

**Winnebago Presbytery
Stated Meeting
September 14, 2010
First Presbyterian Church, Fond du Lac, WI**

Convening the Meeting

The Moderator, the Rev. Marcia Thomas, declared a quorum present and the meeting was called to order with prayer at 9:30 a.m. in the Fellowship Hall of First Presbyterian Church, Fond du Lac, Wisconsin.

Roll Call	Present	Excused	Absent
Craig Alwin		X	
Randal Argall	X		
Darryl Baker	X		
Thomas Beck			X
John Billings	X		
Sid Bouldin		X	
Kevin Buchanan		X	
Marion Conditt	X		
C. Nelson Craig	X		
Edward Esler		X	
Robert Everhard		X	
Clifford Haskins		X	
Laura Hawkins		X	
Donald Heeringa		X	
Richard Hill		X	
Paul Huxtable	X		
Roy N. Johnson		X	
William Kamke		X	
Donald King		X	
Cynthia Little		X	
Michael Lukens	X		
John Lyford		X	
Sherwood McKay	X		
Richard Manny		X	
Richard Marcy	X		
Craig Mansur			X
Peter Markey		X	
Paul Martin	X		
Patricia Matthew		X	
Julie Meadows	X		
Richard Moore	X		
Sarah Moore-Nokes	X		
Joy Nelson-Jeffers		X	
Barbara Peterson		X	
Mary Ann Petro		X	
Susan Phillips	X		
William Plank	X		
Rebecca Proefrock	X		
Mara Liz Rivera	X		
Lucille Rupe	X		
Matthew Sauer	X		
JoAnn Schoblaski		X	
Rachel Reeves Schwab		X	
Edward Slusser	X		
Greg Smith	X		
Michael Spangler	X		
Ted Sperduto	X		
Lois Swanson		X	
Wilfred Tabb		X	
Marcia Thomas	X		

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<u>Roll Call</u>	<u>Present</u>	<u>Excused</u>	<u>Absent</u>
Sara Ver Burg		X	
Colin Webster		X	
Tom Willadsen	X		
Janet Wolfe	X		
Wright, Stephen A.H.	X		
Margaret Zedan	X		
Susan Zencka	X		

10/51 It was VOTED to excuse those so listed.

Churches Represented

Abbotsford	Jim York
Amberg	Not Represented
Aniwa	Not Represented
Appleton	Beth Lepinski
Arpin	Lillian Nelson
Athelstane	Excused
Crivitz	Not Represented
De Pere	Martha Bayer and Joe Williams
Fond du Lac	Roy K. Johnson and Jim Hubbard
Gleason	Excused
Green Bay First	Not Represented
Green Bay Preble Park	Judy Nighorn
Green Bay Wequiock	Not Represented
Kiel	Not Represented
Kimberly	Not Represented
Lakewood	Patty Earnest
Laona	Not Represented
Manitowoc	Théo Lynne Hoffman
Marinette	Not Represented
Marshfield	Not Represented
Melnik	Ruth Prochazka
Merrill	Not Represented
Neenah	Gina Struensee
New Franken	Not Represented
Oconto	Not Represented
Omro	Cindy Doughty
Oshkosh	Not Represented
Pembine	Not Represented
Pickett	Not Represented
Schofield	Bob Petts
Shawano	Ed Moede
Sheboygan	Keith Rowe
Stevens Point	David Arey
Wabeno	Pam Schroeder
Wausau	Mary Sperduto
Wausaukee	Excused
Weyauwega	Mary Schultz
White Lake	Not Represented
Wild Rose	Not Represented
Winneconne	Bette Hoytink

10/52 It was VOTED to excuse those so listed.

Commissioned Lay Pastors: Max Ballard, Dick Kreager, Cheryl Lepak, Wendy Mannering, Jess Wakefield, and Lina Wittmann

CLPs Excused: Warren Kraft and Dennis Mannering

Lay Pastor Student: Jessica Harrison

Council Members: Alice Ackerman, Barbara Jordanger, Jeanne Nymoen, and Jean Schneider

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Visitors:

Appleton	Beverly Craig
Manitowoc	Ann Gold
Waupaca	Bonnie Conditt

Presbytery Staff: Nancy Barczak

[Attendance Summary: Elders/ 21; Ministers/ 29; CLPs/ 6; Council Elders/ 4; Visitors/3; Staff/1; Others/3]

Early Leave:

10/53 It was VOTED to grant early leave to Elder Lina Wittmann.

