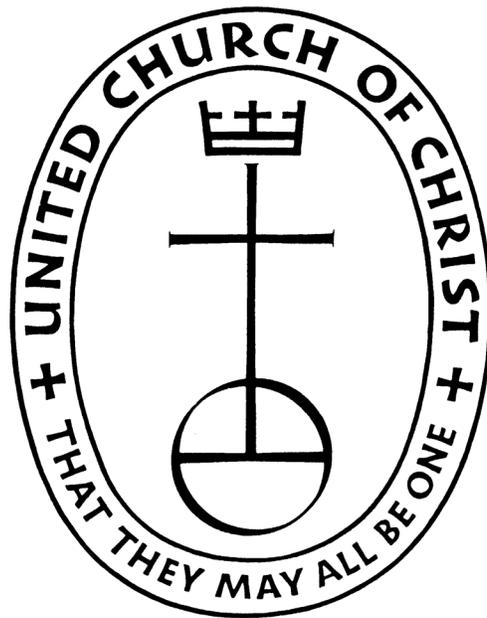


2019 Annual Report



Plymouth Congregational UCC
Fort Collins, Colorado

Plymouth Staff & Officers

Hal Chorpenning, Senior Minister
hal@plymouthucc.org

Carla Cain, Associate Minister
carla@plymouthucc.org

Jane Anne Ferguson, Associate Minister
janneanne@plymouthucc.org

Mark Heiskanen, Director of Music/Organist
music@plymouthucc.org

Mandy Hall, Director of Christian Formation - Children & Youth
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Mark Lee, Director of Christian Formation – Adults
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Anna Broskie, IT/Communications Coordinator
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Yendra Ruiz Tencza, Business Manager
yendra@plymouthucc.org

Barbara Gregory, Office Manager
barbara@plymouthucc.org

Jenn & Johnny Wieda, Sextons
sextons@plymouthucc.org

Officers in 2019

David Petersen, moderator
Dianne Stober, past moderator
Harmony Tucker, vice moderator
Stephanie Cotton-Maceta, clerk of council
Jim Medlock, treasurer
Hal Chorpenning, senior minister

SENIOR MINISTER'S 2019 ANNUAL REPORT

Perhaps the biggest change for us was the departure of one of our associate ministers, The Rev. Jake Joseph, and the arrival of a new pastoral colleague, The Rev. Carla Cain. We celebrated Jake's ministry well, with a wonderful send-off as he set out for Connecticut. The period after his departure was rocky, as we learned first-hand that fewer and fewer people are hearing the call to ordained ministry and that several of our UCC seminaries are closing or joining forces with other seminaries in response to lower enrollments. For us, that meant very few applicants for the initial interim associate position. When we changed to a designated-term associate position, the pool of applicants increased in breadth and in depth. The search committee did amazing work in interviewing candidates by Zoom calls and in-person interviews. Happily, we extended a call to The Rev. Carla Cain, who began on December 15. Another great addition to our staff is Yendra Ruiz Tencza, our business manager, who brings heart (and accountancy) to her position.

In personal terms, it was also a difficult year for me because of health issues. I did eight weeks of radiation therapy five days a week, beginning July 15, as well as hormone therapy used for prostate cancer. I am grateful for the prayerful support of our congregation through the process and for great health insurance and compassionate medical care. I really appreciate having a faith and a church I can rely on for spiritual support, so thanks! I don't need to have further tests for six months, and the prognosis is very positive.

The biggest win for Plymouth in 2019 was Dinner Church, an experiment we launched with the support of the Lilly Endowment, our Deacons, and a fantastic ministry team headed by Sara Mullarkey. On the first Sunday of the month, our 6:00 p.m. service meets around tables in the fellowship hall, starting with song and prayer, then eating dinner as the first Christians did, breaking bread with one another. The service continues with scripture and conversation about it, communion, singing, and sending. Mark Heiskanen and I continue to meet with our Dinner Church experimenters at First Congregational in Boulder and Heart of the Rockies here in Fort Collins. The net result is that we have a cadre of folks — including undergraduates and grad students — who find meaning and an access point to the sacred in our service. We also added an intimate communion service at noon on Tuesdays.

Change is a constant, of course, and the church is never excepted...even though some of us might appreciate that. One of the changes we have seen nationally over the long term is a shift in religious affiliation and in attendance, even among those who are connected with a community of faith. In terms of attendance at religious services, Colorado ranks 42 among the 50 states (behind northern New England and the Pacific Northwest). And around 40 percent of folks in their late teens and 20s are unaffiliated with any religion. It's not a cheery landscape. Though Plymouth continues to be an outlier in terms of attendance and growth, we are not immune. A strategic plan in the new year will need to grapple with anticipated trends.

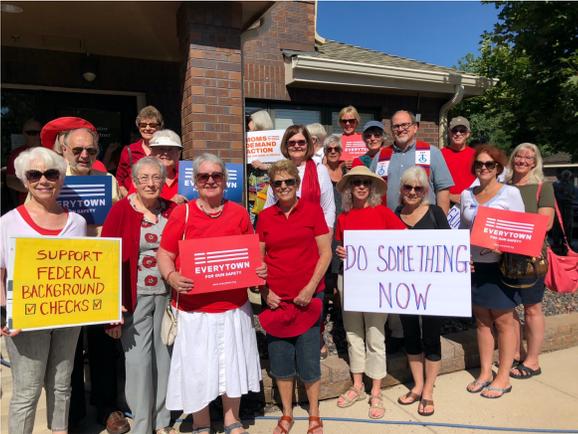
I also want to express my gratitude to all of you who make time in your lives to help Plymouth continue to be a vital church, where lots is happening and people are engaged and God's realm is expanded. All of the hours, the love, the expertise, the commitment, the faith, the care you all put in is a living testament that God is still speaking. Many of you "Went Deeper," living out our annual theme.

I thought I'd also share a few photos I snapped throughout 2019. May 2020 be a blessing for you, for our nation, and for all of God's world. Shalom!





Dinner Church usually happens in the Fellowship Hall, but also outside in summer!



Plymouth had the largest contingent at the Mom's Demand Action protest at Senator Gardner's office, and four of us spoke with his staff.



The All-Church Retreat at La Foret is an intergenerational highpoint of the year for many Plymouth members.



I am thrilled to have two great ministerial colleagues: The Revs. Carla Cain and Jane Anne Ferguson

Annual Report 2019
Jane Anne Ferguson
Part-Time Associate Minister
December 30, 2019

On January 11, 2019 I celebrated 15 years in ordained ministry. In August of this year I marked 20 years in professional ministry. The time has flown by as I served in four churches and one hospital setting. Sitting down to write this annual report I find myself reflecting on what has been the most meaningful work in ministry. What are the moments that have shaped me? Altered my course in some way? Is there any way to know where, how, with whom I have made the greatest impact? Do these questions even have merit beyond fond and poignant memories of the people I have served in the name of God and the gospel of Jesus the Christ?

In asking them, I am reminded of writing in my ordination paper in 2002 that my two main goals in ministry were to “lead a fine worship and visit the people.”¹ These are still my goals. I have learned much about what it means to lead “fine worship” over the last fifteen years. I have learned that it happens on Sunday mornings or evenings in the sanctuary, it happens at bedsides in hospitals, in staff meetings and in board meetings, in classes and at retreats. Whenever we turn our thoughts and intentions toward recognizing and celebrating the presence of God-with-us, the presence of the Holy ONE, in whom we live and breathe and have our being, we step into worship. Leading worship – preaching, reading scripture, telling stories, being with the children at children’s time, gathering the prayers of the people, inviting us into offering our gifts to God, offering the sacraments of communion and baptism – all these actions bring me most fully into who I believe I am created to be in God’s image. In worship I most often sense that I am fully alive and fully present. So, I give Plymouth thanks for the last five years of leading worship with you. It is a gift to me even as I hope that I bring God’s gifts to you in these acts of leadership.

As worship happens in many venues in ministry, visiting the people also happens in many, and sometimes, unexpected places. There are the traditional settings: hospitals, care centers, hospices, mortuaries, parishioners’ homes, the pastor’s office. Pastoral visitation at times of illness and crisis are front and center when we first reflect on the phrase, “visit the people.” I cherish my work in pastoral visitation and pastoral counseling. It is a privilege and honor to be with the parishioners of Plymouth in the most vulnerable and tender times of life. I also cherish “visiting” people in coffee hour conversations and in after-meeting conversations when the talk turns to intimate matters rather than the business of the church. I cherish the “visits” I have when I lead a spiritual growth class or teach confirmation class or when a child hands me a picture drawn during worship. Or when I meet with a board chair or staff colleague to discuss or solve a pressing issue. I even have moments of “visiting” or being fully present in a meaningful way through email and text. Ministry is as much about the in between moments of being with people as it is about the moments of crisis or celebration. I give thanks that the people of Plymouth welcome me into their lives in ordinary and extraordinary ways as we journey together as the Body of Christ here in Fort Collins.

As I think back over this year I there are innumerable moments of worship and of “visiting”. A few highlights are **teaching the evening class, “Finding God’s Wisdom Within and Without”** last winter and **facilitating the Intergenerational Lenten retreat, “Going Deeper: Putting Down Soul Roots”** led by Rev. Dr. Linda Privitera, last March. I have been the **staff liaison to the Nominating Committee** this year as they work to become a year around committee helping with leadership development as well as nominating. They have been very intentional in seeking to frame their work with prayer and with the discernment of people’s gifts in volunteer ministry. It has been my great pleasure to **nurture the triumvirate of young adult women who led the annual Sleep-out for Homelessness Prevention in December**. I worked with them to discern and organize their

vision for revitalizing this program before they gathered their team of youth, adults and a staff person from Neighbor to Neighbor to plan the event. I have been **teaching confirmation** this past fall and continue into the winter and spring of 2020. It is rewarding to get to know our four confirmation students and draw out their thoughts on faith in the midst of our troubling, yet beautiful world.

During our ministerial staff transition time I worked with the Congregational Life and Outreach and Mission Boards as staff liaison. They both developed new ministry teams this year: Congregation Life for the program leadership of the First Name Club and Outreach and Mission for “Ending Gun Violence” work with the community organization, Moms Demand Action. The vitality of their ministries touch a very wide swath of people with our congregation and in our community. Finally, **working as supervisor of our fine Christian Formation staff, Mark Lee and Mandy Hall,** continues to be a good challenge as they keep me on my toes with their innovative ideas and programming. They offer their own reports on Christian Formation programming elsewhere in this Annual Report. **I have also supervised our part-time IT Coordinator, Anna Broskie,** as the search committee worked to discover and hire our Designated Minister. This has been a delight. Anna is such a hard worker. Her work on our website, database and IT communications is invaluable and an integral part of our ministry as a staff. I have submitted a report she wrote summarizing her work this year.

Once again, thank you for the privilege of serving God here at Plymouth!

I am looking forward to the new year!

In Christ,

Rev. Jane Anne Ferguson

¹ Kenda Creasy Dean and Ron Foster, The Godbearing Life: The Art of Soul Tending for Youth Ministry, (Upper Room Books, 1998), 41.

