2017 Session

Sam Massey, Moderator

Nancy Weber, Clerk of Session

Larry Bruner, Treasurer

Elders, Class of 2017
Jim Claypool
Vern Dengler
Dale Kraus
Ben Nicholson
Judy Terry
Richard Van Rheeden

Elders, Class of 2018
Nancy Gardner
Ann Grosscup
Andreas Soemadi
Carol Ulch
Judy Whitford
Bob Youngquist

Elders, Class of 2019
Michelle Bessman
Ed Cranston
Amy Fletcher
Cathe Franz
Sharon Raffensperger
Sherry Lohman

Elders, Class of 2018
Nancy Gardner
Ann Grosscup
Andreas Soemadi
Carol Ulch
Judy Whitford
Bob Youngquist

Elders, Class of 2019
Michelle Bessman
Ed Cranston
Amy Fletcher
Cathe Franz
Sharon Raffensperger
Sherry Lohman

2017 Deacons

Rhonda Barr, Moderator

Sue Olson, Secretary/Treasurer

Deacons, Class of 2017
Stephanie Brentner
David Carlson
Liz Bolin
Moses Kasiriba
Cedric Lee (in memoriam)
Sue Olson

Deacons, Class of 2018
Aziza Bigaba *
Mary Helen Kennerly *
Tom Martin
Cory Morris
Sue Van Duyn-Phipps

Deacons, Class of 2019
Deb Boland
Chitoka Webb
Layne Sheetz
Hongwook Suh
Maeleen Thorius

*Thank you to Rick Boland, Linda Couch, Layne Sheetz and Dan Thedens for filling Deacon vacancies.

Corporation Officers

Jeri Smith, President

Dale Kraus, Vice President

Larry Bruner, Treasurer

First Presbyterian Church Staff

Where Every Member is a Minister

Minister of Worship, Music & Children’s Programs ................................................................. Leah Bergman
Assistant to Minister of Worship, Music & Children’s Programs (through Dec. 21) .................. Erin Landsee
Organist ................................................................................................................................. Melissa Moll
Director of Instrumental Music ............................................................................................... Dennis Pedde
Minister of Youth, Adult & Servanthood Programs ............................................................... Judy Whitford
Assistant to the Minister of Youth, Adult & Servanthood Programs ....................................... Judy Whitford
Nursery Supervisor ................................................................................................................. Debbie Torrens-Semler
Ministries Coordinator ............................................................................................................ Tammy Schroeder
Church Manager .................................................................................................................... Tammy Foster
Financial Secretary ............................................................................................................... Saira Steen
Sexton ....................................................................................................................................... Gerald Hill
Pastor ......................................................................................................................................... Sam Massey
# Our Year in Review

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**Docket**

**Annual Congregation-Corporation Meeting**
**First Presbyterian Church**
**February 11, 2018**

I. Call to order of congregation/corporation
II. Opening prayer
III. Elect Jeri Smith (2018) and Judy Terry (2020) to the Board of Deacons
III. Presentation of Finance report and review for 2017 and 2018
IV. Consider the pastor's terms of call (unchanged for year 2018).
V. Presentation and decision on pastor’s terms of call
VI. Motion to approve session to read and approve congregational meeting minutes
VII. Motion to adjourn with prayer
VIII. Closing prayer

**First Presbyterian Church, Iowa City, Iowa**

**Congregational Meeting to Elect 2019 Slate of Officers by Nominating Committee, November 12, 2017**

A quorum was declared. Pastor Sam called the meeting to order at 11:30 a.m. and opened with prayer.

Ann Grosscup, Nominating Committee moderator, thanked those officers rotating off for their service. Ann read the report of the Nominating Committee nominating the following:

**Elders, Class of 2018:** Dwight Miller. **Class of 2019:** Michelle Bessman, Ed Cranston, Amy Fletcher, Cathe Franz, Sherry Lohman, Sharon Raffensperger.

**Deacons, Class of 2019:** Deb Boland, Louise Gisolfi, Chitoka Guerrero-Webb, Hongwook Suh, Maeleen Thorius.

**Nominating Committee of 2017:** Anita Burnett, Jeremy Fletcher, William Preucil, Becky Ross.

**Endowment/Memorial Committee, Class of 2019:** Millie Youngquist

No nominations were made from the floor when solicited.

Motion was approved to close nominations.

Motion was approved to approve all nominees in each category.

Motion was approved to authorize session to read and approve the congregational meeting minutes and adjourn with prayer.

Pastor Sam closed the meeting with prayer.
Spring 2017 New Members!

