

Session Minutes
First Presbyterian Church, San Antonio
May 12, 2025
As Approved by the Session June 9, 2025

Officer's dinner program, Westminster Hall: Reception of four new covenant partners (see Changes in the Church Register), presentation by Elizabeth Crites, Izzy Mendez, and Lindsay Selli regarding the Alpha program.

All elders were present; Bobby Mickler joined via Zoom for part of the meeting. Scott Simpson joined via Zoom. Moderator the Rev. Dr. Rob Fuller, Jr., was present, as were many staff and covenant partners.

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| I. Call to Order, 7:15 p.m. | Rev. Dr. Bob Fuller, Jr. |
| II. Opening Prayer and Devotional | Elder Mike Meadows |
| III. Approval of the Agenda | Rev. Dr. Bob Fuller, Jr. |

The Agenda was unanimously approved with minor adjustments. Ben McCaleb was recognized and noted that he would be bringing a motion on the Presbytery's report to be discussed in Old Business.

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| IV. Clerk's Report | Elder Nancy Cross |
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a. Consent Docket. The Consent docket was moved by the clerk, seconded, and approved with no objection.

b. Communications. Communications received are in the packet. Others had been sent to individual session members and by the clerk to the entire session earlier. A communication received from David West and David Youngquist was read aloud at their request, in which David West, as chair of Personnel, and David Youngquist, as vice-chair of Personnel, submitted their resignations from those positions as a gesture towards healing.

c. The session, as is our practice, drew names to pray for another elder this month.

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| V. Moderator's Report | Rev. Dr. Bob Fuller |
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Bob was encouraged by last week's town hall meeting and hopes tonight's meeting and discussion will continue in that spirit. Bob solicited and received a motion for approval

of the Presbytery's proposed Essential Action Items. The motion was made by Katie Farrimond and seconded by Allen Casey. Discussion and action on the motion was then, by action of the Moderator, deferred until Old Business on the Agenda.

VI. Report from the Strategic Planning Director

Pam Ray

Pam updated the session on the work of the Activation Team. A weekly "Next 10" blog is on the church website. Pam will be talking about the Plan with the officers-elect in their training. The current priorities are One Worship (upcoming June 8 and October 5, Pentecost and World Communion Sunday) and the open pastoral roles. The group has questions about its terms of service. Weekly work is paused for now with the exception of the open pastoral roles. The team will meet May 19 and will bring feedback, questions, and recommendations to the June session meeting.

VII. Committee Reports: Stewardship and Finance

Elder Bill Sirakos

No essential changes occurred in the March financials, so Bill asked for approval of the final version, which was received with no objection. The April preliminary financials included some items over budget -- primarily the chiller repair, which will be reimbursed by a designated fund--and some items under budget, such as the music budget due to cancellation of the organ contest in Tom Dooling's absence, and the church plant budget, as they have not yet held their retreat. On a cash basis, we are \$137,300 in the red due to giving as compared to the past and the budget expectations. We are \$307,017 behind as compared to last year. Bill then gave an explanation about how the revenue side of the budget is formed, using a three-year average for each week of the year as a percentage of the total giving for the year. While the budget is bigger than last year's, that doesn't mean we're currently financially sound. We've seen increases in health insurance and security--things that drive the budget up. Bill reminded the session that there is nothing in this budget to replace Becky and Mitchell nor for the Transitional Pastor recommended by Presbytery. We'll have to dip into operating reserves to fund those positions, and while we have good reserves, it is a fact that we have \$300,000 less in giving compared to this time last year.

VIII. Old Business: The Presbytery Report with its recommended Essential Actions

Rev. Fuller reminded the session of the motion he received in the Moderator's Report. Charlotte then made an additional motion, seconded by Bill Oliver, to approve the report in its entirety. Kim Smith was then recognized and stated that she and Ben McCaleb had a redline version of the Essential Actions with a number of amendments for the session to consider. The session heard a summary of the amendments being proposed. After discussion, the question on the motion to accept the report in its entirety was moved and seconded. That motion failed by a vote of Yes:9, No: 15, so discussion continued. A

question was asked: could we discuss each item individually? Yes:15, No:9. Discussion of the Essential Actions continued at length, until Rev. Fuller suggested we enter a period of prayer and then take a break. We prayed together, took a break from 9:40 p.m. to 10 p.m., and then reconvened. While on break, several elders worked together to develop a compromise version to present to the session. Elder-elect Eric Schluter offered to help the session by putting the original version of the Essential Actions on the big screen side-by-side with the proposed amendments. After further discussion and informal amending, a document was produced. Elder Charlotte Milner replaced her original motion with a motion to accept the Essential Items document as amended. Elder David West seconded. The motion was passed by voice unanimously, though the moderator did not call for abstentions. The amended document as well as a red-lined version are attached and hereby made a part of these minutes.

