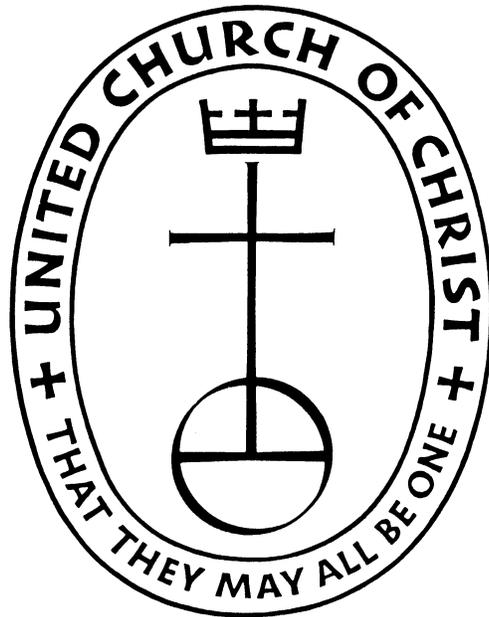


2017 ANNUAL REPORT



PLYMOUTH CONGREGATIONAL UCC
FORT COLLINS, COLORADO

Plymouth Staff

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As always, it was an eventful year at Plymouth! One of the events that led off the 2017 was our on-site work with John Wimberly, a consultant who helped us refine our Strategic Plan. The Leadership Council and I have been working on three key components:

1) Lay Leadership Development. We are going to be shifting the focus on the Nominating Committee to be more of a year-round team that helps identify and develop leaders within the congregation. A second component is a conference-wide initiative that Larry McCulloch and I both help lead, called Ignite, which is a yearlong leadership training program now in its pilot year. And a third component is the Plymouth Leadership Handbook, an 84-page nuts-and-bolts booklet I developed. As a congregation, we need to continue to address the adaptive challenge of engaging all generations in the mission, governance, and financial support of Plymouth.

2) Growth and impact. While worship attendance patterns are shifting, they remain strong at Plymouth. We still need help in ensuring our welcome to guests through voluntary staffing of the Information Desk in the Fellowship Hall during coffee hour, having greeters at our 6:00 p.m. service, and encouraging all of us to extend a warm welcome to guests in worship. We have launched the Progressive Evangelism Committee under the Leadership Council, and I wrote a successful grant to the Rocky Mountain Conference, which helped us advertise the new campus ministry group that Jake has been staffing. Kudos to Nic Redavid from Leadership Council, who has been instrumental in these areas.

3) Governance. While we are working into our current governance model well in most areas, Wimberly pointed out that “While engaging the entire congregation in decision-making has many positive aspects, it can also lead to a large, relatively uninformed congregational meeting attempting to micro-manage staff and even the governing board itself....Certain decisions need a level of expertise or information that most members at a congregational meeting don’t have. The larger the congregation, the more it becomes necessary to trust the informed leadership’s decisions. Plymouth’s members need to continue to find ways to delegate leadership responsibility to its staff and elected leaders that demonstrate trust in their abilities and wisdom. If leaders and staff feel as though they will be second-guessed for their decisions at congregational meetings, they will become increasingly risk averse. The nature of church leadership is to encourage and embrace appropriate risks, not avoid them.... Plymouth’s governance system will continue to stress transparency as well as open debate on important issues. In doing so, it trusts that when a person doesn’t prevail on an issue, the individual will continue to support the governance as though they had prevailed.” These new patterns are critical for Plymouth’s future.

It was also a year in which I was Plymouth’s minister to people within and *outside* our congregation, which is an important role for the senior minister in a congregation our size. I have continued my role as part of the **police-clergy dialogue** group in Fort Collins, and have met with past and interim police chiefs and city manager. In March, the vandalism at the **Islamic Center** next door offered an opportunity to support our neighbors, and it also resulted in interviews with several Plymouth members and me on KUSA 9News in Denver, and I followed up with an OpEd in *The Coloradoan*. I also continued service on the Board of Directors of **La Foret**, and served as our association delegate to the **General Synod** of the UCC, which met this summer in Baltimore. Taking seriously our call as “pastor and teacher,” Jane Anne Ferguson and I also used our annual study leave to design and lead a **Celtic Christianity pilgrimage** in Scotland for 20 pilgrims, about half us from Plymouth.

Staff transition is a normal part of our life together, and in 2017 we bid **Jieun Kim Newland** “Aloha!” as she moved to Hawaii with Ben, who entered Army chaplaincy, and we welcomed **Mark Heiskanen** as our new music director after a national search, which I participated in. We also are happy to have **Andrew Bondi** with us in a new staff role: IT and Communications Coordinator, which enabled us to launch a new database (not very exciting, but necessary). And I was part of the team that invited **Ron Patterson** to join us for 10 weeks as sabbatical interim senior minister. And, a search committee headed by Jack McGrew did a national search for a half-time settled associate minister, and the congregation voted to call **Jane Anne Ferguson**, which means that for the first time in three years, we have a complete, settled staff!

I salute all of our **volunteers** who provide so much at Plymouth. They have been essential, as we have seen major changes in our neighborhood with the completion of the **CSU Stadium**. With the construction of two new apartment buildings (housing **1,300 students**) along our eastern property line, we have started taking advantage of the changes in our setting. We will need to focus efforts to welcome students in August (maybe time to resurrect the Plymouth yard sale?), and to ensure that they feel invited and welcomed in worship. Under the guidance of **Tom Nesler**, we have been taking advantage of weekday and game day **parking lot rental** (the latter in conjunction with the Sertoma Club), bringing in a stream of helpful income.

I deeply appreciate Plymouth’s covenant with me and my colleagues on the pastoral staff in providing us with **sabbatical time**. It is something that has been an integral part of the ministry of UCC pastors and provides some “repotting” both for the minister and for the congregation as it experiences a different ordained leader at the helm. My time following the 6th-c. Irish missionary, St. Columbanus, yielded some learning from him about faith, tenacity, and resilience in the face of a society that had largely abandoned its Christian underpinnings in the early middle ages. The time away also gave me a chance to do some writing about leadership within the parish context, a project that I intend to continue...just need to find time! It also allowed me to worship in abbeys, cathedrals, and small congregations in our Italian partners, the Waldensian Church.

While being church in this era is not easy, Plymouth is rising to the challenges of a rapidly changing religious landscape. As Ron Patterson told you, Plymouth has become a **flagship congregation** within the United Church of Christ, and I am grateful to all those who have stepped up as participants, as financial supporters, and as leaders to foster and encourage this congregation’s vitality. And I look forward to your even deeper engagement in 2018!

May God bless us on the path we follow as we listen to God’s call.

Shalom!



The Rev. Hal Chorpenny
Senior Minister

Full Time Associate Minister's Report - 2017

I spent one of my two weeks of allotted Continuing Education already this year at the Pension Boards' Next Generation Leadership Initiative's (NGLI) January symposium in Arizona from January 3rd through 9th of this month. Present were all of the ministers deemed by the United Church of Christ to be the "rising stars" of the denomination's future. I have no idea how I ended-up in that category, but I really enjoyed the programming and the community. NGLI programming is a ten-year long journey with a cohort of 16 ministers in our 20's and early 30's. One thing I learned from this continuing education is how blessed I am to serve a congregation of the faithful like Plymouth Congregational UCC of Fort Collins, Colorado. Thank you as always for the opportunity to serve, worship, and fellowship with this community from the role and vantage point of associate minister. While 2017 was a complicated year for our world; it was a year of great ministry for our congregation. Here is how my work this year has met the triple bottom line of our mission statement:

Inviting: As minister for Congregational Life, I have been privileged to be the point person on three successful New Members Classes, follow-up, and welcome in 2017. We have had a lot of new members visit Plymouth and stay! Additionally, I have worked with Progressive Evangelism and Congregational Life to launch a successful yet nascent CSU ministry. The Progressive Evangelism Committee and I have coordinated the very fun and successful Taste of Plymouth event, marketing on KUNC, KCSU, the Collegian, and the Coloradoan, and worked to form all Congregational activities to help create a community of welcome. We have seen visitors from CSU increase in 2017. In my personal time, I am very active in the wider community and always strive to ask people to come to visit Plymouth and to represent the congregation with honor in a wide range of community meetings and events. Plymouth is not a secret in Fort Collins any longer. We are known, and people know that we are the place in this community where all are invited into wholeness and authenticity.

Transforming: Preaching, liturgy creation, pastoral care, hospital and home visits, 24/7 telephone call response, and endless other aspects of my work fall into the category of transformation. This year, however, I would like to address the success and vision of Betsy Bedient and the Board of Outreach and Mission. It has been a profound blessing in my ministry this year to help shepherd and staff the board and Immigration Ministry Team through the process of evaluating, planning, and now implementing the "Immigrant Welcoming Congregation" designation of the UCC. We believe we are the first in the Rocky Mountain Conference. This is a time of important justice transformation in our ministry and mission in terms of Outreach and Mission. The Immigration Ministry Team, with the board and my help, has helped bring a new sense of urgency to our work with refugees and immigrant populations. Additionally, Faith Family Hospitality and Habitat for Humanity have been growing exponentially in volunteers, connection, and vision from Plymouth! We look forward to more transformative, hands-on opportunities for justice work, including international opportunities, with these organizations in 2018. Plymouth is a transformed and transforming community in the wide

range of Outreach and Mission opportunities we have going on.

Sending: My central message in preaching, times with the children in worship, and worship leadership is getting our members to see beyond the pews, to reconnect their secular and sacred lives, and to live out their faith in public. With all of my sermons, you will find all or some of these themes present. I now supervise our new IT/ Communications director, and we are working to make the connection of our congregation beyond our doors easier through a new database, new online giving options, and even a text-to-give (coming soon) during the offerings. I continue to reach out and send through the weekly Overviews and Updates, Placard articles, and pastoral care.

In summary, this was a very full, busy, and complicated year for our world, but it has been a time of transformation for Plymouth's identity, purpose, and voice in Fort Collins. We are no longer a secret. Through your work, the staff, and my best efforts in inviting, transforming, and sending, I am convinced that we are now on the threshold of manifesting something new for Church in 2018. As I learned at NGLI, Plymouth is already modeling and developing best practices for the UCC, and I believe that leadership and vision work is only set to expand.

