

University Congregational United Church of Christ

Church Council Meeting

October 15, 2016

At the conclusion of the leadership retreat

Consent Agenda

- Approve minutes of September 19, 2016 Church Council Meeting
- Receive September 2016 Treasurer's Report
- Approve AIR Form 1 Naming the Lounge and Narthex as Turner Commons
- Approve AIR Form 2 Renewing Three-Way covenant for Rev. Debra Jarvis as Writer in Residence

Board/Office	Council Member	Attendance
Lay Leadership:		
Moderator	Jan Von Lehe	Present
Assistant Moderator	Margaret Stine	Present
Treasurer	Don Guthrie	Present
Secretary	Bob Fleagle	Present
Restructure Observer	Liz Wells	Present
Worship and Music	Yale Lewis	Present
Love and Justice	Liz Wells (alternate for Susan Cook)	Present
Calling, Engagement & Community	Virginia Felton	
Stewardship (Administration)	Greg Turner	Present
Christian Education & Spiritual Growth		
Quorum	<i>over 50% of 10 (6 or more)</i>	8
Staff:		
Church Administrator	David Anderson	Present
Pastor	Catherine Foote	
Pastor	Peter Ilgenfritz	
Pastor	Amy Roon	
Guests:	<i>Toni Higgs (with Racial Justice Task Force) Sven Peterson (Pledge Committee) Robin Turner (Budget Committee), Beth Bartholomew</i>	

The University Congregational United Church of Christ Council met on September 19, 2016 in the church Chapel. The meeting began at 7:00 pm with prayer, declaration of a quorum and Circle of Sharing.

Consent Agenda

- Minutes of the August Council Meeting
- Spirit Workshop Steering Committee (including adding Royce Morrison to slate)
- Chile Care Board Members (Liz Wels)

Motion to accept. Carried

Reports/Old Business

Sven Peterson: Pledge campaign.

Overall goal stays at \$1.25 million. They're planning a luncheon 10/23. No videos long), Pledge campaign begins Oct 2. Dedication day is 10/30

Robin Turner and Don Guthrie: Budget committee recommendations:

(Jan wants to look first at 'big picture' rather than at 'pledging units'). Robin: Where are we headed on pledging? Where can we cut (we need guidance from Council for this). Our expenses are going up by about 2-3% per year but (about 1% above inflation) pledges are flat-lining & membership is aging & we need to appeal better to younger people. Greg: We haven't had a 'stewardship sermon' (i.e. One asking for money) in the 11 years since he's been here. Since 1961 when UCC was formed, US population has grown 75%, number of kids in UCC Church school attendance is down from 20 years ago (but our congregation is doing better, our youth numbers are up). Greg wants a 'walking tour' of the church for church members every

Sunday for a while to educate our members as to what their pledges are buying. Jan summarizes: Stewardship ministry is willing to work on the covenant & they need more help from the Council. David: re-done website to be out by about first of year.

Don on financial report (p21).

Revenue is on budget & on track to reach our yearly goal. Expense on track except for personnel which has deficit of \$12K. Our credit under Obamacare will go away next year. This and family leave will add pressure to the budget. We want to increase personnel but must find the money if we do. Likely the health insurance premium increase will be higher than the family leave costs.

David on Leadership report

(p27,28). Coverage while Amy and Catherine are out.

New Business

Racial Justice funding request AIR form

Toni: We need funding, \$6K, to hire a facilitator, Diane Schmitz, who can train other facilitators. Could change because she will have to hire a facilitator of color if any trainees are people of color. Would come from 'new initiatives' fund which has \$133K in it now. David: Leadership is enthusiastic about this. Chapel Hill Church has done such an initiative (p38). David suggests changing the \$6K to something bigger. No motion for a bigger allocation. Don: Clearly this initiative will need additional funds eventually.

Don moved. Greg seconded. Passed unanimously.

Re-structure task force AIR form

Led by Margaret: We don't have alternates finalized. Moved to discuss by Don, Second by Margaret. To authorize each ministry \$1K from 'new initiatives' (through May 15, 2017-use it or lose it) fund for small projects so they won't have to come to Council for small items. Carried unanimously.

Imagine Campaign (handout)

Margaret: Projects: building access, street improvements (16th St. Canopy is done). Seattle DOT nixed curb cuts & 16th St. changes. We hope to work on some other things including lounge kitchen improvements, chapel door replacement (to get a stained glass panel in the door), plumbing repairs, narthex dome repairs.

Staffing:

David: Focus on security & hospitality. Per council instruction, he has hired a security and hospitality staff person, Cornell Tabb, who's been in the military & is going to Shoreline to learn policing. He won't be armed. We may have a backup for him because he's in the reserves & misses a Sunday a month. Staff members will have yellow nametags.

Retreat 10/14, 15.

Jan hopes they can resolve any outstanding issues & Council not have to meet 10/15.

Face Wall

Greg would like to do a 'face wall' with pictures of our members with a space for new members (& maybe to include people who visit often but aren't members).

Meeting adjourned at 8:50 pm

Pages 27 & 28 from packet, referenced by leadership report.

Key coverage while Amy Roon and Catherine Foote are out
v. September 14, 2016

Peter Ilgenfritz and David Anderson are both here, available, and healthy!

