

SESSION AGENDA
Tuesday, December 15, 2020
Via Zoom
7:00 p.m.

Item	Presenter
Opening Prayer	Birchfield
Omnibus Motion Minutes Consent Motions	Birchfield
Finance Report	Malinsky
Committee Reports (Three Minutes Max) Operations Trustees Worship & Prayer Church Planting & Innovation Equipping & Sending Marriage & Family	
Old Business Long Range Planning	Meikle/Stepp
New Business Grand Hall Media Upgrade Staff Christmas Bonuses FPC Disaster Relief	Wolfe/Stepp Wolfe/Stepp Wolfe/Barnes
Pastor's Report Personnel Report	Birchfield
Clerk's Report	Wolfe
Closing Prayers	

2021 Upcoming Session Meetings & Important Dates

Session Meeting – Tuesday, January 19, 2021
ECO National Conference (Virtual) – January 29 – 31, 2021
Session Meeting – Tuesday, February 16, 2021
Session Meeting – Tuesday, March 16, 2021
Session Meeting – Tuesday, April 20, 2021
Session Meeting – Tuesday, May 18, 2021

**MINUTES OF THE SESSION
THE FIRST PRESBYTERIAN CHURCH OF HOUSTON, TEXAS
November 17, 2020**

The November Stated Meeting of the Session began at 7:00pm by a zoom conference, due to the COVID-19 pandemic, with a quorum present. Dr. Jim Birchfield called the meeting to order and opened the meeting with scripture and prayer.

Attendance: See the attached Session Attendance Record for attendance to date this year.

Omnibus Motions:

The following omnibus motions, provided to Session in advance of the meeting, were passed unanimously:

- Moved that the submitted Session Meeting Minutes of October 20, 2020 be approved
- Moved that \$30,000 for Camp Cho-Yeh be approved
- Moved that \$15,000 for H.O.M.E. be approved

Rev. Jim Birchfield led an installation service for Elder Houghton Hutcheson into the Elder Class of 2023.

Financial Report: Matt Malinsky reviewed the Budgeted Financial Statement for October. The giving in October was below budget. The end of the year giving in November and December is important. Forgiveness of the PPP loan is being drafted to be filed this month.

COMMITTEE REPORTS:

Operations Committee: Tiffany Melchers reported that the new phone system has been installed. The HVAC software has been upgraded. Cost saving potential for using this upgrade will be savings on utilities.

Trustees: Tom Brents reported that the renovations for the FPC Communications new Offices and Printer area have been completed within the budget and on schedule. The renovations for the media and recording area can begin in February pending construction documents and permitting. The repairs on the windows outside the playground area on the north side have been completed. The Oakdale building demolition is completed and will have a new fence and sod. Both costs were within the budget. All proposed renovations for the Pinedale house are being reviewed and estimated with the goal of establishing a budget for approval.

Equipping and Sending: Martha Lawler reported that the Christmas Eve offering will be for Restoring Justice. The Micah Project did not have any problems with the hurricane that came through but some of their families did. They need our prayers. There are plans to revise discipleship efforts and evangelism. Elders are asked to e mail Martha with updates on how their small groups are doing with discipleship. The 19th annual Advent Market will be held for one day this year, on Saturday, December 5, 2020 from 10-4pm, outside on the Mini-Gym covered patio and adjacent sidewalk area. Reservations are required.

Worship, Music and Prayer Ministry: Callie Paterson reported that a national search has been initiated for a Worship Director who would be responsible for the Traditional and Contemporary services and serve as the pastor/staff liaison to the WMP. Nine new Covenant members joined the church Sunday. The prayer team has met three times and are composing recommendations.

Church Planting and Innovation: Paula Paine reported that We hosted our [Work and Worship Book launch](#) for Rev. Dr. Matt Kaemingk's [new book, Work and Worship](#), (11/6) at the MFAH with 60 people, in-person, attendance from all over the city. The Main Street Fellows continue to meet every Monday night in-person at the church. Our Project Flourish disbursements from March continue to be released according to our timeline.

Marriage and Family Ministry: Mark Potter reported that the youth ski trip has been canceled and they are now discussing alternate ways to replicate the spiritual growth impact of the "programming" during the trips on a more local level and create intentional connections with youth on a regular basis. Advent night will be a 30 minute in person and online service in the sanctuary. Ways are being reviewed as to how we might restart next year with more in person activities.

Old Business:

Worship Services: Jim Birchfield reported the Christmas Eve services will be at 3:00 and 5:00 pm in the Grand Hall and at 7:00 and 9:00 pm in the sanctuary. The janitorial crew is confident they can adequately clean the spaces in between services. Overflow options in the Palm Court and Fellowship Hall will be available. Sunday, January 3, 2021 will be the two regular Sunday services.