In Peace and Grace,

The Rev. Jake Miles Joseph (or just Jake)

Annual Report 2017
The Rev. Jane Anne Ferguson
Associate Minister

*The gifts [Christ] gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, **to equip the saints for the work of ministry**, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.* Ephesians 4.11-13

As I survey my job responsibilities each year I am continually drawn back to the bolded phrase above, “*to equip the saints for the work of ministry.*” This phrase describes my duties as the part-time Associate Minister at Plymouth. I measure successes, progress, failures and obstacles against it. Did I “*equip the saints for the work of ministry?*”

2017 was full of the activities and goals for equipping the saints through my job description duties at Plymouth. I was liaison to a dynamic Stewardship Board. We worked well together under the excellent leadership of our chair, Irene Wherrit. Our pledge campaign was successful and we identified new goals for 2018. As liaison to Stewardship, I also convened a team of people to evaluate our church database, Fellowship One, especially in light of its on-line giving capabilities. Together we decided to move to a newer version of the database, Fellowship One Go, to improve on-line giving capabilities, attendance record keeping, and all-church communication. Our new IT/Communications coordinator, Andrew Bondi, has been devoted this fall to the work of migrating from one data base to another and assisting the staff in the upgrades and training necessary for better use of the database. New 21st century equipment for ministry!

Other areas of my work continued in the efforts to equip the saints for ministry. My work as supervisor and coordinator of our Calling and Caring lay visitors continued. Led by the deacons, we had a successful all-church check-in with members and friends through email and phone calls in September. My work as a pastoral counselor for members and friends continued as well.

I accompanied the Christian Formation Board Re-Design Team on their work to redesign the Christian Formation Board for more effective ministry. This team was ably led by Mari Strombom-Johnson as chair. She was assisted by Rev. Mandy Hall and Rev. Dr. Mark Lee our Christian Formation staff. The work has been accomplished and a new Christian Formation Board will begin in February. They have a clarified mission, vision, goals and job descriptions for each board member.

Worship and preaching are always a highlight of my work week. I enjoyed each opportunity I had this year, particularly preaching on Easter. Another highlight was coaching and directing two groups of youth to lead worship through the candle-lighting litany and scripture reading at my installation as a settled Plymouth minister on December 10th.

I had several unique ministry opportunities this year:

- I coordinated and accompanied two buses of people, mostly women, as we went to Denver last January 21 to march in the National Women’s March. This was a powerful experience of standing for women’s rights, powerful spiritually as well as politically. As progressive Christian women we have the delight and responsibility to proclaim that women are made in the image of God and deserving of full human rights. It was empowering to meet several other delegations from CO UCC churches on the march.
- An outgrowth of the women’s march is that we have a new ministry team pending under the auspices of the Outreach and Mission Board. Led by new member, Ron McDanel, this ministry team will work to connect Plymouth with a growing Fort Collins community organizing team working with the historic community organizing group, the Industrial Areas foundation.

- Hal and I led 20 pilgrims, the majority of them from Plymouth, on a two week Celtic Christianity pilgrimage in Scotland. While the travel is always enjoyable, the real focus of the trip is to provide people a retreat-like experience to delve deeper into their own faith. Facilitating such experiences through extended pilgrimage, retreat, pastoral counseling and worship are one of my greatest passions in ministry. Hal and I were able to bring the fruits of our experiences back to the wider Rocky Mountain Conference through leading a worship service with the theme of pilgrimage at the RMC Annual Meeting in June.
- Another unique ministerial privilege was to work with the Rev. Dr. Ron Patterson, our interim senior, while Hal was on sabbatical. I learned a great deal from Ron's collegiality. Jake and I both took on some extra hours of duties as Ron was part-time and as we welcomed two new staff members during the two months he led us. These hours were all worth the time and effort as we created a new staff foundation for Hal's return.

Finally, it was a great privilege to interview for the settled position of Plymouth's part-time Associate Minister, to receive the call to this position and to be installed in the position in December. Thank you! And thank you for the generous personnel policy of Plymouth which enabled me to take the time I needed in personal and bereavement days during the illness and death of my father, Dr. Milton Ferguson. Bless you for your prayers and expressions of love during this time.

With you on the journey, Jane Anne

Director of Music/Organist Annual 2017 Report

It has been a pleasure to work with the dedicated and enthusiastic members of our music ministry! In my brief four month tenure thus far, the vibrancy of and appreciation for music at Plymouth is quite apparent. I feel very fortunate to have the opportunity to lead the Chancel Choir, Plymouth Ringers, and oversee the Children's Handbell Choir and other aspects of the music program. I very much look forward to expanding the program further with a very welcome invite to everyone wishing to share their talents with the church.

The Chancel Choir has currently 41 members with occasional guests swelling our numbers. This alone is a sign of a very healthy choral program, thank you all! The choir primarily sings at the 11:00 a.m. service but will offer music at the 9:00 a.m. and 6:00 p.m. services on occasion, such as we did at Jane Anne's installation in December. To further our musical growth and quality of musical offerings, I have also established a Section Leader Program this year with soprano Emily Morris accepting the first position. The hope is to hire two more professional vocalists in the years to come to continue raising the quality of Plymouth's choral program. The culmination of these efforts will be experienced in an annual choral event that could include chamber orchestra and other such instrumentation.

The Plymouth Ringers is comprised of twelve dedicated volunteers, many with years of experience in playing handbells. I feel very fortunate working with folks able to play at this level of musicianship and always willing to be challenged and improve. The Ringers play once a month during our Sunday morning services and will this year occasionally ring at the 6:00 p.m. service. Our four-octave set of Schulmerich Handbells are in decent shape but certainly in need of a refurbishment, which is a standard maintenance recommendation after ten years or so of use. It is an expensive process but one, when done over a period of years, can be managed. A refurbishment revitalizes the handbells and preserves their music-making ability for decades to come.

The Children's Handbell Choir is ably led by Kathee Houser. I am very thankful for her leadership, a role she has undertaken as a volunteer for many years now. This Choir will ring at the 11:00 a.m. service several times per year. Their offerings on Advent III last year were very impressive! I was very glad to hear them play so well. Their rehearsals are on most Sunday mornings September - May from 9:30 a.m. - 10:00 a.m. in the Forum Room.

Looking ahead, I am hoping to begin a Children's Choir with Easter Sunday (April 1) being a possibility to have a collaboration with the Chancel Choir at the 11:00 a.m. service. Increased participation of Plymouth's younger ones in the music program would be a fantastic development this year. More to come on this...

Generally, I want you the congregation to know that all are truly welcome to participate in the music ministry in whatever capacity or time is available to you. Of particular interest are soprano singers for the Chancel Choir and instrumentalists such as string players and brass. Feel free to speak with me if you have any questions or interest. Let's have a great and bountiful year at Plymouth!

Peace,

Mark Heiskanen

Director of Music

2017 Annual Report

Christian Formation with Children and Youth

2017 was another wonderful year of ministry with the children and youth of Plymouth. God continues to work wonders through our young members and the adults who partner with them in ministry. I am so grateful that this congregation supports and encourages our youth in their faith journeys and continues to find new ways for young people to plug in to the life of the church. Children are taught they are valued and they have something to offer the church when they are invited to serve as liturgist, collect the morning offering, lead a mission project, even helping to serve in the kitchen. This type of encouragements helps to put legs to the lessons that we teach during Sunday School. Your embracing of the baptismal vows to raise our children in the faith helps to empower the young to live their faith out loud.

We have an incredible team of leaders, mentors and teachers who serve in our ministries on a regular basis. The creative energy that our volunteers pour into Sunday School and Youth Group is truly amazing. These adults give so much to the ministry and I am frequently in awe of their passion and skills. Through the Christian Formation Board Redesign process, we have been exploring more ways to train and appreciate our volunteers who make the ministry possible. From job descriptions and training events to regular check ins and thank yous our CFB Redesign team has spent a lot of time improving the volunteer experience.

Much of 2017 has been spent deepening the ministry that our children and youth are involved in. We have worked to find better curriculum for Kids' Club, Club 45, and Middle School Sunday School. We have worked with the youth to make Youth Group a place where they can express their faith more deeply in a safe environment. We also completed the CFB Redesign process and are ready to reestablish the Christian Formation Board in 2018!

2017 has also been a time for new experiences as well. This Summer the High School youth participated in a joint mission trip with the youth from First Congregational Church of Greeley. We stepped out of our comfort zones and headed to Rosebud Indian Reservation in South Dakota. There we were overwhelmed with God's grace as we worked alongside Mother Lauren and the Episcopal Mission serving the Lakota People. We learned what hope looks like- a barn full of chopped wood to be given to elders. We learned what hospitality is- welcoming a strange group of teens to your Pow Wow. We experienced joy, faith, awe, and love.

Another new experience this year is the change in our Preschool Sunday School which we now call Sprouts. As our little ones faith is just beginning to sprout and grow, we help them explore their faith through the book "Blessed to Be a Blessing". This teaching method is based on the

Montessori style which emphasizes learning through play. Each week the children spend time in a sacred circle where they hear a bible story. The children are then given the opportunity to reflect on the story through play. At the end of the class each child is anointed with holy water and told 'you are a blessing.' This has become a very special time for teachers and children alike. Some of our young ones have even started to bless their family members outside of class!

Every week at Youth Group we end our time together by sharing our happy's, crappy's, and God Sightings from the previous week. This is our variation on Prayers of the People and it seems like a fitting way to end 2017. My happy is the growth in our children's ministry. We've grown not only in numbers but in the depth of spirit that we are able to share with each other. Our children are more willing to talk about their faith and to live it out through prayer and mission. My crappy is the harsh realities of the lives of our youth. They are constantly under pressure to perform at school and in their extra curriculums. Our youth and their friends struggle with mental illness, suicide, sexual abuse, and much more. Our job as a church is to walk alongside them and speak truth and love into their lives while trying to understand the burdens of modern day life. My God sighting is the love that our volunteers pour into the young people of this church. God continues to reveal Godself to me through the commitment, faith, and grace of these ministry partners.

I look forward to see what 2018 has in store for the ministry. May God continue to be present and may we continue to be open to seeing God through the ministry of our young members.

Grace and Peace,
Mandy :-)
Rev. Mandy Hall
Director of Christian Formation, Children and Youth

Rooted in the progressive Christian tradition of the U.C.C., the Christian Formation Board and its ministries teach, challenge, and equip Plymouth's worshiping community of children, youth, and adults to develop a lifelong transforming relationship with God that inspires action towards peace and justice for all of creation.

Director of Christian Formation (Adults)
Annual Report 2017
Rev. Dr. Mark Lee

The Adult Formation programs continued to provide a varied menu of programs, covering spiritual, socio-political and personal aspects of Christian living. In particular, there was significant emphasis on immigration issues in both Forums and Study Groups, as the church discerns becoming an Immigrant Welcoming Congregation.

Many thanks to the groups of lay people who help plan these programs. First, is the annual half day planning retreat that envisions the study groups for the coming program year. Second, is the Forum Ministry Team, who meet almost every month to work out the Forum programs. And third is the Formation Redesign Team, which completed its work this year and has provided the foundation for a new Formation Board (see Mari Strombom-Johnson's report for more info on the Formation redesign process and results).

