

Annual Report 2017

*Plymouth
is
Spiritual,
Loving,
Relevant
and
Transforming.*



Plymouth

CONGREGATIONAL CHURCH

Contents

Moderator's Report	1
Leadership Council Chair's Report	1
Senior Minister's Report	2
Minister for Community Engagement's Report	2
Minister for Spiritual Formation's Report	3
Transitional Minister for Congregational Care's Report	3
Organist-Choirmaster's Report	4
Board of Community Life	4
Board of Finance and Administration	5
Board of Fine Arts	6
Board of Outreach	6
Board of Spiritual Formation	7
Board of Worship	7
Archivist's Report	8
Covenant Partners' Report	8
Solar Panel Report	9
Staff Milestones	9
Minutes from the 2016 annual meeting	9
Plymouth Church Community Fund	12
Memorials and Legacy Gifts	13
Operating Fund:	
FY 2017 Forecast/FY 2018 Proposed	14
Capital Campaign Report	15

Moderator's Report

This June brings us to the end of another busy year in the life of our congregation. This has been a time of change for us—change such as the departure of our beloved Cathie Crooks and the arrival of Seth Patterson and Beth Faeth. A time when we continue to settle into our new governance structure and figure out how to make it work most effectively. A time when we make changes to our programming to reflect who we are and who we are becoming.



As I reflect on my first year as your moderator, I find myself feeling incredibly grateful for all of the ways Plymouth people come together to make ours a vital congregation. I've seen each person bring his or her gifts forward—

whether that be serving on boards or committees, singing in the choir, teaching in the church school, volunteering for Third Sunday meals or another of the many other ways people contribute to the life of the congregation. Thank you for all you bring to the life of this community. I also want to thank our clergy and staff for the value they bring to Plymouth.

Earlier this year, the Deacons held a series of listening sessions. Those attending the sessions shared their hopes for Plymouth, their concerns about our life together and their ideas about how to move forward. Thanks to those who attended these first sessions and the others of you who reached out individually to share your thoughts. In this upcoming year, we will be holding more of these sessions as we—lay leaders and clergy—work together with you to plan for Plymouth's future.

—Claire Kolmodin, Moderator

Leadership Council Chair's Report

“We invest our time, talent, and treasure consistent with our values.” That sentence from Plymouth's eloquent Purposes of the Church is embodied by the members of the Leadership Council who this year dedicated significant amounts of their time and

considerable talents to Plymouth.

Consisting of the chairs of Plymouth's six Boards plus our archivist, three officers and clergy, the Leadership Council is charged with interpreting and operationalizing the purposes of the church as set forth by the Deacons. It also ensures that the work of our Boards is aligned with our goals and that all those who work toward serving Plymouth's purposes are supported in their efforts.

The year began with a moving ceremony at last fall's Leadership Day in which Leadership Council members, together with many members of Plymouth's six boards and several Deacons, pledged to give the best of themselves to the work of Plymouth. They also defined and committed to a leadership style characterized by service, communication, collaboration and consistency in intention, word and action.

Applying this leadership style, the Council continued efforts begun last year to ensure that our Boards and various working groups have clear roles and missions aligned with the needs of our congregation. Council meetings provided a place where board chairs conferred and collaborated with one another as their boards and various committees engaged in the scores of activities that characterize our vibrant congregation. The Leadership Council also championed the bold work of the Racial Justice Task Force.

Significantly, the Leadership Council and Deacons this year began to meet quarterly to share



information and perspectives and to ensure close coordination with one another in service to our congregation. And under the guidance of our archivist and staff, we worked toward creating systems that will improve access to and preservation of working papers, meeting minutes and other important documents.

Much work awaits the Leadership Council in the coming year as we continue to grow into our new governance model and encounter new opportunities and challenges. But the future is certain to be fulfilling and exciting as we continue walking together in covenanted Christian community.

—Lynn Moline, Chair

Senior Minister's Report

The crabapple tree outside my office window is in full bloom with lovely pink flowers. As I watch its blossoms fall, I think of this remarkable congregation with all your strengths and gifts, humbled by Plymouth's heritage and grateful to be serving God as your senior minister. Thank you for all you do to further the message of God's love for all and for your generosity to Plymouth's witness.



The Moral Revival we hosted in October with the Rev. William Barber was a real highlight of this past year, as was hosting the interfaith Thanksgiving service. I am always glad for opportunities for Plymouth to become more aware of religious institutions and practices

outside of ourselves. The gracious wind that blew Seth Patterson and Diane Merz to us was surely warm and filled with oxygen! They both bring joy and calm energy to their respective positions and Plymouth is better for their presence. Ray Martin has done remarkable work for Plymouth in his role as Deputy Treasurer, digging deep to solve some financial mysteries. For the first time in my tenure here, I believe we have a firm and accurate grasp of our total financial health. Additionally, we've dug into the history and purposes for our investments and endowment to be certain we understand and continue to honor donor intentions.

