

1702 Iowa Street
Davenport, IA 52803
A Congregation of the
Presbyterian Church
(U.S.A.)

March 13, 2022
Second Sunday in Lent
Worship at 9:30 a.m.

Welcome!

We are an open and affirming congregation, and a proud member of the Covenant Network of Presbyterians (covnetpres.org).



People of all sexual orientations and gender identities are welcome here, along with their families.

We are a
Matthew 25 church



MATTHEW 25

Matthew 25 congregations identify themselves as working toward one or more of three goals: building congregational vitality, dismantling structural racism and eradicating systemic poverty.

SCRIPTURES FOR MEDITATION

Genesis 15: 1-12, 17-18
Psalm 27
Philippians 3:14- 4:1
Luke 22: 14-23



Anonymous ivory carving, Carolingian period (ca. 850-900 CE) | Cloisters Collection, Metropolitan Museum of Art

Preparation for Worship

We invite you to meditate silently on art, music, and Scripture.

*Worshippers who are comfortable doing so, please stand.

Bold indicates congregational response.

The Church Gathers To...

Prelude	Allegro from Trio Sonata no. 2, BWV 526	J. S. Bach
Welcome and Announcements		Rev. Dr. Kathy Stoner-Lasala
Introit	The Agincourt Carol	Thomas à Kempis

Praise Almighty God

Call to Worship	from Psalm 27: 1, 4	
	The Lord is my light and my salvation; whom shall I fear?	
	The Lord is the stronghold of my life; of whom shall I be afraid?	
	One thing I asked of the Lord, one thing after which I will seek:	
	to live in the house of the Lord all the days of my life;	
	to behold the beauty of the Lord, and to inquire in God's temple.	
	Let us worship God.	

*Hymn #281 Guide Me, O Thou Great Jehovah CWM RHONDDA

Our Staff

Rev. Dr. Kathy Stoner-Lasala

Bridging Pastor

Rev. Sue Howes

Associate Pastor Emerita

Rev. Pat Halverson

Parish Associate

Sarah Greim & Paula Hartmann

** Interim Christian Ed. Coordinators*

Matt Bishop

Director of Music

Alex Gilson

Principal Organist

& Assistant Director of Music

Linda Bengfort*

Assistant Choral Director

Kathy Middleton*

Assistant Choral Director

for Children

Kristine Olson

Finance Manager

Susan Parker

Church Administrative Assistant

Kandis Cooper*

Nursery Coordinator

Darren Long

Facilities & Custodial Supervisor

Kevin Wilson

Custodian

Chad Dean*

Custodian

** Part-time employee*

First Presbyterian Church

1702 Iowa Street

Davenport, Iowa 52803

Phone: 563-326-1691

Outside office hours, this number will go to the pastor on call in case of emergency.

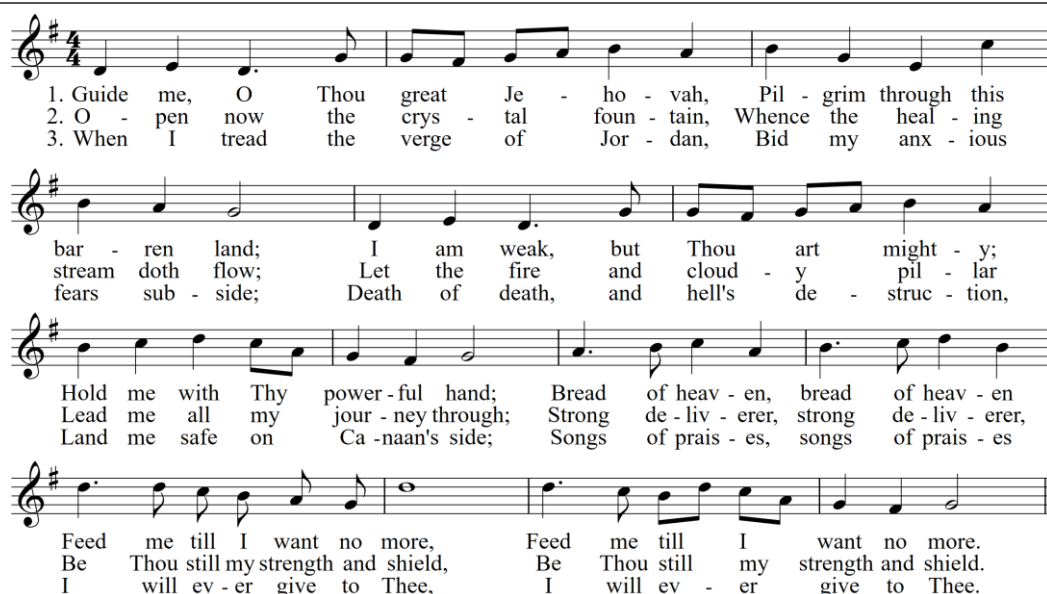
For more information, see the e-news, church website or Facebook www.fpcdavenport.org

Copyright Information

Dale Wood, Arr., "God Renew Us By Your Spirit!"
(©2001 The Sacred Music Press)

Peter C. Lutkin, "The Lord Bless You and Keep You"
(©1961 by Summy-Birchard Music.)

Permission to podcast and reprint this music was obtained from WorshipCast License #13952 from Christian Copyright Solutions. All other works are in the public domain.



