

NCP LEADERSHIP COUNCIL

Meeting Minutes

Wednesday, June 5, 2024

12:30 PM – 2:00 PM

Zoom Teleconference

Sent by the Triune God to be agents of salvation, reconciliation, and justice, we empower and challenge our congregations to be Missional, Pastoral and Prophetic

Attendance: Miriam Dewhurst, Chris Deacon, David Douthett, Lou Durden, Shelby Harasty, Shani McIlwain, Sterling Morse, Nancy Neal, Le Quan Turner, Diane Walton Hendricks

NCP Staff: David Baer, Dina Bickel, Tempest Davis, Tara Spuhler McCabe, John Molina-Moore

Excused: Neill Morgan, Michael Rankin, Mary Rodgers

The meeting was called to order by the chair, Elder Miriam Dewhurst, at 12:33 p.m. Ms. Dewhurst led the opening devotions.

LC approved the LC minutes from May 1, 2024.

The Leadership Council welcomed Linda Lanham who, together with Nancy Neal (a member of Leadership Council) and Ako Cromwell (not present at this meeting), is a member of a COM working group reviewing the dismissal of an employee of the First Presbyterian Church of Annandale. The working group was formed out of concerns arising from the manner of the employee's termination, and the alleged absence of personnel policies required by the *Book of Order* (G-3.0110), and its purpose is to review the available documents and make recommendations to the session.

In response to a request for documents, the session affirmed that it had recently adopted a personnel policy, but did not provide a copy—or any other documents—for review. The COM working group asked the Leadership Council to exercise the presbytery's power of Special Administrative Review (G-3.0108b), in order that it might obtain the documents it needs to carry out its task. Under National Capital Presbytery's Manual of Administrative Operations, this authority is not enumerated among the powers reserved to the presbytery, and therefore its exercise is delegated to the Leadership Council: "All other matters not listed above are delegated to the Leadership Council to decide" (line 249).

Moved/Seconded: That the Leadership Council

1. **DIRECT** the session of the First Presbyterian Church of Annandale, in accordance with Book of Order G-3.0108b, "Special Administrative Review," to produce copies of the following papers and records and transmit them to the NCP Stated Clerk:
 - The advertisement for the Christian Childcare Center Director position that the church publicized in 2022, and the current or most recent advertisement for the same position.
 - The job description for the same position as it existed in July 2023, and the current job description, if it is different.
 - The employment contract or letter that constituted the agreement between the Director of the Christian Childcare Center and the Christian Childcare Center/FPCA regarding duties, compensation, performance expectations, etc., that was in effect as of July 1, 2023.

- The termination letter provided to the Director of the Christian Childcare Center in July 2023.
 - Any additional records relating to this Director's employment with FPCA and the Christian Childcare Center.
 - The policies required by the Book of Order related to "the hiring of ... staff, the description of the responsibilities of the positions, the method of performance review, and the manner of termination of employment" (G-3.0110).
 - The church's child and youth protection policy (G-3.0106), including information concerning which persons are required to undergo background checks and receive child sexual abuse prevention training.
2. **APPOINT** the following persons as a task force to review the above documents and bring recommendations for any corrective action that may be needed: Elder Linda Lanham, Rev. Nancy Neal, Elder Ako Cromwell.

Following discussion, the Leadership Council **VOTED** to **ADOPT** the motion as presented.

The Rev. Megan Klose, chair of the Commission on Preparation for Ministry (CPM), presented the following scholarship recommendations:

- John Curran - \$5,000 (to be awarded after being enrolled as Inquirer)
- Andy Hall - \$15,000
- Emma Marshall - \$3,558
- Connie Moore - \$11,000
- Erin Sanzero - \$10,000

Upon a **MOTION** properly made and seconded, the Leadership Council **VOTED** to **APPROVE** the scholarships as recommended by the CPM.

The Stated Clerk advised the Leadership Council of the need to elect a Chair and Vice Chair for the year 2024-2025. The Leadership Council will revisit this matter at its September meeting.

The Presbytery Moderator, the Rev. Dr. Chris Deacon, led the Leadership Council in reviewing the evaluations of the Stated Meeting of Presbytery held at National Presbyterian Church on May 21.

The Leadership Council continued its follow-up work on the Landscape survey completed by members of the Presbytery community during the spring. The Rev. Shelby Harasty invited the members of the Leadership Council to adjourn to small groups to discuss the following questions: If you had a magic wand, what would you do in order to lean into the transformational energy of the presbytery? And why?

There was no new business and the meeting closed with prayer at 2:00 p.m.

Respectfully Submitted,

Rev. David A. Baer, Stated Clerk