

Session Meeting Minutes
First Presbyterian Church of San Antonio
Westminster Hall and Covenant Hall
February 10, 2025
Approved by the Session March 17, 2025

Officers' dinner program, Westminster Hall: One Covenant Partner was received by the Session. (See the Changes in Church Register.) Elder Mike Meadows reported on the recent ECO Conference, which he and several others attended.

Session meeting: All elders were present save Adam Sharpe and Mike Charlton. Rev. Dr. Bob Fuller, Jr., Moderator, was the only pastor-member present.

Staff members present: Hank Cherry, Tom Dooling, Sheila Figueroa, Hector Flores, Kyrenda King-Rogers, Pam Ray, and Janet Slayden.

Visitors present: Eric Schluter and David Youngquist were present as members of the Activation Team, as well as several other Covenant Partners. Also present was Rev. Roland Zavala, chair of the Texas Presbytery's Ministry Partnership Team.

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| I. Call to Order in Covenant Hall at 7:08 p.m. | Rev. Dr. Bob Fuller, Jr. |
| II. Opening Prayer/Devotional | Rev. Dr. Bob Fuller, Jr. |
| III. Approval of the Agenda | Rev. Dr. Bob Fuller, Jr. |

Motion from Bob Fuller, seconded by many and approved by acclamation: that Eric Schluter and David Youngquist of the Activation Team and Rev. Roland Zavala from the Texas Presbytery be given voice in the meeting.

The agenda was approved as presented.

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| IV. Clerk's Report | Elder Nancy Cross |
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- a. Consent Docket. **The Consent Docket was moved by Nancy Cross, seconded by many, and approved by acclamation.**
 - b. Praying for one another. The Session exchanged names.
 - c. Communications. No communications to report.
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| V. Moderator's Report | Rev. Dr. Bob Fuller, Jr. |
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- a. Bob expressed gratitude for Rev. Richard Gibbons, our speaker for the Z Talks, who encouraged us to "move to the place where our dreams are bigger than our memories."
 - b. Rev. Kevin Germer, an ECO pastor who grew up at FPCSA, is now working at Laity Lodge. He needs to establish a church of record with the denomination and hopes to meet with us soon to confirm.
 - c. Bob highlighted the January worship attendance and thanked Tom Dooling, who tracks these metrics.
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| VI. Report from the Strategic Planning Director | Pam Ray |
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- a. Pam offered her "shout outs"--highlighting people who've done recent exceptional work. This month's "shoutouts" were to David West and Katie Farrimond for their good work in organizing the Z Talks. Another "shout out" went to Morris Camp for his leadership of the Activation Team.
 - b. Pam drew our attention to the document in our packets--Progress Monitoring and Next Steps. We are now in the second quarter of the road map. Bolded items have been

completed; others are in process. Much good work has been done. Much work remains.

c. Leadership Alignment: the team's focus has been on the Executive Director, but we also need to work on the framework, authorities, etc. Several of the team are working through the ECO governance training online.

d. Unity in Worship: The team has debriefed on the last joint worship and will be doing a small survey as they evaluate and schedule.

e. Communications: The boards around the church highlight quotes from the surveys in the original strategic plan process.

VII. Committee Reports

1. Report of the Strategic Planning Activation Team Elder Morris Camp

a. Several people had expressed concern theologically about one phrase from the Strategic Plan's Philosophy. As the Plan had previously been approved by Session, Morris offered a motion on behalf of the Activation Team **amending the Strategic Plan as follows: Change the Philosophy from "*Partnering with the Holy Spirit to become disciple-makers who enjoy Jesus daily so that others encounter Him is our primary metric of success*" to "*Joyfully surrendering to the Holy Spirit to become disciple-makers who enjoy Jesus daily so that others encounter Him is our primary metric of success*".**

Approved unanimously.

b. The Activation Team has unanimously agreed on a candidate for the Executive Director position. Details will be discussed in executive session.