Parish Care

- Peter is available
- Also available: Greg Turner and Judy Strausz-Clement
- Befrienders and Covenant Partners are also available for prayers on Sunday and in other needs
- Pastoral Care Program Asst Carol Coleman is in place, doing great, and working some expanded hours to help coordinate.

Love and Justice

- Cassie Emanuel is chair of the Love and Justice Ministry and can address questions and ideas

Christian Education

- Peter is here to supervise as needed
- On track - fall programming is launched!
- Interim Children's Ministry Coordinator Leslie Riley is on board and doing well
- Rebecca Schmidt is available as a resource and to consult
- Youth Ministries Coordinator Margaret I Swanson is here and ready for fall.

Preaching/Worship Leadership

- Covenant partners in worship leadership on Sunday mornings
- Interim Music Director Brenda Mohr is in place and ready; fall choir rehearsals begin this week
- Guest preachers this fall include
 - Debra Jarvis, UCUC member & Covenant Partner
 - Michael Ramos, Director of Church Council of Greater Seattle
 - Steven Patterson, UCUC Lecture Series speaker and Professor of Religious and Ethical Studies at Willamette University
 - Diane Schmitz, UCUC member Covenant Partner
 - Karen Georgia Thompson, UCC Minister for Ecumenical and Interfaith Relations

Administration

- New office staff are in place and doing well:
 - Erin Lovejoy-Guron, Lay Ministries & Communications Coordinator
 - Mikhail Roque, Office Coordinator
- Other administrative and facilities staff are in place and doing well.

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF SEPTEMBER 2016
(As Amended at the meeting and passed)

AIR # _____

Requested by: Beth Amsbary & Catherine Foote / Spirit Workshop

Action/Motion or Discussion Requested:

To affirm the Spirit Workshop Steering Committee membership of the following:

Beth Amsbary	Nina Redman	Royce Morrison
Mary Jeanne Phipps	Sarah Turner	

for the following reasons:

To launch an action group within UCUC, 3 members are required to serve on a leadership team. We submit this group of 4 UCUC members to serve on the Steering Committee for Spirit Workshop. They will immediately begin the internal work of creating job description and hiring criteria for the Convener position, in consultation with Personnel Board and advisors from Conference who are familiar with Church 3.0 models. We plan to add several non-UCUC members in the near future, but did not want to make them begin their service with our own internal administrative details. The external members will help to balance the group's planning with perspectives outside our membership culture.

Foreseeable objections (add your rebuttals if you wish):

We are still pursuing some male members for the steering committee. It simply happened that women were the first to say yes.

Date of Request: 9/6/2016

Person to be contacted by the Executive Committee if clarification is necessary:

Beth Amsbary

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF September 19, 2016

(To be submitted to the Executive Committee two weeks prior to a council meeting via moderator's bin)

AIR # _____

Requested by Child Care Board
(name of board, committee or individual)

Action/Motion or Discussion Requested:

Resolved that the UCUC Church Council approves the following members of the Child Care Board for 2016-2017, as submitted and requested by the Child Care Board:

Church Members:

Liz Wells	Julie Larson	Cathy Roe	Judy Endejan
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Community Members:

Sara Fenn	Kellea Williams
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Staff:

Michele
Sorenson

Nancy
Dennison

Erin Whitsell

for the following reasons:

Pursuant to the UCUCB Bylaws Article XIII Section 1, that “All members of the Board of Directors of the [UCUCB Child Care Program] corporation shall be approved by the Church Council, and a majority of such Board member shall be active members of the church.”

Foreseeable objections (add your rebuttals if you wish)

Date of Request August 30, 2016

Person to be contacted by the Executive Committee if clarification is necessary:

Liz Wells, Child Care Board Chair

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF September 19, 2016

AIR # _____

Requested by: UCUCB Racial Justice Action Team

Action/Motion or Discussion Requested:

To allocate up to \$6,000 from the New Initiatives Fund for a facilitator and related expenses to launch a process to live out our covenant, especially “to worship you in unity and diversity, welcoming everyone” by understanding racism in our congregation and broader community through sacred study, conversation, community building, and worship so that we can act as liberators to dismantle it.

for the following reasons:

Transforming our culture and identity does not happen overnight. Just like the process of Open and Affirming, which required several years of effort, thought, and planning for people to understand, accept, and embrace LGBT people, this process will be neither swift nor simple. It requires change at a deeply personal level. Now it’s time to dig deeper to liberate ourselves from racism and join in this work with others. After Rev. DaVita McAllister’s inspiring and challenging work at Seabeck this year, and the recent rollout of the UCC national curriculum on White Privilege, there has never been a better time to get started.

In order to conduct this work, we want training from a skilled facilitator, and we are lucky to have Diane Schmitz in our congregation, an ordained UCC minister with over 20 years of

facilitating learning experiences in the areas of spirituality and racial justice. Diane is recently retired and starting her own racial justice consulting and training practice.

The purpose of the New Initiatives Fund is “to support the church’s established vision and priorities by funding new activities for which there is no funding within the operating budget, revolving funds, or endowments.” This seems like the perfect example of an opportunity to transform ourselves and move us forward closer to our vision of love and justice.

