

Winnebago Presbytery
Presbytery Council
Minutes
August 24, 2010

The Council of Winnebago Presbytery convened on August 24, 2010 at 9:45 a.m. at the Pine Lake Camp, Waupaca, Wisconsin, called to order at 9:45 a.m. by the Vice Moderator of Presbytery, Jeanne Nymoen, and beginning in a period of devotion led by Bette Hoytink.

Present:

Marcia Thomas	M, Moderator of Presbytery
Jeanne Nymoen	E, Vice Moderator
Barbara Jordanger	E, Personnel Committee
Dennis Mannering	E, Past Moderator of Presbytery
Ted Sperduto	M, Directional Task Force Moderator
Jim York	E, Synod Commissioner
Margaret Zedan	M, Synod Commissioner
Rebecca Proefrock	M, Preparation for Ministry
Judy Nighorn	E, Resource & Program Coordinating Team
Alice Ackerman	E, Presbyterian Women
Jean Schneider	E, Nominating
Stephen Wright	M, Session Records
Richard Manny	M, Finance Committee
Bette Hoytink	E, Committee on Ministry
Lucy Rupe	M, Executive Presbyter
Sarah Moore-Nokes	M, Associate Executive Presbyter
Nancy Barczak	E, Associate for Administration
Michael Lukens	M, Stated Clerk

Excused: Robert Merriam, Wendy Mannering, Dennis Mannering.

Guest: Ms. Cathleen Wille

* Minutes recorded by Bette Hoytink

1.* Council Morning Agenda

The Vice Moderator, Jeanne Nymoen, and Barbara Jordanger, member of Presbytery's Directional Task Force, introduced the agenda for the morning session of this Council meeting regarding the document and recommendations of the Directional Task Force (DTF).

2.* Presentation to Council on "Leadership in the Time of Transition."

Cathy Wille began the morning discussion with a presentation on the role of leadership in the process of adaptive change. Adaptive change was characterized as spiritual work of transforming lives. Adaptive work involves change that is related to a problem which may be known, but the solution requires learning and change. The three phases of adaptive work include:

1. Naming and framing the challenge (Trusting God)—requires recognition of need for change.
2. Moving forward (Surrendering to God) ---requires risk taking and naming the situation, which often increases anxiety.
3. Engaging others (God transforming)—requires us to do a new thing, learn new behaviors/practices and always learn from our learning.

Leaders in the process of adaptive change must be able to **give direction** (be prophetic), provide **protection** by being ready in advance for changes down the road, establish **orientation**, be able to **deal with conflict**, and **establish norms**.

3. Directional Task Force Report (DTF)

Task force members (Sperduto, Thomas, Jordanger, Manny) introduced a written report which describes a five year plan for Winnebago Presbytery to live into the future while maintaining the current vision and core values of the Presbytery. They stressed that the document is a work in progress and is meant to be a guide, not the final proposal. The four Presbytery staff members were intentionally absent from the morning half of the Council meeting to allow for free discussion of the future staffing model described in the task force report.

Council **voted** (unanimous) to recommend the Directional Task Force report to Presbytery as a guiding document and commissions the Council to make adaptive changes which reflect the spirit of the document for the direction of Winnebago Presbytery in the next five years. Everyone in this presbytery is to work together with the Council as “we live into” leading the mission and ministry of Winnebago Presbytery to bear witness to Jesus Christ, strengthening and connecting our congregations.

4. Personnel Committee Recommendations

Barbara Jordanger reported that the Personnel Committee recently completed the annual reviews of all clergy staff members and all were determined to be doing excellent work.

In response to the DTF report and the upcoming retirement of Lucy Rupe, Executive Presbyter, Barbara presented two motions from the Personnel Committee.

- A. That the Council endorse the Personnel Committee recommendation to hire a 2/3 time Interim Executive Presbyter for one year, with the option to extend the contract from month to month as agreed by both parties.
- B. That Council recommend to Presbytery a change in the Terms of Call for the Associate Executive Presbyter to full time starting January 1, 2011, with salary and housing package of \$57,000 plus benefits of 31.5% and an additional week of vacation.

[Council considered the motions separately]

The second motion [B], regarding the AEP Terms of Call, was defeated.

It was then moved to recommend to Presbytery an increase in the salary of the AEP to three-quarters of the denomination-wide median salary for this position. After further discussion of the potential impact on the 2011 budget, the motion was withdrawn by permission of Council.

Council **voted** to recommend to Presbytery an increase in the salary and housing package for the Associate Executive Presbyter to \$40,000 starting January 1, 2011 (approximately 4% increase).

It was moved to recommend to Presbytery one additional week of vacation for Associate Executive Presbyter. Following discussion, this motion was withdrawn by permission.

Based upon Council member concerns about the time commitment and description of the EP position in the first Personnel Committee motion [A], a substitute motion was offered, to expand

the time commitment of the Interim EP to three-quarters of full time, which motion then became the main motion.

Council **voted** to recommend that Presbytery hire a three-quarter time Interim Executive Presbyter for one year with the option to extend the contract from month to month as agreed by both parties. Motion passed.

