

Karl,

Saturday morning with a faint pink sky behind the snow-covered trees outside my study window. It's great to live up north.

I continue to feel troubled by the manner in which the board made the decision about the second Christmas Eve service. What follows is edited language from my email to you dated 11/20. I'd like to have a discussion of our process at our next meeting, not for the purpose of changing the decision but to explore how we want to work together as a board.

I do not believe we had enough information to have made the decision we did and I don't believe our procedures should have permitted us to even bring the issue to a vote. This matter was not on the agenda and was not added to the agenda at the beginning of the meeting. We did not even understand that it was a question until we were already 2 hours into our meeting and one member had already left. We made no attempt to consult with the other concerned parties. We believed that this proposal represented a threat to the State Theater Service and acted reflexively. We operated from a sense of urgency that this matter needed to be resolved right then and there without examining the question of whether that sense of urgency was called for. I don't think we should permit ourselves to make these kinds of decisions without proper reflection unless we first assess the non-urgent options and find that delay for proper reflection will pose an unacceptable risk to the congregation.

While I remember feeling troubled at the time of our discussion, I was not able to articulate to myself the foundation of my discomfort until I was thinking about it after the meeting. I know that I was tired and ready for the meeting to be over and that this colored my approach to our discussion when the issue did come up.

If there isn't time for this discussion at the December meeting, I will use my check-in time to apologize to the board for not sharing my discomfort at the time we were having the discussion and to declare my intention to do better in the future.

Please feel free to circulate this to other board members if you wish.

Tom

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