

March 3, 2013
CIC Town Hall Meeting Minutes

In attendance: Lay Leader Kathleen Peppard; Town Hall Facilitator Kathy Pruitt; Youth/Children's Program Coordinator Nika Keller; Finance Shepherd Eve Fagergren, Clerk Hal Spencer; Penny Purkerson, Dick Hauser, Betty Hauser, Jen Ryle, Jo Curtz, Genne Beach, Pat Starzyk, Scott Bishop.

Actions taken:

- After brief discussion, Town Hall approved the allocation of \$20,000 of Lay Leader Kathleen Peppard's 2013 salary for Kathleen's housing allowance.
- After some discussion, Town Hall approved the transfer of \$250 in unallocated money from the annual CIC Fruit Sale into funding to help purchase of food for once-a-month dinners CIC serves to Salvation Army clients. The funding initially was allocated as seed money for a community kitchen, which did not materialize, freeing the money for another use.
- After much discussion, Town Hall agreed to ask the Steering Circle to propose an agenda for the next Town Hall to begin addressing a backlog of 17 items accumulated over the past 14 months (aka, "parking lot" issues.) Steering Circle will attempt to consolidate related issues, such as those pertaining to personnel policy, and also prioritize items for Town Hall to consider. (List of items attached.)

Regular Reports

- Kathleen summarized her written Lay Leader Report. (Report attached.)
- Nika verbally presented her Children and Youth Report. She reported she is pleased with the new Youth Leader, Kate Ayers, who has years of experience working with youth. Kathleen reported that Kate, who is well schooled in the Christian tradition, would welcome volunteers to teach youth about their faith traditions and interests. Nika also reported that Nora Jarvis is nearing graduation, and CIC would soon need a new pre-school teacher.
- Finance Shepherd Eve Fagergren, in a verbal report, said that 2013 pledge payments are trending well, with \$10,230 collected since January, more than covering about \$7,000 in expenditures to date for the year.
- Call Shepherd Jen Ryle verbally reported that the open calls have largely been filled, and the community is in good shape for the year. She said she had a line on an open call for director of a Fort Flagler retreat this year.

Other Business: Town Hall approved the minutes from Annual Meeting.

Attachments

Attachment 1: Parking Lot Issues

From Annual Meeting 2013

1. The amount of money spent on CIC's land line telephone
2. Use of the \$12,300 combined CD and liquid assets;
3. Long range sustainability issues; (Shortening of the CIC year, etc.)
4. Use of the Benevolence Fund's \$4,000 unanticipated receipts
5. Allotment of \$250 seed money allotted by CIC to a disbanded/delayed Community Kitchen project
6. Finalize procedures of supervision, evaluation and communication channels for CIC staff
7. CIC leadership and summer furlough for lay minister. Issues this creates for important CIC events: deaths, marriages, etc. if our minister is on furlough or vacation.
8. People feeling excluded, feeling groups of people closer at CIC.

From 2012

1. Hourly vs. salary for positions. Some of our staff are salary, some are hourly.
2. Clarifying our policy on health care coverage for employees
3. Teacher absences – should be paid or unpaid
4. Current pay for Youth and Children's Program Coordinator sufficient?
5. Fruit sale – beneficiaries down and volunteers involved few but have a lot of work. Do we still like it as a fundraiser? Can we include more people in it?
6. A process for employees to advocate for their own salary increases and grievances
7. Look at a way to make more interest on the CD's
8. Ways to stay connected to a historical process
9. Important Townhall topics – when to publicize to the larger group and how (Ex. Loss of a teacher position)

Attachment 2: Lay Minister's Report

CIC Town Hall Report

Kathleen Peppard, Lay Leader

Last regular Town Hall Report: 11/11/12; Annual meeting report 1/31/13

Summary: The Steering Circle decided to include some of our reports during celebrations in January-early Feb. so that our Town Hall meeting wouldn't be so jammed. It seems to have worked! Several groups reported on their activities as part of the Call Celebration; Annie McManus reported on the Overflow Shelter at the Social Justice celebration; the Social Justice Group reported projects of the last year at the Imbolc celebration.

New members: We welcomed Trina Bishop and Erik Browne as new members.

I've had more 1:1 meetings with CIC members and celebration leaders; trying harder to meet with celebration leaders before their celebrations because I think it helps with continuity.

I met with Kate Ayers, new youth leader. The youth group would like to lead 2 celebrations this year, one in the spring, one in the fall.

Celebrations: Our theme for the next few weeks continues to be challenging transitions. We are scheduled through Easter and the Grange is reserved. We have a house for the seder (Knapps), still settling who the leaders will be, haven't finalized the date yet.

A lot of CIC folks were sick this winter. Hilari had a idea of having a soup brigade based on Temple Beth Hatfiloh's model: making soup ahead of time and freezing; deliver as needed. Karen Ray, our new Community Needs coordinator, is willing to help. Don't know if it will get off the ground this spring; we seem to be past the worst of the flu epidemic.

The Details:

Celebrations:

11/18/12 Strong Back, Soft Front: Equanimity and Compassion, KP

11/25/12 People Get Ready: Preparing for Transition, Blanche Sobottke

12/2 Advent: The Long Wait and the Surprise Calling, Kathleen Peppard

12/9 Bodhi Day – Ted Ryle

12/16 Chanukah – Miriam Sterlin

12/23 Winter Solstice – Women's Spirit Circle

12/24 Christmas Eve (Monday) - Kathleen

12/30 no CIC celebration

1/6 New Year-Epiphany KP

1/13 Honoring Our Calls – Jen Ryle

1/20 MLK: Social Justice – Helena Meyer-Knapp
1/27 Annual Meeting: Governance as Spiritual Practice
2/3 Imbolc: Turning toward the light, Kathleen Peppard
2/10 Nirvana Day/Shambhala Day: Beginnings – Megan Parke
2/17 I and Thou, More or Less (Transitions in Relationships – Kathleen
2/24 – Physical Transitions - Hugh O'Neill with Julia Moore, Gordon White, Kathy
Pruitt, Barbara Gibson
3/3 Hidden Transitions - Kathleen

Meetings/groups/functions attended:

Fruit Sale – helped with sorting delivery routes, staffing the warehouse and deliveries

11/28 met with Welcome/Membership Group

11/30 Attended issuance of first marriage licenses of same sex couples at Thurston County Courthouse in support of Barbara Gibson and Carol McKinley

12/9/12 Officiated at the wedding of Barbara & Carol with Rev. Arthur Vaeni of the Olympia Unitarian Universality Congregation

1/10/13, 2/12 Progressive Christian Book Group

1/12/13, 2/9 Social Justice group meeting

1/18 Celebration planning meeting

1/24 End of Life group

2/13 Led Ash Wednesday service at the gompa

+ Weekly: Tuesday meditation group

+ Individual meetings with members, meetings with celebration leaders, met with new youth group leader Kate Ayers

Connections with TUCO:

1 Mark Hunter of TUCO helped me clean out the storage space as it was getting quite cluttered. Trina and Scott Bishop also helped.

2 Work parties at TUCO: CIC is invited. The dates are all

Saturdays, 9 AM -12 noon: *April 13th, June 8th, September 21st and December 14th.*

Connections with the Larger Community:

11/30 Attended issuance of first marriage licenses of same sex couples at Thurston County Courthouse (noted above under Meetings/Functions)

Professional education

2/9/13 Attended ½ day workshop on Forgiveness, Bruce and Betsy Berquist

Annual leave: 1 week in February