A highlight of the year was our annual Visiting Scholar Program, with Dr. Gerald West and his wife the Rev. Beverley Haddad, from the University of Kwa-Zulu Natal in South Africa. There was a small snafu when we found the original week conflicted with a home CSU football game, but they graciously agreed to move to the previous week. And Wayne and Jean Carpenter graciously donated the use of their AirBnB unit so our guests could stay comfortably the extra week. We also got an extra workshop out of them, in addition to the main program around Contextual Bible Study. Many thanks to Tiffany Ayraud for helping herd the cats, er, Ministry Team. I'm happiest about the continued results of their program, as several people and groups are using the material we learned for upcoming classes and retreats.

In addition to my main work shepherding the adult educational programs, I was able to serve in other areas. I got to teach 4th and 5th grade, and now Middle School, OWL. I helped provide programming for the All Church Retreat. I was able to present some of my learnings from my Israel pilgrimage for the First Name Club. I provided pulpit supply a couple of times, always a treat for me. And I get to work with a great group of staff colleagues!

Beyond Plymouth, I continue to serve the wider church through the Platte Valley Association as the chair of the Committee on Ministry, and as the ONA Coordinator for the Rocky Mountain Conference.

My deepest thanks go to all those who give of their time, knowledge, and heart to teach and facilitate our classes. Be sure to give them your thanks; their names are in the list of programs below.

Forums:

To Serve & Protect: Community Policing. (Chief John Hutton, Asst. Chief Jerry Schiager, Rev. Frank Gibson, Rev. Hal Chorpenning)

Behavior Health: What is It? Do We Need It? How Do We Get It? (Laurie Stolen, Alternative Sentencing Dept, FC)

Dementia Friendly Communities. (Cyndy Hunt Luzinzki)

The Fierce Urgency of Now. (Andrew Bondi, Fort Collins for Progress)

Candidate Forum: Ft Collins City Council

Candidate Forum: Ft Collins Mayor

A Discussion of the Sanctuary Movement. (Immigration MT)

Justice vs Mercy: The Twin Calls of Christian Service. (Paul Turner, Industrial Areas Fdn.)

Dying with Dignity: Colorado's End of Life Options Act. (Rep. Joann Ginal)

On the Exhale, by Martin Zimmermann (Katie Houser)

Guns: A Tool for Sport. (Tom Nesler & Tom Guter)

UCC at 60. (Jake Joseph)

Why We Provide Sexuality Education at Plymouth: OWL. (Terri Schultz)

Not Your Parent's Sunday School: An Insider's Look at Children's Christian Formation. (Janene Stubbs)

Transforming Our Budget into A Journey of Generosity, Generous Living and Giving. (Dianne Stober & Irene Wherritt)

Youth Missions Making a Difference: Lakota Mission Trip. (Sr. High Youth, Mandy Hall)

Becoming An 'Immigrant Welcoming' Church. (Immigration MT)

Suicide in Teens: Dispelling the Myths. (Chelsea Kline, CSU)

Candidate Forum: Poudre School Board

Let's Make Fort Collins a Gigabit City! (Tim Tillson, FC Citizens Broadband Committee)

The Continued Challenge our Community Faces: Gaps in Critical Mental Health Services. (Laurie Stolen, Behavioral Health Director for Larimer Co.)

Contextual Bible Study as a Spiritual Discipline. (Visiting Scholar Gerald West)

World Missions: Ethiopia School. (Bob & Nancy Sturtevant)

World Missions: Habitat for Humanity. (Erika Knockoff, FC Habitat)

Towards Becoming an Immigrant Welcoming Church. (Immigration MT)

World Missions: Radar School, East Jerusalem. (Jeff Wright, Heart of the Rockies, ret.)

Study Groups:

Jesus and Social Justice: His New Vision for Humanity? (Art Rooze)

The Divine Dance: The Trinity and Your Transformation, by Richard Rohr (Mark Lee)

Faith in the Face of Empire: The Bible Through Palestinian Eyes, by Mitri Raheb. (Ruth Billington)

Breathing Under Water: Spirituality and the 12 Steps, by Richard Rohr (Viki Johnson)

Vitamin N – The Essential Guide to a Nature-Rich Life: 500 ways to enrich your family's health and happiness, by Richard Louv. (Terri Schultz, Naomi Hoyer, Joanna Lemly)

Finding Your Religion: When the Faith you Grew Up With Has Lost Its Meaning, by Scotty McLennan. (Sara Parmenter)

God of Love: Exploring the Shared Heart of Christianity, Islam and Judaism, by Mirabai Starr. (Pat Slentz & Leif Anderson)

Electricity Production & Climate Change. (Les Fraley and Mike Fox)

Ongoing Immigration Discussions. (Immigration MT)

Growing Your Spiritual Financial Life. (Stewardship Board)

Days of Awe and Wonder: How to be a Christian in the 21st Century, by Marcus Borg. (Sarah Parameter)

Addiction: Breaking the Silence, Opening Up Hope. [HBO Addiction series] (Ross Lane)

Elective Programs:

All Church Retreat

Intergenerational Spiritual Practices (2 Sunday mornings)

Visiting Scholar Program weekend

Leadership Council Report for 2017

This was a busy year in terms of personnel changes, updating business processes, expanding our impact on our community and adjusting to the changes occurring around our property. We saw a great deal of change this year and at times it was a bit uncomfortable. However, the forecast is for more alterations to occur. The role of the Leadership Council is to try and predict these changes and prepare and adapt as needed.

Plymouth tends to be in the center of all this change. The university and associated housing will soon surround us, where we stand on political issues is being challenged, what people want from their church and what they are willing to give to their church has shifted, and the needs in our community keep growing. These are some of the issues that the council grapples with and will continue to work on in the years to come.

The 2017 Council was staffed by the following members: Bob Sturtevant, Moderator; Dianne Stober, Vice Moderator; Sharyl Haas, Treasurer; Mary Freese, Clerk; Nic Redavid, Barry Beaty, Linda Preston, Elaine Kim, and Marilu Theodore, Members at Large; Hal Chorpenning, Senior Minister. We are also supported by several Committees of Council including: Personnel, Budget and Finance, Review and Audit, Nominating, Planned Giving, Christian Formation Design, Progressive Evangelism and the Board Support Team. This year we also had two ad hoc committees that completed their work and have been discontinued: Associate Minister Search Committee and Stadium and Prospect Corridor Committee.

Highlights and Accomplishments

Personnel:

We hired the following staff members this year:

Jenny Iovieno as our bookkeeper, who later left due to a family move out of state.

Andrew Bondi as our half-time IT/Communications Coordinator

Jane Anne Ferguson as our Settled Half-Time Associate Minister

Mark Heiskanen as our Director of Music

Ron Patterson as our interim Senior Minister

Administration:

Contracted with Rodahl and Company to handle bookkeeping and payroll duties.

Moved our data base to F1Go

Investigated electronic giving software

Reviewed and updated all Leadership Council policies

Program:

Approved the expansion of the Board of Deacons from 12 to 15 members and the Stewardship Board from 5 to 6 members

Filled vacancies on Boards as needed

Approved Endowment Dispersals

Constitutional Changes:

We changed the length of terms for the Moderator, Vice Moderator and Treasurer and created the positions of Assistant Treasurer and Past Moderator.

We approved the concept of becoming an "Immigrant Welcoming Congregation" which will be voted on at the January 28th Congregational Meeting.

Facilities:

Contracted use of our parking lot with Rams Crossing, Brinkman Construction, and Sertoma
(game day parking)

Strategic Planning:

Contracted with John Wimberly to evaluate our governance, strategic planning and
staffing in terms of successfully moving into the future as a growing and effective church.
Worked with the Nominating Committee to expand their responsibilities to include leadership
training and membership involvement.

2017 Church Attendance Report

January	1,387
February	1,213
March	1,318
April	2,200
May	1,123
June	891
July	1,070
August	1,047
September	1,111
October	1,553
November	1,365
December	3,091

Figures include Women's Retreat and Men's Retreat.

Total for the year	16,369
Weekly Average (12 months)	315

Baptisms

During the past year, our ministers officiated seven baptisms.

Baptisms:

Elsa Ebel	Ansel Ebel	Del Kozlowski
Nora Ebel	Briceland Orion Lucas-Thompson	Anabel Jude Siegel
Frieda Ebel		

12 funeral or memorial services were conducted by our pastors this past year. We hold in fond remembrance those who have entered eternal life:

Breese Hinde	Van Bowers	Buzz Hargleroad
Doris Sumrall	Chuck Lane	Henry Gholz
Errol DeSilva	Jim Hazen	Karin Marsh
Jeff Berven	Lynn Richards	Polly Knight

Membership Report
December 31, 2017

Members as of January 1, 2017.....	702
Members received in 2017.....	43
Reinstatement.....	1
New Confirmands.....	0
New Affirmands.....	0
Total	746
Members deceased.....	8
Transfers.....	3
Members removed.....	12
Members placed on Inactive Status.....	3
Total	26
Members as of January 1, 2018.....	720
Infant and children baptisms.....	7
Adult baptisms.....	0
Weddings.....	0
Funerals and memorial services.....	12

New Members Received – 2017

The following new members were received into the fellowship of Plymouth Church:

February 26, 2017

Carol Fox	Ron Biller	Christine Jasmann
Doug Fox	Linda Walz	Jeremy Jasmann
Carla Johnson	Mike Walz	Tiffany Ayraud
John Johnson	Jennifer Stimson	David Ayraud
Courtney Lucas	Katherine Evans	Katie Lindberg

May 7 & 14, 2017

Laurel Boss	Lisa McDanel	Tim Tillson
Marjorie Main	Ron McDanel	Jeff Wartgow
		Stuart Yoshida

September 24 & October 8, 2017

Lois Daubert	Erika Michalski	Colleen Silan
Ashley Horner	Dan Michalski	Maria Singleton
John Mercer	Joshua North-Shea	Lynn Wartgow
		Anne Wuerslin

**Plymouth Congregational United Church of Christ
Personnel Committee
Annual Report and State of Plymouth's Staffing, 2017**

In 2017, the committee members were Ruth Long, Hal Chorpenning, ex officio, Bob Sturtevant, Leadership Council representative, and Sara Myers, chair.

