



Plymouth

CONGREGATIONAL CHURCH

DEACONS

Meeting Minutes

Tuesday, October 2nd, 2018

Attendance:

Yes	No		Yes	No	
■		Peg Birk (2020)		■	Gloria Wallace (2019)
■		Claire Colliander (2021), <i>Treasurer</i>	■		Greg Zoidis (2019)
■		Ed Curtiss (2019)	■		Paula Northwood, <i>Acting Senior Minister</i>
■		Katie Dillon (2021), <i>Clerk</i>	■		Beth Faeth, <i>Minister for Congregational Care</i>
■		David Homans (2020)		■	Seth Patterson, <i>Director of Spiritual Formation and Theater</i>
■		Claire Kolmodin (2020)	■		Dan Wolpert, <i>Interim Minister</i>
■		Brian Siska (2021), <i>Moderator</i>			

GUESTS: Allison Campbell Jensen

Actions Taken:

Item 1. Minutes of the previous meeting electronically approved.

Item 2: Motion to approve a request from the Board of Finance and Administration to conduct a campaign establishing a \$500,000 fund in honor of Phillip Brunelle’s 50th anniversary was electronically approved.

Item 2. Motion to approve the written severance policy entitled “Employee Benefits Policy 5.7, Severance” was passed.

Agenda and Minutes

Meditation (Claire C.)

Claire read a passage from Exit West by Mohsin Hamid related to the ritual of prayer.

Process Time- Prompting question “What have people been noticing at Plymouth?”

- Leadership Day discussion about transforming 2nd worship service from critiquing sermon intellectually into having a more integrated spiritual experience
- Quite a lot of emotion shown on Leadership Day, a sense that we as a church are really moving into doing the spiritual work of the church
- Such a difference from this time last year, signs of healing, less divisiveness
- Groups of people talking positively about Plymouth
- People checking in with one another on a deeper, more soul-focused, level
- Awareness of more of the spiritual side of ourselves and our church
- New schedule has brought variety of people together in different ways, people really jumped in
- Many people engaging in Dan’s Sunday morning sessions and are really excited to talk about this topic with others at Plymouth
- Noticeably different energy coming in to building
- New people, and people wanting to be engaged and find their place here

- Great satisfaction with new Sunday morning schedule

Reports

Ministers:

Paula submitted a written report prior to meeting. Personnel committee working hard on policy manual, including new severance policy which was shared with Deacons; this policy would put Plymouth more in line with state law and the UCC. The following motion was brought to Deacons from personnel committee by Ed: Deacons approve the written severance policy entitled "Employee Benefits Policy 5.7, Severance". Motion passed.

Paula brought forward a discussion about the donation of a stained glass window that had been in Plymouth's previous building downtown and has since resided in a church in Wayzata.

Paula shared a chart she created showing a history of clergy and non-ordained program positions since 2001 up until now.

Beth has been connecting with new folks as a part of pastoral care. Beth has also been hearing from people within the church who have been triggered by events of the past week with the Supreme Court hearings related to their own history of trauma. Blessing of the animals is coming up. Beth is looking forward to her installation on Oct. 14th. We will be recognizing 50-year members Oct. 14th as well. Beth shared that the Strobel Drop-in center is a powerful ministry and Larry hosted a service for peace in the chapel.

Dan sent a written report prior to the meeting. Dan recommended hosting conversations regarding the ordination paper that was published in the Flame. This will be a conversation hosted by Deacons and having multiple days and times is important. This will also be meant to inform the potential future bylaw changes. Dan will work on getting those scheduled this fall.

Seth was unable to attend.

Moderator (Brian):

Brian will provide an emailed report and will email about providing hosting for Beth's installation.

Treasurer (Claire C.):

Claire provided packets of paperwork from the audit. Overall the audit was good and no major negatives. Claire walked the Deacons through the financial statements from the audit. The audit shows a more complete picture of the church's financial health and we need to take a look at how we communicate around financials- this includes things like unrestricted bequests and total net assets.

Annual Governance Agenda- this process of reviewing is meant to be a step back to check in on how well we are doing on our policies

Review G.P. 2.9-2.12

Linkage with the congregation is an important item to note and we need to ensure we are providing opportunities to hear from the congregation. Sessions with Dan related to ordination and other listening sessions will be ways of achieving linkage with the congregation. Dan noted that using examples when discussing governance structure can be useful to help others understand. Governance evaluation does not have a specific process, but we utilize this review time during meetings as part of that, and Paula has an opportunity to evaluate us during her annual review.

Important to note is that the Purposes of the Church continuously comes up in the governance policies and our work can be measured against them, we need to continue to find ways to utilize the Purposes in the work of the Church.

Other Matters

Deacons' retreat will be on October 13th, it will include governance review, discernment practice on what have we learned over the past decade or so, a healing ritual, and discussion around the 21st century church. Location: St. Mark's Episcopal Church, time: 8:30- 4:30

October 21st & November 18th, 10am Deacons will host Listening Session/Q&A, the agenda topics will be open for the congregation.

Preparation for evaluation of Senior Minister

Personnel committee created process for this and evaluation forms have gone out to 11 people, Brian will receive responses. Paula will also do her self-evaluation which Deacons will hear November 6th. Following that the Deacons will produce an evaluation which will then be presented back to Paula.

Meeting adjourned at 9:00pm

Next Meeting Preview

Review G.P. 3.1-3.7

Evaluation of Senior Minister

Joint meeting with Leadership Council (October 24, 2018)

Next Meeting

November 6th, 2018

*Respectfully submitted,
Katie Dillon, Clerk*