

INDEPENDENT PRESBYTERIAN CHURCH
SESSION MINUTES
April 20, 2021

The Session convened for a regular meeting at IPC in the Assembly Room in Highland Hall at 5:30 p.m. on Tuesday, April 20, 2021. Social distancing and mask requirements were followed.

Dr. Steve Goyer, Moderator, introduced JD Tyler who recently joined IPC as its Director of Youth Faith Formation. JD opened the meeting with a prayer. He highlighted key events in his life over the past few years, including his graduation from Samford University, his decision to pursue a degree at Princeton Theological Seminary, and his marriage to Hollie Tyler. He said that his work and fellowship with IPC's youth over the past three weeks has confirmed that he made the right decision; he is excited about the opportunity to engage in this ministry.

Bev Krannich, Clerk, declared that a quorum was present.

Session Members Present: Susie Foote Abbott, Scott Adams, Wendell Allen, John Burton, Jr., Aly Butts, Lydia Cheney, Rev. Susan Clayton, Jim Cooley, Caroline Darby, Alan Deer, Anna Kate Donovan, Bryson Edmonds, John Feagin, Jr., Mike Graham Sr., Terry Hamilton, Robert Hill, Bill Horton, J Long IV, Matt Lyons, Judy Matthews, Amy McCain, Jeanne Monk, Gail Pless, Martha Reeves, Kara Scholl, Ivy Spencer, George Taylor III (President of the Congregation), Tommy Thomson, Emily Vanlandingham, Helen Walthall, Kennon Walthall, Kate Waters, Ellen Williams

Vice President of the Congregation: Beth Hillhouse

Moderator: Dr. Steve Goyer

Clerk: Bev Krannich

Staff: Catherine Goudreau, Lindsay Jones, Kathy Leaver, Bill McKelvey, Denise Moore, Stacy Pulliam, Rev. David Seamon, Rev. Jay Wilkins

Absent: Bibb Albright, Margaret Cobbs, John Higgins III, Janet Ort, Julie Rediker

Excused Absences: Bruce Alexander, Jim Brunstad, Jim Bussian, Bill Casey, Paul Simmons

Others Present: Judge Teresa Pulliam, Robert Posey, Betsy Holloway

APPROVAL OF MINUTES

The minutes of the Annual Congregational Meeting held on February 14, 2021, the minutes of the regular meeting of Session on March 16, 2021, the minutes of a special Congregational meeting on March 28, 2021, the minutes of a called meeting of Session on April 15, 2021, and the minutes of a called meeting of Session on April 16, 2021, were approved by Session without objection.

Ms. Krannich reported that there was a called meeting of Session on April 5, 2021 for which a quorum was not present. She said that the purpose of the meeting was to examine two new Session members (Anna Kate Donovan and Gail Pless) and a Youth Deacon (Hattie Donovan) prior to their installation and ordination. She said that the minutes for this meeting were included in the Session packet.

Upon motion duly made and seconded, the Session ratified the actions described in the minutes for the called meeting of Session on April 5, 2021, for which a quorum was not present, and approved the minutes.

REPORT OF THE CLERK

Ms. Krannich said that the Clerk's Report to Session dated April 1, 2021, was included in the materials distributed in advance of the meeting (the "Session packet"). Total **active membership was 1,786** as of

March 31, 2021. Attendance for Sunday worship, Sunday morning classes, Bible studies, and Grace groups was also included in the Session packet.

PRESBYTERY REPORT

Ms. Krannich that the **next meeting of Presbytery will be May 20, 2021**. The host churches will be AM/Calvary and Westminster Tuskegee. She encouraged Elders to volunteer to attend as Commissioner.