IX. Adjournment with prayer 11:08 p.m.

The session sang the Doxology, and after the moderator received a motion and second to adjourn, the session was dismissed.

Respectfully submitted,

Nancy Scott Cross

Clerk of Session

Rev. Dr. Bob Fuller, Jr.

Moderator

Attachments:

- 1) Essential Actions as amended by the session and approved by presbytery, including Appendix Attachment A, unchanged
- 2) Essential Actions as amended by the session: with deletions and additions indicated

ATTACHMENT to Minutes 1

Recommendation for a Short-Term and Long-Term Actionable Plan

As Approved and Amended by Action of the FPCSAT Session May 12, 2025

As Approved by Presbytery MPT June 2, 2025

Essential Action A: A concerted time of self-assessment, prayer, peace-making training, group and personal, public and private, sharing of offenses and conflicts, acknowledgement of offenses and conflicts, the giving and receiving of forgiveness, and the expression of commitment to change and to achieve reconciliation and peace in personal relationships. An outline for this period of Reconciliation is attached as Attachment "A."

Essential Action B: All members of the session and all ECO pastors will be asked to publicly renew their ordination vows during a public FPC worship service. FPC Covenant Partners will also be asked to affirm the congregational vows that accompany the ordination vows.

Essential Action C: Sixty days of rest and restoration for Rev. Bob Fuller.

Essential Action D: The engagement for approximately one year of a skilled ECO Transitional Pastor, approved by MPT and the session, who will report to the Senior Pastor, to oversee and ensure progress toward the implementation of all of the Essential Actions. During the sixty days that Rev. Bob Fuller is away, as described in Essential Action C, this Pastor will serve in the role of temporary Senior Pastor. Our Team has potential candidates that FPC could pursue.

Essential Action E: In compliance with the existing Strategic Plan, a comprehensive written revision of the FPC governance system and the adoption of written leadership and team-building values by a task force from FPC, formed by the session with advice from the Presbytery. This review would be founded on biblical principles, the well tested historical governing principles of the Presbyterian Church and the extensive work already done through the Strategic Planning process. This would include a discernment process with the congregation that would ultimately result in a vote by the congregation on amended Bylaws.

Essential Action F: For the next 24 months, the immediate implementation of annual performance assessments and feedback process for all staff team members, including the Senior Pastor; the assessment of the Senior Pastor will be conducted by two elders from the Personnel Committee and a third party. The assessment of any Associate Pastor will be

conducted by the Senior Pastor and one elder from the Personnel Committee. Our Team can assist in selecting this third party.

Essential Action G: The adoption of written values and ground rules to govern session and staff conduct for fostering team-building, personal development, and an encouraging work environment, and a period of coaching for the Senior Pastor and Senior Staff in these biblical values and ground rules.

Essential Action H: Before the ECO Transitional Pastor leaves, the engagement of a person (Executive Director or Executive Pastor) approved by the Session and Senior Pastor, who reports to the Senior Pastor and is under the Senior Pastor's authority, to provide leadership for the completion of any remaining Essential Actions initiated by the ECO Pastor, and on an ongoing basis, assist the Senior Pastor in staff leadership and church operations, including human resources, finance, facilities, security, and communications.

Essential Action I: The providing of resources, including an annual allowance, to the Senior Pastor for growth in all areas identified by the annual performance assessment, as well as for other areas identified by the Senior Pastor for emotional and spiritual health and professional development, including ongoing regular leadership coaching and a Spiritual Director, both of which are essential for any Senior Pastor. Similar resources will be provided to any Associate Pastors, in the discretion of the Session.

Essential Action J: FPC will adopt a policy for former pastors of the church.

Essential Action K: Presbytery will offer ongoing resources and assistance for all of the Essential Actions and will conduct periodic check-ins with FPC leadership to assess and encourage progress.

Essential Action L: Completed (Town Hall)

Attachment “A”

Essential Action #1: Reconciliation

Peacemaking Training

Each group—**staff, session, and congregation**—will participate in a **dedicated full-day training session** tailored to their role and responsibilities within the church community.

Training Goals:

- Equip participants with biblical and practical framework for peacemaking.
- Build shared language around conflict resolution and reconciliation.
- Foster empathy, active listening, and healthy communication.
- Encourage long-term cultural change toward relational health and restoration.

