

**Minutes for the
Special Called Meeting of the Session
First Presbyterian Church of San Antonio
November 4, 2024
Approved November 11, 2024**

All elders were present except for Nancy Cross and Lynn Thompson. Pastor-members present were Bob Fuller, Moderator, Mitchell Moore, and Becky Prichard.

Other staff present: Tom Dooling, Janet Slayden, Callan Brown, and Sheila Figueroa. Also present were many covenant partners as guests.

- I. Call to order at 7:01 p.m. Bob Fuller
- II. Opening prayer and welcome visitors Bob Fuller

Bob opened with Psalm 40 and prayer, and then proceeded in the introduction/seating of guests from TX Presbytery, Hardie Morgan and Roland Zavala, and Members of Personnel Committee, David Youngquist, Greg Anderson, Eric Schluter, Bob Kilgore, and Kirk Feldmann.
- III. Season of Prayer Kim Smith

Kim opened, the group prayed, and Bob closed in prayer.
- IV. Approval of the agenda Bob Fuller

Katie Farrimond made a motion to change the agenda to allow all visitors during Executive Session, with a second by Charlotte Milner. After some discussion regarding the balance of transparency and personnel privacy, as well as consistency of our process, the motion failed. The agenda was then approved.
- V. Clerk's report Ed Moore
 - a. Bob asked Ed Moore to serve as the acting Clerk of the Session. Ed asked for prayers for Nancy Cross, who called today to substitute for her as has come down with COVID. He then directed Session members to letters they received by email and in their packets, one set from Nancy and one set compiled by Sheila Figueroa.
 - b. The acting clerk commented that the verse "love is patient, love is kind" is not a wedding verse, but an every-moment verse, including this evening's meeting.
- VI. Ben McCaleb: Motion/Request Ben McCaleb

Ben made a motion "that the Senior Pastor, working with the Worship Committee, if necessary, act with creativity, focus and expediency and compile and present a preliminary/proposed plan for the preaching rotation during the balance of 2024 to the Session at the next Session meeting on November 11, 2024, for the Session's review and discussion." After much discussion the motion failed to pass by hand vote.
- VII. Proposal from the Strategic Planning Activation Team Morris Camp

Morris gave a brief overview of the strategic plan and the process background for the visitors, and then presented a motion from the Activation Team and approved unanimously by the Personnel Committee as follows:

 - 1. Approve and Executive Director that oversees all staff (administrative & clergy), except the Senior Pastor and his administrative assistant;
 - 2. The Executive Director reports to the Senior Pastor;

3. The Executive Director can only be hired and fired by the Session; however, the final hiring selection is subject to Senior Pastor's approval
4. Job descriptions are to be refined by the Activation Team and approved by Personnel

A basic organization chart was also presented. Morris also presented previous FPCSA precedent of the position with John Seiders., The Stewardship & Finance Committee has already included funding for the position in the current church budget and the proposed budget for 2025. In discussion it was stated that the intent was that the Executive Director work alongside Bob and help him “prosper” in his role as Senior Pastor. After discussion, a motion was made by Ben McCaleb to defer/postpone further discussion and vote until the November 11, 2024, meeting. The Activation Team will come to that meeting with the job description and a more detailed organization chart. Bill Oliver made a motion to call the question. Both the called question and Ben’s motion passed unanimously.

VIII. Becky made a motion for a 10-minute break which passed unanimously. Bob called a 10-minute break, thanked and dismissed the guests except those previously seated by Session (II). Bob Fuller thanked the guests for their attendance and excused them from the portion of the meeting that was to be held in executive session.

IX. Executive Session Bob Fuller

As per rules of Executive Session, Minutes are not published.

X. Closing prayer Roland Zavala

XI. Dismissal at 12:20 a.m. (Tuesday) Bob Fuller

Next regular session meeting: November 11, 2024.

Respectfully submitted,

Ed Moore, Acting Clerk of Session

Rev. Dr. Bob Fuller, Jr., Moderator