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**Forty-Seventh Annual Meeting of the Pacific Northwest District
Unitarian Universalist Association of Congregations
February 20 - 22, 2009
Red Lion Hotel, Salem, Oregon**

Call to Order

Welcome and introductions

Credentials Report

Approval of the minutes of the 46th Annual Meeting in Tacoma, Washington

Consent Agenda reports

PNWD Board

District Executive

PNWD Treasurer

Annual Program Fund

UUA Trustee

UU Ministers Association

Proposed Bylaws Revisions

Nominations

Report of the Nominating Committee

Election of new members of the Board of Directors and of the Nominating
Committee

Election of a UUA Trustee for the Pacific Northwest District

Treasurer's Report: Dues for 2009/2010

Recognition of outgoing Board members

Adjournment of Saturday morning meeting, followed by the meeting of the Pacific
Northwest Unitarian Universalist Growth Foundation

Opening of Saturday afternoon meeting

Dialogue and Reflection with Laurel Amabile, UUA Annual Program Fund Director, on
Community and Stewardship

Adjournment of afternoon meeting and annual session

Installation of Board Officers (Sunday morning)

**Forty-sixth Annual Meeting of the Pacific Northwest District
Unitarian Universalist Association of Congregations
February 29 – March 2, 2008
Hotel Murano • Tacoma, WA**

Call to order:

President Dick Jacke called the meeting to order at 8:46 a.m. Saturday, March 1. He welcomed all attendants and introduced the members of the District Board.

Credentials report:

Acting Secretary JW Harrington presented the credentials report on delegate registrations:

- 114 congregational delegates
- 16 ordained ministerial delegates
- 3 associate member organization delegates
- 8 PNWD Board delegates
- 0 CLF delegates

With a total of 141 delegates representing 44 congregations, the Secretary declared a quorum for the meeting.

Approval of minutes:

President Jacke requested a motion to approve the minutes of the 2007 business meeting, printed in the AGM Program. Rick Wilson (Shoreline UU Church) offered such a motion, and Tom Clouthier (Kitsap UU Fellowship) seconded. The motion was approved by voice vote.

Election of Board and Nominating Committee members:

Nominating Committee chair Gretchen Woods presented the Committee's slate for District Board and Nominating Committee.

Nominees for three-year terms on the District Board:

- Amber Alexander (UU Church in Eugene), member at large, first term
- Tom Clouthier (Kitsap UU Fellowship), representing the Western Washington region, first term
- Dr. Marcia Shaw (UU Fellowship of Corvallis), representing the Western Oregon region excluding Portland, second term

Nominee for a five-year term on the District Nominating Committee:

- Sarah Schurr (Wy'east UU Congregation)

Dick Jacke thanked the Nominating Committee, and noted that there had been no nominations by petition. The slate of Board nominees was elected by voice vote. The nominee for Nominating Committee was elected by voice vote.

Treasurer's report:

Treasurer Tom Clouthier referred delegates to the Finance Report in the AGM Program, and gave a brief presentation of trends. While total revenues have increased over the past 10 years (to \$473,309 in FY07), total expenses have increased more quickly (to \$508,289). The shortfall has been made up from an accumulated surplus. Income from congregations' dues has been quite flat (\$187,840 in FY07): this has not kept up with the rate of increases of expenses, falling from 61% of expenses in FY97 to 35% in FY07. As a result, the Board has decided on a dues increase of \$1 for FY09 and again in FY10, for per-member dues from member congregations of \$21 per member in FY09 and \$22 per member in FY10.

The Treasurer, President, and District Executive responded to questions from attendees. Support for District services; support for larger dues increases; in response to a question, DE noted that financial reports and projections are available on the District's website.

“Blessing the World”

Board member Dr. Marcia Shaw rose and asked attendants “What are you doing in your individual congregations to ‘bless the world,’ in the words of the conference theme?” After 20 minutes of intense table conversation, 28 people reported orally from their tables, and contributed written reports to District Executive Janine Larsen for posting on the District's website.

Adjournment

Dick Jacke adjourned the meeting at 10:06 a.m.

Respectfully submitted,
James W. (“JW”) Harrington
Acting Secretary

**Staff Report of the District Executive and Program Specialist
Janine Larsen and Tandi Koerger**

To the Delegates and Members of the Pacific Northwest District, Unitarian Universalist Association of Congregations:

As 2008 closed with growing concerns about the economy and a flourishing sense of hope about our nation's political future, so do we as a District of congregations face both significant need and significant opportunity in the coming year.

It is almost impossible to report on the "State of the District" without framing it within the serious impact of the current economic downturn. The role of religious community and the sustaining ability of faith make our UU ministry and support ever more important when crisis is at hand. And like everyone else, it is likely that our financial resources will be less – or less stable – than we are used to.

Traditionally, congregations bind together and step up to help their members and their neighbors when clear need is present. Even if our budgets are strapped, as many are experiencing or anticipating, there is no reason to believe that our role and our response will be any less as we face the challenges that are sure to come. Money, after all, is not our greatest resource or our greatest offering – so let us not allow it to become our greatest limitation.

Our opportunity in this time of turmoil lies in our ability to find new ways to create balance in a changing world, and new approaches to our ministries of service when "the way we've always done it" is no longer adequate or even possible.

Unitarian Universalism, with its face-forward, liberal orientation and our celebration of the gifts we humans have at hand, is particularly suited to adapt to the reality of the present. Even if we perceive our bank accounts to be dwindling, we are blessed with other assets to draw upon and other strengths that will continue to help us create a world of caring, peace and transforming mutual support.

In this spirit, then, let us not confine ourselves to the frame of a faltering economy. We are called, now, to a larger vision, one which is illumined by our larger purpose. Our values may still be enacted in service to the greater good, and our lives may still be empowered by meaning and lasting presence.

Here then is our staff report to review the year past and to outline our plans for the months to come.

STEWARDSHIP AND FINANCIAL POSITION

As you will see in the separate report from our district's Annual Program Fund (APF) chair, giving from PNWD congregations to the UUA in 2007/08 was above the average Association-wide.

However, as congregations have found pledge levels slipping in their own budgets, their ability – or will – to carry through on a long tradition of denominational stewardship is also slipping. The emerging situation is concerning, not just for the impact it will have on our associational covenant to support one another in our religious stability, growth and strength, but even more immediately so for the financial shock this mirrors in our congregations and their ministries. Just

one example: Our largest congregation, facing unprecedented budget deficits, has announced plans to close their church for a month this coming summer and furlough staff for six weeks. We project the district budget will see a loss of 10% or more in revenues this year and next from congregational dues and UUA grants, which provides for our core services. More congregations than usual have declined to pledge “fair share” for district dues and for the UUA Annual Program Fund (APF) for 2008/09; this has a lingering affect on the district budget. Four congregations have pledged less than fair share amounts; 12 have not responded at all to requests for pledges.

Nonetheless, most of our congregations have remained at “fair share” participation. And, 15 congregations (25%) pledged at “fair share plus” for their district dues in 08/09, intending to contribute at the higher rate of \$22 per member as recommended by AGM delegates last year. This joyous and generous giving is extraordinary and uplifting.

We believe that above all, our call is to support one another in these times of trouble as well as in times of flowing health. Just as we trust the members of our congregations to give fully, from their hearts, to the generous and just-right extent of their means, out of dedication to fulfill the purpose and mission of their church communities, so do we trust that our member congregations will share fully as they are able to sustain and grow Unitarian Universalism through our Association. To our way of thinking, the inability to pledge fair share represents a pastoral issue, not a state or statement of miserly-ness. Please see us as here to support you in and through these uneasy times.

Budget Implications

In light of the expected decline in district revenues over the next two years, we have presented the Board with a schedule of specific budget adjustments. At this time, we believe that cuts to expenditures will mostly be felt internally by staff and Board, limiting meeting travel, professional education and staff training. We will not be offering either cost of living or merit adjustments to staff next year, though we do not foresee the need to cut positions or hours at this time.