IT/Communications Annual Report 2019

IT

Staff Transitions:

- Remove Jake from all systems July/August
- Prep laptop for incoming Associate
- Get Carla up and running December
- Transition F1Giving to Yendra

Replacements/Upgrades:

- Replaced iMac at Front Desk with PC, upgraded locks
- Installed existing check scanner at Front Desk to allow Yendra full access to PC in Treasurer’s Office
- Researched and purchased (Dec.) replacement system for Mac mini-based internal digital signage screens (Fire TVs in combination with free church signage software)

Additional:

- Assisted Dean W. in adding Guest Network on routers
- Software purchases/ installations for staff
- F1Go ongoing maintenance, addition of workflows for children’s Christian Formation registration, visitor bread tracking, etc.

COMMUNICATIONS

Weekly/Monthly:

- Weekly eNews & Staff Reflection
- Monthly Placard
- Website up-to-date
- Social Media posts & events
- Outdoor signage

Quarterly/Annually/Etc.:

- Keep brochures up to date, including pew cards, Plymouth welcome card, etc.
- Annual Stewardship materials, including mailing, video editing/preparation, follow-up collateral
- Annual special event publicity, like postcards

Additional:

- Transitioned to JotForm forms for a variety of submissions
- One-time communications as needed, such as funeral notices, etc.

Submitted by:

Anna Broskie, IT/Communications Coordinator

The music ministry has seen continued growth this past year in new volunteers, expansion of ensembles, and creative programming. Many thanks for all the volunteers, professional area singers and musicians, and support from the congregation. Music is a cherished component of Plymouth's worship services of which the music ministry participants are happy to share of their time and talent. The Chancel Choir has 31 active members with additional choristers joining us when their schedules allow.

Staff Singer Blair Carpenter continued her residency with us bringing her expertise and support to the soprano section, her leadership and inspiration to the choral program, and beautiful solo offerings. Blair also serves as cantor for the 6pm service, which has greatly appreciated her guidance in song and presence.

Each year the Chancel Choir offers a masterwork of the choral repertoire. This year, we presented Bob Chilcott's *A Little Jazz Mass* during the Consecration Sunday morning services with UNC bassist Cameron Collums and Plymouth's own Bobby Brannock on piano. The experience of preparation and performance was just too much fun for all! Lastly, we had been selected by Distinguished Concerts International New York to perform in a choral concert of works by composer Ola Gjeilo this March 16, 2020 at Alice Tully Hall, Lincoln Center in New York City. We will join approximately 200 choristers from around the country in a concert celebrating Mr. Gjeilo's works. The composer will also be present, performing on piano. Our video of his anthem "The Ground", posted on Youtube, resulted in our invitation. This will be a transcendent experience for this choir and one well-deserved.

The Chamber Choir began their second full season last year. An auditioned ensemble of 12-16 vocalists, the group comprises members of Plymouth as well as professional vocalists from the area. Our repertoire focuses on artistic and sophisticated selections spanning the centuries, from the Renaissance to Contemporary. The intent is to sing at 4-8 services per calendar year. Last year, the

Chamber Choir was present for the Maundy Thursday service, All Saint's Sunday/Totenfest morning services, and the December 22 Longest Night Service. The ensemble enjoys the opportunity to prepare and sing these wonderful choral works. The service offerings have been well-received as well.

The Summer Choir continues to attract folks seeking a choral outlet during the summer months. Or even just the curious! We rehearse just prior to select summer services and offer accessible music with a focus on basic vocal production. All are always welcome and it is interesting to see who will show up! A fun low-key experience that will certainly continue into the years ahead.

The Plymouth Ringers saw the long-awaited refurbishment of our three octave Schulmerich Handbells! This is a costly and necessary procedure in the life of our bells that was made possible by an anonymous gift to the music ministry. We thank you so much! The handbells are essentially brand new: finely tuned and all parts replaced with the exception of the brass bell itself. This will insure the life of these fabulous instruments, themselves a gift nearly twenty years ago, for many years. Our dedicated group of ringers, currently at 10 including a new addition, look forward to making music with these newly revitalized bells.

Mark Heiskanen
Director of Music/Organist

Director of Christian Formation for Children and Youth

2019 has been another wonderful year of ministry with the children, youth and formation volunteers of Plymouth. I am beyond grateful for all that you have taught me, the creativity you bring to your ministry and the love of God that you share with one another. This year we focused on deepening our commitment to the Christian Formation Board mission statement and continued to make our programs more sustainable. Here are five highlights from 2019.

Website- Anna Broskie, IT/Communications Coordinator, has done an amazing job of keeping our website up to date with program information this year. It has been a wonderful tool to let our families know what is going on as well as help visitors get plugged in. This year we have a new page dedicated to teachers, so all of their resources are in one place. I am so grateful for all of the hard work that Anna has put into making our website helpful for visitors, families and volunteers.

Mission Trip- This summer we returned to the Rosebud Episcopal Mission to help serve the Lakota people for a second time. We went with the youth from First Congregational Church in Greeley and continue to deepen the bond between these two congregations. Our youth shared their stories at a special Forum in August. I heard from many folks who attended the Forum how inspired they are by the stories of our youth.

Interterm- This was the third year that Mark Lee and I paused our regular classes in November to offer an intergenerational interterm focused on hands on spiritual practices. This year's theme "Rooted in Love" was brought to life by an amazing group of volunteer leaders. The team did an incredible job of breathing new life and creativity to this program.

Teacher Office Hours- This fall, we started teacher office hours on the first Tuesday of the month. This was developed in response to the desire to build a stronger sense of team within teaching areas

as well as give us a place to problem solve with fellow teachers. This new offering is still gaining steam, but it shows lots of potential.

Shine- We switched up our curriculum for all ages of Sunday School this year to Shine. It has been a great way to ground our progressive Christian values in Bible stories and faith practices. The focus on peace and learning new ways to pray has been well received and is in line with our mission statement. I am so grateful for the teachers and leaders who have helped bring stories of faith alive and Shine God's Love in the life of our kids and youth. We are going to continue to teach Shine in Preschool thru 5th Grade, but we will not teach it in Middle School anymore thanks to feedback from our teachers at an 'office hours' this Fall.

Rev. Mandy Hall

Annual Report 2019

Rev. Dr. Mark Lee

Director of Christian Formation (Adults)

This marks my tenth year on staff as Plymouth's Director of Christian Formation for Adults. We have continued to be blessed by a wealth of talented teachers/facilitators who help us delve into a wide variety of topics. See the lists below for the year's programs. This year, we sought to expand the kind of programs our Forum offers, moving beyond talking heads to hands-on, active, artistic and even dramatic ways to engage the issues. A highlight of the year has been working with the Forum MT (Bill Tucker, Mackenzie Wiggs, Sue Rutherford, Kathy Evans (who has gone off the team) and recent addition Wayne Carpenter). Their skill and enthusiasm has revived a staid ministry, and facilitated some powerful moments of insight and connection for our people. I continue with Mandy Hall as the staff liaisons to the Christian Formation Board, who have stepped up in great ways to lead our overall Formation ministries.

In addition to managing the Sunday morning classes, I have continued to carve out a weeknight for courses that give people the opportunity to dig deeper into a topic than the Sunday short-hour allows. Tuesday night classes led by Jane Anne Ferguson and by Ken Freese have provided an opportunity for richer discussion and interpersonal care. (Look forward for a "Wellness" class on Thursday starting in January, and a survey of beliefs course during Lent.) I've also continued to be part of the team teaching Our Whole Lives "OWL" sexuality curricula, and this fall began a class for parents and mentors of young people going through confirmation.

Beyond Plymouth, I'm into my second term as chair of the Platte Valley Association Committee on Ministry, a job by turns gratifying and terrifying. This year, if all goes per plan, the Association will devolve the responsibility for credentialing and supporting clergy and congregations to a Conference level body, of which I hope to be a part. I also continue as ONA Coordinator for the Conference, consulting with churches considering adopting an ONA covenant. I was privileged to go on pilgrimage with the Rev. Jeff Wright (and my partner Ivan, and the Olsen's) to the Holy Land, where we met with many Palestinian NGO's. This was an ongoing part of exploring God's call on me to do something of substance with and for LGBTQ communities in Israel and Palestine. (Keep praying that God opens the paths even more clearly and connects me with the right people. I ran into a number of didactic dead ends but got some tantalizing clues as well.)

Finally, I continue to be a part of a dynamic staff of colleagues who work astoundingly well at keeping all the spinning plates of our ministries in the air without clonking too many on each other's heads. This ministry would not be what it is without Jen & Johnny, Barb, Yendra, Anna, Mark, Mandy, Jake and Carla, Jane Anne, and Hal. And more than them, it would not be anything without the teachers and leaders in this following list --- Thank you all!

Forums:

Introducing new Forum formats (Forum Team)
What are your spiritual itches? (Forum Team)
Itchy Improv (Bill Tucker)
BorderLinks (Mission team)
Empathy Series (4 weeks, Forum Team)
Interview with Curt Minter on Civil Rights Movement (Curt Minter)
Congregational Art Project/Installation
Candidate Forums (city council)
Environment: Theological backgrounds (Mark Lee)
Environment: Policy and Hope (Michelle Betsill)
Walking with God (Labyrinth Ministry Team)
Playful Poetry for Anyone (Forum Team)
Immigration series (Immigration team)
Life and Legacy of Marcus Borg (Hal Chorpenning)
Homelessness series (Homelessness ministries teams)
Immigration Update series (Immigration team)

Study Groups

Grateful: The Transforming Power of Giving Thanks, by Diana Butler Bass (Irene Wherritt)
The Soul of America: The Battle for our Better Angels, by Jon Meacham (Viki Johnson)
The US Immigration Crisis: Toward an Ethics of Place, by Miguel De La Torre (Immigration Team)
Yeshua: People Who Knew Jesus (Art Rooze)
Church & Society – Partners or Adversaries? (Alan McLarty)
Quick View of Palestine & Israel (Anna & Gary Olsen, Sue & Greg Rutherford, Mark Lee)
Fast Bible Study: The Book of Jude (Adam Redavid)
The Time is Now, by Joan Chittister (Irene Wherritt)
Nonviolent Communication (Laura Nelson)
Bible & Homosexuality (Mark Lee)
Intergenerational Spiritual Practices (Practices Team)
“Help, My kids are ‘Nones’!” (Lory Clukey, Viki Johnson, Jillian Harrison)
World Hot Spots (Bill Timpson)

Special studies

Finding God's Wisdom Within and Without (Jane Anne Ferguson)
Going Deeper: Putting Down Spiritual Roots, weekend with Rev. Linda Privatera
Bible Basics (Hal Chorpenning)
Better Angels Workshops (Wayne Carpenter & Team)
The Heart of Christianity, by Marcus Borg (Ken Freese)

Ongoing Groups:

Two Celtic Spirituality Groups
Wholeness Prayer Group

Business Manager Annual Report

I began in April of 2019. For the first time in Plymouth's history, there was a paid person on staff to pay the bills, handle funds coming in, draft ACH, oversee parking lot income, work in the general ledger, close out the month, manage the budget and make financial recommendations.

This year I created processes. Previously, part of the accounting was done through an accounting firm and part was done in house by the volunteer treasurer. I took over all those roles with the exception of approval of bill pay and signing checks.

