



Growth Task Force

Charter

The Growth Task Force (“Task Force”) is hereby created to define the needs for the congregation of Plymouth Congregational Church (“Plymouth”) of Minneapolis, Minnesota, to:

- Ensure that we of Plymouth more openly proclaim who we are, sustain our current membership, and draw more people into our family of faith.
- Ensure the ongoing vitality and relevance of our congregation.
- Share our values with a world that sorely needs the good news of radical love and inclusion.

Responsibilities

The Task Force will have the following responsibilities:

1. Conduct a candid assessment of why Plymouth has not grown, including barriers to growth, incorporating data that describes trends in indicators, including but not limited to membership levels, pledging, and participation in worship. This effort will build upon work already completed on this topic.
2. Develop an actionable plan that defines how to achieve the purpose of more openly proclaiming who we are and drawing more people into our family of faith. Present the plan to the Leadership Council for endorsement.
3. Seek out and use the guidance of internal and external experts and/or consultants and other resources to assist with developing the plan, drawing, as appropriate, from the work and analysis that may have already been performed by groups or committees focused on the topic of growth at Plymouth.
4. Determine how the plan can be implemented and what resources—time, budget, staffing, volunteers, etc.--will be required.
5. Keep the Leadership Council fully apprised of action, progress, and challenges by reporting to the Council on a monthly basis, at a minimum.
6. Establish mutual communication and accountability between the Leadership Council and the Church Growth Task Force.

Authority and Limitations

The Task Force will operate with the following authority and/or limitations:

1. **Timeline:** The assessment of Plymouth growth, including the trend data analysis, is due to the Leadership Council one month after the Task Force has begun its work. The actionable plan is due to the Leadership Council six (6) months after the Task Force has begun its work.
2. **Budget:** The Task Force is authorized to spend, at its discretion, up to \$10,000 on outside resources and/or consulting in developing the actionable plan. This amount will be drawn from funds that have been designated for the purpose of fostering church growth at Plymouth.
3. **Congregational involvement:** Any action plans must specify ways that members of the congregation will be involved with and instrumental in achieving the goal of church growth.
4. **Consultant contracts** are subject to the contract policies and procedures of Plymouth.
5. **Task Force membership:** Addition or replacement of members is subject to the approval of the Leadership Council.
6. **Meetings:** The task force determines its own meeting and work schedule.

Task Force Membership

The Task Force will include 8-10 members of the congregation and one clergy, appointed by the Leadership Council.

Desired qualifications of Task Force members include:

- Time to dedicate to this task force, which is expected to be as much as six hours per month for the six-month duration of the task force.
- A commitment to purpose of the task force.
- A commitment to Plymouth Church.
- The ability to work well and thoughtfully with task force members and consultants.

The Task Force will have the following defined roles:

- Chair – Sets the agenda for and schedules all meetings. Coordinates efforts amongst the Task Force, and assigns tasks to Task Force members, as necessary.
- Liaison(s) – Establishes communication (and frequency thereof) between the Task Force and the Leadership Council, Clergy, and Congregation.
- Secretary – Records all meeting minutes. Owns and creates all documentation related to the Task Force's effort, including the draft and finalized plan, as well as any other artefacts, as advised by the Archivist.

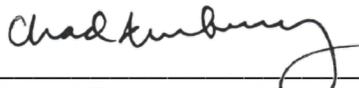
Process

The Task Force will communicate on a recurring basis with the congregation, Boards, and Leadership Council, during the development of the actionable plan. As such, a designated 'liaison' role to manage communications must be defined and the role must be assumed by one of the members of the Task Force. A member of the Task Force must be identified to assume the role of the 'secretary,' to record all meeting minutes, and create all documentation related to the Task Force's efforts. Documentation will be retained per Plymouth documentation policies, or as advised by the Archivist.

The Task Force's term will expire with the completion of the work necessary to finalize the actionable plan; but may be extended, as approved by the Leadership Council, if it is discovered through the analysis process that it is advisable to expand the scope of the effort.

Adoption

This charter was adopted by the Leadership Council on February 28th, 2018.



Chad Freeburg, Chair – Leadership Council