

Session meeting, Saint Andrew Presbyterian Church

Thursday, March 22, 2018 7 p.m.

Minutes

Elders present: Mark Beerends, Patti Benson, Tim Benson, Sarah Brakke, Jeff Charis-Carlson, Dave DeGroot, Kathy Duys, Myrna Farraj, Ann Ford, Ethan Goers, Margaret Heidger, Bethany Lagani, Cecilia Norris, Bruce Walker, Jan Waterhouse

Excused elders: Cindy VonderHaar

Moderator: Danie DeBeer

Pastor: Danie DeBeer

Excused pastor: Kyle Otterbein

Guest: Bill Wittig at 7:45, Scott Leimkuehler, Heather Woodin

Called to order at 7:00 p.m.

MOS Consent agenda. See Session page for detail and authorized expenditures. more detail.

Motion to approve MOS Consent agenda.

MSC

Clerk's report: 334 received communion 4 March

Motion Approve minutes from Feb 22 meeting, but add Myrna as guest since she had not yet been installed as elder. About the \$6000 invoice from Elevate, take out "before we pay the invoice."

MSC

Correspondence: we have a request for baptism for Hank Kasper.

Motion to approve baptism request for Hank Kasper, son of Bryan and Stacie Kasper.

Date will be June 24, 2018

MSC

Report on PEIA meeting Tuesday the 20th in Marion. Danie led the worship service. The PEIA statement on Matt Paul was discussed. Teams are forming to level out Presbytery governance to more members, following the ACOG effort of several years ago.

Devotions: Danie DeBeer. It's too easy for elders to focus only on our own assignments. We must remember that God is working through us, though we may sometimes wonder. We must practice receiving, not just giving. In the book of Mark, the blind beggar Bartimaeus called out to Jesus and asked him to heal his sight, and instantly he could see. Jesus asks each of us, what do we want from him?

Danie posed several questions. How do we reach out? How do we make this church a beacon? What do we want right now? What are our core values? He sent around sheets with 4 additional questions for Session members to answer. He proposed setting up a transition monitoring team and a transition team in the near future to help work towards forming a Pastor Nominating Committee.

Buildings and Grounds: Playground – Scott Leimkuehler reported that the shape of the playground is now marked out. They are putting on a cover mulch to absorb impact. They will add some dirt from our lot across the street, but will need to make sure it is our dirt, not from the apartment building construction.

Rocket Docket: Patti: for organ; plan to use it Good Friday. Donations for the organ project total \$230,000. The team is discussing guest organist concerts, especially for the dedication. Cecilia: The Guatemala team had a wonderful spirit-filled week. Bruce: Gifts & Memorials has been compiling a list of those we should thank and how. CRC met but Bruce could not attend the program about the Crisis Center. Dave: As we move into our new church building we find saved items that we don't need or want, so is it okay to donate to ReStore? Kathy says staff should have first refusal on these items to make sure their needs are met. Session members agreed. Dave said we need to use a humidifier to protect the organ. Buildings and Grounds has a proposal for a \$75,000 system to solve the problem, plus electrical costs. But Matthew Penning and Dave looked into it and say the rented humidifier with fan is working well. We need a water line to supply the required 40 gallons per day. It is already budgeted in (FFE) Furniture Fixtures and Equipment. Myrna asked about resumption of the plan for core values and strategic plan, which will be very helpful in our pastor search. Ethan: The youth groups are planning the Easter sunrise service. Bethany: Her adult education offering "WWJ Say" is going well. Sarah: Children's ministry will meet next in April. They want to have a program on gun safety open to congregation, but just education about it, not a debate. Kathy: Personnel needs a replacement nursery worker. She plans to go to Pittsburgh Project next summer as a leader. Tim: Hospitality Team has sign-up sheets, and we need more participants. We need greeters to bring people in and then other people to cover the door. One Sunday we had six people in wheelchairs. We can seat 250 and ushers need to encourage people to move to the middle of the pews. Ushers can help by asking people to move to the centers for more seating. The Mosers will be donating a wheelchair and a scooter for use in the church.

Finance- Tim reported that we are \$10,000 ahead of last year's donations, which would be a good thing to add to the report. YTD income is about \$3000 ahead of expenses. We approved a budget shortfall because we are paying 2 salaries for another 3 months. We are paying interest only on the mortgage until June, when we will begin full mortgage payments.

