

## Town Hall February 28, 2016

Kathy opened the meeting with thanks to Hal for buying the pizza for all of us tonight! This meeting is primarily to hear from the Selection Committee on hiring but first we had the minutes read by Penny and heard Leeann's report. (See Attached)

Dick noted that tonight's attendance for town hall at 36 is larger than the regular celebration tonight which was 32. That may be a town hall record!

The selection committee then began their presentation.

Nika spoke to the appreciation for all the support and feedback they got. She reviewed the process that the committee had been through. She described the committee as a microcosm of CIC.

Paul spoke and announced that their committee made a decision as of last Monday that they wanted to recommend we hire Corey Passons. Then, on Wednesday, an email was received from Lara, the other applicant and she wanted to withdraw her application.

Karen R spoke to all the strengths they feel Corey will bring. His administrative ability is strong and his recommendations were glowing. He also had a very big desire to be part of our community.

Karen L spoke to a few concerns the committee had which will be dealt with by a transition team.

Hugh spoke to how we need to help Corey grow into this position.

Selection committee will debrief with him as part of that.

They recommend we put together a mentoring support committee including past leaders and others. We also want to give him an introduction to CIC files, history, poetry favorites, Frog and Toad etc as part of his orientation.

We may consider having an informal and formal welcoming.

Karen L talked about this process and how it compared to past hiring processes.

They tried to be open and transparent, to vet the candidates, to have them get to know us in various ways. There was lots of discussion between the candidates and the committee. Each candidate led a celebration and took part in a Q and A.

Patti spoke to parking lot concerns that we should look at together, as we go forward with Corey. 1. More closure about Kathleen's retirement, 2. Evie and Leeann as applicants 3. how to boost the childrens' program and 4. dealing with the grieving of those who had a preference for someone else (though Lara turned out not to be an option after all).

Kathy opened the discussion to all of town hall about their recommendation. There was great support and trust of the committee. We were in good hands. We decided it would be good that Corey will not be joining us for a few months so we can continue to transition in our own way. We want to move forward with openness to new possibilities from him and bring him into our traditions.

We reached consensus to hire him! He will be coming to us in June though we don't know the date yet. Leeann will have some dates when she isn't available but we can work around that. Otherwise she will continue in her role as our interim lay leader.

Someone needs to make our job offer to Corey. Karen R was interested and assigned to contact him. A team will need to be put together to help orient him soon. Annie McManus and Karen Ray have offered

their support and Karen will discuss this with Corey.

Celebration planners had suggested he lead one celebration when he comes to visit this Spring but we decided not to do that until more orientation has taken place.

We discussed the advertised salary range of 16K to 23K. Karen will be in charge of presenting him (and possibly negotiating) a salary of \$20,800. She will also give him the figures for a healthcare insurance stipend\*, a retirement package and professional development. She will consult with Steering circle, if any negotiating needs to happen with Corey surrounding the compensation package .

\*We discussed whether to offer the healthcare stipend even if he doesn't end up needing it. It is possible he has coverage through his wife. We decided we will offer him the money for health care that he can use to pay for health costs or as he chooses. Some were concerned that this may be setting us up for some unsustainable financial obligations. Those who questioned the wisdom of committing to that healthcare stipend, even if it means Corey doesn't need it, agreed to let the decision stand.

At the next town hall, we'll discuss the transition further and whether to pay him to come to Fort Flagler which he has expressed an interest in doing.

Submitted by Penny Purkerson, Town Hall clerk.