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**Program Council Minutes**

12-18-24 1:30-3 RE2 In person

We acknowledge that these waters, mountains, valleys and shorelines that we inhabit are the traditional territory of the S’Klallam and Chemakum peoples. We honor these indigenous people in history and those with us today and strive to counter the harm done due to colonization.

**Chalice Lighting-** “One discovers the light in darkness, that is what darkness is for; but everything in our lives depends on how we bear the light. It is necessary, while in darkness, to know that there is a light somewhere, to know that in oneself, waiting to be found, there is a light. What the light reveals is danger, and what it demands is faith.  
The moment we cease to hold each other, the moment we break faith with one another, the sea engulfs us and the light goes out.” James Baldwin

**Present:** Diane, Debra, David, Kathy, Rev Linda, Elizabeth Walker guest

**Personal Check in**

**Mini Forest Program:** Elizabeth presented an initial proposal for a Mini Forest Program on the right of way on the west side of our property. She and June Scott (a new member who is a landscape architect) have met with city and other experts and it seems a do-able all-Fellowship project. See Proposal for details. Program Council members think it is a great idea. Elizabeth will have Green Sanctuary Team submit the proposal to Jan 7 SEJC meeting for approval, then it will be brought officially to Jan 15th PC meeting. Elizabeth asked David to investigate Bryan’s concern about water pressure and availability. Elizabeth and June have been very thorough.

**Council Updates-** Brief highlights please! We have a long list of things to get through!

**Community Council** – A conversation about Accessibility Team becoming an Affinity Group. Debra sent the info and form to Laurie. Determination of whether to continue to Accessibility Team as an entity of Operations Council, or move it to Community Council, or disband it, is up to PC. David and Diane will talk to team members and gather their thoughts. Physical aspects of accessibility have been addressed. If disbanded, FOST would handle new issues that arise. But Accessibility Team grew out of Widening the Circle and we may want to keep a focused place for disability awareness.

HCT – is working on a draft of revisions to Right Relations Cov. Will bring to CC for help, and to determine if congregational vote is needed.

Women’s Retreat leadership needed. Diane has gotten some positive responses. A meeting is scheduled for Jan. 16.

**Growth and Learning** – ALSO ready to go for next series of offerings. Library has been upgraded. AHA put out a call for a single gathering for White Elephant party.

**SEJC-** Shelter Meals are going well. 5 nights each in Oct, Nov, Dec. Giving Tree will be extended for donations. New leadership is needed next year.

**Spirit –** Hoping Susan can continue.

**Operations**- Accessibility and Safety Team getting estimate from Richard Berg for additional door on south end of sanctuary. Emergency exit.

**Organizational/Procedural**

* RAMP- For December- these are the events we are responsible for collecting data for: Holiday Party, Solstice Celebration, Christmas Potluck, Shelter meals

Auction items? Linda will do the headcount for Christmas Potluck. Kathy will cc Diane when sending shelter meals data.

* Event Guidelines is finalized – copy sent in email
* Volunteer Engagement- Kathy will send something to send on to your teams to put together needs for volunteers. Need a lead for Growth and Learning - Kathy will go thru directory and collect names to ask. We will consider a volunteer fair, perhaps doing it by Councils this spring.
* Leadership Assembly- Jan. 11, 2025 Watch this video: ”Change” <https://youtu.be/u_q65IKHVXM> from: Designing Faithful Leadership from UUA. Feb 2, Linda preaching on leadership. Working title, Who’s in Charge? “This Fellowship is the community of ourselves.”

Jan 2nd is planning day for Jan 11th. Diane will let us know the time.

* Congregational Self-Assessment – Nothing new.

**Upcoming Events:**

Leadership Assembly Jan. 11

State of the Fellowship Meeting 6-8 Jan 28

Developing a new Mission Statement, ‘Searching for The Future’ Workshop:

Feb. 7 Friday, 5-9

Feb. 8 Saturday, 9-4

Feb. 9 Sunday, 12-2

We will probably be asked to attend Friday night, as well as Saturday and Sunday.

**Ongoing:**

* Volunteer Recruitment- Encourage your teams to reach out and engage folks to in Teams and Committees. See bulletin board in foyer.
* Job description documents and Charter reviews/updates, check web pages
* Put the dates of major events on the QUUF Calendar
* Send updated procedures to Jenell ONLY. She is keeping a file and will update periodically. Check to see what you or your teams have. Send her the documents.
* RAMP- Reports, Actions, Measurements and Plans- Purpose: to give the board information and metrics that will tell us how we are doing. It is data collection for future analysis. We need to track Data for events: attendance and volunteer hours.

**Next meeting:** Wed Jan 15, 1:30-3ish RE 2

**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- Parking lot**

* Policy Review: PC looks at pending policies and also gives policy recommendations to Governance Task Force (GTF).
* How to determine compliance with the policies- criteria?

How to discern the difference between disagreement and undermining?

* Affinity Groups- members using our resources, but not otherwise engaging…. Ongoing conversation…. Should we have conversations with these folks? Folks who are not engaged, even though they renewed membership? What does membership mean? Are they committed to our mission? Calling in conversation needed? Is it worth the effort and risk? Is our RR Covenant being adhered to? By-laws have guidelines/requirement. Are they aligned with our goals?

Plan- let’s let the topic rest for a while, consider the ramifications… pros and cons.