



Plymouth

CONGREGATIONAL CHURCH

LEADERSHIP COUNCIL

Meeting Minutes

Wednesday, December 19, 2018

Attendance:

Yes	No		Yes	No	
■		Deb Fowler, <i>Chair</i>	■		Becky Dougherty, <i>Spiritual Formation</i>
■		Sarah Lehman, <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>	■		Paula Northwood, <i>Acting Senior Minister</i>
		Matthew Wiandt			
■		Eric Olsen, <i>Finance and Administration</i>	■		Beth Faeth, <i>Minister for Congregational Care</i>
■		John Kulstad, <i>Fine Arts</i>		■	Dan Wolpert, <i>Interim Minister</i>
■		Peter Eichten, <i>Outreach</i>			

GUESTS: Sonia Cairns (Racial Justice Initiative), Catherine Shreves (Racial Justice Initiative), Lynn Moline (Growth Task Force), Chris Bohnhoff (Growth Task Force), Allison Campbell Jensen.

Actions Taken:

Item 1. Minutes of the previous meeting electronically approved.

Item 2. Agreed to move the next Leadership Council meeting to January 30, 2019.

Agenda and Minutes

Meditation / Prayer

- Offered by Becky Dougherty, a reading from *Religion Gone Astray: What We Found at the Heart of Interfaith*, Mackenzie, D., Falcon, T. & Rahman, J. (2011), and a short prayer.

Acting Senior Minister’s Report – Paula Northwood

- This year’s stewardship campaign has obtained over 400 pledges toward the target of 500, and it has raised over \$1.3M toward the target of \$1.6M. There will be an “over the top” campaign celebration in January.
- Paula reminded each board that they have an extra \$1,000 in their budget, and that boards should inform Paula on their plans to use these funds to further growth.
- Proposed budgets for next year will be soon be shared by Paula. Boards should review these closely. Please pay attention to where the boards are spending and where they are not.
- Deacons are working hard on the transition. They will be putting out more information in the new year. They will likely propose a search committee, probably in January or February. The Leadership Council should think about people who might be candidates.

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.

- A small group of Deacons are also working on a vision statement, which may inform both the search committee and thinking about the clergy model. No decisions have been made yet on possible changes to the clergy model.
- Paula counseled that a decision about the embroideries likely needs to be made before we begin the external search, to be more appealing to potential candidates.

Racial Justice / Embroideries Update, Deb and Sarah

- An action plan laying out activities in the coming months has been created, and it is up on the website.
 - It includes four Sunday Forum topics and some Film Club screenings that help educate the congregation on aspects of the embroideries and the contexts of their creation and story.
 - It includes a couple of guest preachers, including Jim Bear Jacobs on February 10th.
 - It includes our joint Deacons and Leadership Council meeting on January 8th, and the second Leadership Day on February 2nd.
 - This plan is intended to move the congregation towards a common understanding for further work.
 - We are asking leadership to engage and work together, develop a common vocabulary, learn about common resources, and dive in to this next stage.
- The Racial Justice Initiative gave an update on the partnering they are doing with the boards.
 - The initiative members have divided into teams of two, with each team engaging with a board.
 - After researching the board and learning about their recent activities, they will share a 30-minute program that covers a piece written by Peter Eichten and a draft racial justice covenant. They will offer help to the board to adapt and/or adopt the covenant.
 - They will continue to work with the boards on how to engage with racial justice issues, and they will seek to be an ongoing resource to the board.
 - Boards are accountable to the Leadership Council for their support of the Racial Justice Initiative.

Growth Task Force Highlights, Lynn Moline

- The task force has been focused on learning about the current activities of the church, before making decisions or trying to reach conclusions. They have been doing reading and research, and they have been participating in current activities of the church. They have spent time interviewing the boards. And they have been working through a social discernment process.
- Some early realizations:
 - We must look at growth more broadly than number of members on the roster and pledging units.
 - We should realize that growth is already happening.
 - The task force is generating lots of ideas and is also collecting them from the congregation.
 - Growth will mean change. Survival means change. But change is not new, and most people are excited about this.
 - It is Important to recognize and embrace who we are, at our core. We are a progressive, Christian community. We're into social justice. We're into arts and ideas.

Board of Spiritual Formation Spotlight, Becky Dougherty

- Becky Dougherty gave an update on the Board of Spiritual Formation and their six active committees.
- Noted that Spiritual Exploration committee is moving to a proposal-based model for topics, away from the internally-driven model used previously. They plan roughly a semester at a time, and this new model makes it easier to accept new topics.
- We discussed the responsibility for the Christmas Festival. The board feels that this is not currently aligned with the Board of Spiritual Formation, and they would like the Leadership Council to give some thought to the future of this event. The Leadership Council should plan for further discussion on this in a future meeting.

Next Meeting

- Next meeting with the Deacons on **Tuesday, January 8, 2019** at 6:30 pm
- Agreed, next Leadership Council **January 30, 2019** at 6:00 pm.

Adjourn

Respectfully submitted,
 Mike McCallister, Secretary