Long Range Planning: Andrew Stepp thanked the elders for meeting and their feedback. There will be new ideas brought to the December Session meeting.

Here to Serve: The team has met twice. A revised schedule for projects will be brought to the December Session Meeting.

PASTOR'S REPORT: Jim Birchfield reported the John-Alan Gourdine and two members of the sanctuary singers have resigned.

CLERK'S REPORT: The following resolution from the Advisory Council was made and approved: RESOLVED, that Session charter a Task Force composed of Jim Birchfield, Martha Barnes and Melaney Derden to assess and make recommendations concerning the Young Adult Ministry, reporting to Session not later than February 16, 2021.

The meeting was adjourned at 8:35 pm with prayer by Matt Lee.

Rev. Jim Birchfield, Moderator

Chris Wolfe, Clerk of Session

Consent Motions

The Operations Committee moves that the following grants approved by the Permanent Funds Committee be approved by Session:

Grant Applicant	NEED	Amount approved	Evaluator
Free Indeed Ministries	Purchase of a building to create a home in the community for their outreach.	\$25,000	Hampton

The Advisory Council moves that the Session approve a \$28,000 addition to the 2020-2021 personnel budget to provide a Christmas bonus to the church staff.

Background: During a tumultuous and unpredictable year the staff has worked with creativity and enthusiasm to adapt to the challenges and opportunities at hand, keeping us connected and moving forward toward our vision. Despite the financial uncertainty around us, God has continued to provide through the generosity of our congregation. Giving has stayed ahead of our operating budget and the staff has managed our spending wisely. A Christmas bonus would be a welcomed encouragement and a sign of our gratitude for their efforts during this demanding season when raises are unlikely.

Source: The General Fund, which has \$3M as of the close of November

2. The Advisory Council moves that the Session approve \$48,000 to add a filming and streaming system to the Grand Hall as a part of the Here to Serve media improvements.

Background: In the plans for the Here to Serve campaign we included specific projects related to our media infrastructure in the Grand Hall, including adding a filming and streaming system. Over the last six months we have been pre-recording the contemporary service 10 days in advance because we do not have the capability of streaming services in the Grand Hall. This creates scheduling complications for our worship, media, and preaching teams as well as significant contractor expenses in order to produce a midweek service (more than \$2500/recording). This project would add the necessary equipment to Grand Hall as well as convert the "tape/CD ministry" office in Palm Court into a mixing room providing the infrastructure for us to eventually add streaming capabilities to the Living Room, Palm Court, and Fellowship Hall. Attached to this email is additional background and a budget for the project.

Reports

Evangelism Session Report

November 28th, 2020

1. Updates:

- a. Zoom Alpha began with 26 participants, **7 non-Christians, 5 Christians-but-searching**. We are very excited for this Alpha class, there is a lot of openness. We have some non-FPC young adults attending this, which can bring more people into FPC YA community. (pic below)
- b. We continue the Movie group, Taco Socials and the Book group this month. **4 of the non-Christians at Alpha came from the Movie and Ted Talk groups.**
- c. We did a Politics & Peace discussion group at West Alabama Ice House with non-Christians. It made 2 people curious about Alpha and wanting to try it out. It gave an opportunity to share the entirety of the Gospel to one of the non-Christians who came there. (pic below)
- d. We are revamping the Evangelism Volunteer lead team based on some lessons learnt from the last iteration, the hope is for the new version to have greater alignment with the different volunteer teams that are under the evangelism umbrella.

2. Prayer Requests:

- a. For new faith journey to be started from this Alpha, we are praying for 10 new journeys of faith – of people wanting to continue to engage with the community and exploration of their faith.

