

Fairmount Presbyterian Church
Minutes of the Congregational Meeting
February 15, 2026 following the 11 am service

Pastor Ryan began with prayer and then called the meeting of the congregation of Fairmount Presbyterian Church to order.

After confirming with the Clerk that a quorum was present, Pastor Ryan explained that there are two items on the agenda for this congregational meeting:

First, to hear a report from the Personnel Committee and vote on 2026 terms of call for Associate Pastor, Rev. Harren-Lewis.

Second, to hear the report from the Personnel Committee and vote on 2026 terms of call for Senior Pastor Rev. Wallace, as pastor and head of staff.

Copies of both terms of call were distributed to the congregation. Pastor Ryan then turned the meeting over to Carol Adrine as Chair of Personnel to present the first report. Ms. Adrine highlighted the following :

- Pastor Lindsay's terms include a 3% cost-of-living adjustment that was offered to all eligible staff;
- Because some of the benefits are based upon salary, there are modest increases in some of the benefits costs; and
- Everything else in the terms of call remains the same as 2025, and meets the presbytery's minimum standards for vacation and study leave.

Pastor Ryan noted that this recommendation from the Personnel Committee was sent to the Session, and the Session voted unanimously to endorse the recommendation for these 2026 terms of call for Rev. Lindsay Harren-Lewis. After a motion to approve the terms of call presented for Rev. Lindsay Harren-Lewis was made by Peter Scheid and seconded by Bryan Seekeley, Pastor Ryan opened discussion. One member noted that we need to be mindful that we are paying a living wage because no pastor should ever qualify for food stamps; we need to

make sure they are properly paid. Another asked whether Pastor Lindsay is satisfied with these terms; both Ms. Adrine and Pastor Ryan confirmed that she is. At that, the question was called and we moved to a vote.

The motion was passed unanimously, with no abstentions.

Pastor Ryan then explained that Ms. Adrine would present the second report on Pastor Ryan's proposed terms of call, and that she would also serve as moderator pro-tem for the remainder of the meeting so Pastor Ryan could leave the sanctuary. Ms. Adrine highlighted the following:

- There are modest increases in some of the benefits costs because of increases in the PC(USA)'s Board of Pensions that are beyond our control;
- Everything else in the terms of call remains exactly the same as 2025, and meets the presbytery's minimum standards for vacation and study leave; and
- Pastor Ryan's terms for 2026 do NOT include any cost-of-living increase
 - As many of you may recall, there was an accounting error that resulted in Ryan being overpaid in his first two years at Fairmount (see attached notes);
 - In response, Session passed a motion that Ryan's salary would be frozen for three years: 2025, 2026, and 2027; and
 - This is how Fairmount will be repaid over three years for the overpayment made in 2022 and 2023.

She then noted that the recommendation for approval was sent by the Personnel Committee to the Session, and the Session voted unanimously to endorse the recommendation for these terms of call for Rev. Ryan Wallace. After a motion to approve the terms of call presented for Rev. Ryan Wallace by Vanessa Whiting and seconded by Bryan Seekeley, Ms. Adrine opened the meeting to questions or comments from members of the congregation.

One member asked why Pastor Ryan gets 2 weeks of vacation while Pastor Lindsay gets 3, Ms. Adrine explained that Pastor Lindsay negotiated for vacation days. With no additional questions or comments, we moved to a vote.

The motion was passed unanimously, with no abstentions.

Ms. Adrine offered a closing prayer, followed by a motion and second to adjourn the congregational meeting. The motion passed unanimously, with no abstentions.

Respectfully submitted,
Ginger Van Wagenen, Clerk

Additional Notes on Overpayment:

RESOLUTION CONCERNING PAYROLL OVERAGES AND RESTITUTION

Whereas in mid-2023, Fairmount Presbyterian Church identified overpayment of salary and benefits for Project Director Christine Winters in 2022 and 2023 and its Personnel Committee determined that she would receive no 2024 salary increase, with savings to be applied to her salary overage restitution, and;

Whereas in January 2024 Fairmount Presbyterian Church identified overpayment of payroll and benefits for Senior Pastor Ryan Wallace and overpayment of housing allowance for Associate Pastor Lindsay Harren-Lewis during 2022 and 2023, and;

Whereas the Fairmount Session commissioned an independent payroll review by accounting firm Barnes Wendling, and the results of that review confirmed overpayment of payroll and benefits in 2022 and 2023 for Rev. Wallace of \$37,042.82 and for Christine Winters of \$15,529.09 and overpayment of housing benefits by Rev. Harren-Lewis by 881.24, and;

Whereas Session appointed a Payroll Task Force of its Elders (Rob Faxon, Sarah Stone, Victoria Mentrek, Gordon Landefeld and Nancy Gillombardo) charged with receiving a report and recommending a restitution plan for repayment;

Whereas the Task Force, after discussion with Barnes Wendling and the Senior Pastor and reviewing the findings of the payroll study, has concluded that all employees who were overpaid received this compensation unintentionally and without their knowledge;

NOW THEREFORE:

The Payroll Task Force asks that Session approve the following restitution actions; we recommend that:

- 1) Session accept the attached Overpayment Restitution Model at 4/20/2024, subject to verification of benefits payments to Christine Winters;
- 2) Session affirms the recommendation of the Senior Pastor and Task Force that the overpaid salary amounts be repaid without drawing on Fairmount's operating budget or endowment; 3) As a guiding principle, employees will not receive pay cuts to make restitution, and all employees will repay approximately the same share (+/- 70%) of the total amount owed. This plan will result in a balance of funds still needed to complete restitution. The Task Force recommends that this balance be addressed by direct contributions from employees or Fairmount members. 4) Rev. Wallace's salary will remain at its 2024 levels (\$97,077.50) in calendar years 2025, 2026 and 2027, and that the savings in payroll and benefits from his not participating in annual cost of living raises will be applied to his salary overpayment restitution;
- 5) Session endorses the Personnel Committee's action to freeze Christine Winter's 2024 salary at its 2023 level (\$55,000) and recommends that she receive a 1% increase in 2025 and 2% increase in 2026, with the savings from all three years applied to her salary overpayment restitution;
- 6) Rev. Harren-Lewis will receive a one-time reduction of \$600 in her 2025 housing allowance to address the \$881.24 overage;
- 7) Any contributions received from Fairmount members will be applied in equal shares across the three employees' restitution balance amount;
- 8) In the year following their restitution plans' completion, employees are restored to a salary level calculated with pay raises they would have received during their restitution years; 9) Session will report this plan to the congregation at the annual meeting on May 19, 2024.

