

Called Session Meeting
First Presbyterian Church
Davenport, Iowa
January 14, 2020

A called meeting of the Session of First Presbyterian Church of Davenport, Iowa was held on Thursday, January 14, 2021. The meeting was held 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 7:01 PM and opened with prayer. A quorum was present. This meeting occurred prior to the installation of elders for 2021. Voting members included elders in the class of 2020.

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

Staff members:

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

Guest:

- Elders-elect: Jim Dereus, Patrick Downing, Jeff Ehrmann, David Edwards
- Bridging Pastor Nominating Committee: Jo Johnson Meineke

The agenda for this called meeting included 3 items:

- Election of commissioners for the January 23, 2021 PEIA meeting
- Calling a Congregational Meeting for the purpose of dissolving the pastoral relationship with Rev. Katie Styr.

- Acting on a motion from the Bridging Pastor Nominating Committee to approve a candidate to be our new Bridging Pastor

On motion, Elders Ruth Ann Tobey-Brown, Paula Burnett, and Vicki Stegall were elected to be commissioners to the 195th Stated Meeting of the Presbytery of East Iowa to be held Saturday, January 23, 2021.

On motion, the Session approved calling a special congregational meeting for Sunday, January 24, 2021, at 11:45 AM. The agenda will be limited to acting on a request from Rev. Katie Styr to dissolve the pastoral relationship between Rev. Katie Styr and First Presbyterian Church, Davenport so that she may accept a call to First Presbyterian Church, Milan, Illinois. Notices will be given in worship on January 17 and 24, the E-news on January 21 and on Facebook.

The Bridging Pastor Nominating Committee offers to the following motion:

Motion to Approve Contract

“The Personnel Committee moves for the approval of the recommendation from the Bridging Pastor Search Committee to have Pastor Kathryn Stoner Lasala, DMin, join the 1st Presbyterian Church as Bridging Pastor and Head of Staff through this transitional period that will bring us to the nomination of an installed Pastor and Head of Staff.”

Recommendation of Search Committee

“The Bridging Pastor Search Committee of First Presbyterian Church, Davenport recommends inviting Pastor Kathryn Stoner Lasala, DMin, to join our church as Bridging Pastor and Head of Staff during this transitional period. We have examined her education and experience to find her well qualified and have interviewed and held discussions with her, spoken with references who have given positive references to her abilities and character as a transitional pastor. We agree that she will be fit with our current situation and this congregation. The attached contract has been agreed upon by our Personnel Committee and Kathy Stoner Lasala.”

Details of the contract are shown at the end of these minutes (with some formatting differences from the original and without the signature sections). A copy of the final signed contract will be found in the bound volume of 2021 church records.

The Session met with Rev. Kathy Stoner-Lasala and she answered all the questions posed to her.

Following the interview, the Session discussed her candidacy. Some questions were asked about contract details (cell phone, reimbursements). An issue came up about a lump sum payment that might be requested from the Board of Pensions related to medical care. It was decided these issues could be resolved following tonight’s vote and before the contract was signed. Comments about Rev. Lasala’s interview were very positive. She will be able to start at FPC on March 1, 2021.

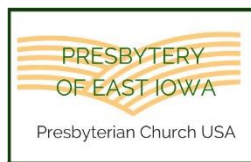
Following the discussion, the motion carried by unanimous vote (raised hands).

ADJOURNMENT – On motion, the meeting was adjourned at 8:04 PM. Rev. Pat Halverson closed the meeting with prayer.

The next regularly scheduled meeting of the Session of First Presbyterian Church, Davenport, Iowa will be held on January 25, 2021 at 7:00 PM.

The Rev. Dr. Pamela Saturnia
Moderator

Mark Jones
Clerk of Session



CONTRACT FOR INTERIM TRANSITIONAL MINISTRY

***Directions: to move from field to field within the document,
use the Tab key to advance and the Shift +Tab to reverse***

This Contract is between the Session (hereinafter referred to as the “Session”) of First Presbyterian Church of Davenport Iowa (hereinafter referred to as the “Church”), in the Presbytery of East Iowa and Reverend Dr. Kathy Stoner-Lasala (hereinafter referred to as the “~~Interim~~ Bridging Pastor”), for the purpose of providing ~~interim~~ transitional pastoral services.

