



CHURCH COUNCIL MINUTES AUGUST 17, 2009

Board/Office	Council Member
Moderator	Kathy Kripps
Assistant Moderator	Christian Halstead
Treasurer	Tim Croll
Secretary	Jo Evans
Past Moderator	John Lewis
Christian Formation for Adults	Rockwell Moulton
Child Care Board	Sally Pritchard
Communications	Eleanor Sundqvist
Elementary Education	Rebecca Schmidt (also Preschool Ed)
Facilities and Equipment	Bob Bourdeau
Fellowship	Vicki Farmer
Mission	Helen Bereiter
New Members	Gina Massoni
Parish Care	Mary Paananen (also At-Large)
Personnel	Carol Christoferson
Preschool Ed. and Fellowship	Rebecca Schmidt
Social Action	Elizabeth Dickinson
Stewardship and Finance	John Coleman
Worship and Music	Susan Landeen
Youth Ed. and Fellowship	Marla Murdock
At-Large / Exec (Stewardship)	(absent)
At-Large / Exec (Worship and Music)	Elaine Mathies
At-Large / Exec (Christian Education)	Beth Gatewood
At-Large / Exec (Parish Life)	Mary Paananen
At-Large / Exec (Mission and Outreach)	Jan von Lehe
Staff:	
Church Administrator	David Anderson
Pastor	Catherine Foote
Pastor	Peter Ilgenfritz
Pastor (Interim)	Lisa Domke
Guests:	
DZO Strategists/UDECC Process Coordinator	Peter Drury

We will be conducting the business of this church. As we do so, let us remember that we are a church that acknowledges and encourages a wide variety of beliefs. Please participate in a spirit of tolerance and inclusion, with grateful respect for the Christian commitments of all our members.

Meeting called to order at 7:07PM by Kathy Kripps.

7:00 Opening Prayer – Lisa Domke

7:05 Spotlight – Tim Croll

7:15 Declaration of a quorum

7:16 Action: Consent Agenda

- Approval of June 15 Church Council meeting minutes
- Financial report

Motion to accept above two items by Mary Paananen and seconded by Vicki Farmer. Motion passed unanimously.

7:20 Reports and Updates:

▪ Staff

Catherine Foote

- Margaret Rose recovering at home from infection
- UDEP conversation is progressing
- Group of pastors and lay people from U District churches are getting together to discuss how we can work together into the future. Goal of group is to be sure that interested parties are very well informed about organization's progress.

David Anderson

- Homecoming Sunday, September 20 will be focus of phone calls to members/friends from UCUCV volunteers, welcoming all back to church and regular program/schedule
- Alerting us to "heads up" that UCUCV might be asked again to host Nickelsville
- Vicki Riese has asked to retire and part-time job posted on Craig's List with 96 applications so far

Lisa Domke

- Family Friendly Task Force
- Recognition of Beth Gatewood and her task force
- Mary Paananen initiated and is carrying forward family friendly "coffee hour" for children in lounge
- Family friendly meeting room planned
- Ways of making worship more family friendly is progressing
- New family spiritual teaching coming up

Moderator

- UDEP 8/23/09 picnic coming up. Good opportunity to meet members of UDEP.
- October 9-10 Leadership Retreat. Council members and board chairs should attend. If there are others you know of who would like to attend, please invite or give Kathy their names. Executive committee voted to allocate \$5000 from New Initiatives to hire Peter Drury, paid consultant, to lead congregation in deciding on how to proceed with UDECC November 15th deadline response date.

7:30 AIR form #1 – Letters of Call

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF August 17, 2009

(To be submitted to the Executive Committee two weeks prior to a council meeting via moderator's bin)

AIR # _____

Requested by Pastor Search Committee, Leadership Staff, Exec. Personnel Board

Action/Motion or Discussion Requested:

To affirm the Letters of Call for Rev. Amy Roon, Rev. Catherine Foote, and Rev. Peter Ilgenfritz as presented.

for the following reasons:

- To articulate the specifics of UCUC's call with Amy Roon prior to her arrival
- To better articulate the specifics of the call between each of the three pastors and UCUC
- To update the letters of call with Peter Ilgenfritz and Catherine Foote so that all three pastors have the same articulated covenantal relationship with the congregation, both for clarity and to acknowledge the team ministry structure.