Foreseeable objections (add your rebuttals if you wish):

“Ostrander Preaching/Teaching Fund should fund this.” Worship and Music Board considered our request for funding, and felt it was outside the purview of that fund. The parameters for Ostrander Preaching/Teaching: “funds given with the specification that the interest be used to bring speakers to the church, for education (and as a corollary, to keep a high profile in the community) ... to be used for fees for interesting and important speakers for the congregation.”

Date of Request: September 2, 2016

Person to be contacted by the Executive Committee if clarification is necessary:
Toni Higgs or Peter Ilgenfritz



Invitation for Financial Support New Initiatives Fund

The purpose of the New Initiatives Fund is to support the church’s established vision and priorities by funding new activities for which there is no funding within the operating budget, revolving funds, or endowments. We welcome the opportunity to explore together how the Spirit is alive and at work. Please respond with as much detail as you feel is necessary to articulate your dream.

Board, Committee, Task Force or group requesting funds: UCUCC Racial Justice Action Team

Amount requested: \$ 6,000 Duration of project (one time/one month/other: 3 year process)

Please respond to the following questions, either separately or in a comprehensive response:

1. What is the need or hope to be addressed?
The call to dismantle racism is an urgent one that requires addressing the impact of race, racism and white privilege at the personal, interpersonal, cultural and institutional levels within our community. Led by the prophetic movement of the Spirit, it exhorts us to model risk-taking and transformation on behalf of justice and to join with others to bring freedom where there has been oppression.

Transforming our culture and identity does not happen overnight. Just like the process of Open and Affirming, which required several years of effort, thought, and planning for people to understand, accept, and embrace LGBT people, this process will be neither swift nor simple. It requires change at a deeply personal level. Now it's time to dig deeper to liberate ourselves from racism and join in this work with others.

2. How would these funds be used?

In order to conduct this work we want training from a skilled facilitator, and we are lucky to have Diane Schmitz in our congregation, an ordained UCC minister with over 20 years of facilitating learning experiences in the areas of spirituality and racial justice. Diane is recently retired and starting her own racial justice consulting and training practice.

3. Are there other ways to make this happen even without these funds?

Many church communities have tried to address racism without addressing white privilege and systemic change and they have faltered in their change efforts. Addressing white identity and privilege is a complex and emotional task. Hiring a skilled facilitator to assist the community in building capacity to do this work is a worthy use of funding. Having a co-facilitator of color for multiracial gatherings is modeling accountability to people and communities of color. This overall process will include many ongoing initiatives that are led by community members that will not require additional funding such as covenant groups, learning events, etc.

4. Are there other sources of funding that could be used rather than New Initiatives Funds?

operating budget –	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
revolving account --	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
bequest	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
endowment earnings	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
other	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

(If you are not sure whether or not existing funding sources can support your project, please consult Business Administrator David Anderson (206 524-2322) or Treasurer Tim Croll.

5. Are there implications to the church annual budget if we begin this program? (i.e. does this create a long-term financial commitment that is funded only for the short term with New Initiatives Funds?) If there are, please comment.

This does not create a long-term budget implication: funding is limited and contracted. We do hope for long-term implications of increased welcome, understanding, growth and engagement.

6. Please describe how this project specifically supports the congregation's priorities or vision?

From the Listening Group Report:

We will intentionally bring renewed imagination and energy to our evangelism.

...

Seek ways to re-think how we connect to others. Consider how we can retain the strengths of our "institutional church" while becoming more inclusive and inter-generational, open to diversity and inter-faith experiences.

Practice articulating our common faith story, embracing the strength of our Christian beliefs and finding new and exciting ways to proclaim our faith.

7. What other individuals, groups, or boards are supportive and ready to help? (Please include the involvement of congregation members and friends, as well as paid staff implications).

8. What support do you need to make this dream soar?

To enable significant change to really take hold, support in sustaining this work long term will enable the dream to soar into the future. This can be helped by church leadership modeling involvement and leading the way in encouraging systemic changes that enable the church to become an anti-racist community. It is also helpful to anticipate that additional needs may

surface that are not foreseeable at this point. The process is not a linear or quick one and things may occur that require a deepening focus in a specific area which may need additional resources.

Blessings to you as you discern the movement of the Spirit and how God is calling you to faithful response.

<end of application form>

Please plan to offer a reflection at the end of the project duration, focusing on:

1. How were these funds used to support the church's priorities and vision? What, specifically did you spend this money on?
2. What are the successes we can celebrate?
3. What are the learnings?

UCUCC Racial Justice Proposal for New Initiatives Fund September 2, 2016

The racial justice steering committee was born out of the desire of many people in the congregation to engage more deeply with racism and its impacts on our mostly white congregation. Several members of our congregation were invited by Peter to attend 2 days of training with Heather Hackman, an expert on this topic, through the Church Council of Greater Seattle. Based on her advice and our own history of becoming an open and affirming congregation, we developed a plan to conduct a multi-year exploration of racism, white privilege, and other topics to educate ourselves and engage more fully with anti-racism work.

Our full proposal with more details is attached. Our vision statement is:

“To live out our covenant, especially “to worship you in unity and diversity, welcoming everyone” by understanding racism in our congregation and broader community through sacred study, conversation, community building, and worship so that we can act as liberators to dismantle it.”

In order to conduct this work we want training from a skilled facilitator, and we are lucky to have Diane Schmitz in our congregation, an ordained UCC minister with over 20 years of facilitating learning experiences in the areas of spirituality and racial justice. Diane is recently retired and starting her own racial justice consulting and training practice.

