

St. Andrew/COM of PEI Joint Task Force
August 27, 4 p.m. Iowa City Press-Citizen office

- I. Present: Jeff Charis-Carlson, Patti Benson, Bethany Lagani (alternative for Ann Ford), Larry Petrick, Sam Massey (scribe). Excused: Jennifer Jennings
- II. Jeff Charis-Carlson prayed as the joint task force convened.
- III. The unanimous recommendation of the joint task force is that Pastor Matt Paul's last Sunday for performing pastoral ministry traditional for a departing pastor will be October 1, 2017, World Communion Sunday.
- IV. Between October 1 and October 11, his pastoral service will be in the office and that is to clear it out, clean it up and take care of any last minute administrative items that the staff or session need of him. All formal celebratory goodbyes should be on or prior to October 1, 2017.
- V. Between the date of St. Andrew session action in early September on this plan and October 1, 2017, Pastor Paul will serve full time in the following defined tasks that are traditional for a departing pastor:
 - A. Take care of himself, search for a new call, embrace the psychological counseling offered by presbytery's COM, and perhaps pursue training for new positions.
 - B. Preach sermons and create worship experiences that will be positive, bestowing blessings on the congregation and presbytery, and full of hope for the future.
 - C. Attend last meetings of all organizational entities to thank persons for their service and support, to say goodbye, and to answer any remaining questions asked of him by members of those entities, and yet without giving future direction.
 - D. Make pastoral visits on the sick and at-home persons, or others to whom he should say thank you and give a goodbye.
 - E. Meet with staff persons to pass on his work to them in order for them to take up and/or complete it.
 - F. Extricate himself from community commitments.
 - G. After October 1, 2017, as much as possible, avoid extensive social contact with parishioners and staff.
 - H. After October 11, refrain from all intentional interaction with the members of St. Andrew per the Presbytery of East Iowa's ethical prescription for all departing pastors i.e. permanent and complete separation, although after five years minimum being allowed to return yet only at the invitation of the installed pastor with the concurrence of session. This includes all wedding and funerals within or outside the bounds of the presbytery. The only exception shall be for him to return as a guest to the dedication ceremonies and other services/festivities concerning the dedication of St. Andrew's new building, when all of St. Andrew's previous pastors – and their families – will be invited to participate as guests.
- VI. Filling the pulpit until an interim pastor is obtained will be Pastor Kyle Otterbein, St. Andrew staff and lay leaders as well as other guest preachers on presbytery's approved list (only). All Presbytery of East Iowa ethical constraints for departed

pastors will be observed and any requests otherwise must be submitted to COM for deliberation.

- VII. Pastor Kyle Otterbein will not be serving as the interim pastor and he will stay within his associate pastor role, including encouraging lay leadership (ordained and non-ordained), maintaining pastoral contact with lay leadership and others in the congregation in need of it, convening staff until an interim pastor is obtained, and otherwise be “glue” until the interim pastor arrives.
- VIII. Session will create an interim pastor search committee to work with COM to conduct a search.
- IX. At this time, prudent financial oversight of staff, ministry, mission and new building needs suggest that December 1, 2017 might be the earliest date that an interim pastor could be paid in light of severance for Pastor Paul through May.
- X. Pastor Paul will work with the session to leave well. This means to avoid giving direction to the church or any part of it, avoid playing the victim or otherwise interfering with the congregation moving forward emotionally, and abstain from any activity that might detract from congregational grieving or undermine the peace, unity and purity of the church. The Session and COM likewise will recognize the inherent difficulty in Pastor Paul’s current situation and will respond to his good-efforts with grace, understanding and gentle reminders of boundaries.
- XI. The joint task force noticed the length of time served by Pastor Paul and his accomplishments. Credit to Matt and the congregation’s strength and commitment are due.
- XII. All members of the joint task force felt comfortable with the outcome of the plan recommended above. They request that both COM and then the session of St. Andrew (at a special called meeting the first week of September) endorse this plan, and that it be shared with the presbytery, as well as the terms of the dissolution, at the next presbytery meeting.
- XIII. Larry Petrick and a teaching elder from COM will be invited to attend the special session meeting (Jennifer Jennings has committed to being there, if the date is September 6 specifically).
- XIV. The task force will weigh the prudence of meeting again in person in a few weeks.
- XV. Sam Massey closed in prayer.