

Called Session Meeting
First Presbyterian Church
Davenport, Iowa
November 4, 2022

The called meeting of the Session of First Presbyterian Church of Davenport, Iowa was held on Friday, November 4, 2022. The meeting was held remotely due to the COVID-19 pandemic.

Moderator Rev. Dr. Kathy Stoner-Lasala called the meeting to order at 5:32 PM. A quorum was present. Rev. Elissa Bailey opened the meeting with prayer.

	Class of 2022		Class of 2023		Class of 2024
E	Heather Calvert <i>Adult Christian Education</i>	E	David Bowles Edwards <i>Congregational Marketing & Growth</i>	P	Paula Burnett <i>Hospitality & Welcoming</i>
P	Matt Kabel <i>Buildings & Grounds</i>	E	Jim DeReus <i>Adult Christian Education</i>	E	Peter Bawden <i>Personnel</i>
P	Jeanne Sherwood <i>Hospitality & Welcoming</i>	E	Patrick Downing <i>Stewardship</i>	P	Kirk Christie <i>Adult Christian Education</i>
E	Tom Spitzfaden <i>Finance</i>	E	Michael Ferris <i>Worship & Music</i>	P	Nancy Foster <i>Finance</i>
E	Vicki Stegall <i>Christian Ed. & Fellowship for Youth</i>	E	RuthAnn Tobey-Brown <i>Personnel</i>	E	Dawn Hickenbottom <i>Cong Fellowship & Development</i>
		E	James Woods <i>Hospitality & Welcoming</i>	P	Bev Koos <i>Worship and Music</i>
				P	Diane Roebuck <i>Christian Ed & Fellowship for Youth</i>
				P	Karla Ruiter <i>Building & Grounds</i>
				P	Jay Williams <i>Cong Fellowship & Development</i>
P	Mark Jones <i>Clerk of Session, non-voting</i>	<i>P- present E-Excused A-Absent</i>			

Staff members:

P	Rev. Kathy Stoner-Lasala <i>Bridging Pastor</i>	E	Matthew Bishop <i>Director of Music</i>	E	Darren Long <i>Facilities & Custodial Supervisor</i>
E	Rev. Pat Halverson <i>Parish Associate</i>	E	Kristine Olson <i>Finance Manager</i>	E	Kristy Woodrow <i>Director Christian Education</i>
P	Rev. Elissa Bailey <i>Temporary Pastor</i>				

Guests: Craig Foster, PNC Member

The single agenda item was to review changes in the Terms of Call for Pastor/Head of Staff from those approved at a called meeting on September 30, 2022.

The Terms of Call below were presented with the changes indicated by italics font. No changes to the dollar amounts are involved.

The changes were discussed and questions asked/answered. Because none of the changes altered the compensation, it was determined that the Session did not need to approve these changes. They will be presented to the congregation on Sunday as shown here.

Having completed the agenda, on motion and second, the meeting was adjourned at 6:10 PM. Moderator Stoner-Lasala closed the meeting with prayer.

Rev. Dr. Kathy Stoner-Lasala
Moderator

Mark Jones
Clerk of Session

Terms of Call Proposal – The Rev. Dr. Kristopher D. Schondelmeyer

Compensation and Benefits

1. Effective Salary:	\$ 119,985.00
Cash Salary	\$68,000.00
Housing	\$48,000.00
	* see last bullet in Other Terms of Call
403(b) Contribution	\$2,000.00
BoP optional dental, vision, and additional death (Approx)	\$1,985.00
2. BoP health and pension contributions (Required)	\$44,395.00
3. SECA 50% Reimbursement (Social Security and Medicare Tax)	\$9,027.00
Total Compensation and Benefits	\$173,407.00

Reimbursable Expense Budgets

5. Reimbursed Professional Expenses	\$4,000.00
(Can include pastor's cell phone, pastoral counselor/coach, other ministry related expenses... any books or equipment purchased with Pastor's Professional Expense belong to the pastor)	
6. Reimbursed Car/Mileage Allowance	\$2,000.00
7. Reimbursed Continuing Ed./Professional Development	\$2,000.00
* see last bullet in Other Terms of Call	

Other Terms of Call:

- Full Moving Costs: not to exceed \$15,000
- Paid Vacation: 5 weeks
- Paid Paternity Leave: 2 weeks (in addition to unused vacation time)

- Paid Cont. Ed./Professional Development Leave: 2 weeks (accruable up to 6 weeks)
- Paid Time for participation in Presbytery, Synod, and General Assembly
- Sabbath Leave as outlined in the agreed upon Sabbatical Policy (see attached)
- *Up to \$30,000 no-interest loan with a 5-year term would be provided by FPC to help Pastor Schondelmeyer and his family to transition from his current call to FPC Davenport. The loan could be used as a down payment on a home in the community, or to pay off a Continuing Education Agreement in Pastor Schondelmeyer's current call, which financed his doctoral program.*
 - *If used as a down payment, the loan would be repaid through a \$6,000 housing allowance reduction. Once the loan is paid off (in year 6), the housing allowance would increase by \$6,000. If the home is sold before the loan is completely paid, Pastor Schondelmeyer will be expected to pay off the outstanding loan balance from the proceeds of the sale of the house.*
 - *If the loan is used to pay off Pastor Schondelmeyer's current Continuing Education Agreement in his current call, the loan would be repaid through a reduction to the Continuing Education budget. Pastor Schondelmeyer would still be afforded the 2 weeks of leave.*

Sabbatical Policy

All fulltime installed clergy are eligible for up to three (3) months (a total of 12 weeks) of paid sabbath leave (also known as a sabbatical) after they have served in their present position for six (6) continuous years. Accrued vacation time and study leave may be attached to the sabbatical, but the sabbatical may not be longer than 4 months. Upon completion of the sabbath leave, the incumbent pastor will normally continue serving for a period of at least one (1) year from the end of the sabbath leave. Installed clergy are eligible for paid sabbath leave after each additional six (6) years of service from the end of the previous sabbatical.

There may be situations where it would be appropriate to grant a Sabbatical Leave to a minister who has less than (6) years of continuous service.

FPC-Davenport will collaborate with the MCC of the Presbytery of East Iowa regarding the nature and accountability of the sabbatical. To be eligible for sabbath leave, the pastor shall present, in writing, to the Session for their approval, a program ("The Plan") of activity for the sabbatical. Ordinarily, the sabbatical plan will be presented at least six (6) months prior to the proposed beginning of the sabbath leave. This program of activity and meditation, of rest and re-creation, shall include a detailed description of the plan, the goals to be achieved, and the expected end-product(s), together with a personal statement as to why this sabbatical leave would be valuable for both the pastor and the church.

The sabbatical plan shall include:

- Well planned and thought out, clearly defined purpose/s or goal/s
- A balance of down-time and sabbatical purpose of clergy renewal
- Thought about how the fruits of the time away will be shared with the congregation upon return

The sabbatical plan shall also be reviewed by the MCC of the Presbytery of East Iowa.

The church will provide a plan for fulfilling pastoral duties during the sabbath leave.