The Letter of Call used as the basis for these letters comes from the Parish Life and Leadership area of the national setting of the UCC, with some changes. These letters of call incorporate the personnel guidelines, already passed by church council. The letters of call also make the following policy changes, which would be incorporated into the next version of personnel guidelines:

- Health and dental: this is a recommendation from leadership staff and personnel board: to cover pastor and dependents through the UCC health insurance plan, option C. Currently the church only pays for the employee. Also, UCUC currently only covers for the Regence plan (cheaper than the UCC plan). Because in this pastoral search the congregation was quite clear in wanting a person with a family it seems only fair to cover dependents. Also UCC pastors are usually in the UCC plan because it is portable: they can bring it with them and can take it to their next church, and local plans don't guarantee that option. (Once a pastor has left the UCC plan the only way to rejoin is to submit evidence of insurability: passing a physical). So covering a pastor through the UCC plan does seem to be in keeping covenant with pastors and the churches that any pastor might serve before or after us. This does propose to cover at the cheapest of the UCC rates.
- Guidelines don't address bereavement leave, so have incorporated five days for bereavement leave.
- Personnel guidelines don't address compensation following disability or death. This would offer 30 days of compensation in those situations.

Foreseeable objections (add your rebuttals if you wish)

--

Date of Request August 4, 2009

Person to be contacted by the Executive Committee if clarification is necessary:

David Anderson, Pamela Bezona or George Burns

John Lewis/Gina Massoni (M/S). Motion passed unanimously.

7:35 AIR form #2–Family Friendly Task Force

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF August 17, 2009

(To be submitted to the Executive Committee two weeks prior to a council meeting via moderator’s bin)

Requested by Executive Committee

AIR # 2

Action/Motion or Discussion Requested:

To receive with gratitude the final report of the Family Friendliness Task Force and

To commend the concerns noted to each of the boards and ministries for thoughtful discernment and response

and

To ask the Christian Education Ministry and the Christian Formation Ministry Team to review each of the concerns and see how they might be addressed in any unfolding structural and operating changes for the following reasons:

To acknowledge and celebrate the hard and faithful work of the task force, and to carry forward the recommendations in an effort to create programming, fellowship, and church-wide norms that recognize unique needs of families and their critical importance in the life of our church.

Foreseeable objections (add your rebuttals if you wish)

Date of Request August 10, 2009

Person to be contacted by the Executive Committee if clarification is necessary:

David Anderson

Beth Gatewood reported that church does look more family friendly. Families are about 70% satisfied with family friendliness of UCUCC.

Recommended that Christian formation boards work together.

Catherine added that leadership hopes to have adult Christian formation work in conjunction. Satisfactory turnaround in numbers of children attending Christian education classes.

Tim Croll/Emily Bingham (M/S). Motion passed unanimously.

7:40 AIR form #3 – Social Justice Outreach

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF August 17, 2009

(To be submitted to the Executive Committee two weeks prior to a council meeting via moderator's bin)

AIR # _____

Requested by Social Justice Outreach Task Force and Executive Committee
(name of board, committee or individual)

3

Action/Motion or Discussion Requested:

- To receive the Social Justice Outreach Task Force Final Report (dated Aug, 5, 2009)
- To dismiss with deep gratitude the Social Justice Outreach Task Force, with a note of thanksgiving for completing their task in a faithful, helpful and inspiring way
- To charge the moderator with creating an Implementation Task Force to
 - look at the recommendations contained in this report
 - create an action plan for council consideration and action on the specific recommendations
 - report back to executive committee and/or council monthly and
 - develop a plan for council consideration at the October 2009 meeting.

for the following reasons:

To move these recommendations into the larger arena of our common life

Foreseeable objections (add your rebuttals if you wish)

Date of Request August 6, 2009

Person to be contacted by the Executive Committee if clarification is necessary:

Betty Spieth or Marty Curry

Betty Spieth summarized that task force was about outlining UCUC's social justice concerns. Courage Fest on March 7th.

