

Winnebago Presbytery
Presbytery Council
Minutes
October 19, 2010

The Council of Winnebago Presbytery convened on October 19, 2010 at the Memorial Church, Appleton, Wisconsin, called to order at 9:30 a.m. by the Moderator of Presbytery, the Rev. Marcia Thomas, beginning in a period of introductory sharing and devotion led by Elder Jean Schneider.

Present:

Marcia Thomas	M, Moderator of Presbytery
Jeanne Nymoen	E, Vice Moderator
Barbara Jordanger	E, Personnel Committee
Ted Sperduto	M, Directional Task Force Moderator
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
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, Jim York, Stephen Wright.

1. Installation of Moderator for 2011

Council moved to the sanctuary for the installation of the 2011 Moderator of Presbytery, Elder Jeanne Nymoen.

2. Directional Task Force Report

Council reviewed the report of the Directional Task Force, which included a history of its work, theological foundations, the five-year plan, responses of presbyters from the September meeting of Presbytery, and a collation of principal issues and questions.

Council discussed a number of matters and issues that complicate the current situation of the Presbytery within the present context of the transitional nature and staffing changes of all the presbyteries in Wisconsin. The option of a temporary "pause" in the hiring of an interim executive presbyter was considered, with a parallel effort to cover executive functions during such a pause and continuing planning for interim staff. Council discussed whether the pause would offer an effective period of conversations with the three other presbyteries in Wisconsin, i.e., Milwaukee, John Knox, and Northern Waters, who also are involved in staffing transition.

Council, by informal consensus, indicated support for such a pause, i.e., an indeterminate postponement in the hiring of an interim presbyter subject to ongoing review.

Council then **voted** to recommend that the Presbytery pause in the search for an interim

executive presbyter until review and reconsideration at the May 2011 meeting of Presbytery.

Council **voted** to recommend that Presbytery contract for a Committee on Ministry consultant, effective 1 January 2011, implemented by the Personnel Committee, with compensation and expenses not to exceed \$15,000 (annually), and such consultant-service to continue until no longer needed or until revised action of Presbytery.

Council **voted** to recommend to Presbytery that the Associate Executive Presbyter position be moved to full-time, effective 1 January 2011, with additional responsibilities for staffing the transition, according to the following Terms of Call:

(Presbytery policy prohibits posting of this information. Full minutes are available upon request from the presbytery office.)

Council **voted** to send the expanded report of the Directional Task Force (DTF) to Presbytery with its amended motion for consideration and action.

Council **voted** to dissolve the DTF as a unit of Council with gratitude for its work and commitment to Presbytery.

[Luncheon break]

3. Presbytery Council Minutes from August Meeting

Council **voted** to approve the Minutes of Council from its August 2010 meeting.

4. Staff & Officers Reports

The Moderator reported on recent work in Presbytery planning, including our appreciation of the years of service by our Executive Presbyter, the Rev. Lucy Rupe, whose Honorable Retirement status will be voted on at the November meeting of Presbytery.

The Vice Moderator reported on the worship and funeral services for Commissioned Lay Pastor Fred Wadsworth († 14 October 2010) and the importance of Presbytery's presence.

The Stated Clerk reported on the recent Polity Conference (an annual event of the Office of the General Assembly) and an overview of the principal PCUSA discussions and issues.

The Executive Presbyter reported on the likelihood of minimal impact of the proposed new Form of Government for Winnebago Presbytery because functional manuals and procedures are already in place for presbytery implementation and operation.

The Associate Executive Presbyter reported on the forthcoming fall and winter programming and the preparation of the staff for the time of transition.

The Associate for Administration reported on the due date for the written reports for the November meeting of Presbytery: Monday, 25 October.

5. Old Business

Council reviewed the September meeting of Presbytery.

Council heard summary reports concerning the International Peacemaker visits of John Tubuwa, Sudan to Fond du Lac First and Dayro Aranzales, Colombia to Green Bay First. Both had effective visits.

Council considered the minister nomination for the Nominating Committee. The Moderator will approach ministers who have been suggested by members of Council.

[Follow up: Council nominates the Rev. Stephen Wright to the Presbytery Nominating Committee, class of 2013.]

6. New Business

Council heard the request from a Synod task force for feedback on areas of special value regarding partnership with Synod. Council members commended the Synod school, COM/CPM moderator training, involvement in campus ministries, Synod staff support in the life of the Presbytery and their openness to consultations with presbytery leadership, Synod support and help through the Synod Stated Clerk (e.g., the sponsorship of the annual meeting of presbytery clerks), networking and support of executive leadership, and the partnership between presbyteries for shared resources. Members also suggested the value of more opportunities for Synod-wide biblical and theological workshops for ministers and elders.

