



## February 7, 2024 Session Meeting Highlights

The following are the highlights from the special February 7, 2024 Session meeting to work on the 2024 budget:

- The preliminary ending balance for 2023 is about an \$8,000 surplus.
- In light of the census, the consequent reduction in membership, budget constraints, and the continuing need for member visitation, Session approved moving to a staffing model of two installed pastors and one part-time minister of visitation effective at the end of Pastor Kathryn Foster's Interim Pastor for Pastoral Care contract, which expires on May 31, 2024.
- PCUSA churches are required to pay "vacancy dues" to the Board of Pensions for pastoral positions that have been vacant for more than one year. Pastor Stephen Emick's position as Associate Pastor for Pastoral Care has now been vacant for a year. Session is recommending to the congregation that they approve the elimination of this associate pastor position to avoid paying any future "vacancy dues" for it. This position can be reinstated by Session and Congregational vote at any time.
- The 2024 budget was approved. It included a 4.0% cost-of-living adjustment retroactive back to January 1, 2024 for all staff except for new employees.
- Session is recommending to the congregation for their consideration a similar 4.0% cost-of-living adjustment for Pastor Taylor. Pastor Carter has declined a cost-of-living adjustment.
- As with the 2023 Annual Meeting, the 2024 Annual Meeting will be semi-blended. Those participating in-person can ask questions and vote. Those participating virtually will have to submit their questions via the chat function (a Session member will summarize and ask the questions on behalf of the virtual participants) but not be able to vote.
- Session affirmed that the PNC and the congregation will comply with the PCUSA AA/EEOC policy below in all phases of our search for the new lead pastor