It is our goal to limit impact to our core services as much as possible, without imposing unjust stress on staff and volunteers. We believe that currently planned budget reductions can be absorbed and sustained for this and next fiscal years; continuing or deepening the cuts is unlikely to be tolerated without loss of staff and volunteer leadership.

Following the lead of the UUA, we have cut most of our print publications immediately, in favor of electronic distribution only. These include the District Directory and quarterly Congregational Packets.

If we experience more significant or rapid decreases in revenue, congregations are likely to experience reductions in district services. Travel budgets would be the first to be affected, and congregations would see this immediately in not having district staff available to participate in congregational ceremonies (minister ordinations and installations, building dedications, etc.). More significantly, we will be transitioning to more – potentially, most – services to congregations conducted by phone, email and means of “virtual conference.”

We have also reviewed with the District Board the impact of a change in budgeting process several years ago that had the unintended effect of significantly raising the amounts retained in reserve for contingency. We have revised the reserve formula accordingly, continuing to preserve a prudent amount and allowing additional funds to be devoted to direct and sustaining services to congregations.

Opportunities

We believe the economic climate will create a greater tolerance as well as urgency for increased utilization of electronic communications, virtual community and distance learning. While this will present hurdles or limit access for some, it will be welcomed eagerly by others, who will experience the change as increasing their access to services provided only by physical presence. We also look forward to earlier implementation of a more “carbon-neutral” workstyle through expected reductions in travel.

We have designated approximately \$10,000 in grant funds to launch a Growth Technology Team, charged with identifying and encouraging use of technology to strengthen and grow our congregations and, through them, our religious mission. This funding was made possible by contributions from PNWD congregations to “Association Sunday” in 2007.

The discovery team will be chaired by the Rev. Dr. James Kubal-Komoto (Saltwater UU Church, Des Moines, WA). Recruitment of team members is underway, with substantial work planned May through August. We anticipate pilot implementation in the fall and winter, and report-back to congregations at AGM 2010.

Churches come to their fore in times of crisis and challenge, and we believe it will be rewarding to see how the values of hope and change play out in our UU congregations as we are moved to find new balance points in all walks of life.

District Dues

We applaud the UUA’s recent announcement that the APF Fair Share amount would remain at \$56 per member for FY09/10 in response to the economic downturn. Because PNWD relies almost entirely on congregational contributions to sustain services and keep fee-for-service programs affordable, it is necessary for the district to retain its expected dues increase of \$1 per member in FY09/10.

Our “fair share” district dues projections are therefore as follows:

- FY 2008/09: \$21 per member (“Fair Share Plus” = \$22 per member)
- FY 2009/10: \$22 per member
- FY 2010/11: \$24 per member
- FY 2011/12: \$25 per member

At \$21 per member – our first increase from the \$20 in place since FY 2001/02 – we are at the national average for UUA district dues, and at the bottom of those districts in the Western Region, all of which must cover vast territories to serve member congregations.

Thanks to PNWD’s high growth and excellent congregational participation rates in district dues and APF, we were able to use excess accumulated reserves to defer dues increases for many years, while increasing services to congregations.

Though reserves remain very healthy, it is no longer possible to delay steady dues increases to sustain our services to congregations. This is especially true as growth rates and dues support flatten. The above dues increases anticipate maintenance of district services at a current equivalent; significant enhancements will require outside grant funding, special assessments (not planned at this time), and keen assessment of cost effective service options.

GROWTH

For the second year in a row, our growth rate as a district, based on the average growth rate of adult membership in our congregations, was essentially flat. For the first time in many years (ever?), PNWD congregations as an aggregate certified a net loss in number of members as of February 2, 2009. As the certifications are analyzed, it will be interesting to look at membership growth trends across the UUA.

In the PNWD, membership growth was reported in under half of our congregations, with 4 reporting no change and 30 (51%) reporting a net loss.

Based on our conversations with congregational leaders and Ministers, we are hearing that a significant reason for this drop in adult membership is a stringent scrubbing of membership rolls, and clearer discernment regarding what it means to be a member. Some of this efficiency is no doubt due to a desire to reduce costs wherever possible, including the cost of membership as it is represented in per-member APF and District Dues contributions. We see as positive, however, a move towards deeper and more consistent understanding of the membership commitment.

In contrast to membership numbers, we have seen an overall increase in reported Sunday attendance, by almost 11%. While some of this is due to improved recordkeeping and reporting, we are watching this figure with great interest. In a very real way, attendance may be more indicative of congregational growth than is formal membership. As congregations invest energy into organizational maturity, spiritual depth, and faith in action, we expect the commitment necessary to support adult membership and children's enrollment will trend with attendance. Indeed, this is one of our core measures of a thriving, mission/ministry-focused congregation.

With the end of fiscal year 2007/08, the UU Congregation of Grays Harbor closed its doors, having concluded that this tiny congregation was no longer sustainable. Also at the end of last fiscal year, we recognized the UU Fellowship of McMinnville (OR) as an Emerging Congregation. Members of this enthusiastic group will be counted in PNWD and UUA certifications and begin participating in APF and District Dues support when they apply for UUA membership in a year or two hence. We celebrate the leaders of UUFM and its Mentoring Congregation, the UU Church of Salem.

Membership declines and gains were seen across the board in congregations of all sizes in 2007/08. However, our smallest congregations (the 22% which count fewer than 40 members) showed much more vulnerability, with 77% experiencing decline in membership last year as well as over much of their lifetimes. This is an increase in numerical decline of about 30%.

The vulnerability of our smallest congregations is a great concern throughout the UUA. Size matters in congregational viability, and the PNWD and UUA continue to wrestle with effective resources to encourage UU presence in communities lacking sufficient population to establish traditional (i.e., mid-sized) congregations.

The PNWD continues to experiment with ways to establish sustainable support systems for these groups. One such effort is a mentoring relationship between Magic Valley Unitarian Universalist Fellowship (Twin Falls, ID) and the UU Fellowship Central Oregon (Bend). We will continue to learn from and fine tune this potential model with additional mentoring relationships.

Two strong correlations to growth in congregations are (1) positive relationships with conflict, and (2) dynamic, professional ministry. We continue to place high priority on education, intervention and consulting programs in these two areas.

Several congregations are evolving their Nominating Committees into Leadership Development teams that will provide year-round attention to cultivating leadership maturation and readiness to serve. In response, PNWD will prioritize programs to encourage technical skills and development of leadership wisdom.

SAMPLING OF DISTRICT SERVICES

Some highlights of District services this year so far and to come, made possible by your contributions to the UUA Annual Program Fund and your PNWD dues:

Workshops and Conferences (serving multiple congregations)

Summer

- **GoldMine Youth Leadership School** (2007 Olympia, WA; 2008 Bremerton, WA)
- **GoldMine Youth Leadership School Continental Training** (2008 Seabeck, WA)
- **Youth Advisor Jump Start** (2007 Edmonds, WA and 2008 Oregon City, OR)
- **Our Whole Lives Teacher Training**, Junior & Senior High (2008 Vancouver, WA)
- **Religious Education Teacher Training** (2008 Tacoma, WA)
- **Youth Con** (2008 Sequim, WA)

Fall

- **Leadership Council: *HR Policy: The Good, The Bad and The Ugly*** (2007 Spokane, WA)
- **Youth Con** (2007 Spokane, WA; 2008 Tumwater, WA)
- **Interim DRE Training** (2007 Des Moines, WA)
- **Transforming Conflict in Your Congregation** (2007 Bainbridge Island, WA)
- **New DRE Workshop** (2007 Tacoma, WA)
- **Renaissance Module: Administration** (2007 Tacoma, WA)
- **Young Adult CONnectivity** (2007 Portland, OR)
- **Beyond Con: spiritual retreat for young adults** (2008 Shoreline, WA)
- **OWL Teacher Training: K/1, 4/5** (2007 Gresham, OR)
- **Adult Religious Education training** (2008 Seattle, WA)
- **Leadership Council: *Finding Balance at the Center of our Faith: I, We and Thou*** (2008 Seattle, WA)