3. Highlights for Session:

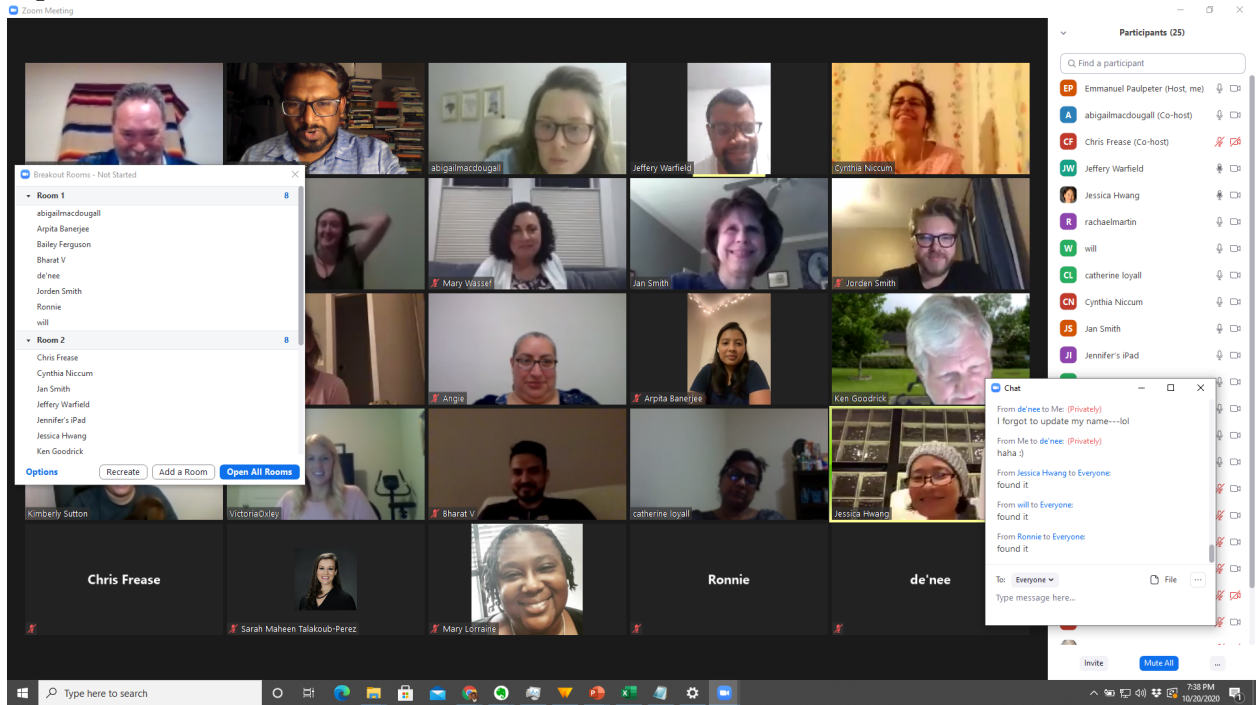
a. Alpha:

- a. Zoom Alpha began with 26 participants, **7 non-Christians, 5 Christians-but-searching**. We are very excited for this Alpha class, there is a lot of openness. 4 of the non-Christians & 2 of the Christians-but-searching people at Alpha came from the Movie and Ted Talk groups.
- b. Of the new non-FPC people at this Alpha **8 are in the Young Adult Age range, who can engage with our Young Adult Group going forward**, if they feel led to continue their seeking journey with the FPC community.

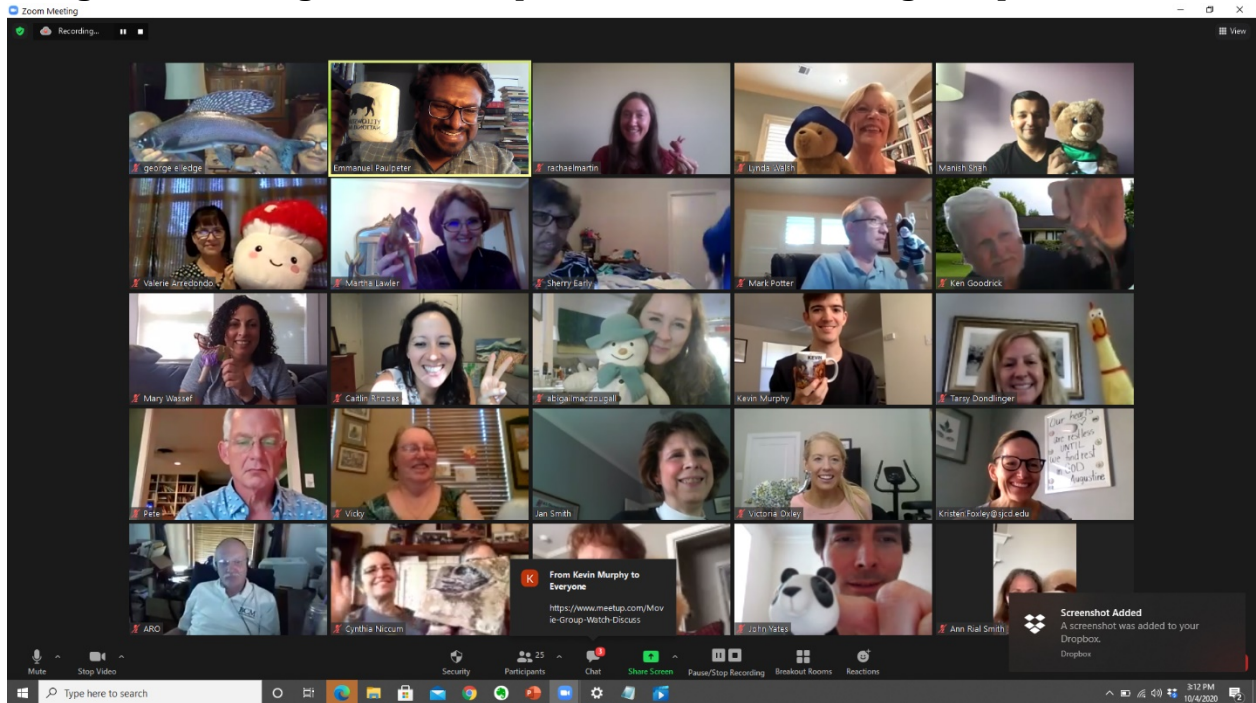
b. Evangelism Coaching Culture:

- a. We want evangelism to be a community effort. To this end we started a monthly Gospel Conversation learning group (in collaboration with Discipleship ministries) in October. This is a space where we coach the interested volunteers with practical skills to engage with their non-Christian neighbors in ways that are winsome, building trust and creating openness to the Gospel. (Pic below)

Alpha:



Evangelism Coaching Culture – Gospel Conversations Learning Group:



THE LONG-TERM STRATEGIC PLANNING BOARD OF TRUSTEES THE FIRST PRESBYTERIAN CHURCH OF HOUSTON, TEXAS

2020 Year in Review – FPC Trustees Accomplishments

Members: Tom Brents, Chris Winters, Steve King, John Crane, Brock Hudson, Sean Keenan, Randy Schorre, Russ Schulze, Debbie Thompson. **Staff and Ex-Officio:** Andrew Stepp, Hunter Johnson, Martha Barnes, Jim Birchfield, and Kay DuPont - Secretary

Contracts & Agreements

FPC School- Updated lease agreement and space utilization document.

Museum of Fine Arts Houston- Land use, easements, parking, and project agreements were all defined..

Dale Avenue Lease and Property Management- New FPC Dale Ave. Board appointed and lease management contract.

Capital Project FPC / Bellows Construction- An Owner Contractor agreement template was completed for all future capital projects going forward.

Properties

The FPC Campus – Completed legal surveys for all FPC campus properties.

Dale Ave Properties – Tax protest was completed and property taxes reduced. All Buildings are at full occupancy.

Manville Property – Agriculture exemption request was completed and property taxes reduced. Agreement proposed with majority property owner to market the property for sale.

Bonner Properties– One property in Arkansas recently sold and four properties in Louisiana. FPC Trustees will take the lead in selling these remaining properties.

FPC Facilities- Plaster and paint repairs to the Sanctuary were completed last summer. Also repairs were made to the North Playground windows were completed this fall. The Oakdale building was demolished to make way for future use. The IT infrastructure has been installed.

Long Range Facilities Planning

The FPC Campus – Both the FPC and Main Street facilities were evaluated as to the condition of the building systems and deferred maintenance for the next ten years. Estimated replacement values by each year were designated.

Here to Serve Projects – Design and construction budgets were estimated for all proposed capital projects. Communications offices were completed in the fall and the Media Room renovation design is underway. The basement level renovation is being permitted. Pinedale renovation budget has been established

FPC Worship, Music and Prayer Ministry Committee Report for December 15, 2020 Session Meeting

A Worship, Music and Prayer Ministry Committee (WMP) meeting was held on Thursday, December 10, 2020 at 2:00 by Zoom. In attendance were committee members Cheryl Christie, Houghton Hutcheson, Callie Paterson, Lija Shah, Jan Smith, Andrew Stepp, and Kent Woodard. After Lija opened in prayer, members shared how and when they first were introduced to prayer. The remainder of the meeting was devoted to discussion of the Prayer Team report, which is attached. Several members suggested additions to the report, which have been incorporated. Questions about the details relating to specific ideas were raised; however, the decision of the committee was to include the report in the Session packet for the December 15, 2020 meeting and request discussion of the report at the January 19, 2021 meeting.

The WMP voted to approve the following two recommendations from the report:

1. Launch a saturation approach over a prolonged period of time (perhaps a year) that highlights prayer in worship services, Sunday school classes, small groups, and on the website.
2. The approach will include the four elements of Education, Resources, Testimonies, and Modeling with Opportunity.

Callie closed in prayer.