- Jordan Kolarik
- Jeff Orris
- Gerry Lowry
- Ryan Baker
- James Liang
- Chris Kolarik
- Aimee Meardon-Orris
- Diane Mattila
- Ali Skyles
- Cynthia Chou – Liang
- Chase Burtiness
- Jordan Kolarik
- Amanda Van Horne
- Sam Van Horne
- Barb Stanerson

Welcome New Members Fall 2017

- Bill Follows
- Kathy Follows
- Jordan Kolarik
- Mike Sheetz
- Joe Paulsen
- Steph Paulsen
- Emily Scott with son, Graham
- Not pictured: David Scott
Annual Report of Membership
January 1 – December 31, 2017

Beginning Membership - January 1, 2017  506
Membership Gains
Certificate gains  7
Profession of Faith, Reaffirmation and Restoration  17 and under  5
18 and over  13
Total gains  25
Membership Losses
Transferred Membership  2
Move to Inactive Status  75
*Database Transition  66
Deaths
Total losses  153  (153)
Net Loss
Membership - December 31, 2017  378

*Reflects corrections in church data base

Baptism

Children
Nathaniel Paul Van Horne  parents Amanda and Sam Van Horne  June 4, 2017
Rhys Emmett Paulsen  parents Joe and Steph Paulsen  November 19, 2017

Adult
James Liang  April 5, 2017

Births

Aurora Lee Kennerly  May 7, 2017
parent Mary Helen Kennerly
Scarlett Marie Sales  June 6, 2017
parents Christine Walsh and John Sales
John (Jack) David III Sales  June 6, 2017
parents Christine Walsh and John Sales
Lucille Mae Hamilton  December 27, 2017
parents Jocelyn and Bradley Hamilton

Necrology Report

Paul Seebohm  January 8
Cedric Lee  February 15
Nadine Oehler  March 6
Toni DeRyke  May 9
Gladys Nugent  July 24
Twyla McConnell  July 28
Estyl Breazeale  September 29
Bertha Armstrong  October 18
Jinny Pugh  October 19
Bob Cryder  November 20

No Columbarium Interments

Weddings

Jordan Kolarik and Chase Burtness  May 20, 2017
Officiant, Pastor Sam Massey
Nick McMillian and Ann Hilmo  June 10, 2017
Officiant, Pastor Sam Massey
Dear sisters and brothers of First Presbyterian Church,

The grace and peace of our Lord Jesus Christ be with you! 2018 marks some milestones for our family. On March, I will have been ordained for 35 years. In December, Susan and I will have been married for 35 years. In August we will celebrate 10 years of ministry here at First Presbyterian Church, Iowa City. 2018 is a good year.

A decade ago I came here emotionally trounced by my prior call, yet feeling physically healthy. Due to your encouragement, the old wounds of the heart healed here over time. Physically, all major organs remain strong, yet I have benefited from being in the good care of the University of Iowa Hospitals and Clinics as I battled an acoustic neuroma, broken leg and ribs, and now a bad back. As for the latter, I am reminded of Jeremiah 31:29: “The parents eat sour grapes and the children’s teeth are set on edge.” I seem to be the biological product of first grandparents and then parents who suffered broken bones and bad backs. Their combined burden is mine and my siblings’. Yet I have experienced God’s strength in my weakness and I have greater empathy for those in chronic pain.

First Presbyterian Church has a plethora of resources. Mainly, I can brag on our people. Our staff has creative ideas, and their energy is fueled by dedicated and talented officers. Both staff and officers are supported by members who work on our building, provide coffee fellowship, serve as care buddies, sing, play, usher, greet newcomers and—heaven knows—do many acts of service. All are of consequence: some are more visible than others. This past year, when session moderated spending yet still wasn’t sure income would exceed expenditures, a member made an unexpected additional gift of $25,000. This amount allowed the church to balance its accounts and end with a small surplus at year’s end. This relatively new member represents what I have found repeatedly at First Presbyterian Church: By the power of God’s Spirit, in wholly unexpected ways, our people rise to Jesus Christ’s call and come through in exemplary fashion. You are an amazing congregation!

Counting the end of 2017 until the end of 2018, this year we anticipate 6 new babies to be born to our church. Furthermore, we hope that congregational growth will come because you will be intentional about inviting and embracing persons looking for a church home. Through your hospitality, please encourage them to become part of a congregation of sinners seeking to honor Jesus’ vision of the realm of God and its justice, mercy and faith. Our congregation can be a pretty hopping place this year!

I guess that reaching 60 years of age makes you reflect on what your legacy might be. The praise I have offered our current saints is also true of those who have gone before us and left a legacy with Christ’s church. The names swirl around us: Walker, Ryerson, Coover, Burianek, Kobler, Willis and others. They decided that the church they had supported for years still needed their support, and so they gave to it beyond their lifetimes in tangible ways. Because of them – and you – we have a future for good and not for evil.

This past year is suggestive of the Chinese curse “may you live in interesting times.” Nationally, old-line congregations are challenged to adjust to the new demographics of our time. Both attendance and finances are impacted. Christian faith is inseparable from regular worship, yet the definition of regular is different for different generations. As for finances, as the pillars join the church triumphant, we invite those younger, as best they can, to step up and help. By the way, I believe that the new tax law will prove immaterial for those who love Christ and our congregation. The faithful will continue to be generous. Yet the change in law will be decisive for those whose giving was prompted purely by tax deductions. This is the year when hearts will be revealed in the choice between God and wealth.

