

Session Meeting  
 First Presbyterian Church  
 Davenport, Iowa  
 November 16, 2020

The regular meeting of the Session of First Presbyterian Church of Davenport, Iowa was held on Monday, November 16, 2020. We continue to meet remotely due to statewide recommendations of social distancing and limitations on gatherings related to the COVID-19 pandemic.

Moderator Rev. Dr. Pam Saturnia, FPC Muscatine, called the meeting to order at 7:03 PM. A quorum was present. Clerk Mark Jones opened the meeting with prayer and a reading from Psalm 40.

	Class of 2020		Class of 2021		Class of 2022
P	<b>Samantha Crow</b> <i>Worship &amp; Music, Stewardship</i>	P	<b>Paula Burnett</b> <i>Hospitality &amp; Welcoming</i>	P	<b>Heather Calvert</b> <i>Adult Christian Education</i>
E	<b>Barbara Ehrmann</b> <i>Adult Christian Education</i>	P	<b>Dan Ellard</b> <i>Finance</i>	A	<b>Matthew Hennes</b> <i>Stewardship</i>
P	<b>Michael Ferris</b> <i>Worship &amp; Music</i>	P	<b>Jeffrey Gomez</b> <i>Congregational Development &amp; Fellowship</i>	P	<b>Matt Kabel</b> <i>Buildings &amp; Grounds</i>
P	<b>Richard Koos</b> <i>Personnel</i>	P	<b>Pete Madden</b> <i>Buildings &amp; Grounds</i>	P	<b>Jeanne Sherwood</b> <i>Hospitality &amp; Welcoming</i>
P	<b>Pamela Paulsen</b> <i>Finance</i>	P	<b>Diane Roebuck</b> <i>Christian Ed. &amp; Fellowship for Youth</i>	P	<b>Tom Spitzfaden</b> <i>Finance</i>
P	<b>RuthAnn Tobey-Brown</b> <i>Personnel</i>	E	<b>Karla Ruitter</b> <i>Congregational Development Fellowship</i>	P	<b>Vicki Stegall</b> <i>Christian Ed. &amp; Fellowship for Youth</i>
P	<b>James Woods</b> <i>Hospitality &amp; Welcoming</i>	P	<b>Don Wood</b> <i>Worship &amp; Music</i>		
P	<b>Mark Jones</b> <i>Clerk of Session, non-voting</i>	<i>P- present E-Excused A-Absent</i>			

Staff members:

P	<b>Rev. Pam Saturnia</b> <i>Moderator FPC Muscatine</i>	P	<b>Rev. Katie Styr</b> <i>Associate Pastor</i>	P	<b>Matthew Bishop</b> <i>Director of Music</i>
P	<b>Rev. Pat Halverson</b> <i>Parish Associate</i>	P	<b>Kristine Olson</b> <i>Finance Manager</i>	P	<b>Darren Long</b> <i>Facilities &amp; Custodial Supervisor</i>

Deacon Representative: Ted Brown

Guests: The Members of the Synod Administrative Review Committee

- David Feltman – Teaching Elder from the Presbytery of North Central Iowa
  - Matthew Sauer- Teaching Elder from the Presbytery of Winnebago
  - Pat Shipley – Ruling Elder from the Presbytery of Missouri River Valley
  - Kathy Terpstra – Ruling Elder from the Presbytery of Minnesota Valleys
  - Candace Adams – Teaching Elder from the Presbytery of Northern Plains
  - Diane Wilson -Ruling Elder from the Presbytery of North Central Iowa
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**On motion**, the agenda was approved as presented electronically with the addition of a meeting with the Synod of Lakes and Prairies Administrative Review Committee (ARC) at 8 PM.