Another large project I undertook was "scrubbing the database." We have a large database, F1GO, that has not been reviewed for the 10 plus years we have been using it. I reviewed the records with Hal and I removed around 4,000 records. This will be of enormous benefit to Plymouth going forward and using it as a tool to communicate with members and recent connections to Plymouth. Lastly, I took over the building rental process. First, I revisited the current fees. I consulted 6 local churches of similar structure in Fort Collins and Longmont and obtained their rates for rentals. Then, along with Hal, I updated our fees to more accurately reflect today's costs.

Finally, I simplified the request process and forms by creating an online form that is available at plymouthucc.org/rental. This form allows members and nonmembers to request space rental at Plymouth. Currently, I am working on making the entire process user-friendly and well-documented so that the entire process of requesting a rental and what is needed of staff, who does what, and how we handle parking is clear and reproducible.

Yendra Tencza

Leadership Council Report for 2019

During 2019, the Leadership Council members were: Hal Chorpenning, Stephen Cotton-Maceta (Clerk), Greg Ebel, Ken Freese, Elaine Kim, Jim Medlock (Treasurer), David Petersen (Moderator), George Theodore (Assistant Treasurer), Marilu Theodore, Harmony Tucker (Vice-Moderator).

At its February, 2019 meeting, the Council adopted the following goals for 2019:

- A. Improve worship attendance (309 in 2019; aim for 320 in 2020).
- B. Increase pledging and fulfillment of pledges.
- C. Improve visitor welcome experience.
- D. Evaluate and update Building Use Fee structure.
- E. Drive leadership development and nominating process.
- F. Glean and use results from Adaptive Challenge Task Force on Age-Related Engagement.
- G. Integrate new Business Manager into Council/Treasurer/Budget & Finance processes.
- H. Evaluate current strategic plan and identify key areas needed to complete the plan.
- I. Identify congregational theme for 2019 ("Go Deeper") and drive it.
- J. F1Go needs implementation.

Meetings of the Council during 2019 included several new features. 1) During 2019, the Leadership Council adopted a spiritual practice of reflecting about the significance of the liturgical season or day at the beginning of each meeting. 2) The Council received reports from board and committee liaisons at three different times during the year. This schedule allowed for regular reporting about the activities of and issues confronting these groups. 3) The senior minister presented a report about the staff at each meeting during the second half of the year.

Apart from Council’s routine business, e.g., approving clergy housing allowances, approving endowment dispersals, monitoring the budget, filling board and/or committee vacancies, creating a slate for the next year’s committees, important issues that were resolved included:

- Parking policies and contracts
- Safe Church Policy
- Contract Policy
- Personnel Handbook
- Membership and term limits for Council’s Committees
- Integration of new business manager and reconfiguration of treasurer’s position descriptions
- Identifying and examining issues that need to be addressed in the next strategic plan
- Oversight of Jake Joseph’s departure, pro tempore pastoral staffing, the subsequent search for a designated associate pastor, and Carla Cain’s employment
- Plymouth Church as “Operations Center”
- Policy regarding Mission Trips, Choral Trips, Retreats, and Pilgrimages

The Council invested considerable time and energy in working with Boards as they developed various initiatives, some of which involved strategic issues beyond the purview of an individual board.

The Leadership Council is deeply grateful to its Committees for the work they do on Council’s behalf: Board Support (Bruce Ronda and Michelle Betsill, Co-chairs), Budget and Finance (Harmony Tucker, Chair), Personnel (Sara Myers, Chair), Planned Giving (Bob Hoel, Chair), Progressive Evangelism (Nic Redavid, Chair).

Respectfully submitted,
David L. Petersen, Moderator

2019 Church Attendance Report

January	1,218
February	1,107
March	1,522
April	1,637
May	1,091
June	1,090
July	916
August	811
September	1,533
October	1,117
November	1,210
December	2,122

Figures include Women’s Retreat and Men’s Retreat and Weekly Communion.

Total for the year	15,374
Weekly Average (12 months)	296

Baptisms

During the past year, our ministers officiated one baptism:

Clara Julia Siegel

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

John Geter	Robert Becker	Drew Davis
Ruth Minter	George Woodbury	Nancy Cech
George Bryan	Lorraine Baynton	Frank Gibson

Membership Report December 31, 2019

Members as of January 1, 2019.....	719
Members received in 2019.....	18
Reinstatement.....	0
New Confirmands.....	0
New Affirmands (opted not to be included in membership)	0
	Total 737
Members deceased.....	9
Transfers.....	2
Members removed.....	10
Members placed on Inactive Status.....	0
	Total 21
Members as of January 1, 2020.....	716
Infant and children baptisms.....	1
Adult baptisms.....	0
Weddings.....	0
Funerals and memorial services.....	9

New Members Received – 2019

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

February 24, 2019

Nancy Cheal	Ingrid Erickson	Carolyn Woodbury
Jim Cooney	Brad Erickson	George Woodbury
Paul Demos	Elizabeth “Jane” Perea	

March 3, 2019

Barbara Sheehan	Mackenzie Wigg
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September 29, 2019

Paula Bernander	Maria Gibson	Marilyn Votaw
Marcia Carmichael	Joan Spurgin	Carly Zimmer
Karen Dawson	Matt St. Germain	

Personnel Committee Annual Report and State of Plymouth's Staffing, 2019

In 2019, the committee members were Zach Campain, Hal Chorpenning, ex officio and Leadership Council representative, Ruth Long, Bob Sturtevant, and Sara Myers, chair.

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

- Completed an extensive revision and update of the committee's Personnel Policy document (LCP-2) which was forwarded to Leadership Council where it was approved with some changes.
- Revised the ministerial evaluation forms and conducted annual reviews of the ministers.
- Worked with Jim Medlock and Judy Barth to complete the job description for the new business manager position. Advertised for the position, conducted interviews, and recommended to Leadership Council that Plymouth hire Yendra Ruiz Tencza.
- Completed a Safe Church Policy after consultation with Tracey Dawson, minister at Parker Hilltop UCC in Parker, CO who is a lawyer as well as a minister and an expert on such policies. The committee sent the policy to Leadership Council for final approval.
- Discussed with Hal his concerns regarding his compensation in comparison to other area UCC senior pastors. Further discussion and data are needed.
- Recommended to the Budget and Finance Committee a 3.3% increase in staff compensation for FY2020.
- Made recommendations to Leadership Council regarding Associate Minister Jake Joseph's benefits upon his resignation. Also, invited him to meet with the committee for an exit interview which he declined.
- Decided that Sara would serve on the search committee for a designated associate minister as a representative of the committee.
- Recommended to the Budget and Finance Committee that Yendra's hours be increased to 75% time with health benefits if there are sufficient funds available.
- Reviewed the employment status of Bobby Brannock and, after considerable consultation with UCC officials and lawyers, determined that his position is more appropriately an employee position as opposed to a contractual position. As a result, Bobby submitted his resignation and his duties will be performed by Mark Heiskanen in the future.

In 2020, Sara and Ruth will rotate off the committee and be replaced by Carol Herbert and Tom Guter. Next year, the committee will look at Plymouth's staffing configuration as part of an overall church strategic plan. Also, the committee will follow up on Mark Lee's request for a compensation adjustment with the Budget and Finance Committee.

Respectfully submitted,
Sara Myers, Chair

2019 Annual Report of Congregational Life Board (CLB)

Board:

Susan Rayner, Carol Goettl – Co-Chairs

Chuck Cairns, Jim Goettl, Tricia Medlock, Erika Michalski, Vanessa Reed - Members

Kathee Houser – Kitchen Liaison

Greg Ebel – Leadership Council Liaison

Jake Joseph/Jane Anne Ferguson - Staff Liaisons

A mission statement crafted by an earlier Board declares: The CLB will strive to provide opportunities for caring and fellowship that deepen relationships and promote a spirit of unity as a faith community and encourage the spiritual growth of our members. During the last year, the CLB has been blessed with enthusiastic and tireless members despite serious health challenges for some in the group and the loss of our beloved long-time staff liaison, Jake Joseph. Even with these hurdles, we are proud of the Board's accomplishments performed on behalf of Plymouth UCC and of our strengthened relationships with those who participate in activities and with each other, making our efforts both worthwhile and rewarding.

CLB Events

The CLB endeavors to support activities that appeal to all ages and are at no or minimal cost to participants. In 2019, the CLB supported the following events, many of which have now become regular features in the life of the church. With an annual budget of less than \$4000, we have covered the cost of kitchen supplies, bingo prizes, Easter brunch expenses, ice cream for the May event, hot dogs and picnic items for the All Church Picnic, a catered barbecue meal at the summer luau event, and pizza and craft supplies for the Advent family fun night.

- January - *Plymouth's Got Talent
- February - Valentine Breakfast
- March - *Bingo & Dessert
- April - *Easter Brunch
- May - *Ice Cream Sunday
- June - *All Church Picnic
- July – *Summer Luau on the Lawn
- August - Jubilee Sunday
- September - *Taste of Plymouth (in concert with Dinner Church)
- September - All Church Retreat
- October - *Heritage Potluck
- November - *Pie Potluck
- December - *Advent Family Fun
- Jake Joseph's farewell event*
- Laura Nelson's ordination*

*For these events, CLB took the lead in planning, publicizing, and facilitating them. At all events, Board members volunteered time and assistance with needed set up, serving, clean up, and take down services.

Support of Ministry Teams

A goal of the Board is to provide support for our Ministry Teams (MT) in their outreach activities. During 2019, the PLUC (Ukulele Group) MT was formalized; the First Name Club identified co-organizers (Mullenix, Graver, Boulton) following Jake's departure; and MT YUCCA and 345

reformed/merged to become the Plymouth Social Club. CLB provided financial support to Hops for Hope, Ram Fellowship, the Lent Art Event and the All Church Retreat (artist's honorarium/travel expenses and art supplies). After the Plymouth Men's Fellowship MT expressed concern about their ability to continue their organization of the Valentine Brunch, CLB reached out to the Plymouth Pride MT for their assistance and they have graciously agreed to take on organization of the February event.

Other

In 2019, we have produced demonstration videos on how to use the dishwasher and the coffee machines. Others on hosting coffee hour and identifying where things are in the kitchen are planned for 2020.

2020 Challenges

There are several carryover items from 2019 that will need to be addressed in the coming months. One is the matter of what will replace the Involvement Fair that has been historically coupled with Jubilee Sunday. CLB members felt this was an unsatisfactory way to match Plymouth's many involvement opportunities with the skills and passions of the congregation amidst the launch of new school year activities; that such important and personal decisions should be handled in a more thoughtful and measured format. A survey of the various Boards confirmed this. We recently became aware that the Leadership Council/Nominating Committee was also exploring this dilemma and have been working to create a detailed and explicit plan that would expedite involvement and also provide leadership training and ways to integrate frequent visitors into the life of Plymouth. We plan to partner with Outreach and Mission, Christian Formation, and the Plymouth communications team to help match people with opportunities of interest.