1. Guide me, O Thou great Je - ho - vah, Pil - grim through this
2. O - pen now the crys - tal foun - tain, Whence the heal - ing
3. When I tread the verge of Jor - dan, Bid my anx - ious

bar - ren land; I am weak, but Thou art might - y;
stream doth flow; Let the fire and cloud - y pil - lar
fears sub - side; Death of death, and hell's de - struc - tion,

Hold me with Thy power - ful hand; Bread of heav - en, bread of heav - en
Lead me all my jour - ney through; Strong de - liv - erer, strong de - liv - erer,
Land me safe on Ca - naan's side; Songs of prais - es, songs of prais - es

Feed me till I want no more, Feed me till I want no more.
Be Thou still my strength and shield, Be Thou still my strength and shield.
I will ev - er give to Thee, I will ev - er give to Thee.

Confess to a Forgiving Creator

Call to Confession

from Psalm 27: 7, 8

The Psalmist writes: "Hear, O Lord, when I cry aloud; be gracious to me and answer me! My heart says, 'Come, seek God's face.' Your face, Lord, do I seek." In peace, let us pray:

Prayer of Confession

from Phil. 3: 20-21, Feasting on the Word, adapted

Merciful God, you have made us citizens of heaven, but too often we set our minds on earthly things. Our desire for security restrains our commitment to serve the vulnerable. Our fear of danger curbs our obligation to love our enemies. Our love of material possessions dulls our generosity for those who live with poverty. You know the desires of our hearts; conform us to the glory of Christ that we might be the Body of Christ for the world; Amen.

Assurance of Forgiveness

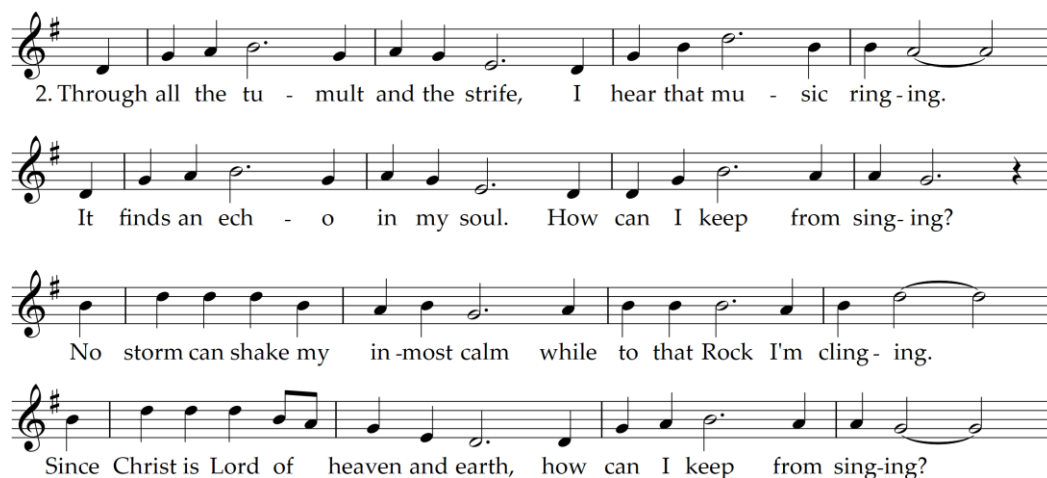
from Psalm 27: 1

God, who is our light and our salvation, will not forsake us.

I declare to you in the name of Jesus Christ,
our sins are forgiven!

Thanks be to God!

*Response to Grace



2. Through all the tu - mult and the strife, I hear that mu - sic ring - ing.

It finds an ech - o in my soul. How can I keep from sing - ing?

No storm can shake my in - most calm while to that Rock I'm cling - ing.

Since Christ is Lord of heaven and earth, how can I keep from sing - ing?

Listen for God's Word

Prayer for Illumination

from Gen. 15: 4-6, Feasting on the Word, adapted

Lord, open your Word by the power of your Spirit, so that we, like Abram, might believe your promises to us; Amen.

Scripture Reading

Genesis 15: 1-12, 17-18

After these things the word of the LORD came to Abram in a vision, 'Do not be afraid, Abram, I am your shield; your reward shall be very great.' But Abram said, 'O Lord GOD, what will you give me, for I continue childless, and the heir of my house is Eliezer of Damascus?' And Abram said, 'You have given me no offspring, and so a slave born in my house is to be my heir.' But the word of the LORD came to Abram, 'This man shall not be your heir; no one but your very own issue shall be your heir.' God brought Abram outside and said, 'Look towards heaven and count the stars, if you are able to count them.' Then God said to Abram, 'So shall your descendants be.' And Abram believed the LORD; and the LORD reckoned it to him as righteousness. Then God said to Abram, 'I am the LORD who brought you from Ur of the Chaldeans, to give you this land to possess.' But Abram said, 'O Lord GOD, how am I to know that I shall possess it?' God said to him, 'Bring me a heifer three years old, a female goat three years old, a ram three years old, a turtle-dove, and a young pigeon.' Abram brought him all these and cut them in two, laying each half over against the other; but he did not cut the birds in two. And when birds of prey came down on the carcasses, Abram drove them away. As the sun was going down, a deep sleep fell upon Abram, and a deep and terrifying darkness descended upon him. When the sun had gone down and it was dark, a smoking fire-pot and a flaming torch passed between these pieces. On that day the LORD made a covenant with Abram, saying, 'To your descendants I give this land, from the river of Egypt to the great river, the river Euphrates.'

This is the Word of the Lord.

Thanks be to God.