APPROVAL OF BAPTISMS

The following baptisms were approved by Session:

Michael Lawrence Shults, born on July 16, 2020, 8:45 a.m. service on April 25, 2021
Olivia Page Sibley, born on February 22, 2019, 11 a.m. service on April 25, 2021
Margaret Alexandra Sibley, born on May 20, 2020, 11 a.m. service on April 25, 2021
Spencer Dale Maddox, Jr., born on February 7, 2021, 11 a.m. service on May 16, 2021
Claire Hampton Hill, born on December 23, 2020, 11a.m. service on May 23, 2021
Willa Katherine Redmond, born on February 1, 2021, 11 a.m. service on June 20, 2021
Stella Penelope Richards, born on September 12, 2019, 11 a.m. service on June 20, 2021

CONGREGATIONAL MEETINGS

Judy Matthews, Chair of the Executive Ministry Team, reported that the **Session was requested (1) to approve and ratify the call of a congregational meeting on April 25, 2021**, to hear the report of the pastor nominating committee for the Associate Pastor/Director of Faith Formation and to approve the terms of call for David Seamon, and **(2) to approve the call of a congregational meeting on May 2, 2021**, to hear the report of the pastor nominating committee for the Pastor/Head of Staff and to approve the terms of call for the candidate. The following motions were approved unanimously by Session:

Motion: Resolved, that the Session hereby approves and ratifies the call of a special meeting of the congregation of Independent Presbyterian Church to be held in the sanctuary on Sunday, April 25, beginning at the commencement of the 11:00 a.m. service and continuing thereafter, for the purposes of hearing a report from the Pastor Nominating Committee for the position of Associate Pastor/Director of Faith Formation and approving the terms of call for Rev. David Seamon.

Motion: Resolved, that the Session hereby approves the call of a special meeting of the congregation of Independent Presbyterian Church to be held in the sanctuary on Sunday, May 2, 2021, beginning at the commencement of the 11:00 a.m. service and continuing thereafter, for the purposes of hearing a report from the Pastor Nominating Committee for the position of Pastor/Head of Staff and approving the terms of call for their proposed candidate.

PNC REPORT

Judge Theresa Pulliam, Chair of the Pastor Nominating Committee (PNC) for the Pastor/Head of Staff, reported that the PNC is excited to announce that they have offered the position to an outstanding candidate, subject to approval by IPC's congregation. She said that the Presbytery's Committee on Ministry has met and approved the candidate and authorized the PNC to move forward.

She thanked the members of the PNC, including Beth Adams, Wendell Allen, Sandy Bean, Susan Dulin, Robert Posey, Betsy Holloway, George Taylor, Oliver Williams, and Emily Wykle for their hard work over the past 18 months, made more challenging by the COVID-19 pandemic. She also expressed

appreciation to Rev. Sam Hamilton-Poore, the Presbytery liaison, Rev. Jay Wilkins, and Sue Westfall, Transitional Presbyter, for their support of the PNC.

Judge Pulliam said that the PNC identified more than one hundred candidates which they reduced to their top ten based on a review of resumes, references, and sermons. **Following many months of interviews and travel, the PNC identified their top candidate, Rev. Kevin P. Long.** Rev. Long has served for the past ten years as Pastor and Head of Staff at Sewickley Presbyterian, a PCUSA church located outside of Pittsburgh, Pennsylvania, and for four years prior to that, as Associate Pastor of Orchard Park Presbyterian in Indianapolis, Indiana. Judge Pulliam described Rev. Long's educational background, noting that he was a top homiletics student of Dr. William Carl at Pittsburgh Theological Seminary. She noted other coincidental, but meaningful connections between IPC, Sewickley Presbyterian, and Kevin Long. Judge Pulliam described the visits made by PNC members to Sewickley and of Rev. Long and his wife, Rebecca Long, to Birmingham and the feeling of a great fit for both IPC and the Longs. Judge Pulliam said that Kevin Long is an excellent leader, a gifted and passionate preacher and pastor, and a personable and engaging individual. He feels a strong call to IPC.

Terms of Call

Dr. Goyer explained the role of the PNC, session and congregation in calling a new Pastor. He said that the PNC was elected by the congregation and will make its recommendation to extend the call to Rev. Long at the congregational meeting on May 2, 2021. He said that Session is being asked to approve the financial aspects of the terms of call prior to presentation to the congregation.

Mr. George Taylor, Chair of the Human Resources Ministry Team, reported that the HR Team has approved the proposed terms of call for Rev. Long and recommends approval by the Session. He said that Matt Lyons will discuss the impact on IPC's budget.

Mr. Taylor said that the proposed compensation package includes annual **cash compensation of \$212,000 (consisting of \$142,000 paid as salary and \$70,000 paid as housing allowance).** He said that pursuant to Presbytery policy, Rev. Long would have four weeks of vacation and 4 weeks of study leave. He will participate in all Board of Pension plans, including health, pension, disability, life insurance on the same basis as other members of the ordained staff. He said that the pay package is slightly more than budgeted for 2021, but below the amount paid to Dr. Carl.

