

LEADERSHIP COUNCIL

Meeting Minutes

Wednesday, March 28, 2018

Attendance:

Yes	No		Yes	No	
■		Chad Freeburg, <i>Chair</i>	■		Ging Wiandt, <i>Spiritual Formation</i>
■		Deb Fowler, <i>Chair Elect</i>	■		Karen Barstad, <i>Worship</i>
	■	Mike McCallister, <i>Secretary</i>	■		Mary Welfling, <i>Archivist</i>
■		Emi Bennett Vo, <i>Community Life</i>	■		Beth Faeth, <i>Transitional Minister for Congregational Care</i>
■		Eric Olsen, <i>Finance and Administration</i>	■		Paula Northwood, <i>Acting Senior Minister</i>
■		John Kulstad, <i>Fine Arts</i>	■		Seth Patterson, <i>Director of Spiritual Formation & Theater</i>
■		Beth Comeaux, <i>Outreach</i>	■		Allison Campbell Jensen, <i>Director of Communication</i>

GUESTS:

Peter Eichten, *Chair – Racial Justice Task Force*

Actions Taken:

N/A

Agenda and Minutes

Meditation / Prayer

- Quote from the author Glennon Doyle Melton (presented by Eric)

Racial Justice Task Force Update & Discussion (Guest: Peter Eichten)

- ‘Discussions That Encounter’
 - Plymouth hosts this event at Plymouth on the 4th Thursday of each month, and has been doing so since January.
 - Chef Jeff provides the meal when this event is hosted at Plymouth.
 - The event is attended by a racially diverse group of 30-50 people. Plymouth’s attendance at this event has been steadily increasing since Plymouth began hosting it.
- Recent Activities
 - Intercultural Development Inventory (IDI)
 - Book Discussion – *Tears We Cannot Stop: A Sermon to White America* (by Michael Eric Dyson)
 - Involvement with Beacon and Great River Landing
 - Involvement with the Immigrant Welcoming Working Group
 - Various articles in The Flame
- Upcoming Activities
 - Book Discussion – *White Like Me* (by Tim Wise), in June/July for a duration of 4-6 weeks (recurring sessions).
 - Next RJTF Potluck will be in the Fall
 - This potluck will incorporate a program.
 - UCC course on Racial Justice
 - Will be led by Ann Ludlow and Jasper Jonson
 - There is a limitation on participant numbers. If there is high demand, the RJTF will consider offering a second run of this course.
 - Deep investigation of race at Plymouth

- The RJTF is in discussion with Minnesota Unitarian Universalists who created an approach to this type of investigation.
 - The investigation would span the *whole life* of the Congregation, and has an inherent ‘strategic’ perspective that intersects with other efforts at Plymouth (particularly growth and transition).
 - There may be opportunity to raise this as an additional key priority or focus at Plymouth (alongside growth, transition, and governance).
- Logistics
 - RJTF as ‘task force’
 - It seems that the RJTF does not have a definitive end-date. As such, should it be another kind of group, such as a ‘committee?’
 - If defined as another kind of group, would things like budgeting for the RJTF on a recurring basis be easier to manage?
 - Would a charter more in the format of the charters for the Transition Planning Task Force and Growth Task Force more clearly articulate the role of the RJTF across Plymouth life?
 - Communication between the RJTF and the Leadership Council
 - Seth is providing the critical link between the RJTF, the Leadership Council, and staff/clergy.
 - Tools
 - Does the RJTF have the tools necessary to make their efforts sufficiently expansive across all walks of Plymouth life? The deep investigation of race at Plymouth (mentioned above) is one example of this more expansive perspective around the RJTF’s work.
 - Dialogue should continue to ensure that the RJTF is sufficiently supported by the Leadership Council
- Next Steps
 - **TAKEAWAY:** Peter will bring he questions stated above to the RJTF for discussion in their next meeting.
 - The RJTF will join the Leadership Council at their 4th Wednesday meeting, every other month (RJTF to join the May meeting next), to ensure progress toward goals. NOTE: Peter has been identified as a candidate for the role of Chair of the Board of Outreach, and assuming a positive outcome of the vote at the next Congregational Meeting, he will be present at all Leadership Council meetings in the following church year.

Potential Service Schedule Change

- Karen Barstad presented a proposed schedule change for services, education, and fellowship at Plymouth, as follows:
 - 9-9:50a.m. First Service
 - 10-10:50a.m. Fellowship/Education (with information tables set up in Guild Hall)
 - 11-noon Second Service
 - Noon – more fellowship
- The proposed schedule change is the result of discussions spear-headed by the Board of Worship and the Board of Spiritual Formation.
- An article in The Flame has asked for comments about the proposed schedule change from the Congregation. Comments so far have been overwhelmingly positive.
- The Leadership Council thoroughly discussed the many merits of the proposed schedule change.
- The Leadership Council will revisit this matter in the April 18th meeting, once additional Plymouth members have been able to comment, to determine whether or not it will endorse the proposal. Additional endorsement may also be sought from the Deacons at that time.

Nominations for Next Church Year

- The Leadership Council discussed the upcoming vacancies on the Boards.
- There have been a number of nominations/self-nominations already.
- The Board Chairs will go forward with organizing a ‘Board Fair’ on April 22nd, to bring more awareness to the functions of all the Boards and provide an opportunity to answer questions and generate interest within the Congregation.

Follow-Up

- CAT Survey 'Deep Dive'
 - Additional data analysis will be performed on the data to determine age breakout in relation to answers.
- Transition Planning Task Force
 - The task force will discuss whether or not to table the fourth bullet of their charter (...defining the ministerial model) until the interim minister search process has progressed further, since the role and work of the interim minister may overlap with or completely own this effort.
- Growth Task Force
 - A charter has been approved by the Leadership Council, and nominations for this task force will be solicited from the congregation in the same manner as for the Transition Planning Task Force and Interim Minister Search Committee.
- Governance Sunday Forum
 - There is interest in repeating the Sunday Forum session on Plymouth's Governance.
 - Perhaps a 'YouTube' video (that could be linked to Plymouth's website) would be a good vehicle to convey information about the Governance to a broader audience.

Next Meeting

- The next Leadership Council meeting is scheduled for **April 18, 2018** at 6:00 pm. in room 215

Adjourn

*Respectfully submitted,
Chad Freeburg, on behalf of
Mike McCallister, secretary*

Minutes Procedure

Minute-taker submits draft to group within 10 days of meeting; members have 7 days to submit revisions (no response is treated as approval).

If any revisions, minute-taker forwards revised draft to group within 3 days for electronic approval; members have 2 days to respond (no response is treated as approval).

Minute-taker submits approved minutes in Microsoft Word format to the Ministry Assistant for Programs (Doug Freeman, dougf@plymouth.org) upon approval.