There continues to be sporadic shortages of volunteers to sponsor coffee hour/tea time despite many efforts to enlist assistance from the congregation. Our Kitchen Liaison, Kathee Houser, devotes countless hours to kitchen duties and personally provides clean up after services when there are no volunteers. In 2020, on Sundays where there are no volunteers, we have asked the deacons to put out disposable cups rather than china ones that require washing. We have also requested cookie contributions from the congregation that can be stored or frozen and used when there are no others available. As we do not have a Tea-time coordinator for the 6:00pm service, we are asking attendees who desire tea to make it themselves and have supplied disposable cups.

Our eight-person Board is experiencing volunteer fatigue. Approximately once per month, events require tables and chairs to be set up, food to be shopped for, prepared, and provided, entertainment to be coordinated, and clean-up to be performed. For the upcoming year, Tricia Medlock (who will be ending her term on the Board at the end of the year) and Vanessa Reed (who is stepping down from the Board after a year) have agreed to serve as Congregational Lifesavers and Jean Greuel also serves in this capacity. We recognize the need to expand our stable of helpers and intend to seek assistance via our Ministry Teams. And although the labor in putting on family-friendly events is not glamorous, this is certainly an area that could benefit from increased focus as we reach out for congregational involvement.

Submitted by Carol Goettl and Susan Rayner
January 1, 2020

Annual Report 2019, Christian Formation Board

Board Members: Marty Marsh, Jen Musci, Sarah Parmenter, Jillian Harrison, Sue Rutherford

Staff Members: Rev. Mandy Hall and Rev. Mark Lee

Our Board's Mission Statement: Rooted in the progressive Christian tradition of the U.C.C., the Christian Formation Board and its ministries teach, challenge, and equip Plymouth's worshipping 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.

Our staff and board oversee and support adult, youth and children's Christian formation classes and programs.

We have ministry teams providing essential background support that allows our staff and volunteers to meet the goals of our mission statement. These ministry teams are Children's Worship Center – making sure that children have materials that help them engage during worship, Resource Room – keeping materials on hand and organized for our teachers to use on Sundays in the classrooms, The Library- organizing books of broad Christian and spiritual interest for loan, Coffee Sales- providing revenue to keep our youth activities percolating along, the car wash and book/bake sale- supporting summer youth trips.

We have ministry teams, working alongside staff, planning adult, youth, and children's Sunday morning offerings and many volunteers leading classes and book studies each Sunday morning. Our staff develops curriculum to meet the goals of our mission statement. The staff provides training sessions twice yearly where volunteers are introduced to the curriculum, are provided resources and can build community.

We have ministry teams providing opportunities for spiritual growth outside of the Sunday morning offerings. These teams include Celtic Spirituality, Wholeness Prayer, Centering Prayer, Our Whole Lives (OWL), Visiting Scholars, Wild Boar Discussion Group and World Wisdoms Project.

Some ways Christian Formation evolved in 2019:

The Visiting Scholar Team chose to deviate from the lecture format and worked instead with "Better Angels", a program that taught participants ways to engage in thoughtful conversations with those of differing beliefs.

The Forum Redesign Team debuted a 3-4 week thematic structure that allows for the traditional lecture format but also includes classes devoted to spiritual practice, art, drama, and social action centered on each theme.

Plymouth offered a weekend retreat with spiritual artist Rev. Linda Privatera. The "roots" of her offerings remain evident in our sanctuary.

Plymouth youth visited Rosebud Episcopal Mission on the Rosebud Reservation In South Dakota for their summer mission trip. This was their second time working on the reservation with the youth from 1st Congregational Church in Greeley.

OWL's programming expanded to include training for new leaders.

The confirmation program expanded to include a parallel class for the parents and mentors to study the same topics as the prospective confirmands to facilitate productive discussions outside class.

Respectfully submitted,
Sue Rutherford, Chair, Christian Formation Board

2019 Board of Trustees Annual Report

During 2019 The Trustees spent many hours maintaining, repairing, and improving our church building, grounds, and the parsonage. The trustee team provided goods and services to Plymouth that would have equaled many thousands of dollars' worth of work, had Plymouth had to pay typical rates.

Major accomplishments include:

- Dishwasher repaired! Core parts of the aging commercial dishwasher were replaced thanks to Trustees and Friends of Trustees, Phil Hoefler & Wayne Shepperd. It now is ready for many more years of service. This repair saved \$24,000 over a replacement with a new Jackson dishwasher.
- The older flat roof over the Fellowship Hall, Fireside Room, and the western part of the office complex requires annual preventative maintenance. Continued maintenance by trustees will extend the life of roof for 5-10 years, deferring the inevitable cost of over \$200,000 for the roof replacement.
- Parking lot - In 2019 the Plymouth parking lot earned over \$88,955 in total revenues. The trustees coordinate complex issues in order to generate income for Plymouth, while still providing necessary parking for our members and visitors. This year Trustees have negotiated new contracts with The Social at Stadium Walk Apartments (formerly Rams Crossing Apartments), Katerra Construction, and the Sertoma Club (who operate game day parking). The Trustees scheduled the July parking lot maintenance (crack seal, seal coat and re-striping) and managed the installation and operation of the automatic gates (paid for by Brinkman Construction). The gates reduce unauthorized parking and drive through traffic making it a safer place. Of Note: All members are asked to pickup free parking window stickers for vehicles that use Plymouth's parking lot. These small blue window tags facilitate parking management and reduce risk of Plymouth members' vehicles getting towed when accidentally parked in leased areas during the week. Please contact Barbara Gregory if you need a sticker.
- Numerous tests and inspections of the church property were conducted including working with Poudre Valley Fire Authority and various subcontractors to perform backflow tests on the domestic water line, fire sprinkler line, and irrigation system, performing internal checks of our fire extinguishers, exit signs, and our 1-AED device.
- Dozens of broken pavers were replaced near back entrance thanks to Trustees and Friend of Trustees, Phil Hoefler.
- Members of our group have been maintaining the irrigation system, which includes turn-ons, blow outs, making revisions for new projects, and seasonal adjustments. The landscaped areas of our grounds have had fertilizer, weed control treatment, pruning, and been cleaned up as needed.

Additional items performed via the trustee board:

- Coordinated & managed - the spring and fall clean-up days where the Congregation is invited to spend a morning helping maintain the grounds. We would love to get more folks involved, especially families with kids to learn the importance of volunteering for your church.
- Painting of interior Fellowship Hall and exterior trim.
- Coordinated maintenance of the church van.
- All tools and equipment for maintaining the building grounds (both external and internal) have been maintained. Of Note: The tractor / mower is now approaching 20 years old! Just something to keep in mind.
- The trustees and friends of the trustees replaced numerous lights & ballasts throughout the church. Most of these replacement lights were new energy efficient types (bulbs cost around \$5-7 each). In addition, most of these lights also have ballasts. We replaced quite a few ballasts as they are now about ten years old. The average ballast (cost = \$20-25) is supposed to last about seven years. We are anticipating replacing all remaining old ballasts over the next few years.
- Snow plowing in the parking lot is conducted by a contractor. The snow removal ministry team lead by Kevin Schneider shovels the walkways around Plymouth on Sundays before services. The sextants shovel walkways during the week.
- HVAC – Maintenance & inspections for the air conditioning units and furnaces are performed annually. Of Note: two of the eight furnaces are over 25 years old and will need to be replaced soon or after a breakdown. Trustees began researching cost of replacement units. The new units will have higher energy efficiency lowering heating costs. In December the furnace heating the Fellowship Hall and Fireside Room stopped working. Trustees hired Elite Heating & Air to replace inducer motor the same day so there would be heat on Sunday.
- Shower upgrades were completed in bathrooms used by Faith Family Hospitality (FFH) families staying at Plymouth.
- A curious squirrel was removed from church after it entered via the exhaust vent above kitchen stove. Vent was secured from future unauthorized entry.
- The trustees have occasional “workdays” each quarter. The focus of these is to complete a lot of the tasks that need to be dealt with around the church, especially those better accomplished with more than one person, and to do team building. New Trustee Board members are mentored to learn new responsibilities.

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

Trustees – Barry Beaty, Don Bundy, Tom Dille, Phil Hoefler, Nick Hoyer, Bob Kingsbury, Tom McIntosh, Dan Michalski, and Keith Schulz

Special friends of the trustees: Dean Wallace, Tom Nesler, Phil Hoefler, Wayne Shepperd, & Kevin Schneider

Sincerely,

Dan Michalski, Outgoing Chair 2019

Tom Dille & Keith Schulz, Interim Outgoing Co-Chairs 2019

Keith Schulz, Incoming Chair 2020

Stewardship Annual Report 2019

Bill Thompson and Jackie Schneider, Co-Chairs

Our Stewardship Team for 2019 consisted of the following members: Bill Thompson (Co-Chair), Jackie Schneider (Co-Chair), David Bohling, David Smith, Megan Emmerich and Chris Connelly. Hal Chorpenning was our staff liaison.

This year we incorporated our theme with Plymouth's general theme of "Going Deeper". It was "Going Deeper...Give thanks for the gifts of Faith, Hope, Community, Life, Treasure, Love, Plymouth".

We utilized our theme throughout the year in the following ways:

- Presenting Stewardship videos of Plymouth members, as well as community members who use our church as outreach to the greater community. Each video concluded with "and that is why we/I support Plymouth". We did a video each month and on each Sunday during our Campaign.
- We had a Thrivent workshop prior to one of the Dinner Church events.
- We had business cards printed and had them available to pass on to others who are possibly looking for a church.
- The Stewardship Board also had blurbs placed in the Placard, Overview, on the back of Quarterly statements, as well as in the bulletin.
- We put together a four-page brochure and mailed it out to our members prior to the campaign.
- Our Stewardship campaign consisted of three weeks prior to Consecration Sunday, which concluded with a Burrito breakfast. During the campaign we had two homilists, Charles Buck and Sue Artt, both of whom preached on Stewardship. We put up a tree in the fellowship hall and asked our members to stop by the Stewardship table to fill out a leaf telling what they were grateful for Plymouth.

Results of the campaign:

We had a total of 247 pledges, down from 253 pledges in 2019. We received more than \$800,000 dollars in pledges, an increase of more than \$68,000 over 2019. We could still get additional pledges in for 2020. Out of the pledges made thus far, at least 124 members increased their pledges this year. Overall we were very pleased with the results.

Challenges:

Members moving out of the area, deaths, people not pledging before year's end, decreases in some pledges, and people attending and not pledging. In 2019 we had only two of our boards where all members had pledged.

We are truly grateful for such a generous congregation who were willing to go deeper in their faith commitment to support Plymouth's ongoing mission.

Respectfully submitted,
Jackie Schneider

2019 Annual Report of the Planned Giving Committee

The Planning Giving Committee

The Committee's functions are

- Execute the Planned Giving and Endowment Fund Policy approved by the Leadership Council, 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

Committee 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

Caryl Beaty	Member
Hal Chorpenning	Standing Member and Voting Member
Tom Guter	Member
Bob Hoel	Chair of Committee and Chair of Investments
David Petersen	Member and Leadership Council Liaison
George Theodore	Secretary
Skip Herbert	Advisory Member, Non-voting

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 69. They gather annually at a special event to celebrate Plymouth and its vital mission. This year's event on September 7 at Collindale Golf Course included a CB&P breakfast buffet, recognition of new Legacy Society members, special music, Legacy Society and endowment updates, and great conversation.

