

NORTHLAKE UU VISION

To be a vibrant and welcoming community, feeding the human spirit, lighting a beacon for love and justice.

NORTHLAKE UU MISSION

To celebrate life by worshipping together, serving others and nurturing a diverse, loving community.

Renewing Our Faith in Northlake

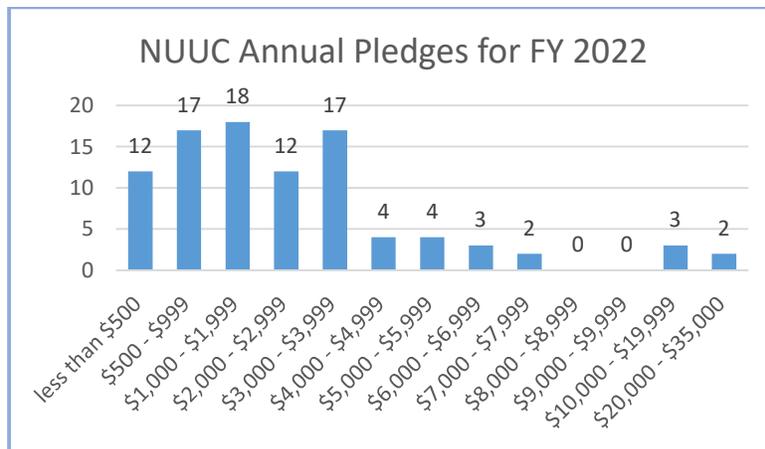
Pledge Drive

Spring 2022

Welcome to Northlake's 2022 Pledge Drive. In this packet you will find:

1. This cover page
2. A letter addressed to you
3. A copy of our Narrative Budget
4. Roof Replacement Information
5. An invitation to a 1-on-1 meeting with a visiting steward and/or a cottage dinner
6. Northlake UUC's Suggested Fair-Share Contribution Guide
7. A pledge form

This is the results of last year's pledge drive. Please consider moving up a bracket, or moving part way this year and completing the move up later.



Comments about this year's logo:



From Pablo Bárcenas, the artist:

The idea here is 8 roots (7+1 principles), they also represent people. Some are complete, some start unfinished, some started and divided or changed, some are together since the beginning. At the end we all intertwine, at the top in the center there is the flame of the UUA chalice.

From Janet Hall, Stewardship Team Chair:

Our roots are diverse. Our seven (+ one) principles guide us as we come together, intertwine and support each other. We are strengthened by each other and our chalice flame to go be able to go out and serve others and nurture a diverse, loving community.

If you find it difficult to follow a root up to the flame, remember that we are all transformed along this journey. This is how we renew our faith in ourselves and Northlake.



This year's logo has roots for our principles, which also represent a variety of people, all intertwined in various ways.

NORTHLAKE UNITARIAN UNIVERSALIST CHURCH

A spiritual home where all are welcome

Renewing Our Faith in Northlake

Spring 2022

"We make a living by what we get, but we make a life by what we give." Winston Churchill

Dear Member/Friend,

Thank you for being a part of Northlake's tireless work to fulfill our vision: to be a beacon for love and justice. We work to resist oppression, to protect and improve our environment, to nurture the young and vulnerable, and to be a force of transformative change in our church and wider community.

This is a task that simply can't be accomplished *only* on Sunday mornings. To be a spiritual home requires a considerable amount of effort and resources. **Northlake fulfills our mission thanks to the resources generously provided by members like you.**

In recent services, you have heard many examples of how Northlake fulfills our mission and lives out the seven principles of our faith. Just a few highlights include our community outreach efforts, our religious education program, our worship team, and our music program. We hope these stories demonstrate that **the work we do is important work.**

We invite you to take a moment and reflect on what has drawn you to Northlake. As part of this year's Stewardship drive, we are challenging our members to increase their pledge from the previous year. Increased pledges help us improve our capacity to live out our mission and principles.

How can you increase your pledge while losing weight? Skip a latte a week and save \$4.25, \$17.85 a month and \$214 per year. Skipping a latte per week saves 190 calories, 800 calories a month, 9576 calories per year or 2.73 pounds.

Thank you for being a part of Northlake.

With gratitude,

Janet Hall
Stewardship Team Chair

NORTHLAKE UU VISION

To be a vibrant and welcoming community, feeding the human spirit, lighting a beacon for love and justice.