Elizabeth Dickinson discussed the five goals guiding love and justice outreach at UCUC:

1. Ground our ministry in God's call to open our spirits.
2. Discern and respond to God's call.
3. Grow in discipleship
4. Create an empowered community
5. Walk our talk, lead by example, and welcome all on the journey

Natalie Gehrke discussed four recommendations of taskforce:

1. Create a single ministry incorporating social action, childcare, and mission board, i.e. an "uber" board. With this the conversations on race and Sacred Earth group would be given a voice in UCUC governance.
2. Fund staff position dedicated to love and justice outreach
3. Dedicate a generous percentage of the annual budget to Love and Justice Outreach discipleship, programs, and organizations
4. Create a love and justice implementation taskforce

Questions from members on whether this was an uber board, how large the generous contribution will be, will the pie grow or other.

Recognition given to Natalie, Elizabeth, Betty and Marty and their work on this taskforce this past year.

Tim Croll/Mary Paananen (M/S). Motion passed unanimously.

7:50 AIR form #4– Seattle Housing Levy

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF August 17, 2009

(To be submitted to the Executive Committee two weeks prior to a council meeting via moderator's bin)
Requested by Social Action Board

AIR # _____

4

Action/Motion or Discussion Requested:

WHEREAS:

On the night of January 25, 2009, 1,977 Seattle residents were found homeless on the streets, in cars, riding buses, in doorways, and under roadways. Many others-including families with children-spent the night in shelters or in temporary housing. Lack of affordable housing is a major factor in homelessness.

WHEREAS:

The median monthly income in Seattle in 2009 for a family of 3 is \$6,320. Eighty percent of median monthly income is \$4,800. Seattle currently has sufficient housing affordable to families in those income ranges, but lacks sufficient housing affordable to its residents who are not so fortunate.

WHEREAS:

In 2008, the average monthly cost of a two-bedroom apartment in the City of Seattle was between \$1,100 and \$1,500. The monthly wage for a worker making \$12/hour is \$2,016, and those families often pay more than 50% of their income on housing alone. Minimum wage workers making \$1,197 per month are often forced to move far from work and their families are in increased danger of becoming homeless.

WHEREAS:

The renewed Levy will concentrate rental housing and resources for Seattle families making 30% or less of median income, with no more than 10% of resources available to those between 60%-80% of median income. Thus, the Levy will help those most in need.

WHEREAS:

In this economic crisis, Levy renewal is especially important in order to keep Seattle from becoming a divided city: those who have the resources to both live and work here, and those who work here but can't afford to live here. The Mayor and the Seattle City Council fully support Levy renewal.

WHEREAS:

The citizens of Seattle have supported low-income housing, rental assistance, and homeowner assistance through the Seattle Housing Levy since the first Levy was passed in 1986. A 7-year renewal of the Seattle Housing Levy will cost the average Seattle homeowner only approximately \$90 per year.

BE IT RESOLVED BY the Church Council of University Congregational United Church of Christ that it is our moral and religious duty to work toward the support and passage of the Seattle Housing Levy in order to lift up and strengthen the ability of all of our City's residents to experience the gifts that God has given us.

for the following reasons:

An implementation of the congregation's vote to endorse the Ten Year Plan to End Homelessness in King County.

The Resolution was written by groups supporting the levy, including the U District Conversation on Homelessness (led by Nathalie Gehrke, Tom Quigley, and Nancy Amidei). We're trying to get a number of congregations, especially those who have endorsed the Ten Year Plan to End Homelessness in King County, to support the Resolution. The Social Action Board will be holding a Forum on the Housing Levy on October 4 at 11:30 in OHall 1; Bill Block, Director of the Ten Year Plan to End Homelessness in King County, will be the speaker.