Winter

- **Pastoral Care Training for Religious Educators** (2008 Corvallis, OR)
- **Groundwork Anti-Oppression workshop for youth** (2009 Bellevue, WA)
- **Committee On Ministry training Day** (2008 Edmonds, WA)
- **Youth Chaplain Training** (2008 Vancouver, British Columbia)
- **Annual General Meeting** (2008 Tacoma, WA; 2009 Salem, OR)

Spring

- **Leadership Council: *Ministry Together: Governance in UU Congregations*** (2008 Eugene, OR)
- **Youth Con: Fellowship and learning conferences for youth** (2008 Lake Evans, British Columbia)
- **Addictions Recovery Day: PNWD Addictions Ministry Project** (2008 Olympia, WA)
- **Young Adult Con** (2008 Olympia, WA)

Consultations (serving single congregations)

- **Religious Education:** Children's RE Program Development, Adult RE Program Development, DRE Transitions, RE Covenants, Religious Education Committee leadership development
- **Youth Ministry:** Youth Program Development by adult and youth leaders with special attention given this year to tending to a safe and faithful Youth Con culture.
- **Young Adult Ministry & Programming:** creating inclusive, enriching experiences for young adults in our congregations
- **Safety:** physical, mental, and emotional safety of all congregants
- **Healthy Congregations:** Conflict education, mentoring and assessment, healthy communications models, norms setting, Covenants of Right Relationship, facilitated conversations, healing rituals, Committee on Ministry assessment
- **Ministerial Transitions:** Ministerial Exit Interviews, Sabbatical Preparation and Re-Entry workshops, Getting Ready for Ministry or Re-Visiting Ministry workshops, and Leadership Covenants for new ministers and congregational leaders.
- **Consulting Ministry Settlement:** Assisting with ministerial positions of three-quarters time or less
- **Growth and Leadership:** Pastoral to Program Transition, Growth Dynamics, Board Development and retreat facilitation, Governance Audits, Strategic Planning, Mission/ Vision/ Ministry workshops and covenants, New Congregations, Hospitality Audits
- **Green Sanctuary:** Building and sustaining environmentally friendly church facilities
- **Stewardship and Finance:** Giving and Generosity, Stewardship and Canvass Training, Capital Campaign Readiness, Financial Systems Audits

Other:

- **Chalice Lighter Grants, 2008 and 2009:** UU Community Church of Washington County (Hillsboro, OR), Rogue Valley UU Fellowship (Ashland, OR), Evergreen UU Fellowship (Marysville, WA), Woodinville UU Church (Woodinville, WA), Northlake UU Church (Kirkland, WA), Free Church Unitarian (Blaine, WA) – special grant
- **Lending Library:** Resources for religious education and congregational development, required and recommended reading for RE Credentialing and Ministerial Fellowship. Free subscriptions for small congregations.
- **Travel Equalization:** Funding assistance for congregational representatives traveling significant distances to attend PNWD events
- **Supply Preaching Directory:** Current listing of UU Ministers and Ministerial Candidates available to fill your pulpit
- **UUA Consultants:** Compensation Consultant, Ministerial Settlement Representative, Annual Program Fund
- **Electronic Communications:** PNWD website offers a calendar of events and many on-line resources and links. Congregational Packets and RE Packets are available on line, as is a "News from Around the District" feature. PNWD also offers focused email lists for congregational presidents, newsletter editors, worship leaders, social action chairs, and more.
- **Celebrations/ Crisis:** PNWD sends representatives to Minister Ordinations and Installations, Building Dedications, RE Covenanting ceremonies, etc. We will also be with you in times of tragedy and turmoil.

The District Office is the place to begin for all PNWD services and resources, and for help in accessing services and resources that are available through the UUA. Diane Brinson, District

Administrator, will be able to answer many of your questions immediately, can find the answers to many more very quickly, and will also arrange for attention from another person (staff or volunteers) as needed.

We are grateful to our exceptional district staff, to our District Board, to our colleagues throughout the UUA, and to our many dedicated volunteers who serve our member congregations so well and so selflessly. It is a pleasure and a privilege to be your District Executive and Program Specialist.

- Janine and Tandi

**Board President
Dick Jacke**

As you may know, the Pacific Northwest District Board has been using the Policy Governance model to guide its work for several years now. We have been using this model long enough to be able to consider changes in the way in which the Board functions. With its new focus on policy rather than management, we believe that the Board is larger than it needs to be. After much thought, the Board has decided to recommend that the size of the District Board be reduced from 9 members to 5 members. We believe that this will allow the Board to work more efficiently and to give each of the remaining Board members a more significant and rewarding role in the Board's work. This could have the additional advantage of reducing the cost of our governance – although we will probably make other changes which are likely to offset some of these savings. Details were made available with the Annual General Meeting mailing, as a Bylaws amendment will be required.

It is perhaps worth noting that this Bylaws proposal would eliminate some of positions now being filled by the current Board members. I find it inspiring that Board members would be so dedicated to the District that they could recommend such a proposal knowing that their own Board positions could be at risk. In fact, we have enough commitments from sitting Board members to know that we can voluntarily get down to the reduced board size if the proposal is approved. I would also like to thank proposed Board nominees and appointees who were willing to make themselves available to serve on the Board without knowing whether the positions for which they were willing to stand would still exist after the Annual General Meeting. They all deserve our gratitude!

With the growing economic uncertainty and the planned dues increases for the next several years, the Board has been especially concerned about assuring that the money spent on governance is spent wisely. Because the costs of travel, accommodations, and meals associated with Board meetings are the major Board governance expenses, we have been exploring ways in which we might reduce these costs. Although the Bylaws require only 3 Board meetings each year, the Board has met quarterly for some time. We have decided to cut back to 3 in-person Board meetings and augment those meetings with web conference calls for those business items which lend themselves to that medium. We will evaluate the effectiveness of this new mode of operation on an ongoing basis.

Finally, it is worth noting that this is likely to be a very challenging year financially. While religious giving tends to be the last philanthropic sector to be affected by economic downturns, it seems probable that giving to congregations will be affected and, as a result, giving to the Unitarian Universalist Association and the District is likely to be down as well. We hope that this will not be too severe and will be short lived, but our District Executive is exploring additional

ways in which the District can realize savings with as little impact on program as possible. I recommend her report to you for further details. Your continued support of the Unitarian Universalist Association and the District will help us assure that the services and programs that you need will continue to be available.

UUA Trustee
Rev. Elizabeth L. Greene

A brief intro for those of you who do not know me (or have forgotten). I am Rev. Elizabeth Greene, serving as minister to the Boise Unitarian Universalist Fellowship in Boise, Idaho, and I am your trustee to the UUA Board. You elected me in 2005 for a four-year term, and I am running unopposed this year for a second term. Three five-day Board meetings a year are held in Boston (October, January and April), as well as a shorter meeting at General Assembly (GA).

During my time on the Board, and certainly this past year, we continually discuss ways that we, as a policy organization, can function in ways that strengthen District and national staff, who are service providers. Examples of areas of discussion are: What is a mutually-beneficial, outreaching, affiliate organization? Are there groups besides congregations to whom we should commit to serve? What is the most generous and respectful form of relationship possible between the UUA president and the Board?

There is much more, but the most important area you may want to know about is our work around governance. As we have moved these past three-plus years toward a form of policy governance, we have formulated Board policies, executive limitation policies, and now, finally, we have drafted the broader policies that will ultimately shape all our work (Board, congregations, Districts).

