**A logo of the sun

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**Program Council MINUTES**

1-15-25 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

**Personal Check in-** Diane H, David A, Debra B, Kathy S, Linda H

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

**Community Council** – Good communication about potential new Affinity Group on Wellness and Disability. With HCT, reviewed suggested revisions to Right Relations Covenant. HCT will review the Council’s suggestions and work on a process to get it before the congregation.

Membership & Belonging Team will start informal monthly gathering for visitors, in the sanctuary. Either Elizabeth or Kathy, with Linda when she is present that day.”New to UU.” 20 visitors in last 2 months. March and May for membership classes.

Sept 7th Homecoming picnic right after the service. VET, will set a date with CC for volunteer appreciation.

**Growth and Learning** – ALSO brochure coming out the 26th. Potential Leads: David and Kathryn from ALSO, Karmen Meier, Ricardo Gomez. Diane will make calls.

**SEJC –** D.O. had some confusion that caused tension. Needed data to clear it up, which Kathy was able to provide. Mini Forest approved by SEJC. Antiracism Team is sponsoring Food Co-op informational meetings, movie, and ‘Since I Been Down’ follow up by Peninsula Prisoners Solidarity to solicit volunteers for Clallam Bay Correction Center. Several ALSO classes proposed.

**Spirit –** Diane will talk with Susan about continuing. Kathy will approach Karmen (again) about a leadership role. Need to get this Council functioning.

**Operations**- FOST wants to do an Evacuation Plan in case of active shooter. Kathy will get with David C & David A on how to coordinate ushers and greeters. Ushers are an element of Sunday Services Team on Spirit Council. Greeters are part of Membership and Belonging. They have very different functions.

FOST has some concerns about the mini forest proposal. See below.

Stewardship Team doing well. Accessibility Team on hold while Diane talks with them. They can’t just disband. The team grew out of Widening the Circle, and is an important element of inclusion.

Seating chart: Kathy will sort through this latest round of confusion.

We wonder if FCT could meet with us so we understand what they do. We want to understand our connection with them in terms of approving events and projects. We will read their charter. Some of us could use an overall Governance structure.

**Organizational/Procedural**

* RAMP- For January- attached are the events we are responsible for collecting data for. We discussed how this data can be useful. We agree the info is good, but too soon to be of use in evaluating programming.
* Finding a Lead for Growth and Learning- Diane working on this.
* Leadership Assembly- Debrief: people seemed stimulated and interested. March 8th is next one. Either HCT or Shared Ministry will be theme. Or combination! Diane will send us the Faith Formation handout, as well as the Shared Governance packet that Linda came upon.
* Shared Ministry- [Shared Ministry: A Unitarian Universalist Leadership Model | UU World Magazine](https://www.uuworld.org/articles/leadership-model-shared-ministry-unitarian-universalist-congregations-covid-19)
* [The Dance of Shared Ministry | LeaderLab | UUA.org](https://www.uua.org/leaderlab/leadership-as-faith-formation-the-dance-of-shared-ministry)

Mini Forest-PC added $100 to budget request for seed money. FOST and congregation need info. Fundraising Coordinating Team (FCT) needs to get in the picture. If to be an all church project we need a meeting of representatives of all the stakeholders. GSEAT, FOST, FCT, RE, PC, Staff (Jenell and Beau)

Charters: Which teams don’t have one?

**Upcoming Events:**

State of the Fellowship Meeting 6-8

Developing a new Mission Statement, ‘Building Our Future’ Workshop:

Feb. 7 Friday, 5-9, Feb. 8 Saturday, 9-4, Feb. 9 Sunday, 12-2

Leadership Assembly- March 8.

**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:** Wednesday, February 19, 2025 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 Committee.
* 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 talk to folks who are not engaged?