Respectfully submitted,
Callie Paterson
2020-2021 Chair of Worship, Music and Prayer Ministry Committee

**Prayer Plan Proposal for FPC
Approved Recommendations
The Worship, Prayer, and Music Committee
December 10, 2020**

PROPOSERS: The Prayer Team of the Worship, Music, and Prayer Ministry Committee, comprised of Cindy Cook, Martha Erwin, Karen Giesen, Michael Harada, Jane Costello Painter, and Callie Paterson in collaboration with Pastor Jim Birchfield submit this proposal to highlight prayer at FPC.

OBSERVATIONS:

1. The church benefits from a number of covenant partners who are committed to prayer; however, these “prayer warriors” typically operate as independent silos of prayer with little co-ordination among the silos and very low visibility within the church.
2. The “prayer warriors” who were interviewed communicated a yearning to see the church engage at a deeper level in corporate worship.
3. The FYE 2020 and 2021 budgets allocated zero dollars to the Prayer Ministry of the Worship, Music, and Prayer Ministry Committee.

RECOMMENDATIONS:

3. Launch a saturation approach over a prolonged period of time (perhaps a year) that highlights prayer in worship services, Sunday school classes, small groups, and on the website.
4. The approach will include the four elements of Education, Resources, Testimonies, and Modeling with Opportunity.

SPECIFIC IDEAS:

1. *Worship services:* Highlight the power of prayer through the stories of covenant partners. Offer an opportunity for congregants to request and receive prayer after the worship services.
2. *Monthly all church gatherings:* Schedule monthly church-wide prayer times that include teaching, testimonies, and an opportunity to pray in small groups
3. *Weekly prayer emphasis:* During the Sunday school hour, a class on prayer would include a testimony of the transforming power of God realized through prayer, a teaching time, time in a small group to discuss the teaching, and prayer with a small group. Small groups could also dedicate an extended time to prayer. For the teaching element, the class could use the video series *The Prayer Course* (www.prayercourse.org) along with the book *How to Pray: A Simple Guide for Normal People* both by Pete Greig.
4. *Communication:* The redesigned website and FPC app could highlight prayer and include a prayer wall, a way to submit prayer requests, and a list of opportunities to engage in prayer (e.g. Monday night Prayer time, which is not listed at this time on the website). Prayer resources and recorded testimonies would be available on the website.
5. *Create Dedicated Prayer Circles (DPC):* DPC would be created to support pastors, directors, and session committees in prayer. The purpose of the DPC would be to pray for and encourage the pastor/director.

BACKGROUND: The entire Prayer Team has met four times for two hours each (on October 2 and 28 and November 11 and 19). Pastor Jim Birchfield participated in the November 19 meeting and another smaller meeting on November 2. The observations and recommendations presented in this

proposal are based on discussions at those meetings, interviews conducted by Calle with those inside and outside the church who are committed to a ministry of prayer (Summary of Interviews previously provided and available upon request), interviews with covenant partners who are currently involved in the prayer ministry (Current Activities previously provided and available upon request), and interviews by team members of individuals involved in ministries with strong prayer emphases outside our church. The Prayer Team is committed to encouraging proposals that can be executed essentially by the laity, with minimal effort from the pastors and staff. The team feels strongly that prayer needs to be a priority and that now is the optimal time to promote prayer as the church resets in response to the pandemic and congregants realize to a greater degree their lack of control over life. The group acknowledges that prayer at FPC sometimes gets slighted because the church is populated by Type A personalities who are more focused on doing.

During the first Prayer Team meeting, Michael Harada introduced the idea that a dynamic prayer ministry can be viewed as a stool that requires four legs: Education, Resources, Testimonies, and Modeling with Opportunity. The goals of the four legs are as follows:

1. Education- To motivate prayer by providing teaching on 1) Why to pray and 2) How to pray. The first goal would be to encourage congregants to view prayer as energizing and powerful as opposed to boring and non-productive. The second goal is to share specific “how to” teaching that will enrich the prayer experience.
2. Resources- To provide books, videos, and conferences to reinforce and activate the teaching.
3. Testimonies- To magnify the power of the Lord through stories; therefore, encouraging covenant partners to seek the Lord in prayer. Communicating that we are all broken and sinful with our only hope in the redeeming grace and love of Our Heavenly Father can be effectively accomplished through testimonies that highlight the faithfulness and power of the Lord. Hearing the stories of how the Lord has worked in a believer’s life motivates others to trust God, pray, and humble themselves before the Lord. Seeing how others have weathered difficulties and experienced God’s faithfulness encourages those who are struggling to be honest and seek help from God (prayer) and others (community).
4. Modeling with Opportunity- To provide exposure to and personal experience in corporate prayer. A number of people have commented that they feel uncomfortable praying out loud. Believing that the best way to learn to pray is to pray, this document presents opportunities for congregants to practice praying out loud.

