



# FIRST PRES

## Session Minutes

June 18, 2024

Acting Moderator: Dave Steane

**Present:** Susan Pattee, Rev. John Goodale, Mary Frieg, Mike Hodges, Kirk Cherry, Kappy Stewart, Rev. Greg Hartnett, Pam Moore, Rev. Dave Steane, Randy Case, Lindy Keffer, Jim Martin, Rev. Jennifer Holz, Dorothy Alvarez, Bryan Frame, Bonnie Ortivez, Mark Albers, Shelly Busby, Ken Laura.

**Excused:** Rev. Tim McConnell, Aaron Zimmerman, Kris Bauman, Megan Nilsen, Dave Dillard, Mike Albright, Rev. Michael Thornton.

**Guests Present:** None.

1. The meeting was called to order by Acting Moderator, Rev. Dave Steane.
2. Session Clerk Kathy Freyschlag confirmed that a quorum was present.
3. Rev. Greg Hartnett led the Session in a devotional from Nehemiah 3.
4. Transitional Executive Pastor Report
  - a. Year Two TEP Report:
    - i. Dave Steane offered highlights from his four-page report emailed to Session specifically around points of progress over the last two years and the work that remains.
    - ii. Note Called Session meeting for July 16<sup>th</sup> to discuss the process to call the next permanent Executive Pastor.
    - iii. Discussion
      1. Concern for Staff
      2. Desire to continue modeling healthy relationships/care, etc.
  - b. Best Christian Workplaces Discovery Group Highlights:
    - i. Series of listening groups split up by “job type.” No supervisors/supervisees in the same group.
    - ii. Good progress: communication, staff changes, culture, leadership/management, better staff meetings, increased collaboration, innovation has been encouraged.
    - iii. Work left to do: lack of cascading communication, poor interdepartmental communication, confusion around decision making authority, unclear structures and job descriptions, lack of clear strategy and priorities, work/life balance and workload,

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- employee retention, change agility, overemphasis on sanctuary worship.
- iv. Discussion
- c. Ministry Team Status
  - i. List of Ministry Teams emailed to Session earlier in the day.
  - ii. We will begin this in earnest in August.
  - iii. New meeting format to begin with Session moving to the 4<sup>th</sup> Tuesday of each month. August 27, 2024 forward.
- d. Staffing Updates
  - i. Missions Pastor – Hoping to approve tonight.
  - ii. Communications Director – Promising candidate coming in this weekend.
  - iii. Classic Worship Director – National posting, but not seeing much come through. Seeing more traction in our networking efforts.
  - iv. Facilities Manager – Promising candidate in the pipeline.
  - v. Nursery Coordinator – Searching but not finding much.
  - vi. High School Director – Searching.
- 5. Mission Pastor Report
  - a. On behalf of the Missions Pastor Search Team, Dorothy Alvarez moved:  
***To approve calling the Rev. Ellen Dawson as Assistant Pastor for Missions effective on or about August 1, 2024.***
  - b. Discussion.
  - c. Motion carried.
- 6. Reports
  - a. Clerk's Report & Minutes – Kathy Freyschlag
    - i. Need to approve minutes from April meeting at the next Session meeting.
  - b. Treasurer's & Trustee's Report – Randy Case
    - i. Approved capital expenses
      - 1. Chiller for Hanson Hall - Approved \$232,734
      - 2. Finish Commons and Library up to \$150,000
    - ii. Tabled capital expenses
      - 1. Security System Replacement - \$165,000
      - 2. Full Repaving Parking Lots - \$322,000
      - 3. 223 & 225 N Weber Demolition - ~\$270k
      - 4. Parking Garage needs major work - \$ unknown
    - iii. Facilities Task Force
      - 1. Team of twelve met for a year but keeps running into challenges around "Mission/Vision." On hold until strategic

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planning process is underway. Would eventually approach architectural firms for additional assessment.

- iv. Give Back the Blessing Report – Dorothy Alvarez
    - 1. Letter from Sudanese refugee lead.
  - c. Lead Pastor Report – July 16 called Session Meeting
  - d. **Motion: To approve all submitted and presented reports.**
    - i. Motion carried.
7. Discussion Items – Dave Steane
- a. Session Retreat Evaluation
    - i. Desire to do these 2-3 times a year.
    - ii. Loved the prayer & worship time.
    - iii. Valuable for jump-starting relationships with new elders.
      - 1. May was challenging with grad parties/etc.
    - iv. Saturday facility was great! Nice to be someplace new/neutral.
    - v. Love the side-conversations.
    - vi. Overnight could be a great thing, but don't let the logistics or cost of that be the reason we keep rescheduling.
    - vii. Could we do a staff overnight to help them connect/grow together?
    - viii. Agenda felt well-balanced. Heavy conversation, prayer/worship, strategy, etc.
  - b. General Announcements
    - i. Four Score and More – 300+ people! For many of these people it's the only time they come to the church all year.
    - ii. Living Sent magazine (Mission Partners) coming late summer.
    - iii. Dick/Mary Frieg – 50<sup>th</sup> wedding anniversary!
    - iv. DR trip with High Schoolers – taking off next week.
    - v. Bryan Frame – Health. The Session laid hands on Bryan and prayed for his healing and strength.
8. Meeting Adjourned.
9. Closing prayer by Mike Hodges.

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