Politically, we live in extraordinary times. No president, congress or court is perfectly anything: All have sinned and fallen short of the glory of God, just as pastors and church members have. What disturbs me is the lack of grace that, in the name of Jesus, is being communicated right now by the powerful. It appears that they have never had a son abused, a daughter struggling with a problematic pregnancy, a friend who was brought illegally into this country as a child, a nephew broken by military experience, a parent falsely accused and on death row, a loved one abandoned by industry, or any other sort of sorrow or moral perplexity. People of good conscience can disagree on many issues, and it is not the sausage-making of law that concerns me. Rather, it is the the lack of humility and generosity that makes me angry. A Bible commentary I read recently, written in the 1980s, commented on the graceless nature of a culture dedicated to truth. If we want truth, we need to practice grace and forgiveness. Otherwise we practice a culture of lies, responsibility avoidance and enervated leadership. I believe that the church’s witness to the prophetic ministry of Jesus and its willingness to speak and act in spite of differences gives the church a powerful opportunity in today’s culture.

(Pastor’s letter on page 7)
Yet to rise to the occasion, we must take the steps we are taking now: adding vitality to worship, finding the [space] in our lives to connect to God, growing spirituality in small groups and individual conversations, and embracing the need of the poor and oppressed for our friendship even more than our money.

I have strived to be relevant and vibrant in the pulpit, to pastor to those in need, and a colleague in ministry with all of you. I have been aided by many of you in more ways than I can possibly name, and I often find me following rather than leading. This is good for all of us.

This year I have continued my calling to assist our presbytery, my service being more relevant when the need arises around troubled congregations and pastors.

I am also engaged in building a new organization called the Johnson County Interfaith Cluster. It is built on a simple vision that has been very successful across communities nationwide. Congregations and other organizations in our region engage in several internal, one-on-one and small group conversations about regional needs that are discerned by conversation participants: for example, transportation, mental health, housing, school system, etc. Representatives from these conversations then engage in conversations with representatives from other congregations and organizations; that is, these representatives carry the concerns from the body in which they have membership into the larger set of conversations. Eventually, these conversations get honed down through a process that identifies specific immediate priorities for regional change and practical strategies for bringing change.

The process is called faith-based community organizing. It involves bringing hundreds and even thousands of people together, and it is very effective in making community-wide changes, beginning small and moving to larger ones, some statewide. It also builds networks of friendships within congregations like ours and it builds the social fabric across the region. You have to see it – and engage in it – to truly grasp how much good we can all do across our area. We can also make new, life-long friends. Our session has committed to this process in 2018, and at last count about 14 other congregations and organizations are moving toward a commitment.

If you would like to know more about this movement for positive social change in Iowa City, please let me know.

I will add now that I miss terribly some who have gone on to the church triumphant. I don’t know if it reflects the length of time I have been here or my age or some combination thereof, yet funerals and memorial services drive me increasingly to my knees. The joys of births, baptisms and friendships created doing Christ’s work in church, presbytery and community help. Yet still I grieve.

I thank my God for all of you: for your faith, courage, generosity and commitment. May the One who has already begun good work in you bring it to completion in the day of Jesus Christ. Amen.

With love, your pastor,
Sam
MINISTER OF WORSHIP, MUSIC AND CHILDREN’S PROGRAMS — 2017 ANNUAL REPORT
Submitted by Leah Bergman

The Worship, Music and Children’s programs were led joyfully throughout the year with help by numerous volunteers. We were saddened to say goodbye to Erin Landsee, assistant to Leah Bergman, at the end of 2017 as she decided to focus more time on her family. In addition to regular Sunday morning worship, Koinonia, weekly rehearsals and programs, below are some highlights from the year:

January
13-15 Winter Retreat to Camp Wyoming
23-28 Leah and Anna attend APCE conference in Denver, CO.
31 Suzuki Baby Music class begins

February
12 Celebration of Dennis Pedde’s 40 years in music ministry
18 Organ concert for children of the community hosted and performed by Melissa Moll
19 Worship service in celebration of black history month with guest Aura Strohschein, readings and hymns by black authors

March
10-11 Leah leads a drumming and music workshop at the Christian Education Summit in Cedar Rapids
26 Deacon event during Koinonia, educating congregation about deacon ministry

April
9-16 Holy Week services with participation of musicians, youth, and Koinonia attendees. Easter egg hunt and breakfast hosted by the youth

May
14 Youth Sunday with music, scripture, liturgy, and sermon all led by the youth
21 Hymn festival joined by musicians from St. Andrew Presbyterian Church

June

September
6 First fall Sanctuary Choir rehearsal and potluck
10 Kick-Off Sunday, starting new Koinonia format including age-based breakout sessions
17 Family Fun outing to Wilson’s Apple Orchard
26 Suzuki Baby Music fall session begins