The committee was involved in various activities during the past year:

- Settled on benefits for the Associate Minister—Half-time position.
- Approved the “Official Designation of Minister’s Housing Allowance” form.
- Voted to buy out Jodie Iovieno’s contract with Accountemps and create a Plymouth contract with her. Unfortunately, she resigned shortly thereafter and we began discussions about outsourcing bookkeeping.
- Recommended to Leadership Council a 3% cost-of-living adjustment for all staff with a range adjustment for Jake to bring him into line with the conference guidelines for ministers in his position.
- Posted an advertisement for the new position, Coordinator of IT/Communications, interviewed three candidates (with the assistance of Jake Joseph), and recommended to Leadership Council that Plymouth hire Andrew Bondi.
- Interviewed Ron Patterson for the position of Interim Senior Minister to serve during Hal’s sabbatical and recommended to Leadership Council that he be hired.
- Reviewed the call letter for Jane Anne Ferguson, the contract letter for Ron Patterson, and the offer letters for Mark Heiskanen and Andrew Bondi.
- Conducted an exit interview with Jieun Kim Newland, Plymouth’s Director of Music through August 2017.
- Met with the Pastoral Relations Committee to discuss their mandate and to consider ways in which their committee can provide more comprehensive support for the ministerial staff and how we can best share information while maintaining appropriate confidentiality.
- Approved Mark Lee’s request to increase his annual vacation leave to four weeks.

In 2018, the committee will review and revise the Personnel Committee portions of the Leadership Council Operating Policy document, review the Prevention of Abuse and Harassment Policy, and conduct evaluations of the ministerial staff.

Respectfully submitted,
Sara J. Myers

2017 Annual Report of Congregational Life Board

The 2017 Board consisted of

Staff: Jake Joseph

Leadership Council Liaison: Nic Redavid

Board Members: Jean Gruel, Tricia Medlock, Susan Raynor, Carol Goettle, Jim Goettle and Kathee Houser (chair)

The mission of the Congregational Life board is to provide opportunities for all generations to participate in the life of the church. We keep refining our offerings and adding new ways to provide these opportunities. Congo oversees ministry teams/fellowship groups. We are here to help all of these groups provide that place where members can feel a real sense of home.

During this past year we have had fewer and fewer discussions of the kitchen. We have worked out with Sharyl separating the kitchen expenses (including coffee) from program and receptions expenses. The program and reception portion includes all of the board activities. If there is no one taking responsibility for the 12:00 coffee hour we will use paper cups so the dishwasher can be shut down properly.

All Church Fellowship Events facilitated in 2017

Valentine Movie

Support for Valentine Brunch

Lenten Devotional Group

Easter Brunch

Ice Cream Social

Potluck and Bingo night

Outdoor service and picnic

Involvement Fair in Collaboration with Outreach and Mission Board

Heritage Potluck and Bingo

Taste of Plymouth/CSU student welcome

Pie Potluck

Advent Fun Night

Some of these will be “tweaked” to be a better fit and there are some new ideas in the works. This board is open to any ideas and is always looking for assistance.

Kathee Houser, Chairman

2017 Board of Trustees Annual Report

During 2017 the Trustees spent many hours maintaining, repairing, and improving our church building, grounds and the parsonage. Major accomplishments include:

- Replaced the boiler at the Parsonage
- Built a path to connect Plymouth and the Islamic Center parking lots with Trustees and volunteers from the Islamic Center working together.
- Irrigation System – maintenance, turn-on, blow out and seasonal adjustments
- Coordinated & managed - Spring & Fall Cleanup Days
- Maintained the church van – Jim Greuel
- Conducted numerous tests with various entities including backflow tests on the domestic water line, fire sprinkler line, and irrigation system. Testing on the fire sprinkler system with Poudre Valley Fire Authority, Life Safety systems, and internal checks of our fire extinguishers, exit signs, etc.
- A new ornamental fence was added on the north side of the Memorial Garden by the memorial garden ministry team & other volunteers
- Maintenance to our asphalt parking lot included – sealing the cracks, striping and numbering for all of the parking spaces.
- Plymouth had a property line encroachment dispute with our neighbor to the West. We obtained a survey for this property that indicates that Plymouth has no encroachments. The survey was filed with Larimer County.
- All equipment has been maintained. The tractor / mower is now approaching 20 years old and required an overhaul to the undercarriage by an outside specialist.
- The trustees and friends of the trustees replaced numerous lights & ballasts throughout the church. Most of these lights are the new energy efficient types and the bulbs cost around \$5-7 each. In addition most of these lights also have ballast for one or two bulbs. We replaced a large amount of ballasts as they are now about ten years old. The average ballast is supposed to last about seven years. A typical ballasts cost between \$20-25. We are anticipating replacing many over the next several years until we get them all replaced.
- Parking Lot rents provided over \$50,000 in income for Plymouth over the last year. Tom Nesler has been the parking lot “czar” negotiating contracts with Rams Crossing Apartments, Brinkman Construction, and the Sertoma Club who operate game day parking.
- Snow removal is conducted by a contractor. A new snow removal ministry team has been formed to shovel the walks on Sundays before services. The sextant does the shoveling during the week.
- HVAC – The annual maintenance & inspections for the air conditioning units and furnaces have been performed for the year. We hired a new contractor that provides better service at a significantly lower price than our prior contractor.
- The trustees have also started having “work days” each month to complete a lot of the tasks that need to be dealt with around the church and build comradery.

Issues /concerns:

- We have requested funding from the Leadership Council to help pay for the snow plowing that was previously donated.
- The dishwasher / sanitizer in the kitchen is very old and has been causing a lot of problems. It will need to be replaced in the future and will be a major expense.

I would like to thank all of the trustees, special friends of trustees, and friends of the trustees that volunteered for countless hours to help keep our church and grounds maintained.

Trustees – Jerry Clough, Rob Haas, Allen Norskog, David Smith, Greg Rutherford, Keith Schultz, Bob Kingsbury, and Tom McIntosh.

Special friends of the trustees – Dean Wallace, Tom Nesler, Jim Greuel, and other friends

Gary Olsen

Chair of the Trustees 2017

Stewardship Board 2017

Irene Wherritt, Chair

In the beginning of the year we visited about what goals we wanted to accomplish during the year. Here is what happened.

1 Be visible year-round: We performed a stewardship survey; designed and ordered banners, magnets, and thank you notes for our campaign theme; offered educational events; and regularly communicated with the congregation.

2 Enjoy what we do: Kids busied themselves with games in the park, we offered thank you activities and parties, and decorated everyone with magnets and stickers.

3 Involve as many people as possible in stewardship activities: Individuals not on stewardship volunteered for hosting, calling, food preparation, witnessing, video, and education. About 160 individuals attended our educational opportunities.

4 Promote the concepts of generosity and gratitude: We wrote articles for the Placard and quarterly statements and presented at new members' classes. Kids made Share Save Spend bottles and adults delved into rightsizing, gratitude, mindfulness, and living wisely.

5 Inspire more pledging units, more \$ per pledging unit, and reach all generational groups: We created two stewardship videos, hand wrote 233 thank you notes, and formulated a timeline for future stewardship boards. As of January 5, 233 households pledged a total of \$727,764.

Thank you Stewy Board!

Bill DeMarco, Jan McIntosh, Alan McLarty,
Sarah Parmenter, Laurie Zenner, Rev. Jane Anne Ferguson

**2017 Annual Report of the Planned Giving Committee of
Plymouth Congregational Church, UCC**

The Planning Giving Committee

The Committee's functions are

- Execute the Planned Giving and Endowment Fund Policy approved by the Leadership Council in 2017, consistent with the Plymouth Mission Statement
- Develop a planned giving ministry, including education of the congregation on the many alternatives of planned giving
- Secure planned gifts from members and friends for the Endowment Fund
- Work with donors and make recommendations to Council on all gifts that are not part of annual giving, a capital campaign or a special offering
- Establish and administer Endowment Fund investments and distributions in compliance with Fund Policy

Members

The Committee consists of at least six voting members including the Senior Minister (ex officio). The term of each appointed member is three years. No appointed member shall serve more than two consecutive three-year terms. After a lapse of one year, former Committee members may be reappointed by the Leadership Council. The Council may also appoint advisory, non-voting members. Current Committee members are

<u>Member</u>	<u>Term</u>	<u>Role in 2017</u>
Caryl Beaty	4/1/2017 to 3/31/2020 (second full term)	
Hal Chorpenning	Standing, Voting Member	Senior Minister
Bob Hoel	4/1/2015 to 3/31/2018 (second full term)	Chair of Committee & Investments
David Petersen	4/1/2016-3/31/2019 (first full term)	
George Theodore	4/1/2016 to 3/31/2019 (second full term)	Secretary
Jane Thompson	4/1/2017 to 3/31/2020 (second full term)	
Skip Herbert		Advisory Member, Non-voting
Tom Guter		New Member in 2018

Thank You Plymouth Legacy Society Members!

Legacy Society members are church members and friends who are ensuring the future of Plymouth and its dynamic mission. In addition to supporting the church annually, they are donating a portion of their accumulated assets to Plymouth through their wills and other planned gifts. Legacy Society members now number 60. They are

Judy Barth, Jan Baynton, Barry and Caryl Beaty, Verley and Wes* Boulton, George and Nancy Bryan, Pete and Judy Bullard, Wayne and Jean Carpenter, Hal Chorpenning, Tom and Paula Dille, Les and Barbara Fraley, Janet Fritz, Victoria Gardener, Ron and Mary Kay Graver, Tom and Karen Guter, Harry and Carol Halac, Phil and Marcia Hoefler, Bob and Barbara Hoel, Eric and Sara Lea, Steve and Ann Lundeen, Scott and Marty Marsh, Jack and Liz McGrew, Larry and Janet McCulloch, Fran Milde and Irene Wherritt, Curt and Ruth Minter, Gary and Anna Olsen, Bob and Nancy Sturtevant, Dave Tenney and JoAnne Bennett, George and Marilu Theodore, Rich and Jane Thompson, Lorrie Wagner, Marcia and George* Worcester, and two anonymous members. (*Deceased)

Please let members of the Plymouth Planned Giving Committee know if you have included Plymouth in your planned giving (wills, insurance, charitable annuities, stocks, real estate, etc.) or if you are just considering the possibility of doing so. The Committee can provide prospective donors with highly useful planned giving materials and contacts. There is always more room for new Society members.

Providing Plymouth Members and Friends with Planned Giving Information

The Committee sponsored a half-day “Wills and Estate Planning Conversation” in April of 2017 with 40 people attending. Pete Bullard and Celeste Kling, were the conversation leaders. Both are Plymouth members and highly respected attorneys with extensive experience with wills and estate planning.

Within 60 days, we will launch a friendly microsite with up-to-date information about making planned gifts to Plymouth. The UCC and United Church Funds selected Plymouth to be the first UCC church in the nation to use this innovative communication tool. The microsite will be attached to our church’s main website. It is easy to use and includes basic information and also legal details for attorneys and financial advisors. Additionally, it provides supplementary information and assistance (if needed) from United Church Funds, our denomination’s long-time and highly respected investment manager.