Legacy Society members 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, Bill and Claudia DeMarco, Tom and Paula Dille, Jane Anne Ferfguson, Les and Barbara Fraley, Janet Fritz, Victoria Gardener, Ron and Mary Kay Graver, Tom and Karen Guter, Harry and Carol Halac, Roberta (Bobbi) Hargleroad, Phil and Marcia Hoefler, Bob and Barbara Hoel, Eric and Sara Lea, Steve and Ann Lundeen, John and Linda Mahan, Scott and Marty Marsh, Jack and Liz McGrew, Larry and Janet* McCulloch, Fran Milde and Irene Wherritt, Curt and Ruth Minter, Tom and Karen Nesler, Gary and Anna Olsen, Bob and Nancy Sturtevant, Dave Tenney and JoAnne Bennett, George and Marilu Theodore, Lynn Richards* and Stacy Scott, 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.

Endowment Fund Growth and Distributions

The Plymouth Endowment Fund nearly doubled in size from \$104,142 to \$199,641 during 2019. Nearly \$73,000 of the \$95,000 increase came from new gifts and bequests, and the remainder came from investment returns. Annualized investment returns were extraordinarily strong during 2019 with Plymouth total portfolio returns exceeding 20%.

Plymouth Endowment Fund assets are held by United Church Funds, a leading source of socially responsible investment products. Precise rates of return on Plymouth investment components will be available from United Church Funds within the next 60 days.

The Plymouth Endowment Fund consists of five accounts with the following balances on December 31, 2019:

1. Wider Mission of UCC	\$121,962
2. Christian Formation	\$ 12,203
3. Community Service & Outreach	\$ 26,378
4. Infrastructure Improvements	\$ 23,402
5. Worship, Music, and Art	\$ 15,696
Total	\$199,641

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 during 2019 was 3%.

Audit and Quarterly Reports

An internal audit by the Plymouth Financial Review 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 9, 2020

Annual Report of the Board of Deacons 2019

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 2019 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 2019 were Karen Crandall, Claudia De Marco, Karen Guter, Marcia Hoefler, Barbara Hoel, Bill Holt, Linda Holt, Fran Milde, Ken Morrison, Anna Olsen, Lynne Soraci, Nancy Sturtevant, Jack Vogt, Eva Wallace and Al Sanders. Thanks for the service of Karen Guter, Marcia, Bill, Linda, Fran and Anna, who have completed their terms. 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: Lynne Soraci (lead), Nancy Sturtevant, Anna Olsen, Bill and Linda Holt, Jack Vogt
- Liturgist scheduling: Elaine Kim
- First Aid Red Cross training: Fran Milde
- Supplies: Nancy Sturtevant
- Stocking pews with Giving Cards and Prayer Request cards: Jerry Clough and Al Billington
- Soup suppers: Karen Guter and Claudia de Marco
- Food Ministry: Anna Olsen, Claudia De Marco, Nancy Sturtevant, Karen Nesler
- Dinner Church organization: Anna Olsen (lead Deacon coordinator), Sara Mullarkey (MT head) and Karen Crandall (next year's lead)
- Home Communion: Anna Olsen, Linda and Bill Holt, Fran Milde
- Deacon and usher scheduling: Al Sanders
- Deacon Chairperson: Al Sanders
- Member cleanup: All deacons

Thanks to 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.

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

Highlights of 2019:

- 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, Maundy Thursday, Easter, Pentecost, an outdoor service in Rolland Moore Park, World Wide Communion Sunday (featuring bread from around the world), 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.
- Most months a deacon wrote the “Deacon’s Bench” column for the Plymouth Placard
- The Calling and Caring Ministry team contacted all members of Plymouth, updating the process by incorporating a mix of email and phone contact.
- Organized a Dinner Church service for the first Sunday evening
- Began the member list cleanup process, contacting inactive members
- Interviewed Matt St. Germain and voted unanimously to approve him as Member-in-Discernment
- Supported the ordination service of Laura Nelson and agreed to serve as responsible party for Plymouth in the covenant overseeing her ministry as President of the Interfaith Council
- Fran Milde received certification as a Red Cross trainer and held several First Aid trainings for deacons and staff

Finally, on a personal note, Eileen and I will be leaving the Plymouth UCC community in January as we are moving to Plymouth, MA. As such 2019 was my last year on the Board of Deacons. Claudia De Marco has graciously agreed to take on the leadership role for the Deacons Board in 2020. It has been my pleasure to serve the Plymouth congregation and Eileen and I will miss you all very much.

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

OUTREACH AND MISSION BOARD ANNUAL REPORT 2019

The primary roles of the Outreach and Mission Board are to promote mission (locally, regionally and internationally), to encourage Plymouth members to critically engage issues of importance, and to provide opportunities for direct engagement to address them. In a conversation early in the year, the board named two understandings of mission that they hoped would govern their work in the year ahead: working to create a more just world, and empowering people to be able to live fully as part of such a world. As part of “Going Deeper” in our understanding of our call, the board spent a portion of each meeting studying John Dominick Crossan’s book, *The Greatest Prayer: Rediscovering the Revolutionary Message of The Lord’s Prayer*. It was not an easy read, but it led us to new understandings of the context in which Jesus’s own ministry was carried out and how the prayer evolved.

Members joining the board in 2019 included Verley Boulton, Wil Stutheit and Bobbi Wells Hargle-road (chair). They joined continuing members Eve Audley, Nancy Bryan and Lynn Wartgow. Jake Joseph was staff liaison until his move to a new call in July, and Stephanie Cotton was liaison from Leadership Council. Jane Anne Ferguson picked up the staff liaison role after Jake’s departure. Board members each serve as liaison to several of the board’s many Ministry Teams. Throughout the year, the board invites team leaders to meet with them to discuss their goals, become better informed about upcoming events, or to update/revise the covenant of an existing team or launch a new team with an official covenant-signing. This year the board affirmed revised covenants for two teams, Immigration and the N2N/HPP Vigil and Sleep Out, and chartered the newly-formed Ending Gun Violence Team. A significant part of the summer was devoted to standing with our Immigration Ministry Team as it developed a proposal that Plymouth serve as an Operations Center in the event of an immigration-related emergency in the Fort Collins area. The proposal, which was approved by Leadership Council in August, was the focus of an Adult Forum in December.

Plymouth provided Outreach and Mission with a 2019 budget of \$12,000 for allocations to a variety of mission partners and to cover various board and team expenses and reimbursements. In addition, we received generous gifts in memory of Mary Schultz and Frank Gibson. At the request of the families, these funds were included in our support for programs addressing immigration and homelessness.

The board is also responsible for the stewardship of two portions of Plymouth’s annual endowment distribution. The larger is designated for Wider Mission of the UCC. Those funds were divided between

Cyclone Relief in Mozambique and India through the denomination's Disaster Relief program and support of the border ministry based at Good Shepherd UCC in Sahaurita, AZ. The second portion, designated for Community Service and Outreach, was given to the Larimer County Food Bank through the CROP Walk. Significant gifts of money or material goods were also generated through the activity of our Ministry Teams. Details of board-supported giving, through budgeted funds, gifts and fund raising, are provided in the financial portions of this annual report.

This was a challenging year as the board experienced several transitions. Betsy Bedient, after giving many hours to orienting her replacement, was granted rest from her labors after four years as board chair. Marge Morgan and Adam Redavid also completed their terms. Jake Joseph, our staff liaison and link to all things related to housing and homelessness in the community, moved to a new call as we were in the midst of developing the Operations Center proposal. And, sadly, Wil Stutheit, while in his first year on the board, submitted his resignation due to family concerns.

The heart of Plymouth's mission lies in the work of its Ministry Teams. We have many, and they each do a great deal in the name of Plymouth to heal the world, promote justice and empower God's people near and far. Here are some highlights from 2019....

As Eva Wallace, facilitator of the **Alternative Giving Fair**, puts it, "We had the most wonderful Alternative Giving Fair this year. As always, you, the congregation gave 100%+!" Many former vendors were able to return again this year, and three new ones, all related to Plymouth mission priorities, were part of the fair for the first time. Chief Linguist Chimaliro of Viweme Village in Malawi, Africa was present, as were other friends from previous fairs. The fair raised over \$20,150.

Members of the **Bennett School Ministry Team**, led by Laurie Zenner and Sasha Steensen, continued Plymouth's involvement with our neighborhood school by collecting school supplies, providing an appreciation breakfast for teachers on an in-service day, and including Bennett families in the Christmas Giving Tree.

On a beautiful October Sunday afternoon, 11 Plymouth members, under the leadership of Ross Lane, participated in the Fort Collins **CROP WALK**. They joined ten other churches in calling attention to the food needs of Larimer County, the U.S. and the world. The money raised went to the Larimer Country Food Bank (25%) and to Church World Service projects, including disaster relief, feeding refugees, and assisting villages develop clean water initiatives. Of the \$18,433 raised this year, Plymouth donated \$1051, an 11% increase over 2018.

After a heart-felt sermon by Hal Chorpenning in response to a school shooting in Highlands Ranch last May, over 100 Plymouth members signed on to be part of an **Ending Gun Violence** e-list and to work with the local chapter of Moms Demand Action for Gun Sense. While many prefer simply to be notified of issues and events needing their attention ("where and when to show up..."), the need for coordination soon became clear. A new ministry team, under the leadership of Amy Zwahlen, Ruth Lieurance, Tom Guter, and Barbara Sheehan, was chartered in December. While the team will continue to function largely via email alerts, it will also follow the lead of Moms, with whom we share many values and goals. A core group will attend Moms' meetings, then alert the wider group to events (visits to legislators, rallies, blood drives, etc) and policy priorities. As its covenant suggests, this team expects to be at work over the long-term as gun violence and issues surrounding "gun sense" laws are not likely to change overnight. Planning is underway for an Adult Ed class during Lent; anyone interested in helping with this is invited to contact Anne Thompson.

The **Faith Family Hospitality** team, under the leadership of Scott Houser, provided emergency shelter to 17 families during 2019. More than 80 people from Plymouth and Heart of the Rockies Christian Church, our partner congregation, gave over 1200 hours of volunteer time during Plymouth's four weeks of hosting families experiencing homelessness. This translates to 386 total nights of shelter and 736 meals. In addition to a warm, safe room and delicious, comforting food, our volunteers also shared the love of Christ and the love of our Plymouth community with these children, parents, and grandparents, who are hurting and stressed as their families experience hard times. Thanks to the concern, compassion and warmth our guests find here, Plymouth is known as a caring place. The team is grateful for all the support it receives from Plymouth for this ministry.

The **Fort Collins Interfaith Council** has been an active part of the Fort Collins community since 1979 and celebrated its 40th Anniversary this year. Monthly meetings, held at diverse faith and service facilities in the community, allow participants to address issues of concern and find ways to respond. Through its Grants Program, well-supported by Plymouth, IFC distributes up to \$10,000 annually to local non-profit service agencies. The Council also provides opportunities for learning and fellowship. Past President Rich Thompson facilitates IFC's Spirituality Book-of-the-Month Club, and many take part in World Wisdoms Project programs as they too reflect interfaith concern and collaboration. Plymouth member, Laura Nelson, provides strong leadership to IFC as president, and we hosted IFC colleagues for her service of ordination to this position in September. Current IFC representatives from Plymouth are Renae Matkins and Hermi LaPoint. Keep up with IFC news via www.ftcollinsinterfaithcouncil.org.