I have been grateful for many tender pastoral moments—when we said goodbye to Cath Crooks and hello to Beth Faeth, when we witnessed baptisms, received new members and sang hymns of love at memorial services. I have been grateful for the prophetic witness of so many of you—while we struggled to uncover and relinquish our racial and cultural privilege in our work to become an anti-racist church, sang with Melanie DeMore, encouraged one another to stay strong and hope-filled in the face of violence and discrimination and prayed with one another and for one another that our work might fulfill God's intentions.

Your Deacons have begun to give deeper life and expression to **The Purposes of the Church** (formerly "Ends") as stated in Plymouth's Governance Policies: *We find sanctuary for our*

spiritual journey in the Congregational tradition; we walk together in covenanted Christian community; God's creation benefits from our love lived out in the world. This past year I focused my attention on the second of these—walking together in covenanted Christian community—through sermons and the study of the book *Glorify* by Emily Heath. Of the three Purposes, I believe this is the one that needs greatest strengthening at Plymouth, and so I hope to bring more energy and direction to it. I welcome your ideas!

I am mindful every day of the profound privilege you have given me to serve as your senior minister.

—Carla J. Bailey

Minister for Community Engagement's Report

It is an honor and a deep privilege to serve as one of your ministers at Plymouth Congregational Church. From greeting children



at First Service, to attending board meetings, to engaging in strategic planning, to visiting people at times of illness and bereavement, the ministry here is meaningful and rewarding. Thank you for your trust and affirmation and for sharing the ministry at Plymouth with me.

Some highlights of this past program year include:

- The implementation of our Racial Justice program that has engaged more than 200 members in discussions, workshops, films and in-depth work to learn about issues related to racism and privilege.
- Inspiring generosity from the congregation at Easter and Christmas with record levels of support for Syrian refugees, people coming out of prison, those who are hungry in our neighborhood and first time home-owners.
- The significant expansion of our Downtown Congregations Ending Homelessness program, which now includes offering one-time rental assistance while continuing all our programs on legislative advocacy and other direct service initiatives.

- A record number of participants on the Beacon Day on the Hill where we (together with the other congregations that are part of Beacon) continue to take steps to build Great River Landing—72 units of housing for people coming out of incarceration.
- Wonderful responses when we have called for volunteers for all our Outreach programs! You have been ready, willing and able to help those in need nearby and around the world.

—Jeffrey Sartain

Minister for Spiritual Formation's Report

The Board of Spiritual Formation's mission is to ensure that spiritual formation and education programs are offered for all ages, from babies through adulthood. We embrace and are fully invested in spiritual growth individually (within), communally (among) and lived out in the world (beyond).

We welcomed Seth Patterson as our Director for Children and Youth Ministry. Seth started in August and has been working hard at establishing new committees, holding parent meetings and getting acquainted with the children and youth. In the church school, we tested a new curriculum from Sparkhouse (Whirl and Connect) that is kid-tested, teacher-friendly, theologically compatible and visually engaging. The early chapel service continues to grow with new families attending almost every week. We have continued the practice of host families and utilizing our children and youth choirs.



Our Sunday Forums and Spiritual Exploration classes for adults continue to be strong and well attended. Here are a few examples:

- A Celtic-focused workshop and subsequent monthly meetings centered on the book *Rebirthing of God* by John Philip Newell.
- Jeff Sartain and Ben Vincent led a five-week series during Lent drawing upon the spiritual practices of Yoga and Christianity.

- A nine-month Contemplative Life program was offered and a one-day workshop on Desert Mothers and Fathers.
- Julie Neraas offered a retreat on *Finding Balance in a Turbulent World*.

The Board has defined broad themes to guide committees in developing their programs. We continue to discern what programs and events support our mission.

—Paula Northwood

Transitional Minister for Congregational Care's Report

As of this writing I have been the Transitional Minister for Congregational Care at Plymouth for eight weeks. What an amazing community you are! I have long admired Plymouth from afar, always aware of the transformational ministries and outreach that are the foundation of this congregation's mission. It is a blessing to now



serve in your midst. I know there are many of you whom I have not yet met, and I look forward to opportunities for building relationship in the months to come. For the many I have already encountered, thank you for your warm welcome.

My primary duty at Plymouth is to provide pastoral care to those who are hospitalized, homebound, experiencing a life transition or who may need to reflect on their spiritual journey especially as it pertains to life's circumstances. This is a role I share with all of the ministers and I am grateful to Jeff, Paula and Carla for being so collegial in providing care to our many members and friends. I am grateful for their support in my "newness" and for answering an abundance of questions with good cheer. I also must thank Doug Freeman for assisting me in all things technical and helping me understand the workings of our database and the value of reports.