The three highest values we found in our hearts were:

- Wonder
- Connection
- Transformation

The Global End we have drafted says:

Grounded in our covenantal tradition, the UUA will inspire people to lead lives of humility and purpose, connection and service, thereby transforming themselves and the world.

Our draft list of Moral Owners of the UUA:

Our member congregations
Generations of Unitarian Universalists
The highest ideals of Unitarianism, Universalism, and Unitarian Universalism
The vision of beloved community
The spirit of life and love, or the holy

There will be some limited time at our District Annual General meeting to give me your responses to these. Of course, you can always contact me at egreene@uaa.org.

Perhaps most importantly, come to General Assembly in Salt Lake City, June 26-28, 2009, where there will be lots of chances to discuss this important area. I know it may seem a ways away to folks "West of the Mountains." (It feels very close to Boise!) But it's as close as it's going to be for quite awhile. Go to uua.org and start making your plans!

It is a pleasure and an honor to serve as your trustee.

Chalice Lighter Program
Dave Dierdorff, Chair

The Chalice Lighters of the PNWD continue to support our growing congregations with their generous gifts. Since the last AGM, grants totaling \$53,000 have been given to congregations in Woodinville and Kirkland, Washington, and Hillsboro, Oregon. The call for the Northlake UU Church in Kirkland also made over \$2,300 available to the district to pay for major upgrades in the way we utilize technology in the program. We also approved a special \$3,000 grant from our supplemental fund to Free Church Unitarian in Blaine, Washington, for improvements to their front entrance.

Signing up to be a Chalice Lighter has never been easier. Just go to www.pnwd.org/chalicelighter.php and follow the links. And because we want to save money and the environment, call letters can be sent by email and payment of pledges can be done online. Hundreds of our participants have made that switch.

In Tacoma at the last AGM, I challenged all congregations to add their name to the 26 who had at least 30% of their members participating in the district's Chalice Lighter program. So far only four have been added to the list, although four others have joined the over 50% group. All in all, total participation is up to 1,920, a gain of almost 200 generous UU's. Our first call this year reflected that growth, raising over \$18,000 for Washington County's new roof.

There is still time to sign up and contribute to the current call for the Rogue Valley UU Fellowship in Ashland, Oregon. Coming up will be a call for the Westside UU Congregation in Seattle.

Finance Report

I certify that the following unaudited reports reflect true and accurate statements of financial position, cash flow, and assets, liabilities and equity for the Pacific Northwest District of the Unitarian Universalist Association for the fiscal year ending June 30, 2008. I further certify that we are in full compliance with all fiscal policies for Governance and Operations.

Janine Larsen, District Executive

I verify that the Board of Trustees of the Pacific Northwest District of the Unitarian Universalist Association has accepted the financial statements prepared by the District Executive as in full compliance with our established and regularly monitored fiscal policy. The Board engages a qualified accounting firm to conduct an independent Financial Review of the District's books every three years. The next periodic review will examine the records of Fiscal Year 2009/10.

Suzanne Woodcock, Treasurer

STATEMENT OF FINANCIAL POSITION-UNAUDITED

	June 30,	
	2008	2007
ASSETS		
Current Assets		
Checking/Savings	157,630	110,901
Accounts Receivable	4,788	9,987
Other Current Assets	(1,160)	37,060
Total Current Assets	161,258	157,948
Fixed Assets	6,780	8,410
TOTAL ASSETS	\$168,038	\$166,358
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable	278	3,422
Other Current Liabilities	8,446	6,496
Total Current Liabilities	8,724	9,918
Total Liabilities	8,724	9,918
Equity	159,314	156,440
TOTAL LIABILITIES & EQUITY	\$168,038	\$166,358

STATEMENT OF ACTIVITIES-UNAUDITED

	Jul 07-Jun 08	Jul 06-Jun 07
Unrestricted Net Assets		
Revenues and Contributions		
Congregation Dues	189,780	187,840
Conference and Workshop Revenue	119,181	121,054
Consulting/Fee Services	2,123	23,142
Denominational Support - APF Bonus	55,537	51,946
UUA Cost Share for Field Staff	82,480	81,280
Interest	3,603	7,346
Miscellaneous	552	2,080
Total	\$453,256	\$474,688
Expenses		
Salaries	207,527	189,375
Payroll Expenses	15,189	14,555
Employee Benefits	38,667	44,513
Travel	22,965	22,628
Education	2,052	6,426
Office	14,234	14,355
Insurance	1,823	2,447
Conference and Workshop	124,664	138,534
Consulting/Fee Services	16,431	34,143
Board Expenses	27,720	29,236
Governance & Linkage	4,201	5,270
Audit Fees	0	5,264
Dues Forgiveness	10,917	1,860
Depreciation	1,631	1,220
Miscellaneous	2,432	1,095
Chalice Lighter expenses	3,394	4,405
Total	\$493,847	\$515,326
Decrease in unrestricted net assets	(\$40,591)	(40,638)
Unrestricted net assets, beginning of year	135,641	176,302
Unrestricted net assets, end of year	95,078	135,641
Temporarily Restricted Assets		
Chalice Lighters	52,694	47,077
Released from restriction	(40,814)	(37,685)
District Addictions Ministry	1,078	1,379
Released from restriction	(1,097)	(1,801)
GoldMine Training of Trainers	20,800	
Released from restriction	0	

Growth and Special Ministry	12,276	
Released from restriction	(1,500)	
Increase in temporarily restricted assets	43,437	8,970
Temporarily restricted net assets, beginning of year	20,799	11,829
Temporarily restricted net assets, end of year	64,236	20,799
Total net assets, end of year	\$159,314	\$156,440

STATEMENT OF CASH FLOWS-UNAUDITED

	July 07- June 08	July 06- June 07
OPERATING ACTIVITIES		
Net Income	2,846	(31,668)
Adjustments to reconcile Net Income to net cash provided by operations:		
Accounts Receivable	5,199	1,408
Other Current Assets - Deposits	0	0
Other Current Assets - Prepaid expenses	710	166
Other Current Assets - Certificates of Deposit	38,071	72,000
Liabilities - Accounts Payable	(3,145)	(24,002)
Other Current Liabilities	1,389	121
Net cash provided by Operating Activities	<u>\$45,070</u>	<u>\$18,025</u>
INVESTING ACTIVITIES		
Fixed Assets - Computers & Equipment	0	(1,488)
Fixed Assets - Accumulated Depreciation	1,631	1,220
Net cash provided by Investing Activities	<u>1,631</u>	<u>(268)</u>
FINANCING ACTIVITIES		
Net cash provided by Financing Activities	0	0
Net Cash increase for period	46,701	17,757
Cash at beginning of period	<u>110,901</u>	<u>93,144</u>
Cash at end of period	<u><u>\$157,630</u></u>	<u><u>\$110,901</u></u>

**Annual Program Fund Report
Jim Mason, Chair**

Greetings to Members and Friends of the PNWD-UUA. I'm half-way into my first year as your new Annual Program Fund Chair, taking over for Jerry Regan. Jerry accepted an exciting new work assignment in Singapore, but he'll return to Portland when the job is completed.

As most of you know, all of our congregations are asked to make contributions to both the UUA and to the Pacific Northwest District. The money we contribute to the Annual Program Fund (APF) of the UUA provides almost half of the Association's unrestricted income. Member congregations are asked to make a financial contribution each fiscal year (July 1 - June 30) to the APF. The requested contribution ("Fair Share") is calculated on the basis of the number of members your congregation certified for General Assembly the previous February. For the 2007-2008 fiscal year the Fair Share contribution was \$54. For the current fiscal year it is \$56.