October
20 First Parent’s Night Out held
29 Reformation Sunday worship service with historical liturgy and hymns from John Calvin and the Genevan Psalter

November
5 All Saints’ Sunday worship with Sanctuary Choir and Youth Choirs combined to sing Ralph Vaughan Williams’s Morning Service in D minor
19 Worship welcomed Pastor Ed Morgan as guest preacher as part of the 10-year anniversary celebration of the Friends of Pasur

December
17 Almost 20 youth led worship at Oaknoll retirement community
24 Christmas Eve services were joyfully led by Youth Choir, Sanctuary Choir, string players under the direction of Candace Wiebener, and Melissa Moll on the organ

August
20 Back-to-School backpack blessing in worship
MINISTER OF YOUTH, ADULT AND SERVANTHOOD — 2017 ANNUAL REPORT

Submitted by Anna Sheetz

This has been a tremendous year with great strides forward! With such a diverse position, I will break this information into different headings for easy reading.

Youth

In the first half of 2017, there were 5 youth Confirmed (Ben Faden, Charlie Faden, Nile Franz, Rachel Marsh, and Nick Thedens). These 5 youth were also the attendees on the DOOR: Chicago Mission Trip in early May where they served at a soup kitchen. Over the summer, 8 high school youth and 3 leaders attended the weeklong Asheville Youth Mission Trip in Asheville, NC. The youth were so transformed by the wide range of experiences with the homeless—they’ve inspired our new “Mission Night” at youth group once a month.

During youth group, we started a “Senior Seminar” series. This series invited various speakers to prepare youth for college. Our topics were resume building, scholarship finding, financial aid navigation, and money/credit handling. These were attended by 2-4 youth and some parents. This series will continue again in February and March 2017. We also started a “Tough Topics” series, which allows youth to ask anonymous questions and for the leadership team to teach wisdom and health. Topics included alcohol, drugs, sex, suicide/depression, dating, and LGBTQIA+ relationships. This Spring we’ll add pornography, media addictions, eating disorders, and self-harm.

Youth group relaunched with the new school year in September 2017. Attendance nearly doubles, from an average of 9 attendees in the 2016-2017 to an average of 16 in this 2017-2018 year. This has allowed us to have two separate youth groups—Junior High and Senior High. Our Mission Nights have allowed us to work with the Bird House, United Way, DVIP, Catholic Worker’s House, and other non-profits in Iowa City. Overall, this year has brought us rich blessings in our ministry, and we look forward to seeing what 2018 holds!

Adult

I have been honored to work alongside Judy Whitford this year. Her mind and creativity for adult ministry is a true blessing to me and to all First Presbyterian Church. I encourage you to read her annual report on the next page for more information.

2017 was a good year for our Young Adults Group, for 18-30 year olds. We did a book study on Martin Thielen’s What’s the Least I Can Believe and Still Be a Christian? We then used the Wired Word, which was a great resource for us. Overall, we have paused the Young Adult Ministry as we try to figure out how to make this a robust and life-giving ministry.

Servanthood

In Winter 2017, Pastor Sam and I worked with various religious and political leaders, the Iowa Justice Alliance, to host a rally inspired by the October 2016 shooting of Jerime Mitchell. In April 2017, I attended the Ecumenical Advocacy Days in Washington D.C. The theme was what Martin Luther King Jr. called the three evils of society: “Racism, Materialism, and Militarism.” I also worked with Bread for the World, and FPC hosted a letter-writing campaign in May 2017.

I have worked with Pastor Sam with the Johnson County Interfaith Cluster, a new and growing chapter of the Gamiliel network and have sat on the Holy Jerusalem Guiding Board for the year. This has been a great year with a wide range of justice opportunities. First Presbyterian Church has been a great place for me to grow and shape my heart for justice.

Looking Ahead…

Starting in January of 2018, my job description changed to overseeing all of the Equipping Ministry. This means that there are new dreams and goals of having a holistic educational structure. On January 21 we’ve relaunched our Sunday morning education hour to [SPACE]. This is an invitation to lay down our weekly burdens and create SPACE for God and community on Sunday mornings. We now have a ReAffirmation Class: a class inspired by feedback and FPC for 6th graders to adult. It will cover Bible, faith, and Presbyterian topics—for families to learn alongside each other. We will also have the Family Resource Room ready for Easter 2018. We also have a new online portal, named [SPACE] Online. This has a guided Bible Study each week, recommended blogs, podcasts, and books, and all the Sunday morning classes. Our goal is to make faith a weeklong, family-oriented activity; our first step is to make FPC accessible throughout the week.

I cannot express my excitement for this new year and the ways my ministry at FPC will bless my calling and my life. It has been my true joy to serve this community for the past year and a half. I thank you for your support for our ministry and I look forward to serving you in 2018!
In my assistant position, I was primarily responsible for implementing the adult faith formation programs. Following is a summary of the programs/classes offered in 2017.