[Luncheon break]

5. Council Review of Recommendations from the Morning Session

Council reviewed the decisions and recommendations from the morning's deliberation for the staff (who joined the meeting at this point).

Council also voted that the transitional staff budget and compensation reflect the recommendations of both the Personal Committee and the Finance Committee.

Further, Council **voted** that the selection process for the Interim Executive Presbyter is to involve a coordinated effort of the Personnel Committee, which has primary responsibility for filling temporary positions [Presbytery Personnel Policy], in budgetary consultation with the Finance Committee and Committee on Ministry in order to receive PIFs.

6. Presbytery Operational Business

A. Council approved the Council Minutes of April 13, 2010.

B. Staff Reports

- The Moderator, Marcia Thomas, reported on her excellent recovery from a cycling accident while on a Habitat for Humanity ride in Minnesota and her appreciation for the work of the Vice Moderator, Jeanne Nymoen, in her absence.
- The Vice Moderator, Jeanne Nymoen, reported on the strong support of colleagues and the commissioning of CLPs: Warren Kraft, Max Ballard, and Philip Kinzel as pastoral leadership team for the Melnik Church.
- The Executive Presbyter, Lucy Rupe, reported the reduced number of ministers who are available to serve presbytery leadership positions because of diminished numbers in recent years and because commissioned lay pastors are in the Elder category. She reported on the vacancies in a number of our larger churches and the continuing effort to combine ministries and pastoral services between churches in an era of diminished resources. This requires more openness to creative solutions in a substantially changed situation, which can also be a source for hope and new resolutions.
- The Associate Executive Presbyter, Sarah Moore-Nokes, reported a successful sabbatical leave and a smooth transition back into her continuing responsibilities.
- The Clerk reported on the preservation review of stored records and a variety of current polity and property matters.

- C. Council reviewed the May meeting of Presbytery at Marshfield.
- D. New Business
- Prospective themes for presbytery meetings in 2011:
 - Building community [Life Together]
 - Building community in post-modernity (between churches, in clusters, and as a presbytery)
 - Church as covenantal community amidst theological differences
 - Council reviewed the **2011 dates & sites** for meetings of Presbytery:
 - 12 February at the Covenant Community Church, Schofield
 - 10 May at the Shawano First Church
 - 13 September at the Manitowoc First Church
 - 12 November at the Appleton Memorial Church
 - Council approved dates for the 2011 meetings of Presbytery Council:
 - 11 January 5 April 23 August 18 October
 - Council voted to authorize the Vice Moderator to solicit nominees for the Presbytery Nominating Committee from names suggested by members of Council and then to recommend the appropriate minister and elder as the recommendation of Council to Presbytery.
 - Council voted to recommend to Presbytery that Jean Schneider be approved as Moderator of the Nominating Committee for the coming year.
 - Council received a report [Barczak] on the International Peacemakers for itineration within the Presbytery (Oct. 1-4). Fond du Lac will host John Tubuwa from Sudan and Green Bay First will host Dayro Aronzalez from Colombia.
 - Council considered the Ecumenical Support Budget for 2011:
 - \$6,880 for the Wisconsin Council of Churches
 - \$3,500 for the Senda de Amor Hispanic Ministry for 2011
 - Council voted to appoint the following persons to serve as representatives of Presbytery to the Annual Meeting of the Wisconsin Council of Churches(13-14 December, 2010): Marcia Thomas (M) and Jim York (E).
 - Council recommended a division of the expendable funds of the ecumenical portion of Genesis Fund between the Presbytery trip (November) to Urabá and the ministerial support needs of the Urabá Presbytery.

7. Report of Committees:

- CPM reported the annual consultations of two Commissioned Lay Pastors, review of the final examination process in CLP certification, and the need to select ordination exam readers.

- Personnel reported completion of review for clergy staff with commendations to all.
- Resource and Program Coordinating Team reported its review of several new programmatic proposals and its review of the excellent recent Synod School.
- Nominating reported a forthcoming meeting to fill a number of vacant positions.
- CoM reported two dismissions (Fulop and Williams), the approval/enrollment of Kevin Buchanan as pastor at the Marshfield First Church and the approval of Laura Hawkins (UCC) as transitional pastor at the Fond du Lac First Church.
- PW reported on its synod gathering in Iowa and the Fall Retreat coming in October.

Council **voted** to approve Holy Communion (the Rev. Marcia Thomas) on Oct. 2 at the PW Fall Retreat at Pine Lake Camp, Waupaca.

- Synod Commissioners will report after the next Synod meeting in September.
- Session Records Review (SRR) will begin a new cycle of records review in October and November.
- Finance reported its forthcoming meeting in the evaluation of Presbytery investments and commencement of the 2012 budget process.
- Grants Allocation Committee reported that it is presently receiving applications for mission grants for the Committee to review, toward its recommendations to the Finance Committee

8. Docket for the September Meeting of Presbytery

Council reviewed the docket of the September 14 meeting of Presbytery at the Fond du Lac First Church and instructed the Clerk to construct the docket in consultation with the Moderator and the staff.

Adjournment: Council adjourned in prayer by Richard Manny at 2:50 p.m.

Respectfully submitted,

Bette Hoytink

Michael B. Lukens
Stated Clerk