Corresponding Members

10/54 It was VOTED to seat the Rev. Phil Brown (Synod Executive), Northern Waters Presbytery, and Elder Alyson Janke, John Knox Presbytery as corresponding members.

Privilege of the Floor:

10/55 It was VOTED to grant privilege of the floor to Ms. Cathleen Wille, the Samaritan Counseling Center of the Fox Valley.

Adoption of the Docket:

10/56 It was VOTED to adopt the docket as distributed.

Report on Arrangements: Elders Lew and Carol Smith welcomed everyone to the church and noted the arrangements for the day. Ms. Smith gave a brief report on the Just Fare Market housed in the church and invited presbyters to stop by during the day.

Introduction of New Elders and Visitors

First time elder commissioners and visitors were introduced from De Pere, Manitowoc, and Sheboygan. Presbytery welcomed Synod Executive, the Rev. Phil Brown, Northern Waters Presbytery.

EMPLOYEE RECOGNITION

Elder Barbara Jordanger, Chair of the Personnel Committee, surprised the Associate for Administration Nancy Barczak, on the occasion of 30 years of employment in the Presbytery. Ms. Barczak was presented with a gift certificate to the Performing Arts Center.

STATED CLERK'S REPORT

10/57 It was VOTED to approve the minutes of the May 11, 2010 Presbytery meeting as distributed.

The Clerk announced that there are three large pieces to the 219th General Assembly Amendments so they will be considered over the next three meetings, beginning with the Belhar Confession in November. Proposed amendments to the current Book of Order will be considered in February (2011), and the proposed new Form of Government will be considered in May. Information about available resources was also shared.

Dr. Lukens read a letter from the Presbyterian Youth Triennium National Registrar, Vennie Constant, recognizing and thanking Loni McCormick (Green Bay First) for her service as Presbytery registrar in 2010. Loni not only served as registrar in 2010 but has done so for more than a decade.

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TOWARD HEALTH AND WHOLENESS

Presbytery next turned its attention to the presentation on adaptive change by Cathleen Wille of the Samaritan Center. The focus was on the three phases of such change.

DIRECTIONAL TASK FORCE REPORT (Part 1)

The presentation of the report was made by the Rev. Ted Sperduto, the Rev. Marcia Thomas, and Elders Barbara Jordanger and Wendy Mannering.

It was **moved** that the Directional Task Force report to Presbytery be approved as a guiding document and that Presbytery commission the Council to make adaptive changes which reflect the spirit of the document in 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.

Small group discussions were then held surrounding three questions: What strengths do you see in the proposal? What concerns do you have with the proposal? How do you believe you will be affected by this proposal? Questions and comments from the small group discussions were then shared with the entire body.

10/58 It was VOTED to table the discussion on the Directional Task Force Proposal until after Speak Out at 1:15 p.m.

WORSHIP AND HOLY COMMUNION

Presbyters gathered in the sanctuary for worship led by the Rev. Marcia Thomas, the Rev. Darryl Baker, and Elder Jeanne Nymoan.

RECESS FOR LUNCH

Lunch, prepared by the women and men of the church, was served in the Fellowship Hall.

RECONVENING THE MEETING

The Moderator called the meeting to order at 1:15 p.m.