The other responsibilities of my role here is to be the staff liaison to the Board of Community Life and support the excellent BeFriender ministry

which blooms under the guidance of Jan Mattox, Tom Anderson and Karen Barstad. I am happy to be the contact person for our wonderful volunteer Faith Community Nurses, Jean Howell and Mary Baker. And, of course, it is an honor to participate in Sunday worship and attend other church meetings as needed. I also serve half-time as the Chaplain of Christian Community Homes in Hudson, Wis. I am at Plymouth on Sundays, Tuesdays and Wednesdays and other times as needed. If we haven't yet been introduced, please say hello on a Sunday morning, stop in or call during the week. And, of course, if you have a pastoral need, do not hesitate to be in touch. It is a both a privilege and pleasure to serve Plymouth Congregational Church.

—Beth A. Faeth

Organist-Choirmaster's Report

Having completed my 48th year as your Organist-Choirmaster, I am happy to send this report with thanks to everyone at Plymouth for your support and encouragement. In addition to serving



as organist and director of the Senior Choir, I coordinate the music of our other choirs, vocal and handbells. I also serve as liaison to the Fine Arts Board, provide music special at Strobel Drop-In Center events, plan the Summer Music Series and assist with music for special occasions. Of course, this would not happen without the marvelous support of

Carolyn, my wife of 51 years!

We are blessed to have a great team of musicians on our staff: Sonja Thompson, Mary Laymon, Marie Scholtz, Cammy Carteng, Ann Tandy-Treiber, George Maurer and Laura Caviani. We are also fortunate to have five amazing soloists: Maria Jette, Jenny French, Lisa Drew, Dan Dressen and James Bohn, as well as our wonderful Adult Choir who inspire us every Sunday!

We celebrated the ninth year of Plymouth's Summer Music Series with great attendance every week: Cantus, Monroe Crossing, pianist Andrew Staupé and our Broadway troupe of James Bohn, Lisa Drew, Maria Jette, Vern Sutton and Sonja Thompson giving us "Music for an Election." It was also a joy to welcome instrumentalist members and friends

of Plymouth Church from time to time: Anthony Ross, Beth Rapier, Tim Brunelle, Debbie Hendricks, Joe Weismann, Heather VanderLey, Elizabeth Glidden, Diane and Greta Hallberg, Ian Snyder, the JOLA guitar quartet, Emma and Jacob Taggart, and Lynne Aspnes. Two special guests in morning worship were the legendary composer/conductor Alice Parker and singer/social activist Melanie DeMore. And we were privileged to host the Stuttgart Kammerchor for an afternoon concert. What an amazing display of artistry has inspired us!

Our Adult Choir shared a Sunday at Fellowship Missionary Baptist Church with their choir and another Sunday they came to Plymouth. Our Chorister Choir joined with the Basilica of Saint Mary's children choirs one Sunday at the Basilica and another Sunday here.

It has been another rich and wonderful year of music for one and all!

—Philip Brunelle

Board of Community Life

The Board of Community Life supports the fabric of Plymouth's life by developing and enhancing a sense of welcome, belonging, care and participation. It includes but is not limited to the recruitment and management of volunteer opportunity programs, small groups, support ministries, and new member training, welcoming and assimilation. It searches for gaps in our offerings and seeks to fill them.



More specific areas include the following:

- Ambassadors
- Baptisms
- Bereavements
- BeFriends
- Caring Connections
- Christmas Festival Reception
- Dementia Project
- Downtown Grief Coalition
- Faith Community Nurses
- Flower Distribution
- Fifty Year Member Event
- Fellowship Groups/Small Groups/One More

Chair

- Guild Hall Hospitality
- Member Reunions
- New Member Programs
 - Classes
 - Hosting
 - Brunches and Receptions
 - Potluck Reunions
- Prayer Chain
- Prayer Shawls
- Recovery Programs
- Sharing the Ministry
- Support Groups/Education
- Welcome Tables

Let me highlight a few of the year's accomplishments.

- Sharing the Ministry recruited many volunteers and promoted and informed members about opportunities for participation in Plymouth's programs and activities.
- A comprehensive list of volunteer opportunities within the church is being prepared with the goal of web access.
- Prospective Members were invited to attend informational classes, and those who chose to join were welcomed with a brunch, reception, their own host and a potluck gathering to further community building.
- Successful 50-Year Member Celebration and Christmas Festival Reception added to the fabric of Plymouth's community.
- A new event, a reunion for all who joined in a year ending in "7," was held in February.
- A Guild Hall Hospitality Fellowship Group is being formed to reinstate the more formal coffee and tea service and provide a welcoming presence. Recruitment is underway to begin in the fall.

These many threads are being woven together to form a tightly woven, many-layered fabric, which we will continue to refine and expand as we move our community to a vibrant, evolving volunteer culture.

—Mary Heller, Chair

Emi Bennett Vo; Anna Cavallo; Drew Gesell; Jay Matre; Ed Sootsman; Emily Venell; Mary Vujovich; Remona Weaver

Board of Finance & Administration

The Board of Finance and Administration successfully oversaw the following objectives for fiscal year 2017: it adopted an investment



policy statement for the Endowment & Investments Fund that mandates social impact investing; it transitioned management of the Endowment to a new investment manager; building maintenance needs were completed at budget with the aid of capital campaign proceeds; and solar panels were

installed to reduce energy costs for the church, while at the same time significantly reducing the carbon footprint of Plymouth Congregational Church.