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**DEACONS' REPORT: Deacon Moderator Ted Brown reported the following:**

- PUNCH Thanksgiving Dinner will be carry-out and delivery only due to COVID. Volunteers and food donations are still needed.
  - The Angel Tree project will continue this year. Methods are being developed for the congregation to sign--up remotely and for distribution. Unwrapped, single gifts of \$30 or less will be collected at the church by December 11, 2020.
  - *Nothing Bundt Cakes* are being delivered to those in the congregation that would have been invited to the Homecoming Dinner. The Deacons purchased 100 cakes and the owner of *Nothing Bundt Cakes* donated 65 cakes.
  - Two grant requests are being considered through the Deacon's Endowment Fund
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**STAFF REPORTS**

**Rev. Katie Styr**

- Had been working on plans to open the church for small events and have Sunday School going safely but those had to be walked back with the recent increase in COVID-19 cases.
- Have been talking with parents of what might work. For now, maintain current operations.
- Take home packets are being created for Sunday School groups that can be done with family at home.

**Kristine Olson, Finance Manager**

- October Financials:
  - October had a small loss of just over (\$1k).
  - Pledges/Donations are down (\$69k) from 2019 for the period 3/15 – 10/31 (period of suspended in-person worship services)
  - YTD still reflects net surplus of \$60k
  - Net cash available has decreased by (\$41k) since the start of the year
- PPP Loan Forgiveness Application is moving forward with final request for information sent to Northwest Bank today (11/16)
- 8/10/2020 Derecho Insurance Claim – received estimate for Sanctuary Projector replacement and Roof & Chapel repairs totaling \$20k with a \$5k deductible; Initial payment of \$4,100 received.
- 2020 Birdies for Charities – Check received for \$32,530 in donations + \$1,626.50 of Birdies Bonus received in November
- Open Enrollment has been completed

**Matt Bishop, Director of Music**

- Stump the Organist and Harpsichord concerts have been continuing. They will be taking a break after December 4<sup>th</sup> because of other December projects.
- Video project with choir members has now released 5 videos on Facebook with one ready for this week.
- Choir practices outside have ended.
- Small group caroling was being planned for local care facilities. Those had to be cancelled.

- Alex will be presenting an organ concert of sacred music for Advent and Christmas. It will be premiered on December 12, 2020, at 7:30 PM.
- On December 19, 2020, at 7:30 PM, a virtual Christmas concert will be released using solos and small groups, vocal and instrumental.
- Matt will be presenting a 4-part ACE Advent series in December.
- PAS has received \$21K so far. This is comparable to previous years. Half of this money will be donated to the general fund.
- Attending Pandemic Task Force meetings.
- Has assumed duties as staff liaison to the Nominating Committee.
- Monitoring plans for the choir's Ireland trip. More information coming in December.

### **Darren Long, Facilities and Custodial Supervisor**

- November 3, 2020 voting at FPC was completed without issues. The volunteers did a good job at cleaning after the voting was complete.
- Boiler passed inspection recently.
- The CE building elevator repair has been completed after some delays.
- Some meetings have been held at the church since opened for small groups but more recently groups have been cancelling.
- Some small painting jobs are being completed.

### **Pat Halverson, Parish Associate**

- Attending Deacon meetings.
- Preaching
- Doing some calls.

### **Pam Saturnia, Moderator**

- Continues to attend Staff meetings and meets with staff individually.
- Meeting with Personnel Committee
- Moderating Session
- Enjoying her work with us.

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## **FINANCIAL REPORT**

**Elder Tom Spitzfaden** presented the following information on the church's financial situation

- October income/expense report was better than anticipated.
- December income/expense YTD might also be better than anticipated.
- Some concern about the cash position. Our cash position is down for the year – meaning we are meeting expenses by spending from savings accounts.

