**Annual Congregational Meeting  
Feb 2, 2025 – 12:30pm  
First Pres Worship Center**

1. Meeting called to order by acting Clerk – Susan Pattee - Quorum
2. Scripture & Prayer
3. Lead Pastor Report
   1. Efforts towards renewal (BCW, Reorg, etc.) -- Elders leaned-in significantly over the last year. Transparency and accountability were on display this year.
   2. Staff Departures & Arrivals & Promotions
      1. Marcos, Jennifer… Ellen, Owenby, James, Micah, Parker… Ashley, Christy, Elsie…
   3. Finances
      1. Budget met. Surplus.
   4. Worship Attendance
      1. Average up since last year.
   5. Capital Projects
      1. Organ being installed, Embracing Jesus statue relocated, Permanent Christmas Lights
      2. To Address: HVAC, Lights in Commons, Parking Lot, Library, Worship Center capital upgrades desired ~$90k
   6. Exciting Things
      1. VBS, Trunk/Treat, Glen Eyrie Recording, Acacia Park Worship, Christmas, EPNC, Vision Sunday
4. Transitional Executive Pastor Report
   1. Org Chart
   2. Session Ministry Teams (10 Teams launched this year)
      1. Caring, Comms, Discipleship, Facilities/Tech, Family, Finance, HR, Invitation/Engage, Mission, Worship
   3. BCW Assessment – Seeing some improvements, but plenty of work to be done *(employee growth, mentoring, supervisor/employee relationships, meaningful work, clarified strategy, etc.)*
5. Clerks Report – Susan Pattee
   1. Membership rolls, baptisms & deaths
6. Treasurers Report – Randy Case
   1. Review of printed material (budgets/etc.)
   2. 16.9% direct to local/global missions - $1.5 million
   3. Review of First Pres Foundation work & capital projects
   4. Still need to see what First Pres Forward develops. May need to come back to the congregation to raise funds for special projects in that.
   5. Prayer
7. Nominating Committee Report – Heather Bauman chair
   1. Purpose and Philosophy of NomCom – (1) Prayer, (2) Lay good foundations *(clarifying the roles of elder/deacon)*, (3) Discern
   2. Craig, Warren, Melissa, Susan, Sam Edwards, Heather, \_\_\_\_
   3. Elder Slate
      1. John Moe, Wendy Buckler, Bill Rhea, Scott Berry, Susan Pattee, Mary Frieg, Megan Nilsen
      2. Mark Bauman – CLP – Nomination for inactive elder status.
      3. Approved
   4. Deacon Slate
      1. Approved
8. First Pres Forward Progress Report - Tim
   1. Restructure efforts towards linking staff/elders/congregation… Every time we start down the road we find more issues below the surface. This year:
      1. Reworking job descriptions, authority, resources, etc.
      2. Internal Sustainable Strategy – the ongoing work of the church.
      3. Big picture 5-year plan – pivot moment.
   2. FPF Phases
      1. Phase 1 – Listening & Challenges
         1. Overcome obstacles / break log-jams / get healthy
         2. We feel well-fed, not well-led. Not sure how to get involved, not clear on where we’re heading together, etc.
         3. Disconnected congregation, Communication, Loss of trust around staff changes/etc., staff morale,
      2. Phase 2 – Developing the plan
         1. Elders, staff, etc.
      3. Phase 3 – Adopting the plan with SMART goals.
   3. First Pres Compass
9. Meeting Adjourned. Closing prayer 1:50 pm