



Connecting Hearts, Renewing Lives

St. Andrew Presbyterian Church

140 Gathering Place Lane | Iowa City, IA 52246

www.saintandrew-ic.org | 319-338-7523

Session Meeting Minutes

Time: Noon | **Date:** Sunday, November 16, 2025

Location: Conference Room (#128)

Session Members: Becky Benson, Helen Bryce, Don Burch, Scott Fisher, Aaron Gibson, Chloe Goers, Mary Hausler, Virginia Ibrahim-Olin, Austin Kannebier, Paula McCue, Emily Neddermeyer, Josh Schilling, Judy Swafford, Gregs Thomopoulos.

Moderator: Pastor Carl Anderson

Excused Members: Munir Tanas and Jon Swearingen

Scheduled Guests: Cecilia Norris

Devotions & Opening Prayer Meeting called to order at 12:02 pm by Pastor Carl Anderson.

Motion: To allow guest Cecilia Norris to have voice at today's meeting. MSC

Discussed what each member is thankful for, including the small joys, our community support, and being alive thanks to the blessings of God. Scripture shared from 1 Thess 5. Prayer offered for attentiveness and holy intention.

Amend/Approve Agenda

Motion: To approve the agenda for today's meeting. MSC

Approval of Session Minutes:

Motion: To approve the minutes from October 16, 2025, session meeting. MSC

Consent Agenda

Team Reports:

- Pastor Nominating Committee
- Building & Grounds
- Stewardship Team
- Worship Team

Motion: To approve the consent agenda. MSC

Leadership Team Reports

- Transitional Pastor:

- Pastor Carl and Rick Graf took communion to 2 homebound members this month.
- Will work on outlining team roles and purposes.
- Pastor Bobby Outterson Murphy and his family will begin worshipping with our congregation now that he is the transitional Presbyter for our Presbytery.
- **Ministry Directors:**
 - **Staff Meeting Notes** | Oct. 21 - Nov. 11, 2025
 - **Children's and Family Ministry**
 - **Music Ministry**
 - **Communications & Media Ministry**
 - Advent Messenger (with additional reports from Pastoral Care, Mission, Student Ministries, and the Learning Academy)

Clerk's Report:

- **Communion Stats:**
 - On November 2, Pastor Carl Anderson oversaw the distribution of communion to 276 people, with 19 devices logged into the service, for an estimated real time congregation of 317.!
 - On November 6, communion was distributed to 25 people as part of the At The Table service. Rick Graf and Pastor Carl took home communion to Marcia Murphy and Andy.
- **Baptism, New Members, and Roll Changes:**
 - Leah Rosine (#4037) and Kim Kipp (#4029) have requested to renew their membership with St. Andrew after moving back to the area from Colorado.
 - Suzanne Nies has requested to become a member of St. Andrew by transfer of membership from FPC Glen Ellyn, Illinois.
 - **Motion: to reinstate and transfer membership of the above listed names. MSC**
- **Correspondence:**
 - Letter from denomination regarding some global mission funding.
 - The clerk's review of minutes happened yesterday with the stated clerk of our Presbytery covering the past 2 years.
 - Boundary training for elders and others in the church will be a new requirement and training is being developed with information to be distributed once completed. The hope is for an internet option or for the training to be offered, or perhaps within our building when needed.
- **Presbytery:**
 - The next Presbytery Meeting is scheduled for 1-3:30 p.m. Thursday November 20 at First Presbyterian Church in Cedar Rapids (310 5th St SE, Cedar Rapids, IA 52401).

Action & Discussion Items From Teams:

- **Finance**
 - Elder Emily Neddermeyer stated the team has not yet met for November; budget is in the black at this time. Plan to renew some CD's that have matured. Preliminary budget questions were discussed.
- **Land Sales Team:** Elder Josh Schilling reported Western Homes was offered to purchase the small piece of land for the same cost per sq foot as the larger piece of land that they purchased. Josh stressed the value of the piece of land to Western Homes. Their board will review the offer. Land Sales Team will consider a counter offer among the team, if needed, but will need Session to approve any changed offer should that be necessary.