Scripture Reading

Luke 22: 14-23

When the hour came, Jesus took his place at the table, and the apostles with him. He said to them, 'I have eagerly desired to eat this Passover with you before I suffer; for I tell you, I will not eat it until it is fulfilled in the kingdom of God.' Then he took a cup, and after giving thanks he said, 'Take this and divide it among yourselves; for I tell you that from now on I will not drink of the fruit of the vine until the kingdom of God comes.' Then he took a loaf of bread, and when he had given thanks, he broke it and gave it to them, saying, 'This is my body, which is given for you. Do this in remembrance of me.' And he did the same with the cup after supper, saying, 'This cup that is poured out for you is the new covenant in my blood. But see, the one who betrays me is with me, and his hand is on the table. For the Son of Man is going as it has been determined, but woe to that one by whom he is betrayed!' Then they began to ask one another which one of them it could be who would do this.

This is the Gospel of the Lord.

Praise to you, Lord Jesus Christ.

Children's Message

Ruling Elder Sarah Greim and Friends

Sermon

Remembering

Rev. Dr. Beth McCaw

JOYS & CONCERNS

In Our Prayers: Ukraine; comfort for the Families and Friends of Ron Soldt, Carol Ann Block, Karen Hearn; for God's presence with all those who are grieving; for God's hands of healing and protection to touch Jim Keenan, Lamont, Erin Middleton Cavan, Danielle, Dick Duncan, Jim Hall, Decklin, Teresa Lasala, Dorothy Bain, Lynette, Brenda Cole, David Milnes, Hudson Stoner, Rebecca Koos, Barb Thede, families and victims of gun violence including the families of victims and community around East High School in Des Moines and the family of the victim and community around Hamilton Elementary School in Moline, abuse, addiction, violence, loss, suicide, COVID-19, and all recent natural disasters; FPC members and all others receiving the COVID vaccine.

For Your Information:

Mission Partners: Rev. José Pilar Alvare Cabrera and Rev. Nestor Eduardo Alvarez (*leaders of ILUGUA, Zacapa, Guatemala*); Alice Chikomo in Harare, Zimbabwe; Veda Gill (*Presbyterian Education Board, Pakistan*).

Hospital visits: the Pastors make hospital visits when patients give permission and when pandemic precautions permit.

InTouch Information: If you or a loved one is unable to attend church services and would enjoy a contact from one of First Presbyterian's In-Touch members, please contact Deacon Bev Koos (563-676-0292).

The Prayer Chain connects those in need of prayer with church members who are committed to a ministry of prayer. All requests may be directed to Mary Ann Francois (563-355-5292).

Printed Prayer Requests require permission from the person(s) in need of prayer before prayers are printed in the bulletin. The best way to assure a hospital visit or a prayer is to r/o to the church office directly (563-326-1691).

Prayer Shawls are available for you to give to those you know who are experiencing a challenge or joy. For your

Offertory Text

I'm On My Way To Canaan Land

I'm on my way, to canaan Land.
I'm on my way, to Canaan Land.
I'm on my way, to Canaan Land
I'm on my way, Praise God, I'm
on my way.

I asked my brother, to follow
me.

I asked my brother, to follow
me.

I asked my brother, to follow
me.

I'm on my way, Praise God, I'm
on my way.

I asked my sister, to follow me.

I asked my sister, to follow me.

I asked my sister, to follow me.

I'm on my way, Praise God, I'm
on my way.

If they say no, I'll go alone

If they say no, I'll go alone.

If they say no, I'll go alone.

I'm on my way, Praise God, I'm
on my way.

I'm on my way, no turning back
now.

I'm on my way, no turning back
now.

I'm on my way, no turning back
now.

I'm on my way, Praise God, I'm
on my way.

Respond to God's Word

Affirmation of Faith

Psalm 27

The LORD is my light and my salvation; whom shall I fear?

The LORD is the stronghold of my life; of whom shall I be afraid?

When evildoers assail me to devour my flesh - my adversaries and foes—
they shall stumble and fall.

Though an army encamp against me, my heart shall not fear;

Though war rise up against me, yet I will be confident.

One thing I asked of the LORD, that will I seek after:

Congregation Lectern Side: to live in the house of the LORD all the days of my life,

Congregation Pulpit Side: to behold the beauty of the LORD, and to inquire in his temple.

For God will hide me in his shelter in the day of trouble;

The LORD will conceal me under the cover of his tent and set me high on a rock.

Now my head is lifted up above my enemies all around me,

and I will offer in his tent sacrifices with shouts of joy;

I will sing and make melody to the LORD.

Hear, O LORD, when I cry aloud, be gracious to me and answer me!

Congregation Lectern Side: Come," my heart says, "seek his face!"

Congregation Pulpit Side: Your face, LORD, do I seek.

Congregation Lectern Side: Do not hide your face from me.

Congregation Pulpit Side: Do not turn your servant away in anger, you who have been my help.

Congregation Lectern Side: Do not cast me off, do not forsake me, O God of my salvation!

Congregation Pulpit Side: If my father and mother forsake me, the LORD will take me up.

Teach me your way, O LORD, and lead me on a level path because of my enemies.

Do not give me up to the will of my adversaries,

for false witnesses have risen against me, and they are breathing out violence.

I believe that I shall see the goodness of the LORD in the land of the living.

Wait for the LORD; be strong, and let your heart take courage;

Wait for the LORD!

Offering Our Gifts and Lives to God

The God We Can Know, adapted

Jesus Christ, the Bread of Heaven, has come to feed us with vitality. We bring our
tithes and offerings with gratitude.

