



Plymouth

CONGREGATIONAL CHURCH

DEACONS

Meeting Minutes

Tuesday, April 3, 2018

Attendance:

Yes	No		Yes	No	
■		Peg Birk (2020)	■		Brian Siska (2018), <i>Clerk</i>
■		Pat Born (2018)	■		Jim van Iwaarden (2019), <i>Treasurer</i>
■		Ed Curtiss (2019)	■		Greg Zoidis (2019)
■		Katie Dillon (2018)		■	Beth Faeth, <i>Transitional Minister for Congregational Care</i>
■		Claire Kolmodin (2020), <i>Moderator</i>	■		Paula Northwood, <i>Minister for Spiritual Formation</i>
	■	Catherine Shreves (2020)			

GUESTS: Allison Campbell Jensen

Actions Taken:

Item 1. Minutes of the previous meeting electronically approved.

Item 2. Deacons voted to resolve that remote communication attendance be permitted at the special meeting of the congregation on April 15th.

Item 3. Motion passed that the annual meeting be changed from June 10 to June 17.

Item 4. Motion was approved to recommend to the congregation a revision to the Bylaws of Plymouth Congregational Church Article VIII, Section 2, Selection or Removal of the called Ministers.

Item 5. Motion passed to approve the compensation package for Beth Faeth as recommended by the Personnel Committee.

Agenda and Minutes:

Report of the Ministers

Paula assembled a group to create a distinguished speaker series. Through another nonprofit, we are hosting an event in September where Walter Brueggemann will speak.

Paula is representing Downtown Churches to End Homelessness at a meeting of the Heading Home Leadership Circle next week.

There has been some theft of copper trim from the outside of our building. This has been reported to the police and some additional security of the area is planned.

Our playground area has been a hang-out for some homeless people in the neighborhood. We are considering relocating the playground and adding some equipment for our families and the new school.

Personnel files have been found to be incomplete. Work is being done to get these up to date.

There will be a 160th birthday celebration May 19-20.

Report of the Moderator

Will be helpful to discuss the context of Beth's role and call at the beginning of the special meeting on April 15th. Historically this vote is a voice vote, but perhaps we should consider a paper ballot in future years.

There has been one request to attend the April 15th meeting remotely. Discussed how we might be able to have people participate in a congregational meeting through remote communication. Per the Bylaws, Deacons voted to

resolve that remote communication attendance be permitted at the special meeting of the congregation on April 15th. Allison will add this to the meeting notice email and the bulletin announcement on April 8th.

The Leadership Council is asking the Deacons to endorse a change in worship times for the chapel service and the sanctuary service. We agreed that we affirm and support the process of the Leadership Council to explore this change with the congregation.

Report of the Treasurer

No report.

Transition Planning Task Force Update

The TPTF is having a joint meeting with the Interim Search Committee this Thursday and will be exploring ministry models as their next several meetings. They will do this exploration with the congregation to keep them informed of the process.

Interim Minister Search Committee Update

Eight candidates submitted information to the committee, which then selected four to have further conversation with on April 17-18.

Preliminary 2018-2019 Budget Review (Jim)

Board of Finance and Administration is recommending a budget that includes an investment fund draw that is \$179,841 greater than the 4% permitted without the Deacons approval.

Discussed proposed reduction in the community fund of \$50,000 vs. last year. Also discussed if we knew the value of all the outreach services we provide that are not counted in our contributions to outside agencies. We believe these to be considerable.

Other Matters

Will discuss nominations of Deacons and Officers at the next meeting.

Motion passed that the annual meeting be changed from June 10 to June 17.

The Personnel Committee recommended a change to the Bylaws Article VIII, Section 2 Church Staff.

- Motion was approved to recommend to the congregation a revision to the Bylaws of Plymouth Congregational Church Article VIII, Section 2, Selection or Removal of the called Ministers, that language be added, designated in bold below, and that capitalization be used where appropriate. The new language would be:

All ministers shall be called, **except for interim and transitional ministers (all ministers are referred to in these Bylaws as "Ministers")**. When any position of a called Minister is vacant, the Deacons shall appoint a Ministerial Search Committee from among the members of the Congregation to be elected by the Congregation. As to the Senior Minister, the Ministerial Search Committee shall consult with the Deacons as to compensation and other contractual terms of hiring, and then submit the candidate to the members of the Congregation for their approval. As to all other called Ministers, the committee shall recommend its candidate to the Deacons and the Senior Minister and upon approval by the Deacons and the Senior Minister, the Deacons shall recommend the candidate to the members of the Congregation for their approval. The selection or removal of a called Minister shall require the affirmative vote of at least two-thirds (2/3) of the members in attendance at a meeting of the Congregation called for that purpose. **The Deacons may select interim and transitional Ministers themselves, using any process for doing so they determine in their discretion.**

The Personnel Committee submitted a compensation worksheet for Beth Faeth, which we discussed. Motion passed to approve the recommended compensation package.

Next Meeting Preview

Discuss agenda for annual meeting

Next Meeting

Tuesday, May 1, 6:30 p.m.

*Respectfully submitted,
Brian Siska, Clerk*