Diane's rate is low for nonprofit groups, at \$60/hour or \$600-\$900 per training depending on preparation time. She gives 10% of her training fees to organizations led by people of color. She also requires a co-facilitator of color at all trainings that include participants of color. For these trainings, she has two colleagues of color who are active in church communities; one in a local UCC church and one in a Methodist church in Portland.

This is an estimate of costs for the events based on Diane's fees and expected co-facilitators. We are requesting:

Diane's sermon kick-off Oct. 16	\$150/200 (regular preaching honorarium)
Sermon talk back with community	\$ 60

Two day facilitator training for up to 10 participants	\$ 1800
Co-facilitator at two day training	\$ 1200
Travel costs for Portland co-facilitator (lodging, train	\$ 500
One day training for staff	\$ 900
Co-facilitator (local) at one day t	\$ 600
Miscellaneous supplies and copying	\$ 50
Lunches	\$ TBD
TOTAL COSTS:	\$ 5310

Diane S. Schmitz, M.Div., Ed.D.
Racial Justice Consulting and Training
Contact: Diane.S.Schmitz@gmail.com or 206-409-7551

Summary of experience (see resume for additional details):

- **Ordained United Church of Christ minister since 2006 with pastoral, preaching, church management and retreat experience.**
- **Over 20 years of facilitating learning experiences in the areas of spirituality and justice with a particular focus on racial justice and working with predominantly white communities.**
- **17 years of organizational change and management experience in higher education with diverse populations of students, staff & faculty including 2 years of teaching two classes to graduate students: Multicultural Competence and Social Justice in Professional Practice.**
- **Doctoral degree in Leadership. Dissertation topic focused on Whiteness in higher education.**
- **Experienced designer, presenter and facilitator of webinars, seminars, workshops, trainings and conference presentations on multiple topics.**

Particular experience relevant to UCUC:

- **Ordained by this community and familiar with its history.**
- **I have worked with other church communities including co-leading a year-long racial justice curriculum with University Baptist Church.**
- **I have viewed the webinars describing the new UCC White Privilege – Let's Talk curriculum and am confident in my ability to facilitate sessions connected to this curriculum.**
- **My combination of ministry, social justice work, and organizational change and development experience enable me to facilitate UCUC's next steps with skill, a pastoral presence, and a deep knowledge base about how race and racism operate in our culture and churches.**

Fee structure

- Each situation has unique context. I engage in conversation to understand the needs of the community, consider what strategies and timelines could be most useful, and negotiate an overall cost depending on the amount of time and engagement desired.
- My starting rate is \$60/hour for nonprofit groups to make this work accessible. I also add in preparation time to come up with a specific rate for the scheduled training or conversation. My daily rate for a training is typically between \$600-900.
- I give 10% of my training fees to organizations led by people of color.

How I work

- I use a diversity of modalities and approaches for learning including individual reflection, small and large group discussions, use of film, art, music, images, and storytelling.
- I facilitate caucuses and training for people who are white and also facilitate learning with mixed racial groups. When working with mixed groups, I prefer to work with a co-facilitator of color.
- After being hired, I build in time to meet with some members of the organization to gather the context, introduce some possible strategies to get feedback and buy-in before proceeding.
- I find it productive to build in train-the-trainer sessions within a community, whenever possible, to enable it to sustain the work after the training and/or consulting is finished.
- I can manage an entire process of change and education or be one part of an overall process.

References:

Melanie Morrison, UCC ordained minister and founder and Executive Director of Allies for Change which provides anti-oppression training for individuals and organizations committed to social change.

- Melanie and I have co-facilitated trainings for people who are white that included people from churches, non-profits and education. We also co-facilitated a training for the UCC Massachusetts conference. She can speak to my knowledge base and trainer expertise.
- Contact: Melaniemorrison@alliesforchange.org

Darrell Goodwin, Dean of Students at Seattle University and pastor of Liberation UCC in Seattle.

- Darrell can speak to my facilitation skills, work I did with Liberation UCC, my social justice leadership at Seattle University, and my pastoral presence.
- Contact: goodwind@seattleu.edu or 206-296-6060

Kathryn Jans, Executive Director for nonprofits, ordained Baptist minister, and friend.

- Kathryn can speak to my commitment to social justice, my facilitation skills in racial justice trainings, and my ministry experience.
- Contact: Kathryn.jans@gmail.com 206-283-4090

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF September 19, 2016

AIR # _____

Requested by: Restructure Task Force

Action/Motion or Discussion Requested:

To authorize each of the Ministries to allocate up to \$1000 in “mini-grants” from the New Initiatives Fund for new special projects within their purview.

Parameters:

1. Ministries are as defined in our restructure materials:
 - a. Christian Education and Spiritual Growth Ministry
 - b. Calling, Engagement and Community Ministry
 - c. Love and Justice Ministry
 - d. Worship and Music Ministry
 - e. Stewardship & Finance (Administration) Ministry
2. \$1000 per ministry aggregate for the coming program year (now until May 15, 2017)
3. \$1000 total spread among one or several projects
4. Using the parameters and spirit as outlined in the New Initiatives information
5. Granting vote to be by the gathered Ministry in the configuration that that Ministry has chosen to use for its meeting.

for the following reasons:

To help each of the Ministries support projects and initiatives that may help us live into the mission that our revised structure is meant to support. To provide a nimble way to support ideas and possibilities that have merit, hope, possibility and risk.

