much appreciated taking part in Beloved Conversations this year. She is committed to continually examining her own racism and privileged identities and appreciates the ways our community is grappling with difficult and sometimes painful conversations while trying to remain in beloved community. Professionally, Aimee has a private counseling practice in South Seattle. Prior to that she worked in various roles in community mental health as an advocate for underserved populations and a crisis responder. In a way back “past life” she worked in the accounting and business world. She welcomes the opportunity to serve WSUU as we continue the exciting transition with our new settled minister.

Tony Ricardi (he/him/his), Trustee At Large (1- year term) Tony Ricardi is newer to UU, and to any kind of organized faith since his childhood days of Catholicism. He was brought in by his partner Neve when they wanted to find a spiritual community in Seattle and started attending services together. Since then he has been surprised by how much he connects to the values and practices of the UU faith and feels called to be a part of it in larger ways. Tony is a 37 year old, queer, white, disabled, trans man; a nurse at a cancer center with a passion for hospice and palliative care; a comfort punk who is into folk and hip hop and his riot grrrl roots; a cancer sun/scorpio rising/pisces moon, Myers-Briggs E/INFP, enneagram 2, and a take-it-with-a-grain-of-salt-committed-lover of all of the above identities. Tony is engaged to the brilliant and beautiful love of his life Neve Mazique-Bianco and they are building a home life with their best friend Kate, their little King Charles Spaniels Abby and Violet, their mischievously handsome cat Mister Mu, and a large variety of plants. Tony is the more reserved and introverted one in the family, but he is excited to serve on the board and to connect with everyone at Westside in a deeper way.

Matt Aspin (he/him/his), Trustee At Large (2- year term) has been a member of Westside for about 8 years. He has served on the Clean Team, the Board, the Auction committee, as an RE teacher, and on the Interim Search Committee in the past. He is currently a Ministerial Candidate with the UUA and will be finishing up his studies at Meadville Lombard Theological School in the next year. He lives in West Seattle with his daughter Cece.

Thomas Terence (he/him), Trustee At Large (2-year term) Thomas is a native of Houston and moved to Seattle in 2006. He started attending WSUU in 2009. His daughter Elsa (6 at the time) started asking questions about religion so he and his partner Jeanette Hitch looked around for a church that reflected their values and found a great fit at WSUU. Thomas is an attorney who specializes in estate planning. He has been teaching in the RE program for the last 8 years and has served on the RE Council for the last 3 years. He attended a Middle School Con when Elsa was in middle school. He has taught 4th-5th grade OWL twice including the session from earlier this year.

Nominating Committee

Amy Hance-Brancati (she/her) (Co-Chair): Amy has been a member of Westside for 13 years. She lives in Burien with her husband, Greg, and famously friendly dog, Murphy. Amy is a longtime Religious Exploration volunteer at Westside - RE Council chair and member, Spirit Play and OWL teacher, Youth advisor, and soup lunch enthusiast. She dabbles in other areas of our church community now and then and has previously served one year on the board. Amy has worked at the National Cancer Institute's Cancer Information Service for 22 years and is incredibly grateful for her vocation and her amazing colleagues. Dog parks, gardening, biking, reading and connection with friends are things that keep her healthy and happy.

Mateo Chavez (they/them) (Co-chair):

There once was a person named Mateo,
whose name was an awful lot like potato.
Their hair was so bright,
you could see it at night
Back home, they'd call it el fuego

In search of acceptance, moved northward
Finding truth in his, her, them, their, and in your word
Staying Catholic too long
Helped their spirit grow strong
They began to fly free, a new red bird

Finding beauty in difference makes them shine
So auriferous, its their spiritual divine
Believes art is the truth
And holds all of youth's youth
Cherishing all of the things we define

Mia Shaughnessy (she/they): Mia has been a UU and attending Westside since 2006 as a then third grader. Their family walked in the doors looking for a place to let Mia explore her spiritual needs, and accommodate the variety of backgrounds and beliefs held within her family. Then, and as their family grew within a few years, they found comfort in the people and possibilities at Westside. Mia has been grown and shaped by the learning experiences and whole-heart-holding in comUUnities of OWL, youth group, Goldmine, and youth cons. (And is excited to support her siblings through some of the same in the coming years.) As a queer young adult, Mia is looking forward to serving the spiritual home that they value so much, as well as reconnecting more deeply with the physical and emotional sanctuary of Westside, and never-ending search for a current truth and meaning. Not to mention completely ELATED about the next chapter that lays ahead of all of us here at Westside! Mia is happy to be working as an Instructional Assistant in Seattle Schools, being able to live her love of educating and inclusivity, while learning so much on the job! Outside of work they can be found dancing at the roller rink, making art, laughing, connecting with people, making silly faces at kids, spending time with loved ones, or in the depths of a conversation. Held by the radiating love and support of their family, partner, friends, and Westside, Mia is excited as heck to be a part of the 2019-20 Nominating Committee!

Changes to the By-Laws

Current:

ARTICLE VI - BOARD OF TRUSTEES

4. Duties of Board of Trustees.

In addition to the responsibilities vested in it by law, the Board of Trustees shall have the following duties and responsibilities:

- A. Be in charge of the property of the Congregation, conduct all of its business affairs and control its administration.
- B. Elect officers as provided in Article VII, Subsection 1.
- C. Hire employees of the Congregation and fix their compensation.
- D. Authorize all expenditures of money; however, no contract involving expenditure in excess of 3% of annual budgeted expenditures of the current fiscal year shall be made without an affirmative vote of the Congregation in a Congregational meeting.
- E. Call special Congregational meetings of the Congregation as needed.
- F. Create Committees and appoint chairs to committees. Committee chairs shall be members of the Congregation.

Proposed Addition:

- G. Signers on WSUU bank accounts shall be Treasurer, President, and Secretary.