In July, the **Giving Tree Ministry Team**, under the leadership of Sara Myers and Joyce DeVaney, undertook a new initiative—a Palm Giving Tree in support of The Nappie Project. A table in the narthex was adorned with inflatable palm trees and flamingos. By the end of the month, the area was overflowing with 2,302 diapers of various sizes and types as well as 1,840 wipes. Since 1993, the team has worked with La Familia/The Family Center and Bennett School to provide gifts for families at Christmas. This year, La Familia decided to work with the Genesis Project in operating a holiday store, where parents could themselves select gifts for their children (gifts were donated by Toys for Tots). Plymouth was asked to participate by donating \$20 Walmart gift cards, which were given to La Familia families to meet other holiday needs; Plymouth contributed 35 gift cards. The team also organized a traditional Christmas Giving Tree effort to benefit children at Bennett Elementary School. Ten Plymouth families, a Girl Scout troop and a CSU office provided wrapped gifts for six Bennett families with a total of twenty-one children among them.

Plymouth's **Habitat for Humanity Ministry Team**, co-chaired by Lynn Wartgow and Bruce Lieurance, is actually two teams and reflects a dual focus: to support the building of homes locally (**Habitat FOCO**), and to support Habitat for Humanity International's disaster relief efforts elsewhere in the US and globally (**Habitat Global**). In April a team of nine volunteers traveled to Sebring, FL for a week of rebuilding after devastating hurricanes. In November, two team members were part of a build in Jordan, and planning is now underway for a March 2020 trip to Guatemala to work on a house and build smokeless stoves to help alleviate the negative health impact of heating and cooking with open fires. Locally, Plymouth participated in three builds at Harmony Cottages in southwest Fort Collins. Overall, five homes were completed, including the Multi-Faith Build on which Plymouth's effort was largely focused. The goal is to complete eight homes at Harmony Cottages in 2020; build dates are in the works, so stay tuned. An August garage sale designed to attract returning CSU students and supported by 35 hard-working volunteers, raised nearly \$4,500. In October, Plymouth hosted a table at the 2019 We Build Breakfast at Poudre High School; collectively the table contributed \$775 toward our pledge to the Multi-Faith Build. With additional fundraising efforts, including Lory Clukey's retirement dinner, the Alternative Giving Fair, and other donations through or in honor of Plymouth, we were able to meet our pledge of \$15,000. We have just received word that Plymouth will receive a special award for "Partnership with a Major Impact" for our participation during 2019.

A strong, committed **Immigration Ministry Team**, under the leadership of Linda Mahan, monitors immigration issues on the local, state and national levels and provides opportunities for education and action for the congregation. Highlights for the year include: ~ Leading a book study (*The U. S. Immigration Crisis* by Miguel De LaTorre of Iliff) as well as several forums ~ Developing a proposal, approved by Leadership Council, for Plymouth to serve as an "Operation Center" in the event of an emergency affecting our immigrant neighbors ~ Organizing a second border immersion with BorderLinks and the Ajo (AZ) Samaritans ~ Applying for an "In the Mud" grant through the Rocky Mountain Conference UCC to support the border trip and help underwrite a production of "De Novo," a play based on the case of a migrant youth who was killed soon after being deported back to Guatemala; organized in collaboration with several community groups, the play raised funds to help local programs serving migrant youth ~ Covenanting as a Faith Community Member of ISAAC and, with them, hosting a variety of events, including a presentation by Miguel De La Torre; Plymouth also raised over \$1000 for phone cards to help detainees at the GEO facility in Aurora maintain contact with family and legal advisors ~ Building community relationships (Dreamers United at CSU, La

Cocina, Fuerza Latina, Alianza NORCO, the ACT Human Rights Film Festival and the League of Women Voters) and developing partnerships with No More Deaths (Tucson), Ajo Samaritans, and Good Shepherd UCC in Sahaurita, AZ. Through the team, Plymouth accompanied Dr. Scott Warren during his two trials for charges related to his humanitarian aid work on the border; messages of support, along with a prayer shawl, were sent. His second trial resulted in his being cleared of all charges. Our Border Trip group was present during closing statements – and the celebrating that followed acquittal!

The **McBackpack Ministry Team**, under the leadership of Nancy Sturtevant, provides a host of volunteers once a week to this community-wide effort, done in partnership with the Larimer County Food Bank. The program's goal is to provide weekend food bags to Poudre School District families who are food insecure. Bags are packed on Thursdays during the school year and delivered to participating schools for the children to take them home on Friday. New volunteers are always welcome!

Neighbor-To-Neighbor and its **Homelessness Prevention Program**, a major mission focus of Plymouth, helps families with rental assistance, first month rent, and assistance with finding affordable housing. If you signed up to register your King Sooper's card with Plymouth, 5% of your purchase comes back to Plymouth to help support this program. Plymouth's engagement with N2N/ HPP involves two teams. The **N2N/HPP Team**, under the leadership of Joyce DeVaney and Ruth Lieurance, with the help of eight other dedicated volunteers, screens at-risk families at Plymouth on Friday mornings. Plymouth's Fellowship For a Cause group meets monthly and contributes to HPP's rental assistance fund. In 2019, N2N prevented homelessness for 394 families, secured stable housing for 1562 children – and gave hope to hurting families. A second team involved in this work organizes and leads the annual **N2N/HPP Vigil and Sleep Out**. 2019 marked the 15th year for this event, which raised approximately \$16,200. In addition, the event collected 20-plus large bags of gently-used outdoor gear, which were donated to Homeward Alliance. The team, headed by Bob Jeffrey, brings adult and youth leaders together in a planning process to which all contribute in vital ways. The evening began with N2N's annual soup supper fundraiser; this was followed by an outdoor vigil with speakers and music. Then, back indoors, the youth participated in panel discussions and simulations that invited them to go deeper in their understanding of homelessness and how addressing it relates to their faith. The youth also made blankets that were donated to United Way. The evening ended with 23 youth – from Plymouth, First Pres and First Congregational Greeley – and seven adult sponsors crawling into cardboard boxes on the front lawn of the church for a cold night's sleep. In the morning, they were greeted with a hot breakfast provided by the Outreach and Mission Board. This hardworking group was rechartered this year with linkage to both Outreach and Mission and Christian Formation, as it truly reflects the concerns and mission of both boards. Youth members of this year's team were: Maggie Houser, Teagan Boiarsky, Katrina Nelson, Zara Harmony, and Ben Zwahlen.

The **One Village One Family** program, which is affiliated with Homeward Alliance, works through "Villages" in area congregations. These teams mentor a family in its transition from homelessness to being settled in sustainable housing. Plymouth's team, led by Greg Rutherford, is now working with its third family. 2019 was a rebuilding year for the Plymouth Village, but it is now complete and newly paired with a family; they will begin meeting together in early January. This family, a single mother with five children, has identified an affordable house in Laporte to which they will be relocating soon. Plymouth, through the Outreach and Mission Board, provides \$1500 to support the team's work with the family, often providing assistance with the first month's rent or other "new home" expenses. Families supported in previous years are both doing well and are still living in the apartments rented while they were working with Plymouth. The team's first family is having a wedding, and the Village will be part of the celebration!

The **Peace with Justice** and **Justice and Witness** teams enable Plymouth to respond to issues and events in keeping with our commitments as a Just Peace and Open and Affirming congregation of the United Church of Christ. The teams do their work via email, with the Outreach and Mission Board chair serving as liaison. Occasionally statements related to Just Peace and ONA are supported by the board in the name of Plymouth as these, along with our commitment to being an Immigrant Welcoming Congregation, are constitutionally-affirmed commitments.

The **World Missions Team**, headed by Bob Sturtevant, sponsored two fundraising events and participated in the Alternative Giving Fair in support of its ongoing commitment to Rawdat El- Zuhur School in Jerusalem and the Lango Kindergarten in Ethiopia. Plymouth sponsors two Rawdat students, Adeeb Sarraj and Mohamad Imad Mahmoud, and will continue to support them until they move onto a higher level school. Lango Kindergarten has approximately 200 students in three levels: primary, lower kindergarten and higher kindergarten. The students move through the levels as they become proficient in four subjects: English, Amharic (national language), math and environmental science. They range in age from four to 13, as family obligations often delay children's ability to begin school. Over the past year Lango was able to add an additional classroom, a teacher's office, and two flush toilets to their facility. This year the team raised \$756 for Rawdat (we commit to a minimum of \$600 each year) and \$3,534 for Lango School.

The Outreach and Mission Board is grateful for the responsibility and funding entrusted to us as we represent Plymouth in the community and beyond. This is indeed a justice-seeking and generous congregation, and we endeavor to serve and represent you well.

Respectfully submitted,
Bobbi Wells Hargleroad, Chair, Outreach and Mission Board

Budget and Finance Committee 2019 Annual Report

During 2019 the Budget and Finance Committee's membership comprised: Hal Chorpenning, Stephanie Cotton-Maceta, Jim Medlock, Sara Myers, David Petersen, Jackie Schneider, Yendra Tencza, George Theodore, Bill Thompson, and Harmony Tucker (chair).

Plymouth's Constitution charges the Committee with the responsibility for preparing the Church's budget and presenting it to the Leadership Council and, subsequently, to the Congregation for approval. The Budget and Finance Committee as constituted in 2018 presented the 2019 budget at the annual meeting held in January 2019.

The Committee as constituted in 2019 (see above) began the process of preparing the 2020 budget in May 2019, by soliciting requests from staff, boards, and committees. Based on those requests, the treasurers prepared the first draft of the budget in August, a version of which was used in the Stewardship Campaign. Another draft of the budget was created based on the income and expense projections as of early December 2019. A subsequent draft will be prepared in early January 2020 based on end of the year financial data. A final version will be presented to the Leadership Council on 1/13/20 and then to the Congregation at its annual meeting on 1/26/20.

During the course of 2019 the Budget and Finance Committee addressed other issues, including: a review of income and expenses during the course of 2019, updating building use costs, strategic investments, protocols to follow for negotiating contracts, and receiving, documenting and storing cash, and establishing separation of duties between treasurer and the new business manager position. We are delighted to welcome Yendra Tencza as our new business manager and welcome George Theodore as our new Assistant Treasurer!

Respectfully submitted,
Harmony Tucker, Chair

PLYMOUTH CONGREGATIONAL UNITED CHURCH OF CHRIST
ANNUAL CONGREGATIONAL MEETING, JANUARY 27, 2019

Moderator and Facilitator: Dianne Stober

Time and Location – 12:40 p.m., following potluck lunch in the Fellowship Hall

1. Jake Joseph, Associate Minister, opened the meeting with prayer.
2. **Approval of January 28, 2018 Congregational Meeting Minutes:** Nancy DeLap moved to approve the minutes. Doug Fox seconded. Motion passed.
3. **Celebrating Ordinary Miracles at Plymouth:** Dianne referred to the celebration ritual during worship of those who volunteer in a myriad of ways. She then shared an “Ordinary Miracles” video that Marilu Theodore had produced, which was greeted with warm applause. Dianne said that, arising from discussion at Leadership Council, Marilu and Bob Sturtevant had created a way in which anyone in the church can share an “ordinary miracle” that they have witnessed or experienced by writing it on a card and putting the card in an envelope on the bulletin board in the Fellowship Hall. The Leadership Council will collect these and communicate them back to the congregation throughout the year.
4. **Senior Minister’s Report:** Plymouth is experiencing an attendance plateau right now. Hal asked the question, “What can we do?” Several answers were offered: Invite friends. Create a “newcomer to the community” group. Come to church more frequently. Talk more in the community about Plymouth and what it has to offer. Bill Tucker mentioned a Japanese practice of Senpai and Kohai in which a new person is paired up with a more experienced one.