Abbott Downing was retained by the board to manage the Endowment & Investments Fund in a manner consistent with Plymouth's Governing Policies. With the transition to a new investment manager, a new Investment Policy Statement was adopted that mandates "Plymouth shall proactively seek best-in-class companies that incorporate strong environmental, social and governance policies into their business practices. In addition, Plymouth will seek, either alone or in concert with other investors, opportunities to use investments in the Endowment to further Plymouth's purposes." This style of social impact investing better reflects PCC's mission to respect people and the planet.

Plymouth has made significant strides in reducing its carbon footprint, including building improvements and the addition of solar panels to the building. Plymouth will also enter into a contract with Minnesota Community Solar Garden. Thanks to these and other efforts by the Caring for Creation Working Group, later in the year we expect 65 percent of our energy to come from renewables.

Finally, despite a challenging budget for FY 2018, the proposed budget includes an increase in staff wage rates to ensure the minimum wage paid will be \$15 per hour for the next fiscal year.

—Jason Schuller, Chair

Board of Fine Arts

The FAB's mission is "to awaken the congregation to art around us and within us."



The Board gained two new committees: Film Club and Flowers (both weekly Sanctuary and special Christmas and Easter arrangements). Board members continued to take turns writing a *Flame* article each month about Plymouth's artwork.

Docents are trained to conduct tours of the church—highlighting the art collection—First and third Sunday mornings, September through May.

Film Club—Richard Jewell and Ann Ludlow program monthly screenings and discussions in November, then January through April. Films shown: *After the Mayflower*, *Alive Inside*, *Tecumseh's Vision*, *Trail of Tears* and *Peter Warlock: Some Little Joy*.

Gallery Exhibitions included between September and June: painters Scott Lloyd Anderson, Hazel Belvo, Carolyn Brunelle, Marcia Cushmore and Jil Evans; biomorphic forms by Susan Fieganbaum; photography of Laura Crosby and David Parker; Peruvian textiles from Melanie Ebertz; material from Plymouth's Archives, curated by Mary Welfling; and the biennial Member Art Show (nearly 80 works by Plymouth artists).

This year for the first time—through a FAB initiative approved by the Deacons—the Member Art Show works were priced for sale and artists could choose to donate some of the proceeds to a new fund for acquiring/creating visual art for Plymouth. That fund was enhanced by a bequest of more than \$6,000 from the late Knowles Dougherty, longtime church and Choir member.

Literary Witnesses—Poets reading their work were Laure-Anne Bosselaar and Chinese poetry translator "Red Pine" (aka Bill Porter of Seattle). In observance of National Poetry Month in April, Plymouth members were invited to "Read Your Favorite Poem" in the Chapel. LW's 20th anniversary is to be celebrated April 8-10, 2018, on the theme "How Poetry Saved My Life," with a focus on Minnesota poets. Special guests will be

Sam King and Gregory Orr.

Theater—Sara Olsen led a very successful effort to completely refurbish the two Green Rooms for dressing and makeup, making the theater more welcoming for all who use it.

All music activities are addressed in Philip Brunelle's report.

—Carol Brandenburg, Chair

Board of Outreach

This year has been marked by introspection and transformation. The new governance is in place and our liaison relationships established



with our Outreach groups and committees, now 17 in total, remain strong. New to us this year is Sew Good Goods, an organization that assists people in transition by making a personal connection through a homemade gift. We are delighted to support this new

group in their efforts!

Songs from the Street, an advocacy event facilitated by the Downtown Congregations to End Homelessness, included a discussion led by U.S. Representative Keith Ellison and an interfaith service, which brought local choirs, including Plymouth members and those who are homeless, together in one voice in support of this cause.

Our volunteer potluck brought more than 50 children and adults together for homemade food, soulful music, thoughtful inspiration and heartfelt prayer. Elizabeth Glidden (a member who serves on the Minneapolis City Council) and Steve Harlan-Marks were special guests.

The Board of Outreach continued sponsorship of holiday drives: a coat drive for the Dignity Center; gift cards for Third Sunday Meal guests; and Christmas stockings for women and children at Ascension Place. The Christmas Offering exceeded expectations through its support of Global Ministries for Syrian refugees, Better Futures and Groveland Food Shelf. The Easter Offering generously yielded continued support of Habitat for Humanity and Third Sunday Meals.

We are now ready to focus our efforts to more closely align our mission and vision with that

of the mission of the Church and the Church's Purposes. A strategic planning session will be facilitated by The Improve Group, with members of the Board of Outreach, clergy and staff involved in this exploration.

We continued to be amazed by the deep dedication of those within this church and the community and look forward to our work with you in the year ahead!

—Beth Comeaux, Chair

Board of Spiritual Formation

It has been a year of renewal for the Spiritual Formation Board. We tried to streamline the workload and generally enhance our offerings.



