**COUNCIL MINUTES: Sunday, 2-****24-19 at 11:45 am**

Present: Don Benson, Marty Downie, Dale Fixsen, Ken Katzen, Claire Matheny, Matt Norvell, Anne Yenchko and Kathy Marshall

Absent: Sandy Gillen

Guest: Bonnie O.

**AGENDA**

Claire led us in prayer.

**Appreciation/Recognitions were voiced.**

Don provided the jest.

**Minutes**:

**MOTION was made and approved to accept the Council Minutes for January 12, 2019.**

**MOTION was made and approved to accept the Council Retreat Minutes for January 12, 2019.**

**Leadership Team Reports**

**Building and Grounds:**

Matt reported the snow removal with the new company (JFK Landscaping) has been successful.

**Community Life:**

Ken submitted his written report, and has nothing further at this time.

**Human Resources:**

Anne indicated an HRLT meeting is upcoming. Christin Downie has started her job with KC as Social Hour Assistant, and is doing well. It was noted that there will be a need for Christin to work extra hours to clean after the 4 Sundays a year when there is a Community Meeting. *Anne will ask if Christin is willing*.

**Worship:**

Claire reported that an email has gone out requesting volunteers to act as Sunday morning Song Leaders, when there is not a band playing. WLT is also working on obtaining the various musicians who will be involved in the Jubilee celebrations.

**Spiritual Education:**

Claire indicated that an initial email has gone out to this team. The folks were encouraged to attend the first Jubilee meeting with anticipation that they would come together for a SELT meeting in the time following. Marty serves as the Council liaison to this group. Claire noted the success of the Call to Commitment classes, one in the daytime, and one in the evening. Currently there are plans for a Lenten lunch group, dates to be determined.

Anne noted that KC does a good job of welcoming new attendees. She and Sandy Queen have volunteered to form a welcoming CARE group that would provide information to new attendees or Members who have questions about the next step as to how one becomes a Member and finds a CARE Group. She suggested it be a 6 month program with the goal of informing those who participate in more detail about some of KC’s meaningful practices and history, such as the Inward/Outward spiritual journey, the use of scripture and prayer in CARE group meetings, our background with the Church of the Saviour, and KC’s current structure. Bonnie O said she has a copy of the original CALL made by Tracy Wade in 2004 that provided the same type of training. She is willing to share it as a resource.

**Finance:**

Dale presented the following Motions:

* **MOTION was made and approved to** accept the 2019 Draft Budget as the   
     2019 budget for the Kittamaqundi Community. (SEPARATE ATTACHMENT)
* **MOTION was made and approved to** affirm the existing corporate missions for 2019:  
   Agape FOCUS Group, Cold Weather Shelter FOCUS Group, Day Resource Center (under Hearts and Hands CARE Group), Sacred Garden FOCUS Group, LIFTUP! FOCUS Group and Seeking Refuge FOCUS Group.
* **MOTION was made and approved to** make $6,000 from the Restricted Investments available to Outreach. In particular: $3,500 from the TR Price Balanced fund RPBAX, $2,000 from the TR Price Blue Chip fund TRBCX, and $500 from the TR Price Government Invest (cash), to meet 5% of the end of 2018 investment value of $120,252.
* **MOTION was made and approved to** approve Outreach’s request for $900 to the HCC scholarship endowment.
* **MOTION was made and approved to approve the 2019 draft budget as the official KC 2019 Budget.**

Discussion on the unfunded requests list was sent to the Parking Lot for future discussion and action.

**Enabling Minister:**

Claire submitted her written 2-24-19 Report entitled The 8-Month Mark. When asked if she would share any of her 8-month learnings, she shared a special learning that emerged for her, and that is that she benefits from structure in her daily life--especially as it relates to carving out personal time--and how important it is to her to follow the 5 Disciplines of KC to keep her on track. She’s trying hard to keep Friday for herself, and intends to participate in the Dayspring Ash Wednesday event that morning. The Jubilee has her energized and she’s enjoying the fascinating interactions that are the outcome of so many interesting conversations. She is eager to see what is in our future: how will individual calls become the Community Calls that will move KC forward in the next 50 years. Humbled to realize she is not responsible for making everything happen, she is grateful to have such great companions for the journey ahead.

**Continuation of Retreat Discussion on Membership and Leadership:**

Matt led the continuation of the discussion on Membership and leadership issues that seem to have no fixed LT home. As they relate to the onboarding of members, various tasks have been identified that need to happen but don’t fit into the province of any particular Leadership Team. For instance, are new attendees/Members getting support as they “onboard,” getting useful information, being educated in KC practices and policies, etc. Might KC need another LT to fill this gap, or could Spiritual Education LT or Community Life LT manage these duties? Neither of those two is currently a strong working LT, and they have not been in recent years.

Should Council be doing data tracking relating to if and when people join or do not join a CARE Group? Perhaps the CARE group callers should be doing this? Discussion on how these issues are “squishy” – they have no “hard edges”—and could possibly fall under any of the LTs. Ken asked whether Community Life LT and Spiritual Education LT could get a single leader if they were to merge, and have sub-groups for the various tasks. It’s possible that a leader would emerge who is willing to take on a lesser set of responsibilities.

Anne reviewed some of KC’s original practices derived from the Church of the Saviour. Participation in various informational and spiritual practice classes was a prerequisite for becoming a Member, and over the years KC experienced a lack of attendance in those classes, after that requirement was dropped.

Matt noted that the tracking of members is a separate issue from accountability of members. It was stated that there should be follow-up to ensure policies are followed, that misinformation is counteracted, and that new members are shepherded through the process of joining.

A brief discussion ensued about if we even need CLLT? Even without dynamic leadership, things do get done. And Focus groups and CARE Groups often perform the CLLT functions. Anne noted that these LTs have been tasked with teaching members how to be a connected community, and equipping members for fuller participation in the life of KC.

Discussion on how even good things end. Bonnie O commended Council for wanting to evaluate and reconsider KC’s structure. Each LT has a job list as authorized in the official Policies and Procedures, but some of the most recent updates are dated 2015. More recent policy efficiencies may not have made it onto the lists. Bonnie O and Bonnie P have often suggested that the LT leaders review their section of P&P and send in their changes, generally without response. Action on updating P&P will be put on the Parking Lot to become a serious focus after June 9, once the Jubilee events are over.

Points to ponder: Is what we do now working? If not, how do we change? For now, we celebrate, with the assurance that Jubilee will help us to go forward.

Anne, as Council Secretary, provided and reviewed the 2019 Membership Report.

**Parking Lot**:

--LiftUp! – April

--Socially responsible investing

--unfunded requests list

--review and revision of P&P

Next meeting: March 24th, 11:45 am at Anne’s due to CWS

Facilitator – Matt Chaplain – Don

Jest – Marty Timer – Ken

Process Observer – Dale Parking Lot - Anne