Mr. Taylor said that Rev. Long and Sewickley Presbyterian were awarded **a grant of up to \$50,000** from the Lilly Endowment Clergy Renewal Program. The grant would allow Rev. Long and his family to use the grant during a sabbatical from his position as Pastor of Sewickley. It is not known whether the grant can be transferred when he moves to IPC. In the event that the grant is non-transferable, **IPC has offered to pay the grant on the same terms as the Lilly grant** and to allow the leave to be taken in any year during the next four years. Rev. Long has indicated that he would not take the leave prior to 2023. This would be an exception to IPC's sabbatical leave policy that is available to our ministers who have held ordained positions at IPC for 6 years.

Matt Lyons spoke on behalf of the Finance Team. He said that the proposed compensation package for Rev. Long is \$22,000 more than budgeted for 2021, but the shortfall can be covered by any year-end surplus or the strategic reserve included in the 2021 budget. He said that IPC can cover the amount of the sabbatical stipend in the year taken in the same manner if Lilly grant is not transferred to Rev. Long in his role at IPC. After discussion, the following motion was adopted unanimously by Session.

Motion: Resolved, that the Session endorses the compensation package proposed by the PNC and the HR Ministry Team and approves the overrun to the 2021 budget, as well as the \$50,000 sabbatical stipend, on the terms presented to this meeting, both to be funded first by any year-end surplus, and then from the strategic reserve contained in the 2021 budget.

Judge Pulliam announced that **the Long family would be present to meet members at a congregation reception and picnic on May 2, 2021**, following the congregational meeting.

MINISTRY TEAM REPORTS

Finance

Matt Lyons referred Session members to the summary financial information included in the Session packet. He said that net income from operations for the year-to-date period ended March 31, 2021, is approximately **\$226,000 ahead of budget** due to an **increase of approximately \$166,000 in receipts and a decrease of approximately \$60,000 in the budgeted disbursements**. He said that a significant part of the positive variance is due to timing. Dr. Goyer said that Paul Simmons, Chair of the Finance Ministry Team, is recovering from his recent accident and should be able to attend Session in the near future.

Human Resources

Mr. George Taylor reported that HR Ministry Team has approved an offer to **Melissa Self Patrick to join IPC as Director of Community Ministries and Outreach**, effective May 3, 2021, subject to Session approval. He thanked the search committee headed by Susie Abbott for their hard work. Melissa Patrick is well known in the Birmingham non-profit community, having served as Executive Director of Urban Ministry, Inc., Executive Director of Youth Leadership Forum, and Development Director at Greater Birmingham Ministries, and held leadership positions at the National Conference of Community and Justice and Partnership Assistance to the Homeless (PATH). She is an ordained pastor in the United Methodist Church and has served a number of congregations in the Birmingham area.

Dr. Goyer said that IPC staff and members who have worked with Melissa in the community are very excited that she is joining this vital ministry. He stated that Rev. Clayton has begun the collaborative and creative process of re-visioning congregational care and adult faith formation, as she transitions from her 20 years of passionate and dedicated leadership of IPC's Community Ministries. After discussion, the following motion was approved unanimously:

Motion: The offer of employment to Melissa Self Patrick as Director of Community Ministries and Outreach, on the terms approved by the Human Resources Ministry Team, be and hereby is approved.

George Taylor reported that a search will commence for an **Assistant Director of Faith Formation** for Children to assist with all aspects of children's ministries, including the Fresh Air Farm programs. He said that a copy of the position description was included in the Session packet.

Music and Fine Arts

Kate Waters reported for the Music and Fine Arts Ministry Team. She encouraged all to attend the **Evensong, a beautiful program of music and prayer, on May 16, 2021**, either in person or via live streaming.

CONGREGATION SURVEY

Judge Teresa Pulliam distributed copies of a summary of the responses to the **congregational survey** conducted by the PNC to assist in its search for a Pastor-Head of Staff. At a future meeting, the Session will hear a presentation from the consulting firm that tabulated the survey results.

