

Minutes
2016 Church Council Meeting
October 24, 2016
7:00 pm – 9:00 pm

Council Attendees: Bruce Hadley (Moderator), Joan Barrington, Tom Brayer, Lynne Devnew, Heather Edwards, Patti MacLennan, Bob Mustard, Nancy Von Stackelberg, Sandy Von Stackelberg, Kate Sturgis, Peggy O'Connor, and Emily Keller.

Council was called to order by Bruce at 7:00 pm

Opening Prayer - Peggy

Minutes – Draft minutes had not been distributed, so will be voted on at the November meeting. In the future, the draft will be sent to all council members as soon as it is written asking that reply all be used to surface any errors or omissions.

Pastor's Report- Peggy

Peggy's report focused on generating two discussions: one on search formation and one on returning members.

1. Search Committee Formation – This week we began our conversation of how the Search Committee for our new Senior Minister will be formed. We will want the committee to be as **demographically balanced** as possible so that it truly represents the congregation. We anticipate we will want to have **10-12 church members on the committee**. The committee members will need to have a variety of skills. Those agreeing to serve on the search committee will be making what is likely to be a two year commitment: some of those months will be very busy and demanding and include weekly meeting and additional sub-group work; other times will be fairly inactive, waiting for things to happen. Peggy suggested two formation approaches and noted she preferred the second. A third, slightly modified approach was suggested and, at this point, was generally supported:
 - a. The first option was for Council to create the search committee. In this case, council would build a list of potential search committee members. The list would then be divided among council members who would ask individuals on the list: **if invited would you serve**. Perhaps 30 would be asked this question, hoping 15 would say yes, and then the need for balance would bring the list down to 10 or 12 search committee members.
 - b. Peggy's suggested option was for the initial list of potential search committee members to be created at a joint meeting of church council, deacons, and trustees. From that point, the process would be the same as a) above, with an additional step at the end. The final list of proposed search committee members would be taken to **the congregation for approval**. This approval could be given at a special meeting.
 - c. A further suggested option was to expand the initial list generation role in b) above to the entire congregation. The entire congregation would be asked, **if invited would you serve** and asked to volunteer if the answer were yes. Congregants would also be given the opportunity to submit the names of other potential committee members. This option would require excellent communications of the huge time commitment/amount of work involved and the intent to ensure the committee is demographically diverse reflecting all segments of the congregation.

2. Returning members (Peggy has been here for 8 weeks now). Every week, while she is standing in the reception line, people identify themselves as returning. It would be helpful to capture who they are (it would be helpful to have a deacon near the receiving line who recorded who has come back. (As a side note, it was suggested we have something in the bulletin that talks about being thankful for people coming back). Perhaps we might give those self-identifying an invitation to the Unity Dinner.

Deacons Report – Patti MacLennan

A Unity dinner is being planned for Saturday, November 5 to seek to unify church members. When the idea was introduced at the last Deacons meeting it was enthusiastically supported by all of the Deacons. It was noted that the Stewardship luncheon had also encouraged unity and fellowship. The invitations have been printed and will be available tomorrow. The Deacons will be reaching out to other committees to help (with kids, with flowers). Food is being purchased; fellowship funds available for this includes dollars for a harvest homecoming, which we did not hold.

Trustees Report – Tom Brayer and Bob Mustard

There has been lots of building and grounds activity recently. This includes the new paving, which should last for 15 – 25 years. We still need to paint the stripes – weather has been a challenge. The work was more extensive than had been planned and done within the original budget that had anticipated less work being done (with a contribution from the Winsor House). The painting of the building that still needs to be done needs to be done on weekends to not affect PCCP operations (but it rained this past weekend). The roof was also done this year. There is still a large storage shed that needs work.

The Trustees are looking into having Coldwell Banker rent out the parsonage. Management of the property is also being considered as the trustees don't think the church should be the managing landlord.

Because plants that had been planted using Memorial Garden funds on the back St. Johns side of the building were destroyed when the new PCCP porch and exit ramp were built, Trustees have initiated a new practice that before any plants are touched in the future Trustees will check with the church garden-related committees. PCCP is going to reimburse the Memorial Garden fund for any damage.

Nancy reported to Trustees that hospitality would very much appreciate more moveable tables and new racks for stacking chairs.

Treasurer report – Jim Garrett

Jim briefly reviewed the church's combined financial reports.

Stewardship Report – Nancy Von Stackelberg

Nancy reported that we are midway through the campaign period. There have been weekly stewardship moments and Peggy has been using generosity as the theme for her sermons. Nancy also noted that the Endowment Committee believes we need a much better way to recognize the generous bequests that have been benefiting our endowment fund in recent years and will begin to address this soon.

New Business

Kate had recently attended an Outreach meeting and reported back that there was a projector problem. This needs to be looked into, particularly as the projector is not very old. Tom will ask Darren to look at this. The light in the vestry that makes it difficult to use the projection during the day was also noted; Lynne will check on the shades, which PCCP was having installed. PCCP was waiting to have confidence the leaking problems had been resolved.

It was noted that the bylaws do not include a process for adding or replacing board and committee members during the year. This was a surprise to many, who were confident there was a process. After discussion we decided to return to what was recalled as the prior process. Kate moved, Jim seconded and all approved a motion that "Future mid-year additions or replacements to boards and committees be brought to council for approval." Any board and committee appointments made while there was no process will be considered as having been approved.

Emily Keller's ordination and installation will take place at Pilgrim Church on Saturday, December 10 at 11 am. This service is an important celebration for Emily and for all of us at Pilgrim Church.

Old Business

The topic on the agenda was the selection of a vice moderator. We did not get to that topic because our discussion focused on broader issues associated with governance. These included: the length of the moderator term (it was always two years, it was changed to one year when we added prior moderator and next moderator to the council but are no longer confident this is appropriate), the number of members on council (we know why we have so many, but question if this is really what we want), and the focus of council (vision setting, mission, goal setting group where we set the goals having gathered ideas and seeking buy-in from committees; we know we haven't gotten to those topics). Peggy noted she has had "all committee meetings" three times a year to energize, gain buy-in, and gather ideas. We discussed the council's role of ensuring new ideas move the mission and vision forward. Dan Hotchkiss's work was referenced as an excellent source on church governance (*Governance and Ministry: Rethinking Board, 2nd edition, 2016*). It was noted that our church governance structure should evolve as we learn and we should wait to rewrite the bylaws until we have a process that is working; in the meantime, we can request further streamlining at each annual meeting).

Emily sent us home with a prayer.

Our next meeting will be: November 28, 2016 7PM

Prepared by Lynne E. Devnew, clerk