DETAILS REGARDING THE SPECIFIC IDEAS THAT COULD HELP BUILD THE FOUR LEGS OF THE PRAYER MINISTRY:

Worship services: The Prayer Team will be seeking covenant partners who are willing to share their stories in the worship services and submit those names to Jim. In the contemporary service, congregants have the opportunity to request and receive prayer after or during the worship service. That opportunity could be made available in the traditional service as well.

Monthly all church gatherings: Monthly meetings have been held in the past with a core of about 30-50 people attending. Hopefully momentum for these meetings will be fueled by the enthusiasm developed in the Sunday school class (see below). Variety, such as a thanksgiving service in November, a prayer walk, time of repentance, and joint events with Windsor or other churches, could also increase interest in these gatherings.

Asking a number of different people to help lead congregational prayer would communicate that all covenant partners are called to prayer. This gathering could include a testimony as well as an opportunity to break into a smaller group and pray together. Logistically, meeting only ten times a year might make more sense.

Weekly prayer gathering during the Sunday school hour: A new Sunday school class focused on prayer could begin in January (or possibly the first Sunday of Lent, February 20) by Zoom. All existing Sunday school classes would be invited to join. The team felt it is important for the members of the

established Sunday school classes to stay together, e.g. be able to pray with each other when they break into groups.

Testimonies: Assuming an hour-long dedicated Sunday school time, the class would begin with a ten minute testimony of God's faithfulness, which often is correlated with our choice to seek the Lord in prayer. (The Prayer Team will recruit volunteers to give testimonies.)

Education: The next 20 minutes could be devoted to teaching. The first topic would be *Why We Should Pray* and would provide motivation to pray. The next topic would be *How to Pray*. Videos could be used to provide this teaching. (Prayer Team members have offered to teach/facilitate.)

Resources: In addition to the eight week course using the video series *The Prayer Course* (www.prayercourse.org), other video tools could be added that would increase the duration of the course. Pastor Emmanuel Paulpeter and the Women's Ministry have both offered this course, with enthusiastic responses.

Other resources available include the following:

Fresh Wind, Fresh Fire by Jim Cymbala (This book motivates believers to pray.)

With Christ in the School of Prayer by Andrew Murray

Praying the Attributes of God by Rosemary Jensen

31 Days of Praise by Ruth Myers

Guerillas of Grace: Prayers for the Battle by Ted Loder

The Ruthless Elimination of Hurry by John Mark Comer

Developing a Powerful Praying Church by Dr. Richard Blackaby and Rev. Rick Foster

Prayer: Does It Make Any Difference? by Philip Yancey

Legacy of Prayer by Jennifer Kennedy Dean

Modeling with Opportunity: For the remainder of the time, the class would divide by gender into groups of five or six that are led by prayer leaders. At the beginning of the small group time, members would discuss the video (discussion questions could be provided), share answers to prayers, and request prayers for **themselves**. (Restricting prayer requests to personal requests will promote community within the group and emphasize that we all are dependent on God.)

The last fifteen minutes of the class would be devoted to group prayer. The prayer leaders will initiate praying, beginning with adoration and including thanksgiving, confession and finally supplication. Each group would have two prayer leaders. One of the leaders would be recruited by the Prayer Team. That recruit could then recruit a partner or ask the Prayer Team to assign a partner.

(Volunteers have agreed to recruit prayer leaders.)

Create Dedicated Prayer Circles (DPC): The DPC could be organized as follows:

Option 1: Retiring elders (or other shepherding elders) assume responsibility for creating a team to pray for one pastor and three elders (one from each class) for one year.

Option 2: Any pastor, director, or session committee would request a DPC. Each DPC would have a leader who would recruit a team and co-ordinate with the pastor/director how to organize the circle: Communication (in person meetings, Zoom, email, text group), Frequency (monthly, bi-weekly, weekly), and Duration (quarter, six months, year).

All new covenant partners will be encouraged to join a group so they get to know a staff member and other church members and benefit from the opportunity to pray and see it modeled. The church purchased an application that currently is used by Connections, but could also facilitate communication between prayer circles. If sufficient interest is generated by the DPC, individual covenant partners who are struggling could be given the opportunity to request a prayer circle.

Other Four Leg Ideas:

Education:

1. Offer a prayer retreat for education and encouragement.
2. Expand Explore First to include a pathway after joining, e.g. a course on prayer. (Or dedicate a whole class during the Explore First to prayer) Prioritize encouraging new members to get involved in prayer.