NORTHLAKE UU MISSION

To celebrate life by worshipping together, serving others and nurturing a diverse, loving community.

Renewing Our Faith in Northlake

Spring 2022

Narrative Budget

Northlake's mission is to celebrate life by
worshipping together,
servicing others, and
nurturing a diverse, loving community.



This year's logo has roots for our principles, which also represent a variety of people, all intertwined in various ways.

A narrative budget is a description of how we use our funds to help fulfil our mission. This is a summary of what have done in the past year and what we hope to do in the next year.

Worshipping Together

In Fiscal Year (FY) 2021 we spent about 27% of our budget in support of worshipping together. We had a Sunday morning service every Sunday in 2021 except for Boxing Day (December 26). This includes 16 services held jointly with the Saltwater and Tahoma UU Churches. Our minister spends time preparing for Sunday mornings, including preparing and delivering sermons. A Sunday morning service requires a lot more than just our minister. Other people involved include:

- technical volunteers
- worship volunteers
- paid staff
- pianist Maria Khavin
- music director Jaie Tiefenbrun, and now Jeffery Myers

All of this was offered via Zoom and several of the services included an in-person option. This did increase expenses for technical hardware. We plan to continue all of this in the coming year.

We have Mid-Day Chalice Lighting to help us stay connected during times of isolation and quarantine. There was a memorial service for Paul Derry last year. Our Director of Religious Education, Margaret Rogers, has led Time for All Ages during Sunday morning services. We had a Blue Christmas service and a Winter Solstice celebration and we host the Eastside Insight Meditation group.

We had a 60th Anniversary Celebration combined with Reverend Nancy's Installation. This is one event that we will not be repeating in the next year, but we do want to be ready for other celebrations as occasions arise.

We will be making a deliberate effort to include Welcoming Worship Services in the coming year as part of our renewal as a Welcoming Congregation.

Serving Others

When serving others, we are often also helping to nurture a diverse, loving community. In-person service to others continued to be a challenge as the Covid pandemic continued.

We donate the first \$1000 from the collection plate each month to an organization selected by our Social Justice Team. We contributed to the following organizations in 2021:

January	Fare Start (job training in the culinary industry)
February	Chief Seattle Club (support for urban native people)
March	Attain Housing
April	National Alliance on Mental Illness (NAMI) Eastside, WA
May	Northwest Immigrant Rights (Agitators, Advocates, & Allies)
June	Congregations for the homeless
July	Citizens for a Healthy Bay
August	BLUU (Black Lives of UU) Housing Initiative
August 29	UUSC emergency response fund for Haiti
September	350.org (climate action)
October	The Sophia Way (supports women experiencing homelessness)
November	UUSC Guest at Your Table
December	Muslim Community Resource Center: Afghan Refugee Relief

In April, we had the Climate Ribbon Project displayed on our fence, with pledges written on the ribbons for what we as individuals will do to help reduce climate change.

We continue to make our facilities available for rental by organizations that align with our values. Current renters include:

Lead Prep	An alternative high school	
Kol Ami	A reform Jewish community	
Aaron's Place	Daytime program for disabled young adults	
Trinity Reformed Baptist Church	Use the chapel on Sunday for services	
Eastside Audubon Society	Promotes bird-friendly communities	

Nurturing a Diverse, Loving Community

When nurturing a diverse, loving community, we are often also serving others.

Our Religious Education Director, Margaret Rogers, has continued to oversee quality programming for our children and youth in spite of Zoom challenges. Elementary school classes meet on Zoom at 9:45 on Sunday mornings before the church service. Then Middle School and High School Youth Groups meet online at 1 pm, after the Sunday service. There is online storytime Tuesday evenings and a Dungeons and Dragons group starting this spring. Our Whole Lives (OWL) is back this spring for elementary age students.

Sermons on the last Sunday of the month have featured speakers focusing on the theme of the proposed 8th Principle: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountably dismantle racism and other oppressions in ourselves and our institutions. This series continued into 2022. These speakers are nationally known and result in increased expenditures by the Worship Committee.

We started Well-Spring Wednesdays and plan to continue them in 2022-2023. This is a time to grow together, deepen our spiritual lives and learn how to heal the world. Subjects include Spirit in Practice: Mind Practices, Writing from Your Soul, and UU Social Justice History: Responding to Calls for Black Empowerment.