Foreseeable objections (add your rebuttals if you wish)

Date of Request August 2, 2009

Person to be contacted by the Executive Committee if clarification is necessary:

David McCracken or Elizabeth Dickinson

Resolution passed at May 21, 2006 Annual Congregational Meeting:

**Congregational Vote on whether to Endorse
"The Ten Year Plan to End Homelessness in King County"**

Action/Motion or Discussion Requested by the Social Action Board and the University Congregational Housing Association (co-sponsors) and recommended to congregational vote by Church Council:

To recommend that the congregation vote to:

1. Endorse the Ten-Year Plan to End Homelessness in King County.

2. Pledge to work as a congregation to implement the Ten-Year Plan in the following ways:
 - a. Pray regularly in our services of worship for those who are experiencing homelessness and for courage to do our part to end homelessness.
 - b. Support the University Congregational Housing Association fully in the Habitat for Humanity Interfaith Build 2006, by helping to raise \$66,000 and providing volunteers for on-site building and other help.
 - c. Find other ways of providing emergency, transitional, or permanent low-income or affordable housing.
 - d. Make commitments to provide direct service and solidarity to those experiencing homelessness as individuals, small groups, and a congregation.
 - e. Form a committee to recommend and encourage such commitments, which may include: working with UCHA on upkeep of the Lin House, Boathouse, and Sortun Court; providing welcome baskets for Sand Point Housing; serving meals at the Church of Mary Magdalene and the Youth Shelter; collecting professional clothing for Dress for Success; mentoring teens through Teen Feed; volunteering with the University Churches' Emergency Fund; and more.
 - f. Advocate to our city, county, state, and national decision-makers for policies that will support the achievement of the Ten Year Plan and living wage jobs. Monitor upcoming legislation for the congregation and develop opportunities for letter-writing at least twice a year.
 - g. Educate ourselves about homelessness and the Ten-Year Plan through at least two forums, classes, sermons, or special events during each year of the Plan.
 - h. Provide financial support to organizations addressing homelessness.
 - i. Welcome people experiencing homelessness through our Taize and Sunday morning services.

3. Covenant, as a congregation and with the Church Council of Greater Seattle and other covenanting congregations, to do our part to end homelessness in King County over the next ten years. We will work with other congregations (28 thus far) who have endorsed the Plan to develop other concrete ways to implement it.

For the following reasons:

1. A commitment to assure a home for every person in our community is an act of faithfulness, responding to God's call through Micah to "do justice and love kindness" and Jesus' compassion for the poor and vulnerable.
2. Homelessness is a significant problem in King County. An estimated 8,300 people in King County are homeless on any given night. It is predicted that 24,000 residents will experience an episode of homelessness in the upcoming year.
3. Homelessness affects all segments of the population, including single adult men (59%), single adult women (20%), families with children (18%), and youth (2%). People of color are significantly over-represented in the homeless population. Many homeless people are impacted by mental illness or disabilities.

4. It now appears to be possible to end homelessness rather than just manage it.

The Ten-Year Plan offers a comprehensive blueprint to do this by:

- * providing affordable housing, subsidies, and emergency rental assistance;
- * ensuring stable housing for people leaving jail, foster care, and mental health institutions;
- * providing health care to at-risk adults, children, and families;
- * integrating affordable housing with on-site supportive services;
- * offering a single point of access into housing and supportive services; and
- * coordinating countywide initiatives, funding, and leadership.

The Ten-Year Plan has brought together government agencies, philanthropies, faith and civic groups, and others to accomplish this.

5. UCUC is already committed to addressing homelessness through many avenues, including supporting the activities of UCHA and approving a motion "to become a partner congregation with First Things First, a grassroots organization to end homelessness in Seattle" (congregational meeting in May of 02). We can deepen this commitment through collaboration with other faith communities and civic institutions. October 4th forum on levy at UCUC. One of six different churches in U District passing support for this.

John Lewis/Vicki Farmer (M/S). Motion passed unanimously.