2007-2008 UUA Annual Program Fund Contributions

The total contribution from the 59 PNWD congregations to the APF for the Fiscal Year 2007-2008 was \$465,195. The overall APF contribution figures for the PNWD are as follows:

Total Dollars Contributed	\$465,195	down from \$477,791 last year
% of Fair Share Dollar Goal	93%	down from 98% last year
Total Fair Share Societies	48	down from 54 last year
Total Societies in PNWD	59	down from 60 last year
% of Societies at Fair Share	85%	down from 90% last year
Basic Grant	\$ 47,395	down from \$51,575 last year
Bonus Grant	\$ 3,000	down from \$5,000 last year
Total Grants	\$ 50,395	down 11% from \$56,575 last year

These figures reflect a significant downturn from the previous year in terms of percentage of Fair Share performance. The PNWD total contribution was 93% of the Fair Share goal, which is still well above the nationwide average of 84%. However, this result dropped us to seventh place among the nineteen districts that make up the UUA. Last year we were the top district in the UUA in terms of percentage of Fair Share contributed. As a result of this downturn, our "Bonus Grant" from the UUA dropped to \$3,000.

I would obviously like to see us move back up to first place among the UUA districts this year, and not just for bragging rights. Contributing to the UUA helps our own programming right here in the PNWD. A big chunk of our contributions to the UUA Annual Program Fund comes back to the PNWD in two very important ways. First, the \$50,395 in UUA grant money that we received last year represents about 10% of the total PNWD revenue. Second, another \$82,200 came back to the PNWD in the form of sharing the cost of our staffing salary and benefits. That represents another 16% of our total revenue. So in total the UUA provides about 26% of our revenue stream.

2007-2008 PNWD Dues Contributions

The PNWD Board of Directors depends on congregation contributions in the form of dues for nearly 40% of its total revenue. For the 2007-2008 fiscal year the district dues per member was set at \$20. It is increasing to \$21 this year.

The figures for PNWD dues collections for the 2007-2008 fiscal year are as follows:

Total Dollars Contributed	\$181,350	down from \$186,238 last year
Percent of Dollar Goal	95%	down from 99% last year
Total Fair Share Societies	52	down from 56 last year
Total Societies	59	down from 60 last year
% of Societies at Fair Share	88%	down from 93% last year

The district dues figures show a decline similar to the UUA APF numbers. I hope we can turn this around, but the declining state of our national economy makes this unlikely in the short term. There are already signs that this year will be challenging. Please encourage your own congregation to be a UUA "Fair Share" congregation and to fully meet its PNWD dues obligation. We are counting on you!

Congregation	City	St.	Memb. Feb. 2007	PNWD Dues 07-08	Total Paid to PNWD	Full Dues Paid?	UUA Fair Share Dues 07-08	Total Paid to UUA	Fair Share Paid?
Anchorage UU Fellowship	Anchorage	AK	198	3,960	3,960	Y	10,692	10,692	Y
UU F'ship of Fairbanks	Fairbanks	AK	93	1,860	1,860	Y	5,022	5,022	Y
Juneau UU Fellowship	Juneau	AK	31	620	620	Y	1,674	1,674	Y
Kodiak UU Fellowship	Kodiak	AK	20	400	400	Y	1,080	1,080	Y
Seward UUs	Seward	AK	20	400	400	Y	1,080	500	
Sitka UU Fellowship	Sitka	AK	27	540	540	Y	1,458	1,458	Y
Boise UU Fellowship	Boise	ID	241	4,820	4,820	Y	13,014	13,014	Y
North Idaho UUs	Coeur D'Alene	ID	33	660	660	Y	1,782	1,681	
UU Church of the Palouse	Moscow	ID	180	3,600	3,600	Y	9,720	7,290	
Magic Valley UU F'ship	Twin Falls	ID	41	820	820	Y	2,214	2,214	Y
Rogue Valley UU F'ship	Ashland	OR	176	3,520	3,520	Y	9,504	9,504	Y
Pacific UU Fellowship	Astoria	OR	27	540	540	Y	1,458	1,458	Y
UU F'ship of Central OR	Bend	OR	99	1,980	1,980	Y	5,346	5,346	Y
UU Fellowship of Corvallis	Corvallis	OR	300	6,000	6,000	Y	16,200	16,200	Y
The UU Church in Eugene	Eugene	OR	361	7,220	7,220	Y	19,494	19,494	Y
Florence UU Fellowship	Florence	OR	37	740	740	Y	1,998	1,998	Y
UUs of Grants Pass	Grants Pass	OR	43	860	860	Y	2,322	1,100	
Eastrose Fellowship UU	Gresham	OR	96	1,920	1,920	Y	5,184	5,184	Y
UU Comm. Ch. WA Cnty.	Hillsboro	OR	175	3,500	3,500	Y	9,450	9,450	Y
Mid Columbia UU F'ship	Hood River	OR	50	1,000	1,000	Y	2,700	2,700	Y
UU F'ship of Klamath Cnty.	Klamath Falls	OR	20	400	400	Y	1,080	1,080	Y
Central Coast UU F'ship	Newport	OR	29	580	250		1,566	650	
South Coast UU F'ship	North Bend	OR	22	440	450	Y	1,188	1,200	Y

Atkinson Memorial Church	Oregon City	OR	204	4,080	4,080	Y	11,016	11,016	Y
Wy'east UU Congregation	Portland	OR	52	1,040	1,040	Y	2,808	2,808	Y
First Unitarian Church	Portland	OR	1,095	21,900	21,900	Y	59,130	59,130	Y
West Hills UU Fellowship	Portland	OR	179	3,580	3,580	Y	9,666	9,666	Y
Umpqua UU Church	Roseburg	OR	92	1,840	1,840	Y	4,968	4,968	Y
UU Cong. of Salem	Salem	OR	204	4,080	4,080	Y	11,016	11,016	Y
South Park UU Fellowship	West Linn	OR	30	600	600	Y	1,620	1,620	Y
Cedars UU Church	Bainbridge Isl.	WA	148	2,960	2,960	Y	7,992	7,992	Y
East Shore Unit. Church	Bellevue	WA	687	13,740	13,740	Y	28,468	28,500	Y
Bellingham Unit. F'ship	Bellingham	WA	291	5,820	5,820	Y	15,714	15,714	Y
Free Church Unitarian	Blaine	WA	56	1,120	1,120	Y	3,024	3,024	Y
Kitsap UU Fellowship	Bremerton	WA	219	4,380	4,380	Y	11,826	11,826	Y
Saltwater UU Church	Des Moines	WA	176	3,520	1,900		9,504	2,578	
Edmonds UU Church	Edmonds	WA	331	6,620	6,620	Y	17,874	17,874	Y
Kittitas Valley UU Cong.	Ellensburg	WA	30	600	600	Y	1,620	1,620	Y
UU Cong. of Whidbey Isl.	Freeland	WA	61	1,220	1,220	Y	3,294	2,475	
San Juan UU Fellowship	Friday Harbor	WA	14	280	280	Y	756	756	Y
Northlake UU Church	Kirkland	WA	101	2,020	2,020	Y	5,454	5,454	Y
All Souls UU Community	Lacey	WA	19	380	230		1,026	585	
Evergreen UU Fellowship	Marysville	WA	138	2,760	2,760	Y	7,452	7,452	Y
Skagit UU Fellowship	Mount Vernon	WA	61	1,220	1,220	Y	3,294	3,294	Y
Olympia UU Congregation	Olympia	WA	248	4,960	4,960	Y	13,392	13,392	Y
Community UU Church	Pasco	WA	50	1,000	1,000	Y	2,700	2,700	Y
Olympic UU Fellowship	Port Angeles	WA	125	2,500	2,400		6,750	6,750	Y
Quimper UU Fellowship	Pt. Townsend	WA	244	4,880	4,880	Y	13,176	13,176	Y
Rainier Valley UU Cong.	Seattle	WA	50	1,000	1,000	Y	2,700	3,240	Y
University Unit. Church	Seattle	WA	733	14,660	14,660	Y	37,606	37,606	Y
Westside UU Fellowship	Seattle	WA	126	2,520	2,520	Y	6,804	6,804	Y
Shoreline UU Church	Shoreline	WA	164	3,280	1,640		8,856	3,483	
UU Church of Spokane	Spokane	WA	430	8,600	4,300		23,220	5,805	
Tahoma UU Congregation	Tacoma	WA	186	3,720	3,720	Y	10,044	10,070	Y
Michael Servetus UU F'ship	Vancouver	WA	235	4,700	4,700	Y	12,690	12,690	Y
Vashon Island Unit. F'ship	Vashon	WA	71	1,420	1,420	Y	3,834	3,834	Y
Cascade UU Fellowship	Wenatchee	WA	97	1,940	1,940	Y	5,238	5,238	Y
Woodinville UU Church	Woodinville	WA	157	3,140	3,140	Y	8,478	8,478	Y
UU Church of Yakima	Yakima	WA	85	1,700	1,020		4,590	2,572	
			9,508	\$190,160	\$181,350	52	\$502,826	\$465,195	48