Northlake was officially recognized as a Welcoming Congregation in 2008. The focus was on being welcoming to lesbian, gay, bisexual, and/or transgender people. We plan to renew our Welcoming Congregation status with the UUA to remind old timers and help newcomers (the last 14 years) to be more welcoming to all, regardless of gender identity or sexual orientation.

We continue to host Meaningful Movies. Some have been in the parking lot, some on-line, and some in-person. These movies are advertised in the community and open to all. Movies for 2021 included:

Movie	Description
Stories of Us	Stories of people at Camp Second Chance, and encampment founded by the homeless
I Am Not Your Negro	Account of the lives and assassinations of three of James Baldwin's close friends: Medgar Evers, Malcolm X and Martin Luther King, Jr.
Dolores	The story of Dolores Huerta who worked alongside Cesar Chavez, fighting for racial and labor justice.
2040	Climate change solutions using technology that is already available.
Leitis in Waiting	The story of native Tonga transgender women fighting a rising tide of religious fundamentalism and intolerance
Coded Bias	An MIT Media Lab researcher discovers that many facial recognition technologies fail more often on darker-skinned faces or the faces of women than others, and then delves into an investigation of widespread bias in artificial intelligence.
Other Side of the Hill	Explores the impacts of a changing climate in rural Eastern Oregon – as seen through the eyes of local leaders on the ground.
Crip Camp: A Disability Revolution	A ramshackle summer camp for young people with disabilities who later ignited the Disability Justice Movement.
We Still Live Here	A story of cultural revival by the Wampanoag Indians whose ancestors ensured the survival of the Pilgrims in New England and lived to regret it.
Youth v Gov	Since 2015, twenty-one plaintiffs, now ages 13 to 24, have been suing the U.S. government for violating their constitutional rights to life, liberty, personal safety, and property through willful actions in creating the climate crisis they will inherit.
Mission: Joy - Finding Happiness in Troubled Times	His Holiness the Dalai Lama and Archbishop Tutu give a master class in how to create joy in a world that was never easy for them.

We acknowledge that the land on which our buildings are situated is not our own and participate in the Real Rent Duwamish program set up by the Duwamish Tribe.

In June our minister, Rev. Nancy Reid-McKee, joined over 100 UU clergy and 2,000 activists in the Treaty People Gathering in northern Minnesota. The purpose of this trip was to witness the damage to the treaty lands of the indigenous people of the area, violation of agreements made, and the escalated threat to the rivers and streams that are the headwaters for the Mississippi.

We have many on-going groups which help with nurturing a diverse, loving community. These include the Book Group, Covenant Groups, Seamsters, Men’s Group, Women’s Group, and Friday Happy Hour.

We participate in the F.I.R.E (Fostering Interfaith Relationships on the Eastside) activities, and there was a camping trip at Fort Flagler in September.

Facilities

Our facilities, the buildings and the grounds, help to support all aspects of our mission. For several years we have minimized and deferred maintenance. In 2021, all the buildings on our campus were repainted, some by professionals and some with volunteers. The painting was necessary to preserve the wooden structures. We need a new roof on the main sanctuary to preserve the structure underneath the roof and to avoid puddles in the sanctuary. This will be a significant cost in 2022. Please read the Roof Replacement Information sheet in this packet for more information.