7:55 AIR form #5– Initiative Referendum 71

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF August 17, 2009

5

(To be submitted to the Executive Committee two weeks prior to a council meeting via moderator's bin)

AIR # _____

Requested by Executive Committee

Action/Motion or Discussion Requested:

To support approval of Washington State Initiative Referendum 71, which
"would expand the rights, responsibilities, and obligations accorded state-registered same-sex and senior domestic partners to be equivalent to those of married spouses, except that a domestic partnership is not a marriage." (WA Secretary of State)

As an implementation response to the congregation's votes:

1. to be an Open and Affirming Congregation (May 6, 1990): "As a community of committed Christian people, we seek to end the continuing injustice of institutional discrimination of violence and setbacks in civil rights protection of gays and lesbians" and "We pledge ourselves to support and honor committed partnerships of lesbian/gay people, recognizing the difficulty of maintaining such partnerships in the absence of the social validation, role models, and legal frameworks that support heterosexual unions."
2. to oppose Washington State Initiatives 608 & 610 (May 15, 1994) which would "void all civil rights laws in all municipalities throughout the state that apply to sexual orientation, including the

governor's Executive Order regarding non-discrimination in state hiring and promotions and Seattle's domestic partnership policy for municipal employees"

for the following reasons:

as articulated in the congregation's Open and Affirming Covenant:

We are persons of different ages, education, races, abilities and sexual orientations. We hold varying theological and political beliefs and come from different socio-economic and ethnic backgrounds. As a church community, we celebrate and find strength in that diversity and view it as a way to understand the inclusiveness of God.

We believe that, although we are many members, we are one body in Christ (Romans 12:4). As a part of that body of Christ, we are called to love one another, to do justice, to bring release to the oppressed, and to walk humbly with our God. Responding to that call, a goal of our ministry is to heal the brokenness we experience in ourselves and in our relationships with each other and with God.

We believe that we are made in God's image and that we are called to accept ourselves and our sexuality. Our sexuality is a gift of God which enriches our lives and deeply touches the reality of our own and others' humanity; it is one of the channels through which we experience life.

As a community of committed Christian people, we seek to end the continuing injustice of institutional discrimination, instances of violence, and setbacks in civil rights protection of gays and lesbians. We seek to work together in the light of the Gospel to define principles of human relationships and behavior that are based on nurturing each other as whole persons with love, responsibility, accountability and trust.

Foreseeable objections (add your rebuttals if you wish)

Date of Request August 6, 2009

Person to be contacted by the Executive Committee if clarification is necessary:

David Anderson

University Congregational United Church of Christ

COVENANT OF OPENNESS AND AFFIRMATION
WITH RESPECT TO SEXUAL ORIENTATION

Adopted by the Congregation - May 6, 1990

We, the members of University Congregational United Church of Christ, are a diverse group of people. We are persons of different ages, education, races, abilities and sexual orientations. We hold varying theological and political beliefs and come from different socio-economic and ethnic backgrounds. As a church community, we celebrate and find strength in that diversity and view it as a way to understand the inclusiveness of God.

We believe that, although we are many members, we are one body in Christ (Romans 12:4). As a part of that body of Christ, we are called to love one another, to do justice, to bring release to the oppressed, and to walk humbly with our God. Responding to that call, a goal of our ministry is to heal the brokenness we experience in ourselves and in our relationships with each other and with God.

We believe that we are made in God's image and that we are called to accept ourselves and our sexuality. Our sexuality is a gift of God which enriches our lives and deeply touches the reality of our own and others' humanity; it is one of the channels through which we experience life.

As a community of committed Christian people, we seek to end the continuing injustice of institutional discrimination, instances of violence, and setbacks in civil rights protection of gays and lesbians. We seek to work together in the light of the Gospel to define principles of human relationships and behavior that are based on nurturing each other as whole persons with love, responsibility, accountability and trust.