Proposed Changes to the Bylaws of the Pacific Northwest District of the Unitarian Universalist Association

The PNWD Board has voted to recommend passage of the following Bylaws amendments. Because the changes to the two different sections are related, they will be voted on together as a single package. New wording is underlined and bolded and deleted wording is placed in square brackets.

ARTICLE V – OFFICERS AND DIRECTORS

Section 1. The Board of Directors shall consist of [9] 5 elected directors, [3 of whom are] each elected at [each] an Annual Meeting for a term of 3 years.

ARTICLE VI – DUTIES OF OFFICERS AND DIRECTORS

Section 5. The general direction of the affairs of this organization and the general powers necessary for exercising such direction, together with powers to adopt all needful measures for promoting the interests of this organization, shall be vested in the Board of Directors, subject to annual review by the member congregation delegates. Meetings of the Board of Directors shall be held at least three times a year. Special meetings may be called by the President and must be called upon request of [five members] a majority of the Board of Directors.

Why We Are Making This Change

The Pacific Northwest District Board has been using the Policy Governance model to guide its work for several years now. We have been using this model long enough to be able to consider additional changes in the way in which the Board functions. With its new focus on policy rather than management, we believe that the Board is larger than it needs to be. After much thought, the Board has decided to recommend that the size of the District Board be reduced from 9 members to 5 members. Two positions would be elected in each of two years and one position elected in a third. We believe that this will allow the Board to work more effectively and to give each of the remaining Board members a more significant and rewarding role in the Board's work. This could have the additional advantage of reducing the cost of our governance – although we may make other changes which could offset some of these savings. One effect of this change is that there will be fewer Board members required to be elected from specific geographic areas. Geographic range remains important, however, and the Nominating Committee will continue to establish geographic areas to reflect equitable geographic distribution. There will, however, be fewer of them. The Nominating Committee will also continue to look for a diverse board in other ways as well, including size of home congregation, lay and ministerial representation, race, ethnicity, sex, gender orientation, age, and other such factors.

Of greatest importance, perhaps, is that the Board is committed to working on behalf of all our member congregations. We do not rely upon the diversity of the Board members to represent the diversity of the District. We recognize that, in order to understand what our congregations expect from the District, we need to have strong links with the congregations. Our Board members have already visited over half of our congregations; and we continue to create additional opportunities to hear from congregations at Annual General Meetings, at District Leadership Council meetings, and other events. Seeking input from congregations will continue to be one of the most important responsibilities that we have as a board.

Nominating Committee
Nancy Evans Jones, Chair

The work of the committee is a challenging one. To paraphrase the words of Brian Rogers, Nominating Committee Chair, 2007: The nominating process starts with the universe of potential PNWD board members – of which there are approximately 9000. From that group, the Nominating Committee selects only those whose interests in our faith are beyond personal spiritual development; then only from those with UU interests beyond their congregation; and then only from those whose congregational duties leave them the ability to invest the time required of a PNWD board member for three years.

And as if that weren't difficult enough, the committee seeks people with skills and experience that balance the current board, and for those with experience in Carver governance, a very small niche in the board governance arena. We are extremely fortunate that our search led us to a wealth of very qualified persons.

In late summer the committee recommended the appointment of Suzanne Woodcock, member of Boise UU Fellowship, for the then vacant East of Cascades & Alaska Board position. She was appointed by the Board and has been serving since that time.

The Nominating Committee is also prepared to submit the names of two other very qualified candidates for possible appointment pending the result of the bylaws vote: Kendra Golden, member of Quimper UU Fellowship (Member at Large), and Rev. Dana Worsnop, member of Atkinson Memorial Church of Oregon City (Metro Portland), both of whom have indicated their willingness to serve, if needed.

We respectfully submit this report for the entire committee:

John Collins
Rev. Rick Davis
Sarah Schurr
Elton Hall
Nancy Evans-Jones, Chair

The Nominating Committee presents the following slate of candidates for election at the Annual General Meeting in Salem, Oregon, February 20-22, 2009:

PNWD Board Nominees (three-year term)



Dick Jacke (*Seattle Metro*), *nominated for second term*

Dick is a member of East Shore Unitarian Church in Bellevue, WA, where he has been President of the Board and chaired or served on over 20 committees. He has chaired the Unitarian Universalist Association's Commission on Social Witness. He has served on UUA Annual Program Fund Committee as the PNWD APF Chair and is currently serving as the District Presidents Association liaison to that group. Dick was a founding member of the PNWD Adult Religious Education Committee and has served on the District Bylaws Committee, the District Annual General Meeting Committee, and on the Search Committee which brought Anne Heller to the PNWD as our District Executive. Dick has served as President of the Puget Sound Unitarian Universalist Council. He has also been active in the wider community with the American Civil Liberties Union, the WA Coalition Against Censorship, the Interfaith Council of WA, and the Eastside Interfaith Social Concerns Council.



Rev. Margaret Keip (*Member at Large*), *incumbent completing appointed term; nominated for first term*

Margaret and her husband Fred have been enticed out of retirement to serve a quarter-time consulting ministry with the UU Fellowship of Grants Pass, OR, as of 2009. They are emeritus ministers of the UU Church of the Monterey Peninsula, which they served for 25 years, following which Margaret continued as an interim minister for another 8½ years, serving 6 congregations, three of them in the PNWD. She serves on the Pacific Northwest District's Healthy Congregations Team, and is completing two years on the PNWD Board of Trustees. She consults with UU boards across the country on Policy Governance, and recommends the bylaw change on the agenda this AGM to reduce the size of our PNWD board, thus effectively voting herself out of a job.



Rev. Kayle Rice (*Member at Large*), *nominated for first term*

The Rev. Kayle Rice was called as minister of the Unitarian Universalist Church of the Palouse in Moscow, ID in 2006. Originally from Kalamazoo, Michigan, she graduated from the Chicago Theological Seminary in 1983 and was ordained in the United Church of Christ. She served several UCC churches in South Dakota. A shift in her theological paradigm led her to take a seven-year "sabbatical" during which she requested to be released from ministerial standing in the UCC. She received a Masters Degree in Comparative Religion from Western Michigan University and taught religion and philosophy

in Chicago-area colleges. In 1999 Kayle became a Unitarian Universalist and began transferring her ordination to the UUA; she received final fellowship in 2007. She did her internship at Unity Temple Unitarian Universalist Church in Oak Park, IL, and in 2002 became the first called minister to the Marquette Unitarian Universalist Church in Marquette, MI, where she served for four years. Kayle is married to Brian Leekley, a retired book dealer.

