

Annual Meeting Minutes 1/25/26

4:00 walking music: *Dayenu- Penny and musicians*

4:05 welcome and introductions: Sarah

4:10 call and light candles and begging bowl: Sarah

4:20-4:30 Youth and Children's Program: Miriam

Miriam : Happy to answer questions, asked kids if they have any thoughts to share..Jude,: “I like the snack! “ Group of kids is small but mighty CIC kids program. Basic structure of kids time consists of: hand washing, snack, story (often on theme) a craft activity or a science experiment connected to topic. Miriam looks at Adult celebration theme, then adds to kids program or building blocks the support the topic. Jude: ” like all the stories-” Miriam said they are a way to think about things.

Still looking for a pre-school teacher and what to do regarding the budget for children’s program.

Will discuss budget tonight. Any parents input? Questions? Jodi Kline-” Please give an example of a Science experiment?” Miriam- “Goo or Slime, we add or make multiple batches Aubrey has a scientist mind and is game to try things out. Like “patience” putty...fun and connected to themes.

Hal: “What is the toughest part of your job, Miriam?” M-” Finding teachers..so grateful for Aubrey and Elise...hard to find a committed person for 2 hours on a Sunday pm.” Hal: “Do you think raising the pay would help?” M: “Always!! Wage is \$20. per hour for starting (it’s above min wage) Hal: “ A questions for the budget, could we combine preschool position with co-ordinator position?”..M did not give an opinion nor her position. Cindy G-A- “ I Appreciate that kids light candles for spiritual practice and love the community of parents, it’s a lovely kinship.

M: Parents had a sweet potluck at GA’s in 2025. Eat, Talk, Play!

(noise making)

4:15 Song: *What did we do? Penny led.*

4:18-4:20 Minister report: Sarah

Sarah’s comments on Minister’s report. Sarah lit a candle for Corey, (she is filling in for Hugh, (Sara led Annual Meetings in 2020-23, Hugh is our usual Town Hall facilitator,) Candle for Corey because he is on sabbatical to bring Corey’s spirit here tonight.

Karen’s candle- for our world, our country; Mlps in particular and for the sake of the whole world; for our country, for the people of Mlps. Tonight we don’t have time to process all that is taking place in our country as Annual mtg is our spiritual practice in these moments.

Sarah: Corey has been our minister for 10 yrs. Reflection to our theme of: *Resilience, Response, Renewal*, and his sabbatical. Prayers and hopes for him to come back with a fresh perspective . While he’s gone, two interim ministers are available: Katie G-A and Ted R., both able to provide pastoral services. Feel free to contact them. And so many folks have taken on extra things. All raise hands who are taking on extra while Corey is gone.

4:30-4:35 Pledge Summary: Penny: Great pledges \$76,000.00 raised !Last yr, under 70,000.00 raised, 50 people pledged, 22 kept same pledge ,3 raised pledges, 7 lowered, 3 out of town but still pledged Yay Noise!

4:35-4:50 Budget review of 2025 and Community approval of budget:

Thad and community. (2 handouts given) Final budget and proposed budget going around.

Sarah: re consensus protocol. We will listen first to Thad, then time for comments.

2025 Budget- (see attached documents) Not a lot of excitement. Aubry here half the time expected not all spent, Elise started later in the year. We spent \$1,300.00 more for space rental than expected, \$2,700.00 extra in special expenses. (21% more income than expected.) \$2487.00 from begging bowl. We spent \$10,000.00 on Capital campaign for TUCO building improvements.

Income was \$72,000.00 at end of last year. Yay noise makers.

Summary. Any questions? Peg: "Looking at this ,is it true that all the fundraising \$ goes somewhere else, is this budget all operational?"

Thad: "Yes, Fundraising \$ goes somewhere else." Happy noise.

Budget for 2026, Steering Committee and Town Hall have discussed. Follows usual procedures to keep up with inflation. Thad is making the budget more rational this year as there are categories we never spend (usually) This budget raises staff salaries 3% more. What should we do with second teachers salary? We haven't had 2 teachers. Should we reallocate that \$ to kids programs?

We will talk about it more. Insurance gone up more than 5%, Thanks to Nikka, she manages bank accounts, writes all the checks, a significant contribution. Yay noise. Salary adjusted in second teachers line. TUCO has raised rent, we cut special programs fund to \$1000.00- we should have a \$3,500.00 surplus going forward. ?'s Kathy Pruitt" no \$ for 2nd teacher, any reason we shouldn't put it in budget? Thad: "we could," Kathleen Peppard: "can we approve it? -, be easier to take it out, then or leave it.