	October 2020		October 2019	
	Actual	Budget	Actual	Budget
General Fund Income	48,257	56,680	55,743	65,185
Custodial Accounts Income	242	-	5,671	-
Compensation Expenses	39,042	51,258	53,894	61,321
Non Compensation General Fund Expenses	10,264	17,015	12,123	20,391
Custodial Accounts Expenses	242	-	5,671	-
<b>Surplus (Deficit)</b>	<b>(1,049)</b>	<b>(11,593)</b>	<b>(10,274)</b>	<b>(16,527)</b>
	2020 Year-To-Date		2019 Year-To-Date	
	Actual	Budget	Actual	Budget
General Fund Income	665,511	707,638	702,494	722,305
Custodial Accounts Income	75,813	-	73,408	-
Compensation Expenses	473,146	498,258	489,622	541,585
Non Compensation General Fund Expenses	132,088	201,265	182,258	248,498
Custodial Accounts Expenses	75,812	-	73,409	-
<b>Surplus (Deficit)</b>	<b>60,278</b>	<b>8,115</b>	<b>30,613</b>	<b>(67,778)</b>
All numbers are rounded.				

## CONSENT AGENDA

- **On motion by Elder Heather Calvert** and second, the Session approved the following items in the Consent Agenda by a unanimous vote.
  - Clerk's Report for the month of October 2020 (*A full copy of the October 2020 Clerk's report presented to the Session at the November 2020 Session Meeting can be found in the Appendix of the official 2020 Session minutes.*)
  - Minutes of the October 19, 2020 Session meeting and the October 15, 2020 called meeting of Session.

### I. **REQUESTS FOR ACTION:**

#### **Requests Resulting in the Reduction of the Active Roll**

Brenda Meyer  
Milo Smith  
Mila Smith  
Jane McMurray  
Richard McMurray  
David Williams  
Pamela Williams

Request to be Removed from Active Roll  
Request to be Removed from Active Roll  
Request to be Removed from Active Roll  
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### II. **CHANGES TO THE REGISTERS:**

#### **Weddings**

Erin Sodawasser and Patrick Hermiston\*

#### **Date**

October 3, 2020 (offsite)

#### **Officiated by**

Rev. Katie Styr

**Deaths**

Helen Hebbeln  
Harold W. Jackson

**Date**

October 3, 2020  
October 30, 2020

**Officiated by**

Weert's Funeral Home

\*non-member

**III. COMMUNION RECORD:****Drive Up Communion**

Communion was served to 40 people on Sunday, October 4, at the 9:30 AM Drive-up service by Rev. Pat Halverson.  
Communion was served to 46 people on Sunday, October 11, at the 9:30 AM Drive-up service by Rev. Katie Styrk.  
Communion was served to 26 people on Sunday, October 25, at the 9:30 AM Drive-up service by Rev. Pat Halverson.

**Other Business of the Clerk – Mark Jones, Clerk**

- A reminder to the Session that we changed our December meeting date to December 14, 2020.
  - Our 2018 and 2019 church records were reviewed by Presbytery in October and approved with 2 and 3 exceptions, respectively. The process also included a Zoom session with Dr. Blair and several other clerks. Dr. Blair answered questions from the clerks. Thanks to Marty Bowles Edwards for her work as Clerk during these years.
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**REPORTS****Stewardship Committee: Elder Samantha Crow, Stewardship Chair**

- Stewardship Sunday is November 22, 2020. Ninety-seven (97) pledges have been received compared to 193 pledges in 2019. It is hoped that pledges will continue to be received. The 97 pledges represent a total of \$359K. This is behind last year at Stewardship Sunday.
- Follow-up letters will be sent to those who pledged last year but not yet pledged this year.

**Bridging Pastor Nominating Committee:** No report. (Note: A called meeting of Session was held on November 12, 2020 to discuss the compensation package for candidates.)

**Nominating Committee: Elder Samantha Crow, Co-Chair**

- Significant progress has been made.
- Thanks to Elder Paula Burnett for her assistance.
- 2 or 3 Deacon positions and 2 Session positions are yet to be filled.
- Mark Jones will serve as Clerk in 2021.