Leadership Engagement

Senior leadership will actively participate in the reconciliation process:

- **Coaching** in preparation for reconciliation conversations
- **Mediation** - guided conversations to reconcile broken or strained relationships within leadership.

Optional: Local Peacemaking Team

Identify **Covenant Partners** who would form a **Local Peacemaking Team**.

This team would:

- Receive **additional specialized training** in peacemaking practices.
- Serve as **on-the-ground support** for conflict resolution and reconciliation efforts.
- Act as cultural stewards of peace, helping to maintain healthy relational dynamics within the church.

ATTACHMENT to Minutes 2, with deletions and additions indicated

Recommendation for a Short-Term and Long-Term Actionable Plan

As Approved and Amended by Action of the FPCSAT Session May 12, 2025

As Approved by Presbytery MPT June 2, 2025

Essential Action A: A concerted time of self-assessment, prayer, peace-making training, group and personal, public and private, sharing of offenses and conflicts, acknowledgement of offenses and conflicts, the giving and receiving of forgiveness, and the expression of commitment to change and to achieve reconciliation and peace in personal relationships. An outline for this period of Reconciliation is attached as Attachment "A." [no change, and no change in Attachment "A"]

Essential Action B: All members of the session and all ECO pastors will be asked to publicly renew their ordination vows during a public FPC worship service. FPC Covenant Partners will also be asked to affirm the congregational vows that accompany the ordination vows. [no change]

Essential Action C: Sixty days of rest and restoration for Rev. Bob Fuller. [no change]

Essential Action D: The engagement for ~~at least approximately~~ one year of a skilled ECO Transitional Pastor, approved by MPT and the Session, who will report to the Senior Pastor, to oversee and ensure progress toward the implementation of all of the Essential Actions. During the sixty days that Rev. Bob Fuller is away, as described in Essential Action C, this Pastor will serve in the role of temporary Senior Pastor. Our Team has potential candidates that FPC could pursue.

Essential Action E: In compliance with the existing Strategic Plan, a comprehensive written revision of the FPC governance system and the adoption of written leadership and team-building values by a joint team task force from FPC, formed by the Session with advice from the Presbytery. This review would be founded on biblical principles, the well tested historical governing principles of the Presbyterian Church and the extensive work already done through the Strategic Planning process. This would include a discernment process with the congregation that would ultimately result in a vote by the congregation on amended Bylaws.

Essential Action F: For the next 24 months, the immediate implementation of annual performance assessments and feedback process for all staff team members, including the Senior Pastor; the assessment of the Senior Pastor will be conducted by two elders from the Personnel Committee and a third party who will also provide a guide for leadership development as part of the evaluation. The assessment of any Associate Pastor will be

conducted by the Senior Pastor and one elder from the Personnel Committee. Our Team can assist in selecting this third party.

Essential Action G: The adoption of written values and ground rules to govern session and staff conduct for fostering team-building, personal development, and an encouraging work environment, and a period of coaching for the Senior Pastor and Senior Staff in these biblical values and ground rules. [no change]

Essential Action H: Before the ECO Transitional Pastor leaves, the engagement of a person (Executive Director or Executive Pastor) approved by the Session and Senior Pastor, who reports to the Senior Pastor and is under the Senior Pastor's authority, to provide leadership for the completion of any remaining Essential Actions initiated by the ECO Pastor, and on an ongoing basis, assist the Senior Pastor in staff leadership and church operations, including human resources, finance, facilities, security, and communications.

Essential Action I: The providing of resources, including an annual allowance, to the Senior Pastor for growth in all areas identified by the annual performance assessment, as well as for other areas identified by the Senior Pastor for emotional and spiritual health and professional development, including ongoing regular leadership coaching and a Spiritual Director, both of which are essential for any Senior Pastor. Similar resources will be provided to any Associate Pastors, in the discretion of the Session.

Essential Action J: ~~FPC will adopt a policy for former pastors of the church. The adoption of a policy by FPC that former pastors of the church can only be active in the life of the church with the initial consent of the Session and the ratification by the Presbytery and the annual renewal of the consent of the Presbytery and the Session.~~

Essential Action K: Presbytery will offer ongoing resources and assistance for all of the Essential Actions and will conduct periodic check-ins with FPC leadership to assess and encourage progress. [no change]

Essential Action L: The Session will arrange for a Town Hall church meeting with the Congregation for the Presbytery to present this Report to the Congregation as soon as practicable. Completed.