

SPECIAL SESSION MEETING MINUTES TRINITY PRESBYTERIAN CHURCH

**December 18, 2023
7:00 p.m.**

CALL TO ORDER & DECLARATION OF QUORUM

Rebekah LeMon

The Special Session meeting for Trinity Presbyterian Church on **December 18, 2023**, was called to order virtually (via Zoom) at 7:03 pm by the moderator, Rebekah LeMon. The clerk, Bonnie Holliday, confirmed the presence of a quorum.

MINISTRY DISCERNMENT PROFILE FOR APNC

Rebekah LeMon

Rebekah opened the meeting by thanking everyone for their time during the busy Christmas season. She reported that our Associate Pastor Nominating Committee has been working diligently to obtain feedback from the congregation and take stock of our current status and needs for family ministries. The APNC has been meeting weekly and working very quickly. As part of the APNC's process for identifying candidates, it is charged with creating a job posting for the Associate Pastor for Family Ministries position, called a Ministry Discernment Profile ("MDP"). This includes a very rigid prescribed form which ultimately becomes an official representation of the church. This job posting must be completed and approved by the session in order to allow Trinity to begin accepting candidates. Before voting on the MDP, Rebekah invited the APNC members to discuss their process and field questions from the session as to the language and requirements of the proposed MDP.

Marc Stancil led the discussion of the APNC's work so far. He identified all the members of the committee, including Libby Gray Hall, Trey Reese, Kenny Kraft, Shannon Sale, Olivia Wall, and Richard Powers. They first met on October 16th and have met every Monday since that date.

Kenny Kraft gave additional background on the data gathering performed by the APNC to create the MDP. He highlighted that the APNC was focused on the big picture of who and what Trinity's ideal candidate would look like. Feedback was obtained from the congregation through a survey link. Additionally, the APNC held in-person focus group meetings with the Children and Family Ministries Committee, the Youth and Family Ministries Committee, and the parents of children in choir ministries. Additionally, Libby Gray Hall and Rebekah LeMon met directly with the youth and met with the Family Ministries staff of Jean Lapitan, Elizabeth Davis and Emily Beaver.

Trey Reese then walked through the MDP with the session, discussing the various aspects of the description and the requirements expressed. He noted that everyone on the APNC contributed to the document, and that it is a nod to the vision and aspirational goals for the position, as well as the specific requirements that we need and have in mind for the role, both now and into the future. Ultimately, APNC wanted to craft a description that would allow us to challenge ourselves to do more than what has been done in the past.

Rebekah then invited the session to offer feedback and comments as to the MDP as crafted.

Jay Harris inquired as to the process for how the APNC came to the numbers and figures associated with percentages assigned to each particular skill. Mark Stancil responded by indicating that it was determined based on the traits and skills that the APNC felt were most important, but he explained that the percentages are more of a gradation of the value of each skill, and are mainly used to try to match our candidates through the computer program using the applicants' self-measurement and self-identification of their own skills.

Rebekah Groover noted her surprise regarding the level of experience requested which indicates that we are looking for someone with only "up to 2 years of experience." Mark Stancil explained that this is the *minimum* experience, rather than the *maximum*. Ultimately, we don't want to eliminate the possibility that the right person for the job is someone right out of seminary, but we also want to keep open the potential for a more experienced candidate.

Rebekah Groover also inquired as to who would be directly reporting to this person. Mark replied that the director of children's ministry, Elizabeth Davis, and Jean Lapitan, would report to the APFM. The director of the preschool would not report to APFM; that position reports directly to Rebekah LeMon.

Trey Reese moved for adoption of the MDP for the APFM. Kenny Kraft seconded the motion. Mary Kelly also seconded. The motion was unanimously approved and the MDP as drafted was adopted by the session.

Rebekah ended the meeting with gratitude for all of the APNC's work on this. She indicated that the MDP posting would "go live" in the next 48 hours. She reminded the session that from here forward, the APNC will work in quiet confidence. She asked the session to respect the secrecy of the process and be hopeful and prayerful.

PRAYER AND DEPARTING BLESSINGS

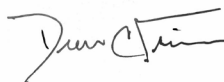
Rebekah LeMon

Rebekah offered a blessing to all, and prayers for the APNC for their coming work. Mary Kelly moved to close the session meeting and Allen Moseley seconded the motion, which was unanimously approved. The meeting adjourned at 7:30 pm.

Respectfully submitted,



Bonnie Holliday
Clerk



Drew Timmons
Assistant Clerk

Trinity Presbyterian Church Session Virtual Attendance (In Bold), December 18, 2023:

Name	Name	Name
Roxanna Erwin	Reid Willingham	Karen Bain
Ginny Hobbs	Kenny Kraft	Jon Balch
Bonnie Holiday –Clerk	Kristin Hunter	Dean Cleaveland
Richard O’Donnell	Tom Owens	Rebekah Groover
Trey Reese	Martha Craft	Jay Harris
Lane Rhoden	Drew Timmons -Asst. Clerk	Paige Keller
Allen Spetnagel	Meredith Daniel	Nick Leet
Cindy Stancil	Allen Moseley	Jon McRae
Adair White	Chris Suh	Mary Kelly Speed
Neal Williams	Lindsey Greene	Catherine Warren
		Catherine Quillian (youth)
		Helen Slawson (youth)
Staff Attendees:	Other Attendees:	Guests
Rebekah LeMon-Moderator	Mark Stancil	
Heather Edmiston	Libby Gray Hall	
Lucy Strong	Shannon Sale	
Elizabeth Davis		