Nominating Committee Nominee (five-year term)



Rev. Bruce Bode, *nominated for first term*

Bruce A. Bode, a native of Lynden, Washington, is serving in his fifth year as the minister of the Quimper Unitarian Universalist Fellowship in Port Townsend, Washington. Before coming to Port Townsend, Rev. Bode was the Interim Minister of the Hope Unitarian Church in Tulsa, OK (2001-02) and the First Unitarian Universalist Church of Houston, TX (2002-04). Prior to that he served as an Associate Minister for twenty-two (1978-2001) at the Fountain Street Church in Grand Rapids, MI, a large, independent, religiously liberal congregation. For fifteen of those years he was the associate to the Rev. Dr. David O. Rankin. Bruce is a graduate of Calvin College (1969) and Calvin Theological Seminary (1973) in Grand Rapids. He has been married to Flossie Boerema Bode since 1970 and is father to Katie Bode-Lang and Libby Bode.

UUA Trustee Election

December 22, 2008 was the deadline to receive nominating petitions for the office of the UUA Trustee from the Pacific Northwest District. Rev. Elizabeth Greene, being eligible to serve a second term, has been nominated for re-election. There have been no additional nominating petitions received from our congregations, so Rev. Greene is running unopposed. The election to formally fill this position will be held during the PNWD business meeting on Saturday morning, February 21, 2009.

District Addictions Ministry Project Reverend Patti Pomerantz, Chair

The Addictions Ministry Project's mission is to sponsor a PNWD addictions ministry that inspires and models programs for prevention, healing and recovery from addictions and compulsive behaviors in our UU congregations.

In April 2008 members from eight congregations met in Olympia, WA for the first District-wide addictions ministry program in the UUA. With a keynote from the Reverend Denis Meacham, author of *The Addictions Ministry Handbook*, representatives from eight congregations met to talk about their congregational work on addictions and recovery.

This year the Project is focused on improving our services to congregations, working to serve more congregations and to improve networking among congregations, in addition to creating a workshop for the Annual General Meeting. We will increase our web presence, specifically to share resources and provide links among congregations with addictions ministries.

We also work with other Districts who are interested in starting similar teams and handle questions from congregations throughout the Association. Our convener for many years, the Reverend Alex Holt, is working with the UUA to frame the Association's support for this important ministry. His vision, along with that of our District Executive, Janine Larsen, continues to shape our work.

At present there are addictions ministries in thirteen congregations in the District, with requests for information from many more. We hope to increase those numbers substantially in the next two years.

Associate Member Organizations

The PNWD bylaws (Article III, section 4) allow the board of directors to grant Associate Member Organization status to any area council or other organization within the area of the PNWD that, in the judgment and discretion of the board of directors, has purposes and programs that are auxiliary to and support the purposes and objectives of the PNWD.

Eliot Institute

Cindy Leitner, President

Despite uncertain economic times, the Eliot camps had a good year. We served nearly 700 campers in our four camps at Seabeck, WA and Naramata, BC. And we already have a waitlist for both the July and August 2009 camps, with stellar speakers slated for all the camps!

The Eliot Board and staff have been busy implementing some major goals this year. We established an Eliot Endowment Fund thanks to an initial generous contribution from Carol Becken and Jim Sloboda, and a new Ad Hoc Endowment Committee is busy getting it in place. We have made headway with our goal of better intra-camp communication and storage systems, and also with our assessment and improvement of young adult programming at camps. This has become necessary because the young adult population continues to grow as our returning campers "age into" this group. Young adults are assuming more leadership roles in our camps, on staff, and on our committees.

As a community, Eliot campers are concerned about environmentally sound practices and spent time at each camp this past year brainstorming concrete ideas to be more "green." We will begin implementing those ideas that are most feasible in the coming years, beginning with online newsletters (rather than paper) this spring.

We welcome new campers to the Eliot experience and reserve 10% of camp spaces for them. Be sure to check out our website for upcoming camps and information about how to register: www.eliotinstitute.org

Liberal Religious Educators Association (LREDA)

Dana Regan, PNWD Chapter President

Our chapter was established to promote religious growth and learning of people of all ages, to advocate for and support religious educators and the field of religious education in the PNWD.

According to our bylaws, our purpose serves seven functions:

- Function as a support system for chapter members
- Encourage the sharing of useful materials and ideas members have used in their work
- Act in an advisory capacity to the PNWD Program Consultant and as experienced resource people to other groups and individuals in the PNWD
- Carefully consider ways to advance religious education for people of all ages
- Support the ethical code and professional standards of LREDA
- Uphold the work of LREDA at the continental level
- Encourage communication and interaction with the District UUMA

Two clusters of the chapter met on a regular basis throughout the year offering support to each other and sharing resources. Many members acted in an advisory manner for the PNWD Program Consultant at various congregations offering programs for youth advisors, sexuality education, children's programming, worship, administration, adult religious education, and mentoring new religious educators among others. The Board Officers presented an educational workshop during last year's AGM on the topic of Tapestry of Faith, the UUA's new religious education series for religious educators. Members of LREDA PNWD and the UUMA PNWD combined to present an excellent program for last year's Professional Days on the topic of classism. Also board members of both professional groups met in a collegial manner to continue building trust and collaborative support with one another.

Working with the PNWD Program Consultant, we are very excited to present RE Leadership School this summer with Dr. Helen Bishop in Vernonia, OR.

Associate Member annual reports not received by press time:

BLUUBIRD Theater Company

The Portland Vancouver Area Council

Unitarian Universalist Ministers Association, Pacific Northwest Chapter

**PNWD Board of Directors
2008-2009**

President:

Dick Jacke
9411 177 Place NE #1
Redmond, WA 98052
(425) 869-8306
dickjacke@aol.com
*member East Shore Unitarian Church
Metro Seattle • 1st term expires: 2009*

Rev. Margaret Keip
2388 Midway Avenue
Grants Pass, OR 97527
(541) 472-0052
revmargaret@msn.com
*member UU Fellowship of Grants Pass
Member-at-Large • appointed term expires:
2009*

Vice President:

Dr. Marcia Shaw
2270 NW Estaview Circle
Corvallis, OR 97330
(541) 753-0536 (office, fax and messages)
shawm@proaxis.com
*member UU Fellowship of Corvallis
Western OR (excl. Portland) • 2nd term
expires: 2011*

Allan Warrior
3358 SE Roanoke Court, North
Hillsboro, OR 97123-8621
(503) 648-8112
arwarrior@verizon.net
*member UU Community Church of
Washington County
Member-at-Large • 1st term expires: 2009*

Secretary:

Dr. James W. Harrington, Jr. ("JW")
4515 West McLaren Street
Seattle, WA 98199
(206) 522-5777
jwh-uw@comcast.net
*member University Unitarian Church
Metro Seattle • appointed term expires:
2010*

Positions Vacant:
*Metro Portland • appointed term expires:
2010*

*Western WA (excl. Seattle) • term expires:
2011*

Treasurer:

Suzanne Woodcock
3064 E. Nature Drive
Boise, ID 83706
(208) 387-0709
timberdoodle@cableone.net
*member Boise UU Fellowship
East of Cascades & AK • appointed term
expires: 2010*

Liaison:

Rev. Elizabeth Greene, UUA Trustee
Boise UU Fellowship
6200 N. Garrett Street
Boise, ID 83714
(208) 658-1710
uurev@pobox.com
• 1st term expires: June 2009

Amber Alexander
2648 Edgewood Drive #3
Eugene, OR 97404
(541) 221-9096
amberalexand@gmail.com
*member The UU Church in Eugene
Member-at-Large • 1st term expires: 2011*

Pacific Northwest District Office

Toll-free within PNWD:
(800) 313-PNWD (7693)

Local and outside of PNWD:
(425) 957-9116

Fax:
(413) 502-2002

General Email:
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Location and Mailing Address:
12700 SE 32nd Street, Suite E-101
Bellevue, WA 98005-4317
(In Bldg. 'E' of East Shore Unitarian Church)

Hours:
Monday-Thursday 8-4 • Friday 8-12
(Phone greeting will indicate if hours vary.)