**Pandemic Task Force: Rev. Katie Styrk**

- Sunday, November 21, 2020 will be the last out door parking lot service.
- Hoped to present plans for indoor services at this meeting, but the recent surge in COVID-19 cases in the Quad Cities has shelved those plans for now.
- Plans are to be on-line only through the rest of 2020 which will include a Christmas Eve worship service for children/families and a recorded Christmas Eve service for adults.
- The building continues to be open to small groups; our guidelines appear to be consistent with new restrictions announced in Iowa today.
- Not planning to add anymore activities that would use the building.

**Budget Committee**

- No meeting has been scheduled.

- The committee should include Session committee chairs and a Deacon representative.
- Kristine has been working on an initial draft.
- Chairs need to send possible meeting dates to Tom Spitzfaden or Kristin.

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**OLD BUSINESS:** none

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## **NEW BUSINESS**

**Matt Bishop**, on behalf of the FPC Staff, presented the following proposal for the creation of a standing Session Committee entitled “Congregational Marketing & Growth Committee”

### **Mission**

The Congregational Marketing and Growth Committee is responsible for utilizing various skills from members within the congregation of First Presbyterian Church to enhance the church’s presence within the community (both our immediate neighborhood and more broadly within the Quad Cities Metro Area) with the aim of growing the membership of the congregation.

### **Vision, Mission, and Goals**

Through regular committee meetings, the committee develops a strategic plan for marketing and communications, both print and online. The committee acts as a liaison between various committees of the Session and Board of Deacons in an effort to coordinate a uniform marketing strategy to grow the congregation by highlighting the ways in which the church contributes to the community and enhances the worship life of the congregation. Further, the committee regularly hosts events throughout the Quad Cities aimed at promoting the work of FPC and drawing potential new members into our congregation by building individual relationships.

### **Ex-Officio Members**

Moderator of Session

Other staff members as assigned by the Moderator of Session

### **Structure**

The Congregational Marketing & Growth Committee is composed of a core group of members appointed by the Moderator of Session from the current Session and the congregation. The Moderator appoints the Chair or Co-Chairs. The committee may have additional members from the congregation who are not currently on the Session as described in the section of this manual titled, “Structure and Operation of Church Committees” in the paragraph, “Membership of the Standing Committees of Session.” The committee may establish subcommittees and ad-hoc groups as needed.

### **Responsibilities and Duties**

- Provide guidance and oversight to the office staff (office administrator and membership coordinator) by way of setting expectations for schedule and content of print and online marketing and informational communications materials.
- Formally request feedback or input from the congregation and from various program committees (e.g. CDF, CEFY, W&M) to aid in developing a communications strategy and schedule.

- Consider ways in which the church's public messaging and social media presence could be enhanced through efforts such as rebranding and ad targeting.
- Coordinate events in conjunction with the Board of Deacons and CDF to reach families in the church's immediate neighborhood.
- Committee members agree to host and attend events in the community at public locations to build relationships with people from the Quad Cities to create interest in attending worship at FPC.
- Partner with the Hospitality and Welcoming Committee to share information about prospective visitors and new members and coordinate strategies to welcome those individuals into the life of the church.

**Elder Pete Madden moved approval** of the Congregational Marketing and Growth Committee as a standing Session committee at First Presbyterian Church. A second was received.

Background and Discussion:

- Matt Bishop said some of the work given this committee will assume duties previously done by Communications Director, Diane Pumphrey. They will provide guidance to the office staff on content for on-line and print communications. It is hoped the committee can find creative ways for increase the awareness of FPC in the community and attract members. It will work with other church committees to streamline our messaging within the church and outside the church.
- Matt also pointed out that the proposal is presented to be consistent with other committee descriptions in the Operations Manual.
- How many will serve on the committee? Likely about 5-6 total, including 2 elders from Session.
- Will the chair be a Session member? Goal would be to have 2 Session members on this committee as it is with other Session committees.

**The motion was approved by a vote of 16-0.**

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**The meeting was suspended at 7:45 PM** to allow the Session to obtain and review 2 documents e-mailed to the Session earlier this evening.