Endowment Fund and Distributions

Plymouth Endowment Fund assets are held by United Church Funds, a leading source of socially responsible investment products. The market value of the Plymouth Endowment Fund was \$99,576 on January 1, 2017 and \$115,273 on November 30, 2017.

The Endowment Fund consists of five accounts with the following balances on November 30, 2017:

1. Wider Mission of UCC -	\$ 94,559
2. Christian Formation -	\$ 1,343
3. Community Service & Outreach -	\$ 6,103
4. Infrastructure Improvements -	\$ 8,617
5. Worship, Music, and Art -	\$ 4,651
Total	\$ 115,273

The Fund Policy calls for distributions to the Church boards and committees responsible for activity areas most closely associated each account. Each board’s proposed plans to use those funds are subject to Council approval.

Payouts from the Fund are based on the average values of the Fund over the prior three years, and payouts are from 3 to 5% of those average values. The distribution percentage for 2017 was 3%. In 2017 the Board for Outreach and Mission received \$2,439 for special projects from the Wider Mission of the account. The distribution amounts for the other accounts were relatively small, and they were waived by the recipient boards in accordance with Fund Policy.

Audit and Quarterly Reports

An internal audit by the Plymouth Audit Committee is conducted annually. As required by Fund Policy, the Committee submitted quarterly investment statements for the Fund to the Leadership Council.

Submitted by
Bob Hoel, Chair
Dated: January 13, 2017

Annual Report of the Board of Deacons 2017

The Plymouth Board of Deacons is charged with enhancing the worship and spiritual life of our congregation. Plymouth deacons serve our church family through our service at worship, which in 2017 included the two Sunday morning services as well as the 3.0 Sunday evening service. The deacons work with the ministers, staff, and congregation to enrich worship, support our Plymouth members and friends at weddings and funerals and in the yearly Calling and Caring ministry, and keep in close touch with any seminary students we may happen to be sponsoring.

The deacons for 2015 were Kim Bohling, Karen Guter, Marcia Hoefer, Bill Holt, Scott Houser, Kevin Keller, Fran Milde, Karen Nesler, Anna Olsen, Rick Riddoch, Nancy Sturtevant, Al Sanders and David Stubbs. Thanks for the service of Scott, Rick, and David who have completed their terms. Also, thanks to Marcia Hoefer for filling a deacon slot early in the year when a board member was injured and unable to serve for the remainder of the year. Thanks also to the “friends of the deacons” who are former deacons that generously gave of their time to help with transitioning new members and filling in at worship services many times during the year. We would also like to thank the following members for their special help during the year:

- Calling and Caring: Anna Olsen and Kim Bohling
- Liturgist scheduling: Marty Marsh
- Supplies: Karen Nesler
- Soup suppers: Karen Guter
- Deacon and usher scheduling: Al Sanders
- Deacon Chairperson: Anna Olsen and Al Sanders

Thanks to Jieun Newland and Mark Heiskanen and Plymouth’s choir for the outstanding music that adds so much to Plymouth worship services and to the many audio engineers for their expertise with the sound and lighting systems.

Five ministry teams provided the deacons with help in different areas of our service. They include Liturgists, Calling and Caring, Soup supper volunteers and the Chancel Guild. Thanks to all of these team members who supported us this year.

Highlights of 2017:

- For weekly services we prepared and set up communion elements, made coffee, set up the Fellowship Hall, greeted and ushered church attendees, recorded Prayers of the People, counted weekly attendance, and counted and recorded the weekly offering for deposit.
- We prepared the sanctuary for and assisted with numerous special services on Ash Wednesday, Palm Sunday, Easter, Pentecost, an outdoor service in Rolland Moore Park, World Wide Communion Sunday (leading an inspiring special communion liturgy by Ron Patterson), Jubilee Sunday, Totenfest, and Christmas Eve.
- We provided a soup supper for attendees before Ash Wednesday and Maundy Thursday services.
- We had the honor to assist with funerals, weddings and baptisms throughout the year.
- Each month a deacon wrote the “Deacon’s Bench” column for the Plymouth Placard
- Anna Olsen and Marty Marsh organized the return of a Lenten Daily Reflections book to be distributed during Lent 2018. Anna and Marty recruited contributors for each day of Lent and are currently putting the book together.
- The Calling and Caring Ministry team contacted all members of Plymouth, updating the process by incorporating a mix of email and phone contact.
- The Deacons Board requested an expansion of the board from 12 to 15 members to ensure adequate staffing for services.
- Instituted plans for Emergency and First Aid training once the 2018 Deacons Board is convened.

Respectfully submitted for the Board of Deacons,
Al Sanders, Chairperson

OUTREACH AND MISSION BOARD ANNUAL REPORT 2017

WHO WE ARE AND WHAT WE DO

The Outreach and Mission Board's mission to reach beyond the four walls of Plymouth is integral to who we are as people of faith responding to God's call to create a new realm based on shalom—peace, justice, and wholeness. 2017 Board members included Adam Redavid, Marty Marsh, Marge Morgan, Nancy Bryan, Eve Audley, and Betsy Bedient, Chair. Mary Freese was the Leadership Council liaison. Each Board member served as a liaison to several of the Board's many Ministry Teams. At the Board's regular monthly meetings, we heard from representatives of the various organizations to which the Board donated funds, to hear more about what each organization does, the population it serves, and the use it makes of the funds Plymouth donates. The Board sponsored a Bread for the World Offering of Letters, helping members write letters and emails to Colorado's Congressional delegation in support of legislation to support U.S. and international food aid. The Board organized and participated in the Plymouth Involvement Fair on Jubilee Sunday, August 26th, as a way to both recruit members for ministry teams and inform the congregation about the many outreach and mission activities happening at Plymouth and in the larger community.

HOW WE SPENT YOUR GENEROUS CONTRIBUTIONS

BUDGET. Each year the Board is responsible for dispensing Plymouth's Outreach and Mission budget, which was \$11,975 for 2017. On-going recipients of budgeted amounts include **Catholic Charities** (\$600), **HPI/Rental Assistance Fund** (\$400), **Interfaith Council** (\$2075), **Sister Alice Murphy Center for Hope** (\$1500), **UCC Open and Affirming Coalition** (\$400), and **Bread for the World** (\$300). Crisis Discretionary Funds were used to support **UCC's Disaster Fund** to assist with hurricane relief (\$1000), **UCC's International Refugee Fund** (\$1561), and **FCCAN/Fuerza Latina** (used to provide scholarships for DACA recipients to renew their applications)(\$495). Outreach Discretionary Funds were used to support our own ministry teams' activities and organizations: **FFH** (\$500), **McBackpack** (\$300), **Alternative Giving Fair** (\$147.23), **Bennett School** (\$45.78), **HPI Sleep-out** (\$145.19), **Women's March** (\$65.87 for bus to Denver), **Immigration Ministry Team** (\$100), and **International Hour for Peace** (\$100). We also made donations to the **Interfaith Alliance of Colorado** (provides a liberal Christian message on social issues such as immigration, gun control, and abortion)(\$100), **Rocky Mountain Immigrant Advocacy Network** (provides representation of immigrants and children at the immigration detention facility in Aurora and the immigration courts in Denver and Aurora)(\$1139.93), **Casa de Paz** (provides temporary housing for families visiting detainees in the Aurora immigration detention facility and for newly released detainees)(\$500), and **Habitat for Humanity of Fort Collins** (builds affordable housing)(\$500).

ENDOWMENT INCOME. The Board is also responsible for deciding how to spend the payout amount of the Endowment Fund designated for Outreach and Mission. This year that fund of \$2439, was split between **UCC Refugee Fund** (\$439) and **Archway Housing & Services, Inc.** (\$2000). Archway is a faith-based nonprofit affiliated with the Rocky Mountain Conference of the United Church of Christ, which helps build and support service-enriched (supportive) affordable housing for low to moderate income individuals and families. So far its seven housing communities are in the metro-Denver area, but the organization is looking to expand its program into the Fort Collins, which is part of the Conference area.

OUR BUSY MINISTRY TEAMS

The **Alternative Giving Fair**, under the leadership of Eva Wallace, included 13 vendors each of which support the work of ministry organizations in various countries. The Fair was held November 19 and raised over \$13,000 for the participating organizations.

Plymouth participated in the annual 3-mile long Fort Collins **Crop Walk**, under the leadership of Amy Zwahlen and her family, on October 1. Crop Walk's purpose is to call attention to the food needs of people in Fort Collins, the United States, and around the world, and to raise funds for Church World Service to combat hunger. The funds raised go to the Larimer County Food Bank and to Church World Service national and international projects, such as disaster relief, feeding refugees, and assisting poor villages in obtaining wells for good water.

Plymouth members and friends from 36 households, through **The Giving Tree** project, under the leadership of Sara Myers and Joyce DeVaney, provided Christmas gifts to 80 children from 28 families recommended by La Familia/The Family Center and Bennett Elementary School, as well as hundreds of diapers and thousands of baby wipes to La Familia contributed by more than 25 additional families. The tree went up on November 19, and all the families were quickly spoken for.

Members of the Plymouth **Bennett Elementary School Ministry Team**, under the leadership of Laurie Zenner and Sasha Steensen, continue their involvement with the school by collecting school supplies during the month of August, providing an appreciation breakfast on a fall in-service day to Bennett's teachers, including Bennett families in the Giving Tree, and mentoring and tutoring students. Volunteers are always welcome.

The **Immigration Ministry Team**, under the leadership of Linda Mahan and a strong executive team, monitors immigration actions on a local, state, and national level, and provides opportunities for education and action for the congregation. It continues to keep its extensive mailing list informed about current immigration issues and calls for action to legislators. The team made available "welcoming" yard signs and created a large one for display in the church yards. They led a four-week Adult Education class in January on immigration and refugee issues and three Forums, including one with DACA students in the fall. An interactive art installation representing the migrants crossing the southern border wall was featured at the All Church Retreat, and in children's sermons and the 3.0 service in October and remained in the Gallery until Christmas week. A second four-week Adult Education series in October focused on declaring Plymouth as "An Immigrant Welcoming Congregation". Dialogue and a decision on the adoption of this declaration will continue until a vote at the 2018 Annual Meeting.

The **World Missions Ministry Team**, under the leadership of Eileen Dornfest, was very active in 2017. Its members hosted an Ethiopian-theme dinner to raise funds for the Lango Kindergarten in Ethiopia. They sold Mother's Day and Christmas cards to help support two students at Rawdat Al Zahir School in Rawdat, Palestine (Occupied Territories). Their table at the Alternative Giving Fair helped support both schools.

