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**Program Council Minutes**

1-17-24 1:30- 3 zoom due to snow

We acknowledge that these waters, mountains, valleys, and shorelines are the traditional territory of the S’Klallam and Chemakum peoples. We will work to restore and sustain their homelands and all living beings.

**Chalice Lighting-** Power without love is reckless and abusive,

And love without power is sentimental and anemic.

Power at its best is love implementing the demands of justice,

and justice at its best is power correcting everything that stands in the way against love. MLK

**Present:** Diane, Kathy, Frank, Debra, guest, Robin. Linda having a day off.

**Robin from Stewardship Team:** Coming out ofCovid hybernation, with full Stewardship Team. They are reading, doing webinars. Excited about what they are discovering, no mysteries in good stewardship. Vibrant plans, to fulfill the mission. They are introducing themselves this Sunday. Linda already introduced new offering words before offering. We will be invited to a leadership coffee March 2nd. Short thrilling program. Questions like ‘who are we when at our best,’ and ‘when is the congregation most alive?’ ‘What are our dreams for this faith community?’ ‘How do we make a spiritual difference in our world?’ Live out our mission and no myth of scarcity. April 7 is Stewardship brunch-a-paloosa. Our Stewardship Journey. Re-imagining. QUUF on a journey of vibrant stewardship culture together. Biggest message is it is all about the mission. Passionate statement that everyone knows. Drives cohesiveness.

**Council Updates**

**Community Council** – CC has Charter and 8 teams. Most teams have charters.. New affinity group Repair Corp. Friendship Dinners having hard time finding hosts. Maybe someone will offer one in the Fellowship Hall. 9 new members. Already have inquiries about April Newcomer Orientation. Positive buzz going on. Pastoral Care Team moved congregant to assisted living. New leadership of Women’s Retreat. Kitchen Church ladies. Volunteer Engagement Team, database of members and how they are volunteering. Game Time. Dining for Dollars.

**Growth and Learning** –Paul has interim brochure on the website <https://www.quuf.org/pdfs/Activities/WebBrochureAGLspring2024-Final.pdf> will be in Friday update. Rescheduled in-person meeting to Sunday 21st 1-3. Zoom meeting had 25-30 people.

**SEJC- Antiracism Action Team (**AAT) officially adopted Palestine issue as action item. Green Sanctuary and Environmental Action Team (GSEAT) and Native Connections Action Group (NCAG) are partnering to bring Jacob Johns for a sermon. He is a UU, indigenous and an activist. Gearing up for UU the vote. AHA presenting discussion on Christian Nationalism. Affordable Housing Action Group (AHAG) will be calling a meeting to brainstorm ways to approach the gift of 50,000 for a housing project. GA – need delegates.

**Spirit –**  Music charter submitted to Diane. Encouraged SS team charter needs work. Brainstorming with Linda, Susan, and team. Spirit Council meeting postponed due to snow. Rescheduled.

**Operations**- Welcome (soon) David Alvarez. Next meeting.

**Linda** – a few days off. Diane now attending the Board Executive Team, to facilitate communication with board. Leadership Assembly/training/workshops. Could be joint effort between board and ministry. Sarah Walker, Linda and Diane sit down and brainstorm.

**Events:** Game time again

**Organizational/Procedural**

Send council minutes to Diane

Process for Charters – teams submit to council lead. Council lead reviews and can give them feedback, or bring it directly to PC. They are reviewed, not approved. Council Charters get reviewed by Board.

* GOALS\*-

Program Council and all teams purpose is to fulfill the mission and goals. We have no long-range goals. With PC up and running, Board will turn focus to visionary arm of QUUF, goals. Task Force will be created (Diane thnks). In the meantime, we have our mission statement & Developmental Goals for minister/ministry. Hiring team put them together. Also, teams & Councils have goals and mission. Look at how we can all support each other with our goals.

* Ministry Coordinating Team- (see charter attached) been the last entity of the shared governance model to implement. Linda attended GTF to understand. Made up of Minister, PC chair, 2 lay people. And anyone she thinks will be helpful. MET to help minister meet her goals.
* HCT & PC. Discussed inviting HCT to Community Council, maybe to become a team. Right now it is on the board side of the governance equation. Maybe it should stay there. If not, maybe a part of Program Council. More discussion needed, with them, of course.
* Leadership Development- What shall we do in this arena? Include DEI. This may be in partnership with board, not sure. Ran out of time to discuss.
* Didn’t get to this: Can we get new member info from office and so as to welcome them from Program Council?
* Question to staff, how can people access the building after office hours. Leaders have keycards, but door locks behind them. So access is one issue, but that leads to securing the building afterwards. What are the steps? Also protocol for someone entering the building who shouldn’t be there. Diane and Kathy will meet with Jenell.

**Ongoing:**

* Volunteer Recruitment- Encourage your teams to reach out and engage folks to in Teams and Committees.
* Job description documents and Charter reviews/updates- we need to have these on the Google drive..

**Documents**

* Charter updates – need Community Council, Operations Council
* Annual Community Calendar- now a google doc. Diane can ‘share with you’.

**Next meeting:** Wednesday, February 21. 1:30-3

**Check out questions:** These questions are suggested as we intend to shift from a culture that is primarily task oriented to a culture that prioritizes relationships.

How did we do relationally?

Do we need repairs?

Acknowledgements

**Closing-**

**Future topics**

* Policy Review: PC looks at pending policies and also gives policy recommendations to Governance Task Force (GTF).
* Retention of members- who/how to address this concern?
* Congregational Assessment Tool
* How to determine compliance with the policies- criteria

**Tracking our Documents:** on the google drive:

* Program Council Charter and Council Charters- Ultimately all charters and job descriptions will live in the Operations Manual- which is under construction.
* Update website and team placement in Councils—keep an eye on the Website.
* Guidebook for Team/Committee leadership- on Google Drive
* PC policies and procedures
* Guidelines for Event approval

\*People with goals succeed because they know where they are going.

**The Developmental Ministry Goals**

The developmental minister will work with leadership to prioritize the following goals and establish appropriate timelines, milestones, and deliverables.

1. Trust: Nurture the rebuilding of trust and fellowship within the congregation.

2. Right Relations: Assist congregational leadership in communications with the congregation regarding the Right Relations Covenant and establishing clear guidance with regards to consequences and enforcement.

3. Denominational Affairs: Help the congregation work through our current controversies in reimagining Unitarian Universalism and the UUA.

4. Programming: Expand programming to inform congregants on what it means to be a UU and what it means to be a member of QUUF as a UUA congregation.

5. Programming: Work with leadership and the congregation to determine what the goals are for offering Adult Learning Programs; establish policies and practices to support them.

6. Programming: Expand programming to support growth opportunities for congregants looking for a liberal religious spiritual community.

7. New Governance Structure: Guide the leadership and congregation in the understanding and adoption of the new governance structure, setting up clear communications around milestones and check points for this transition.

(See  <https://mailchi.mp/quuf/monday-board-report-13426298> ).