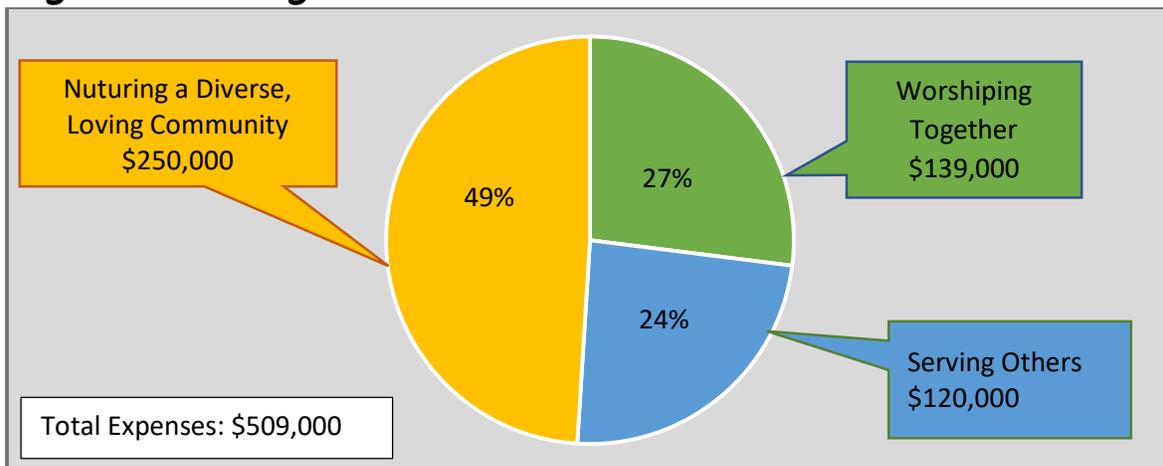


Staff

Our staff help support all aspects of our mission. We currently pay all of our staff salaries in line with UUA guidelines for our area and plan to continue to do so for the next fiscal year. The UUA did move us into a higher cost category last year. We plan to increase salaries as appropriate to keep them in the appropriate range of the guidelines. Our current staff include:

- Rev. Nancy Reid-McKee, Minister
- Margaret Rogers, Director of Lifespan Religious Education
- Religious Education and Child Care providers
- Stephanie Chia, Congregational Administrator
- Sarah Geiger, Facilities Coordinator
- Jeffery Myers, Music Director
- Maria Khavin, Pianist and Northlake Choir Accompanist

Budget for Living Our Mission



If you would like a copy of the line item budget for FY2022 and/or a copy of the proposed line item budget for FY2023, please contact Lauren Schulz, Finance Committee Chair, at lmschulz@gmail.com.

Roof Replacement Information

Steps toward a capital campaign at Northlake

Major maintenance like replacing the roof is one of the priorities identified in our shared vision for the future of Northlake.



A Roof to Shelter Northlake Through Any Weather



Why does Northlake need a new main building roof now?

Northlake's main building low roof is experiencing frequent leaks. Leaking causes wet floors and seats in the Sanctuary, but much worse risks water damage to the structure such as wood rot and mold growth. The steep roof shingles have been damaged by winds.

Donations to capital reserves will fund the cost of properly installing modern, sustainable, low-maintenance roofing materials this summer.

Learn more and give your support

Attend the congregational meeting on April 10th for more information and a vote to commence a fundraiser for Northlake capital reserves.

Continue to pledge generously to the annual operating budget drive and give any amount you can to the capital reserves to protect Northlake from future storms!



FUNDRAISING GOAL

\$150,000

Replacing the Main Building Roof FAQ

Why does Northlake's main building need a roof now (in summer 2022)?

Northlake's main building low roof has been experiencing frequent leaks for a number of years. Leaking causes wet floors and seats in the Sanctuary, but, much worse, risks water damage to the structure such as wood rot and mold growth. The steep roof shingles, installed in the early 90's with methods no longer used, are regularly damaged by winds.

How were the priorities identified? Who made the decisions?

Northlake leaders from Facilities, Finance, Stewardship, and Capital Campaign worked together to gather input from diverse perspectives and identify priorities using the best available information. The Board of Trustees supports moving forward with a fundraiser to replace the main building roof.

What is the proposed solution?

- The Facilities Committee solicited bids from multiple reputable roofing contractors and is developing a plan for installing modern, sustainable, low-maintenance roofing materials.
- The current fundraising goal is based on installing standing seam metal roofing on the main building's steep roof however we are considering all options. The benefits of standing seam metal roofing include:
 - Longer lifespan (50 years)
 - Lower maintenance and sustainable material
 - Improved curb appeal and unified look across campus
- On the low roof contractors would properly slope the flat roof sections and install modern PVC roofing membrane.

What are capital reserves and what do they pay for?

- Capital reserves are one of the five financial accounts that make a strong financial foundation for Northlake. Capital reserves are intended to pay for major maintenance and improvements to our campus. *Capital reserves do not fund the annual operating budget.*
- A maintenance reserve study completed in 2020 outlined estimated timeline and cost for major components of Northlake facilities. Exterior paint and roofing are two of the largest urgent needs in the study.

What is the fundraising goal?

