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**Program Council MINUTES**

 2-19-25 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-** From the preface of Love at the Center edited by Sofia Betancourt:

Unitarian universalists have long understood ourselves to be the bearers of love and justice in the world--those who show up for peace and freedom, who sided with love in the face of all that would otherwise diminish our humanity. It is meaningful when a community of people known for diverse and divergent beliefs builds consensus on something this impactful. Love is what we express as our highest value. Every time. Larger than life. Right at the center of our living tradition. Our pressing task now is to ask ourselves and each other how this understanding calls us forward, individually and collectively. You may agree that love is love is central, but what does that mean to us and what does it require of us?

**Present:** Diane Haas, Kathy, Debra, David. Karmen as guest.

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

**Community Council** – Meeting was canceled. Women’s Retreat chairs are Kate Kinney and Rosemary Adang. Peg Hunter is secretary. Live link for sign up. Finance Committee is heading towards everything done on line, no checks. We are not in favor of bigger percentage that the actual cost. Membership and Belonging: Upcoming new member class. Expect between 10 & 15 people.

HCT reviewed proposed changes to RR Covenant and it will come back to CC soon.

**Growth and Learning** – ALSO is going well with this semester. Beau does tech for them. Widening the Circle is reaching out to all teams to offer assistance in looking at DEI within their domain. # 11 on charter. Final draft of letter soon.

**SEJC-** Has a first meeting about sanctuary program county wide. Good turnout. ALSO offerings of antiracism discussion & Palestine/Israel history. Dramatic Play One Family in Palestine event approved by PC.

**Spirit –** Looking for Lead

**Operations**- Written Reports from Teams.

Accessibility Team has been active. Made Badges for themselves, feel good about facility improvements. Met 5 times.

FOST doing well. Pruning parties, archway, fixed a leak, finished fire access, detailed maintenance list, evacuation drill planning. Bryan rebuilding chancel stage.

Fundraising: Concerts, Dining for Dollars. Stewardship going well. March 1st coffee hour. April 6 Brunch-a-Palooza.

Administration Team is all staff, don’t feel they need to be a team.

**Organizational/Procedural**

* We approve the 2 pending policies. Donation Jar Policy & Sexual Misconduct
* RAMP- These are the events we are responsible for collecting data: part of finance committee. Give board metrics on how we are doing. Data collection for future analysis. Whenever there is an additional event. Like Leadership Assembly, shelter meals, we give hours of volunteer times.
* Shelter meals -Kathy will send to Diane.
* Dinner and Discussions -Julia
* Mini Forest- cancelled but will transition to Pollinator Garden. We budgeted 1,000. What should we do about it? We agree Jenell should take it out of the budget.
* Establishing new groups: Dances of Universal Peace, budget needed to reimburse dance leaders who travel here and posters. Now part of Spirit Council.
* Dinner and Discussion (replacing AHA) we need a format for new groups. Updated form will be sent to Julia.
* Proposing a New Team: We developed the form as an adaptation from SEJC form. David will update, Kathy will add mission and Article 2.
* Goals: We started reviewing our goals. Realized our PC goals are inspirational not specific. Will return to them next meeting, then look at Sarah’s questions:
* How are we doing with nurturing belonging, welcome, covenantal relationships and meaningful engagement with our membership?
* How are we proactively engaging with the needs and priorities of our members who are still in their parenting and working years?  Are there implications for spiritual growth programs, worship patterns, classes, support groups or events?
* How do current events impact our need to engage the congregation with information, discussions, actions etc.?
* What do we need to do to prepare the Fellowship for the specific processes of calling a minister?
* What aspects of our programs, leadership needs, and training opportunities can be addressed?
* Are there additional policies, procedures or other governance issues to address?

**Upcoming Events:**

Leadership Assembly- We are waiting for the Mission Statement.

**Ongoing:**

* Any Policies to Review?
* Volunteer Recruitment- Encourage your teams to reach out and engage folks to in Teams and Committees.
* 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, March 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**- Love is the power that holds us together and is at the center of our shared values. We are accountable to one another for doing the work of living our shared values through the spiritual discipline of Love.

**Parking lot**

* How to determine compliance with the policies- criteria?

How to discern the difference between disagreement and undermining?