

Shepherding the Flock from the October 2025 Session Meeting

Pastor's Moment

- Held session retreat at the Baker Barn on October 11
- Met all schoolwork deadlines for PhD
- Attended a conference in Memphis – “Lift Every Voice”
- Continuing to work with Joe Madsen to onboard. This is going well; students are responding well to Joe's leadership and numbers are increasing for Wednesday nights.
- Revisited the article “Church and Gospel After the Fall of Secularism.” Elders were asked what resonated with them or what ideas we could use at FPC.
- Linda Liedl's funeral will be held on October 24, 2025.

Session Retreat Feedback

- Appreciated future focus; will be important to follow up on SWOT; good to build friendships and fellowships on session; good to be together without having to attend to pressing session business; promoted teamwork; nice to have food and frequent breaks; like the idea of doing this annually.
- The following team will work on SWOT review and follow-up: Pastor Will, Barb Cash, Emily Bauer, Monte Cordell, Lolly Lawrence.

Music Study Report to Session

Several proposals were reviewed. As a reminder, FPC will need new music leadership with the retirement of Sam Robinson in May 2026.

Approved the configuration which includes a new position for a Worship and Music Director/Church Pianist, and continuing positions for an Adult Choir Director, a Joyful Noise director, a first service pianist, and contracted special music performers. Will aim to start the new director around September 1 and will recruit at 30 hours a week. Approved a core search committee consisting of Amy Lewis and Pastor Will Wilson. Amy and Will will recruit additional members, up to a total of 7 members. Amy will lead the committee, and Rick Mueller will provide personnel support.

Report of the Clerk: Cards were written and signed by elders for Helen McVicar (illness), Bill and Maribeth Baker (thanks for use of barn for session retreat), and Ron Karzel (thanks for donation of defibrillator). Pastor Will and Lolly continue to work on the child safety policy.

Deacon report:

Care Packages for Members and Affiliates who are away from home

- Brian Wolhaupter is leading this ministry
- November 2nd is last day to provide information
- November 9th boxes will be stuffed following the 10:15 service and shipment will be Monday the 10th

Project CONNECT

- Remind everyone that we offer to help arrange rides to and from church services

Hammers with Halos

- As Fall arrives and winterization activities and yard clean-up (especially leaves) is needed, please remind everyone that we are here to help

Meals

- Marcia Chase has graciously offered to run point and serve as the main contact. Jamie Roberts will also be helping with this ministry.

Consent Agenda – Approved Unanimously

- Guatemala team would like to put totes in the Narthex in November to collect donation items for the next trip to Guatemala.
- Charge members who didn't participate in photo sessions \$5 for photo directories.
- Introduce a Children's Moment at the 9 a.m. service with dismissal to Sunday School to follow.
- Note that the 2024-2025 session minutes and session business practices review with John Knox Presbytery was completed on October 4, 2025, and passed with no exceptions.
- Update inclement weather policy to follow Waunakee School District rules.
- Transfer Alice Honeywell's membership to Wellshire Presbyterian Church in Denver, Colorado.
- Withdraw membership for David and Kristin Sliwicki.
- Transfer membership for Amy Chavez to Cross Lutheran Church in Westport.
- Delta Dental benefits – make dental benefits available (100% employee paid) to staff working 20-29 hours per week. This has no budgetary impact.

Finance Report:

- Started working on the budget with various areas
- 2024 audit report draft due 10/15. Plan to discuss during the November meeting as needed.
- Recruiting endowment committee member. Next meeting this month. Recruiting an internal auditor to count, review ACH payments, and perform other reviews as needed.
- Continued implementation of ACS. Completed 72 of 97 action items. Started planning for the remaining financial and payroll modules.
- Wish list email sent for review. Updates due 10/30.
- Deadline for budget drafts 10/30.

Finance Discussion Items:

Q3 financial statements

- New draft financial charts show we are 57k behind on faith budget, although covered by carryover from the GF.

