

**Center for Spiritual Living Olympia
Council Meeting Minutes
Tuesday, Dec. 3, 2024
4:00 pm – 6:00pm
In-person and Zoom**

Present: Kathy Gilliam, Buffie Finkel RScP, Angelina O’Connor RScP, Rev. David Robinson,
Lynn Elliott, Cherie Gordon
Practitioner: Susan Einhorn
Absent: Susan Strobel
Guests: Adrienne Cherry
Scribes: Tiffany Merkel and Buffie Finkel

The meeting, held in-person and on Zoom, was called to order at 4:05pm by Angelina

Buffie provided an opening prayer. (Susan Einhorn was delayed)

Rev David shared a reading from *A Faith of Many Rooms*, by Debie Thomas.

Consent Agenda

Approval of Minutes

Rev David made a motion for approval of the minutes of the Council Meeting Nov 20th, 2024 as amended in version 2DA. Buffie seconded the motion. The Council members present approved the minutes.

Mobilizing Our Mission

Presentation/discussion on Youth and Family Adrienne

Adrienne presented documentation detailing the hours she spends creating the weekly classes for our youth, and provided further information about what she does to prepare each week. Council thanked her for bringing these details to our attention. Adrienne left the meeting.

Rev. David made the motion to increase Adrienne’s salary and to take the funds from investments if necessary. Buffie seconded this, and the Council vote was unanimous in favor. The Council approved an increase to Adrienne’s salary.

ACTION ITEM: David will notify Adrienne of the increase in payment and Buffie will notify Marlisa and the Finance Committee.

Staff Reviews ----- Lessons learned All

The Staff Evaluation forms need to be revised. In the revised form, we would like to encourage both good and “needs work” comments—in addition to or instead of a rating system.

Council will provide job descriptions (perhaps from their contracts) for all those who are reviewing staff members.

The contracts and job descriptions need to be reviewed and updated working with the staff members to reflect current responsibilities.

It is recommended that the completed evaluation summaries be provided to each staff member prior to their review.

Further discussion will take place after the last two staff reviews are completed this week.

Sacred Circle discussion

Rev. David pointed out that this isn't a Council conversation, but is ecclesiastical. This discussion will be between Rev. David and the Sacred Circle facilitators.

Brene Brown's *Dare to Lead* was mentioned as a possible book selection for the Sacred Circles.

ACTION ITEM: Rev. David, Buffie and the Sacred Circle facilitators will discuss scheduling dates and the selection of books.

Strategic Planning

Next Steps

Discussion of scheduling the Strategic Planning meetings and Community Meetings.

There will be a Community Meeting on January 12, 2025. Pizza and participation can be done on this Sunday too.

The Council will inform the Community at the January 12th Community Meeting, that there will be more than just the Bi-monthly Community meetings this year.

A Community meeting about the Strategic planning will be held on Feb 9th.

The Annual Meeting is on March 9th, 2025 which includes affirmation of officers.

Council Retreat to Vision for 2025 priorities - January 11, 2025 10:00am

Due to scheduling conflicts, the Council retreat will be changed to Sunday, January 19, 2025.

ACTION ITEM: Angelina will contact Susan Strobel to see if the Council retreat can be held at her house on January 19, 2025 from 2:00-4:00pm

Form Nominating Committee

The Bylaws dictate that two Council members that are continuing on the Council for the coming year be members of the Nominating Committee along with a non-Council person who is not running for Council.

Rev David and Cherie Gordon volunteered to be on the Nominating Committee.

Council discussed who might be able to fill the non-Council member of the Nominating Committee.

No decision or action item on this subject.

Meeting with Leadership Team (Team Leads, Practitioners, Council Members)

Visioning “Getting to your Why,” and for Highest Ideas for 2025.

The meeting will be Saturday, February 1, 2025 at 10:00am at the Center from 10:00am-1:00pm.

This meeting will include Rev David, Council members, Practitioners, and leads of the Marketing Committee, the Finance Committee, Men’s Group & Women’s Circle, Prosperity Stewards, Membership, Youth and Family, Compassionate Care team, Greeters, Altar team, building rental representatives.

Calendar Review

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| 12/04 Marlisa’s and Brent’s Staff Review 10:30 and noon respectively |
| 12/07 Deepening with the Divine Retreat |
| 12/10 Finance Committee Meeting |
| 12/14 Men’s Group |
| 12/15 Dances of Universal Peace |
| 12/17 NEXT Council meeting |
| 12/19 IFW Compassionate meditation |
| 12/21 Women’s Circle |

Susan Einhorn provided a closing prayer.

Angelina adjourned the meeting ended at 6:15pm.

Parking Lot

Legacy Circle

Policy & Procedure changes/updates - Include an employee handbook

Retirement plan

Respectfully submitted, Tiffany Merkel, Scribe