**Covenant Bible Study**

We have now completed three Covenant Bible Studies. Jeremy Fletcher led the third class. We now have a fourth class led on Thursday evenings by Ruth Westfall. We have had a total of 20 participants.

Our Lenten Series was entitled “Walking with God.” The class met on Thursday evening, starting with a soup supper, followed by a discussion of a different aspect of the Belhar Confession each week. Attendance ranged from 5–13.

**Wired Word**

A few volunteers and I led “Wired Word” from September–December during the Koinonia time on Sunday morning. It is a discussion on a current topic that has been in the news recently, including thoughts from scripture on the topic. Attendance ranged from 6–16, with 25 receiving the emailed topic during the week. We had some good discussions on some difficult topics.

Our 6th Annual Laughter and Latte Women’s Retreat was hosted at Prairiewoods Retreat Center, October 13–14, with 26 women in attendance. Our theme this year was based on Micah 6:8, “He has told you, human one, what is good and what the Lord requires from you: to do justice, embrace faithful love, and walk humbly with your God.”

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**Clerk of Session—2017**

Submitted by Nancy Weber, Clerk of Session

**ATTENDANCE Average Weekly Worship Attendance**

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<tr>
<td>Jan.—May</td>
<td>243</td>
<td>242</td>
<td>261</td>
<td>252</td>
<td>252</td>
<td>248</td>
<td>243</td>
<td>212</td>
<td>218</td>
<td>205</td>
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<td>June—Aug.</td>
<td>183</td>
<td>186</td>
<td>192</td>
<td>180</td>
<td>176</td>
<td>183</td>
<td>147</td>
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<td>Sept.—Dec.</td>
<td>228</td>
<td>267</td>
<td>253</td>
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<td>254</td>
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<td>235</td>
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Session meetings begin with Pastor Sam lighting the Christ candle and inviting Jesus Christ, by the power of the Holy Spirit, to be present during the meeting. An elder leads with prayer, and a scripture/devotional reading. Each meeting ends with the sharing of joys and concerns and prayer by an elder. We were very pleased to receive 25 new members into our church this year.

The session works to encourage and empower the church into doing God’s work and strives to make it Christ-centered.

**January:** Suggestions for dealing with a possible 2017 budget shortfall were discussed and the following motion was approved: to proceed with giving the staff their Administration & Personnel-recommended wages beginning February 1, 2017, raising the grand total salaries for 2017 to $436,546.63, and to ask all ministries to spend conservatively and prudently for the first quarter of 2017 until we are sure of continuing income at 2016 levels.

Also in light of the possibility of a tight budget in 2017, a motion was approved for REALM Planning, assisted by Finance, to lead a meeting of primary staff team and ministry chairs (along with any elders or committee chairpersons requested by ministry chairs) to work together to answer the question: What should our congregation strive to do in 2017? The criteria for evaluating choices were:

1. Does it link to strategic goals?
2. What is the breadth and depth of the benefit?
3. Does it engage FPC members?
4. Does it engage non-FPC members?
5. What is the realistic resourcing?

Next to be considered are the following: If we have identified our 2017 tasks that meet our aforementioned criteria and priorities, then what building, staff, curricula and other resources do we need in order to do these tasks? How much will each task cost financially in light of specified resources needed to support accomplishing it? Who (ministry, committee, task force, person) is responsible for each one of the 2017 tasks?

Servanthood Ministry’s request that the Presbytery of East Iowa be called on to engage in a presbytery-wide fundraiser to raise funds for the completion of the Boys School at Pasrur Christian School in Pakistan was approved.

A motion was approved to ask for up to $20,000 to be spent on organ humidity issues in funds from the Capital.

(Clerk of Session cont. on page 11)
Campaign, to complete this aspect of the organ restoration project.

At this juncture, FPC plans to cover the cost of Walsh and Associates consultation fees ($50,500) from Endowment proceeds, and all other expenses will be taken from donations received over the three-year period of the capital campaign.

**February:** Elder and moderator of Finance Dale Kraus reported that $398,000 in pledges had been received so far. We are looking for $608,000 in income, which is the same as the 2016 income. We are projected to be, by year-end, based on present income as of February 19, 2017, about $50,000 short. We will continue to have faith that we will catch up while recognizing that careful spending is in order.

Elders Richard Van Rheeden and Judy Terry were reaffirmed as elder commissioners to Presbytery.

Session approved an Administration and Personnel Ministry and Servanthood Ministry motion to recommend to proceed to obtain and pay monthly for the highest speed internet possible (estimated at $260-$300/month) which is within the Committee’s proposed 2017 budget. This will allow new programs, for which new staff has been hired, to be implemented, expand outreach through better production quality live streaming of worship and events, and realize steps toward the Capital Campaign Technology project.

A motion nominating FPC member Sarah Harris for the Celtic Cross award from Presbyterian Scouting was approved.

