

Plymouth Church, United Church of Christ
1217 6th Ave
Seattle WA 98101
www.plymouthchurchseattle.org

CONGREGATIONAL COUNCIL Meeting Minutes
Meeting Date: April 8, 2017

ATTENDANCE:

- | | | |
|---|---|--|
| <input checked="" type="checkbox"/> Al Wallace | <input type="checkbox"/> Kathleen Wilson | <input checked="" type="checkbox"/> Staff: |
| <input checked="" type="checkbox"/> Lori Kaid | <input checked="" type="checkbox"/> Kyna Shilling | Rev. Steve Davis |
| <input type="checkbox"/> Dan Landes | <input type="checkbox"/> Madeline Beery | |
| <input checked="" type="checkbox"/> Bing Tso | <input type="checkbox"/> Paul Ford | <input type="checkbox"/> Guests: |
| <input checked="" type="checkbox"/> Doug James | <input checked="" type="checkbox"/> Jane Dunkel | |
| <input checked="" type="checkbox"/> Margot Page | <input checked="" type="checkbox"/> Katherine Guthrie | |

AGENDA ITEMS:

1) Calling Council to Order & Noting of February 11, 2017 Meeting Minutes as Approved

- a) Al Wallace called the meeting to order at 9:50 am.
- b) Council confirmed they were OK with continuing to approve minutes by email, keeping this effort minimal. Secretary will report any changes to draft minutes by email. Minutes are needed mostly to record votes.
- c) No treasurer's report, but Jan/Feb financials are in order, and will be finalized soon.

2) S.W.O.T. Analysis & Priorities Continued

- a) We briefly reviewed last meeting's Strengths-Weaknesses-Opportunities-Threat (SWOT) analysis, and a summarized, tallied list of inputs. Key near-term question is, what can we do in the next 8 months, realistically? What are our three core priorities? Lori led us in a prioritizing exercise, which led us to three main priority areas for the remainder of 2017 (and beyond):
 - i) Vibrant worship
 - ii) Social justice
 - iii) Electronic/media usage

More development of these ideas in the very near future is needed, plus tying this in with the Action Plan.

3) Bylaws Draft to Allow for Collaborative Ministry Structure / Minister's Roles / Clean-up

- a) We reviewed a redline copy of the draft by-law revisions that AI distributed (MMAG reviewed this last month). Key changes are adding co-ministry capability and adding supervisory flexibility, streamlining board structure so that it is more flexible and permission-giving (with the Council reviewing the board structure each year), and refining the executive director of church operations (EDCO) position. The draft also contains small edits to clarify intent in places.
- b) The bylaw update vote occurs on 5/21, so we need to get draft bylaws out at least 30 days before. We need to have a presence at Council Corner for follow-up conversations, and make sure to announce this to congregation.
- c) MSP [motioned, seconded, and passed] to remove “the Worship Board” from the Music Director passage in Section 10.3.

4) Schedule for 2 Congregational Conversations for Dialogue Only

- a) These will be in Q&A format to discuss the topics of by-law amendments for “update” and to allow for the addition of a collaborative ministry model of ministerial leadership. They are scheduled for April 20 at Horizon House, and April 23 and 30 at Plymouth. Conference Minister Mike Denton, and University Congregational leadership will be present at both meetings, and possibly also Rev. Liz Oettinger, and Rev. Dale Sewall (who has led similar efforts at a Mercer Island church).

5) Called Congregational Meetings

- a) May 21 (after church with lunch) to update bylaws—we need a quorum, vote to approve by-laws, as well as collaborative ministry. Be sure to reach out to choir since they are off that day.
- b) June 11 (with lunch and celebration) - collaborative ministry call vote. How do we get buy-in from congregation? Need to start outreach and communication right now, even a listening tour in neighborhoods (with Google doc/conference call to share what happened) attended by Council members to understand where people are with this, and so they can be heard. Important to emphasize that the Council has a direction and an opinion on how to proceed, but needs to remain open to listen.

6) Anne Lamott Event

- a) Scheduled for April 26, 2017, 6:00 p.m. at Town Hall.
- b) Proceeds to go to Recovery Café and towards next event (or towards Plymouth’s priorities) as seed money. We expect a roughly \$4,000 surplus to distribute. MSP that 75%/25% of proceeds go to Recovery Café/Plymouth priority #3 (see SWOT analysis section), respectively.

7) Immigration Ministry Team (Sanctuary Status)

- a) Jane and Janet Gwilym from the IM Team provided a general update. They noted that Church Council of Greater Seattle is setting up 200 churches to be a rapid response team for immigration rights. One example is that Plymouth could support Gethsemane Church as a sanctuary church. Early May increase in raids is a possibility. Immigration team has five areas of focus: (1) Lutheran Community Services – providing meals for foster families, (2) Plymouth serving as a site for Know Your Rights trainings, (3) sanctuary/companioning movement - supporting families with food, legal, education services tied into rapid response to raids, (4)

coordinating with congregational survey that Steve is leading to see who can help in this area. It is hard to say how immigration is going to play out in the near term. Kelle has been in touch w/Mike Denton about UCC response—want to be low-key about this.

- b) Check-in on how this process works—are teams empowered, for example, the immigration ministry team? The Council is comfortable with process so far, and feels this is a good model. It is important to share on website what folks can do to help so congregation knows what's going on and we can connect. We have to be sure to coordinate with our ministers too. Kelle wants to infuse overarching St Marks principles at Plymouth, so all are clear what our overriding principles are.

8) Wedding Receptions - Options for Receptions to Serve Wine/Beer with permit and security.

- a) If wedding party agrees to have licensed bartender and extra security person, then we are covered from an insurance standpoint.
- b) Weddings bring in money, a form of mission. Other controlled substances should also be considered at this time.
- c) [MSP to allow serving of wine and beer at wedding reception in compliance with insurance requirements \(licensed bartender and extra security person\), and with appropriate indemnification clause in the agreement.](#)

9) Listing of Housing Exclusion for Rev. Steve Davis from "hire letter" not properly worded for IRS.

- a) IRS needs to see the words “housing exclusion” in our agreement as of 9/1/2016 with Steve. [MSP to amend Rev. Davis’s job letter to recognize the \\$40,000 housing exclusion in his compensation, based on his change of position to Minister of Administration and Church Operations.](#)

10) Next Council meeting will be June 10. There may be 1-2 conference calls as needed beforehand.

Potential topics include:

- a) SWOT follow-up
- b) Debrief on listening sessions for future congregation/council conversations (need to further the ombudsperson mechanism still, more research needed. This could help filter feedback to/from ministers so they are not inundated.
- c) More updates (on covenant, Village of Hope, etc.), brief reports to Council in the interim, maybe after next MMAG meeting
- d) Determine what the Council priorities are for the second half of 2017
- e) Stewardship starts

The Moderator agreed to send out some sort of monthly (possibly post-MMAG meeting) update to Council members during the month we don't meet.

11) Meeting adjourned at 11:55 pm.

12) Minutes submitted by Bing Tso, Council Secretary. Draft minutes were submitted to the Council on April 10, 2017 via email for review and approval (3 responses received). Final minutes submitted on April 19, 2017.