As a congregation and as individuals, we lift up the following as evidence of our openness and affirmation:

1. We celebrate the image of God in every person, we celebrate the sacred value in every life, and we affirm all relationships of support that are founded on the principles of love and justice.
2. We affirm that lesbian and gay persons are welcome within the community of believers upon making the same affirmation of faith that all other members make. Recognizing that gays, lesbians, and their parents and other family members are already loyal and active members of University Congregational United Church of Christ, we encourage them to share their talents, gifts and energy in the liturgy, life, employment, and leadership of the congregation.
3. We pledge ourselves to support and honor committed partnerships of lesbian/gay people, recognizing the difficulty of maintaining such partnerships in the absence of the social validation, role models, and legal frameworks that support heterosexual unions.
4. We condemn all acts of discrimination and violence (physical, emotional, economic, or legal) against persons because of their sexual orientation, just as we condemn such acts against people because of race, age, gender, religion, ethnic background, or physical/mental disabilities or limitations. We pledge to support advocacy efforts designed to assure that homosexual persons enjoy the same rights and privileges as heterosexual persons.

Therefore, we the University Congregational UCC, declare ourselves to be an Open and Affirming Church with respect to sexual orientation.

Gina Massoni/Elizabeth Dickinson (M/S). Motion passed unanimously.

8:10 Break (snacks provided by Emily Bingham and Jan Von Lehe)

8:20 UDECC Question - Presentation by Peter Drury, DZO Strategists

Peter Drury introduced himself and gave some personal background, including that he is an ordained minister, and earned both an MSW and MBA. When Peter was a UW undergraduate student he regularly rotated attendance to all University District churches.

His goal is for UCUCS congregation to give a unified and honest response to UDECC request to use Lot C following a principled conversation around UDECC's request. He is encouraging UCUCS leadership staff and UDECC task force to lead on principles, rather than issues. Three principles Peter will encourage are; 1) to be faithful with neighbors and each other, 2) act in a financially sound manner, and 3) to be inclusive of everyone in congregation.

He reminded council that it is our job to act on behalf of congregation on matters of personnel, real estate, and finances.

There will be a congregational meeting on October 25th for the congregation to give a recommendation to council on UDECC request. Peter's goal in next few months is to ensure that members have ample opportunity to hear about and be heard on UDECC prior to the meeting.

Peter passed out work plan showing goals of each coming month with September being a month to get information and share our voice on UDECC. October's goal is to hear what our neighbors in the congregation are saying about the request.

Peter assured us that we don't have to resolve UCUC's plan for Lot C by November 15th, unless we've fully bought into UDECC's plan for Lot C. It will be fine for UCUC to continue to study our own desires for use of Lot C for some more years.

It was requested that Peter provide a written report on the process after it is complete. UCUC UDECC taskforce has asked Peter to flush out questions that congregation want answered in the Feasibility Study.

Leadership responded to questions from council members on Peter's costs and how he was chosen. Drury has worked with and is known by several members of church leadership who highly respect his work. His bill compared reasonably to other consultants hired by church in past few years per leadership.

David answered question on New Initiatives Fund that \$4,000 was spent earlier in 2009 on north wall of sanctuary. Rules state that no more than \$30,000 can be spent on New Initiatives in a year, which this falls under. There are sufficient funds in the fund for this expenditure.

8:45 AIR form #6 – New Initiatives Request re UDECC

AGENDA ITEM REQUEST FOR THE COUNCIL MEETING OF August 17, 2009

(To be submitted to the Executive Committee two weeks prior to a council meeting via moderator's bin)

AIR # 6

Requested by Exec/ Leadership Staff
(name of board, committee or individual)

Action/Motion or Discussion Requested:

To affirm the decision of the church council executive committee to pay \$4,500 for Month One of the proposal from Peter Drury/DZO Strategists, and to allocate \$10,000 for the additional two months of support as detailed in their proposal, plus funding to allow for expenses for materials, mailings, etc.

for the following reasons:

See New Initiatives proposal below.

Foreseeable objections (add your rebuttals if you wish)

Date of Request August 5, 2009

Person to be contacted by the Executive Committee if clarification is necessary:



Eleanor Sundquist/Mary Paananen (M/S). Motion passed unanimously.

**Invitation for Financial Support
New Initiatives Fund**

The purpose of the New Initiatives Fund is to support the church's established vision and priorities by funding new activities for which there is no funding within the operating budget, revolving funds, or endowments. We welcome the opportunity to explore together how the Spirit is alive and at work. Please respond with as much detail as you feel is necessary to articulate your dream.