Session approved a motion requesting Servanthood Ministry lead a special session meeting on immigration law.

A report on the February 11, 2017 Presbytery meeting, held at FPC, was given by Elders Richard Van Rheeden and Judy Terry. FPC Elder Jim Claypool was installed as moderator of Presbytery. In a unanimous vote, the Presbytery approved a motion to participate in a fundraiser for a Christian boys’ school in Pasur, Pakistan.

A motion was approved allowing FPC member and youth Sarah Burton to ask for contributions from the congregation to the Iowa City Community School District Best Buddies program at a future Sunday service.

**March:** Elder Carol Ulch presented the REALM Planning Report on the 2017 budget. She distributed the six-page “FPC Financial Plan—Operations” document that calculated different ways of measuring possible budget shortfalls plus solutions. Session approved a motion to create three task forces: Impact Management, Fund Raising, and Communication, with the members to be named by REALM Planning.

Pastor Sam spoke about the new member class. He asked them what had brought them here to FPC. Some responses were surfing the FPC website, an invitation from someone in the church, a positive experience with PCUSA, having been invited to and attending an event here and feeling comfortable to be here. When asked what has kept them here, the warmth of the congregation, and our emphasis on social justice and inclusion were mentioned. The new members said that among the things they hope FPC would offer are family/children/youth activities for younger folks, pastoral care, and care in general for older members.

A motion to permit the youth groups to have a luncheon fundraiser on April 30 after worship to raise money for youth mission trip travel expenses was approved.

Servanthood member John Barr explained the New Creations International Church proposal for funding as stated in a letter distributed to session. Servanthood Ministry presented a motion that session concur with funding $10,966.29 from the Burianek Trust to provide payroll back-up funding and purchase additional curricular materials for the Little Creations Academy Childcare Center of New Creations International Church as approved by Mrs. Sadie May. The motion was approved.

Elder Grosscup gave an explanation of how the Lucille Burianek Trust works. Sadie May administers the Trust. Session cannot compel or require her to make an expenditure, but concurs or not with her suggestion. One particular year in the past session decided the Burianek Trust should be used to benefit women and children, but that was applicable for that year only as no prior session can bind the decision making of subsequent sessions. Sadie currently sees it as primarily mission-based, although with special sensitivity to women and children.

**April:** In a REALM Planning report on task force creation, Elder Carol Ulch introduced the concept of “stack ranking,” a method of prioritizing programs. Elder Ulch and Deacon/REALM planning member Jeremy Fletcher will look at the budget of each ministry and work through the stack ranking process with each ministry. Ministries were asked to have ready their list of projects, and to keep in mind that a goal is to design programs/projects that have impact.

Servanthood presented a motion that they would sponsor the Johnson County Refugee Summit, held June 16 and 17, 2017, in celebration of World Refugee Day, in the amount of $500 for a Gold Sponsorship, to demonstrate support for IC Compassion’s mission to engage culturally diverse communities together through hope, opportunities and partnerships, as well as in appreciation for IC Compassion’s Immigration Law training provided to First Presbyterian Church on April 25, 2017. The motion was approved. Session then voted to pay $350 from Session budget for the meal for the April 25, 2017, special session meeting/retreat informing Session about Immigration Law, led by IC Compassion.

A motion was approved authorizing individual Ministries/Committees, with the exception of Administration and Personnel, that has an annual budget that has already been approved, to expend up to 50% of their mostly recently revised budget estimates through September 1, 2017, with the proviso that there might be other session cuts possible before September 1, 2017 and there is no guarantee of funding beyond September 1, 2017. Ministries were still expected to spend carefully.

Session approved a Building and Grounds expenditure motion allowing them to proceed with two roof repairs as follows: 1) window glazing of
clerestory by Marv’s Glass Specialties, Inc., and 2) repair of sheet metal flashing on upper roof section by Dryspace, Inc., with the cost of $3119.60 to be taken from the Support Ministry budget.

May: Session approved the request from Servanthood that the annual Trunk Sale be held June 3, 2017, and in future years Servanthood be approved to hold the Trunk Sale, making sure to communicate to session the details about it annually in a timely fashion for session review.

Session also approved that the staff be authorized, in cooperation with Building and Grounds, to contract with Quality Care to carry out annually the care of the Columbarium structure and grounds using reserves and the Brown endowment income, both of which have been restricted to this use.

Elder Carol Ulch presented a report from REALM Planning and the stack-ranking process. REALM Planning member Jeremy Fletcher gave his thanks for everyone’s participation, and encouraged feedback.

Session approved a recommendation to the Presbytery of East Iowa that Anna Sheetz come under the care of the PEI as an Inquirer—the first step toward ordination (this followed session’s examination of Anna), and approved Elder Bob Youngquist to be her session representative to presbytery.

Pastor Sam, as well as Minister of Youth, Adult, and Servanthood Programs Anna Sheetz, were encouraged and approved to assist in building a local faith-based organization with the national Gamaliel Network to advocate for systemic change to social justice.