Jamie- I'm concerned about Miriam's statements, that candidates for 2nd teacher haven't panned out, can we significantly raise salary for 2nd teacher? Thad: "yes, \$ is there," Jamie: "is \$ the issue with our not being able to find teachers?" Katie: " We don't have a youth group. We have 3 middle schoolers." Thad: "let's table this conversation," Jamie: "I want Miriam to have the latitude to offer the salary necessary when hiring. "

Thad: "I think that would be possible. "

Sarah: proposes we not make changes to the proposed budget, save it for Town Hall. Jamie : "I will be there." Tom: "There's confusion, what are we doing tonight vs decision making process?" Thad: I'll we change the budget, that's for Town Hall. Betty: "Take to TH, seems wrong to have to put \$ into budget into accounts that had left over \$, how do we keep track of it.?Checking Acct doesn't make sense. "Th: always \$ coming in, it's in flux all year. Money comes in/goes out. Tom? Are we working on cash bases or accrual basis, Thad, don't know what that means. K. Peppard, Where do honoraria to guest, what budget line does it come out of, Th: Celebration account. It gets adjusted during the year as there are unknowns, Good Job noise!!

Sarah H -asks is there consensus on the budget as it is written? Proposed we go ahead with budget Thad put together. (explains consensus) can say yea, stand aside and not be counted, or can't live with it, then the vote is blocked in which case we go back and discuss again at town hall. ?'s, If we approve the budget is this our basis and we can make adjustments in TH,

S answer is “yes, “No one standing aside, no one blocking, we have consensus!! Happy noise.

Jody Kline: Comment for the record: “I think we need to raise Corey’s salary, like double “ (Sarah) these notes go to Hugh and Steering circle

A call for consensus” “No one standing aside, no one blocking, we have consensus!! Happy noise.!!

4:50-4:55 Dance party!

4:55-5:00 Fundraising committee: Leeann

This year the fish sale was a whopping success.

80 people ordered online with our google form (thank you Karen Ray). There were “walk in customers (very few), and some folks not only bought fish but also just donated (\$570) to the cause. We sold almost a thousand pounds of fish (960#), took in \$12,677, netting;

\$7178 for the community Kitchen fund. The most we ever raised!! This could never happen with out Gene Maltzeff buying the fish, renting/driving a refrigerator van to Seattle to pick it up, then storing it in the freezer he uses for his Golden Catch, his fish sales business.

It also couldn’t happen with out the support of the folks who volunteered; Melanie Asher, Zoe Daley, Kristine Forbes, Sabra Hull, Jing Liu, Tom O’Brien, Karen Ray, Leeann Tourtillott and Robert Walker.

This was Leeann’s 7th year doing the fish sale, and the systems used have advanced considerably. Robert Walker has agreed to take it over going forward. Truth be told, this year he did a quite a bit of the work Leeann usually does. The fish sale is in excellent hands! Peg_ Harlequin fundraiser was a had cic presence in the larger community , benefited Harlequin for final dress rehearsal. We will repeat it March 5th. special thanks to jan Rocks who researched and did complex financial situation. Yay Jan Rocks!!! noise Harlequin selects diff non-profits we get 150 tickets and we get 100%, it’s pay what you can process

5:00-5:05 Benevolence and donation fund reports:

Jan Rocks: Benevolence Fund report: It is anything Thad talks about is not benevolence fund, anything other, fish sale, play \$ pastors funs and retreats. A lot going on in this fund. Success in Community kit sale, 8K and 7K from fish sale enough for 3 years for kitchen fund. What should we do with extra \$. Richard asked Com kitchen what they needed. A meat grinder, so we gave \$ and now Community kitchen has a meat grinder!

This \$ does not go in general budget.

? Is there anyway we can help our immigrants. We always say were doing it for the community kitchen , we can say we are doing it for the immigrants. Jamie, some history about where we have given \$. Can we solicit requests for where our donations go. Groups (used to) can ask for \$ for special items. We might need a new system for this, historically, we gave people \$ but they didn’t always cash the check.

Sarah gave some history re how we spent \$.

5:00-5:05 Benevolence and donation fund reports: Pat Staryzk.

Lamps, Aq. Reader \$1090.00 still in acct. got rid of PayPal acct. may merge donations acct with benevolence fund and be s0-shepherds :Jan and Pat

5:15-5:20 Call shepherd: Cindy Guertin-Anderson:

Katie GA- has paper Connections Committee- what that is: 3 people, Katie , Kathy Pruitt and Hugh, They do: oversee hiring and evals of CIC staff, hiring for teachers over past years, interview, hire and evals, exists to support conflict resolution between members, members and staff, committee developed procedure to deal with conflict and personal dynamics, they are trained to support these kind of challenges. Survey: re staff, celebrations, volunteers and governance structure sent via Google forms online. What's working? What's challenging, what do we love, what are our hopes and dreams ???