About \$40,000 remains in capital reserves after completing greatly needed exterior paint. The current roof replacement estimates are coming in around \$160,000. Raising \$150,000 will enable replacing the main building roof and maintain a capital reserve fund for roofing project contingency costs and for other projects identified in the maintenance reserve study such as structural repairs to the front deck.

How is this related to the Capital Campaign?

In the Visioning Circles last year, the congregation identified a welcoming campus and well-maintained buildings as key priorities. The painting of last summer and the main building roof repair of this summer are the first two projects of the Capital Campaign. Design work to identify other projects to deliver on the vision will be undertaken in the next few months.

One-on-One Visits

Cottage Dinners



**We invite you to join us as we
Renew Our Faith in
Northlake**

Dear Northlake UU Community Members,

It's that time of year when we begin planning for Northlake's upcoming program year. And what a great year we are planning. After two years of remote fellowship due to COVID-19, we are beginning to gather in person, using care and caution. As we expand our in-person offerings and activities, we will continue to offer some programs virtually and some multi-platform to meet the diverse needs of our community. Expanding our program to accommodate these changes will need your support. There's lots to learn, talk about, prioritize and decide. A number of opportunities are scheduled to keep you informed and give you opportunities to share ideas and ask questions.

Following the Pledge Drive Kick-Off dinner on April 9th and the Congregational Meeting on April 10th, the Stewardship Team will offer **One-on-One Visits** and **Cottage Dinners**. The One-on-One Visits can be either in-person or virtual and will be with trained Visiting Stewards. The Cottage Dinners will be offered in the homes of volunteer hosts. There, in gatherings of up to 8 people, you are invited to explore what it takes to have a sustainable church community and how your pledge will help Northlake live its mission. In either setting you can find out more about our church budget, ask questions, and enjoy getting to know others in the church a bit better!

To schedule a 1-on-1 Visit, please contact Janet Hall at janetthall10@gmail.com or (425) 830-6060.

To register and for more information about the following Cottage Dinners, please contact Melissa Ahern at ahern.melissa1949@gmail.com or (509) 710-1494.

Hosts will discuss Covid precautions for the gatherings with the individuals attending.

Thank you in advance for helping make this year's Stewardship Campaign a great success!

From Your 2022 Stewardship Team,
Janet Hall, Chair
Melissa Ahern, Cottage Dinner Coordinator

Cottage Dinner Schedule			
	Day	Date	Time
1	Sunday	April 17	6:00 pm
2	Friday	April 22	6:00 pm
3	Saturday	April 23	6:00 pm
4	Sunday	April 24	6:00 pm
5	Friday	April 29	6:00 pm
6	Saturday	April 30	6:00 pm



Please note that all events at church will be following our current Covid-19 risk mitigation guidelines. (Masks are required to be worn indoors, all individuals 12 and over should be vaccinated. Details can be found on our website: www.northlakeuu.org)



Northlake UUC's Suggested Fair-Share Contribution Guide for FY 2022-2023

Unitarian Universalist congregations are self-supporting. Our financial support comes from members and friends of the congregation. Our operation and outreach are dependent on your generosity.

This guide is offered to help you decide your pledge to the church for the coming year.

Individual circumstances will of course impact your decision. Did you win the lottery or receive a generous inheritance? This may be an opportunity to underscore your UU values by making a generous pledge. Or, have you experienced a loss of income, large medical bills, or other expenses that limit your discretionary income? Flexibility is what makes this guide fair and useful. You may prefer to make a commitment to move toward a suggested financial Fair Share goal over time. It might be a three-year or even a five-year process, but you can start the journey today.

Your pledge to Northlake is more than money to pay for salaries, utilities and the mortgage. It is your commitment to the Northlake community, your opportunity for spiritual growth and fulfillment by supporting Northlake's efforts to help others.

In making your decision, consider the four commitment levels below and how they relate to your membership. Consider your UU values in thinking about your income and your financial commitment to the congregation, as expressed in the four levels below. Note that within each commitment level, the guide is progressive, with giving levels rising with capacity. There is overlap in these categories. Follow your heart.

Supporter: The congregation is a significant part of my spiritual and intellectual life that I want to support. My fair share financial commitment starts at 2% of my income and rises to 6% as my income and capacity rise.

