

*Plymouth Church, United Church of Christ*  
*1217 6th Ave*  
*Seattle WA 98101*  
[www.plymouthchurchseattle.org](http://www.plymouthchurchseattle.org)

**CONGREGATIONAL COUNCIL Meeting Minutes**  
Meeting Date: June 10, 2017

ATTENDANCE:

<input checked="" type="checkbox"/> Al Wallace	<input checked="" 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 checked="" type="checkbox"/> Dan Landes	<input checked="" type="checkbox"/> Madeline Beery	Rev. Kelle Brown
<input checked="" type="checkbox"/> Bing Tso	<input type="checkbox"/> Paul Ford	
<input type="checkbox"/> Doug James	<input checked="" type="checkbox"/> Jane Dunkel	<input checked="" type="checkbox"/> Guests:
<input type="checkbox"/> Margot Page	<input checked="" type="checkbox"/> Katherine Guthrie	Tad Anderson

AGENDA ITEMS:

- 1) Calling Council to Order & Noting of April 9, 2017 Meeting Minutes as Approved**
  - a) Al Wallace called the meeting to order at 9:45 am.
- 2) Collaborative Ministry Structure / Minister's Roles / Calling Endorsement by Council (Al Wallace)**
  - a) Noted that we need to issue the ministerial call as Council, as well as endorse initial one-page shared ministry description. Discussed the latter. Agreed we should send out the org chart showing roles and responsibilities to the Council to help understand the staff structure better. Later this page and the org chart can go out to the congregation. Kelle will be the pastor, Steve the minister—discussed if some differentiation needed for the congregation, while showing parity in co-leading. [Motedioned to endorse the church's call for Kelle and Steve to serve as Plymouth's co-ministers. Motion was seconded, and passed unanimously.](#)
  - b) Discussion of how introductions and meeting will unfold tomorrow. We will have one motion to call both ministers, and have an oral vote. We will ask for Al Bentley to be the parliamentarian. Be cognizant that various congregants may still have concerns, even if the vote is unanimous.
  - c) For next council meeting, we need to draft and approve call letters for both, with specifics similar to an employment agreement.
- 3) S.W.O.T. Analysis & Priorities Continued (Lori Kaid)**
  - a) Little response to survey Lori sent out. We are busy, so what is a better way to try to accomplish this prioritization process?
  - b) Three core priorities:
    - i) Vibrant worship
    - ii) Social justice

iii) Electronic/media usage

We can work on these priorities in some this year, and focus more on this next year. What are specific actions? Lori asked us to put Post-Its on sheets to gather ideas for what we can do.

What is going on with Action Plan? Need to reconvene with new leadership. May be good to bring Cameron Trimble back in to do some processing. Maybe pastors and I-Team folks, with Cameron can develop new ideas to bring to Council, building off Action Plan ideas. Make sure to notify congregation of accomplishments, next steps for Action Plan.

Make sure new ideas from boards/Council get funded in budget. There is now more structure to allow for more deliberate, targeted budgets, including input from committees on what they want to do (though we need to make sure what they want to do fits the Council/ministerial overall vision). Council needs to sketch out broad vision soon to guide budgeting.

Kelle noted we are sort of in “new church start” mode, with new leadership (example: Mike Piazza’s using Micah 6:8 as vision framework for hanging specifics on). Action Plan has visionary language too. Rev. McKinney made clear that growth is imperative—don’t forget the importance of this. Young adults a missing demographic, but remember that catering to groups vs. creating vibrant, compelling church to draw people in. We have to do church in a new way, and experiment. We need to make our own models, be comfortable with “failing up.” Pledge model is falling away, is not sustainable, so we have to find new financial models for success. Aim for innovation.

**4) Music Ministry Direction - Scope and Positions Desired**

- a) Lots of questions floating around after by-law discussion about “third rail” issue of music director. Need to look at current and future music needs. There are so many young musicians within the congregation that we could tap, and engage, rather than pay professionals. Doug was only working half-time, so does Wanda’s position need to be full time? (answer seems to be yes she has a full-load). Council thoughts: music is integral. Need to have broader discussion of role of music in our church—how do we start that conversation? 9 and 11 services have radically different music budgets? What styles, and can they mix? Need to offer call to Wanda for her service and skills during a critical time, before we start a big church-wide conversation. For some, music is at the heart of worship experience, and might need to be reached out to carefully if we suggest changes. \$5K for music for Easter service alone—this is a lot. Music ministry has to support our vision. Choir might be fine without paid singers, or with a reduction, esp since we have so many good musicians. Empower Kelle to keep conversation moving forward. July is supposed to be Sabbath Month (new initiative), with reduced activity so all can rest and recreate.