Duties and Responsibilities of the ~~Interim~~ Bridging Pastor:

- Moderate the Session,
- Be responsible for providing pastoral services such as, preaching, teaching, administration of the sacraments, conducting funerals, officiating at weddings, visiting the congregation, participating in its celebrations, and overall church administration,
- Work with the Session to accomplish the Interim Ministry tasks including at least the following:
 - Assist the congregation to review its history,
 - Assist the congregation to discover a new identity,
 - Assist the congregation to deal with changes of leadership,
 - Renew and strengthen the relationship of the congregation with Presbytery, Synod, and General Assembly,
 - Assist the congregation to explore new directions for ministry,
 - Prepare the congregation for the arrival of an installed pastor,
 - Assist the congregation in resolving conflict.
- Other (*Specify*) Serve as Head of Staff for all paid and contracted staff.

The Session and the ~~Interim~~ Bridging Pastor Agree That He/She:

- Will not be involved in the search process of the Pastor Nominating Committee,

- Will not be eligible to be a candidate for the pastoral office of this church,
- Will be accountable to the Presbytery through the Committee on Ministry,
- Will be active in the Presbytery.

Goals of the Session and Interim Bridging Pastor for This Ministry:

- Strengthen and maintain the health of the Church
- Establish a continuity of leadership
- Work with the Session to increase the effectiveness of the whole Church

The position of ~~Interim~~ Bridging Pastor is a FT _____ % of full-time position. This Contract will be in force for not more than twelve months from 3/1/2021 through 2/28/2022. This Contract may be terminated by either party, with the concurrence of the Ministers and Congregations Commission, by giving thirty (30) days written and dated notice. The ~~Interim~~ Bridging Pastor and the Session may renew this Contract for a specific period of time of not more than twelve months with the approval of the Ministers and Congregations Commission. Ordinarily, the ~~Interim~~ Bridging Pastor will become a member of the Presbytery of East Iowa.

So that the ~~Interim~~ Bridging Pastor may be free to devote himself/herself to the ministry of the Word and Sacrament, the Session promises and obligates itself to provide the following annually:

Reportable to the IRS as Form 1099:

Cash Salary <i>in equal monthly payments of</i>	\$ _____	\$ 95,000
Supplement for Social Security and Medicare		\$ 0
Income reportable to the IRS (<i>Other items in the Contract may be reportable</i>		_____
<i>Seek advice of a qualified tax expert in all matters relating to taxes.</i>)		\$ _____

Other Compensation:

Deferred compensation *in monthly installments of* \$ 0 _____ \$ _____
 Other compensation *Specify* _____ \$ _____

Allowances & Reimbursements up to Amounts Entered & Fair Rental Value of a Manse:

Housing Allowance	\$ 0
Fair Rental Value (FRV) of rent-free use of a Manse	\$ _____
Manse Allowance <i>Examples: repairs, maintenance and/or furnishings</i>	\$ _____
Utilities paid by the church, or as an allowance, or reimbursed	\$ _____
Medical/Dental Reimbursement Allowance	\$ 0 _____

Paid Time Off:

1.5 Week(s) per each quarter paid vacation *minimum of one week per quarter*
 _____ 1 Week(s) per six months paid continuing education *minimum of one week per six months.*
Paid leave may be accumulated up to 2 weeks. _____ *Four wks recommended*
6 Weeks paid maternity/paternity leave per occurrence *6 wks maternity/6 wks paternity*

Board of Pensions Benefits:

~~Full pension, medical, disability and death benefit coverage under the Benefits Plan of the Presbyterian Church (U.S.A.) and designed and administered by the Board of Pensions.~~

Expenses of Ministry:

It is understood that the following expenses of ministry will be reimbursed through an accountable plan up to the annual amounts listed below:

Mileage expense for use of personal car at IRS allowable rate in effect at time car is used	\$	Dependent on miles driven
Continuing education expenses \$1,000 Min; cumulative up to	months	<u>\$ 1,200</u>
Professional expenses of ministry \$500 Minimum		<u>\$ 1,000</u>
Session will pay moving expenses to transport personal belongings up to		\$ 0

The Session further promises and obligates itself to review with the ~~Interim~~ Bridging Pastor the adequacy of this compensation at the conclusion of this Contract if the Contract is extended.

The Session declares the equal opportunity guidelines of the Presbytery of East Iowa were followed in seeking this interim pastor.

The Session agrees that it will be supportive of the ~~Interim~~ Bridging Pastor by:

- Offering insights into the life of the congregation,
- Informing the ~~Interim~~ Bridging Pastor of needs within the congregation,
- Giving thoughtful consideration to the ideas and suggestions offered by the ~~Interim~~ Bridging Pastor, and
- Working with the ~~Interim~~ Bridging Pastor to accomplish the interim goals,
- Allowing the ~~Interim~~ Bridging Pastor reasonable time to look for the next position within the contract period.

Additional Terms from Guidelines (please specify):

(Note: Signature sections not shown)