Offertory

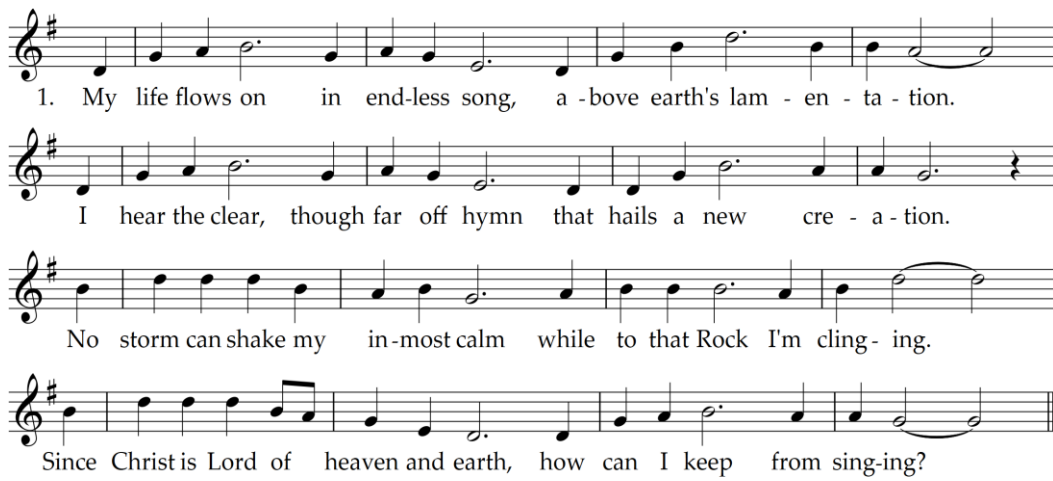
I'm On My Way To Canaan Land

Traditional Song

David Bowles Edwards, tenor; Alex Gilson, piano

To share your treasure, please visit the church website, fpcdavenport.org, and click on "Donate Now,"
use the link: <https://bit.ly/2V8nEgm>, or mail your check in to the church office.

*Presentation of Our Gifts and Lives to God



Sacrament of Holy Communion

The Invitation to the Table

The Great Prayer of Thanksgiving

The Lord be with you.

And also with you.

Lift up your hearts.

We lift them up to the Lord.

Let us give thanks to the Lord our God.

It is right to give our thanks and praise ...

The Lord's Prayer (*traditional*)

Hymnal p. 16

The Words of Institution

The Communion of the People

The Prayer Following Communion

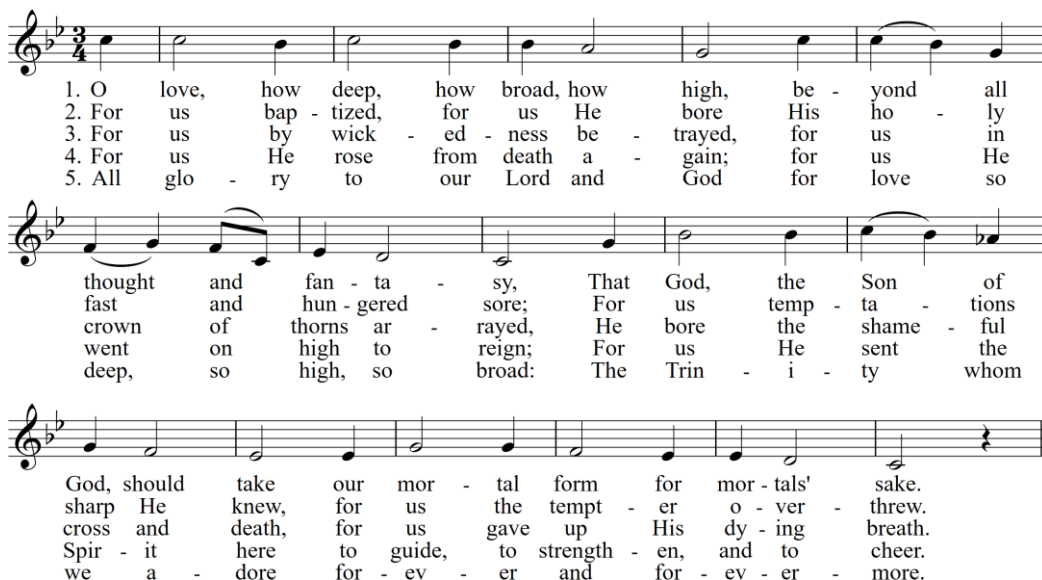
Loving God, we thank you for the gift of Christ's body and blood received in our Lenten journeys and in life. May we each and all be strengthened for loving and hopeful service; may we be changed into the likeness of your Son, who is our Lord, and who lives and reigns with you in the unity of the Holy Spirit, one God, now and forever. Amen.

Go To Serve With God's Blessing

***Hymn #83**

O Love, How Deep, How Broad, How High

DEO GRACIAS



Bible Basics 201 for March

On March 16, we will begin the 4-week Yale Bible Study course *Easter and Passover*. This study will look at the importance of these holidays in Judaism and Christianity, how they are intertwined, and how they have changed over the centuries.

Here is the link to the course material: [Easter and Passover - Yale Bible Study](https://us06web.zoom.us/j/82283095977?pwd=VnJFdmowcFJua3hSWEpQanNBVFhFdz09)

Here are the topics/dates in this course:

- March 16: Old Testament Origins
- March 23: "Passover" in the New Testament
- March 30: The Evolution of Passover
- April 6: The Beginnings of Easter

All are welcome!

Please contact Mark Jones (mkjones@mchsi.com) for more information.

