

LEADERSHIP TEAM MINUTES
September 15, 2011
1-3 pm

ATTENDING: John Cox, Leslie Gilreath, Linda Knieriemen, Jeffrey O'Neill, Chris Prokos, Larry Slager, Seth Weeldreyer, Anne Weirich STAFF: John Best, Katherine Culpepper

EXCUSED: Zoe Wilcox, Mark Barger Elliott, Rick Campbell EXCUSED STAFF: Janet Magennis

DEVOTIONS: John Best led a reflection on the story from Exodus 18:24-27 (Moses' father-in-law comes to him to recommend splitting his work among his people as a way to keep from complete meltdown. John has felt himself overfunctioning lately. John reflected on the need for us to spend time on organizing worship and the Presbytery meetings - how might we do that?

Also reflected upon the Fellowship Gathering and a conversation that John had with Rick Raum. What does this mean for our Presbytery? Shall we read Gil Rendle's book Journey In the Wilderness? We closed by singing "My Life Flows On."

MINUTES from August 2011 were reviewed online and approved. Anne Weirich was appointed as recorder for the meeting.

Debrief of the Presbytery Meeting

1. New criteria for planning process - if presenters are tentative we need to say, "thank you, no."
2. Try to set themes further out.
3. Give some creative thought to the timing of LT meetings and Presbytery meetings so that we flow at least 2 meetings in advance.
4. Could 2 or 3 former moderators of the LT become a planning team for future meetings? Perhaps meeting outside the LT meetings, bringing a proposal to TL for discussion, and then Larry and Anne could make early contacts with host churches, etc.
5. Work with committee moderators and conveners to be more complete in reporting the work they will do on the floor of Presybery with the moderators (especially with 3/4 votes.) This will
6. need some training from LT with leaders.
7. Presbytery moderators need to be in on strategizing complicated motions, etc.
8. Have there always been themes for Presbytery meetings? We have been so concerned about themes? Is this necessary? Could worship have a theme instead of the meetings?
9. Can we calendar for the year instead of having people grapple for docket time? Could this coordinate with the bulletin inserts being created? For example - can Greenwood report in November each year, etc.?

10. We need a handle on technology! Shall we hire someone to run technology? Can we find volunteers to do this?
11. Make sure people can hear, are comfortable, etc.
12. Put COM in the morning and not in the afternoon.

Council Action

1. LEADERSHIP TEAM CALENDAR FOR BALANCE OF 2011. The poll of the group for a December date showed December 1 as the clear preference. October preference was the 27th. So ordered.
2. WORSHIP THEME and OFFERING APPROVAL for NOVEMBER: Must-have deadline for material will be November 1. Proposed idea for worship: Singing through the proposed new hymnal sampler. Anne is checking with the host church to see if they will support this idea. Offering will go to PDA and regional food bank.
3. NOMINATING COMMITTEE: Potential member replacement recommendations were tabled until the next meeting. Please bring 2 names to the next meeting - need a female clergy.

Visioning

1. OPERATIONS MANUAL update: The Stated Clerk will provide the final draft by the end of September by email. Please review on receipt and be ready to vote at the October LT meeting. Be alert to a few structural changes to the organization, like the advisory Committee on Representation, the appointed Response Coordination Team (already addressed to change the Sexual Misconduct Policy by the COM) and standardization of most elected terms for teams and committees. The Introduction is where many new general statements will be located. Also, new sections are there for staffing and leadership positions and key groups not in the previous manual.

[CLERK'S NOTE: It appears in the absence of the Stated Clerk that the previous wording was reviewed, not the draft of changes already underway, so suggestions from this discussion will be added if not already addressed.]

2. The LT went through each point of their job description (2.2) and discussed whether or not they wanted to make changes. A. Not sure that's a LT responsibility or a Presbytery responsibility. B. add: seek God's direction for the Presbytery, etc. with attention to theological integrity. C. has been dealt with below. Add the language, "via liaisons." D. We have done this in the past. E. Can we be reminded of what those are in the new BOO - change the numbers. F. Keep the same. G. Plan the Presbytery Meeting. H. Suggest and recruit Nominating Committee members I. To work with the general and associate Presbyters to listen to what is of importance in the Presbytery and reflect on those things theologically to create vision, action, etc. 2.3 - item 4 - 3 year terms Change language to General Presbyter and include Associate Presbyter and Stated Clerk to Composition.
3. Consideration of Liaison Assignments of LT members – Zoe and Chris (emailed separately) Chris has had conversations with those concerned about the lack of definition of the role of LT members and their role as Liaison Roles to the teams and committees of Presbytery. A draft of a more complete job description has been

proposed by Zoe and Chris in consultation with John Best. *Question:* Should there be a similar description for the conveners of the teams and committees? Probably would be a good idea. LT added and edited. Revised descriptions are below:

Liaison Role Description Draft 9/9/11

Current Operations Manual wording about Liaison role: Coordinate and communicate with the ministry teams and the Presbytery

New Role Description: Draft for Leadership Team consideration

Leadership Team members serve as Liaisons to other teams and committees in the Presbytery, as assigned by the Moderator or Vice Moderator, so that these groups have a direct connection to the Leadership Team. In the Liaison role, the Leadership Team member:

- A. Interprets the Presbytery focus to the team or committee
 - B. Reminds the team or committee to set a direction that aligns with the presbytery's priorities
 - C. Informs the team or committee with Presbytery-wide issues that affect their work
 - D. Helps form linkages with other teams or committees that will support their work
 - E. Advocates with the Leadership Team for committee or team needs that require leadership support
 - F. Reports back to the LT concerning the committee or team. Oversee the requests for Presbytery Meeting docket time.
 - G. Serves as thinking partner with the Convener to the extent the Convener asks
 - H. Partners with the General Presbyter and other Presbytery Staff assigned to support the team or committee
 - I. To carry out this work, Liaisons attend all team or committee meetings with voice only
4. Appoint a work group to develop a strategic response to support the presbytery if and when congregations seek to leave the denomination. There is abundant material available from other presbyteries for development of a proactive stance on this issue. Jeff O'Neill will participate from LT and a lawyer will be sought out to work with John and Janet VanLear.
 5. A Staff Design Task Force is being formed. Serving will be Matthew Wright from Jenison, Angie Kelley at WPC, Grand Rapids, Lynne McQuown from Concord. John also suggested Chris Prokos who concurred.
 6. Can we discuss a possible LT Retreat for January and assign who will be shaping that if we choose to do so. Purposes: To explore how we might want to spend out time together at Presbytery meetings. There is a team building aspect (2 new members coming on.) Could the new people have an earlier arrival time? Would we invite the conveners of the ministry teams? We need to reflect theologically as per our job description. Could we form a small team of past moderators to set some of the agenda? Could Leslie help plan the orientation part of the retreat? The moderators,

Linda, John, Andy T. and Seth will be charged with putting together a proposal for the themes for Presbytery meetings in 2012 for the December 1 L/T meeting. At the December meeting, LT will process those and use them to plan a January/Feb retreat which include the rest of the committees, teams, etc. for at least part of the meeting. A date will be established at the next LT meeting.

Team Reports

AMT – Budget and Finance, Board of Trustees, PLM Foundation, Staff Services - Leslie reported that in various discussions the Team wondered about having a congregational leadership training or retreat. Would it work better as a cooperative effort among teams? Would an all-day workshop focusing on administrative issues - stewardship, evangelism, personnel, etc. A sort of mini “Big Tent,” event might be a good idea. John added that the other teams are also thinking of how they can get the word out about their ideas, too. So it might be timely to think of a joint meeting.

DMT - Greenwood, Higher Education, Youth Strategy Team, Resource Center - John reported that he and Zoe did some significant work on budget with the Higher Ed agency. Very collaborative effort. They have a strategy to deal with the deep budget cuts. Will continue to work on their strategies. Kathryn reported that DMT/OMT members attended an evangelism event. They have had conversations about the ENGAGE materials. Church Growth has given up using time at future Presbytery meetings. The hybrid group would like to continue to talk about three areas in evangelism, including hospitality. When they are prepared, they will ask for docket time at Presbytery.

OMT – Church Growth - wants to prepare a sort of “tool kit” based on relationships with different congregations. They will begin to make contacts and grow these relationships.

SMT - Has not met as Karen Haak is still struggling to get back on her feet physically. Should someone convene the group in the meantime? Several months have gone by.

John Best spoke briefly about various changes in the ways we will be living in to new BOO requirements for relationships with congregations (as opposed to triennial visits.)

Let’s remember to think about the kind of things that are appropriate to come to Presbytery meetings.

Closed with prayer and assignments before next LT meeting on **October 27th**. Jeff O’Neill will do devotions.

Recorded by Anne Weirich