The Elaine Marsh Library has become a more inviting, modern and accessible resource. There is now an electronic searchable catalog of the library's 2700 books that can be accessed at librarycat.org/lib/PlymouthCC.

Sunday Forum attendance continues to be strong. The topics have included gun violence prevention, efforts in North Minneapolis to promote education and employment, refugee issues, globalism, music by VocalEssence collaborators, Islam, Buddhism, Somali women's issues, and police work in the Middle East.

Spiritual Exploration has offered many meaningful experiences this year. Yoga, meditation, Compassionate Communication and a character work program are some examples of the seminars. A retreat focusing on finding balance and a workshop, "Drawing on Ancient Contemplative Wisdom," were two highlights. The Lenten Meditation booklet continues to be a thought-provoking collection. Planning has begun for short-term spiritual discussion small groups that will take place next year.

Church School has undergone some dramatic changes this year. From nursery through high school, all is directed by Seth Patterson, our new Director of Children and Youth Ministry, in coordination with Rev. Paula Northwood. A new elementary curriculum was adopted. Church school now begins with the 10:30 worship,

allowing us all to gather together in community. The themes of the curriculum are often tied to the First Service readings/message and this service continues to grow. Additionally, First Service and Church School will be offered this summer. The junior high school and high school programs will be new next year. A Nursery Task Force has been established to rethink every aspect of this program and its work will continue next year.

—Ging Wiandt, Chair

Board of Worship

The responsibilities of the Board of Worship as listed in Plymouth's Governing Policies are as follows:

- Coordinating all aspects of the worship services and schedules
- Service music, choirs and instruments
- Worship appointments (candles, banners, paraments)
- Worship spaces and furnishings
- Sacramental life (baptisms, communion, memorial services)
- Worship hospitality (greeters, ushers, etc.)

I am very pleased to report that with the combined efforts of all the board members and



the numerous volunteers who were recruited to help, each Sunday's worship service has run smoothly. In particular, I would like to recognize the service of Judy Madron. Judy has been responsible for coordinating and scheduling the greeters at the church

entrances and the 10:30 worship service ushers for the past two years. She has been present at almost every worship service in that capacity. Judy also took responsibility for updating the seasonal altar cloths on the altar table. This summer, on the completion of her two years of service, Judy has requested to retire from those responsibilities. Many thanks to Judy for all her diligent work.

With the retirement of Jo Holcomb last year, Paula Northwood began coordinating the First Service worship. To assist her, Board of Worship

members Rossi Clem and Jasper Jonson took responsibility for coordinating and scheduling the family volunteers who are leaders at each Sunday's service. With their joint efforts, First Service has not only flourished, but attendance and participation is growing steadily.

Last year, the Board of Worship established a strategy to encourage the participation of children and youth in the 10:30 worship service. When Seth Patterson was hired as Director of Children and Youth Ministry, he embraced that strategy. The ongoing feedback from the families and the congregation about having children and youth participate in the 10:30 worship service has been positive and heartwarming.

With the close of this church year, my two-year commitment as chair of the Board of Worship comes to an end. I appreciate the work and support of all the members of the board and the volunteers who work under the auspices of the board. Thank you! I also am deeply indebted to Carla Bailey for her support and guidance as the staff liaison to the Board of Worship.

—Don Doberstein, Chair

Archivist's Report

Major progress has been made this year on renovating the Bovey Room, which should be fully operational for the Archives next program year.

Capital campaign funds covered the new HVAC system, improved ceiling and lighting and renovation of the windows. Construction and installation of the cabinets, funded by portions of the Thomas Gunkelman and Mary Cargill bequests, began in the fall and continue. Work on display cases for two of the cabinets has not yet started. A gift from David and Rosemary Good is providing furnishings, including a central light fixture, desk, rug, reading chairs and more. Installed above the fireplace is the Needlers' donation of a hanging with a scene in the first embroidery. Their donation of "Feelies" from each of the embroideries will be used on four decorative benches. Philip Brunelle moved the Eighth Street Church pump organ from basement storage for display and use in

the Bovey Room. Archives volunteers moved documents, scrapbooks, recordings, photographs and memorabilia that had been stored in a variety of locations to the Bovey Room. These materials, now organized in the new cabinets, are easily accessible.

The Archives launched an oral history initiative designed to capture the memories and stories of long-time Plymouth members. Approximately 25 interviews, primarily with 50-year members, have been conducted this year and continue to be scheduled.

Volunteers continued cataloging Plymouth's collections of documents, scrapbooks and recordings. They also are transcribing fragile 19th-century governance documents so that the contents are preserved before the documents deteriorate.

The Archives worked with the gallery committee to display items from Plymouth's past; the library to cross-reference in its catalog books available through the Archives; and the Needlers to plan how to organize and catalog materials documenting their 50-year history.

We are looking forward to a grand opening of the new archives this fall!

—Mary Welfling

Covenant Partners' Report

Plymouth's Covenant partners are clergy in ministries other than in local churches, such as chaplaincy. They need to have a connection to the local church who ordained them. Our covenant partners are Karl Jones and Catherine Duncan.