PNWD Staff

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administrator@pnwd.org

Carmen McDowell, Bookkeeper
bookkeeper@pnwd.org

Mary Marsh, Web Manager
webmaster@pnwd.org

Janis Anable, District Registrar
registrar@pnwd.org

Janine Larsen, District Executive
P.O. Box 1182
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(206) 299-9099 (voice mail and fax)
jlarsen@uua.org

Tandi Koerger, Program Specialist
(mail c/o district office)
(253) 278-4646 (cell)
tkoerger@uua.org

PNWD Alphabet Soup

AGM	Annual General Meeting
APF	Annual Program Fund (UUA)
ARAOM	Anti-Racism, Anti-Oppression and Multicultural
ARE	Adult Religious Education
AUUA	Association of Unitarian Universalist Administrators
BGLT	Bisexual, Gay, Lesbian, Transgender
CLF	Church of the Larger Fellowship
CRE	Coordinator of Religious Education -or- Children's Religious Education
CYF	Church of the Younger Fellowship (ages 18-35)
CUC	Canadian Unitarian Council
CUUPS	Covenant of UU Pagans
CUUYAN	Continental Unitarian Universalist Young Adult Network (ages 18-35)
DE	District Executive
DRE	Director of Religious Education
DSRL	Dorothy Spoerl Resource Library
GA	General Assembly (UUA)
IETS	Institute for Ecumenical Theological Studies (Seattle University School of Theology and Ministry)
LREDA	Liberal Religious Educators Association
MAG	Middle Age Group (junior high/middle school youth)
MFC	Ministerial Fellowship Committee
MRE	Minister of Religious Education
MSR	Ministerial Settlement Representative
OWL	Our Whole Lives (sexuality education program)
PNUUGF	Pacific Northwest UU Growth Foundation
PNWD	Pacific Northwest District
PVAC	Portland/Vancouver Area Council
RE	Religious Education
REC	Religious Education Committee
UUA	Unitarian Universalist Association
UUMA	Unitarian Universalist Ministers Association
UUMN	Unitarian Universalist Musicians Network
UURMaPA	Unitarian Universalist Retired Ministers and Partners Association
UUSC	Unitarian Universalist Service Committee
UUUNO	Unitarian Universalist United Nations Office
YA	Youth Advisor -or- Young Adult
YAC	Youth Adult Committee (ages 14-18)
YA/CM	Young Adult/Campus Ministry (ages 18-25)
YRUU	Young Religious Unitarian Universalists (ages 14-18)

**PACIFIC NORTHWEST UNITARIAN UNIVERSALIST GROWTH FOUNDATION
(A CORPORATION)
FINANCIAL STATEMENTS
December 31, 2008**

Financial Statements

Accountants' Report

Statement of Financial Position -- Cash Basis

Statement of Revenue, Expenditures and Fund Balances -- Cash Basis

Board of Directors
Pacific Northwest Unitarian Universalist
Growth Foundation
Kennewick, Washington

We have compiled the accompanying statement of financial position – cash basis of the Pacific Northwest Unitarian Universalist Growth Foundation (a corporation) as of December 31, 2008, and the statement of combined revenue, expenditures and fund balances – cash basis for the year then ended in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. All information included in these financial statements is the representation of the management of the Foundation.

A compilation is limited to presenting in the form of financial statements information that is the representation of management. We have not audited or reviewed the accompanying financial statements and, accordingly, do not express an opinion or any other form of assurance on them. The financial statements have been prepared on the cash receipts and disbursements basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles.

Management has elected to omit substantially all of the disclosures ordinarily included in financial statements prepared on a cash basis of accounting. If the omitted disclosures were included in the financial statements they might influence the user's conclusions about the Foundation's financial position and changes in fund balances. Accordingly, these financial statements are not designed for those who are not informed about such matters.

We are not independent with regard to the Pacific Northwest Unitarian Universalist Growth Foundation.

Ivey, Jacobson & Company

Ivey, Jacobson & Company LLC
Certified Public Accountants

January 13, 2009

PACIFIC NORTHWEST UNITARIAN UNIVERSALIST GROWTH FOUNDATION (A CORPORATION)
STATEMENT OF FINANCIAL POSITION -- CASH BASIS
December 31, 2008

ASSETS

CHECKING AND SAVINGS

Checking - US Bank	\$	120,094.14
Money Market - Vanguard Prime		<u>161,539.01</u>

TOTAL CHECKING AND SAVINGS		281,633.15
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OTHER INVESTMENTS

Corporate Bond Fund - Vanguard		<u>68,659.40</u>
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TOTAL INVESTMENTS		68,659.40
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OTHER ASSETS

Note Receivable - UUF Klamath Falls		11,698.02
Note Receivable - Fairbanks UUF		35,494.91
Note Receivable - Wy'east UU Congregation		<u>11,999.70</u>

TOTAL OTHER ASSETS		<u>59,192.63</u>
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TOTAL ASSETS	\$	<u><u>409,485.18</u></u>
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LIABILITIES AND FUND BALANCES

LIABILITIES

Custodial Funds	\$	62,846.21
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FUND BALANCES

General Fund		65,463.44
Churchworks Fund		8,998.12
Lorenzen-Deale Fund		28,148.61
Rod Stewart Growth Fund		229,777.62
Hewett-Hopper-Raible Fund		<u>14,251.18</u>

TOTAL FUND BALANCES		<u>346,638.97</u>
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TOTAL LIABILITIES AND FUND BALANCES	\$	<u><u>409,485.18</u></u>
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PACIFIC NORTHWEST UNITARIAN UNIVERSALIST GROWTH FOUNDATION (A CORPORATION)
 STATEMENT OF REVENUE, EXPENDITURES AND FUND
 BALANCES- CASH BASIS

For the twelve months ended December 31, 2008

	Total (memo only)	General Fund	Churchworks Fund	Lorenzen-Deale Fund	Rod Stewart Growth Fund	Hewett-Hopper- Raible Fund
REVENUE						
Contributions	\$ 11,731.30	\$ 150.00	\$ 170.24	\$ 0.00	\$ 5,961.27	\$ 5,449.79
Interest Income	12,210.66	12,210.66				
Change in Fair Value of Investments	<u>(6,958.24)</u>	<u>(6,958.24)</u>				
TOTAL REVENUE	16,983.72	5,402.42	170.24	0.00	5,961.27	5,449.79
EXPENDITURES						
Accounting	1,665.00	1,665.00				
Bank Service Charge	30.00	30.00				
Contract Labor	460.00	460.00				
Grants	4,045.00	4,045.00				
Licenses and Permits	75.00	75.00				
Miscellaneous	75.00	3.40				
Office Supplies	83.45	83.45				
Postage and Delivery	310.40	310.40				
Printing and Reproduction	93.09	93.09				
Software	199.00	199.00				
Telephone	37.47	37.47				
Travel and Lodging	<u>427.37</u>	<u>427.37</u>				
TOTAL EXPENDITURES	<u>7,500.78</u>	<u>7,429.18</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
REVENUE IN EXCESS OF EXPENDITURES	9,482.94	(2,026.76)	170.24	0.00	5,961.27	5,449.79
Fund Balance 12/31/2007	337,084.43	67,490.20	8,827.88	28,148.61	223,816.35	8,801.39
FUND BALANCE 12/31/2008	\$ <u><u>346,567.37</u></u>	\$ <u><u>65,463.44</u></u>	\$ <u><u>8,998.12</u></u>	\$ <u><u>28,148.61</u></u>	\$ <u><u>229,777.62</u></u>	\$ <u><u>14,251.18</u></u>

See accountants' report.



Save
The
Date!

February 19-21, 2010

2010 Annual General Meeting
Bellevue Hilton Hotel
Bellevue, Washington