

Westminster Presbyterian Church
Akron, Ohio
Monday, March 4, 2019
Minutes of Session E-meeting - FINAL

Be adaptive, engaging, generous, inclusive and relevant. Be faithful. Be Westminster!

The E-meeting of the Session of Westminster Presbyterian Church was called to order by the Moderator, the Reverend Jon Hauerwas, at 11:21 a.m.

Elders (+ present, * excused, - absent)

| Class of 2019 | Class of 2020 | Class of 2021 |
|--------------------------------|------------------------------|---------------|
| + Marcia Holcomb | + Michael Dunbar | + Phil Fry |
| + James Gray | + Brad Hall | + Nancy Keogh |
| + Ed Labbe | + Shelley Koutnik, Treasurer | + Becky Pool |
| + Alec Works, Clerk of Session | + Todd Willis | + Don Rearick |

Also present by email: Pastor Jon Hauerwas, Moderator, Greg Grafinger, Assistant Clerk of Session.

Opening and Quorum

Pastor Jon opened the meeting by email at 11:21 a.m. on Monday, March 4, 2019. The presence of a quorum was confirmed and declared.

New Business

The purpose of the meeting is to consider two motions which come from Personnel and do not require a second. The Personnel Committee discussed several issues related to Choral Scholars. The current practice has been to hire all Choral Scholars and their substitutes, both regular and occasional, as employees of the church. Personnel desires to amend this practice; Personnel moves that, going forward, all Choral Scholars be automatically approved for the payroll so long as the background check indicates "no reportable records." The intent is for Choral Scholars to be added to the payroll without delay.

2019-037 MOTION prevailed to automatically approve Choral Scholars for the payroll after a positive background check ("no reportable records") is received. [Clerk's note: This assumes they are hired per standard agreed upon terms and proper paperwork is completed.]

A Memo of Employment for Caleb Wright was attached. Personnel moves that Caleb be hired as a regular Choral Scholar, lead for the bass section, at the rate of \$60 per Sunday.

2019-038 MOTION prevailed to hire Caleb Wright as a regular Choral Scholar at the rate of \$60 per Sunday.

Personnel also reported that, in the future, Choral Scholar substitutes will be treated as 1099 vendors rather than employees of the church. They will still be required to pass the background check with "no reportable records." No Session action is needed on this matter.

By Friday evening, nine elders had responded, eight approving plus one abstention. The E-meeting was closed by Pastor Jon on March 8, 2019 at 9:52 a.m.

Alec Works, Clerk of Session

Pastor Jon Hauerwas, Moderator