Since November 2014, **Karl Jones** has been engaged in a relationship as an ordained minister covenanted with Plymouth through his work as a chaplain with the Good Samaritan Society. In addition to his work for their long-term care facility in Robbinsdale, he has been working at St. Francis Regional Medical Center in Shakopee and for two of the metro-area hospitals of Fairview Health Services.

In each setting, he works as a chaplain on a part-time, as-needed basis, serving as part of a team providing weekday and on-call coverage to meet religious and spiritual needs. In addition, he has

played a role in the training of and mentoring of students. He is in the process of working toward board certification as a professional chaplain.

He has found it a privilege to enter into conversations with patients and their families and the staff who care for them.

Catherine Duncan, who was ordained at Plymouth in 2010, is in relationship with Plymouth Congregational Church, Minnesota United Church of Christ and Fairview Hospice. This covenant recognizes her call to specialized ministry serving as a chaplain. She is currently in her sixth year working as a chaplain for Fairview Home Care and Hospice. Catherine manages an ongoing patient caseload of 30 to 40 patients and provides emotional and spiritual support to patients and family members at end of life. Catherine also provides energy healing, Reiki and Healing Touch, aromatherapy and mindfulness and meditation with her patients and their family members.

Catherine recently started her own practice part-time as an Integrative Spiritual Consultant. She is offering emotional and spiritual support, including chaplain support, spiritual direction, energy healing and aromatherapy.

Solar Panel Report

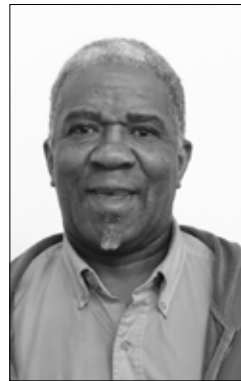
On May 7, 2017, Plymouth celebrated the culmination of a three-year effort to adopt renewable sources for our electricity. By the end of 2017, the Plymouth facility will receive more than 65 percent of its electricity from renewable sources by utilizing solar panels on the roof of the education wing, along with subscriptions to a Community Solar Garden and the Xcel Windsource program. We estimate that, together with conservation measures due to Capital Campaign investments in building improvements, Plymouth will have reduced its carbon footprint by over 40 percent. Since the cost of the solar panels was covered by contributions from more than 50 generous donors, these investments are already cash-flow positive.

—Tom Haigh, *Caring for Creation*

Staff Milestones



Kristin Froebel
Director, Young
Voices
5 years



Tracy White
Custodian
5 years

Minutes from the June 12, 2016 annual meeting—for approval

Pat Born, Moderator

Mary Heller, Parliamentarian

Pat Born called the meeting to order at 11:12 a.m. and made introductory comments.

Actions Taken:

- Motion to approve minutes from congregational meetings of June 14, 2015 and June 28, 2015 passed.
- Motion to accept 2017 budget passed.
- Motion to amend the bylaws passed.
- Motion to approve nominees for boards and lay leadership passed.

Agenda and Minutes

Hymn

“Forward Through the Ages,” verse 1, #383 in *The Pilgrim Hymnal*

Invocation

Paula Northwood provided the invocation

Minutes from the June 14, 2015 annual meeting and the June 28, 2015 special meeting

- Claire Kolmodin made a motion to accept

the minutes of these meetings. Motion was seconded and passed. There was no discussion.

Roll Call of the 50-Year Members and Deceased Members

- Catherine Crooks read the rolls, followed by a moment of silence and concluded with a prayer.

Senior Minister's Report

Carla Bailey asked that if anyone found any part of her sermon from today's service challenging, to contact her with concerns.

She looked forward to the time when the business affairs of the church were sufficiently in order to allow us as a congregation to focus on the important work ahead of us.

She looks forward to future discussion about the priorities of Plymouth Church, as developed by the Deacons.

Carla introduced a Plymouth book read-along, to begin with discussion of *Glorify* by Emily Heath.

She announced the importance of dealing with the issue of gun violence in the days to come.

Celebration of Staff Milestones

Jeffrey Sartain read significant staff and volunteer service anniversaries.

Jeff presented a gift to Karen Hartz, who is leaving her position as Director of Operations due to the reconfiguring of staff responsibilities. Jeff remarked on the substantial contributions that Karen made during her tenure and offered deep thanks on behalf of the staff and the entire church.

Moderator's Report

Pat Born expressed the hope that each member will deepen their relationship with Plymouth and with each other.

He recounted how rare it is to welcome a new Senior Minister to Plymouth, and that Carla has exceeded all of our expectations in her role. Pat thanked all the members of the clergy and staff for their efforts in keeping the church operating effectively while Plymouth was between Senior Ministers.

The Deacons have been doing their work somewhat quietly, but their work will be better

known in the future. The Deacons will be asking fundamental questions, such as "What does it mean to be a member of Plymouth?" and "How do we live our own individual faith journeys"?

Pat introduced Claire Kolmodin, the nominated Moderator for the upcoming church year.

