

**May 5, 2013**  
**CIC Town Hall Meeting Minutes**

In attendance: Lay Leader Kathleen Peppard; Town Hall Facilitator Kathy Pruitt; Finance Shepherd Eve Fagergren, Treasurer Lester Krupp, Clerk Hal Spencer; Dick Hauser, Genne Beach, Scott Bishop, Jo Curtz.

**Actions taken:**

1. After much discussion, Town Hall agreed to significantly change the budget and pledge process. Rather than wait until January to write a budget based on pledge income, Town Hall attendees will act on a proposed budget sometime in the early fall. The community will then be invited to pledge to fund the proposal. The content of the proposal will be clearly presented along with pledge levels needed to fund its various elements. In short, the pledge drive will educate CIC members with a focus on what is needed to pay for specific CIC costs. The final budget will be adopted at the annual meeting in January, as usual.
2. Town Hall agreed to ask the Steering Circle to decide a workable time in the fall to do the budget work, mindful of other distractions, namely the Fruit Sale, and report back at the next Town Hall.

**Discussion:**

The main work of the Town Hall meeting was discussion and steps to address troubling CIC budget trends and CIC's ability to sustain current spending.

About 80 percent of spending goes to pay the staff, which is to be expected in a service organization like CIC, especially given its low overhead. A major underlying issue is the apparent assumption that when money falls short, spending on staff salaries can be turned off and on like a tap. The question becomes: Is this practical or fair to employees?

Eve presented several charts and graphs that, while inconclusive, showed some basic budget trends. (Contact Eve for electronic copies if interested.) Since 2004, the budget, as approved at annual meeting, has exceeded its pledged amount. Costs have risen largely due to the addition of youth and children's program staff, cost-of-living pay raises and other adjustments for inflation. In addition, Eve also reported another emerging trend -- larger pledges are diminishing as people retire, or leave the community, or become less involved in CIC. At the same time, CIC is not getting new pledges in the upper range.

Meanwhile, Kathleen presented membership numbers over the past 10 years which showed that the number of CICers, declared and undeclared, have stayed approximately the same, so there has been no real growth in the number of pledgers. (see attached.)

Costs exceeding pledged amounts have been met with “carry over” funds, and more recently, also with spending reductions including furloughs. In short, pledges are not meeting expenses.

At this point, the Town Hall discussion shifted to pledges – both the process and the result. The issue raised was not just that pledges do not fully support CIC operations, but that too many pledges come in late, making it difficult to write thoughtful, unhurried budgets.

Out of that discussion came an idea. Write a budget to clearly show would-be pledgers well before January what they are might buy or not buy. Mount a pledge drive in which the community can clearly see the amount of money needed to pay for specific costs. Town Hall agreed to use a familiar visual for pledge drives– a “thermometer” to show the progress of pledging to pay for specific costs.

### **Regular Reports**

- Kathleen summarized her written Lay Leader Report. (Report attached.) She gave particular attention to two issues.  
First, it has occurred to her that if something happened to her, there is no central place where the community could go to learn exactly what she does and is expected to do as minister. She reported that she is writing it all down so it will be available. She alerted Town Hall that in the event she becomes incapacitated or worse, the draft of her work can be found on her computer desktop.  
Second, Kathleen raised the issue of the community’s relationship with and official connection to The United Church of Christ. Does the relationship need to be examined and refreshed? Is the relationship sustained only by the minister? Should the community take more ownership? Town Hall agreed to explore these questions and more at a later date.
- Kathy presented a brief Children and Youth Report from Nika, who was absent. Children and youth attendance this spring is up slightly from previous years. Preschool parents are planning to invite potential preschool leaders to visit in June, as the current leader, Nora, will not be returning.
- Kathleen reported on behalf of Call Shepherd Jen Ryle that calls are filled and the call roster is in good shape.
- Dick reported that the Connections Committee will conduct CIC’s annual evaluation on June 2, and for the first time, invite CICers to do so online.

## Other business

- Treasurer Lester Krupp expressed concern that there be enough pledge money received to meet expenses over the summer, and asked Town Hall to spread the word that about \$10,000 more of pledged dollars will need to be received to sustain CIC until the fall.
- The minutes of the previous meeting were read and approved.