Foreseeable objections (add your rebuttals if you wish):

Date of Request: September 15, 2016

Person to be contacted by the Executive Committee if clarification is necessary:

Jan Von Lehe, David Anderson, Margaret Stine, or Liz Wells

ICIC Report to Council 9/18/2016

The work continues, but the list keeps getting shorter!

The canopy at the 16th St doors is now complete and a meeting is scheduled for Wednesday the 21st with representatives from Wayfinding, RAFN, and the engineering firm use to create the plans for the street and sidewalk work (Wayfinding Phase 2). We will discuss what work can be done and issues arising from SDOT /SIP turning down our application for future work.

Additional work to complete outdoor Wayfinding work is tentatively scheduled for January, 2017.

The Lounge/Kitchen/Narthex project has had several jobs in the works. Kitchen reorganization has moved ahead with new sliding shelving and storage rack. A new door to the chapel has been installed (final finishes will be done this or next week) and a stained glass panel will be created to complete the space this fall or winter. The easel closet also has a new, wider door to allow chairs to be stored there. L/K/N, in general, has led to several areas being reorganized to be more efficient. Questions remain as to what we might be able to do to clean or refurbish the shutters on the main floor.

Mike O'Donnell has received bids for replacing plumbing valves in the boiler room and this work will be done this fall. Additionally, work will proceed with making repairs to the Narthex dome – Pacific Glass will do that work. Mike has also been looking into options for providing some cooling system for the 3rd floor offices. No details available yet.

It does not appear that funding will be available to do any additional window replacements.

Treasurer's Summary

through the month of: September 2016

Key Highlights:

- 1) If I didn't know better, I'd say that David was making up the revenue numbers ...
- 2) While pledges are on budget, a little over 25% of pledges are budgeted for the last quarter of the year.
- 3) Expenses on track and no material changes from last month.

Year to Date Revenue and Expense Analysis

	2016 Actual	Compared to 2016 Budget		Compared to 2015 Actual		Notes
		Better / (Worse)	2016 Budget	Better / (Worse)	2015 Actual	
Revenues						
Offerings	841,062	(477)	841,539	9,567	831,495	
Facilities use	71,692	2,692	69,000	3,758	67,934	
Other revenues	95,962	8,792	87,170	18,093	77,869	
Total revenue	1,008,716	11,007	997,708	31,419	977,297	
Expenses						
Christian Education	6,638	2,086	8,723	1,229	7,866	
Outreach / Love and Justice	114,241	(791)	113,450	(3,881)	110,360	
Parish Life	11,368	2,732	14,100	3,907	15,274	
Worship and Music	11,995	(1,870)	10,125	(2,201)	9,794	
Stewardship and Finance	51,168	10,057	61,225	9,603	60,771	
Facilities and Equipment	122,967	12,665	135,632	13,085	136,052	
Personnel	744,811	(15,660)	729,151	(17,547)	727,263	
Council Misc	1,070	(320)	750	(139)	931	
Council Contingency / Discretionary	0	1,816	1,816	0	0	
Total expenses	1,064,258	10,714	1,074,972	4,054	1,068,312	
Net Position	(55,543)	21,722	(77,264)	35,473	(91,015)	

Note: Operating budget reports do not include financial activity related to monthly Special Offerings, designated endowment spending or the Imagine Campaign.

University Congregational United Church of Christ
01-Detailed Analysis of Revenues & Expenses by Dept YTD
January to September 2016

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget/Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	YTD Actual (Last Year)
Revenues							
Offerings							
401010 - Pledges	\$80,468.69	\$808,869.10	\$816,378.60	(\$7,509.50)	\$1,140,000.00	\$331,130.90	\$801,405.44
401020 - Non-pledging Contributors	\$2,160.00	\$21,905.38	\$13,714.44	\$8,190.94	\$24,000.00	\$2,094.62	\$17,456.23
401030 - Loose (Unidentified Cash)	\$752.00	\$7,392.03	\$7,695.77	(\$303.74)	\$12,000.00	\$4,607.97	\$7,861.28
401050 - Prior Yr Received in Current Yr	\$0.00	\$2,895.50	\$3,750.03	(\$854.53)	\$5,000.00	\$2,104.50	\$4,772.00
Total Offerings	\$83,380.69	\$841,062.01	\$841,538.84	(\$476.83)	\$1,181,000.00	\$339,937.99	\$831,494.95
Facilities Use							
402010 - Weddings and Memorials	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
402020 - Parking Lot B Revenue	\$3,228.24	\$23,220.80	\$22,500.00	\$720.80	\$30,000.00	\$6,779.20	\$22,006.94
402030 - Parking Lot C Revenue	\$2,571.91	\$19,630.43	\$28,500.03	(\$8,869.60)	\$38,000.00	\$18,369.57	\$28,174.67
402040 - Facilities Revenue	\$2,180.00	\$22,146.00	\$18,000.00	\$4,146.00	\$24,000.00	\$1,854.00	\$17,752.00
402050 - Lot C Hospitality	\$6,694.61	\$6,694.61	\$0.00	\$6,694.61	\$0.00	(\$6,694.61)	\$0.00
402060 - Solar Panels Revenue	\$0.00	\$0.00	\$0.00	\$0.00	\$2,600.00	\$2,600.00	\$0.00
Total Facilities Use	\$14,674.76	\$71,691.84	\$69,000.03	\$2,691.81	\$94,600.00	\$22,908.16	\$67,933.61
Other Revenues							
403010 - Miscellaneous Revenue	\$19,742.12	\$19,774.30	\$11,250.00	\$8,524.30	\$15,000.00	(\$4,774.30)	\$13,623.45
403020 - General Fund Interest	\$61.11	\$1,632.04	\$1,500.03	\$132.01	\$2,000.00	\$367.96	\$2,547.69
403040 - Gain/Loss-Securities Sales-Regu	\$0.00	(\$613.94)	(\$749.97)	\$136.03	(\$1,000.00)	(\$386.06)	\$1,167.36
403050 - Endowment Revenue	\$8,352.17	\$75,169.56	\$75,169.53	\$0.03	\$100,226.00	\$25,056.44	\$60,530.17
Total Other Revenues	\$28,155.40	\$95,961.96	\$87,169.59	\$8,792.37	\$116,226.00	\$20,264.04	\$77,868.67
Total Revenues	\$126,210.85	\$1,008,715.81	\$997,708.46	\$11,007.35	\$1,391,826.00	\$383,110.19	\$977,297.23

