

## Northminster Presbyterian Church

Session Minutes 01-20-2026

Present: Pastor Robby, Kim Holdham, Karl Vandermyde, Karen Ring, Katie Pruess, Gatlin Marlow, Lori Rohlring, Raylynn Sahn. Excused: Jake Hopping, Michael Berg, Jon Hegwood

Meeting was called to order at 6:08 by Pastor Robby.

Robby led us in a devotion based on 2 Timothy 2:24-26 followed by prayer.

### 1. Strategic Planning

#### a. Important values we see in congregation:

- Hospitality
- Community building
- Connections / networking
- Caring, compassionate, genuine, intentional, relatability, good listener, generosity
- Future-focused
- Leadership, initiative
- Deep faith, willingness to lead & serve
- Hope/passion to see the church flourish/optimistic
- Healthy Leadership, Community, Authenticity, faith

#### b. Values to guide us in strategic planning

- Biblical centered: Thoughtful/Christ-centered, ECO theology
- Healthy: Willing to serve, ambitious, initiative, leadership
- Love/care: Compassion, hospitality, be ourselves mess & all
- Generosity: of spirit, warmth, intentionality, initiative, welcome
- Family: community, genuine, Wed Fellowship, prayer chain, small groups
- Hopeful & faith-filled: optimism, stretch, stepping-out
- Eye for the outsider

2. Nominating Committee (2 elders, 2 deacons, 3 at large). Motion made, seconded & passed to approve Katie & Karen as Elder representatives. Send suggestions for "At-Large" to Robby.

3. Proposal for Ongoing Coaching and Strategic Development. Discussion on the pros and cons of going with this proposal. Motion made, seconded and passed.

4. Decision Making Policy Recommendation: tabled

5. Financial Report given by Karl. Jim Garner will be leader of Stewardship Team.

6. HR Update: New job for Communications & Ministry Coordinator will be posted this week.

7. Ministry Reports: Reports came late so contact Robby if you have questions.

8. Hiring: Letter from ECO says that courts allow us to require non-ministry related hires to share our faith values if we state it up front in our handbook and hiring policy.

9. Motion to adjourn. Seconded. Passed.

Respectfully submitted,  
Karen Ring. Clerk, pro-tem