**The meeting was continued at 8:00 PM** as we were joined by the Synod Administrative Review Committee.

Rev. Matt Sauer reviewed the plan for the discussion tonight.

- Following the ARC's work including document reviews and interviews with CG&P members, Presbytery of East Iowa (PEIA) leadership, and FPC Session, the ARC has created a list of observations made for each group.
- The ARC is now in the process of confirming with each group that the lists of observations are a fair representation of what each group shared with ARC.
  - The ARC has met with the CG&P Committee members and the ARC's observations confirmed.
  - The ARC will review the observations from the Session tonight.
  - The ARC will meet with PEIA leadership next.
- The ARC provided Session 2 documents.
  - The ARC observations regarding the CG&P Committee and Harry Hoyt.
  - The ARC observations regarding First Presbyterian Church of Davenport

- Once reviewed with each respective group, all observations will be a part of the ARC's final report and available for all to read.
- The final report will be submitted to the Synod of Lakes and Prairies, the Presbytery of East Iowa, and the Session of First Presbyterian Church, Davenport. It will include observations and recommendations, including suggestions for a reconciliation process.

The ARC read the following observations to the Session. They then requested feedback of whether these observations are true to what Session shared with the ARC previously. The Session was asked if there are items they would change or add?

**Observations regarding First Presbyterian Church of Davenport (11/9/2020, corrected copy)**

1. The Session was cooperative with the Administrative Committee in this process. It is clear that the Session has a strong love for their church and wants what is best for the ministry and mission of the congregation.
2. The Session and Congregation have a profound sense of loss, hurt, frustration and some anger over the departure of Rev. Dr. Richard Miller. Much of the anger and frustration is directed at EIP for the way it was handled, and they felt little pastoral care from the Presbytery through this difficult situation and ignored by the Presbytery after the PJC case was filed.
3. Harry Hoyt, as a member of the CG&P Committee worked in simultaneous dual roles of Church Officer and PEI employee during the time of the departure of Rev. Dr. Richard Miller. For a time, Rev. Dr. Richard Miller served on the Presbytery's Personnel Committee and even as Chairperson – with oversight responsibilities for Harry Hoyt, while Harry Hoyt served on the CG&P committee at FPD, also as chairperson for a time - with oversight of Rev. Dr. Richard Miller.
4. The Session and members did not feel privy to the base facts of the departure of Rev. Dr. Richard Miller experienced confusion in the inability to get the “full story.”
5. Members of the session and CG&P did not feel the Presbytery heard their “side” of the story, they mainly heard Dr. Miller's concerns and acted.
6. The Session of FPD felt that they were treated in a legalistic manner by EIA Presbytery.
7. The session does not seem to grasp the seriousness of the breach of protocol that Harry Hoyt provided confidential information, which he received as an employee of the Presbytery, and made available to the CG&P.
8. The Presbytery, the session nor Harry Hoyt addressed the conflict of interest, that Harry Hoyt was serving in both Presbytery and church roles.
9. There is a question of the fairness of the “settlement” that FPD paid Rev. Dr. Richard Miller. The church feels this was forced by the Presbytery.
10. The Members of CG&P committee of FPD feel separated and ostracized by the actions of PEI.
11. The Session and Congregation wish to move forward in rebuilding their Church yet have felt stymied by obstacles placed by the PEI.
12. Some elders question the effectiveness of the current work of the Presbytery with the session and congregation.
13. The members of FPC session are hopeful that there is a future relationship with PEI that is pastoral and caring for the members of their congregation.

**The following is a summary of the discussion on these observations.**

**Q:** What is the ARC's time frame? The idea of using an outside facilitator for reconciliation has been discussed in the past? Has that been committed to? Does that have to wait for the ARC to complete their work? Does that need to wait for the Bridging Pastor?