Resources:

1. Ask pastors and elders to write a daily encouragement on the topic of prayer once a week. The prayers from the Sunday worship service could be written out and published either as the entire devotional or as the basis of a devotional about prayer.
2. Provide prayer resources to visitors, new covenant partners, etc. (See list above).
3. Use a book on prayer as the basis of discussion during Session meetings. Possibility- *Fresh Wind, Fresh Fire* or *Developing a Powerful Praying Church* or other books from the list above.

Testimonies:

1. Encourage small groups to include a time to share how the Lord has worked in individual lives.

Modeling with Opportunity:

1. Encourage all leaders to commit time to prayer so that it is modeled for rest of church, e.g. in session meetings, committee meetings, Sunday school classes, small groups, etc.
2. Prioritize seeking the Lord's direction through prayer during church meetings.
3. Communicate clearly how one could receive prayer AND get involved in the prayer ministry.

Respectfully submitted,

Pastor Jim Birchfield

Cindy Cook

Martha Erwin

Karen Giesen

Michael Harada

Jane Costello Painter

Callie Paterson, 2020-2021 Chair of Worship, Music, and Prayer Committee

ADVISORY COUNCIL MINUTES

Tuesday, December 8, 2020

[Via Zoom]

3:00 p.m.

Advisory Council meeting by ZOOM

Attendees: Barnes, Birchfield, Brents, Meikle, Rustay, Stepp, Wolfe Absent: Malinsky

Opening Prayer and Devotional Item-Wolfe

Wolfe gave devotional and prayer based upon Luke and the birth of Jesus, specifically how Joseph was faithful and took a risk in his culture to listen to God and take Mary as his wife even though she was with child-our Lord Jesus.

Discussion Topics

A. Finance Report-Stepp

General summary-giving income was up in Nov (\$636K) compared to Oct (\$393K). Expenses were \$680K in Nov, higher than the projected \$535K. Johnson and Malinsky did a great job again getting the finance packet out earlier to the committees. Paperwork for the PPP refund was filed in November. The December giving will be closely watched as the gap between HTS giving and projected giving continues to widen to \$2.67MM.

B. In-Person Services/Media Update-Birchfield

- 1. Services- Birchfield** General summary-attendance has been tracking fairly steady. We now have two taped online services and two in person. Online and in-person attendance is about 1500 people. The incredible annual Messiah offering was presented by streaming and had about 350 in attendance. Thanks to the musicians and media team that made it happen. COVID numbers are rising. As of the meeting, we are within protocol, but are prepared for scaling back if necessary.
- 2. Media upgrades-Stepp** The Sanctuary upgrades are essentially finished. The Grand Hall is next for upgrades. It takes 10 days ahead to tape the Contemporary and streamed services. Massive effort by pastors, musicians and media teams which is expensive and exhausting. Stepp presented a plan for three cameras and a new control room for Grand Hall so live streaming can begin from GH. The old tape room will be the control hub furthering the ability to eventually stream from Fellowship Hall and the Living Room. Motion at the end of the minutes requesting \$47,800 for the upgrade. If approved by Session, then should be finished by mid-late June. The savings in costs should be "paid back" in approximately a year. The amount is in addition to previously approved amounts. There will be additional staff needed for Sundays but using our current newly trained staff as need one team for each service. Expenses will be less than current.

C. Young Adults Task Force-Birchfield, Barnes

Birchfield, Barnes and Derden have met once with another meeting scheduled for December 10. The Task force has a good sense of the situation and will be prepared to make a recommendation to the Session in January. Noted: Long Range Planning task force needs to include the Young Adult component.

D. Forward Planning Update-Stepp, Meikle

The high-level summary of work handout gives an overview of what will be discussed at the Session meeting.

The Planned Foundation for the Future

1. Our Response
2. How shall we achieve this? (What is our operating model?)
3. Organizational Alignment – Tools and Ministries
4. Strategic “Shifts”
5. Outcomes & Measures
6. Implementation Snapshot
7. Here to Serve 2.0 priorities

E. Trustees Update -Brents

Brentz reported on the status of the additional properties that were gifted to the church by members’ estates. The Dale Avenue properties are consolidated and making income. The Bonner estate properties are shared with the San Marcos Presbyterian Church. Attempts are in progress to clean up titles and get them sold. One in Arkansas has a sales offer. Louisiana properties are being marketed. The Ewing estate has a property in Manville which is for sale. Hope to finish up by Q1 and use funds towards HTS 2.0. The Pinedale property is getting pricing to finish up projects early in 2021.

Pastor’s Report

Birchfield/Stepp

A. Christmas Bonus-Stepp Outlined plan for Christmas bonus for full time and part time staff. Motion at end of minutes coming from the AC to do so.

B. Pastor update-Birchfield Outlined sermon series for early 2021 until Lent will be on Biblical justice- multi-definitions and multi-faceted.

