

Minutes
2016 Church Council Meeting
June 27, 2016
7:00 pm – 8:30 pm

Council Attendees: Bruce Hadley (Moderator), Joan Barrington, Lynn DeHart, Lynne Devnew (clerk), Heather Edwards, Jim Garrett (treasurer), Heidi Hadley (representing trustees), Patti MacLennan, Bob Mustard, Nancy Von Stackelberg, Sandy Von Stackelberg, Kate Sturgis, and Drew Thawley;
Administration update: Rosemary McGreevy; *Interim Search committee update:* Kate Sturgis, Don DeHart, Laura Dunne, John Morton, and Anne White; *Other deacons attending:* Dawn Backlund, David Cheever, and Amy Holbrook

Council was called to order by Bruce at 7:00 pm. Bob Mustard opened the meeting with prayer.

Administrative Update

From 7 – 7:30 Rosemary updated us on administrative activities. She began by noting what she has been doing in her part-time consulting role to keep our church administrative functions flowing smoothly.

- Documented processes while Cathy and Terri were still here.
- Followed-up on interviews of three potential administrative hires by re-interviewing the 3 final candidates. She didn't think any of the candidates were a good fit.
- She interviewed several excellent temp candidates and hired one who has been here for a couple weeks; 1st week learning and now helping out.
- The Temp is Andrea Howard and is in the Administrator's office. She has strong inter-personal skills. She was at Party Lite and had previously been an Executive Assistant in multiple companies. She is here 9-1 five days a week – we're paying the temp agency \$30 per hour. The contract is for 6 months, but we are in MA, so it is actually a contract at will
- Rosemary is also working on revising our processes to save time. She said in several areas we had been following both an old process and new ones that had been added to use new technology.

Bruce noted a committee chair had suggested a meeting to get an understanding of how to work best with the administrator. This seemed a good idea for September.

Interim Search Committee Report

At 7:30, the Interim Search Committee began its presentation of their report.

Kate began by reviewing the process they had followed:

- Lots of people provided thoughtful input to the Pilgrim Church profile

- The committee received 8 profiles from Don Remick. They interviewed 5 of the candidates; 1 of the 5 took another position before our process was completed.
- The committee settled on 1 candidate, Reverend Peggy O'Connor, who is currently the Interim Pastor in Harwich Port.

Bruce asked for motion:

John moved that Peggy O'Connor be called as the interim minister at Pilgrim Church; Don seconded the motion.

We then discussed the motion.

Kate and the interim committee shared a handout and presented additional information

1. They gave each candidate three questions in advance (including questions) so they could prepare for the interviews.
2. The committee thought three of the candidates they interviewed would be appropriate for our position. John had identified the need for someone to bring joy to the church; he felt the sense of joy had diminished since he came to Pilgrim. John felt that Peggy would bring joy when they interviewed her.
3. Laura reviewed follow-up she had done with the references, both in Harwich Port and in Hingham, the site of Peggy's previous church. All gave stories of solid experiences. She clearly has extensive, successful experience as an interim minister.
4. Anne attended a service in Harwich Port, where the congregations' fondness for Peggy was evident.
5. They noted there were many things about Peggy they found compelling: one was how she thinks about worship, another was her focus on how she would begin by listening.
6. She began her work life as a licensed social worker, so is strong in counseling. She received her master degree in divinity, cum laude, from Boston University.
7. When asked about her experience with visioning, one of the references had discussed how well she had led their visioning process.

Bob moved the question. The decision to approve the motion to call the Reverend Peggy O'Connor as the interim minister at Pilgrim Church was approved unanimously.

Anne then reviewed the work she has done on the compensation package; Trustees had approved the total compensation range previously. The decision was unanimously made to reconsider an approved motion to ask the Trustees to negotiate an offer was reconsidered. Jim moved, Bob seconded, and all agreed to authorize the search committee to negotiate the compensation package with Peggy, staying within the Trustee approved guidelines.

Council was adjourned at 8:30 pm with enthusiastic thanks to God and to the Interim Search Committee