**Response from ARC:** The ARC spoke to their timeline. They are meeting with PEIA soon. On November 30 the ARC is meeting to begin work on their report. They will not have a final report done in December but hope to have pieces completed regarding recommendations on reconciliation. They will share individuals or organizations that can be researched by FPC, PEIA, and Synod to find help with reconciliation. The ARC is not skilled in that area. The decisions to begin reconciliation are separate from decisions about the Bridging Pastor.

**Comment:** Several elders commented that communications with PEIA have not been clear. Some thought the engagement of a facilitator for reconciliation was presented as certainty. One elder commented that discussions about FPC at a PEIA meeting were not consistent with what she knew was going on at FPC.

**Response from ARC:** ARC's understanding from discussions with PEIA is plans for a facilitator were discussed but no commitment has been made at this point. The final report from ARC will include recommendations for process changes that may improve communications between PEIA and the church.

**Q:** Observation #3 doesn't seem like something we discussed with ARC. What is the source?

**Response from ARC:** FPC and PEIA documents.

**Summary statements:** Several elders confirmed that the list captures our conversations well. An additional observation from tonight's discussion that there has been some confusion about PEIA's direction to FPC for moving forward.

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The ARC next shared with Session the following observations shared with CG&P members. They have confirmed the list. They are being presented for comments and questions, but will not be changed.

**The Synod Administrative Review Committee humbly offers these observations: CG&P Committee and Harry Hoyt.**

1. All parties believed they had the best interest of the church in mind. All were cooperative in the process.
2. Church Government & Personnel (CG&P) Committee operated with minimal Session oversight for 20+ years.
3. CG&P Committee contained two active Session members.
4. Harry Hoyt was the longest-serving member and drafted policy documents.
5. CG&P Committee has a process for assisting in the resignation of staff/pastors that have been used at least four times before Rev. Dr. Richard Miller. This process includes confidential discussions with the Pastor and a predetermined outcome before discussing it with Session.
6. CG&P's assumed its process for dissolving pastoral calls was known by East Iowa Presbytery (EIP) and given tacit approval though cannot be confirmed.
7. Harry Hoyt was an employee of East Iowa Presbytery from 2003-September 30, 2018 as a COM Resource person.
8. Rev. Dr. Richard Miller had been apprised by CG&P in 2013, 2014, 2015, 2016, and 2017 of performance concerns. No known performance improvement plans were shared with us by First Presbyterian Church Davenport (FPC).
9. Allegations of Miller's plagiarism by the CG&P surfaced in February 2017. Additional concerns about Millers' "behavior" surfaced in September 2017.

10. CG&P members met several times for confidential meetings with Rev. Dr. Richard Miller in September-November 2017 at Harry Hoyt's home.
11. CG&P requested that Rev. Dr. Richard Miller attend Midwest Ministry Development Service.
12. East Iowa Presbytery, through staff Harry Hoyt and Rebecca Blair, informed CG&P that there was one more "presbytery spot" available at Midwest Ministry Development Service to pay for Miller's consultation.
13. CG&P sent a letter to Midwest Ministry Development Service requesting certain issues be evaluated.
14. Rev. Dr. Richard Miller went to Midwest Ministry Development Service in December 2017. East Iowa Presbytery paid for the consultation.
15. Harry Hoyt expressed that he did not see a conflict of interest with his Presbytery position and CG&P participation since he believed their goal was the same.
16. On December 5<sup>th</sup> Rev. Dr. Richard Miller signed a Midwest Ministry Development Service "Statement of Consent and Release of Information" giving East Iowa Presbytery Staff Member Harry Hoyt COM Associate sole permission to receive and view the report. The address for mailing the report was changed from the Presbytery office to Harry Hoyt's home address.
17. Louise Hales stated that she, Harry Hoyt, Rev. Dr. Richard Miller, and a staff member from Midwest Ministry Development Service participated in a phone call on December 7, 2017.
18. The confidential report from Midwest Ministry Development Service was sent to East Iowa presbytery Staff member Harry Hoyt, Committee on Ministry Associate, to his home address on December 14, 2017.
19. Harry Hoyt forwarded the confidential report intended for East Iowa Presbytery from Midwest Ministry Development to Louise Hales who then distributed it to CG&P members.
20. CG&P documents noted that Rev. Dr. Richard Miller was going to make a statement to Session in February 2018 though it is not in the Session Minutes.
21. Rev. Dr. Richard Miller engaged Presbytery representatives in July and August 2018 with his concerns about the CG&P process happening at FPC Davenport.
22. Harry Hoyt was notified in September that his employment with East Iowa Presbytery would officially end on Sept. 30, 2018. Harry Hoyt contested the terms of the ending of this position.
23. In a letter dated October 1, 2018, East Iowa Presbytery Ministries and Congregations Committee representatives directed Session to not talk about issues related to Richard Miller and CG&P. Members of CG&P were removed from active service to the church.