Here is the Zoom link:

<https://us06web.zoom.us/j/82283095977?pwd=VnJFdmowcFJua3hSWEpQanNBVFhFdz09>

Meeting ID:
822 8309 5977

Passcode:
215593

Save the Date

Buildings and Grounds Committee is planning a Spring Lawn Clean-up on Saturday May 14, 2022 from 8:00 am until 12:00 pm. We need all the help we can get! More information to follow. Thank you in Advance. - Matt Kabel

Adult Christian Education
Update

Hybrid Zoom
From Von Maur Hall
Sundays, 10:35 - 11:20 a.m.

March 13: Postponed after last Sunday's lengthy worship service: the final session of *Living in Community* from PC USA's *Follow Me* series. When God looked at the first human in Genesis 2:18, God proclaimed that it was not good for the human to be alone and created a partner to provide companionship. Since the beginning, humans have lived in some type of community. At their best, these communities work together to share abundant life. The church is a living community committed to gathering together across differences, feasting and listening together, uplifting those in need, and supporting those who depart. This vision of believers worshiping God together as they learn to live a life worthy of the gospel is strong evidence that life in community is intrinsic to being a Christian.

<https://us06web.zoom.us/j/87142275458?pwd=ekt6VTBWd1BBMU1PdHErVENEZnVsQT09>

Meeting ID:
871 4227 5458
Passcode: 1702

***Charge and Benediction**

As the bread has been Christ's body for us,
let us be sent out to be Christ's body for the world.
Together we are the body of Christ, the salt of the earth,
the light of the world, a royal priesthood.
May our service and lives be a sign of God's kingdom
for those thirsty, broken, waiting, and hoping.

And in this may the inexhaustible grace of our Lord Jesus Christ,
the abundant love of God,
and the ever-sure presence of the Holy Spirit
be with you now and always.

Postlude

God Renew Us By Your Spirit!

Arr. Dale Wood

Worship Leaders Today

Our Reconciliation Facilitator, Rev. Dr. Beth McCaw, is with us this morning to preach, serve communion, and close out our Reconciliation Process with a blessing. Joining Rev. Dr. McCaw at the communion table will be representatives of the Presbytery of East Iowa and the Session of First Presbyterian Church

February Session Highlights

- The Session heard a report updating the activities of the Congregational Marketing and Growth Committee. Mike Bawden reported feedback following a presentation to Session a few months ago was used to further modify the mission statement being developed. A video presentation is planned for the Annual Meeting to inform the congregation of the committee's work.
- Kristine Ward introduced herself as the Ministers and Congregations Commission (MCC) liaison from Presbytery to the FPC Pastor Nominating Committee. She reviewed for the Session the general process of the search and the roles played by the Presbytery, the PNC, the Session, and the Congregation.
- The Session approved a 6-month contract with the Rev. Dr. Kathy Stoner-Lasala to continue as our Bridging Pastor. The terms of the call are the same as the prior contract with the exception of the length is 6-months rather than a year. This was done at Rev. Stoner-Lasala's request.
- FPC recently passed its fire alarm inspection.
- Our telephone system is malfunctioning. The system is no longer being technically supported and a replacement system is being investigated.
- Rev. Beth McCaw's work with us on the reconciliation process is nearing an end and plans were discussed for marking this milestone.

Liturgists Wanted!

If you are interested in serving as a liturgist for Sunday services, please reach out to Diana Miller-Bur, our new Liturgist Coordinator.

But you ask:

What is a Liturgist?

Liturgists stand at the lectern, lead the congregation in all the responses and share the Word of God by reading the Scripture lessons.

How often would I have to volunteer?

As much or as little as you want, that is up to you.

Please contact Diana with any questions or with your interest. Her email is: diana.miller.bur29@gmail.com Thank you!! We hope to see you at the lectern soon!

Do You Want to Receive Your Church News Electronically?

It's easy to sign up! Simply sign up on the church website or send an email to staff members Matt Bishop at bishop@fpcdavenport.org or Susan Parker at parker@fpcdavenport.org

Caring Closet Update

The Caring Closet will be getting ready for Spring in the next few weeks and we welcome donations of spring clothing including formals and accessories. Prom Night(s) will be March 29 and April 5!

2022 Per Capita - \$38 per member

Per Capita is the annual contribution each Presbyterian makes to support our denomination's local, national, and international ministries. The 2022 Per Capita is \$38 per member, the same amount as in 2021. You can pay your annual Per Capita contribution by mail or online.

Broadcaster

We will finalize the next edition of The Broadcaster, our news magazine, **tomorrow, Monday, March 14**. This is your last chance to send in your news, feature stories, photographs, activity reports and/or announcements of upcoming events! Please send your information to Church Administrative Assistant Susan Parker at parker@fpcdavenport.org

Weekly Program Schedule

Online Worship Watch Party

Sundays, 9:30 a.m.

See e-news, website or Facebook

MusikGarten

Sundays, 8:30 a.m.

Zoom

Cherub Choir/ Kirkwood Choir/

Sunday School in Recess

10:35 – 11:20 a.m.

CE Building, 3d floor

Confirmation Class in Recess

10:35 – 11:20 a.m.

CE Building, 3d floor

Adult Christian Education

10:35 – 11:20 a.m.

Hybrid Zoom, Von Maur Hall

Caring Closet

Sundays, 10:35 a.m. – 11:45 a.m.

Open to Receive Donations

Pickle Ball

Mondays and Wednesdays,

9 – 11:00 a.m., Gym

Board of Deacons

Monday, Outreach Committee

6:00 p.m., Zoom

Monday, Board of Deacons

7:00 p.m., Zoom

Caring Closet

Tuesdays, 9:00 – 12:00 p.m.

