

CIC Townhall November 22, 2020

- **Welcome and Agenda:** Sarah Huntington called the virtual meeting to order with a moment of silence. Sarah posted the agenda in chat box and reviewed it with the group.
- **Attendance:** Sarah Huntington, Corey Passons, Carol and Jamie Rainwood, Jan Rocks, Kathleen Pruitt; Penny Purkerson, Jo and Thad Curtz, Betty Hauser, and Karen Tvedt.
- **Overview of the October 25th Meeting Minutes:** Karen Tvedt provided an overview of the October minutes:
 - *Interfaith Minister's Report:* as with other faith communities, these past months have been ones of adaptation. Corey expects we will meet on Zoom through the CIC year.
 - *Budget-*Jan Rocks reported that we had 55% of our pledges. She will send reminder emails about pledges. Jacob Skeers will begin mentoring as Pledge Shepherd after the first of the year.
 - *Benevolence Fund:* We agreed to accept Gene Maltzef's generous offer of up to 200 pounds of fish to support the Benevolence Fund. We will reimburse Gene \$6.00 a pound for the first 100 pounds of fish and \$8.69 a pound for the second 100 pounds (which we will sell for \$16.00 a pound). Penny Purkerson is willing to help with collection of funds and Betty (and others) with distribution of the fish.
 - *Call Shepherd-*Carol Rainwood discussed the new Community Kitchen Substitute call. Bethany Sands will train new volunteers.
 - *Children's Program-*Karen Ray reported that after surveying most CIC families, we will provide individualized outreach to families and one celebration a month that focuses more on children.
 - *Community Kitchen-*we were able to provide additional meals during CIC's last shift (this may not be sustainable).
 - *Community Needs-*Julie Waters has joined this group.
 - *Connections Committee-*Sarah reminded us that respondents expressed appreciation for Corey's leadership and the CIC celebrations.
 - *Social Justice Committee-*the group is exploring doing a January MLK celebration on the topic of "transformation to a non-racist society."
 - *Pending Issues:* bylaws review; review and action on the 2019 CIC audit; discussion about expanding CIC's Open and Affirming Statement.
- **Interfaith Minister's Report:**
 - Corey noted that Karen Ray, who has done an amazing job, has resigned from her role as Youth & Children's Program Coordinator (YCPC). He hopes we can move quickly in replacing her (which is important in preparing to come back to in-person celebrations).
 - Corey is convening a Christmas Eve support team to help plan a celebration that is accessible, familiar and meaningful.
 - The Community Needs committee is busy; Julie Waters recently joined the group.

- The CIC Prayer Team met Friday evening to explore prayer as a dynamic, energetic human impulse. More about this group in coming weeks.
 - Corey continues to pursue ordination with the United Church of Christ. He met with a workgroup last week and is discerning next steps. After the first of the year, he is scheduled to meet with the full committee.
 - Plans are underway for a CIC book group to continue exploring white privilege, the damage of racism, and ways we can improve how we talk about race and engage anti-racism work. Corey reflected that he has heart for working with anti-racism even though he sits with “unknowing” about what this means.
- **Finance and Budget:** Jan Rocks reported that we now have pledges covering 83% of what we need for 2021 assuming our best-case scenario budget. We won’t really know the bottom-line until the end of December. We currently have 20% of our budget remaining with 14% of the year left (we are underspent by \$3,761). For more details about the budget, Nika Keller’s spreadsheet will be posted on the CIC google drive.
 - **Call Shepherd Report:** Carol Rainwood reported that three people have responded to the new call for TCK substitutes: Leeann Tourtillot and Nika and Emelyn Keller.

Actions/Decisions: In preparation for the annual meeting in January 2021, Carol plans to check in with all the members on the CIC Call list and make any needed updates.

- **Children’s Program:** As indicated in Corey’s report, Karen Ray has done an excellent job as YCPC. She is leaving lots of good curriculum that will help CIC through transition. Given unknowns about the 2021 budget and current participation of children, Jan proposed that we delay hiring a replacement for Karen. Corey said that he would like to see a new person hired quickly to allow for transition time with Karen and to do outreach to become a consistent presence with CIC families with children.

Actions/Decisions: After extensive discussion, we reached consensus to start the hiring process for a new YCPC, with Connections Committee charged to begin this process now. We agreed to contract for the same number of hours (20 hours a month) and authorized the Connections Committee to offer a salary with top compensation being about \$4,100/year (current). However, the salary could be lower depending on qualifications. The group authorized cashing a certificate of deposit (CD) to help cover costs for the YCPC position should this be necessary.

- **Community Needs:** This group stands ready to support community members.
- **Connections Committee:** Committee is in conversations about adding a new member. They will follow-up on the hiring process for the new YCPC.
- **Review of 2019 Audit:** After discussion of specific audit recommendations, question was raised about the extent to which our financial processes should be “trust based” versus based on an audit checklist. It takes about three hours to audit CIC finances.

Actions/Decisions: This discussion was tabled to the beginning of next year.

- **Financial Support for our Music Program during Covid:** Interest has been expressed in recognizing the substantial work of a non-CIC member in producing the music that has become an important part of our celebrations on Zoom.

Actions/Decisions: After exploration of options, the group agreed that an honorarium of approximately \$500 would be appropriate for efforts that have been freely given. The group agreed to raise the money through donations. *(Note: in lieu of a special donation drive, Corey is exploring the availability of money through the donation fund managed by Pat Starzyk. We will discuss this during our next Townhall.)*

- **Benevolence Fund:** CIC spends about \$2,700 a year on food and supplies related to providing a monthly meal at the Community Kitchen. We anticipate having \$800 in carry-over from 2020 and hope to earn \$1,675 from the sale of salmon this year. Given a best-case scenario, we would be short by \$225.

Actions/Decisions: Sarah talked with Jan Vleck, Benevolence Shepherd, who reports that there is \$780 in the Benevolence Fund that predates his involvement and is labeled “unallocated.” We agreed to draw from these funds to cover any shortfall in funds for the Community Kitchen.

- **Pending Issues:** bylaws review, the 2019 CIC audit, long-term funding of the Community Kitchen and discussion about CIC’s Open and Affirming statement.
- **Upcoming Townhalls:** January 10th after Celebration. Annual meeting January 31, 2021, 5:00-7:00 pm.

Meeting adjourned!