University Congregational United Church of Christ
UCUCC Analysis of Rev & Expenses - Summary Landscaped
 Departments: Adult Education,Capital Campaign,Child Care Board,Children's Ministry Board,Christian Education Ministry,Communications/Public Relations,Council Miscellaneous,Elementary,Facilities and Equipment Mgmt,Fellowship,Gifts & Offerings Disbursement,Love and Justice Ministry,Memorials,Ministers' Discretionary,Miscellaneous Other Expenses,Music,New Member,Outreach,Parish Care,Personnel,Preschool,Social Action,Stewardship and Finance,Worship and Music Board,Youth Board
 January to September 2016

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget/Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	YTD Actual (Last Year)
Expenses							
Christian Education Ministry							
Christian Ed Ministry Cross-Bd	\$33.81	\$1,874.19	\$2,499.22	\$625.03	\$2,999.00	\$1,124.81	\$1,725.68
Children's Ministry Board	\$365.98	\$944.69	\$1,761.75	\$817.06	\$2,349.00	\$1,404.31	\$1,505.57
Youth Board	\$87.61	\$3,513.38	\$3,150.00	(\$363.38)	\$4,200.00	\$686.62	\$4,512.74
Adult Education	\$0.00	\$305.64	\$1,312.47	\$1,006.83	\$1,750.00	\$1,444.36	\$122.45
Total Christian Education Ministry	\$487.40	\$6,637.90	\$8,723.44	\$2,085.54	\$11,298.00	\$4,660.10	\$7,866.44
Outreach/Love and Justice Min							
Love and Justice Board	\$4.65	\$30,379.65	\$29,750.00	(\$629.65)	\$36,000.00	\$5,620.35	\$30,248.20
UCC Child Care Programs Suppt	\$2,083.33	\$18,749.35	\$18,749.97	\$0.62	\$25,000.00	\$6,250.65	\$16,500.04
Outreach	\$6,950.00	\$65,112.00	\$64,950.00	(\$162.00)	\$85,800.00	\$20,688.00	\$63,611.72
Total Outreach/Love and Justice Min	\$9,037.98	\$114,241.00	\$113,449.97	(\$791.03)	\$146,800.00	\$32,559.00	\$110,359.96
Parish Life Ministry							
Communications & PR	\$492.24	\$7,230.98	\$7,499.97	\$268.99	\$10,000.00	\$2,769.02	\$8,316.84
Parish Care Board	\$15.87	\$145.45	\$1,500.03	\$1,354.58	\$2,000.00	\$1,854.55	\$338.74
New Members Board	\$0.00	\$19.81	\$600.03	\$580.22	\$800.00	\$780.19	\$242.54
Fellowship Board	\$173.40	\$3,971.42	\$4,500.00	\$528.58	\$6,000.00	\$2,028.58	\$6,376.17
Total Parish Life Ministry	\$681.51	\$11,367.66	\$14,100.03	\$2,732.37	\$18,800.00	\$7,432.34	\$15,274.29
Worship and Music Ministry/Bd							
Worship and Music Ministry/Bd	\$1,394.41	\$11,995.48	\$10,125.00	(\$1,870.48)	\$13,500.00	\$1,504.52	\$9,794.24
Stewardship and Finance							
Stewardship and Finance	\$3,868.83	\$51,168.21	\$61,224.94	\$10,056.73	\$78,300.00	\$27,131.79	\$60,771.08
Facilities and Equipment							
Facilities and Equipment	\$15,249.41	\$122,967.23	\$135,631.91	\$12,664.68	\$188,926.00	\$65,958.77	\$136,052.13
Personnel							
Leadership Staff	\$45,809.91	\$347,380.13	\$347,544.86	\$164.73	\$440,132.00	\$92,751.87	\$347,751.80
Program Staff	\$16,910.71	\$127,619.53	\$126,267.06	(\$1,352.47)	\$161,148.00	\$33,528.47	\$126,863.04
Administrative Staff	\$35,619.99	\$261,960.90	\$243,392.25	(\$18,568.65)	\$313,238.00	\$51,277.10	\$236,664.64
Non-Salary Items	\$2,123.75	\$7,850.26	\$11,946.59	\$4,096.33	\$16,262.00	\$8,411.74	\$15,983.89
Total Personnel	\$100,464.36	\$744,810.82	\$729,150.76	(\$15,660.06)	\$930,780.00	\$185,969.18	\$727,263.37
Council Miscellaneous	\$0.00	\$1,070.03	\$749.97	(\$320.06)	\$1,000.00	(\$70.03)	\$930.98
Council Discretionary	\$0.00	\$0.00	\$1,816.47	\$1,816.47	\$2,422.00	\$2,422.00	\$0.00
Total Expenses	\$131,183.90	\$1,064,258.33	\$1,074,972.49	\$10,714.16	\$1,391,826.00	\$327,567.67	\$1,068,312.49
Net Total	(\$4,973.05)	(\$55,542.52)	(\$77,264.03)	\$21,721.51	\$0.00	\$55,542.52	(\$91,015.26)