SPEAK OUT

- Randy Argall – invited presbyters to a concert September 25 at Green Bay First
- Wendy Mannering – the same artist will be in Wabeno on September 26 and the Lakewood Church, which is hosting a spaghetti dinner October 9.
- Mike Peterson announced the Rev. John Tubuwa, Sudan, will be visiting Fond du Lac First as part of the International Peacemaking Program, October 1-4.
- Ruth Prochazka announced the Melnik Church pork dinner on September 15.
- Matt Sauer announced Manitowoc will be hosting a Conference on Faith and Culture, June 10-11, 2011, featuring Carol Howard Merritt.
- Susan Phillips announced that Fall Youth Camp is approaching and that Synod School was a grand event this past summer. She noted that she and Mara Rivera will be planning worship for next year’s Synod School.
- Tom Willadsen noted that Oshkosh had stepped out in faith when it purchased some adjacent land and created a green space a couple of years ago. The space has been

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used for Sunday School kickoff events, a corn roast and a brat stand during the weekly farmer's market downtown. The church even held a free fair – items were put out for anyone who needed them to take. He challenged the Presbytery to “step out in faith” as it looks to the future.

DIRECTIONAL TASK FORCE REPORT (Part 2)

Discussion resumed regarding the motion that the Directional Task Force report to Presbytery be approved as a guiding document and that Presbytery commission the Council to make adaptive changes which reflect the spirit of the document in 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. A number of questions were raised for further discussion by the Presbytery.

10/59 It was VOTED to postpone action on the motion until the November meeting of Presbytery.

PRESBYTERY COUNCIL MEETING (Appendix A)

Vice Moderator Jeanne Nymoen reported on actions taken at the August Council meeting:

- Recommended hiring 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.
- Voted that the transitional staff budget and compensation reflect the recommendations of both the Personnel Committee and the Finance Committee.
- Voted that the selection process for the Interim EP is to involve a coordinated effort of the Personnel Committee, which has primary responsibility for filling temporary positions, in budgetary consultation with the Finance Committee and Committee on Ministry in order to receive PIFs.

Council placed the name of Elder Jean Schneider (class of 2012) into nomination for the position of Nominating Committee for a one year period beginning January 2011. The Moderator called for nominations from the floor; none were received.

10/60 It was VOTED to elect Elder Jean Schneider as moderator of the Nominating Committee for one year beginning January 2011.

Council placed the name of Elder Cheryl Lepak into nomination for a three-year term (class of 2013) on the Nominating Committee beginning January 2011. The Moderator called for nominations from the floor; none were received.

10/61 It was VOTED to elect Elder Cheryl Lepak to the Nominating Committee (class of 2013).

PERSONNEL/FINANCE COMMITTEE REPORT

Elder Barbara Jordanger reported on behalf of the Personnel Committee regarding their recommendation for the hiring of a three-fourths time Interim Executive Presbyter with a maximum salary housing of \$51,565 which is the median Executive Presbyter salary in the Synod of Lakes and Prairies. The Rev. Bill Plank reported on behalf of the Finance Committee its concurrence with the salary being offered for the position and that amount is included in the recommended 2011 budget.

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10/62 It was VOTED that the Personnel Committee hire a three-fourths (3/4) time Interim Executive Presbyter at salary and housing up to \$51,565, which is the median Synod of Lakes and Prairies Executive Presbyter Salary.

GENERAL ASSEMBLY COMMISSIONER REPORT

The Rev. Susan Zencka presented a photo commentary on her experiences and work as Commissioner to the 219th General Assembly in Minneapolis. She commended the written reports submitted by Elder Commissioner Mary Ellen Keller and Youth Advisory Delegate Mariana Berbert. Ms. Zencka thanked presbytery for the privilege of serving as Commissioner.

PERSONNEL COMMITTEE REPORT

Ms. Jordanger reported that the Committee completed the annual reviews for the Executive Presbyter, Associate Executive Presbyter, and the Stated Clerk on August 17, 2010. The Presbytery is blessed to have such fine staff. She reported that the annual review for the Associate for Administration will be held in December.

FINANCE COMMITTEE REPORT

The Rev. Bill Plank reported for the committee. He noted that a portion of the Presbytery's funds invested with Baird—25% of the \$450,000 will be placed into a stock portfolio designed to produce a higher return on dividends.