Council **voted** to approve Holy Communion at Youth Camp on 30 October, officiated by the Rev. Susan Phillips.

7. Report of Committees:

- Finance Committee (Manny) reported on church reports related to loan and insurance requirements, pending property action requests, and proposed mission-giving percentages, and possible per capita assessment changes for 2011.
- Committee on Preparation for Ministry (Proefrock) reported on the reapportionment of ordination examinations readers asked from each presbytery, with Winnebago now only sending one reader for 2011. The Committee has received a request for withdrawal from Inquirer Julie Goranson.
- Personnel Committee (Jordanger) reported that it will meet for the annual review with the Associate for Administration in December as well as an exit interview with the Executive Presbyter.
- Resource and Program Coordinating Team (Nighorn) reported that there is one new task group currently in process for 2011.
- Nominating Committee (Schneider) reported that it will present to Presbytery at its November meeting an identical slate of recommended committee moderators.
- Committee on Ministry (Hoytink) reported that two persons will be examined at the forthcoming Presbytery meeting; two ministers recently enrolled will be presented at that meeting as well. The Committee has several exit interviews in process and installation dates to be determined.
- Presbyterian Women (Ackerman) reported about the Thank-Offering and the recent fall gathering.
- Synod Commissioner (Zedan) reported on current matters before the Synod, such as recent surveys on clergy health and age distribution of leadership,

changes in campus ministry funding grants, and continuing success of Synod School.

8. Docket for the September Meeting of Presbytery

Council reviewed the docket for the November meeting of Presbytery at the Neenah First Church and instructed the Clerk to construct the docket in consultation with the Moderator and the staff.

9. Council Dates for 2011

Council was reminded of its meeting dates for 2011:
11 January; 5 April; 23 August; 18 October

10. Adjournment

Council adjourned in prayer by Richard Manny at 2:20 p.m.

Respectfully submitted,

Michael B. Lukens
Stated Clerk

RECOMMENDATION FROM PRESBYTERY COUNCIL

Motion: that a pause be taken in the search for an Interim Executive Presbyter (rational given below) and that during this pause the Associated Executive Presbyter's position would become full time with an annual salary as printed ; that the Rev. Gregg Neel, Executive Presbyter, Milwaukee Presbytery, be hired as a COM consultant with salary and expenses not to exceed \$15,000 annually (any consultant fees/expenses would be reimbursed to Milwaukee Presbytery); that this pause be evaluated by Council and a recommendation be brought to the May 2011 Presbytery meeting.

Rationale for a Pause in the Process

Presbytery Council

October 19, 2010

In the course of the last month, several things have happened in the transitional process that have led to an opportunity for Personnel, the Directional Task Force Writing Team and Council to pause and reevaluate the decisions made at the last presbytery meeting to search for and hire an Interim Executive Presbyter.

First, Winnebago Presbytery, Milwaukee Presbytery and Northern Waters Presbytery have all received an invitation from John Knox Presbytery to engage in a day long strategic conversation about the direction and future of presbyteries in the state of Wisconsin. Each presbytery is in the midst of a significant transition. Northern Waters and Winnebago both have Executive Presbyters retiring at the end of the year. In the short term, Milwaukee Presbytery will be making decisions about their physical office in the next six months as they end a lease and in the longer term, they are considering the staff configuration. John Knox Presbytery has downsized its staff through attrition over the last two years and is currently selling their office building.

Because each presbytery is in flux, the executive staff believes that this may be the ideal time to have a conversation about beginning to resource the Wisconsin presbyteries as team instead of as individual presbyteries. We have had these conversations before (fondly referred to as the 6 pack, 4 pack, 2 pack gatherings) but they have stalled because one or more presbyteries was not in a transition moment. The executive staff of Winnebago, John Knox and Milwaukee Presbyteries began a conversation on October 18 and a day-long gathering for the full staff of each presbytery is scheduled for March 14, 2011

Second, in conversation with the synod, other presbyteries and the middle governing body office of the General Assembly, it has become clearer that it will be difficult to secure a candidate with the gifts and skills needed to do the adaptive work of this transition at a $\frac{3}{4}$ salary on a one year contract. And, given that the presbytery is in an early stage of transition, it is not clear what the job description needs to include and what needs to be left out.

Finally, the yet to be adopted Directional Task Force Recommendation, intends for the presbytery to be adaptive and agile as it moves into the next configuration. An interim, any interim, will need to spend time getting acquainted with the presbytery, learning where the churches are, becoming familiar with the context, and learning what the vision is from the folks who have already poured immense time and energy into this process. It could be a year or more before an interim is ready to help the presbytery move forward and by that time, the opportunity for the four presbyteries to work through this transition together may be lost.