

Westminster Presbyterian Church  
Akron, Ohio  
Sunday, June 3, 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 7:02 p.m. Those not present in Room 106 participated via conference call. Pastor Jon had previously contacted Session by email to determine the best date, time and method for meeting.

Elders (+ present in Room 106, # participated by call in, \* excused, - absent)

Class of 2018	Class of 2019	Class of 2020
+ Ellen Daugherty	+ Harriet Chapman	# Michael Dunbar
+ Nancy Keogh	# James Gray	# Brad Hall
+ Gert Wilms	+ Ed Labbe	+ Shelly Koutnik, Treasurer
(vacant)	+ Alec Works, Clerk of Session	# Todd Willis

Also present: Pastor Jon Hauerwas, Moderator (+), and guest Stacy Franzmann (#), Moderator of the Music Director / Organist Search Committee (MDOSC).

### Opening and Quorum

Pastor Jon called the meeting to order at 7:02 p.m. after noting those present in the room and via conference call. All elders were present. The floor was then extended to Stacy Franzmann.

### New Business

Stacy spoke highly of the MDOSC's recommendation, Alcee Chriss III. His biography and photo had previously been emailed to Session members. YouTube recordings were also available.

To briefly summarize, Stacy said they were "extremely Impressed" with Alcee – not only his playing, but also the statements he submitted, his focus on ministry, and his personality. His final review included performing 3 pieces at Westminster and directing an ad hoc choir. He attended the May 27 worship service at Westminster and was favorably impressed. Pastor Jon noted that he and Alcee share the vision of working together as a partnership.

The benefits package as proposed is intended to recognize Alcee's employment at Westminster as part-time, along with allowing him to continue to pursue his doctorate and other professional work.

The motion from the MDOSC was presented by Shelley and seconded by Gert to hire Alcee per the terms proposed. These terms are consistent with those previously agreed to by the Personnel Committee and Session. Discussions noted that Alcee also has experience working with handbells and children, recognizes some paid choral scholars may need to be recruited, and may be expected to stay for a reasonable time given the many musical opportunities in this area. The following motion passed unanimously:

**MOTION 2018-108 prevailed** to hire Alcee Chriss III as Westminster's next Music Director / Organist for 25 hours per week at a rate of \$39,000 per year, plus \$1,000 for reimbursable study leave expenses. [Clerk's note: This breaks down to \$750 per week or \$30 per hour.]

No firm start date has been set, but early September is targeted.

Shelley Koutnik, as Treasurer, simplified the benefit proposals as proposed by the MDOSC. With no objections from the MDOSC, the following motions were presented by Shelley, seconded, and approved:

**MOTION 2018-109 prevailed** to provide a starting bonus in the amount of \$5,000 to the new Music Director / Organist to be funded through the operating budget.

Shelley reported that the bonus will be paid from the operating budget with funds saved due to the later start date of September instead of June. These funds will assist the new director with moving costs and other incidentals related to establishing local residency.

MDOSC expenses are expected to be less than \$2,000. These will be paid from the Rowley Unrestricted Fund as previously approved by Session. The unexpended portion of the \$5,000 approved budget will be returned to the Rowley Unrestricted Fund.

**MOTION 2018-110 prevailed** to provide 4 weeks, including 4 Sundays, of vacation and 1 week, including 1 Sunday, of study leave per year to the Music Director / Organist. It is understood that he is to personally find individuals to replace him on his Sundays off. His replacement may consist of one person or one to serve as organist and another to serve as choir director.

Shelley noted that a total of \$1,800 is normally budgeted annually for substitute organists to cover 6 to 8 Sundays. Pastor Jon noted that expectations include performing at both the 8:30 and 10:30 a.m. services during the summer.

Pastor Jon closed the meeting with prayer at 8:03 p.m.

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Alec Works, Clerk of Session

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Pastor Jon Hauerwas, Moderator