Town Hall Minutes from Nov. 1st, 2026

Present: Hugh, Thad, Jo, Corey, Kathy P, Robert W, Jamie and Carol, Dave Horton and Diana, Tom, Leeann, Nikka, Pat Starzyk, Karen L. and Alan Hardcastle on Zoom

- Racial Justice Centering - Kathy Pruitt presented regarding racism, racial profiling. Thurston county study (July 2024) Journey to health equity in Thurston county and the inequities here. Statistics given. (see this study via the Heath Dept.) -add link. Chart of what impacts health/ incomes. Hugh says Syracuse childhood poverty 40% , Jamie, “Red Paint” book re life on reservation PNW. Eliminate child poverty, Thad. Kathy CPS study...

- Review of September 20, 2026 Town Hall Minutes (Karen L.) No corrections or additions

- Agenda Review (Hugh)
- Minister’s Report (Corey)He and Bethanie celebrated their 25th anniversary in Mexico. Good to be back. Children’s program: Corey has been talking with Miriam Both are noticing a decline of attendance this year. Corey wants a community conversation in next month or two in person or on line to brainstorm on this issue. Miriam doing a great job and not oriented to outreach. What ways can we share our story to expand outreach? Outreach is not part of Miriam’s job. What does it mean to support an environment that brings in more kids? Families have found an incredible experience over the years at CIC. The wider community doesn’t know CIC is here. How do we do this? Visioning, collective agreements, “extroverting,” Social media is where info is moved with young families.

- Have a community conversation no later than January. Have Miriam be a part of that.
- Hugh - dedicate celebration time to this discussion.
- Leeann - Curious if this is true in other faith organizations as well? CIC has ebbed and flowed. What can we do for “them”, the community.
- Thad - Re critical mass, if we have enough kids to have a kids program.
- Kathy - Once enough kids, then they want to be here. Events that have kids. Have yearly activities to include kids from the community.
- Corey - In our ads we are an “inter-generational community”. How the generations can be in conversation and proximity to each other. Beauty and richness of community is enhanced with inter-generational community. A gap exists in that in that we need to tell our story.
  Corey is looking ahead to Christmas eve and will meet with Jo, Penny and Dick to brainstorm Christmas. A great place to welcome kids and center on that
- Tom - Most family friendly experience is at Christmas, the pageant and promoting it through family and friends is a great opportunity.
- Karen - L. Family retreats draw folks in.
- Tom - Still a mystery exists with the strength of the history of CIC, it can be a barrier in how people understand the culture. Resistance into how the room is expanded, no second tier of seats. Lets not assume folks know what’s happening.
  (Christmas event) CIC has inherent cultural inward looking patterns. Thanks Tom Children's Program report (talked about already)
    - Other

- Financial Report and Proposed 2027 Budget Recommendations (Thad Curtz and Steering Circle)See attached!
- Paid Elyse a little less, Miriam didn't spend anything, things going along as expected. Rental monies paid for whole year,
- Special programs spent more than usual, honoraria spent the most. Nothing spent on outreach!!! Denomination normal. No office supply costs, paid everything we expected to UCC mission and Pride booth. Need to pay UCC Mission dues.
- Carol - does Elyse get paid if no kids. Show? Yes, paid to be here.
- Hugh - Do we have an outreach lead person?
- Corey - No
- Jamie, maybe pay someone to do outreach. (record every zoom, not archived, but if we archive zoom we would have video clips to use in promo; short clips like the dances, we are not using this resources.
- Thad - 2027 Budget - Last year more pledges than budget expectations. Penny says pledge drive is proceeding as well as last year.
- Steering Circle proposal for 2027 budget. Thad looked at UCC ministers committee report on staff salary. Hard to compare as CIC has part -time minister. Conclusion- we are paying Corey on the low end. (based on the UCC recommendations on what ministers should be paid) We should consider 4.5% increase for the staff. And Disability and Life insurance for Corey.
- A 1.5% of gross salary is about $500. Suggesting CIC provide 80% of salary for short term disability and 80% for long term. Thad strongly recommends this increase. 4.5% for teachers.
- (see attached for #'s) Pledges same as last year would support this change.

- Kathy - Wishes we could do more for Corey, given income levels, Why 4.5%? Based on UCC recommendations. Seemed like a reasonable #. For Salary increase and disability, very glad we are looking at this, thank you, Maybe next time we increase more. Discussion on percentages for cost of living adjustment, COLA, merit raise or seniority. Kudos to Corey.
- Hugh - Town hall has authority to make proposals.
- Kathy - proposal of at least a 5% increase if more pledge $ comes in. Budget to be approved Jan 24, 2027
- Leeann - Heath and dental, “Life and disability” put a dollar amount in budget to make it more clear as a line item.
- Hugh - to Thad, can we do this? Yes, we can add a line item.