Board, Committee, Task Force or group requesting fund: UDECC Study Process Team / Exec

Amount requested: \$ 10,000

Duration of project (one time/one month/other: 3 months)

To affirm the decision of the church council executive committee to pay \$4,500 for Month One of the proposal from Peter Drury/DZO Strategists, and to allocate \$10,000 for the additional two months of support as detailed in their proposal, plus funding to allow for expenses for materials, mailings, etc.

Please respond to the following questions, either separately or in a comprehensive response:

1. What is the need or hope to be addressed?

Our need to design and implement a process of conversation and discernment in response to the request from University District Ecumenical Campus Coalition to allow a feasibility study for Lot C to be the location of a UDECC ecumenical center.

2. How would these funds be used?

To hire Peter Drury/DZO Strategists to guide the process:

To help University Congregational United Church of Christ ("UCUCC") and its leadership reach a decision concerning a formal request by the University District Ecumenical Campus Coalition ("UDECC") - and in the process to strengthen, not divide, the congregation - DZO Strategists ("DZO") proposes to collaboratively design, guide and execute the following:

- (1) development of **principles** for decision-making;
- (2) design of a **process** for decision-making, congruent with church by-laws;
- (3) development of a simple, unified **communication** plan;
- (4) **facilitation** of a series of congregational dialogue and information sessions;
- (5) **integration** of decision-making process with other key congregational dynamics and initiatives (e.g., arrival of a new pastor; departure of an interim pastor; beginning of a new program year; emphasis on interfaith relationships; and emerging foci on matters of race and environment); and
- (6) arrival at a well-founded **decision**.

3. Are there other ways to make this happen even without these funds?

Without the skills and abilities of a consultant to help guide this process, staff and lay leadership time would be spent on this rather than on moving forward the broader ministry and direction of the

congregation. Hiring Peter Drury/DZO Strategists would allow us to move through this process carefully, deliberately, fully and faithfully.

4. Are there other sources of funding that could be used rather than New Initiatives Funds?

operating budget –	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
revolving account --	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
bequest	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
endowment earnings	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
other	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

5. Are there implications to the church annual budget if we begin this program? (i.e. does this create a long-term financial commitment that is funded only for the short term with New Initiatives Funds?) If there are, please comment.

This is a process that would begin, proceed and end in this timeframe. Implications to the budget would be addressed in any recommendation coming out of this process; there are no long-term funding commitments made as a result of authorizing funding for this process.

6. Please describe how this project specifically supports the congregation's priorities or vision?

The congregation has a long history of ecumenical cooperation and partnership. The request of UDECC to consider a partnership or other arrangement is a natural outgrowth of that commitment. In addition, one of our strategic goals this year is to “*Embrace our call in the community and conference* “ Specifically, to “continue to support, explore and commit energy to specific ways we connect to the U District Ecumenical Parish/Campus and Pacific Northwest Conference networks.” And to “discern and define appropriate level of involvement in support for wider UCC and ecumenical work.” This is a clear way to respond to this goal.

7. What other individuals, groups, or boards are supportive and ready to help? (Please include the involvement of congregation members and friends, as well as paid staff implications).

This process will involve a wide variety of people and groups, including invitations to the entire congregation to be engaged. There is a task force ready to help with details and logistics. Staff time will be involved: suggesting principles, involvement in the conversations, planning time with Peter Drury and others, articulation and interpretation of the initiative, support for the process, and involvement with drafts of the options for decisions. The church council has already voted to proceed with this process. Without this help, the process will be much more staff-intensive and will sacrifice commitments to other areas as well as affecting the quality of the process. This helps us move forward with a high degree of quality and integrity.

8. What support do you need to make this dream soar?

The process we're undertaking will need the active support and involvement of the entire congregation, and especially the leadership. Council members' attendance and participation in the process will add depth, understanding, clarity and support for the process and the ultimate decision.

Blessings to you as you discern the movement of the Spirit and how God is calling you to faithful response.

9:00 Closing prayer and Adjournment

NEXT COUNCIL MEETING: Monday, September 21, 2009

Respectively submitted,
Jo Evans
Secretary