It was voted to allow communication within FPC about the Presbytery of East Iowa fundraiser for a Pasrur Boys’ School so that individual members of FPC might contribute in addition to the special gift given associated with the Capital Funds Campaign.

Servanthood asked Session to review, then discuss, the levels of sanctuary church involvement, provide congregational education, and then make a decision on FPC’s participation.

Session approved moving the position of Financial Secretary from non-exempt hourly to halftime non-exempt salaried beginning immediately.

Deacon Moses Kasiriba and Edmond Bigaba were approved to preach June 18, 2017, as part of an African worship celebration here at FPC. They asked to be allowed to preach in honor of the Refugee conference being held Friday and Saturday, June 16 and 17, 2017, at IC West High School. Elder Ed Cranston summarized the program.

Pastor Tony Smith was approved to possibly preach July 2, 2017, or thereafter as part of a "pulpit swap" with New Creation International Church.

Elder Richard Van Rheeden gave a report on the most recent presbytery meeting, held in Wapello, IA, April 25, 2017. The need to downsize the Presbytery office was discussed. The Presbytery office is looking to move to a church with extra space for records. The office in Eastdale Mall in Iowa City where it is currently housed is larger than needed.

June: The Finance Committee proposed that the 2017 budget for First Presbyterian Church, Iowa City, be $620,352. Session approved the motion. Elder Dale Kraus, moderator of Finance, encouraged all to be prudent in spending.

Session approved the following motions from Endowment:

1. Memorial gifts for a deceased saint that amount to less than $500 be pooled with other memorial gifts for use designated by session, and those amounting to $500 or more be designated by session after conferral with a person representing the family. No memorial gift is to be used for operating expenses.

2. $4,000 will be paid for translation services for the Holy Jerusalem Pentecostal Church/FPC Guiding Board.

3. $6,000 is approved for Pakistan travel for three members from our congregation to lead a trip of Pasrur donors from other congregations. Endowment Committee requested that the potential fourth position for travel (included in the request) be opened to someone from a presbytery congregation that otherwise would not be sending someone on the trip for the sake of expanding the mission, and

4. That $1,500 to fund an 8 a.m. worship pianist from September through December 2017 come from endowment income.

Building and Grounds, with session approval, will retain Walker, Coen, & Lorenzen as architect and engineering firm for HVAC and determining the optimal location for elevator installation. Contract terms and fees will be negotiated based on scope of services, hopefully for future approval at a called or stated session meeting. Lee Tippe spoke about the interviews with the consultants. He encouraged Session to approve a contract for a preliminary design plan. The consultant will not do the construction, but will provide a design plan we can present to contractors. This will cost nothing if we do not accept their plan. We would need another session meeting to approve their plan before construction bids could begin. The bids would be for that plan only. The design consultants would also oversee the work.

It was decided that first phase of the Mission Tithe funding from Capital Campaign money accrued so far for Habitat for Humanity, that being $20,000, be distributed by Session now to Iowa Valley Habitat for Humanity.

A motion from Finance Committee was approved, with one nay vote cast by elder Ann Grosscup, that Session delegate to Elder Van Rheeden responsibility and authority to work with Pastor Sam (in consultation with Tammy Foster and CCR), to meet Pastor’s Sam’s computer needs in his service to the congregation and wider church, with a cap of $4,000 allowable to be spent from the church’s technology fund, and with the understanding that Pastor Sam may use his own continuing education funds to handle any expenses over and above the $4,000 amount in order to guarantee his own confidence in the choices made, and to recommend a policy back to Session establishing ground rules for Pastor Sam’s intellectual property rights in his service to the church.
Elder Richard Van Rheeden reported on the Trunk Sale, which was not as successful as last year’s. Attendance was down. Next year we need to set a definite date farther in advance, prepare a banner to put outside the church, advertise ahead of time, post on Facebook, and in the garage sale app.

Pastor Sam expressed his heartfelt appreciation for Elder Sherry Lohman’s pastoral care “spirit” and faithful stewardship of our congregation (with assistance from Paul Akin) over the summer.

Pastor Sam gave praise to Maeleen Thorius and deacons for the excellent recruitment results effort for Care Buddies.

Elder Sharon Raffensperger of the Nominating Committee requested that Session discuss changing the articles of incorporation and bylaws of First Presbyterian Church in regard to possibly reducing the number of ruling elders for the class of 2018 to fifteen and to consider reducing the number to twelve for the class of 2019.

A motion was approved to authorize spending $1,000 from the Technology fund to purchase a computer and streaming device that would enable live streaming.

**August:** Treasurer Larry Bruner reported that the budget is tight, and urged committees and ministries to continue to spend conservatively.

Finance moderator Dale Kraus reported that we are still $70,000 short of reaching our budget goal of $620,352.

