

DUMC Leadership Council: January 23, 2019

Members present: Barb Scheffer, Rev. Cathy Freeman, Charles Engle, Dennis Daellenbach, Harold Tuckett, Kenn Scheffer, Marilyn Pobanz, Rev. Mary Hagley, Rev. Tonya Arnesen, Brent Howlett, Jayne Worthy-Howlett, Mary Turfe. **Absent:** Garron Little, Patty Burns, Randy Hucks.

Opening. Barb opened the meeting at 6:35 with prayer. Cathy moved and Mary H. seconded a motion to approve the minutes of the Council's meeting of October 24, 2018.

Budget. Tonya presented the church budget for 2019 (copy attached). Although it showed a shortfall of around \$5500, she cautioned that that was as low as the Finance Committee could get it. She explained that the salary for the lead pastor was too high now, with an incoming new pastor on a lower scale (saving about \$10,000 in the lead pastor salary). She added that she reported to our District Superintendent, Rev. Elizabeth Hill, that paying the same level as now for one full and one half time clergy was not a sustainable model for this size church. Also using the church's endowment fund was not an option to make up the shortfall. The Council voted approval of the budget as presented, and offered "Thanks" to Treasurer Randy Hucks and the rest of the Finance Committee for a doable budget.

Council Meeting Dates. There was discussion of members' availability. The result: Thursdays, starting at 7:00 p.m.—February 28 (Tonya not here), March 28, April 25, May 23, June 27 (Tonya moved by then), July 25. Recognized that these dates were always open to possible change.

Minutes of Council Meetings. There was consensus that, for transparency, accountability, and open communication with the congregation, the Council minutes should be made available to the entire congregation. Several options were discussed but the final decision was: Dennis will do a draft of the minutes, send to Barb for editing, and then to Kathleen in the office. Kathleen will distribute via e-mail with hard copies to folks who do not use e-mail. Hard copies will also be available in the Church office.

Town Hall Meeting re Way Forward. Mary H. has made an explanatory handout for the Sunday bulletin. As of now, 16 members have signed up for the Town Hall meeting on February 2. We will show the video describing the three models. Diane Brown, the delegate from our Conference, will be there to answer questions and seek input. Brent suggested that we should have a plan, whatever decision is made at the General Conference, and Cathy noted that we simply don't know what will happen, how the vote will go on the three Way Forward models. Mary H. described the Way Forward process and the voting outcome being presented to the congregation on March 3. Brent felt that members might leave the congregation because of the vote. Tonya said she was not so worried about that possibility. Mary H. responded that the younger generation is more open to these changes—that is, to not bring harm to other people. Rev. Mary asked that we stop and pray for the Conference actions between 2:23 to 2:26.

Pastor Tonya – Two priorities before leaving (June 16 is last Sunday). First, to the best of her abilities, she is working very hard to make sure all teams and committees are staffed (leadership development). It is important, she said, that people say "Yes," and not just to the "chair" position, but a second person, too, as the church builds in transition to the next leaders. Second, moving forward with VCI. The VCI implementation team agreed in their December meeting with Coach Lisa Batten to "slow walk" some items. This means modifying the language on some of the prescriptions and some slowing down in terms of deadlines. The VCI actions are good, however, and we will move on with them.

VCI and the New Pastor. Tonya said the church teams should begin to work, so they know their tasks. Jayne questioned if the new pastor would be as tuned in to the VCI. Tonya responded that she will work with the Bishop and look for a pastor with possibly some VCI experience. She pointed out that Dixboro is a VCI church—the new pastor is expected to work with it and the slowing of deadlines. Moreover, Lisa will continue as the coach. Barb concluded that it is our responsibility to work with VCI and the new pastor, crafting goals and time frames. Tonya said that things are in the works (ex. the worship design team is set up) but the new pastor will shape things also.

Welcoming a New Pastor. Marilyn noted there are only four members on SPRC, and maybe six would be better, as the welcoming committee. Barb asked Tonya what we could better do to welcome a new pastor. Tonya said she had a long checklist of things to do to say goodbye to your current pastor and to welcome a new one. She advised that you want the new pastor to feel that you really want them to be here (such as a really “deep clean” of the parsonage). Mary H. suggested having a refrigerator full of food, so they don’t have to go shopping right away. Tonya recommended that, if the Cabinet does offer a workshop on transition, as many members should attend as possible. Cathy proposed having a task force to work through the transition process. Needs to have input from the SPRC, Trustees, and DUMW also. Marilyn, as chair of SPRC, will initiate this Transition Task Force.

Initial Procedure for Naming a New Pastor. Tonya said we do not have direct input for selecting a new pastor. The SPRC did provide a church profile paper last fall, and Elizabeth Hill and the Cabinet have some leadership direction from Tonya. Also, Elizabeth Hill and SPRC chair Marilyn may have a conversation. Tonya’s talks with Elizabeth have included the need for a pastor at a significantly lower salary—say a person on their second or third appointment rather than on their fourth or fifth one.

Appointment Process. Tonya explained that the Bishop and Cabinet of District Superintendents would meet in the following weeks, and although they may have a candidate in mind, it might not be until well into March or even early April until a selection is made. Superintendent Elizabeth Hill would describe the church and church profile to the person selected, and they would have 24 hours to drive through the community (but not go to the church). Then, the candidate meets with the Bishop, and responds with a “yes” or asks for reconsideration. The Bishop does have the right to say it is a “yes” decision but does want to make sure he gets it right for Dixboro. Once a selection is made and agreed to, a letter is read to the congregation announcing the change. Tonya recommends that the incoming and outgoing pastors get together first, and then the new pastor meets with the staff. Barb cautioned that the new pastor should not be fresh out of seminary, and Tonya replied that such an option was unlikely, unless was a second career person such as she was. Mary H. said we should not pre-judge, but trust in God’s direction, and Tonya said to wait and pray and trust. Barb concluded that we are in a holding pattern for now, and our Transition Task Force will work on plans.

Agenda Items for Discussion. Junior church: Something like a separate combination Sunday School and church worship service for the younger children during the regular Sunday worship service. Harold questioned the concept of a separate worship “lite” for the younger members and cautioned that they get more out of the regular worship service than we might think they do. Means of sharing information with the church members: Perhaps a re-institution of the prayer chain could be used. Tonya said in her previous church they used a phone tree, where the computer would send out voice messages to the congregation’s members. Charles noted that our current computer software, Servant Keeper, can send out messages to members who are on-line. Barb asked Mary H. and Tonya to do some follow-up, with Kathleen in the office.

Closing at 8:00. Mary T. closed with Ephesians 2:11-18.