MOVING FORWARD IN TRANSITION

Tracy Wells and Richard Klingner

At its Annual Meeting on January 31, 2010, our congregation approved the proposed change from our old governance structure to a new one based on the Carver model. Thanks very much for your questions, your insight, and your prayerful reflection over the past several months.

The legal foundation for that governance change consists of our new Constitution, Bylaws, and Continuing Resolution (which allow us to transition, with Council oversight, from our old structure to our new one). The budget foundation is our approved FY2010 budget, which includes funding for the new executive director position. The transition includes many details that the Governance Transition Task Force has anticipated, and probably at least as many that we have not.

Reproduced in Figure 1 transition "road map" is the transition "road map" that we introduced in September and have continued to update since then. A version that you can actually read is available from the "Governance Transition Road Map" link on TLLC's home page (http://tllc.org/). As shown in that "road map," our transition must address many other areas: continued communication with congregation, pastoral staff, and lay staff; the hiring process for our new executive director; training at several different levels; and the formation of our new Board of Ministries and our new Council.

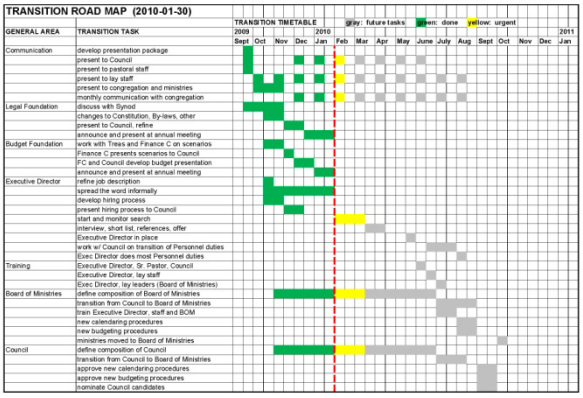

Figure 1 transition "road map"

To make that process easier, both of us (Tracy as our elected president for 2009 and Richard as our elected president after Tracy) have developed a specific transition plan for our offices, have discussed that plan with Council in general terms, and now (with the approval of the new governance structure) are in a position to discuss it in more detail with Council and with the congregation.

Our plan is that Tracy should continue to preside over Council for 5 or 6 more months, while Rich, as president, continues to devote most of his energy to the transition process. In a sense, Tracy will be acting for Rich in presiding over the remnants of our old governance structure, while Rich (as chair of the Governance Transition Task Force) will work with Tracy and our Council to implement the transition to the new governance structure. When the time is appropriate, Tracy will cease presiding over the old Council, and Rich will begin to preside over the new Council. Julie Pagliai, as president-elect, will prepare to start as president (for a two-year term) in January 2012.

Council members have agreed to serve during the transition, during which time the current Council will evolve into the new Council, and many current ministries will evolve into the Board of Ministries. During that transition process, individual ministry groups should see no change, and should continue to function effectively and recruit new members. Tracy and Rich will be happy to answer any questions that you may have about this transition process.