The **Interfaith Council Ministry Team**, under the leadership of Nancy Sturtevant, continued to attend meetings of the IFC on Plymouth's behalf. Plymouth and 27 other faith communities and 32 non-profit service entities are members. IFC remains a forum for interfaith dialogue on social issues, and issues grants to local non-profits through a competitive application process. Plymouth members

are welcome to attend any monthly meeting, each of which is held at a different member's location and is focused on a social issue relevant to Larimer County.

The **Peace with Justice Ministry Team**, which is seeking additional leadership, made sure that prayers for international issues related to peace and justice were offered at worship services in order to educate and engage Plymouth members in shaping public policy in keeping with God's vision of a just and loving society. It helped sponsor the 26th annual Fort Collins International Hour for Peace celebration, held this year at Unity Church of Fort Collins, at 4:45 am, midnight on New Year's Eve Greenwich Mean Time. A wide variety of individuals and community organizations took part.

The **McBackpack Ministry Team** under Sharyl Haas's leadership continued to provide volunteers once a week to McBackpack's weekend food bag program, a partnership among the program, the Poudre School District, and the Larimer County Food Bank. The program's goal is to provide weekend food for children in need who are enrolled in the school district. The volunteers pack the weekend food bags on Thursdays and deliver them to the participating schools so the children can take the bags home from school on Fridays. Nancy Sturtevant with provide leadership for this ministry team in 2018.

One Village One Family Ministry Team, under the leadership of Greg Rutherford, participates in a program started in 2014 by Fort Collins non-profit Homeless Gear, to support a homeless family to find housing and become self-sufficient, providing grant funds of up to \$1500 to cover rent and emotional support for the family for up to a year. Plymouth's Ministry Team's members constitute one of the many "Villages" involved in the program in Fort Collins. The Plymouth Village was not assigned a family in 2017.

Neighbor to Neighbor/Homeless Prevention Initiative Ministry Team, under the leadership of Joyce Devaney and Ruth Lieurance, screens calls and interviews HPI clients who need temporary help in preventing them from becoming homeless, volunteers include screeners, interviewers, and Spanish interpreters at Plymouth. Plymouth is one of the program's two interview sites. Plymouth's team provided clients with assistance, including recommending grants of up to \$300 for rent assistance, providing King Soopers gift cards, and referrals to appropriate support services available in Fort Collins. A subgroup of this ministry team is Fellowship for a Cause, a group of Plymouth members who meet bi-monthly to donate to HPI. Grocery cards purchased by Plymouth members also support HPI.

Neighbor to Neighbor/Homeless Prevention Initiative Vigil/Sleep Out Ministry Team, under the leadership of Bob Jeffrey and Zak Burkey, organized the annual vigil and sleep-out in the cold, to raise awareness of the presence of homelessness in Fort Collins, as well as to raise funds for HPI and gear for Homeless Gear. This year's 13th annual vigil and sleep-out took place on December 2nd and 3rd and raised over \$14,000 for HPI, assembled 1200 hygiene packets, and collected 12 large bags of gently used outdoor gear for Homeless Gear. The vigil was held on Friday night in Plymouth's parking lot; 15 youth from Plymouth UCC Church participated in the subsequent educational program at Plymouth and slept out in the cold in cardboard boxes. Parents donated soup and bread for the evening meal, and the Outreach and Mission Board provided breakfast for the youth and adult chaperones.

The **Faith Family Hospitality Ministry Team**, under the leadership of Scott Houser, helps families experiencing homelessness in Fort Collins. FFH provides temporary housing in participating host churches for four homeless families; each host congregation hosts families four times a year. Volunteers clean and set up a room for each family on Sunday; provide transportation as needed; provide dinner, breakfast, and fellowship for the families each evening and morning from Sunday evening through the next Sunday morning; stay with the families overnight; and clean and pack up at the end of the week to deliver the supplies to the next host congregation. Eighty-six volunteers from Plymouth helped host four homeless families during 4 separate weeks, again teaming with Heart of the Rockies Christian Church. Plymouth hosted families at Plymouth three times in 2017, and assisted at Heart of the Rockies for an additional two weeks, providing 115 nights of shelter, 168 meals, and 461 hours of service. In 2018, Plymouth will host four times, with Heart of the Rockies volunteering to help, because Heart of the Rockies does not have adequate space or facilities. Additional volunteers are always welcome.

The Meals at the Mission Ministry Team, under the leadership of Mary Freese, supplied volunteers to help prepare, serve, and cleanup after meals at Catholic Charities' homeless shelter, The Mission. Plymouth provided 9 volunteers at three two-hour shifts for the noon meal the third Sunday of every other month; 29 Plymouth volunteers participated in 49 shifts. Because of changes at the Mission and in the leadership of this ministry team, the O&M Board is considering Plymouth's future relationship with the Mission.

Habitat for Humanity, is a new ministry team seeking leadership to revive Plymouth's previously active participation in this important program in Fort Collins. Fort Collins Habitat for Humanity is dedicated to eliminating substandard housing in the Fort Collins area and worldwide through constructing, rehabilitating and preserving homes; by advocating for fair and just housing policies; and by providing training and access to resources to help families improve their shelter conditions. Habitat for Humanity was founded on the conviction that every man, woman and child should have a simple, durable place to live in dignity and safety, and that decent shelter in decent communities should be a matter of conscience and action for all. In 2017 Plymouth members participated in two community builds.

The Outreach and Mission Board is grateful to the many Plymouth members and friends who participate in ministry teams, donate time and money, and encourage the outreach and mission of Plymouth Congregational UCC Church in Fort Collins and the world.

Respectfully submitted,
Betsy Bedient, Chair, Outreach and Mission Board

Memorial Garden Ministry Team **2017 Annual Report**

In 2017 the major efforts of the Memorial Garden Ministry Team was to enhance the spiritual feel to our sacred space and continue to fulfill our purpose and long range plan. Plymouths Memorial Garden is a place to honor deceased loved ones and provide a consecrated site where all can enhance their meditation and reflection. Throughout history, the church has provided places of burial within its grounds. As Plymouth's Memorial Garden is located next to the church, it provides the spiritual space in which God's healing power is bestowed though remembrance.

One issue addressed in 2017 was to install a decorative wooden fence on the north boundary of the Garden to provide a better short term screening of the sheds on the Islamic Center property. We do have columnar junipers planted there, but it will take six years for them to reach a size that will provide adequate screening. While installing the new fence we also re-stained the fence on the east side. As our neighbor to the north has installed a fence along our boundary we have begun plantings to screen this fence with final plantings to be completed in the spring of 2018.

The team also kicked off Phase II of our long range plan by starting the process for installation of a labyrinth. Jane was asked to lead a new ministry team to accomplish this task. She formed a team and they have created a plan with input from the congregation which has been approved by the Memorial Garden Ministry Team and approval by Trustees and Leadership Council is expected in the near future.

Based on observations of the ministry team, that there was a lack of awareness by our congregation of the Memorial Garden, we initiated processes to enhance the understanding of the Garden. A brochure was created for the Memorial Garden and the Labyrinth. We will commence various processes through-out the year to provide information through printed materials and presentations.

All the policies and procedures were updated and a revised Certificate of Pre-Payment and Reservation for Internment was created and approved. The actions of this ministry team continue to be self- financed.

Tom Dille - Chairperson

Centering Prayer at Plymouth
Fran Milde and Irene Wherritt

Contemplative Outreach is an international, interdenominational community of individuals and small faith communities committed to a daily Centering Prayer practice. Contemplative Outreach of Fort Collins is our local chapter. The Centering Prayer group at Plymouth is part of this network and simultaneously functions as part of Plymouth Congregational Life.

In 2017 Centering Prayer sponsored two prayer groups (Monday at 12 noon and Tuesday at 5:30 pm) and offered two mornings of silence, two retreats, and a picnic. These events draw 5-40 individuals and up to half are Plymouth members. A similar program will be offered this next year and all are invited to participate.

PLYMOUTH CONGREGATIONAL CHURCH
CONGREGATIONAL MEETING, JULY 30, 2017

Leader/Facilitator – Bob Sturtevant, Moderator of the Congregation

Time and Location – 11:15 a.m. in the Sanctuary

1. Hal Chorpenning, Senior Minister, opened the meeting with prayer.
2. Bob called for the approval of the minutes from the January 29, 2017 Annual Meeting.

Copies of the minutes were passed out to those requesting them, and Bob deferred the vote until later in the meeting to give people time to look through them.

3. The second order of business was the vote to approve Jane Anne Ferguson as our settled Associate Minister.

Jack McGrew, chairman of the search committee, briefly outlined the work that the committee had done and introduced the members of the committee.

Jack then nominated The Rev. Jane Anne Ferguson to be our settled Associate Minister. Bob stated that a second was not needed in this case.

Hal escorted Jane Anne out of the sanctuary.

Bob asked for discussion.

A number of people expressed concerns. These concerns were expressed in the context of an acknowledgement of Jane Anne's gifts and the contributions she has already made to our congregation.

- Concern about the dynamics of family members, particularly spouses, working together and the effect that would have on the staff as a whole. It is important that Jake be treated as an equal and be given every opportunity to grow and mature professionally. The Pastoral Relations (PR) Committee should be encouraged to meet with the staff one-on-one if issues arise.
 - Bob responded that the Moderator and Vice-Moderator have met with the Search and PR Committees. If Jane Anne is approved, they will continue to meet to address these issues.
- Hiring a spouse as associate pastor was not in the best long-term interest of the church.
- Ambivalence about the issues raised but hopeful, based on trust in the search committee's process and the two years that Jane Anne has been with us as Acting Associate Minister.
- The real challenge confronting the Pastoral Relations Committee and the need for it to be reorganized in light of this situation.

Others spoke in support of the nomination, while recognizing the concerns that had been expressed:

- Sitting in on staff meetings, being impressed by the professionalism of our staff and confident that they would conduct themselves in that manner.
- You don't have to have married clergy to have power struggles among staff. Confidence in the professionalism of the staff.
- If we were to hire a new minister there would be certain unknown qualities. In this case we know these people and their gifts and skills.
- The gifts that Jane Anne brings to ministry far out-weigh the possible problems that might occur. We are blessed to have both Hal and Jane Anne.

Several questions were raised:

- What would the procedure be if Jane Anne were not approved? Bob said that we would go back to square one.
- There was a statement that this situation presents a lot of issues for Personnel, Pastoral Relations, and the Leadership Council to work out. What are the reporting relationships? Bob responded that currently Hal and Jane Anne both report directly to Leadership Council. He said that this is not workable going into the future since the Leadership Council meets only once a month. This is one of the things that will need to be worked out.
- Is it a requirement that we have 3 ministers? Bob responded that, our long-range planning determined that a congregation of our size and complexity needs 2 ½ staff. Jane Anne would be the half-time minister.

Marilu Theodore, a member of Leadership Council, mentioned that Dianne Stober had talked with another clergy couple who had worked as co-pastors and gotten pointers from them about the issues that need to be addressed. She assured the meeting that the issues here are being considered on many levels.