AIR # 1

Requested by: Turner Legacy Committee

Action/Motion or Discussion Requested:

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In honor of the Rev. Dr. Dale Turner’s memory and legacy, the area of the Lounge and Narthex, in its current configuration and in any future form, is hereby renamed as “Turner Commons.”

for the following reasons:

The Turner Legacy Committee requests that the Council honor Dr. Turner’s memory and legacy by naming the lounge and narthex, in its current configuration and any future form it takes, the “Turner Commons.”

Dr. Turner was our minister for over 24 years. During that time he became known widely in our city, state, and nation as an advocate of what we now call “progressive Christianity.” His adult and children’s sermons, along with 20 years of religious columns in the Seattle Times, speeches, and public discussions with leaders of Jewish and Catholic faiths, led us to be an open, liberal and caring church with concerns such as racial discrimination, the Viet Nam War, and homophobia. We would not be the church we are today but for his leadership and understanding of what it means to follow the path of Jesus.

It is time UCUCC formally recognizes his influence here and naming this important, comfortable area of the church, where connections are made, church events are held and discussions occur, would be a fitting way to honor that legacy.

Foreseeable objections (add your rebuttals if you wish):

Date of Request: September 12, 2016

Person to be contacted by the Executive Committee if clarification is necessary:

Contact: Margaret Klockars

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF October 17, 2016

(To be submitted to the Executive Committee two weeks prior to a council meeting via moderator's bin)

AIR # 2

Requested by Leadership Staff and Covenant Committee

Action/Motion or Discussion Requested:

To renew Debra Jarvis for a non-stipend position of "Writer-in-Residence". The position to be reviewed on an annual basis by the covenant committee and reported to Church Council.

for the following reasons:

Debra Jarvis has been in this position before, and took a leave for a year-long Sabbatical in Geneva. This is renewing the covenant that we had before and worked well.

Great Expectations
By Debra Jarvis, UCUC Writer in Residence
December 2012 *Church and Home* article

Here's what we should all know by now about gift giving: find your pleasure in the giving because you can't count on the response. And yet—I continue to learn.

Last June my "faux son" graduated from college. My husband and I consider him and his younger sister our "faux children" since we have none of our own. We've known them since they were infants, but more important, we've taken yearly vacations with them and their parents and endured jellyfish stings, mosquito bites, sprained ankles, food poisoning, heat exhaustion, lacerations and serious fevers. This creates bonds that shopping at Toys 'R Us simply can't provide.

When Faux Son was eleven we rented a little beach house and while playing on the beach I found a rock that looked just like an eye. We called it "The Eye Rock." The Eye Rock knew all! The kids fought over whose turn it was to carry it every day.

I kept this rock until Faux Son was twenty-two at which time I thought, "I know just what I'm going to give him for college graduation—the Eye Rock!"

I made a tiny velvet pillow on which the Eye Rock nestled and placed it in a leather bound ring box. Exquisite. But I wasn't done. I couldn't just give him a *rock* after all.

I thought about this young man and how smart and kind and sensitive and funny he is. I thought about his hopes and dreams for the future. Overcome with love and affection for him I wept as I wrote a blessing from the Eye Rock.

May the Eye Rock give you Vision to see beyond boundaries and obstacles and see all sides.

May the Eye Rock give you Focus when you need it most.

May the Eye Rock give you Hindsight to learn from your mistakes.

May the Eye Rock give you Foresight to prevent mistakes.

May the Eye Rock enable you to look deeply within yourself.

May the Eye Rock give you Clarity to see what is best for you and those around you.

May the Eye Rock help you see the Divine in every person you meet.

I envisioned him holding the Eye Rock and (having memorized the blessing) whispering it to himself when choosing his life partner, making a serious health decision or accepting his Nobel prize.

His graduation dinner was at a fancy restaurant in Manhattan. I couldn't stand waiting. I handed him the box and said, "Congratulations, sweetie. Please open it."

I held my breath. He opened it.

"Oh, the eye rock," he said. "I remember this." He took a few moments and read the blessing. "Cool! Thanks, Auntie." Then he gave me a quick hug, got another glass of wine and went back to his friends.