Sustainer: The congregation is my central community; I am committed to sustaining the programs and ministries of my congregation. My fair share financial commitment starts at 3% of my income and rises to 7% as my income and capacity rise.

Visionary: My commitment is a clear demonstration of the unique importance of this congregation and of my spiritual principles. My fair share financial commitment starts at 5% of my income and rises to 9% as my income and capacity rise.

Transformer: I am deeply committed to the congregation; my contribution provides fuel for transformation and is part of my spiritual practices in living out my UU Principles. My fair share financial commitment represents 10% or more of my income.

Below is an abridged version of the Fair Share Guide developed in the 1990's by the Henry David Thoreau Unitarian Universalist Congregation in Stafford, TX and subsequently adapted by the UUA as a helpful resource for all of us. It is only a guide. Each of us will have our own unique circumstances to consider in making this calculation. For more information see <https://stewardshipforum.com/stewardship-resources/suggested-fair-share-contribution-guide/> or contact a member of the Stewardship Team at stewardship@northlakeuu.org.

Adjusted Monthly Income	Approx. Adjusted Annual Income	Supporter 2-6% of income		Sustainer 3-7% of income		Visionary 5-9% of income		Transformer 10% or more of income	
		Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge	Suggested % of Income	Monthly Pledge
\$1,000	\$12,000	2%	\$20	3%	\$30	5%	\$50	10%	\$100
\$1,500	\$18,000	2%	\$30	3%	\$45	5%	\$75	10%	\$150
\$2,000	\$25,000	2%	\$40	3%	\$60	5%	\$100	10%	\$200
\$3,000	\$36,000	2%	\$60	3%	\$90	5%	\$150	10%	\$300
\$4,000	\$50,000	3%	\$120	4%	\$160	5%	\$200	10%	\$400
\$6,500	\$80,000	3%	\$195	4%	\$260	6%	\$390	10%	\$650
\$8,500	\$100,000	3%	\$255	5%	\$425	6%	\$510	10%	\$850
\$10,000	\$120,000	3%	\$300	5%	\$500	6%	\$600	10%	\$1,000
\$12,500	\$150,000	4%	\$500	5%	\$625	6%	\$750	10%	\$1,250
\$17,000	\$200,000	4%	\$680	6%	\$1,020	7%	\$1,190	10%	\$1,700
\$25,000	\$300,000	5%	\$1,250	6%	\$1,500	8%	\$2,000	10%	\$2,500
\$40,000	\$500,000	6%	\$2,400	7%	\$2,800	9%	\$3,600	10%	\$4,000

Stewardship is the giving of ourselves and our resources with joy and gratitude for what we value.



Pledge Form for FY2023 (July 1, 2022 – June 30, 2023)

Northlake Unitarian Universalist Church, 308 4th Ave S., Kirkland WA 98033

Please submit [online](#) (link is on the Northlake website), or return completed form to the church, by **May 8, 2022**

Name (s): _____

Address: _____

Home #: (____) _____ – _____ Mobile or Work #: (____) _____ – _____ Ext: _____

E-mail: _____

OPERATING BUDGET

My/Our pledge for the **Operating Budget** is

\$ _____ **PER MONTH** for the period July 1, 2022 – June 30, 2023, **or**

\$ _____ **PER YEAR** for the period July 1, 2022 – June 30, 2023

Payment will be made: Monthly (preferred) With a single payment on _____

Other: _____

I/We intend to pay this pledge in full by **June 30, 2023**. Modification can be made at any time by notifying the church.

Signature(s): _____ Date: _____

You can pay by electronic bank withdrawal. Monthly electronic payments are easy, convenient, and secure.

I want to pay my pledge by monthly automatic withdrawal from my bank account. If you choose automatic withdrawal, please fill out the Authorization Agreement for Automatic Withdrawal on the back.

Check here if you are already using this method and want us to continue withdrawing from the same account. In that case, you do not need to provide the bank and account numbers.

CAPITAL RESERVE FUND CONTRIBUTION

My/Our pledge for the **Capital Reserve Fund** is \$ _____.

Payment will be made: With a single payment on _____ [by June 30, 2022]

Additional payment plan: _____ [by June 30, 2023]

I/We intend to pay this pledge in full by **June 30, 2023**. Modification can be made at any time by notifying the church.

Signature(s): _____ Date: _____

Please turn over.