Land Sales Team (The meeting went into executive Session at this time.) Bill Wittig provided an update with maps.

Motion: Provide \$3,000 to Neuzil to grade the triangle outlot.
(The motion passed 15-1, with Bethany voting no.)

MSC

Worship Team – Jeff reminded us of the plan for a 4-day dedication celebration for the last weekend of October. It will also be the 60th anniversary of SAPC.

Personnel team: Jan Waterhouse: The new Personnel Manual with changes is posted on the Policies on the Session.

Motion: The Personnel Team moves that Session approve the revisions to the St. Andrew Personnel Manual as shown on the Session web page under policies. **MSC**

On behalf of Personnel Team, and as a follow-up to Session's discussion in February, the following proposed statement will be provided if a prospective congregation contacts St. Andrew to ask about Matt's service as our Senior Pastor

Primary Statement

Matt was called to St. Andrew at a crossroads in our congregation's history. We had been without a called senior pastor for nearly three years and had already purchased land at a new location where we would build a new church home. Matt oversaw the lengthy process of designing and constructing a new church building. It proved to be a difficult process for all involved, and concerns were raised about Matt's role in the process. Steps were taken to support Matt Paul, however, despite those efforts, difficulties persisted. Session decided in June 2017, after lengthy discussion and consultation with the Presbytery of East Iowa, that the congregation of St. Andrew needed a change in leadership at the Senior Pastor level. Matt then joined the Session in presenting a motion for dissolution to the congregation, which the congregation affirmed.

Follow-up if more detail is requested:

Due to confidentiality requirements associated with personnel matters, St. Andrew is not at liberty to discuss issues in detail. Rev Dr Matt Paul and the Personnel Team worked diligently to resolve concerns which arose, however, a satisfactory resolution was not achieved, and Matt, St. Andrew, and the Presbytery mutually agreed to dissolve the pastoral relationship.

Personnel Team recommends that staff should be instructed to direct any such calls or inquiries to the following individuals for response, all of whom are on Personnel Team currently and were on Personnel Team last year as well: Jan Waterhouse, Kathy Duys, Amy Sparks.

Motion: Approve the above statements. **MSC**

Temporary Office assistant position: Personnel Team recommends to Session that the temporary position be ended at the end of April. The 6-month term (which was stated in Paula Grady's offer letter) ends the first week of April. The new date would give her a few extra weeks of work.

Motion: Paula Grady's temporary office position will end at the end of April **MSC**

Interior team - Sarah: See Supporting documents for "Design Vision..." We want more decoration in the building, including hanging decorations. We may need a timeline for action.

Motion: Danie and Sarah will discuss the Design Vision with the Interior Team. **MSC**

New Business

JustChurch See supporting documents. As suggested by Danie, SAPC agrees to a partnership with this organization, applying for a start-up grant of \$7500 from PCUSA.

JustChurch would lead a Saturday evening worship experience in downtown Iowa City. Lutheran pastor Rev Jan Rippentrop is one of two leading pastors.

Central African Worshipping Group – Danie sought permission to begin talks with a group of about 50 Central African immigrants who have been meeting in North Liberty. This congregation is seeking a new, more-permanent meeting place on Sunday afternoons after our services have ended. Session concurs that this is a good opportunity. Need a building usage policy to apply to this. Danie, Mark and MOS chair Paul Heidger will meet with their leaders.

Building & Grounds - Dave

The team has received questions about the fees for building use. The team will revisit the policy and may bring recommendations to Session.

Kitchen: Bruce dealt with the city about development of the kitchen space. 3 City employees came and looked at the kitchen to make sure we are consulting them.

Sign on Camp Cardinal Road: Our temporary sign needs to be removed or maybe changed.

Listening Post – Patti and Dave: We may not need the monthly listening posts any more, since no one has been coming to ask questions.

Communion – Deacons are asking that the elders to cover more of the communion duties. We need to restart the signups for ushers and communion.

Motion: Move to adjourn

MSC

We closed with Lord's Prayer.

Meeting adjourned at 9:38 p.m.

Respectfully submitted,

AF, Clerk

Danie DeBeer, Moderator