Covenant Community Presbyterian, Schofield, has reported completion of the sale of a home it received as part of a bequest, with proceeds of \$161,000. [Approval: May 2010; Ref. 10/44]

The 2011 Budget was presented for a first reading. (Appendix B) It includes an increase in per capita and a redistribution of mission percentages on the income side. Projected income is \$486,511 and projected expenses total \$499,793 leaving a \$13,282 deficit.

10/63 It was VOTED to receive the annual report of Outstanding Congregational Loans.
(Appendix C)

Mr. Plank reported a requested transfer of cemetery property in Fond du Lac County.

The Calvary Holland Presbyterian was chartered in Alto, Wisconsin (Fond du Lac County), in 1879 and dissolved in 1934. The church property reverted to the original family of ownership but the cemetery remained property of the Presbytery. The Presbytery over the years lost attention to this property and the care of the cemetery was assumed by the town of Alto. The Town seeks now to acquire title to the cemetery and subsequently to convey an unused portion thereof to an adjacent landowner to resolve a boundary encroachment. The motion assumes that the Presbytery does not wish to resume responsibility for the care of this cemetery.

10/64 It was VOTED that the Presbytery convey the cemetery of the former Calvary Holland Presbyterian Church in Fond du Lac County, identified by parcel number T01-14-14-22-12-003-00 and described as follows: [description cited in Permanent Minutes] by quit claim deed to the Town of Alto for no consideration and that the Stated Clerk is authorized to execute the deed and any other documents required to effect such conveyance.

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PRESBYTERIAN WOMEN

PW Moderator Alice Ackerman reported on the forthcoming fall retreat (October 1-2) to be held at Pine Lake Camp near Waupaca. The theme for the day is "Listening" and the facilitator will be the Rev. Marcia Thomas.

RESOURCE AND PROGRAM COORDINATING TEAM

Elder Judy Nighorn reported on a successful Synod School with great representation from Winnebago Presbytery.

She announced the availability of one-time grants, up to \$500, for technology upgrades, particularly for use toward evangelism. Requests will be reviewed on a monthly basis.

Elder Ann Gold, Manitowoc, shared information about the new Presbyterian Hymnal due out in 2013. She has been appointed an advocate for Winnebago Presbytery and invites congregations to sign up as hymn testers.

NOMINATING COMMITTEE REPORT

On behalf of the Committee, Elder Jean Schneider placed names into nomination. Committee nominated Elder Jeanne Nymoer to serve as Presbytery Moderator.

Moderator called for nominations from the floor; hearing none the vote was taken.

10/65 It was VOTED to elect Elder Jeanne Nymoer (Appleton) as Presbytery Moderator for 2011.

Committee nominated the Rev. Ted Sperduto for Vice Moderator. The Rev. Marcia Thomas called for additional nominations; none were received.

10/66 It was VOTED to elect the Rev. Ted Sperduto as Presbytery Vice Moderator for 2011.

Nominations were made to fill committee positions on the Committee on Ministry. No additional nominations were received.

10/67 It was VOTED to elect Michael Spangler (M) – 2012-1st term, Judy Nighorn (E) – 2013-1st term, Sherwood McKay (M) – 2013-1st term, Dave Grinsel (E) – 2013-2nd term, and Bette Hoytink (E) – 2013-2nd term to the Committee on Ministry.

Nominations were made to the Committee on Preparation for Ministry. No nominations were received from the floor.

It was MOVED to postpone actions on these nominations until the November meeting. Motion FAILED.

10/68 It was VOTED to elect Margaret Zedan (M) – 2011-1st term, Rebecca Proefrock (M) – 2013-2nd term, and John Evans (E) 2013-2nd term to the Committee on Preparation for Ministry.

Committee presented nominations for the Finance Committee. Moderator called for additional nominations, and none were received.

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10/69 It was VOTED to elect Jan Nelson (E) – 2013-1st and Bill Plank (M) – 2013-2nd to the Finance Committee.

Committee made nominations to the Personnel Committee; no nominations were made from the floor.

10/70 It was VOTED to elect Warren Kraft (E) – 2011-1st, Mara Rivera (M) – 2013-2nd, and Bruce Lautenschlager (E) – 2013-1st to the Personnel Committee.