**Q:** What is the Midwest Ministry Development Service (MMDS)? Is it more for evaluation or counseling?

**Response from ARC:** MMDS does leadership assessments and assists with career development. This may or may not be part of disciplinary action. It is not about psychological assessment and treatment.

**Q:** In regards to Observation #11, one elder remembered that MMDS suggested that Rev. Miller's behaviors would not likely change.

**Response from ARC:** Observation #11 is from CG&P and they did not share with the ARC the thought that Rev. Miller would not likely change his behaviors. This thought was not seen in documents provided to the ARC so they cannot verify this information. Elders requested the Clerk to review Session minutes to see if this thought (inability to change) was expressed when the CG&P Committee presented to Session in the months following October 2018.

**Q:** What did Rev. Miller tell the Session after attending MMDS?

**Response from other elders:** Rev. Miller did talk to Session about his performance evaluation and what he was doing to address issues, although not in great details. Observation #20 says this information was not in Session minutes. The Clerk was asked to check Session minutes for information on this.

**Q:** If Harry Hoyt had not been on staff at PEIA, who would have received such a report?

**Response from ARC:** The experience of the ARC members is that reports such as this would have routinely gone to the Presbytery, but not the church.

**Q:** Harry Hoyt has previously expressed his opinion that nothing was done incorrectly in sharing the MMDS report. Does he still feel that way? Is that still a point of contention?

**Response from ARC:** Yes, he still feels this way. It is a point of contention. The signed release document ARC has seen gives permission for PEIA to receive the document, not FPC.

**Comment:** One elder recalls a statement by Mr. Claypool at a Session meeting that Richard Miller had been doing a list of things during his time at FPC that he should not have been done. He interprets this as meaning Richard Miller had some committed errors in his performance. Moderator Saturnia, also present at that meeting, offered the interpretation that it meant Richard Miller was asked to take on more responsibilities than he should have been asked to do.

**Comment from ARC:** Churches should have yearly performance evaluations and goal setting that is approved by the Session and known to the entire congregation. ARC did not find evidence of that in FPC documents. This is an area of improvement for FPC.

#### **Final Comments from Matt Sauer**

- The documents presented tonight are now part of FPC records and we can begin to share as Session decides.
- Following ARC meeting on November 30, they will share with us their time line for completing their final report. They may have some early recommendations to share with us. That may include persons or organizations that can help with reconciliation.
- The final report goes to Synod, PEIA, and FPC.
- All parties involved need to choose to move ahead. How can we rebuild important relationship and how can PEIA and FPC work together in a way that is mutually beneficial? At some point, the past must be let go, without blame, and a path forward taken. The church and the gospel are more important than individual feelings of being upset.

Moderator Saturnia spoke to her appreciation for the work of the ARC and their willingness to listen.

**ADJOURNMENT** – On motion, the meeting was adjourned at 9:11 PM with prayer by Moderator Saturnia.

The next regularly scheduled meeting of the Session of First Presbyterian Church, Davenport, Iowa will be held on December 14, 2020 at 7:00 PM.

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The Rev. Dr. Pamela Saturnia  
Moderator

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Mark Jones  
Clerk of Session