Leadership Council Report

Lynn Moline substituted for Dan Dressen, Leadership Council Chair, who was unable to attend due to an accident.

The Leadership Council has been busy making the transition to the new governance system.

She recognized the contributions of the board chairs that undertook the work of the church and helped make this new system operational. Lynn recognized each chair by name, and asked all board members to stand and be recognized.

The Leadership Council is confident that those nominated for service on boards in the coming year are highly capable.

She also stated that the new governance system is working well.

Budget for Fiscal Year 2017

Jim van Iwaarden moved to approve the budget. Motion was seconded.

Carla provided a budget overview. She stated that in the past, Plymouth had developed the habit of spending out of its endowment to meet operational needs. She also stated that a more sustainable practice is to limit the endowment draw to 4%, which is reflected in the 2017 budget.

Plymouth has hired Seth Patterson as the new Director of Children and Youth Ministry. He will start in this role August 1.

The Director of Operations position was cut to half time, and Allison Campbell Jensen will split her time as Director of Communications and Administrative Assistant to the Senior Minister.

There was no discussion. Motion passed.

Amendment to Bylaws

Catherine Shreves moved to approve an amendment to Article III, Section 5 of the bylaws as recommended by the Deacons. The proposed amendment is:

5. Meeting Agendas. A member desiring to have

a matter considered at the meeting shall submit to the Deacons a written request describing the matter and, if a particular resolution is proposed, the text of the resolution. The request must be accompanied by the signatures of at least ten (10) members indicating their support of the re-quest, and must be received by the Clerk or a person designated by the Clerk at least thirty (30) days prior to the meeting, or by such later date as the Deacons may designate. All items which are the subject of requests that comply with the requirements of this Section shall be placed on the agenda by the Deacons.

- The changes represented in this amendment are:
 - Require ten (10) rather than fifty (50) signatures;
 - Reduce time for request to be submitted from sixty (60) days to thirty (30) days.
- Motion was seconded.
- Bill Davini asked whether this applies to just the annual meeting or to meetings of the Deacons also. Catherine responded that this bylaw change only applies to meetings of members.
- Motion passed.

Report of the Nominating Committee

Lynn Moline substituted for Dan Dressen.

Lynn made the motion to accept nominees for boards and lay leaders.

Motion passed.

Pat Born explained the creation of the Deputy Treasurer position, which will be filled by Ray Martin.

Time for Joys & Concerns for the Good of Plymouth Church

Bill Davini expressed gratitude to Bryce Hamilton and the congregation for placing 37 reading tutors at Whittier School.

Tom Anderson expressed that the candidates for lay leadership are very competent, and the concern that the candidates are the same people that have served in leadership in the past. He asked that others step forward to serve in this capacity. He also expressed his love for Plymouth.

Carrie Sauter said that last year she was very vocal about fiscal transparency and the budget impact on children and youth. She said that this year she feels much more confident about how decisions are being made, and that she feels renewed and hopeful.

Jim van Iwaarden expressed joy about Carla serving as Senior Minister due to her close involvement in the financial matters of the church. He also said that he was happy that there would be no additional endowment withdrawal this year vs. a budgeted additional withdrawal of \$42,000. Jim also expressed gratitude to Ray Martin for agreeing to serve as Deputy Treasurer.

Phebe Haugen expressed gratitude to Carla for her presence in the pulpit and her ability in managing the church.

Joan Wicklund also expressed her gratitude to Carla.

Jan Lloyd spoke of how Carla was her daughter's youth minister at Plymouth in the 1980s, and welcomed her back.

Claire Kolmodin stated that she was humbled to accept the role of Moderator, and offered thanks to Pat Born for his service in that role.

Closing Prayer/Benediction

Carla provided a closing prayer.

Pat Born adjourned the meeting at 12:10 p.m.

Respectfully submitted, Brian Siska, Clerk

Plymouth Church Community Fund Committee Report

The Community Fund is responsible for distributing funds to support organizations that of special interest and importance to members. The fund is an annual appropriation from Plymouth's budget.

The Fund this year was \$158,000. Under the leadership of last year's chair, Loretta Menke, the number of recipient organizations was pared significantly, to reflect a cutback in the 2017 budget.

The committee was expanded to eight members, with Jeff Sartain as clergy liaison. In September, a ninth person will be added to the committee, a representative from the Outreach Board.

Last year's committee, under the leadership of Loretta Menke, established five criteria for the committee to use, in order to make funding decisions that would closely reflect interests of our congregation. Those criteria are:

- The organization is a good steward of our gift
- The organization is a program, core group or committee of the Board of Outreach
- The organization is one that Plymouth draws on for support, or it oversees and supports our clergy/programming staff
- The organization is one in which we work collaboratively with other congregations

This year's Christmas Offering (\$53,986) was shared with three organizations.

- Better Futures Minnesota, for purchase of a shuttle bus (\$16,733)
- Groveland Emergency Food Shelf, for purchase of refrigeration equipment (\$4,000)
- Global Ministries, for Syrian refugee relief (\$33,253)

This year's Easter Offering (\$42,283) was shared with 2 organizations. (At the time of this writing, the precise amounts are being determined).