Fridays, 2:00 – 5:00 p.m.

Finance Committee

Tuesday, 5:00 p.m.

Zoom

Pastor Nominating Committee

Tuesdays, 7:00 – 8:00 pm.

Zoom

Bible Basics 201

Wednesdays, 6:15 p.m.

Zoom

Staff Meeting/Training

Wednesday, 10 a.m.

Von Maur Hall

Vesper Bells

Thursdays, 6:00 – 6:45 p.m.

Chapel

Sanctuary Choir

Thursdays, 7:00 – 9:00 p.m.

Sanctuary

Performing Arts Series

Saturday, Sanctuary

Pre-Concert Talk, 6:30 pm.

Concert 7:00 pm.

**Dare to Ask:
A Lenten Exploration**

Facilitated by Bruce Bufe and Kathy Stoner-Lasala, Dare to Ask is a Lenten exploration of faith questions: questions we were reluctant to ask, questions we thought nobody wanted to hear, questions we thought we were the only person asking.

On Sundays in Lent starting March 13, Bruce and Kathy invite you to gather at 10:35 a.m. in Von Maur Hall or on zoom to explore your own and others' faith questions.

Bruce and Kathy hope you will begin to reflect now so your insights have time to develop: We're asking questions to learn, expand our understanding, and deepen our relationships. Some questions, though they are worth asking, may not have definitive answers.

We encourage open-ended questions about which people disagree, that may not have an answer or have more than one answer, that deepen our faith or spirituality, that we've been reluctant to ask.

When a question is posed, we want to struggle with it. We don't want to give simplistic answers, dismiss any question, question the validity of a question, or rebuke our fellow questioners.

There are several ways to share your question: you can write it down and place it in the question box in the back of the sanctuary; you can email it to Bruce brucenbufe@gmail.com or Kathy stoner-lasala@fpcdavenport.org; if you'd like your question to remain anonymous you can email it to Church Administrative Assistant Susan Parker parker@fpcdavenport.org

January 2021 Financial Report

	January 2022		January 2021	
	Actual	Budget	Actual	Budget
General Fund Income	106,807	106,807	99,473	99,472
Custodial Accounts Income	441	-	541	-
Compensation Expenses	40,862	40,862	37,728	37,037
Non Compensation General Fund Expenses	15,258	15,258	12,168	12,107
Custodial Accounts Expenses	441	-	541	-
Surplus (Deficit)	50,687	50,687	49,577	50,328
	2022 Year-To-Date		2021 Year-To-Date	
	Actual	Budget	Actual	Budget
General Fund Income	106,807	106,807	99,473	99,472
Custodial Accounts Income	441	-	541	-
Compensation Expenses	40,862	40,862	37,728	37,037
Non Compensation General Fund Expenses	15,258	15,258	12,168	12,107
Custodial Accounts Expenses	441	-	541	-
Surplus (Deficit)	50,687	50,687	49,577	50,328

All numbers are rounded.

PAS Concert: La Grande Bande - Saturday, March 19 - 7:30pm

The PAS season continues with a concert by Minneapolis-based early music ensemble La Grande Bande, presenting a program titled "Splendors of Baroque Italy." Join us at 6:30pm for a pre-concert talk. Tickets are \$15/adult, \$10/student and available at the door or in advance at this link: <https://www.eventbrite.com/e/182235751037>. KN-95/N-95/KF-94 or double masking required.

With performances called "warm and sensitive" by the Minneapolis Star Tribune, La Grande Bande strives to present innovative, unique, and inspiring musical programs played on the instruments that premiere audiences might have heard. La Grande Band is composed of musicians from across the United States and from around the world who are specialists in the field of Early Music—music written between c. 1600-1800—and who play on historical instruments and sing in a historical manner.

La Grande Band aim to present "masterworks" alongside lesser-known compositions, illustrating the extensive musical production during the sixteenth, seventeenth, and eighteenth centuries with education central to their mission. The ensemble sees incredible value in resurrecting the music written by the great masters of our past; it's a historical, cultural, and musical lesson rolled into one. La Grande Bande is a period instrument orchestra and chorus founded as a non-profit organization by Michael Thomas Asmus in 2011 in the Twin Cities.

Shared Hope and Support

A Covenant Between Leaders

In the First Presbyterian Church, Davenport and the Presbytery of East Iowa

In the fall of 2021 reconciliation activities unfolded between members of First Presbyterian Church and leaders in the Presbytery of East Iowa. Four restoration circles were held in which individuals shared directly with others points of dysfunction or injury, and constructive hopes for a healthy and more functional relationship.

In January, work groups with representatives from each body considered the restoration circle feedback, noting areas related to relationships with the pastor, and calling a new pastor. These commitments and practices were articulated to support the search and call of the next pastor of First Presbyterian Church Davenport.

Together we recognize the rich gifts of the congregation that is First Presbyterian Church and its distinctive mission to worship God and serve in the world.

Together we value as a top priority a fitting match between a healthy pastor and the congregation and staff.

To that end we commit ourselves to a relationship marked by mutual respect, encouragement, support, transparency, trust, and hope. Particular practices will serve our shared work.