## Attachments

### Attachment 1: Lay Leader's Report

CIC Town Hall Report 5/5/13  
Kathleen Peppard, Lay Leader  
Last Town Hall Report 4/15/13

### SUMMARY:

Jan and Paul Rocks will be our **Flagler camp directors** this month. I will likely not be at Flagler because it is my son Peter's college graduation weekend. Evie Fagergren will lead the Sunday celebration that weekend and I will still do my 2 celebrations for May.

Jo Curtz and I attended the **UCC Annual Meeting** in Wenatchee. News from the Conference: Conference Minister Mike Denton is now the father of a boy, Theo, born in December. There were several social resolutions taken up and passed by the conference: stop coal exports, support Roman Catholic Women Religious, UCC divestment in fuel. I continue to have a concern that there is not more involvement by CIC/UCC members with the UCC. I think we need to keep looking at our relationship with UCC. What will we do if the next minister of CIC is not Christian? I would really like to see our budget put more money into paying the expenses of CIC members who attend the conference. Right now we have about enough money for registration, but the allotment doesn't cover much for meals or hotel room if more than one CIC delegate signs up. I think it would also be helpful to create a new call of UCC liaison to have someone in addition to me who keeps up with the PNW conference news and at least the social justice issues presented by the national UCC office.

We are (I am) getting a little more experience in dealing with **death** as a community. When Hugh O'Neill's aunt died last weekend, I checked in with them about what support they needed. They requested meals and an invitation to CIC folks to stop by the home funeral vigil at Aunt Rita's. Instead of contacting Karen Ray, our Community Needs organizer, I decided to set up the meal train myself just to learn how to use the site ([TakeThemAMeal.com](http://TakeThemAMeal.com)). Since Annie is a member of the End of Life group, I decided to contact the End of Life group separately and ask if they could bring snacks to the vigil. I also made calls to a few members who are connected to Annie and/or Hugh to make sure that they

got the news (some don't have email, some don't check regularly). CIC had a sizable presence at the home vigil and the EOL group responded beautifully to the snack request on such short notice and so far CIC members have signed up for 8 meals via the website. In addition, Karen Lohmann (Annie's partner in Blessing the Journey) helped with supplies for the vigil and transportation to the crematorium. This is the second home vigil that we've had in CIC, both for close relatives of CIC members. I am quite impressed with how natural a process it is.

Re Planning for summer leave:

Leeann Tourtillot, Annie McManus and Karen Lohmann have all agreed to serve as "chaplains" for CIC in the event of a death or personal emergency for a CIC member or family during my summer leave. We have yet to coordinate all the vacation schedules to find out if there is any time that is not covered. I will be making a list of other duties that need to be covered.

DETAILS:

Celebrations

4/14 Transitions and Transformations: News from Camp Quixote – guest speaker Jill Severn, member of Panza board, Karen Tvedt and CIC Social Justice Committee

4/21 Why Me? Why Not Me? - How we deal with transition – Kathleen Peppard

4/28 Music to share – Ryan Stephens with Miriam Sterlin, Jo Curtz, Teasy Ryken, Karen Lohmann, Dick Hauser and Scott Bishop

5/5 Exploring the Intersection of Sexuality, Spirituality and Transitions – Hugh O'Neill, Leeaan Tourtillot, Evie Fagergren, et al

Second celebrations & misc.

4/17 meeting to plan 5/5 celebration

4/21 Transition Olympia – Scott Bishop and Social Justice Committee

Meetings/groups/functions attended:

4/16 CIC dinner out

4/23 Steering Circle

4/24 Progressive Christian Book Group

+Tuesday meditation group, 1:1 meetings with members, McManus-O'Neill family home vigil

UCC Connections:

4/26-27 Attended Pacific Northwest Conference UCC Annual Meeting in Wenatchee with Jo Curtz

Attachment 2 -- Membership trends over the past 10 years:

Membership has ranged from 71-82

Year: Members + members in absentia + (active participants)

2004: 72/ (+ 25 active participants)

1/2006: 81/34

1/2008: 82

1/2009 71/5

1/2011: 71/6 in absentia

1/2012: 77/6

1/2013: 79/8

We always have active participants who are not declared members. For instance, in 2009, we had 14 active participants in addition to 71 members. We've been encouraging members so our list of active participants who are not members has shrunk considerably. In other words, the 2013 numbers are actually closer to to the real # of participants than 2006. In recent years, I've also contacted more people who are not coming and taken their names off the member list.