

2019 Pastoral Leadership Proposal

Where the TLC Congregation is at:

TLC is at a crossroad as are so many congregations in America today. The world is experiencing change in unprecedented ways at rapid speed, and these forces are fully felt in our corner of Bloomington as well. We can no longer do ministry as usual and expect the same outcomes that we have experienced over the history of this congregation. It is imperative that we honestly acknowledge these changes and prayerfully seek where God is leading TLC.

Some of the challenges we face:

- Declining church attendance and membership on a societal level. People don't join churches (and other organizations) in the same way they used to.
- Accompanying decline in financial contributions.
- The growing opioid crisis is the latest face of an addiction epidemic that has been growing for a long time.

Some of the resources with which we are blessed:

- A worshipping community full of people with strong faith, the desire to respond to God's calling, and the passion to share God's love with all.
- Professional and lay leaders who are equipped with the talents and the enthusiasm to be able to serve God's calling for TLC.
- A unique opportunity to support addiction and recovery ministry through the experience and passion of Pastor Ed and the support of Pastor Arthur.

Where is God calling TLC?

After months of prayerful consideration and consultation, the Council, along with the Pastoral Leadership Team propose that we change from the past Senior and Associated Pastor model to a Co-Pastor model. This would best allow TLC to:

- Continue as a vital congregation with excellent worship, a vibrant youth and family ministry, with a strong commitment to social justice and those who are most vulnerable in society.
- Bless, equip and empower Pastor Ed along with the TLC Addiction Awareness team and the Addiction and Faith Conference Planning Team to continue to produce an annual Addiction and Faith conference and expand the ministry as the Spirit will allow.

It is proposed that this change would be made for one year, during which it will be monitored. If it is working well, it would be proposed to be made permanent in 2020. There will be ongoing development and refinement of details to ensure that the needs of TLC are being served.

Planned Process:

After allowing time for members to consider this plan, opportunities have been scheduled in February to meet with the Council and Pastoral Leadership Team.

These times are:

1. Sunday, Feb. 17, 9am – 11am
2. Wednesday, Feb. 20, 7pm
3. Sunday, Feb. 24, 9am – 11am

Feedback from those conversations will be prayerfully considered by the Council.

The Council will approve, amend or deny the Plan at the March council meeting.

Pastoral Responsibilities - detail

Year 1 - 2019

Co-Pastor Ed Treat – full time

75% time – TLC

25% time – Addiction and Faith Ministry (A&F Ministry to compensate TLC for 25% of Pastor Ed's salary and benefits)

TLC Responsibilities

Present 3 Sundays and 3 Wednesdays per month – Preaching 2x per month; presiding 1x per month

4 days per week in office (Including Sundays) – present for staff, pastoral care, and other meetings as needed

Responsible for:

- Staffing
- Building
- Technology
- Communications

Funerals (primary), baptisms, weddings, pastoral care, counseling

Primary focus pastoral care for those in latter stages of life along with Parish Nurse and Pastoral Care Team

Accountable to: Church Council

Addiction and Faith Responsibilities

Visionary and Executive Director

Plan, Organize, Fundraise, Produce:

- Major Annual Conference
- A mini-conference at another location

Pastoral

- Begin monthly worshipping Recovery community housed at TLC (possibly Sunday evenings)

Co-Pastor Arthur Murray – full time

100% time - TLC

Responsibilities

Present Full-time. Preach 2 Sundays and Wednesdays per month

Baptisms, weddings, pastoral care, counseling, funerals (secondary)

Special Areas of Responsibility:

- Finances
- Strategic Planning
- Youth and Family Ministry along with Youth Minister and Direction of Christian Education
- Mission and Outreach (special focus: CCL - Liberia)

Primary focus Faith Formation and Pastoral Care in mid-life along with Director of Christian Education

Accountable to: Church Council

Expected Staff Transitions – 2019:

- Hiring of part-time Spiritual Health Minister (Parish Nurse) –through Capital Campaign funds designated for Visitation Pastor

Years 2-4 – 2020-2022

Expected Staff Transitions

- Should Pastor Ed's time spent on Addiction and Faith increase beyond 25% to 50% or more this would necessitate the calling of another Co-Pastor (female preferred) for TLC to partner with Pastor Arthur. Pastor Ed would become a pastor for specialized ministry and would be less involved in the day-to-day operations of TLC. Funding for this position could be made available through other expected staff transitions (retirements etc.)
- One benefit of the co-pastor model is that we will attract candidates with more experience than would be expected for an associate pastor position.

Questions for Reflection

The Council offers these questions for TLC members to consider before attending one of the February listening sessions.

What else would you like to know about this proposal?

How does this proposal make you feel?

What do you see to be the potential benefits?

What concerns do you have with this proposal?

Do you have any other ideas or thoughts you would like to share with the Council?

You are invited to share your thoughts in writing or in person (at one of the scheduled listening sessions) with the Council. If you would like your comments to be anonymous, please indicate as much. Please direct comments to Council Secretary - Carol Hill at carol2002jean@gmail.com. She will compile all feedback for Council review. The final day for receiving comments will be Sunday, February 24.

Finally, both Pastor Ed pastored@tlcmn.com and Pastor Arthur amurray@tlcmn.com welcome conversation at any time on this proposal. They welcome your comments by email or will happily make an appointment for conversation. We want to hear from you!