

Nov. 10, 2013
CIC Town Hall Meeting Minutes

In attendance: Lay Leader Kathleen Peppard, Town Hall Facilitator Kathy Pruitt, Children and Youth Coordinator Nika Keller, Finance Shepherd Eve Fagergren, Clerk Hal Spencer; Connections Committee members Pat Starzyk, Penny Purkerson and Dick Hauser, Scott Bishop, Betty Hauser.

Actions taken:

1. Town Hall asked Nika to do some more checking before Town Hall decides whether to act on a preliminary proposal to suspend Youth Group until the end of February due to almost zero attendance. Nika will check with all families of youth and see if there might be activities that the youth might be interested in doing. Meanwhile, Nika will check with Kate, the youth group leader, to see if she is interested in leading any special youth activities or is content with the hiatus. At the same time, Nika will ask Kate if she might be interested in doing something else during a hiatus, such as organizing and directing a Christmas pageant.

Discussion: At the previous Town Hall meeting, Nika reported that Youth Group attendance was almost zero. At Town Hall's request, she set up a meeting with the youth and their families to see why recent interest was flagging. Just three families showed up, two of them without their youth. A few other families told Nika via e-mail that they were too busy to come but their seniors would not be attending youth group. Two of the families at the meeting said their kids were simply too busy to attend right now. The one youth who attended the meeting said he would be happy to attend adult celebration until interest in the Youth Group increased. On that basis, the group at the meeting, including Kate, decided to take a break until the end of February. Nika brought this decision to Town Hall. Some at Town Hall thought the hiatus made sense given Nika's sense of the situation. Others felt that more effort should be made to draw youth back, perhaps with special activities of some kind. Everybody agreed that Nika needed to seek the input of all families and Kate before Town Hall could act.

2. At the request of Steering Circle, Town Hall adopted a policy regarding the frequency and size of pay raises for CIC staff, and health care coverage for the lay minister: The policy adopted is as follows:

"It is our intention to offer employees up to a 3% percent annual raise when the money is available. Raises would be approved at the Annual Meeting following the first year of employment and each Annual Meeting thereafter. Health insurance premium costs for the lay minister will continue to be set at Annual Meetings in line with the going rate for UCC ministers."

Discussion: The decision puts into policy an approach CIC has followed for many years. Town Hall agreed that it is a workable way to address pay raises.

The issue was brought to Town Hall after the finance shepherd observed that the community has never officially embraced the approach and it was time to consider doing so.

3. Based on a recommendation from Jo Curtz, who researched the issue, Town Hall decided to forego its contribution to the UCC Ministers Insurance Fund in future budgets. Town Hall, at Betty's request, agreed to keep the line item in the budget for possible reconsideration sometime in the future.
4. At Town Hall's request Steering Circle and the Connections Committee agreed to get together soon and clarify their respective roles in addressing employee grievances and performance, as well as any conflicts or problems between community members. The two are to report back to Town Hall.

Discussion: The Town Hall request followed a Steering Circle presentation containing its understanding of the respective roles. As Town Hall dove into the issue, it became clear that more work needs to be done to bring clarity and solid policy to personnel issues. The issue did not arise out of any pending issue. There is none, although there have been. All agreed more clarity of roles and procedures are needed.

Reports

1. Kathleen presented the minister's report. **(see attached)**
2. Nika presented the Children and Youth Report **(see action item above.)**
3. Eve presented the budget report. With the budget year coming to a close, 76 percent of annual pledges have been received, and pledgers are asked to turn in their pledges soon.
4. There was brief discussion of the Fruit Sale, which appeared to be going well.

Other business

Minutes of the previous Town Hall were summarized and approved.

Attachments

CIC Town Hall Report 11/10/13
Kathleen Peppard, Lay Leader

Last Town Hall Report 9/29/13

Summary of recent activity:

Celebrations lined up through the Dec. holidays. Have some concern about Jewish leadership with Helena away and Suzanne having left.

Started dream group; good response.

Attended Dream Yoga workshop at Nalanda Institute. Also attended the Death Cafe at Traditions – realized that CIC is already well into this.

Visited Amahoro Open House – home for the dying.

Review of needle puncture with preschool teacher.

The Details:

Celebrations:

09/29/13 Jacob's Dream - KP
10/06/13 Dream work: KP w/ Ramona Marshall
10/13/13 Stories of fate – Leeann Tourillot
10/20/13 Authentic Self – Jen Ryle
10/27/13 Grace - KP
11/03/13 Day of the Dead – Pat Starzyk + potluck
11/10/13 Vocation - KP

Meetings/groups/functions attended:

10/9 PC book group

10/12 Salvation Army

10/13 Town Hall – fruit sale proposals

10/20 Welcome committee

10/23 Celebration Planning

10/26 Soup Brigade - cooking

10/29 Steering Circle

11/1 Dream group

11/3 potluck

Connections with the Larger Community:

Attended Amohoro Open House (hospice); Death Cafe; Jamyang Tsultrim's anniversary party

Professional education

Attended Dream Yoga workshop at Nalanda.