12 questions on annual eval. 29 total responses. How can we get more folks to engage and fill in. Major themes are rising, this is how we spend our \$ and do our "work" in the world. A great tool. A summary: (see attached) Briefly highlights: Celebration, in general really good feedback, most folks contented, most folks want deeper celebrations. Folks loved: dance, potlucks, zoom, mic use, sound, challenges tech and sound, lack of consistency re potlucks, most folks feel safe and a sense of belonging, welcome. Kids story time, everyone loves stories. More kids, more families. Corey: feedback, overall really positive leadership!! Volunteer time? Positive and is there more mentoring to get more folks engaged? Has CIC received what you have to offer? Mixed response. Need more info re governance. Like theme of gratitude, 50th celebration, tech an issue. Share a vision or aspiration: ? 80% say something about kids, outreach, families and budget. Wanting to see CIC grow and thrive. No time for 's.

5:15-5:20 Call shepherd: Cindy Guertin-Anderson Sheet passed out. Regarding Call: a way to volunteer and being "called" to share in a deeper way, so many call, new ones: celebration planning new to help Corey ,he really appreciated it, Hall and Donna run a medical equipment bank! A chance for folks to fill in small survey. I would like to serve CIC in a new way, or not sure, or chat about options, or my plate is full, and my presence is a gift!! or I'm happy with my currant calls or not, and list calls, or step back from a call. Please fill in sign and phone #.

5:20-5:25 Social Justice: Betty Hauser- Remember bldg renovation team, done and dissolved, got solar and elevator, etc.

Thanks for Sergios donations, big thing is Pride fest in June, may turn over to new hands, have made changes to website (links) and more useful calendar, Betty doing it now. Rides for Coral Ann Porter, great to have her back. If able, contact Betty

5:25-5:30 Community Support Team: Sabra Hull – Small but mighty group for coordination of help, ie, surgery, meals, rides to appointments, illness needs, they put out a call Sabra Melanie Asher, and Bethanie. Been quiet lately. Mostly rides lately.

5:30-5:35 Community Kitchen: Alan Hardcastle - sent a report, Sarah or someone else will read (see enclosed) (via Nikka) expanded meals and 327 meals a month. Buying more food. Fish sale \$ really helpful. \$1.50 per meal. Our menu is popular Christian community services are not serving meals in cafeteria, youth must be 16 or over. We've been serving for 40 yrs same ole enchiladas... Thanks everyone)

5:35-5:45 Dance Party-2/Song? "Lead With Love"

5:45-5:50 Celebration Planners-Kathleen Peppard revived this group for shared leadership and support for Corey. Committee made commitment to be there, Penny, Jody K, Jamie, Corey and Kathleen. CP did a lot of work before his sabbatical . Invited members and leaders while Corey gone. Each guest has one committee member as contact person from Celebration committee.

Celebration Planning Committee Report

In 2025, I suggested to Corey that we revive the celebration planning committee. This was important to me because it represents shared leadership and also provides support to Corey. The members of the committee are: Jodi Kline, Penny Purkerson, Jamie Rainwood, Corey and me. The committee has done a lot of work preparing leadership for Corey's sabbatical (as, of course, Corey did also in contacting people and setting up the schedule.) We decided, instead of just acknowledging Interfaith Harmony week for one Sunday, that we would invite members and/or leaders of other congregations to be guest speakers during Corey's leave, as well as having CIC members lead celebrations, per usual. Each committee member is the contact person for one or more guests or CIC member leaders.

Submitted by Kathleen Peppard for CIC Annual meeting 1/25/26.

5:35-5:45 Song? "Lead With Love" (Some folks did a workshop in person with Melanie Devor, the song writer)

Acknowledgement of CIC groups and teams: Sarah: Acknowledgment for all teams, etc. snack coordination, snack providers, leaders, End of Life, Women's Spirit Circle, Men's Spirituality, Tuesday Meditation, Prayer Circle, Dances of Universal Peace, Black Ally ship, spring and fall retreat coordination, Set up/take down team, Greeters/Hospitality, Tech IT team, white priv course, Chanting, Dharma, Website, Wavelinks, games at Leeann's, hearing aide, photos, flowers, Musicians!!! and coordination (Penny and Ryan), candle maker, Potluck tending, altar tending...LOTS OF NOISE YEAH!!

A candle- Sabra one candle for everything....

5:50 Candle lighting/Buddhist blessing (group candle and blessing)

5:55-5:59 Announcements

5:59 Benediction

People present: Sara Huntington, Hal, Dick, Penny , Elik,(left early on) Meghan P., Thad and Jo, G-A's, Jude and Silas, Leeann, Kathleen Peppard, Tom O'Brien, Pat Starzkk, Jan Rocks, Peg Henry, Jin Lui, Hug and Sabrina, Gene M., Jody Kline, Jamie and Carol R. Gordon White, Robert Walker, Tara, Melanie and Luka..., Betty, Nikka, Sabra, Kathy Pruitt, Hilarie H.,Laurie, Thomas, Maya ,Kayla, Aurora, Kirsten, Vickie