

MINUTES
SPECIAL CALLED SESSION MEETING
First Presbyterian Church, Kerrville, Texas
August 19, 2026

Present in person: Elders Rick Assunto, Gary Crozier, Jeff Cunningham, Frank Dunlap, Max Lane, Clay Mitchell, Cheryl Sieker, Jeannette Vaughan, Mike Wilson

Pastor: Rev. Jasiel Hernandez Garcia

Assistant Clerk: Mary Ellen Summerlin

Present electronically: Rev. Susan Shaw-Meadow, Elders John Mallory, Tammy Toll

Excused: Melanie Houdeshell, Pam Jucknies, Amy Lightfoot, Josh McAlexander

Guest in person: Sue Endsley, chair of the staffing taskforce

Guest electronically: Trace Haythorn, consultant

The meeting was called to order by the moderator, Pastor Jasiel, at 6:05 p.m. He introduced Trace Haythorn, representing Haythorn Coaching and Consulting, LLC who presented the conclusions of his research into the ministries and staffing needs of our congregation as authorized by the Session April 28, 2026.

Trace's written report had been distributed to the Staffing Task Force (Personnel Committee) last month and to the Session before this meeting. He used a slide presentation to review his conclusions and recommendations.

Pastor Susan left the meeting after the presentation.

Trace took questions from the Session and further clarified some of his conclusions. Discussion centered around the associate pastor position, Children's Corner Preschool, and the music ministry. Trace emphasized the possible pitfalls of major staffing changes on top of the stressors the congregation has endured with two floods and the pending sale of major buildings. It is easy to unintentionally set up a "loyalty crisis" where some members feel more loyal to a valued employee than to the overall goal of sustainable ministry. Communication must be thorough and carefully planned. Plans should be shared with staff before the congregation. He also suggested that the rationale for change needs to focus on ministry goals for the church; not just money.

Trace praised two current employees especially as assets whose roles might be expanded. He suggested that the worship bulletin might list all the employees, their schedules, and how to reach them directly as a way to help the congregation understand our current staffing. Also in discussing and implementing changes it will best to refer to the role rather than the person in it. Better communication among staff and delineated tasks is an approach to less stress and more efficiency without added costs.

In response to a request for advice about sharing the report more widely in the near term, Trace offered to produce a less specific report that includes the main conclusions about ways we can achieve a sustainable overall ministry with a balanced budget.

Sue Endsley, speaking for the Personnel Committee which is acting as the Staffing Task Force drew attention to the list of action items in the report. She explained the “go slowly” recommendation of the task force and emphasized the need to take plenty of time to plan and communicate changes.

Consensus emerged that priorities include refining our job description for a generalist associate pastor rather than a dedicated youth pastor so that the APNC can be activated, addressing the cost of our daycare ministry, and finding the best possible solution for our music ministry.

After the end of the zoom meeting, the Session agreed that the next two regular meetings should focus on discussion about the adoption and implementation of some or all of the report’s recommendations leading up to agreement on a “strategic plan” in October so that next year’s budget can begin to implement changes appropriately.

Pastor Jasiel adjourned the meeting at 7:30 p.m.

Respectfully submitted,

Mary Ellen Summerlin, Clerk of Session

Jasiel Hernandez Garcia, Senior Pastor