2. Confirmation Class Elder Mike Meadows

Mike asked Session members to write an encouraging note to a confirmand which will be placed in their confirmation gift bibles. The current class is the largest since Covid. Bob interjected with a plea from the Children's Ministry Committee for more teachers in the fall.

3. Property Committee Elder Allen Casey

a. Allen reported on the committee's progress in acquiring the three parking lots across McCullough from FPCSA--presently owned by Grace Lutheran Church--in accordance with the Session's instructions, and made the following motion:

On behalf of the Property Committee, and in keeping with the motion approved by the Session on January 13, 2025, I move that the Session now approve the acquisition of the three parking lots presently owned by Grace Lutheran Church, and upon acceptance of the feasibility inspections, present this acquisition to the congregation for approval. The price agreed to by the seller is \$ [price to be redacted in public versions of the minutes]. The addresses are 218 McCullough, 208 McCullough, and 407 Ave. E. Motion was approved unanimously. The Session discussed dates for a Congregational Meeting and postponed a decision until the next meeting.

b. Allen also addressed an issue regarding the increasing costs of security, and proposed the Session take action to limit the normal operating hours of the church. This will affect timing of some meetings. Allen made the following motion, seconded by Charlotte Milner: **The church policy concerning hours that the facility is regularly open be amended to read: "Weekday operating hours are 8:30 a.m. to 6 p.m. on Mondays, Thursday, and Fridays, with extended hours Tuesdays and Wednesdays until 9 p.m." Approved unanimously.**

c. The Historic Tax Credits have been approved by the Comptroller, and the certificate should come this week. After its arrival, we'll sell the credits and receive a check, estimated to net about \$225,000. We may have additional projects for 2025 qualifying for

this process which could garner another \$25-50,000. We net about 91% after fees and other expenses.

4. Stewardship and Finance Committee

Elder Bill Sirakos

a. Last month the session received preliminary December numbers. Normally the committee would ask for final approval of those numbers tonight, but the final analysis is incomplete.

b. Bill drew our attention to the January numbers. We are not off to a good start. Giving is significantly lower than in 2023 or 2024.

c. We were underfunded by about \$250,000 in 2024. A covenant partner of the church has initiated an effort for designated giving to retire that deficit. That effort is, at this time, close to completely closing the funding gap. One piece of that funding is from an anonymous covenant partner's life insurance policy, which that person would like to sign over to the church. **Bill asked for a resolution needed to cash the policy, which the Session approved unanimously and Nancy Cross, as Clerk, certified.** The Session expressed its appreciation to the covenant partner who organized this effort.

d. 2025 budget report: The Stewardship Budget Team and the finance staff have been working tirelessly to develop a budget for 2025, considering reduced giving and limited areas to minimize without cutting staff. The budget before us took 2024 giving and raised it by 5%. Interest income is helping, as is the historic tax credit. The proposed budget includes a 3% raise for staff excepting pastors and, at present, does not include costs for new associate pastors. (Clarification from the Clerk: Personnel Committee intends the staff raises to be a combination of merit and COLA raises.) Bill, on behalf of the Stewardship and Finance Committee, asked for **approval of the proposed budget for 2025, which was unanimously approved with the Session's thanks.**

VIII. Executive Session

The Session took a brief recess from 8:33 to 8:43 p.m. Visitors were excused, with the exception of Roland Zavala for the entire executive session and David Youngquist and Eric Schluter from the Activation Team for the continuation of the team's report. Per the agenda, the Session then entered executive session.

The Session took two actions which are memorialized in the confidential Executive Session Minutes. They will not be distributed digitally but will be offered for approval by the Session.

IX. Adjournment at 9:48 p.m. with closing prayer offered by Roland Zavala.

Respectfully submitted,

Nancy Scott Cross
Clerk of Session

Rev. Dr. Bob Fuller, Jr.
Moderator