- **Mission, Outreach, and Service**

- Elder Becky Benson and guest Cecilia Norris reported for the MOS Team. The focus for the coming year will continue to be on food, shelter, and health missions. The team is requesting an increase in the mission-giving budget percentage from 14% to 16%. A number of years ago, per capita began coming out of the MOS budget, and the request is that this expense be moved back to another portion of the budget.
- **History of Mission Spending:** The founding members desired that for every dollar spent on the church itself, another dollar be sent out into the community to meet local needs—a 50% vision. They began at approximately 10% and increased the percentage by 1% per year until it reached 24%, divided into two categories: Locally Determined Benevolence (LDB) at 60% and 40% to the presbytery for international mission. The MOS budget declined from \$247K to around \$90–100K after the loss of the Men’s Group parking income at the old Melrose location. At that point, the emphasis shifted toward seeing the building itself as part of the church’s mission rather than sending funds out into the community. When per capita of \$25–30K was later taken from the MOS budget, the effective mission budget dropped to about 10%. Currently, the LDB portion has risen to 70%, up from the earlier 60%.
- In 2015, the church budget was \$852K, with mission spending at \$247K. During the interim period with Pastor Danie DeBeer, the discernment process named mission—along with music and religious education—as central focuses for the church. MOS began setting aside \$25K each year for a locally developed mission program, with food insecurity and mental health chosen first. It later became clear that there were neither sufficient funds to sustain a new \$25K program annually nor enough volunteers to support that model. The original desire was for these special annual programs to include volunteers of all ages and abilities (including children). The team also expressed a continued interest in funding medical needs, though creating a volunteer project in this area is not feasible due to the specialized skills required.
- The First Capital Campaign designated \$25K for mission, which went to Habitat for Humanity, but this practice was not continued in later campaigns.
- In summary: As a Matthew 25 Church, MOS affirms food, shelter, and healthcare as the desired areas of mission focus for the coming year.

Motion: MOS requests that Session consider increasing MOS budget from 14% to 16% of the General Operating Budget next year.

- **Motion: To table the above motion to December’s session meeting. MSC**

Motion: MOS requests that the Per Capita come out of the General Operating Budget rather than the MOS budget. MSC

- **Other MOS Considerations (for future decision-making):**

- If larger distributions are being considered which may come from increase in general operating budget from 14% to 16% and change in endowment mgt and distributions (Kelting - Reeder - and Ringeberg trust funds), MOS expanded contributions could include:
 - Increases to local food, shelter, and health organizations.
 - Camp Bear Creek capital campaign – consider \$5000 per year for 2-3 years.
- **Food Ministry:** Elder Helen Bryce spoke on behalf of the team. Use the terms market and shopping, not food bank or pantry. Currently using a space not completely fit for such use. 500-plus shoppers leaving with

approx \$200 of groceries monthly. More volunteers needed to continue this program and facility improvements are also needed. A strategic planning team may be needed. An elder from MOS and from Building and Grounds serving with leadership from the Food Ministry Team will gather to plan.

- **Personnel:**

- Elder Austin Kannegieter reported Amy Schnidt-Rundell is now at 50% employment and the new organist has begun her position.
- The instrumentalist position will be updated and reposted.
- The Children and Family Ministry model will await review until into the new year.
- Also under consideration is hiring a position for the Food Ministry at some percentage of time.
- The contract for Colette Soult as a part-time pastoral care support staff is desired to be continued at present.
- Front desk support beyond volunteer Sunshine Greeters may also be something to consider in the future.

Motion: That Session vote to extend Pastor Carl Anderson's contract for another 12 months. MSC

Motion: That Session approve a 3.0% COLA cost of living increase for all other church staff, with possibility of merit increases.

- **Motion: To table the above motion to the December meeting. MSC**

Rocket Docket:

- **Reminders of upcoming events**

- **Food Market** | Nov. 19
- **Alternative Gift Market** | Nov. 23
- **Hanging of the Greens** | Nov. 23
- **ETC/BASIC Thanksgiving** | Nov. 23
- **Celebration of Life: Mary Mixdorf** | Nov. 30
- **Hills Bank's Lights of Remembrance** | Dec. 1
- **At the Table** | Dec. 4
- **Sober Living Gala** | Dec. 6
- **Lessons and Carols** | Dec. 7
- **The Great Christmas Ring (offsite)** | Dec. 13
- **Children's Christmas Pageant** | Dec. 14
- **Orchestra Iowa Brass Concert** | Dec. 14
- **Food Market** | Dec. 17
- **Celebration of Life: Pat Dustin Wood** | Dec. 19
- **Cocoa and Carols** | Dec. 21
- **Christmas Eve** | 5, 7, & 11 p.m., Dec. 24
- **Bingo & Games** | Jan. 2
- **At the Table** | Jan. 8
- **Sunday School Resumes** | Jan. 11
- **Next Steps** | Jan. 18
- **Food Market** | Jan. 28
- **Women's Retreat** | Jan. 31
- **At the Table** | Feb. 5
- **Congregational Meeting** | Feb. 8
- Additional comments from teams with session representation.

Lord's Prayer recited by all closed the meeting at 1:59 pm.

Next Meeting: December 18, 2025 at 7:30 pm.

Respectfully submitted,

Patricia Benson
Clerk of session

Rev Carl Anderson
Moderator