

MINUTES
SPECIAL CALLED SESSION MEETING
First Presbyterian Church, Kerrville, Texas
September 8, 2026

Present in the room: Elders Gary Crozier, Jeff Cunningham, Frank Dunlap, Pam Jucknies, Josh McAlexander, Clay Mitchell, John Ruth, Cheryl Sieker, Tammy Toll, Jeannette Vaughan, Mike Wilson, Clerk Mary Ellen Summerlin, and Moderator Jasiel Hernandez Garcia

Present via telephone: Elder John Mallory

Excused: Elders Melanie Houdeshell, Max Lane, and Amy Lightfoot and Pastor Susan Shaw-Meadow

Absent: Elder Rick Assunto

Pastor Jasiel opened the meeting at 5:31 with a quorum confirmed by the Clerk. Mary Ellen led the devotional, based on the first chapter of Haggai, and the opening prayer.

Jasiel called for the report of the Officer Nominating Committee on possible candidates for the Associate Pastor Nominating Committee. Discussion led to consensus that those willing to serve are all good candidates, nine is a good number of members and that a member of the finance committee, preferably male, should be included. All agreed that the members should be finalized by the regular September meeting (9/22) so that they can be nominated for election by the congregation and begin work on a job description by October.

Next Jasiel opened discussion of the personnel budget for 2027 and 2028 recommended by the Personnel Committee/Staffing Task Force. The committee believes that the plan which includes a full-time associate pastor for the last four months of 2027 and more significant changes in 2028 gives the staff and the congregation time to adjust to the adjustments that must be made to insure the long-term viability of the church's finances. It necessitates an increase for 2027 but a decrease in total personnel spending in 2028. Staff received raises in 2026 but none are included for 2027 or 2028 at this time. Mike Wilson suggested raising the Christmas bonuses this year. The Personnel Committee has already approved making the Operations Director position full time with 20% of the salary contributed by Children's Corner Preschool. This contribution is already approved by CCP for the balance of this year as a trial period. The proportion of the Director's time and salary may be adjusted in 2027 especially as the reconstruction of the CCP classrooms comes to a close next month. The plan was unanimously adopted by the Session with a budget ceiling of \$685,000. Josh left the meeting early at this point.

Tammy Toll distributed the minutes of a special meeting of the CCP Committee September 3. She expressed good hope for the future once the water damaged classrooms are completely repaired, but acknowledged that staff turnover and the departure of some families due to the crowding and stress of combining all the children in the Family Life Center has been a very serious challenge. Tuition fee increases, originally set for August, have been postponed until January. However, total donations from members and non-members for the repairs now total

\$52,000, especially thanks to the work of Synod Director of Disaster Response, Libby James, who shared our needs around the presbytery and resulted in two \$10,000 donations from University Pres and Westlake Hills in Austin. The donations, along with a commitment of \$5000 from CCP reserves may reduce the total amount from church reserves approved by the Session. New curriculum, newly refurbished classrooms in the Ryan Building, and a new staff handbook and training should improve staff and parent morale and will definitely allow CCP to accept new children from the waiting list. The CCP committee expects to have a budget that begins to accurately reimburse more of the cost of utility and insurance costs to the church by the beginning of 2027 although realistically it will take more than one year to achieve the current estimate of \$60,000 per year. John Mallory left the meeting early at this point.

The Session unanimously approved the appointment of Jeff Cunningham, Frank Dunlap, and John Mallory with such other members as they select to be the Music Ministry Task Force.

With next steps on the top three challenges of the Haythorn report addressed, and Jasiel due at Schreiner for a chapel service at 7:30, the meeting was adjourned with prayer by the moderator at 7:10.

Respectfully submitted,

Mary Ellen Summerlin, Clerk of Session

Jasiel Hernandez Garcia, Senior Pastor