Nominations were made to the Resource and Program Coordinating Team. When called for, no additional nominations were received.

10/71 It was VOTED to elect Ellen Braatz (E) – 2013-2nd and Ted Sperduto (M) – 2013-2nd to the Resource and Program Coordinating Team.

Nominations were made to the Session Record Review Committee; no additional nominations were received.

10/72 It was VOTED to elect Joanne Cross (E) – 2013-1st and Richard Marcy (M) – 2013-1st to the Session Records Review Committee.

Ms. Schneider presented nominations to the Permanent Judicial Commission for six-year terms. The Moderator called for additional nominations; none were received.

10/73 It was VOTED to elect Richard Moore (M) – 2014, Craig Alwin (M) – 2016, and David Arey (E) – 2016 to the Permanent Judicial Commission

Committee nominations to the Investigative Committee Pool were made; no additional nominations were received.

10/74 It was VOTED to elect Sharon Koenigs (E) – 2012, Tom Willadsen (M) – 2012, Charles Brownlow (E) – 2013, and Joy nelson-Jeffers (M) – 2013 to the Investigative Committee Pool.

Nominations were made for Committee Moderators for the year 2011. The Moderator called for additional nominations, but none were received.

It was MOVED to elect the following Moderators: Bette Hoytink-Committee on Ministry; Rebecca Proefrock-Committee on Preparation for Ministry, Richard Manny-Finance Committee, Stephen Wright-Session Record Review Committee, Mara Rivera-Personnel Committee.

10/75 It was VOTED to postpone the election of Committee moderators until the November Presbytery meeting.

GRANTS ALLOCATIONS COMMITTEE

Elder Pam Schroeder reported that requests for 2011 mission projects totaled \$63,000. The Committee is recommending funding of \$53,400 from the Local Mission Grant line item and an additional \$2500 from the Peacemaking Offering Fund. This request was forwarded to the Finance Committee and is included in the first reading of the budget presented earlier today.

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COMMITTEE ON MINISTRY

Elder Bette Hoytink reported on actions taken by the Committee on behalf of Presbytery since the May 11, 2010 meeting.

1. **Committee approved the Terms of Call for the Rev. Dr. Kevin Buchanan as Pastor of First Presbyterian Church, Marshfield. The terms are:** (Presbytery policy prohibits posting of this information. Full minutes are available upon request from the presbytery office.) **The PNC followed and met all requirements of the EEO policy.**
2. **Committee received the Rev. Dr. Kevin Buchanan (Redwoods Presbytery) into membership, effective August 2, 2010, as the full time installed pastor of First Presbyterian Church, Marshfield. Dr. Buchanan will begin his ministry October 1, 2010.**
3. **Committee approved the short-term transitional ministry contract between the Rev. Laura Hawkins and First Presbyterian Church, Fond du Lac, for a 6-month period, beginning July 19, 2010.**
4. **Committee received the Rev. Laura Hawkins (Northeast Wisconsin Association, UCC) into membership for the duration of her ministry with Fond du Lac First.**
5. **Committee dismissed the Rev. Timothy Fulop to Heartland Presbytery, effective August 2, 2010.**
6. **Committee dismissed the Rev. Tom Williams to John Knox Presbytery, effective August 2, 2010.**
7. **Committee dismissed the Rev. Charles Valenti-Hein to Prospect Hill Presbytery, effective August 26, 2010, in order for him to serve as Pastor at Lakeside Presbyterian Church, Storm Lake, Iowa.**
8. **Committee granted permission for the Rev. William Mielke, Carlisle Presbytery, permission to labor inside the bounds of Winnebago Presbytery to officiate at a wedding in Shawano on September 4, 2010.**
9. **Committee granted permission August 26, 2010 for the Rev. Aaron Alfred, Minnesota Valleys Presbytery, to labor inside the bounds of Winnebago Presbytery while serving as Pastor of the Berlin and Neshkoro United Methodist Churches.**
10. **Committee reviewed the annual reports of the following Commissioned Lay Pastors:**

Max Ballard
George Buchanan
Alyson Janke
Warren Kraft

Richard Kreager
Cheryl Lepak
Dennis Mannering

Wendy Mannering
Jess Wakefield
Lina Wittmann

Committee reviewed the annual reports of the following Trained/Certified Lay Pastors:

Charles Brownlow

Jean Hamersky

No report was received from Commissioned Lay Pastor Fred Wadsworth.

