

Pilgrim Church Council Meeting March 28, 2016

Members present: Kate Sturgis, Sandy von Stackelberg, Lynn DeHart, Jan Zabilski, Bruce Hadley, Todd Vetter, Nancy von Stackelberg, Emily Keller, Anne White, Lynne Devnew, Patti MacLennan

Meeting started at 7:05

The purpose of the meeting was to review the By-Laws as it pertains to PCCP and Deacons.

Deacons

Patti MacLennan and Anne White presented on Deacon's. They believe that the committee should consist of 12 members, which is biblical. They want to get to that number in 2016-2017. Currently there are 9 members and it can be challenging to field enough volunteers each Sunday. It is written that the committee should be 6 Men and 6 Women. We felt that this wasn't a hard and fast rule but aspirational. A quorum is based on total membership.

A discussion ensued about whether Adult CE should fall under Deacons or CE. CE, in its current form, really doesn't have the capacity. Maybe it makes sense to bring together a small committee that have a passion for Adult Ed. Todd suggested a "faith formation" group, done informally where they work with CE to develop a program. This group might also want to study where we are going with Sunday night worship, Adult CE, etc.

The By-Laws indicate that Deacons are supposed to be in charge of membership. It has been a while since anyone has really developed a list of who is active or inactive. They take a head count on Sundays but don't keep track of who is in attendance. One of the deacons is on the lookout of who is new in the church. Anne White thought we should take note of who isn't showing up and might be ill or need attention.

Deacon's also oversees Caregiving ministries. We do have a strong visitation committee led by Lindy Keay. Stephen Ministry seems to have become inactive to everyone's regret.

We talked about HR reviews and how they should be conducted. We discussed the concept of having 360 reviews where Deacons, Trustees, and Council might get involved. It would include a self-evaluation and staff members would all participate.

Todd had some concerns as it relates to clergy. He pointed out that he doesn't work only a 50 hour week with a specific check list of responsibilities. The role as clergy is much broader. One year he was evaluated for his Administrative skills. He felt this should have been stated upfront that these were the expectations. He prefers a partnership approach. There should be shared expectations. Kate felt this is a conversation that is much broader and needs to be studied.

There was a discussion of the need to review each of the responsibilities of the Deacons when the bylaws are actually being updated.

Patti pointed out that the chairperson of Deacons is an officer of the church. She feels she should be a member on the Council. We will discuss this in May.

PCCP

Lynne Devnew did print out changes to the By-Laws as it pertains to PCCP. They are attached to these minutes.*[sic proposed by law changes are available in church office]*

There are 6 active members on the committee. She felt we should add a section addressing the PCCP Director position. This would include language enabling the PCCP board to hire or fire the PCCP Director. There was a discussion among the council indicating the belief that the Trustees should have approval authority for this position and the Director of Finance; they should not have this role for all staff members of PCCP, only the Director and Finance Director due to State laws and their inexperience with those laws. Michelle's reviews are done by the PCCP board. The question is whether the Board of Trustees should be responsible for the process used for the review of the Director. It was thought in council that termination should be done by the Board of Trustees at the recommendation of the PCCP Board. PCCP would like there to be a Trustee on the PCCP board as is indicated in the current bylaws.

Other Business

In other business we discussed the need to finalize the document on volunteer positions. We reviewed the nominee page to update any new information. This will be in the Bulletin for the next 4 Sundays. In addition we will email out the request for volunteers by email.

We discussed the possibility of inviting a Muslim Iman to our church for an Adult Fellowship meeting. This will probably be done in the fall.

A short discussion ensued about how to empower the Stewardship committee with more demographic information on church members. It was decided that the Stewardship committee, once it is formed, needed to talk about this in more depth.

Respectfully submitted
Nancy von Stackelberg