- The presbytery will come alongside the PNC as a partner serving common goals. Areas of PNC work that would benefit by PEIA support:

- o Train/fully equip the members of the PNC elected by FPC to carry out the search

- o Support each party to be clear and confident in their roles

- o Map out together the search process and key mile markers

- o Maintain momentum in the PNC work with consistent PEIA liaison presence and contacts

- o Clearly identify the particular qualities needed in the next pastor to best serve FPC at this moment in history

- o Create an MIF that is detailed and honest about the congregation's mission, context, and needs in a pastor

- o Equip the PNC in the best use of the CLC, which is in transition and can be confusing
- o Identify routes other than the CLC in identifying good and fitting candidates
- o Thoroughly vet candidates not only for general red flags, but specific qualities that are helpful or harmful
- Shared commitments and offerings that will benefit the congregation:
 - o Educate the congregation at the outset on the search process, describing what will and will not be shared at which points by which parties (responsibilities, boundaries)
 - o Provide regularly scheduled status updates to the congregation
 - o Use several means of communication to keep the congregation informed (e.g. newsletter reports; worship announcements; media like website or e-mail)
 - o Exercise patience for a journey deserving of a great call as the outcome
 - o Maintain the sweet spot of momentum that is not rushed but not stalled
 - o Keep communication flowing between PEIA and the PNC – respond to e-mails and phone calls in one to three days
 - o In the process for interviewing candidates, all parties should understand their roles and areas of representation and inquiry (coordinated, no wild cards)
 - o Make use of the work completed in clarifying roles of authority, communication and accountability between pastor, staff, personnel, congregation, presbytery entities so that these are understood at the outset of a new pastoral relationship
 - o Engage as many leaders as are willing in PEIA and FPC (and other congregations?) in refreshed boundary training offered by a third party, perhaps at a presbytery gathering
 - o In negotiating terms of call, put in place offerings that support clergy wellness (e.g. sabbatical, identified care resources)

These we offer for God's glory, for the strengthening of the congregation, and the furtherance of God's kingdom.

Life Giving Communication

A Covenant Between Leaders

In the First Presbyterian Church, Davenport and the Presbytery of East Iowa

In the fall of 2021 reconciliation activities unfolded between members of First Presbyterian Church and leaders in the Presbytery of East Iowa. Four restoration circles were held in which individuals shared directly with others points of dysfunction or injury, and constructive hopes for a healthy and more functional relationship.

In January 2022, a workgroup with representatives from each body reviewed the text Healthy Disclosure (Appendix I), read through sample correspondence and documents from 2018-2021, studied restoration circle feedback, and noted failures in communication that contributed to or sustained injury and dysfunction (Appendix II).

It has been observed across the reconciliation process that there have been diverse connections in which communication failed: among and between pastor, PEIA committees, congregation, staff, FPC committees/session, individual leaders, congregants. Therefore the commitments articulated below are commended for strengthening numerous circles of relationship between but also within FPC and PEIA.

The workgroup offers the following covenant for best communication practices in the relationship moving forward.

In order that God may be glorified, the body of Christ built up, and our common witness and mission to the world fruitful...

We commit ourselves to communication that is:

- Exemplary - “pure” (Titus)
- Sensitive - to the realities and needs of all parties
- Thoughtful – in regard to difficult topics: prepared, rehearsed, responsive
- Loving – “Love your neighbor as yourself,” listening deeply with sincere care
- Gracious – in words offered including correspondence
- Supportive – upbuilding to the other
- Affirming – of the image of God and spiritual gifts in the other

For wholeness among our leaders, we will encourage:

- Self-awareness of personal motivations and needs in sharing information with others
- Understanding of individuals' roles - polity; committee or job description; lines of accountability
- Understanding of the body within/for which information is being handled – mission; authority; leadership roles; appropriate hiring/election and training for those roles

For healing in our relationship, we will:

- Build a culture of transparency, authenticity, trust
- Use means of communication fitting to the content (e.g. not e-mail for confidential content)
- Be clear and detailed in written records (e.g. when, who...)
- Reduce triangulation and eliminate pass-through communication (no “messengers”)
- Reject anonymous feedback and reduce use of unnamed “several/many/everyone” references
- Educate leaders and committees about information protection, accountability in handling it, and appropriate next steps if there are information breaches (see appendix I)
- Check back with the other party for feedback and care, especially in and following difficult conversations
- Be aware of power differentials in relationships and provide for accountability and protections to avoid injurious communication such as silencing, exposure, sexual harassment or hostile environment
- Teaching and Ruling Elders and Deacons lead by modeling mutual respect and regard, accounting for power and rejecting attempts at controlling behaviors
- Develop “dead enders” (those who extinguish gossip, rumors, speculation)
- Encourage speech about one another that is affirming and upbuilding and welcome by those who are mentioned
- Respond within one to three days to e-mail or phone calls, at least with an initial acknowledgement of receipt
- Spell out acronyms

For strengthening in our relationship, we will:

- Support the good work completed by the session and presbytery in response to the Synod directions (that work more policy related, and the reconciliation process more interpersonal and covenantal)
- Be truly present with one another – show up, value and protect in-person conversation, fellowship and ministry opportunities
- Share life together - include commissioners and pastors in significant presbytery events; include presbytery leaders in significant FPC events
- Ensure regular opportunities for unhurried time in conversation
- Work from common primary sources in joint conversations and ministry (provide source materials to all – this creates even footing and is empowering)
- Include all relevant people in conversations rather than exclude anyone affected and responsible (no “single point of failure”)
- Create reading groups for Healthy Disclosure
- Offer refreshed boundary training for PEIA leaders, leaders at FPC and other congregation