MINISTRY TEAM ASSIGNMENTS

Judy Matthews said that a copy of the **proposed membership of the Session Ministry Teams** was distributed at the meeting. She moved that the membership list be approved. The list, attached as Exhibit A to these minutes, was approved without objection.

OTHER ANNOUNCEMENTS

Dr. Goyer expressed **gratitude for the outstanding manner in which IPC staff and lay leadership have collaborated over the past year** to address vacancies and to strategically re-define and re-structure IPC's organization to better align with our mission, vision, and values. He expressed his joy in working with such a talented and committed staff whose love of IPC is reflected in their work and relationships.

Dr. Goyer's last worship service at IPC will be July 18, 2021, and Rev. Long will join IPC on August 1, 2021.

The next regular meeting of Session will be May 18, 2021.

Dr. Goyer closed the meeting with a prayer.

Dr. Stephen Goyer, Moderator

Beverley T. Krannich, Clerk

SESSION MINISTRY TEAMS 2021

COMMUNICATIONS			FAITH FORMATION		
Staff Adv.		Lindsay Jones	Staff Adv.		Steve Goyer, David Seamon
Session	(2021)	J Long, Chair			Catherine Goudreau, Kay Roller
Session	(2022)	John Feagin, Jr.			Kathy Leaver
Session	(2022)	Bill Horton	Session	(2021)	John Burton, Chair
Session	(2023)	Jeanne Monk	Session	(2021)	Jim Bussian
Session	(2023)	Emily Vanlandingham	Session	(2022)	Kara Scholl
Deacon	(2021)	Sonny Williams	Session	(2023)	Gail Pless
Deacon	(2022)	Jessica Brooks Lane	Session	(2023)	Julie Rediker
At Large		Peyton Chandler			
		Josh Hamilton	Subcommittee Chairs:		
		Kate Mather	Children's Ministry		Jamie Hill
		Jim Walker	Session/Youth		Helen Walthall
		Jenny Willings	College		
			Adult		Georgia Miller
			Family Ministry Team		
			Library		Ginni Robertson
			Focus on Faith		
			Day School		Sissy King
			Presbyterian Women		Paige Albright
COMMUNITY MINISTRIES			FINANCE		
Staff Adv.		Melissa Patrick	Staff Adv.		Denise Moore
Session	(2021)	Bryson Edmonds, Chair	Staff Support		Steve Goyer, Beth Grauel
Session	(2021)	Ivy Spencer	Session	(2021)	Paul Simmons, Chair & Treasurer
Session	(2022)	Lydia Cheney	Session	(2022)	Jim Brunstad
Session	(2022)	Terry Hamilton	Session	(2022)	Amy McCain
Session	(2022)	Janet Ort	Session	(2023)	Matt Lyons
Session	(2023)	Susie Abbott	Session	(2023)	Kennon Walthall
Session	(2023)	Margaret Cobbs	Past Treasurer	(2020)	Alan Drennen
Session	(2023)	Tommy Thomson	Deacon	(2021)	Drew Brignac
STAIR		Evelyn Puckett	Deacon	(2022)	Michael Rediker
At Large		Lisa Burton	Session	(2022)	George Taylor III
		Fay Farmer	Session	(2021)	Judy Matthews
		Angelyn Simmons			
CONGREGATIONAL CARE			HOUSE & PROPERTIES		
Staff Adv.		Susan Clayton, Stacy Pulliam	Staff Adv.		Bill McKelvey, Andre' Asberry,
Session	(2021)	Martha Reeves, Chair	Session	(2021)	Mike Graham, Chair Jan-June
Session	(2023)	Jim Cooley, Vice Chair	Session	(2022)	Alan Deer, Chair July-Dec
Session	(2022)	Bruce Alexander	Session	(2023)	Robert Hill
Session	(2022)	John Higgins	At Large	(2021)	Paul Leaver
Deacon	(2021)	Fairy Sutherland		(2021)	Jim Shepherd
At Large	(2022)	Susan Haskell	Décor	Appointed	Allene Parnell
	(2022)	Bill & Barbara Morgan			Elizabeth Poynor
	(2022)	Nancy Skinner			Robert Hill
	(2022)	Karen Chapman	Garden	Appointed	Karen Chapman
	(2023)	Jeff Johnson			Jennifer Cope
	(2023)	Mary Ann Morrow			Nancy Long
	(2023)	Bo Grisham			

[illegible]