

Westminster Presbyterian Church  
Akron, Ohio  
Saturday, February 17, 2018  
Minutes of Special Session Meeting - FINAL

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

The special meeting of the Session of Westminster Presbyterian Church was called to order by the Moderator, the Reverend Jon Hauerwas, at 10:58 a.m., following the Session Visioning Discussion.

Elders (+ present, \* excused, - absent)

Class of 2018	Class of 2019	Class of 2020
+Ellen Daugherty	+Harriet Chapman	+Michael Dunbar
+Nancy Keogh	+James Gray	-Brad Hall
*Sue Wallin	*Ed Labbe	+Shelley Koutnik, Treasurer
+Gert Wilms	+Alec Works, Clerk of Session	+Todd Willis

Also present: Pastor Jon Hauerwas, Moderator.

**Opening and Declaration of Quorum**

Pastor Jon opened the meeting. The presence of a quorum was confirmed and declared.

**New Business**

Pastor Jon presented a recommendation from Personnel regarding the full-time custodial position. To attract the skill sets desired, they feel a rate of \$18 – 23 per hour plus benefits is appropriate. The preferred schedule would include working Sundays, with Fridays and Saturdays generally scheduled off, with some flexibility in scheduling. There is a candidate they have interest in hiring who would fall within these criteria. They propose a starting rate of \$19 per hour, with a potential increase to \$20 pending a satisfactory review after a 90-day probationary period. Treasurer Shelley Koutnik noted that this change to budgeted figures would add approximately \$7-8,000 to the proposed deficit, adding to the potential draw from the Rowley fund. After some discussion, the following motions were presented.

The following motions come from the Personnel Committee and do not require a second: To approve the criteria presented for the full-time custodian position, and to extend an offer of employment to the candidate selected, contingent upon satisfactory results of the background check.

**2018-029 Motion** passed to approve the terms of employment for the full-time custodial position at a pay range of \$18 – 23 per hour plus standard benefits.

**2018-030 Motion** passed to extend an offer of employment to the chosen candidate, at a starting rate of \$19 per hour plus benefits. The new hire would be eligible for a raise to \$20 per hour after a 90-day probationary period upon receiving a satisfactory performance review.

The special meeting was closed by Pastor Jon at 11:12 a.m.

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Alec Works, Clerk of Session

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Pastor Jon Hauerwas, Moderator