Appendix I

Useful Concepts Considered by the Work Group from Healthy Disclosure

Ruth and McClintock, 2007

- There are diverse reasons why people share too much information – anxiety, need for esteem; desire to control; bonding with others; filling an information void; dealing with our own or others’ pain.
- There are diverse reasons why people share too little information – preserving personal relationships; avoidance of uncomfortable truths or topics; discomfort in direct communication; thinking that we can/should handle things on our own; dealing with our own or others’ pain.
- Confidentiality and secrecy are different. “Private information becomes a secret when it is withheld from others who need to know it.” (Shame, fear may be at play or generated)
- Secrets require energy to keep, lead to evasion and distraction, create insider/outsider dynamics, drain life, sap growth, seed distrust, support extremes in boundary breaking, feed anxiety.
- Rumors are information made up in the absence of truth and in the presence of anxiety; gossip has basis in truth but is distorted across tellings; exposure is “TMI” (too much information) shared for the relationship represented; leaks are breaches in confidentiality
- There are boundaried levels of information sharing that should inform disclosure practices, related to the type of information. Generally, the wider the scope of disclosure, the less detail that is shared. There is an excellent chart on page 240-241 in Healthy Disclosure that details “Who Has the Right to Know What Information” and is commended to all parties.
 - o Private – within one individual (what I know and hold about myself)
 - o Confidential – shared with one other person only
 - o Limited access – shared with more than one other person but limited access
 - o Open – shared openly but not published for the world
 - o Public – widespread (completely accessible media)
- A Decision Making Process for Information Sharing (p. 166 ff)

- o Assess the situation: What is the dilemma, who knows what, what are the facts, is there risk of harm, are there relevant policies, laws
- o Determine a plan: Why conceal or reveal; who should do so, to whom; what details are shared or withheld; when, how and where/means
- o Act: Follow through on the plan faithfully, deliberately, accountably, responsively (feedback loops)
- o Evaluate routinely: This perfects the process, captures strengths and good tools; catches problems before they multiply; builds trust that leaders are responsive for health and strength (even when “failing forward”)
- o The cycle repeats multiple times through most events/issues

Appendix II

Communication and Disclosure Problems Between FPC and PEIA

Compiled by a Work Group of FPC and PEIA Leaders January 2022

Based on Key Documents from 2019-2021

And December 2021 Restoration Circle Summaries

Over communication:

- Lots of words in communications/documents
(overwhelming – though conveys experience)
- Long e-mail chains
- Using/overusing stock phrases/insider jargon
- Heavy-handedness/micromanaging
- Disclosure of protected information (reports)
- E-mail distribution list – appropriate, need to know recipients?
- “No secrecy” does not mean total access and distribution for all

Under Communication:

- Lack of response to e-mails (many times)

- Secrecy keeps people who need to know without information
- Circles too small – held by an individual or a too-small circle (assumption that the parties who need to know do – but they do not, single point of failure)
- Opening e-mail: Ask who else needs to know, who does/ought not know, what will you do now, and what will you do in a week?
- Not explaining – why this is interesting/problematic/relevant
- Inadequate information shared for the body to adequately understand the business for which is it responsible?
- No preparation for critical conversations/meetings (e.g. get all documents several days prior; no surprises)
- Assumptions of background knowledge on the part of various parties (even what acronyms mean)

Unclear Communication:

- Lack/gaps in communication, incomplete information
- Mid-stream participants lack institutional knowledge, history; if there are differing narratives – how to know on what to act?
- Uncertainty - what can we talk about? What not? Exactly? Why?
- Roles; organization charts
- “Jurisdiction” – what does that mean, or not?

Incorrect Communication:

- Narratives/characterizations not true to the reality
- Incorrect communication sets in motion more incorrect understanding/communication
- Incomplete communication – e.g. understanding the time that a judicial process takes and the agency or lack of agency in that for various participants (educational)
- Incorrect use of processes; incorrect starting points
- Framing/characterizing truths in ways that become more opinion, perspective than fact
- Speculation (five people in the parking lot...indicates lack of information, unresolved issues....)
- Oversimplifying interpretation of events leads to narrow vision, shallow understanding

Hurtful Communication:

- Unprepared, blind/sided for meetings
- Harsh communication
- Brittle, belabored correspondence
- Need for preparation, sensitivity/awareness, feedback - for messenger, leaders, liaisons
(perception checks; checking back – allowing for processing)
- Need for thoughtful delivery; appropriate method
- Silence (spaces filled by anxious wondering)
- Speaker credibility lost when wounding others, and the communication lacks truthfulness
- Be aware that leaders hold power to harm in individual conversation/relationship
- Conflicts of interest/dual roles – creates confusion, vulnerability for harm
- Burdening others with secrets (who should know what, when – healthy vs. dysfunctional flow)

Healthy Communication:

- The search for Kathy exemplified a good partnership, clear communication, needs openly identified and met
- Kathy's work addresses secrecy – leading and modeling open communication
- Expressed desire to learn more (about polity, roles, the other) on the part of various individuals, circles, is promising for growth toward health and strength
- In the past few months there has been new leaning into responsiveness in communicating regularly (new patterns being set down)

A close-up photograph of several white lilies in bloom, with their long, trumpet-shaped petals and prominent stamens. The background is dark and out of focus. A semi-transparent pink rectangular box is centered over the image, containing the text for the Holy Week schedule.

Holy Week **SCHEDULE**

April 10 (Palm Sunday)	9:30 AM
April 14 (Maundy Thursday)	7:30 PM
April 15 (Good Friday)	7:30 PM
April 17 (Easter Sunday)	9:30 AM

www.fpcdavenport.org