With no further discussion, Bob called for the vote. Paper ballots were passed out and collected.

4. Bob then returned to the approval of the January 2017 Annual Congregational Meeting. Les Fraley moved that they be approved. Tom Dille seconded. The motion passed.
5. Presentation of changes to the Plymouth Constitution (see attached).

Bob explained the reasons for the changes that were being made to the Moderator, Vice Moderator, and Treasurer terms. 1) to make these positions more attractive for possible candidates by reducing the term times to 3 total years rather than 4. 2) to provide more continuity by stipulating that both the Past Moderator and the Past Treasurer would serve in a mentorship position.

Chuck Cairns wondered whether having the past moderator on the Leadership Council would cause a conflict in moving from the leadership position to a nonleadership position.

Marcia Hoefler asked why there was concern about the Treasurer position when we are hiring a professional treasurer. Bob answered that we are hiring a bookkeeping service. We still need a member of our church as treasurer to handle some in-house issues, to oversee the work that the service does and to interact with them.

Ann Lundeen, looking at the at-large members of the Leadership Council, wondered whether there might be better representation on Leadership Council from Pastoral Relations. Bob suggested that the issue of communication between the LC and PR be addressed in the future.

Katherine Woods pointed out that there is inconsistency in the stipulations concerning what happens at the end of a term—the length of the time before a person can serve on the council again.

Chuck Cairns stated that the policy for filling vacancies in the middle of a term and how long a person served after that was not clear.

Bob closed the discussion by saying that the purpose of this meeting was to present these amendments. Another meeting will be required to approve the amendments. He encouraged anyone with questions to bring them to the Leadership Council.

6. The vote for the approval of Jane Anne Ferguson as Associate Member was announced:

Yes - 113

No - 23

Abstain - 3

Jane Anne returned to a hearty round of applause.

Bob offered thanks to the search committee for their work.

7. Closing: Bob thanked the congregation for allowing him to be its moderator and for attending this important meeting. He said that he felt that the church was in good hands and that the future was bright.
8. Jane Anne Ferguson offered a closing prayer.
9. The meeting was adjourned at 11:58am.

PLYMOUTH CONGREGATIONAL CHURCH
CONGREGATIONAL MEETING, September 10, 2017

Leader/Facilitator – Bob Sturtevant, Moderator of the Congregation

Time and Location – 12 p.m. in the Sanctuary

1. Bob called the meeting to order at 12 noon.
2. Bob called for the approval of the minutes from the July 30, 2017 Congregational Meeting. Marcia Hoefer moved to accept the minutes and Laura Nelson seconded. After allowing some time for people to review the minutes, Bob asked for a vote. The motion passed.
3. The second order of business was the vote on the proposed changes to the Constitution changing the terms of the Moderator, Vice-Moderator, and Treasurer.

Kaki Woods pointed out that the wording regarding the term of the Treasurer could be interpreted to mean that the Treasurer would never be able to again serve on the Council. There was also a question concerning the hiatus required before subsequent terms on the Council for other members of council.

In a friendly amendment, Elaine Kim proposed that under Terms of Service, a section be added to state that all officers would be ineligible to serve for two years after their stated term of service. She also proposed that the phrase “during that year” be added to the last sentence of the Treasurer paragraph.

In further discussion, Tom Dille asked if the Past Moderator would have voting rights on the Council. He was concerned about this person having undue influence on the Council. Bob responded that the Past Moderator would be a fully participating member of the Council with voting rights, but only one vote. Dianne Stober added that the changes being proposed decrease the full Moderator function to three years, not just two.

Bob Kingsbury suggested that for the sake of simplicity all officers be treated the same, being ineligible to serve for two years after completing their term and all at-large members would be ineligible for one year.

Elaine moved to approve the friendly amendment stated above. Kaki Woods seconded. The motion passed.

Bob then asked for a ballot vote on the proposed changes to the Constitution as amended. Ballots were distributed and counted. The resulting count was 36 “Yes” and 1 “No” to pass the proposed changes to the Constitution.

4. Bob asked for a motion to adjourn. Michele Betsill so moved. Dianne Stober seconded. Motion passed. The meeting was adjourned at 12:25pm.

PLYMOUTH CONGREGATIONAL CHURCH
ANNUAL CONGREGATIONAL MEETING, JANUARY 29, 2017

Leader/Facilitator – Jen Lowry, Moderator of the Leadership Council, 2016

Time and Location – 12:45 p.m., following potluck lunch in the Fellowship Hall

1. Jane Anne Ferguson, Acting Associate Minister, opened the meeting with prayer.
2. Introduction: Jen Lowry welcomed everyone to the meeting.
3. Congregational Meeting Minutes-December 11, 2016: The primary purpose of this meeting was to approve the nominees for the Search Committee for the part-time associate pastor. Tom Dille moved to approve the minutes. Nic Redavid seconded. The motion passed with one opposed.
4. Senior Minister's Report: Hal Chorpenning, Senior Minister, began by asking "How are we doing?" The question was answered with applause. He went on to say that a lot of things have shifted over the past few years. Attendance is up in 2016 with an average of 313 every Sunday in the three services, up 20 from 2015. The church has brought in 50 new members during the year, baptisms are up by 6, and weddings up by 2. Unfortunately, funerals are also up. We had a record attendance on Christmas Eve at 895. Pledges for 2017 at \$741,000 are a record. Outreach giving also increased over the prior year. And we ended the year with a surplus, as we did in 2015.

Hal reminded us that consultant John Wimberly will be here the weekend of February 10-12. He will be meeting with staff on Friday and church leadership on Saturday. He will meet with the entire congregation on Sunday, February 12th at about 12:15, after the 11am service. He will be focusing on the following questions: How do we get more folks involved in lay ministry? How do we reach out to CSU students next door? Hal reminded us that the apartment complexes going up near the church will house 1300 students. With regard to outreach to students, there are plans for a college-age fellowship group and a publicity team to help students know what kind of a church Plymouth is. Hal is working on a grant application to obtain funds to develop ads on campus.

Following up on a prayer offered by Jeff Morissette in the 11am service, Hal said that we all have a better idea now, in our current political climate, why we need a progressive Christian voice in Fort Collins and on campus.

Hal offered thanks for the care and concern offered to him during his recovery process. He is feeling stronger every week.

He asked outgoing and incoming members of the Leadership Council to stand, and offered thanks to Jen for her four years of service to the congregation especially during a time of great personal difficulty. As the congregation gave her a standing ovation, Hal present her with a token of appreciation: a cross. Jen responded by saying, "I love this church so much. It has been my honor to be your moderator."

5. Nominating Committee Report and Vote: Nancy Sturtevant and Caryl Beaty presented the report.
 - Outgoing board and council members were recognized as Caryl read their names from the list presented in a slide.

- Nancy then presented the nominees for continuing and new positions, referring to the report included in the Annual Report. This report also indicates the term limits and staff leadership for Leadership Council and each of the Boards. Nancy said that the Board of Trustees had been inadvertently omitted from the Annual Report, so she presented an addendum with those names. She also reported that the Board of Trustees has been increased from 7 to 9 members, and term duration has been increased from 2 to 3 years.

Nancy requested a motion on the slate. Al Sanders moved that the slated be approved. Lory Clukey seconded. The motion passed.

6. Board of Christian Formation Update: Terri Schulz gave an update on the Christian Formation Redesign Team. She mentioned that Mary Strombom-Johnson is chair of the team, contrary to some information that had gone out. With an 18-month timeline in mind, they have been working hard and making a lot of progress over the past year. They are working on job descriptions for major positions and hope to have those ready for fall. They are also recruiting for the Forum Team, and encouraged anyone interested to contact Mark Lee. She reminded everyone that while this work is going on, Christian formation for all ages continues to happen all over the church!

She presented the meeting with the Christian Formation Mission Statement which the team has developed:

“Rooted in the progressive Christian tradition of the United Church of Christ, the Christian Formation Board and its ministries teach, challenge, and equip Plymouth’s worshipping community to develop a lifelong transforming relationship with God that inspires action toward peace and justice for all of creation.”

7. Stadium and Prospect Corridor Committee Update: Jen introduced Tom Nesler by recognizing the tremendous amount of work the committee has done in representing the church with regard to all of the changes that are going on around us.

Tom began by recognizing the current members of the committee: Don Bundy, Gary Olsen, Nic Redavid, Judy Barth, and Tom Nesler.

He said that the committee has been representing Plymouth’s interests by meeting one on one with developers, attending hearings, and communicating and negotiating with the city, developers and contractors, and CSU. This has required written documentation at times. They have kept the Leadership Council and staff informed, and have obtained approval from the Council when necessary.

Some specific items coming out of negotiations:

- Stadium Apartments to the east of our lot on Lake Street will provide traffic control gates and also a fence between our properties, for which they will be responsible. They also rotated their design and purchased more land to the east of their property so that their building would not be so close to our property.
- Standard Apartments to the east of Plymouth on Prospect redesigned their building so that it wouldn’t look so fortress-like on the west side, planned for a pathway through their property to direct traffic away from our parking lot and a fence which will be consistent with architectural features of our building.
- Landmark Apartments, to be across Prospect south of the church, will not impact us quite as much, but there have been discussions concerning flow of traffic through our property.

The S&PC Committee has also been negotiating parking leases. We currently have an ongoing contract with Ram's Crossing. Our contract with Mortenson Construction will probably end around June, when construction on the stadium will be tapering off. The Committee is in negotiations with CSU for game day parking for Landmark Security Management personnel, who will be working on game days. They will arrive up to five hours before the game and leave around 2 hours after the game. There are also negotiations with Brinkman Construction, who will be working on the Stadium Apartments and would like to use our lot when Mortenson leaves. They would also like to place a construction trailer on the northeast corner of our lot.

- Al Sanders asked Tom to explain the traffic control gates. Tom replied that the exact design has not yet been determined—could be key pad or key fob.
- Terri Schulz clarified that the smaller section of the lot directly east of the church building would always be open for church use.
- Ann Jordan asked how we will welcome visitors when we have gates. Tom answered that while there may be further planning related to this, the gates will always be open on Sundays and when there is a church function.
- Elaine Kim asked if there will be street parking changes. Tom said that there will be no parking on Lake Street on game days. Other changes to Lake Street parking are possible. Since studies show that the apartment developers have underestimated their need for parking, there may be opportunities for leasing our lot for additional student parking in the future, much as we currently do with Rams' Crossing.
- Bill Tucker asked how traffic from Landmark would be crossing Prospect and whether it would be flowing through our property. Tom answered that the plan being worked out with the city is for a bike/walkway crossing with a pedestrian activated light across Prospect which will funnel traffic onto the pathway through the Standard complex, rather than through our lot. Nic interjected that it would be a crosswalk similar to the ones on Laurel.