- Habitat for Humanity
- Third Sunday Meals

Following is a list of the organizations that received gifts through the Community Fund this year:

Ascension Place	\$5,000
Beacon Interfaith Housing Collaborative	\$20,000
Dignity Center	\$5,000
Downtown Congregations to End Homelessness	\$6,000
Greater Minneapolis Council of Churches	\$5,000
Division of Indian Work	\$10,000
Groveland Emergency Food Shelf	\$26,000
Loring-Nicollet Meals on Wheels	\$2,000
Minnesota Council of Churches	\$5,000
Simpson Housing Services	\$8,000
International Village Clinic	\$7,500
OneVillage Partners	\$7,500
United Church of Christ - Global Missions	\$6,000
Emmanuel Baptist Church, Ciego deAvila, Cuba	\$2,000
United Theological Seminary of the Twin Cities	\$20,000
Sew Good Goods*	\$1,000
Minnesota Council of Churches / Refugees*	\$2,500
Kaleo Center*	\$2,500
Minnesota InterFaith Power and Light*	\$1,000
TOTAL FUNDS DISTRIBUTED TO DATE	\$ 142,000

*New recipients this year

We are holding \$16,000 in reserve, as there are a few organizations that we are in the process of identifying.

Memorials

We have received gifts in memory of the following people.

Alan Anderson
Ann Cole
Shirley Ferguson
Fern Friskey
Scott Harm
Louise Heffelfinger
Doug Knowles
Mary Lou Loud
Ruth Mital
Patty Neir

Jack Pearson
John Sandbo
Evelyn Sedio
Vivian Stuck
Rolland Thompson
Alice Tuseth
Ruth Van Meter
Elise Welfling
Gulark Wright

Memorial gifts total: \$6,660

Legacy Gifts

We are grateful for receiving legacy gifts from the following people's estates in the last year.

Alan Anderson Estate
Louise Heffelfinger Estate
John Sandbo, Sr., Estate
Franz Ucko Estate

Plymouth Congregational Church of Minneapolis

Operating Fund

FY 2017 Forecast / FY 2018 Proposed

	FY2017 BUDGET	FY2017 FORECAST	FY2018 PROPOSED
<u>OPERATING INCOME</u>			
Pledge Related	1,770,000	1,640,000	1,650,000
Open Offering & Not Pledge Related	202,000	169,500	170,000
Donation for Drop-In (Strobel)	20,000	20,000	20,000
Support from Congregation	1,992,000	1,829,500	1,840,000
Leases & Other (non school)	148,200	154,000	155,000
School/Major Tenant	-	-	-
Sub Total Income	2,140,200	1,983,500	1,995,000
Planned 4% "Endowment" Draw	183,000	183,000	195,000
Additional Draw	42,800	108,346	139,325
Total Draw (to balance)	225,800	291,346	334,325
Total Revenue	2,366,000	2,274,846	2,329,325
<u>OPERATING EXPENSES</u>			
Compensation & Benefits	1,414,850	1,395,421	1,444,850
Administration	205,000	181,300	186,500
Major Improvements	170,000	170,000	170,000
Building and Overhead	312,500	294,800	288,100
Donations to Outside Organizations	158,000	158,000	150,000
Programs	105,650	75,325	89,875
Total Operating Expenses	2,366,000	2,274,846	2,329,325
Net Operating Income	0	0	0

Foundations for Our Future

Plymouth Congregational Church Capital Campaign Report

May 8, 2017

June marks the end of Plymouth's most recent capital campaign, and though we will still be receiving contributions, here is an (almost) final report of accomplishments and plans for your generous gifts.

The adjusted Campaign goal was \$5,000,000 and the actual amount pledged was \$4,926,000.

At the June, 2014 congregational meeting, you voted to allocate the campaign gifts as follows:

70%	(\$3.5 million)	for building projects
15%	(\$750,000)	for endowment renewal (\$305,000 of which is pledged as Legacy Gifts)
9%	(\$450,000)	for growth initiatives
5%	(\$250,000)	for outreach initiatives
1%	(\$50,000)	for campaign costs

As of May 8, 2017, we have received \$4,175,942.

Expenditures to Date

Campaign Costs:	\$ 74,035
Growth Initiatives:	\$ 20,489
new website	
Completed Building Projects:	\$3,499,941
Sprinkler System	
Roof repair	
Other windows	
Masonry	
HVAC	
Narthex Ramp/Groveland stairs	
Phase 2 Design Costs	
Endowment Renewal:	\$ 445,000
Moved to the Legacy Fund per action of Board of Finance and Administration	

Your gifts have accomplished so much! Thank you for strengthening our Foundations for Our Future. Our next projects, Growth Initiatives and Outreach Initiatives, are on the drawing table. Other than our new Plymouth website, we will not spend your gifts until a full plan is approved and ready to go.

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