

Pacific Northwest Conference Board of Directors Meeting Minutes, December 2, 2025

Board Members Present: Sandy Wisecarver, Moderator; Diana Kutas, Treasurer; Morag Stewart; Ryan Lambert; Kendrick Richardson; Ron Patterson, Scribe; Leah Atkinson Bilinski; Amy Johnson; Demontrice Bigham; Indigo Brown, Past-Moderator; Tevita_Fakasiieike.

Staff: Designated Conference Minister Phil Hodson; Conference Accountant, Andy Warren; Mark Boyd, Executive Director, PNC Outdoor Ministries.

Excused: Talaalemotu “ Leilani” Alaelau; Dawn Koloi, Vice-Moderator; Edwin Galeai.

Sandy called us to order, and Ron opened the meeting with a devotional. Ron shared part of Piwa Langeni’s devotional today based on Psalm 119: 81-82 and a Christmas poem, “The Oxen” by Thomas Hardy. He invited us to reflect on hope in a time of despair and the importance of the collaboration we are called by Christ to embrace.

Sandy called for the approval of the minutes of November (Moved, Seconded, Passed) and the minutes of the special Board meeting of November 19 (Moved, Seconded, Passed).

Andy offered financial updates noting that we are now at the end of the camp season. N-Sid-Sen is about \$60 k above budget. We look to end with a positive balance thanks to the amazing efforts of our staff, particularly our faithful volunteers, Randy and Linda Crowe! Pilgrim Firs is well ahead of budget on the income side. The forecast is good. The Conference Ministry budget reflects a larger deficit since staff changes and closing the office have been more costly than anticipated. We are about \$40,000 over budget. The complete financial picture has been placed on Basecamp for Board member review. Deficits are paid from reserves.

Camp Report

Mark reported on the camps, noting that his full reports are posted in Basecamp for Board review. Septic work continues at Pilgram Firs. Bids are being sought and there has been county approval for the project. Volunteers have donated some needed furniture at Pilgrim Firs. The staff is involved in First Aid and CPR training. Work camps, or as he hopes they can be called: “Give Back Camps” are planned at both camps. There is a plan underway for a covered storage area at Pilgrim Firs. Led by men from the Bellevue congregation there is an ‘ecological restoration’ weekend coming soon. A large group of Buddhists plan a silent retreat in the coming weeks. At N-Sid-Sen there was one group in November. N-Sid-Sen has lots of new business and the outlook is promising for more. A couple from the Pullman church will be cooking!

Randy and Linda are planning to stay through at least the fall of '26. If we hire a new director there, they will work through a transition. When asked about a formal search committee, Mark responded that a group of people will assist with the new hire.

Mark then reported in his role as Executive Director. Ben Crosby is putting up an event page and continues to enhance the websites. Mark has been continuing to mend fences with the Dance Camp and their parent organization. He has been providing staff support to the consultant group which is working on the future of N-Sid-Sen. They are doing good work.

Outdoor ministry plans are coming together, and he is working to help them find leadership for a few of the upcoming camps. He has been continuing to develop emergency action plans.

He has agreed to help gather Youth leaders. Margaret Swanson will be working with him on a Youth gathering at least once a year. The Warrior Paath folk hope to meet with him on their involvement at the camp. Their program is growing. They are moving to weekday gatherings which is good for our scheduling. This information is summarized in reports posted on Basecamp.

Liaison Reports

COM: Ron briefly reported on a visit by the CDC and a member of COM to an Assembly of God congregation in Tacoma. Tacoma Grace Assembly of God who may have an interest in dual affiliation.

Justice and Witness have not met, Leah reported. They hope to meet with her and a member of the Nominating Committee. Her goal is to listen to their hopes.

Ryan went to the **Outdoor Ministry Committee**. They are looking for Camp directors and other leaders and seeking to do module training.

By-law Roadshow.

Begins tomorrow with two presentations. Board members had previously volunteered to be at the two sessions tomorrow and the one on Monday, December 15 at 6:30 pm.

Personnel Manual Update

Andy reported an update to the personnel manual. Full-time is currently 40 hrs. They propose revising this down to 32 hrs. This does not have significant financial

consequences. This will enable Beth to be full-time. There was also a proposal to add Juneteenth as a holiday and make Christmas Eve and Good Friday full days off.

On the recommendation of the Personnel Committee, it was moved, seconded, passed to approve these changes. The Board recognized these as a justice issue for our employees.

The Come and See Videos

The youth from Alaska and Pastor Va'a have a great video on Basecamp. All congregations are urged to make one of these. The theme of the annual meeting will be 'Come and See' and these videos invite us to share what we are doing. Send these to Beth, who will share them and offer support for their creation.

Budget for Next Year

The 2027 Budgets have been approved by the Stewardship Committee. They are in Basecamp **and all Board members need to review, prepare to discuss and then vote** to approve at our January meeting.

Executive Session

The staff was dismissed from the Board meeting.

It was moved seconded, passed to enter an executive session of the Board for the purpose of continuing our evaluation of Phil and making a decision on whether to recommend to the Conference Annual meeting that he become our settled CM.

It was moved, seconded, passed to leave the executive session.

After leaving the executive session, it was moved, seconded, passed to recommend to the Annual Meeting that the Rev. Phil Hodson be elected to be our conference minister.

While the Board waited, the Moderator attempted to reach Phil with this news. Due to the lateness of the hour, she was unable to do so and will do so in the morning.

The meeting adjourned and closed with prayer. The next Board meeting will be held on Tuesday, January 3, 2026 at 6:30 pm.

Respectfully submitted,

Ron Patterson, Scribe

Addendum to the Minutes

After the meeting was adjourned, a Board member, looking at the current By-laws of the Conference, determined that the vote taken needed to be revisited. The Moderator had not been able to reach Phil and planned to do so in the morning.

Before this could be accomplished, members of the Board received the following communication from Phil:

Dear Siblings in Christ,

I write to let you know that I am withdrawing my name from candidacy.

The tension existent among the Board is not healthy for the next steps of your shared ministry around this decision, therefore my stepping aside is a way for a healthier reset for all of you. I do this proud of the work that has been accomplished during my time with you. For the personnel work that has been moved forward. For the next steps taken on anti-racism training among the clergy. For new life at N-Sld-Sen. And for renewed relationship among the churches.

There is so much good that has happened, and I am grateful to have been a part of it. I am excited to see how Spirit intercedes among all of you, and across the Conference, as the next steps in your search process are undertaken.

I will notify the wider conference of my decision later today.

Blessings,

Phil

This addendum is submitted by the scribe for Board review. RMP