Kathy - Would Corey want to choose where the $ goes.
Thad - I want Corey to have disability insurance.
Leeann - I lived on it.
Tom - mystery of FICA dental, health insurance.
Thad - Corey gets an allowance for health & dental insurance which is the equivalent of the UCC’s high end premium; the FICA tax goes to the feds for Social Security and Medicare.
Hugh - Any other questions on proposed budget.?
Pledge #’s influx, roughly halfway there in the amount pledged, 1/3 of way in numbers of pledges, we are ahead of last year. Pledge drive on going, going well. No thermometer yet.
Thad - Does town hall recommend raising staff salary more than 4.5% if we have an abundance of pledges? By annual mtg we will know more and if we have more money, we can adjust salary increases.
Leeann - If we really want it to be raised to 5%, let’s do it now.
Nikka - if pledges come in, then SC should make it to 5% then bring it to Annual mtg. Kathy seconded this idea.
Leeann proposed to do 5% in staff compensation. (Corey 3% for remaining budget items)

Corey asked what is the sustainable commitment to this change?
Thad - for this year we can do this comfortably.
Tom - maintain minimum cost of living adjustment, it becomes a challenge to the membership, we need a commitment to 3% cola no matter what!
Hugh - consensus on this proposal. Reached. Thanks Thad!

- Pledge Report so far (Hugh via Penny's notes)
- Call Shepherd Report (Cindy Guertin Anderson) not her Interfaith Works Council needs another CIC representative No delegate at this time to monthly gathering. Could use teams of delegates, great experience to be part of IW Program Council. Lacking 1 to 3 delegates. Ideas? Have former delegates speak about their experience. Kathy, put it in Wavelinks. Corey: announce in celebration. IW program council Doesn't meet in Dec, July and August. Groups of 3 meet about ways of processing conversations in community (example) Retreat once a year. Jamie likes idea of hearing from former delegates.
    - Carol - we have history of former delegates.
    - Corey to think about options, maybe Christine Forbes can speak about her experience.
    - Harlequin Fundraiser needs a lead. Waiting to hear back, Corey in conversation with them and will reach out to them again. Hugh - Jamie not doing it. Robert offered to help Corey in January. Waiting for confirmation from Harlequin.
- **Committee Reports**
- **Social Justice Committee** – Betty
- **Community Kitchen** -- Alan (email) $450. costs monthly 5,400 meals served each month.

Pat - How's the money, since no income from fish sale?
Alan says its a joy to work together. Alan on Zoom - CCS is having a hard time with budget, equipment replacements have been a help.

Oven was broken, and if they have other needs that we could support, it would be good for all. Would we like to hear from CCS to know their needs. Yes.
Kathy - We have a capital fund of $10,000. we gave a meat grinder.
Thad - Have them come to Town Hall to give a pitch or by proxy.
Alan to meet with CCS and check what their top needs are and present back to Town Hall
. Agreement in room.
Tom - is there a way to optimize this in our fundraising by highlighting the groups CIC supports? Alan to ask CCS.
Leeann - Let's have a poster where we put our hours down in the binder.
Alan - we are reaching capacity, we eliminate waste, but more hungry people, we would need a different menu to produce more food. Last 2 months we ran out of meals, demand is increasing.
Dave - would equipment improvements solve problem?
Alan - No, it would increase ability to cook more meals. Thanks Alan!

Community Support -- Sabra (via email) Bethanie, Melanie and Sabra, doing a lot meals, errands, rides, cleaning maintenance, Bethanie to leave this call, we need another member.
Tom - is there a job description.?
Kathy - Call Shepherd has the info. Put it in Wavelinks (Tom)
Kathy - When people have lots of needs, what about linking them to community services. Sometimes beyond what committee can provide. Kathy to directly check in.
Celebration Planning – Jaime Penny, Kathleen, Jodi Kline and Corey. Are on this committee. Celebration leading is full until 1/10/27, the openings to be filled are: Feb 7, 27. And 9 celebrations are open in 2027; there are 7 Holy days to consider. Team is thinking of whom is a good fit.

Corey mentioned the book “A Time to Gather” as a resource. Book helps CIC evolve to more impactful celebrations. Committee needs a next mtg. Great job!

Connections Committee -- Kathy P. Survey and concerns or conflicts. At peace for now.

Retreat Committee – Nikka May 21,22,23 at Millersylvania, it’s going to be great. Sunday do we stay or come back to do celebrations at TUCO.

Fundraising Committee – no report

United Churches Renovation – Betty was not present

- Anything else for tonight?
  Corey - working on a biz card and phone #’s for community services to hand out.
- Short Poem from Thad - “Day After Daylight Savings”
  by Margaret Hass .
- Hugh also poem on Daylight savings time. Lovely
  Adjourned at 7:35 pm.