Estimated Q4 financial summary

- Gap drops to \$34k in Q4 based on income and expenses from 2024
- Annual GF income estimated to exceed last year by \$10k coming in at \$765k which is \$31k less than budgeted
- Annual expenses were \$132k less than budgeted
- Carryover for next year would be ~\$41k

2026 preliminary revenue forecast

- Forecast for GF revenue likely consistent with recent experience, or ~800k representing an increase of 4.5% over forecast for 2025
- Forecast for SF revenue (excluding Pillars and Pathways) likely ~131k based on 2024 values

Plan to prioritize spending next fiscal year to manage the faith budget

Should we reconsider the tithing formula for missions?

- 10% of all budgeted income - \$79.6k (status quo)
- 10% of all pledged GF income - \$60.4k
 - Response was to either tithe 10% of all pledged GF income -or- consider pledging on actual income

Building and Grounds:

- Parking lot and front entry lighting has been repaired.
- B&G team working on cleaning up landscaping for fall. Working with folks in GROW group to clean up their areas as well.
- Starting to investigate replacing flooring in and around the kitchen in the Fellowship Hall.
- Finding a contractor to look at potential mold on the west wall of the Fellowship Hall and address as needed.
- Approved allowing Don Tierney to fill and clean up the west corner of our property, adjacent to the new subdivision to the west.
- FPC currently has a significant amount of unused/underutilized space. There are opportunities to bring outsiders into the church for various events that could be held here. Opportunities for additional income could be realized if space is rented out to organizations.
- Current building use policy was adopted and approved by Session in August of 2023.
 - Are there changes to the building use policy that should be made?
 - What type of organization would be considered for renting to?
 - How would be advertise space?
 - No current action needed or required on this. Will address in a future meeting.

Fellowship

- Steve Doty is hoping Steve Mason, the architect who designed our FPC Sanctuary in the 1990's, will be invited back in two years to present for FPC's anniversary in 2027.
- Coffee Hosts are continuing to assess the coffee hour needs.
- New Horizons has invited Steve Mason to their next meeting. This group is typically for people 65 and over but all ages are welcome to attend this month's meeting which will be held in the Sanctuary.
- New Horizons is discussing changing their minimum age requirement to age 60 or 65 (up from 55).

Adult Nurture and Spiritual Growth

- The "Better Together" women's group has ended and will no longer be meeting forward at this time.
- The M-N-M's Coffeehouse Bible Study recently ended a 7-week study on Elijah. We will regroup again in Spring, 2026 with a new study series.
- The Nom Com Team recently interviewed and has invited a new Mission Elder candidate for consideration to fill this role.
- Approved holding a congregational meeting on November 16, after the second service, for the nominating committee to present the nominee for Mission elder and request congregational approval.

Children's Ministry

- Still trying to recruit teachers – experiencing a huge deficit.
- Overall, Sunday School attendance compares well with last year.
- VBS dates will be August 2 – August 4, 2026. Reaching out to other churches to have a combined VBS.
- Looking to incorporate the Children's Nativity service into a regular Sunday AM service.

New Member Outreach

- Picture directories have arrived. Members who had photo taken have their directory in narthex with their name on it.
- Working with Leah and Susan to get a Welcome card into the pews for guests to complete when they visit FPC, which will then be used to touch base with those guests throughout their church journey.

Personnel

- Leah in Communications was converted to FPC employment at the end of October, working up to 25 hours per week.
- Greg Tardif has been hired and received training to run the sound desk.

Stewardship

- Articles have been written for the Connector, and announcements of Pledge Season have appeared in the Sunday bulletin. .

Student Ministry

- Joe Madsen joined FPC on October 7. Wednesday night Youth Group was excited to meet and talk with him and shared their ideas for what they want to see going forward.
- Over the next month, will be meeting with Joe to bring him up to speed on what we've done previously and what we've maintained in the interim, and we'll begin to design a vision for the future of Student Ministry. Near term priorities are Wednesday nights, Sunday School, Confirmation prep, and the winter retreat. We also will be reviewing the 2026 budget.

Worship and Music

- We received some feedback from congregation members on the two services now that we moved the 9am service to the sanctuary.
- Per the request of the children's ministry team, the Children's Nativity service will be held on Sunday, December 21 at the early service. To promote attendance, there will only be one service that morning.
- Due to lower attendance on Sundays around Christmas, there will be only one service on December 21, as well as December 28.
- We plan to have a 4:00 p.m. and 7:00 p.m. Christmas Eve service.