Cut! Okay, people, could we do it again? This time with more feeling and—adoration?

I wanted him to choke back tears, hold his hand over his heart and say, "Oh, Auntie, I'll treasure this forever and always think of you."

It took me a while to remember the tears of pure joy and love I shed while thinking of him and putting his gift together. And from that memory the Eye Rock issued yet another blessing: *May the Eye Rock help you to always see Light in the midst of the Darkness.*

Date of Request September 1, 2016

Person to be contacted by the Executive Committee if clarification is necessary: Peter Ilgenfritz

Covenant for Writer-in-Residence University Congregational United Church of Christ

Words are powerful. "In the beginning was the Word . . . "

Ghandi reminds us, "Your beliefs become your thoughts. Your thoughts become your words. Your words become your actions. Your actions become your habits. Your habits become your values. Your values become your destiny."

This is a three-way covenant between UCUCC, Debra Jarvis, and the Pacific Northwest Conference of the United Church of Christ to support a non-stipend writer-in-residence ministry at UCUCC. This covenant recognizes and celebrates this ministry work that Debra is doing to assist not only UCUCC but the wider church as well, while recognizing and utilizing the gifts of Debra's writing.

The position helps move forward in new and innovative ways two of the goals of the UCUCC 2012 Listening Group Report:

The February 2012 Listening Group Report of UCUCC named four possible directions for our church's ministry in the next several years. These included: **"To develop and support small groups as a pathway for all to find connection and purpose in their lives at University Congregational UCC."** The writer-in-residence will help us live into this direction by offering writing classes and workshops for the congregation that will help us live out a goal for this small group ministry: ***"to transform the world and transform ourselves; to connect with each other and connect with our deepest purpose, what God is calling us to do***

and be.” Such workshops and programs may include topics such as “Journal Keeping for Spiritual Growth” or “Writing Your Personal Legacy”.

In addition, the Listening Report identified another important direction for the church, “**to intentionally bring renewed imagination and energy to our evangelism.**” The writer-in-residence will also enable UCUC to offer writing workshops/classes/groups to the greater Seattle community and specifically to returning war vets and people dealing with life-threatening illnesses.

Opportunities for Ministry:

The writer-in-residence will offer a variety of opportunities to develop small groups and reach out beyond the UCUC faith community through a variety of opportunities. While the purpose of any of these opportunities is to provide writing support, we acknowledge that the work may require a pastoral counseling response on a short-term basis in any given situation. As such, UCUC relies on Debra, as an ordained UCC clergy person in good standing, to always work as a pastoral professional in response, to offer appropriate referrals when such situations arise, and to meet professional pastoral expectations at all times in the meetings and all work. These offerings are provided without fee, and may include:

- Workshops
- Classes
- One-day retreats
- One-on-one consultation on writing projects in any stage (from a “It’s just a thought,” to “Nearly published!”).
- Work with the Dale Turner Legacy Committee video project and conduct interviews with people who have been touched and shaped by Dale’s ministry.
- Personal writing projects that will help bridge the Gospel message of the UCC to the broader community, and specifically those who we might not otherwise reach.

The support provided by UCUC includes:

- Meeting room space on an as-needed basis.
- Printing capability (for handouts, etc.)

Oversight:

A member of the leadership staff serves on the Writer-in-Residence Advisory Committee which meets quarterly with the Writer in Residence to support and provide direction for this ministry, and report on this to the church council annually.

THE UNITED CHURCH OF CHRIST: A STATISTICAL PROFILE

Quick Summary of UCC Statistics

(<http://uccfiles.com/pdf/Fall-2016-UCC-Statistical-Profile.pdf>)

Membership and Participation

- Congregations: 5,032 and Members: 914,871
 - Steady decline over the past 50 years
 - *Pacific Northwest Conference: Congregations: 79 Members: 8,018*
 - *UCUCC: Members: 854*
- Race/ethnicity by congregation White/Euro-American: 84.9%
- 4% of congregations have more than 600 members – 20% of total congregants
- 4.3% of congregations have average attendance of greater than 200
 - Average attendance of ~33% for larger churches; higher for smaller churches
 - *UCUCC average attendance: 316 (37%)*
- “In general, adult Faith Formation programs are attended more regularly than children/youth programs. This may be due to a number of factors including competing interests for young people’s attention on Sunday mornings, the overall decline in numbers of younger people in congregational life in general, and increases in the diversity of family situations around divorce and co-parenting.”
- “From 2009* to 2015, there was a 52.8% increase in the number of Open and Affirming (ONA) congregations in the United Church of Christ, from 853 churches (15.6% of all UCC churches at the time) to 1,304 churches (25.1% of all UCC congregations in 2015).”
- “Nearly half (47.8%) of all UCC congregations have 50 or fewer people in attendance at worship each week, and nearly eight in ten (81.2%) have 100 or fewer people in weekly worship. Because of these statistics, it can be concluded that the United Church of Christ is a denomination of smaller congregations.”

Stewardship and Finances:

- Average operating expenses: \$168,400
 - *UCUCC: \$1,290,600*
- Our Church’s Wider Mission (OCWM) giving represented 4.3% of a local congregation’s total expenditures.
 - *UCUCC: 5.7%*