

Plymouth Congregational UCC Church

December Council Meeting

12-8-18

Present: Lori Kaid, Bing Tsao, Mike Pierson, Debbie Baden, Elizabeth Gordon, Karen Clark, Cindy Anderson, Kyna Shilling, Madeline Beery and Kathryn Guthrie; Rev. Stephen Davis, and Rev. Kelle Brown. Absent: Courtney Hashimoto; Guest: Chris Hanson.

Opening Prayer: Steve opened the meeting in prayer.

Call to Order: The meeting was called or order at 9:10 AM by Lori.

Check-In: Council attendees checked-in.

Review of November Minutes: The minutes were amended. M/S/P.

Executive Minister's Report: Steve made the following points;

Covenant Emphasis: More work needs to be done on pledge collection and volunteer involvement. Next week there will be a conversation on the first look at the financial situation and collection information of pledges.

Budget 2019: They aim to have the budget in print 12/23. The By-Laws mandate that the budget be in the hands of the congregation 2 weeks prior to the meeting. We are currently showing that we're under on expenses, and income for 2018. We are looking at a \$50,000 shortfall at this time.

Parking Garage: Have signed a garage contract that will be a "pay and display" type of collection for after-hours use, with the goal of being in place around the end of January, 2019. This should be a new source of revenue for the church once in place.

Building Security/Training: We will have camera monitoring in several locations, with installation to occur. There will be keypad access to the door into the building from the garage. In the future the security plan needs to be updated. The role of companions, greeters, needs to be clarified so it is clear what the expectations are particularly for security and emergency-related situations. A training will be developed for those in roles with potential security implications.

Advent Lighting: Exterior Lighting has been priced, but is too expensive to proceed.

Lead Pastor Report by Rev. Dr. Kelle Brown (See her report)

Companion Issue and Security: We need a Task Force or other group to focus on the issue of security, safety and emergency preparedness. Lori asked what the Council can do to help in this area. Kelle suggested that we look to resources at work or in our organizations. Steve has approached the Police

Department to conduct a training on-site, but they have not been able to respond to date. Members who identified they have resources to contribute include: Mike, Madeline, Bing, Elizabeth and Lori. In January we will identify how to move forward. The Pacific NW Conference uses Presidium for Active Shooting training. Michael and Madeline will help Steve move this forward in the new year.

Longest Night Event: We will hold a Longest Night Event at Plymouth on Friday, Dec. 21st with Michael Powers as the guest musician. This event remembers people who have died on the street.

Deacon's Ministry: This ministry is on a path for providing health and vitality for the church. Kudos to those who step up and take leadership. We want to expand the number of participants who are interested to be servants for the benefit of the church. We started at 12, and are now down to 6 deacons, but hope this will grow with appropriate personnel.

Faith Formation: Jennifer Castle has started a Faith Formation course on Wednesday nights. Its intent is to focus on Bible Study at 7:30 PM. Engagement has been low to date.

Dementia Conversation in Early February both here and at Horizon House.

Pastoral Care: The staff is under stress, particularly during Advent and Christmas, which are incredibly stressful times in the church. It would be helpful to identify ways to meet without over-stressing staff: via meeting without staff in December, use of conference calls, or letting go of some of our perfectionism needs.

Budget: Kyna made a presentation on the Plymouth 2019 budget. Nationally, giving is down; giving is down at Plymouth as well. As the older generation passes, there is a reality of lower level of giving. Plymouth is a very vital church right now, with high engagement of many. We've come from a place of abundance, and particularly staff has been increasingly impacted. The budget in development is one of cost-awareness. (See Budget Handouts)

Priority areas: 33% Building, 22% Church Ops, Faith Formation. Workshop/Music. Others...

Mission & Social Justice: Pledges were down 2017-2018 with 25% to mission. There was discussion about whether this is the time to seriously look at whether this is the level of giving that we can maintain. One prospect is to indicate that with pledges down, mission % goes down also. This is something that should be addressed over the next few months. Some parts of the budget are not CSSA: OCWM (Our Church's Wider Mission), PNC dues, Immigration Ministry Team. Justice Program. There is a consensus that a reduction here would need to be eased in and not adversely affect non-profits to whom money has been promised.

2019 Income: The anticipated income for 2019 is: \$2,050,753 with the projected expenses being: \$2,123,000. Pledges are currently ~ \$523,000, leaving a gap of around \$70,000. Kyna identified several areas for potential ways to reduce the budget beyond what has currently been done. Cuts have been made in Worship/music, Building, and Special Projects among others. The church has 187 pledging households. To balance the budget it would require \$386 extra/household.

Working Lunch: The Council had a working lunch, and proceeded with the meeting as follows.

Annual Meeting and Report:

Council Orientation: Elizabeth summarized the survey data from our lay leaders: there is an desire for increased transparency, job descriptions, transparent approval process. See the chart that illustrates in red where there is no communication:

Congregation to Ministry Teams and Groups

Ministry Teams to Council and Boards

Congregations to Council

Annual Report: Elements are needed from: the Existing Moderator, Incoming Moderator, Budget Chair, Res

Building Project: A brief discussion was held about the building study. Meriwether will be invited to give the presentation at the Congregational Meeting.

On-Boarding: Kathryn brought up the issue of orienting new Board and Council members.

Closing: Kelle led the Council in prayer. Lori dismissed the meeting at 12:58 PM.

Respectfully Submitted,

Madeline P. Beery, Council Secretary