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No reports were received from Trained/Certified Lay Pastors: Tamara Cox-Burnett, Jim York, or Bonnie Weideman.

11. Committee reviewed the annual reports of the Non-Parish and Honorably Retired Minister Members of Presbytery. (See May Minutes, Appendix G)
 12. Committee has completed triennial visits with the Sessions of: Wequiock Presbytery, Robinsonville Presbyterian, Wild Rose Presbyterian, and Frame Memorial Presbyterian.
- 10/76 It was VOTED to receive and approve the 2010 Pastoral Terms of Call Report (Appendix D).
- 10/77 It was VOTED to grant permission for Commissioned Lay Pastor Warren Kraft to serve as the staff chaplain for the Arrow Power 2011 Service of the Boy Scouts of America from June 21-26, 2011. The event is a gathering of all scouts and leadership who have been elected to the Order of the Arrow, a national honor society of scouts.
- 10/78 It was VOTED to approve the Shared Ministry/Designated Pastoral Agreement between First Presbyterian Church, Menominee, MI (Mackinac Presbytery) and Pioneer Presbyterian Church, Marinette, WI (Winnebago Presbytery). (Appendix E)
- 10/79 It was VOTED to increase the 2011 Presbytery minimum pastoral salaries by 1.5% over 2010 so that the minimums for all incoming, full-time pastors will be: \$44,875 without a manse, and \$34,474 with a manse.

Elder Wendy Mannering completed the report by calling attention to a letter written to all congregations outlining the Committee's concern for the health of our congregations. She noted that ministers, elders commissioned as lay pastors, elders currently serving on session, sessions, and certified Christian educators are welcome to contact the Committee on Ministry Chairperson to discuss concerns or request a COM visit with your session.

COMMITTEE ON PREPARATION FOR MINISTRY

The Rev. Rebecca Proefrock reported that the committee has conducted annual reviews with lay pastor students Jessica Harrison and Rosangela Berbert.

She further reported that committee is seeking suggestions for persons to be nominated as Ordination Exam Readers in the spring of 2011. Presbytery will elect one minister and one elder at the November Presbytery meeting.

SESSION RECORDS REVIEW

The Rev. Stephen Wright announced that three area meetings have been scheduled for the purpose of reviewing Session records. The dates and tentative sites were announced. Exact times and sites will be announced in *News and Notes*.

The committee hopes to conduct a clerk training session in November, possibly in conjunction with the Presbytery meeting.

STAFF REPORTS

The Rev. Lucy Rupe, Executive Presbyter, and the Rev. Sarah Moore-Nokes, Associate Executive Presbyter gave brief staff reports.

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NEW AND MISCELLANEOUS BUSINESS

- The Stated Clerk encouraged local congregations to contact him regarding placing old records into permanent secure storage with the Presbyterian Historical Society (Philadelphia) to avoid the loss of these records.
- Several persons commended the Nominating Committee for their hard work in filling positions on the various committees.
- Elder Jean Schneider noted that there is an interest form available and encouraged presbyters to help identify persons within their congregations who would have the gifts to fill some of the vacancies.
- The Rev. Susan Phillips invited further discussion among presbyters regarding the Directional Task Force report.

10/80 It was VOTED to adjourn the meeting at 3:40 p.m. following the closing prayer by Moderator Marcia Thomas.

Respectfully submitted,

Nancy Barczak
Associate for Administration

Michael B. Lukens
Stated Clerk

Appendix A: August 24, 2010 Presbytery Council Minutes
Appendix B: Proposed 2011 Budget
Appendix C: Outstanding Congregational Loan Report
Appendix D: 2010 Pastoral Terms of Call Report
Appendix E: Shared Ministry/Designated Pastoral Agreement