**5) 4. CSSA Funding Change Proposal (Rev. Steve Davis)**

- a) CSSA traditionally gets their money based off anticipated, not actual pledges. CSSA is proposing a change to use the previous year’s actual pledges as the basis for their 25% budget of pledges, so the amount upon which their allocation is based will be 1.5 years’ behind. Maybe true up with

year-to-year pledge differential, % difference. What is the rubric? Fixed amounts easier for organizations. Lots of pushback on any changes. Need to revisit this—this is a big, touchy issue, name the vision (vs. individuals' pet projects). Need to be clear on vision to sell changes to congregation.

**6) Employee Manual Proposal from HR (AI)**

- a) Plymouth member Susan Berry is a very talented professional resource in the area of human resources, worked on the employee manual creation/update and handles hard issues. Changes were made to incorporate collaborative ministries, and add clarity about who to go to safely if there are HR issues. Plymouth's by-laws do not include an HR Committee—the only thing close is really more of a search committee. Maybe a committee is not the best way to treat HR issues, and responsibility should be put back onto staff. *Washington Employers* is an inexpensive resource Plymouth might use.

**7) Parish pastoral care resources as provided for in 2017 budget (Rev. Kelle Brown/Rev. Steve Davis)**

- a) Gaps – Tad and June filling in with visits and other pastoral care needs. Rev. Donene Blair, a Plymouth member who also does spiritual direction) is open to providing care for 8-10 hours a week. \$6,500 budgeted for this plus another \$5,000 = \$11,500 available for remainder of the year (2017). An additional part of Rev. Blair's compensation will be permission to use Plymouth space to do spiritual direction with private clients. Kelle would like to tap Donene for this role. Deacons are being developed to help provide additional support starting in August. Want to fund fully for 2018, within existing discretion of ministers.

**8) Annual Meeting of Pacific Northwest Conference - Review (Lori Kaid)**

- a) Pending by e-mail. Brianna Brannan led effort for immigrant welcoming sanctuary church resolution.

**9) Anne Lamott Event Success and Recap (Rev. Steve Davis)**

- a) Successful event with \$41,000 of income from ticket sales, with \$8,000 in net proceeds after costs. About \$6,000 went to Recovery Café, plus \$2,000 seed money for next event. Kelle did ministry on the spot. This is an example of how we are stepping into how the third part of our Action Plan (Center for progressive Christian innovation), and models how it might look. This event was successful and yielded great lessons.

**10) Financial Overview, January - April (Dan Landes)**

- a) Two issues: (1) \$750K budgeted, \$701K actual pledges in hand, so \$49K shortfall, (2) music budget has \$11K hit because of Betts Fund mis-counting. Ideas to deal with: (1) 2016 had ~\$30K surplus that could be carried over, (2) add'l Betts fund draw, (3) budget tightening, (4) CSSA difference. Finance committee will come back with a proposal to deal with this for the next meeting.
- b) Two vacancies on committee—need to fill these.
- c) Starting budget process for 2018. Several pledge decreases, \$60K hole, other headwinds
- d) Dan asked for volunteers for the Budget Committee this year – Jane Dunkel and one other volunteered.

**11) Immigration Ministry (Jane Dunkel)**

- a) Team is in place, and is coordinating with Gethsemane, so Plymouth can provide material support for their declared sanctuary church status.

**12) Investment Committee Diversity Poll (Tad Anderson)**

- a) Tad reported on purpose of committee, and how internal ESG (environmental-social-governance) survey to see if Plymouth is walking the talk in how we operate.

**13) 12. Other**

- a) Next meeting is August 12.

Meeting adjourned at 12:03 pm. Minutes submitted by Bing Tso, Council Secretary, to Council by email for review and approval on June 19, 2017.