

Plymouth Congregational Church UCC - Council Meeting 10/20/18 – Saturday

**Present:** Lori Kaid, Bing Tso, Mike Pierson, Courtney Hashimoto, Debbie Baden, Elizabeth Gordon, Katherine Guthrie, Cindy Anderson, Kyna Shilling.

Joined by Rev Kelle Brown, Rev. Steve Davis, Ms. Jennifer Castle

**Absent:** Karen Clark, Madeline Beery

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**\*November Church Council meeting:** 11/10/18 (Saturday) will begin with an Executive Session at 9:00 AM

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**Called to Order** – 10:25 AM by Moderator, Lori Kaid

**Opening prayer** – Rev. Kelle Brown

**Check-in:** All

**Review of agenda** (Lori)

Kyna Shilling announced that proposed 2019 Budget will be sent to Council. Budget meetings scheduled for December 2018

- Dec 16 – the 2019 Budget will be presented to congregation for discussion. Kyna will be sending out information for Congregation.
- Dec 23 – Congregational meeting # 2
- **Congregational Meeting to vote on 2019 Budget scheduled for Sunday 01/06/19**

**Member in Discernment presented**– Ms. Jennifer Castle

\*Jennifer presented her Faith Statement to Council.

\*discussion and questions by Council for Jennifer

\*concluded with a laying-on of hands/prayer

**\*Motion** to accept Jennifer Castle as MID with Plymouth Church UCC.

- M/S/P with 1 abstention (Debbie Baden- who's a current member of the PNWC UCC -Committee on Ministry)

## **Employee Manual presentation**

per Lori Kaid: this is a 'living document'. Latest draft is in Council's hands to discuss today.  
Recommendation to approve this document.

- Questions & Discussion: this Employee Manual has been in-process for over a year. Susan Berry has been involved with our Moderator. Language and job titles needed updating to be current

Request to Council is to either approve as is right now (or not).

**Motion** to accept the Employee manual as presented today.

- M/S/P unanimously (no abstentions)

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## **Lead Pastor Report – Rev. Kelle Brown**

\*Rev. Kelle presented reflections on how new 10:30 AM Service start-time has been going. She has been receiving mainly positive feedback.

\*Rev. Kelle gave Council more detail about *Sanctuary Church* (which is sharing our church building) – they were needing a space to meet. They are discerning their denomination affiliation (from Southern Baptist tradition but moving toward Open & Affirming).

\*Elizabeth Gordon asked about the Faith Formation program. She suggested that the programmatic theme be more visible on our congregation announcements & around the church building. This is happening.

**\*\*\*Lunch\*\*\***

## **Executive Minister Report – Rev. Steve Davis**

\*OCWM contribution from Plymouth: report on past decrease and need to increase back to \$95,000 per year.

\*Rev. Steve reviewed his report and Budget for 09/01 - 09/30/18. From his perspective finances are performing well. Committees are managing their program budgets well.

\*Plymouth Garage contract up for negotiation – currently Plymouth receives 60% of revenue.

\*other lease possibilities: discussion with PNWC UCC for potential relocation of Church Conference office from Broadview UCC (in N Seattle)

\***Stewardship drive** – move to be more covenantal in-addition to receiving commitments for 2019 pledges.

- **Covenant Sunday: November 11, 2018**

\*Elizabeth Gordon questioned if there is a timeline for upgrading Plymouth security. Steve stated that we are looking at all aspects.

- Statement: we are a downtown church with heightened visibility and potential for violent encounters.

Discussion regarding heightened security concerns and process to handle events.

Bing Tso brought need to start getting a plan in-place to discuss by next Council meeting. In the meantime, need security presence when people in building. Discussed purchase of security cameras – which Steve has been researching.

**Motion** (by Elizabeth Gordon): to authorize Rev. Steve Davis to purchase a security camera system for Plymouth doors (access points) and to come-up with a plan for additional training & security systems by the end of the year. M/S/P (no abstentions)

***Discussion of Hiring Property Consultants – tabled until November Council meeting.***

**Plymouth Church UCC Leadership & Organization**– Elizabeth Gordon & Bing Tso

\*presentation continued from last Council meeting

\*Proposal to Council for Vote reviewed: goal is to put together a presentation for Annual Meeting

**Motion:** to support this proposal for Congregation M/S/P

Rev Steve added that having an overview for the congregation on what we read & studied at Leadership retreat (August). ***Canoeing The Mountains.***

- Include in Annual Report the review that Jennifer Castle put-together for Leadership of highlights of what was discussed regarding this topic.
- Concern: how to present at Annual Meeting. Possibility that topic may require a future Bylaw change.
- Suggestion that it could be introduced in such a way as to bring congregation up-to-speed.

**Plymouth Congregational UCC Annual Meeting: Sunday 01/27/19**

**News:** Council change – Courtney Hashimoto will be leaving as of the Annual Meeting 2019. He is retiring and possibly moving out of the Seattle-area.

Rev. Steve Davis prayed us out.

Adjourned at 1:45 PM

Respectfully submitted,

Debbie Baden, Scribe (covering for absence)