Plymouth is on a financial plateau as well. Our growing needs require more resources. We have recognized the need to expand our administrative staff by bringing on a part-time IT person in 2018 and are planning for a business manager in 2019. We have been doing well in finding new income sources, parking lot income, increased interest income, and a Lilly Grant, for example. He also thanked those who are stretching themselves in giving. However, we are stagnating in pledges and he suggested that we may have some spiritual challenges to address. Again, Hal asked, “What can we do?”

He challenged the congregation to find ways to go deeper in our faith in 2019, go deeper into joy. We need to take time to renew and rejuvenate—rebuild our relationship with God. He offered thoughts from an article by David Brooks entitled “Your loyalties are your life.” Brooks refers to the philosopher Josiah Royce, who says that a meaningful and joyful life arises out of our loyalty to a cause greater than ourselves, a “beloved community” that draws us toward our sense of ultimate unity. Hal asked us to remember Plymouth’s covenant that binds us together.

He mentioned a couple of opportunities that will be coming up soon. Mark Lee is in final negotiations with Pdraig O-Tuama, a community organizer, peacemaker, and poet from Northern Ireland. John Philip Newell will be teaching at the Shambala in 2020 and will also come to Plymouth.

He closed by thanking the gathering for the privilege of ministering to this community for the past 17 years.

5. **Nominating Committee Report and Vote: Anne Jordan.**
 - Anne read the names of outgoing Leadership Council and Board members presented on a slide and thanked them for their service.
 - She then presented nominees for new 2019 positions on a slide. The information is included in the 2018 Annual Report. There were a few positions that had not been filled.

Dianne asked for discussion or nominations from the floor. She noted that the Leadership Council, working with the Nominating Committee, will be tasked with filling the open slots, and she encouraged anyone interested to come forward. Anna Olsen amended the nominations to the Board of Deacons by saying that, since Judy Lane is having surgery, she will not serve until 2020. Tom Dille moved to approve the slate. Laura Nelson seconded. Motion approved.

6. 2018 Financial Review: Jim Medlock, Asst. Treasurer.

- 1) The strong financial condition at the end of 2017 allowed a transfer of \$100,000 into a one-year CD earning higher interest.
- 2) The 2018 budgeted deficit of over \$24,000 was reduced to an actual deficit of \$1,700.
 - Pledge income, usually over budget in past years, was under budget five out of the last six months of the year, resulting in pledges underpaid by \$17,600 at year-end. Strong parking lot income helped to off-set this somewhat.
 - 2018 actual expenses were also \$24,000 under budget. Jim offered commendation to all for diligence in keeping costs down, especially to the Trustees, who saved over \$100,000 with their work on roof repair, labyrinth and other areas.
- 3) Budgeted and non-budgeted contributions outside Plymouth totaling \$138,700 (see Annual Report for details) demonstrate Plymouth's generosity.

7. Budget for 2019: David Petersen. David thanked the Budget and Finance Committee and especially our Treasurers for their work. He stated that the Treasurer job is not one for amateurs, and Sharyl, Judy, and Jim are extraordinarily qualified. We are also burning them out, leading to the decision by the Leadership Council that a business manager is essential.

He stated that the 2019 budget accomplishes some goals, but also includes some things that the B&F Committee would have preferred not to recommend.

Referring to income projections, David explained the recommendation of the Leadership Council that two reserve funds be used to supplement our 2019 budget. The first comes from a business manager reserve, arising out of excess funds raised in a previous capital campaign. Since we have budgeted to hire a business manager in 2019, the use of this fund is appropriate. The second is excess funds raised in 2018 for the new signs, a project that has been completed. In approving this budget, the congregation is approving the use of the sign fund.

Questions regarding income followed:

- Is the projected increase in loose offering realistic? David said it was a reasonable estimate.
- Is the rent on the parking lot sustainable over time? Dianne said that the apartments being built are already interested in contracting for spaces. Tom Dille commented that it might take some work to secure that income. Anne Jordan commented that we may incur more expense for parking lot maintenance as a result of more use.
- Bobbi Hargleroad asked about Funeral/Wedding Income. David said that it has not been included in the budget in prior years. A comment was made that actual Funeral/Wedding Income in 2018 was over \$6,000, as compared with the \$2,000 budgeted for 2019. Bobbi also wondered about fees paid in advance for space in the memorial garden. David answered that those fees go into a reserve account on the balance sheet.

Referring to expense projections, David pointed out that \$25,000 has been budgeted for a part-time business manager. We have been paying Rodahl around \$22,000. They will continue to handle payroll at a cost of around \$5,000. We have also budgeted for an increase in the hourly rate paid to child care workers as approved at the 2018 Annual Meeting. The B&F Committee would have liked to approve the original request of 3.3% cost of living increase in salaries. However, the current budget has been cut to 2.5%. The B&F Committee would also have preferred to act favorably on board and committee budget

requests. However, the current program budgets have been essentially set at 2018 actuals. In addition, requests for additional reserves for computers and parking lot maintenance have been cut from the budget. David mentioned that the Trustees are currently doing an inventory of asset maintenance needs.

Questions regarding expenses followed:

- Meg Graham asked what line item 6055 in the Administration budget, Office Equipment purchase, was for. David responded that this was for computers, based on the recommendations of our IT person. It has been reduced from the original request by \$5,300.
- Ben Slocumb asked why there was no line item for repairs. David responded that there had been a line for parking lot repairs which was eliminated. He said that when funds are available, that line item will be returned. If repairs are needed, they will be funded from current reserves.
- Doug Fox asked about the decrease in the Stewardship Board budget. David said that this was a reduction to 2018 actual. Irene Wherit explained that the Stewardship Board had saved money this year because they had an in-house graphic artist who designed their materials. There is no guarantee that this will be true in the future. Jane Anne said they were also able to do all of their printing in-house.
- Betsy Bedient commented that some boards do get the benefit of endowment funds to supplement their budgets.

David then offered 5 cautionary notes:

- 1) In 2018 there were 26 pledges that were at least partially unpaid. Plymouth's historical experience has been actual pledge income higher than budgeted. He said that if underpayment of pledges becomes a trend, the B&F Committee may need to budget on a percentage of the amount pledged.
- 2) Loose offering was down \$4,000. We think this is an anomaly but will be monitoring it this year.
- 3) Actual pledge income dropped from 2017 to 2018.
- 4) The 2019 budget transfer of reserves is a one-time transfer. They will not be available in the future.
- 5) The number of pledges is static from 2018 to 2019.

The B&F Committee and the Council will be thinking strategically about Plymouth's financial health as we move through 2019.

Dianne stated that the Leadership Council has moved that this budget be adopted. Therefore, a motion is not needed from the floor. She then asked for a vote by a show of hands. Hands around the room went up in favor of approval. There were no hands raised in disapproval. The motion passed unanimously.

8. **Other items for discussion.**

Kaki Woods asked if a description of the reserves is included in the Annual Report. The answer was "No", but that information can be obtained.

Judy Lane asked what percentage of members pledge. There are 237 pledging units for the 2019 budget which is a little less than two-thirds (2/3) of the total.

Tom Guter asked for a brief overview of the evening service. Hal said that there has been some growth (generally, 20-60 in attendance) and, for some, it is a very important service, providing a place of deep meaning. The Lilly Grant is specifically focused on building that service. It can be a kind of laboratory service for trying out new things and, in some cases, a feeder service, bringing people into the church who would not initially feel comfortable in the morning services. Application is being made for a further Lilly Grant which will support development of a dinner service: stay tuned. Mark Heiskanen also responded that the service has changed quite a bit in the time he's been here. It offers an evening prayer service, like compline in some traditions.

Betsy Bedient mentioned several topics: 1) She stressed the importance of the Involvement Fair, saying that even if it does not result in a lot of new recruits, it helps to communicate all the things that are going on at Plymouth. 2) She was grateful that the Outreach and Mission Board budget had not been cut, although their new request to fund adult mission trips was not funded. 3) She referred to the vote last year to become an Immigrant Welcoming Congregation. She said that the Immigration Ministry Team will be working to help us live into that more fully in the future.

9. For the Good of the Order.

Hal expressed gratitude to Bob Sturtevant who is going off Council after serving as Past Moderator, and who has been in leadership since the governance change. He also thanked Judy Barth for serving as Treasurer. She has served as Moderator and Treasurer in the past. He then thanked Mary Freese, outgoing Clerk, and Dianne Stober, outgoing Moderator, with gifts.

Ross Lane gave a shout-out to Barb Gregory for all of her work keeping us on track.

Hal recognized the members of the staff.

Anne Jordan offered thanks to all those who agreed to serve and also those who considered a position but were not able to agree at this time.

10. Jane Anne expressed encouragement to go deeper, as Hal had said earlier, and announced an artist-in-residence event March 8-10 with The Rev. Dr. Linda Privatera, a person whom Jane Anne met at Ring Lake Ranch. Dr. Privatera will offer an all-church, intergenerational art experience. It will culminate with an art installation at the end of Lent around the theme of going deeper.

Jane Anne then offered the closing prayer. The meeting adjourned at 2:15pm.

Respectfully submitted, Mary Freese, Clerk

**PLYMOUTH CONGREGATIONAL UNITED CHURCH OF CHRIST
SPRING CONGREGATIONAL MEETING, MAY 5, 2019**

Moderator: David Petersen

Meeting began right after the 11:00 AM service around 12:15 PM

Opening Prayer

- David Petersen gave an opening prayer

Approval of Minutes from January Meeting

- There were no corrections made of the annual congregational meeting minutes.
- Nancy Delap made the motion to approve the minutes from the annual congregational meeting. The motion was seconded and was unanimously approved by the congregation.

Nominations for Christian Formation Board

- Anne Jordan made a report from the Christian Formation Board that served as the motion for the nomination of the new members to the Christian Formation Board. Following are the people who are going off of the board: Mari Strombom-Johnson and Lisa McDanel.
- The motion was made to have Sue Rutherford move to the position of Chairperson for the Christian Formation Board, Sara Parmenter will serve as the marketing and communication director, and Jillian Harrison will be the ministry team connector.
- There was no discussion of the motion and it was unanimously approved by the congregation.

Closing Prayer

- Hal Chorpenning, Senior Minister, gives the closing prayer

The meeting adjourned around 12:30 PM.

PLYMOUTH CONGREGATIONAL UNITED CHURCH OF CHRIST CONGREGATIONAL MEETING, JULY 7, 2019

Moderator: David Petersen

Opening

David Petersen convened the meeting immediately after the conclusion of the 10:00 a.m. service of worship.