Clerk’s Report

Wolfe/Barnes

A. New Elder Training-Barnes Outlined tentative plan for New Elder Training for the Class of 2024 beginning in late-January. Speakers and dates will be confirmed and the plan will be presented at the January Session meeting.

B. Disaster Giving-Barnes Several church members suggested that remaining Harvey Relief funds be distributed to nearby damaged Presbyterian churches that were hit by recent hurricanes. The Temporary Restricted Fund has \$18,935. Barnes and Brentz suggested that a church in Lake Charles, LA, a church in Sulphur, LA and one church in Port Aransas, TX receive \$6000 each. The remaining funds are to go to a renamed Disaster Relief Fund which will be moved to the Missions director’s control. Suggestion was that the congregation be invited to give to the new fund in preparation for the next round of natural disasters in the area. Motion listed below.

Closing Prayer

Rustay

Motions from Advisory Council to Session:

1. ***The Advisory Council moves that the Session approve a \$28,000 addition to the 2020-2021 personnel budget to provide a Christmas bonus to the church staff.***

Background: During a tumultuous and unpredictable year the staff has worked with creativity and enthusiasm to adapt to the challenges and opportunities at hand, keeping us connected and moving forward toward our vision. Despite the financial uncertainty around us, God has continued to provide through the generosity of our congregation. Giving has stayed ahead of our operating budget and the staff has managed our spending wisely. A Christmas bonus would be a welcomed encouragement and a sign of our gratitude for their efforts during this demanding season when raises are unlikely.

Source: The General Fund, which has \$3M as of the close of November

2. ***The Advisory Council moves that the Session approve \$48,000 to add a filming and streaming system to the Grand Hall as a part of the Here to Serve media improvements.***

Background: In the plans for the Here to Serve campaign we included specific projects related to our media infrastructure in the Grand Hall, including adding a filming and streaming system. Over the last six months we have been pre-recording the contemporary service 10 days in advance because we do not have the capability of streaming services in the Grand Hall. This creates scheduling complications for our worship, media, and preaching teams as well as significant contractor expenses in order to produce a midweek service (more than \$2500/recording). This project would add the necessary equipment to Grand Hall as well as convert the "tape/CD ministry" office in Palm Court into a mixing room providing the infrastructure for us to eventually add streaming capabilities to the Living Room, Palm Court, and Fellowship Hall. Attached to this email is additional background and a budget for the project.

Source: The Capital Fund, which has \$2M as of the close of November

- 3a. ***The Advisory Council moves that the Session approve \$18,000 remaining in the Temporary Restricted Hurricane Harvey Relief Fund be disbursed and given in equal shares to the following Presbyterian Churches: St. Andrew Presbyterian Church, Lake Charles, LA, Westminster Presbyterian Church, Sulphur, LA and Community Presbyterian Church, Port Aransas, TX as a part of natural disaster relief.***

- 3b. ***The Advisory Council moves that the remainder of the funds in the Temporary Restricted Hurricane Harvey Relief Fund be renamed the Disaster Relief Fund which will be moved to the control of the Missions Director.***

- 3c. ***The Advisory Council moves that a challenge be issued to the Congregation in early 2021 to rebuild the Disaster Relief fund to match or beat the \$18,000 released in Motion 3a.***

Background: The Harvey storm/flooding event and the hurricanes of the past few seasons have severely damaged many Presbyterian churches along the Gulf Coast. Church members struggle to help families or fix church structures while insurance money is slow in coming. As churches donated to FPC after Harvey, we feel the need to pass along the remainder of the Harvey funds to help nearby churches and seed a new fund for future natural disasters.

Source: The Temporary Restricted Hurricane Harvey Relief Fund-\$18,935. \$6000 to each church. Remainder to the new Disaster Relief Fund to be controlled by the Missions Director.

2020/2021 Upcoming Session Meetings & Important Dates

Session meeting – Tuesday, December 15, 2020
AC meeting – Tuesday, January 12, 2021
Session meeting – Tuesday, January 19, 2021
AC meeting – Tuesday, February 9, 2021
Session meeting – Tuesday, February 16, 2021

AC meeting – Tuesday, March 9, 2021
Session meeting – Tuesday, March 16, 2021
AC Meeting – Tuesday, April 13, 2021
Session meeting – Tuesday, April 20, 2021
AC Meeting – Tuesday, May 11, 2021
Session Meeting – May 18, 2021

AC	Devotion	Closing Prayer
January	Birchfield	Rustay
February	Stepp	Barnes
March	Brent	Meikle
April	Malinsky	Wolfe
May	Rustay	Birchfield

Respectfully submitted,
Martha Barnes, Clerk 2023