There was a hearty round of applause for all of the work done by the committee. Accepting the applause, Tom recognized all the work that Wayne Sheppard has done as chairman of the committee until recently.

8. Treasurer's Report: Sharyl Haas, Treasurer, began by saying that we have been very conservative in our spending. The kitchen remodel came in under budget, due to the hard work of several people. Other line items have also come in under budget. 2016 pledges were a little under budget, but loose offering was way up. Consequently, our 2016 income was almost \$4,000 above budget, and our expenditures were about \$19,500 below budget, putting us about \$25,000 in the black for the year. (Budgeted surplus was about \$1800.)
- Keith Schulz commented that it is good to maintain a buffer.
 - Wayne Carpenter asked how the parsonage rental is determined, as the rent seems low. Hal explained that previously Plymouth had rented the house to students. There was much wear and tear on the property needing extensive clean-up and repair, as well as the possibility of inappropriate activities. Gary Olsen commented that repairs of about \$6,500 were needed when the students moved out. Therefore, it was decided to rent the house to Barbara Gregory at considerably below market rate. This is a convenience to her and provides peace of mind to Plymouth. Jane Thompson asked how big the house was and whether it might be possible to offer space for a senior or someone else needing housing. Tom Nesler recognized the need for

housing in the community, but felt it important to honor Barb's privacy. He suggested that maybe this could be considered at a later date.

- Betsy Bedient asked what happens to the surplus. Sharyl said that it goes into a reserve.
- Elaine Kim asked whether the part-time bookkeeper is being paid out of a reserve. Sharyl answered that the consultant that was brought in was paid out of a business reserve account. However, the new bookkeeper's compensation is in the budget.
- Verley Boulton asked whether the reserve is kept in a bank account. Sharyl answered yes.

Sharyl also presented a slide showing a comparison of Budgeted and Nonbudgeted Giving 2015-2016. Details are included in the 2016 Annual Report. She pointed out that giving to Global Ministries and One Congregation One Family was higher in 2015 than 2016 because the Outreach and Mission Board decided to send monies in reserve to those organizations in 2015.

9. Budget for 2017: Bob Sturtevant, incoming Moderator, presented the proposed 2017 budget, offering explanations of some of the major changes. The comment was made that everyone got the budget that they requested. The total income budget is \$811,298; the total expense budget is \$822,176. Bob pointed out that although there is a shortfall in the budget, reserves are available if needed. Therefore, the Budget and Finance Committee is comfortable presenting a deficit budget.
 - A question was raised about the increase in the budget for the Board of Stewardship. Jane Anne Ferguson answered that it takes money to raise money. This year we were able to print the brochure with minimal cost. We need to plan on being able to pay for that cost. We've also joined The Episcopal Network of Stewardship (TENS). This year we had two leadership events with some wonderful food and wine (which was donated). We want to be able to continue to have these kinds of events to give full support to our identity as a stewardship church.
 - Jeff Morissette asked if there was an estimate on the amount we would receive for game day parking. He noted that it does not currently show up in the income budget. Bob answered that this is in negotiation and that we are hoping for \$10,000 for the season, but it may not be that much.
 - Bob Hoel asked how the number of pledging units has changed. Jane Anne said that we have 235 pledging units (families) this year. She thought 2016 was around 231. She said that new members have stepped up; over half of our new members pledged. Former pledgers have moved away or died. She also mentioned that there is currently follow-up with around 10-12 people who have EFTs set up but have not turned in pledge cards. It needs to be determined whether these people intend to pledge. Tom Dille commented that in 2002 we had 208 pledging units with a membership of around 300. That stayed level for 4-5 years. As membership has increased, pledging units have increased.
 - Marge Norskog asked if any of our staff is dependent on the Affordable Care Act for their health care coverage. Sharyl replied that staff working 30 hours or more get health care benefits. We do have some employees working less than 30 hours who could be affected by changes in the ACA.

Tom Nesler moved that the budget be approved. Michele Betsill seconded. Motion passed unanimously.

10. Jen asked if there were any other topics for discussion.

- Bob Sturtevant offered a big thank you to Sharyl for all the hard work she has done this year. This was followed with hearty applause.

- Marge Norskog said that she had heard from someone outside the church that Plymouth was thinking about becoming a sanctuary church. Betsy Bedient, chair of the Board of Outreach and Mission, said that the Immigration Ministry Team has been watching this movement. There is a small group on the ministry team which is active in the wider community. She said that becoming a sanctuary church is a totally different thing than the sanctuary cities that we are currently hearing about. It is a decision that has serious legal consequences not to taken lightly and would be brought to the Leadership Council. Sanctuary churches may be involved in protecting people from the law and may involve resisting current laws that are considered unjust. Under the current Trump administration, these types of actions would probably not go unnoticed. It could also have consequences such as affecting our ability to host Faith Family Hospitality. While the conversation is on-going, Betsy said she does not recommend action at this time.
- As incoming moderator, Bob Sturtevant expressed appreciation for all of the wonderful people at Plymouth. He said, "We may be faced with tough decisions in the future. We want to hear from you all." He also offered a heartfelt thank you to Jen for her service.

11. Closing Prayer: Hal reminded us that while many congregational meetings are having discussions about decline, we can be grateful that we are not having that conversation. He then closed the meeting with prayer.

Respectfully submitted,
Mary Freese, Clerk of Leadership Council

2018 Boards

Christian Formation

Mari Strombom-Johnson, chair
Marty Marsh, volunteer coordinator
Lisa McDanel, marketing & communications coordinator
Sue Rutherford, ministry team connector
Jen Musci, special events coordinator

This team will serve 1.5 or 2.5 year terms, to be split among board members. Future Christian Formation board members terms will run July to June to align with the program year, and will be 2-year terms.

Congregational Life

Carol Goettl, co-chair & Jim	1 st term, 2 nd year
Susan Rayner, co-chair	
Chuck Cairns*	
Jean Greuel**	2 nd term, 2 nd year
Tricia Medlock	2 nd term, 1 st year
Erika Michalski	1 st term, 1 st year

*Completing vacated term

**Serving one-year term

2-year term, max. 2 terms

Deacons

Al Sanders, chair	1 st term, 2 nd year
Karen Nesler	2 nd term, 2 nd year
Kim Bohling	1 st term, 2 nd year
Karen Guter	
Marcia Hoefler	
Kevin Keller	
Fran Milde	
Bill Holt	2 nd term, 1 st year
Anna Olsen	
Claudia DeMarco	1 st term, 1 st year
Linda Holt	
Nancy Sturtevant	
Joshua North-Shea	
Not yet filled	
Not yet filled	

2-year term, max. 2 terms

Outreach & Mission

Betsy Bedient, chair	2 nd term, 2 nd year
Marge Morgan	
Adam Redavid	
Eve Audley	1 st term, 2 nd year
Nancy Bryan	2 nd term, 1 st year
Lynn Wartgow	1 st term, 1 st year

2-year term, max. 2 terms

Stewardship

Irene Wherritt, chair	1 st term, 2 nd year
Bill DeMarco	
Jan McIntosh	
David Bohling	1 st term, 1 st year
Laurel Boss	
Jackie Schneider	

2-year term, max. 2 terms

Trustees		Term end date
Gary Olsen, chair	1 st term, 2 nd year	Jan 2019
Alan Norskog	2 nd term, 3 rd year	
Phil Hofer**	1 st term, 1 st year	
Tom McIntosh	2 nd term, 2 nd year	Jan 2020
Bob Kingsbury	1 st term, 2 nd year	
Keith Schulz		
Barry Beaty	1 st term, 1 st year	Jan 2021
Tom Dille		
Dan Michalski		

**Serving one-year term

Trustees are transitioning to 3-year terms

One 3-year term

PLYMOUTH CONGREGATIONAL CHURCH
 DETAILS OF GIVING 2016-2017 Comparison

	<u>2016</u>	<u>2017</u>
SPECIAL OFFERINGS/DONATIONS		
Non-Budgeted Giving		
Alternative Giving Fair		
Heifer Project	\$3,590	\$4,030
Church World Service	\$645	\$1,046
Murulle Foundation	\$1,750	\$1,113
Rawdat Child Sponsor	\$270	\$346
Into Your Hands	\$666	
Help International	\$1,320	\$725
Africa Bags Malawi Project	\$487	\$885
Youth Coffee	\$949	\$972
Ucount	\$1,082	\$1,220
Friendship Bridge	\$1,277	\$1,189
Samburu Youth Education Fund	\$603	\$595
Total AGF	\$12,639	\$12,121
Christmas Eve Offering		
UCC Christmas Fund	\$7,966	\$6,293
Crop Walk	\$1,870	\$2,231
Dille/Dunbar Fund	\$100	\$100
Homeless Prevention		
Sleepout Donations	\$13,712	\$13,840
Grocery card rebates	\$3,166	\$2,700
General Donations	\$1,397	\$424
Hurricane Relief		\$10,790
Larimer County Food Bank	\$184	\$0
Neighbors in Need	\$3,605	\$4,552
One Congregation One Family	\$1,285	\$0
One Great Hour of Sharing	\$4,315	\$75
Ethiopian /Lango School	\$2,815	\$3,246
RAWDAT Child Sponsorship	\$530	\$600
Standing Rock Thanksgiving Collection	\$974	\$568
Youth Mission Fundraisers	\$5,076	\$2,971
Archway Housing Via Endowment Fund	\$2,518	\$2,000
UCC Refugee Fund Via Endowment Fund		\$439
Special Collection for Interfaith Council	\$185	
Jake Joseph Ordination Collection		
Archway Housing	\$747	
Seminarian Fund	\$747	
Jane Anne Ferguson Ordination Collection		
The Iona Community		\$308
Seminarian Fund		\$308
TOTAL NON-BUDGETED GIVING	\$63,831	\$63,564

Budgeted Giving	2016	2017
Outreach & Mission		
Murphy Center	\$1,500	\$1,500
Interfaith Council	\$2,075	\$2,075
Northern Catholic Charities (The Mission)	\$600	\$600
Crisis Discretionary	\$1,186	\$2,000
Outreach Discretionary	\$3,839	\$5,000
Homeless Prevention Initiative	\$400	\$400
Coalition	\$400	\$400
United Church of Christ Giving		
Our Church's Wider Mission	\$40,000	\$44,000
CUE Seminaries	\$600	\$600
Rocky Mountain Conference	\$6,500	\$8,400
Platte Valley Association Dues	\$650	\$650
TOTAL BUDGETED GIVING	\$57,750	\$65,625
TOTAL PLYMOUTH GIVING	<u>\$121,581</u>	<u>\$129,189</u>