Approval of Minutes from May 5, 2019 meeting

- There were no corrections proposed for the draft of the minutes from the May 5, 2019 meeting.
- Tom Gutter moved that the minutes be approved. The motion was seconded and passed unanimously.

Nominations for the Interim Associate Minister Search Committee

- David Petersen reported that the search was underway. A position description was posted on the UCC Ministry Opportunities website on June 18. And the Rocky Mountain Conference has already received some dossiers.
- Leadership Council recommends the creation of a search committee with five members:
Hal Chorpenning (chair), Denise Morrison, Sara Myers, Harmony Tucker, and Curtis Wray.
- The motion from the Leadership Council to approve this slate of nominees was unanimously approved.

Report regard the dissolution of a pastoral relationship

Hal Chorpenning reported about the diverse ways in which UCC pastors conclude their pastoral relationships with a church and its members. Departing ministers regularly cease to have a pastoral relationship with former parishioners.

Adjournment

David Petersen offered a closing prayer. The meeting adjourned at 11:20 a.m.

PENDING APPROVAL

PLYMOUTH CONGREGATIONAL MEETING UNITED CHURCH OF CHRIST CONGREGATIONAL MEETING NOVEMBER 17, 2019

Vice Moderator: Harmony Tucker leads the meeting

I. Opening

- A. Hal gave an opening prayer

II. Approval of Minutes of July 7, 2019 Meeting

Linda Garten made the motion to approve the minutes and Ross Lane seconded the approval of the minutes. The motion was unanimously approved

- A. There were no corrections to the July 7, 2019 Congregational Meeting minutes

III. Reading of the new wording of the Treasurer position

- A. Treasurer: The Treasurer function shall be composed of two positions: Assistant Treasurer, and Treasurer. Every other year the congregation shall elect an Assistant Treasurer who shall serve two years in each of these positions over a four-year term. The Assistant Treasurer and Treasurer shall serve as members of the Leadership Council.
- B. Harmony read the Treasurer position description and stated that this will be voted on at the Annual Meeting on January 26, 2020.

IV. Discussion of our designated minister candidate

- A. Harmony opened the floor for discussion of the designated minister candidate. People from the congregation asked questions of the search committee.
 - a. Lori Clukey
 - i. Is this Carla's first job as a minister of a church?
 - 1. Harmony answered that it is her first job
 - ii. Is she eligible for the position when we need a permanent minister two years from now?
 - 1. Harmony answered that if Carla wants to have the job permanently and the church believes that she is a good fit then she will get preference for the job full time Associate Minister.
 - b. Marcia Hoefler
 - i. What is her job description?
 - 1. Hal answered that that hasn't been determined yet. Since they don't know all of her skill sets both Hal and Jane Anne wanted to see how it all fits for Plymouth's needs. No responsibilities are going to be assigned until the first of the year. Hal commented that Carla has a great background in pastoral care and organization.
 - c. Katherine Woods
 - i. Is there any way to extend the two year time frame so that it ended in January 1st.
 - 1. Hal responded that all of the paperwork had been filled out so there was really no way to change the start or end date.
 - d. Ken Morrison
 - i. Wondering if the same search committee was going to be used in two years?
 - 1. Hal responded that it will not be the same search committee. There will be a new search committee that will be nominated and be voted on by the Congregation. That search committee will convene in September 2021 to start the process. If Carla decides that she would like to stay at Plymouth and the Congregation believes she is a good fit, then she will get first preference. Otherwise the search committee will begin a nationwide search for a permanent minister. Hal informed us that Erin Gilmore from the UCC Conference Committee helped Plymouth to understand what the designated term minister position.

V. Vote was conducted on whether Carla Cain should be our designated minister

- A. Harmony asked Leadership Council members and Anne Jordan from the Nominating Committee to hand out pieces of paper for people to vote. If you agreed that Carla should be the Designated Term Minister you were to put "yes" on the piece of paper, if you did not agree that Carla should be the Designated Term Minister you were to put "no" on the piece of paper.
- B. The final vote was 154 yes votes and 4 no votes.

VI. Closing

- A. Carla Cain gave the closing prayer

2020 Leadership Council & Boards

Leadership Council

Harmony Tucker	moderator	1-year term
<i>vacancy</i>	vice moderator	1-year term
David Petersen	past moderator	1-year term
Jan Engert	clerk	1 st 1-year term
Jim Medlock	treasurer	2 nd 1-year term
George Theodore	assistant treasurer	2 nd 1-year term
Elaine Kim	members at large	2 nd term 2 nd year
Marilu Theodore		
Greg Ebel	member at large	2 nd term, 1 st year
Ken Freese	member at large	1 st term, 2 nd year

Christian Formation (current)

Sue Rutherford	chair	1 st term, 2 nd year
Marty Marsh	volunteer coordinator	1 st term, 2 nd year
Jen Musci	special events coordinator	1 st term, 2 nd year
Sarah Parmenter	marketing & communications coordinator	1 st term, 1 st year
Jillian Harrison	ministry team connector	1 st term, 1 st year

Christian Formation (July)

Sarah Parmenter	chair	1 st term, 2 nd year
Jillian Harrison	ministry team connector	1 st term, 2 nd year
<i>vacancy</i>	special events coordinator	1 st term, 1 st year
<i>vacancy</i>	marketing & communications coordinator	1 st term, 1 st year
<i>vacancy</i>	volunteer coordinator	1 st term, 1 st year

Congregational Life

Erika Michalski	2 nd term, 1 st year
Susan Rayner	2 nd term, 2 nd year
Chuck Cairns	
Carol & Jim Goettl	
Nancy Cheal	1 st term, 1 st year
Paula Bernander	

2-year term, max. 2 terms

Deacons

Claudia DeMarco, chair	2 nd term, 1 st year
Ken Morrison	2 nd term, 1 st year
Nancy Sturtevant	
Lynne Soraci	1 st term, 2 nd year
Jack Vogt	
Karen Crandall	
Barb Hoel	2 nd term, one year only
Eva Wallace	
Judy Lane	1 st term, 1 st year
Lois Daubert	
Sherry Bundy	
Stuart Yoshida	
<i>vacancy</i>	
<i>vacancy</i>	
<i>vacancy</i>	

2-year term, max. 2 terms

Outreach & Mission

Bobbi Hargleroad, chair	1 st term, 2 nd year
Eve Audley	2 nd term, 2 nd year
Verley Boulton	1 st term, 2 nd year
Lory Clukey	1 st term, 1 st year
Hermi LaPoint	
John Lathrop	

2-year term, max. 2 terms

Stewardship

Bill Thompson, chair	1 st term, 2 nd year
Chris Connelly	1 st term, 2 nd year
Megan Emmerich	
David Smith	
Julie Karbula	1 st term, 1 st year
Eric Siegel	

2-year term, max. 2 terms

Trustees

	Term end date
Keith Schulz, chair	Jan 2023
Tom Dille	Jan 2021
Dan Michalski	
Bob Jeffrey	Jan 2021 (completing vacated term)
Don Bundy	Jan 2022
Nick Hoyer	
Kathee Houser	Jan 2022 (completing vacated term)
Brian Betsill	Jan 2023
Charlie Tibbets	

One 3-year term

Nominating Committee

Ross Lane, chair	1 st term, 2 nd year
Anne Jordan	2 nd term, 2 nd year
Jen Lowry	2 nd term, 1 st year
Paula Dille	
Jack McGrew	1 st term, 2 nd year
Adam Redavid	1 st term, 1 st year

2-year term

**PLYMOUTH CONGREGATIONAL CHURCH
DETAILS OF GIVING 2018-2019 Comparison**

		<u>2018</u>	<u>2019</u>
SPECIAL OFFERINGS/DONATIONS			
Non-Budgeted Giving			
Alternative Giving Fair			
	Heifer Project	\$3,458	\$4,258
	Church World Service	624	575
	Lango School	1,700	1,085
	Murulle Foundation/Lango School	620	
	Rawdat Child Sponsor	479	420
	Help International	852	1,318
	Africa Bags Malawi Project	626	732
	Youth Coffee	971	1,242
	Ucount	865	-
	Habitat for Humanity		6,550
	Shelters for Hope		1,010
	Samburu Youth Education Fund	1,177	445
	Emergency Immigration Fund/Foothills		490
	Iona Community	805	363
	Into Your Hands		146
	Total AGF	12,177	18,634
Christmas Eve Offering			
	UCC Christmas Fund	8,975	10,585
Crop Walk		1,045	711
Dille/Dunbar Fund		100	100
Ethiopian /Lango School		3,270	2,449
Habitat for Humanity-Yard Sale		3,719	4,339
Homeless Prevention			
	Sleepout Donations-Neighbor2Neighbor	15,257	16,396
	Grocery card rebates	3,248	4,440
	General Donations	225	
Cyclone Relief			710
Memorial Gifts			
	Laforet-Janet McCullough		150
	Casa de Paz - Mary Shulz		1,000
	Rocky Mtn Immigration - Mary Shulz		1,000
	No CO Emergency Immigration - Mary Shulz		500
	Neighbor2Neighbor-Bailey	100	
	Habitat for Humanity-Bailey	200	
	Faith Family Hospitality-Bailey	120	
	The Family Center/La Familia-Bailey	200	
	Rawdat Child Sponsorship-Mattern	445	
Neighbors in Need		7,569	2,505
One Great Hour of Sharing		5,440	5,764
RAWDAT Child Sponsorship		600	1,224
Youth Mission Fundraisers		5,994	5,245
Adult Habitat Mission Fundraiser (High Tea)		940	
Archway Housing from Endowment Fund		1,724	
Council for American Indian Ministry from Endowment		1,724	

The Nappie Project from Endowment Fund		218	
Laura Nelson Ordination Collection			
	Platte Valley		259
	Fort Collins Interfaith		259
TOTAL NON-BUDGETED GIVING		\$73,290	\$76,270
Budgeted Giving			
Outreach & Mission			
	Murphy Center	\$1,500	\$1,500
	Interfaith Council (includes dues)	2,138	2,075
	Interfaith Alliance of Colorado(dues)	100	100
	Catholic Charities Larimer County	500	500
	ISAAC of Northern Colorado		200
	Coalition (UCC) for LGBT Concerns	400	400
	The Family Center/La Familia	25	
	Habitat for Humanity	600	1,228
	Faith Family Hospitality	500	711
	McBackPack	300	300
	Bread for the World	300	300
	Good Shepherd-Green Valley Samaritans		1,137
	Family Housing Network		1,250
	Homeward Alliance/Mobile Laundry		150
	Everytown for Gun Safety		500
	Immigration Freedom Fund		1,000
	Emergency Immigration Fund		150
	One Village One Family	1,500	
	Casa De Paz	300	
	Rocky Mountain Immigrant Advocacy Network	2,924	
	The Nappie Project	488	30
	Inter Faith Solidarity & Accompaniment Coalition	75	
United Church of Christ Giving			
	Our Church's Wider Mission	44,000	44,004
	CUE Seminaries	600	600
	Rocky Mountain Conference	8,400	8,400
	Platte Valley Association Dues	720	710
TOTAL BUDGETED GIVING		\$65,370	\$65,245
TOTAL PLYMOUTH GIVING		\$138,660	\$141,515
