



**Present:** Rev. Tim McConnell (Moderator), Rev. Dave Steane, Rev. Greg Hartnett, Mary Frieg, Randy Case, Kappy Stewart, Lindy Keffer, Dorothy Alvarez, Mark Albers, Shelly Busby, Dave Dillard, Megan Nilsen, Susan Pattee (acting Clerk), Kris Bauman, Ken Laura, Elizabeth Roth, Kirk Cherry, Pam Moore, Bryan Frame, Bonnie Ortivez, Rev. Michael Thornton, Mike Albright, Jim Martin,

**Excused:** Aaron Zimmerman, Rev. John Goodale, Mike Hodges, Kathy Freyschlag,

**Guests:** Tonya Lark, Bonnie Cherry, Scott Blackmun, Hannah Grace Bauman (First Pres Forward), Derrick Jeffers (Business Administrator): Motion approved to grant guests voice without vote.

1. Call to Order Tim McConnell
  - a. Motion to elect Susan Pattee as acting clerk for January 21 – Megan Nilsen moved, Dorothy Alvarez seconded the motion – motioned approved.
2. Roll Call and Quorum Susan Pattee
  - a. Clerk confirmed that a quorum was present.
3. Devotional Greg Hartnett
  - a. John 9 & Ruth Hailey Barton – blindness is a metaphor for spiritual blindness. Prayer that we have eyes that are awaken to what God is doing.
4. Reports
  - a. Clerks Report Susan Pattee
    - No adjustments needed to report or November Minutes – motion to receive clerks report and minutes as presented – Kris Bauman moved, Ken Laura seconded – motion approved.
  - b. Treasurer's Report Randy Case
    - Closed out year with a surplus and some unallocated funds. Motion to accept treasurer's report. Motion approved.
5. 2025 Budget. Derrick Jeffers/Randy Case

Derrick presented the proposed 2025 budget. Pledges really grew to meet what the proposed budget to be from speaking with all ministries. We are utilizing the Next Generation fund to cover the deficit that is predicted. This is an actual balanced budget since we will be using these foundation funds. This is what our staff asked for when they met with us. Derrick offered to elders that they are welcome to meet with him or the finance ministry team at any time to talk with them or brainstorm together. Motion to approve the proposed 2025 budget. Motion approved.
6. First Pres Forward Strategic Plan. Tim McConnell/Scott Blackmun



# FIRST PRES

- a. Tim McConnell talked about the three-legged stool – first leg is roles and expectations of one another (Job Descriptions/Org chart), Second leg is Sustainable Strategy (our internal system of common language), Third Leg is the strategic plan work by First Pres Forward – 5-year plan.
  - b. We had a mini retreat last Tuesday night and we have taken the work we did with JR Briggs, and inputs from the mini retreat, and other places and put it in this summary document.
  - c. Kris Bauman presented where we are, and discussion started.
  - d. Tim McConnell stated we are not ready to present this to the congregation at the annual meeting. We would like to have FPF join ministry team meeting in February to develop time-bound measurable goals. And then bring forward to the March session meeting to try to adopt the plan.
  - e. A suggestion was brought forward for three documents with language specific for each audience - Spiritual health and direction of the church for session, staff document with language included for staff to understand, and a congregation document that defines the discipleship issues that have not been addressed.
  - f. Can we fit into the discipleship compass, the seven values, the mission statement – can we put all of this into the initiatives. Can we keep this simple? Do we keep it in its own lane – there is pain in the system here is how we go after it in the immediate future. It is two different things the Discipleship compass and this 5-year plan.
  - g. Next steps – It started at the mini retreat, so we will move into the February ministry meetings to engage more with them and then move to back to session while including Alignment team and staff in the discussion still. We need space to get processed when you have an initiative that crosses teams.
7. Lead Pastor Report Tim McConnell
- a. Next week we will be headed to ECO National Gathering. Christmas was wonderful for the staff; the sense of comradery was great. The effort to be part of decorating and undecorating was really felt.
8. Transitional Pastor Report Dave Steane
- a. Word of affirmation for the FPF process on the staff – lunch was a tender, pivotal moment. Our HVAC system needs some TLC, and Dave Steane has asked Taylor and Derrick to look at the buildings to see how we can get stable HVAC in place. We continue to partner with BCW, and Giselle met with staff teams in December, and now she will meet with those teams to make some next step objectives with them.
  - b. Jim Edwards, former pastor here, has been approved to transfer his ordination to ECO. It will be done at the National Gathering, but we will have a celebration for him here at some point.
9. Close in Prayer Tim McConnell
- a. Closed at 8:43 pm