Servanthood Ministry’s request that Outreach Committee be allowed to sell tumblers to further the FPC brand in the community with proceeds going toward future outreach projects was approved.

Servanthood Ministry’s request that Presbyterian Women’s Martha Circle plan to advertise for and accept bras for Free the Girls mission project, which supports survivors of sex trafficking in developing countries and assists them in their journey toward physical, financial, emotional, mental and spiritual freedom, was approved. Financial gifts would be accepted for postage. This is a Synod-supported mission.

Session voted to appoint a taskforce of three elders plus one staff person to complete and submit the Presbytery Office Relocation application to the Presbytery of East Iowa. (Room 13 in FPC might be usable space for this.) Any contract will be negotiated if Presbytery likes the application, and session will have final authority to approve.

Session approved the Stewardship Committee’s purchase of a Give+Kiosk, the terms of which are an initial purchase price of $1,695 with a monthly service fee of $49 per month to facilitate contributions by credit/debit card. This is an experiment in light of individuals who come to church without cash and without checks. The motion was approved with two “no” votes.

Elder Ann Grosscup gave thanks to Elder Richard Van Rheeden for the live streaming of the FPC Sunday morning service, and thanks to Elders Dale Kraus, Vern Dengler and Van Rheeden for the FPC lighted logo on the outside of the building.

Pastor Sam announced that he would use his own funds to buy a computer in light of the church’s financial shortfall.

**September:** Elder and Finance moderator Dale Kraus distributed documents drawn up by Finance. If we were spending our full budget and income doesn’t go up, we could be short by year’s end between $75,000 and $80,000. There may be a number of things we can do to address a potential budget shortfall—continue cautious spending even at the cost of mission, increase giving (it was strongly urged that we communicate to the congregation the situation we are in), dip into reserves, or earmark some endowment earnings to go into the General Fund which would require altering the endowment articles and is not desirable. Pastor Sam observed that “cutting any deeper into staff would be cutting into bone and would force a reorganization of missional priorities, plans and position descriptions.” He also expressed confidence in session leadership and congregational responsiveness. It was determined that Finance would announce to the congregation the straits we are in, distribute a written statement of the situation, and have a meeting after church for further discussion. The timing for this action needed to be immediate.

A motion was put forth, and approved, via an email vote: that Session place before the congregation at the next regularly scheduled congregational meeting a motion that, in accord with the authority granted in the articles of incorporation, the congregational bylaws be amended to reduce the number of active elders serving on the session from 18 to 12, effective immediately, and to implement this change, the Nominating Committee be charged with creating and submitting to Session for its approval by majority vote and subsequently communicating to the congregation for its information, a reduction process that:

a. Shall be implemented over the next 2–3 years to incrementally reduce the size of session, beginning with the next class nominations;

b. Allows currently serving first-term elders to be nominated for a second term of service;

c. Accomplishes the goal of reducing Session size to 12 no later than 2020.

Session approved a motion in which Building and Grounds asked to add to the list of proposed memorial gifts the purchase of two bike racks and one bench that match the benches and planter at the main church entrance. Bike racks would be placed near the music door entrance, and near the lower level entrance. The bench would also be placed near the lower entrance with some landscape adjustments. A reminder was given that all ministries have been asked to draw up a list of memorial gifts for session approval to offer members’ families when undesignated memorial donations are received.

Pastor Sam and Elder Michelle Bessman attended a meeting at the Center for Worker Justice on sanctuary during which various social justice issues were discussed: the removal of DACA, the meaning of providing sanctuary, and the status of refugees and immigrants. The next meeting will be October 15, 2017. There will be an education and discernment process for our church centering on the question of how our
congregation should respond to fears expressed by the Muslim community that may also impact refugees and immigrants in our own congregation.

Elder Judy Terry reported that the program for providing sandwiches for the Salvation Army was going well. The youth were involved, and talked with Salvation Army recipients.

**October:** Session approved a motion that the Capital Campaign Implementation Task Force (CCIT) be permitted to continue to work with Kitchens by Design (KBD, Iowa City) and Conference Technologies, Inc. (CTI, Hiawatha) in the functional capacities of design consultants for the implementation of the kitchen and technology projects, respectively, without the necessity of securing competitive bids for these services. Further, when proposals for the work, services and products to be received from each of these companies is acceptable to the CCIT, formal bids from these two companies will be presented to Session for review and approval.

Elder Carol Ulch, in an FPC Strategic Planning Report, presented the document “2018 Operational Plan Preparation,” a 9-Step program. To continue the life of our congregation, we need to focus primarily on God’s call to right relationships and yet not ignore the need to invite new people and new resources into our congregation. Elder Ulch and REALM Planning co-chair Jeremy Fletcher will be looking into how to measure the impact of a program.

Elder Ben Nicholson presented the Endowment quarterly report. He distributed “Changes in Equity (Unaudited) January—September 2017, Endowment Fund.” Elder Nicholson said that there have been few requests for the interest funds earned from the Endowment fund, and yet it’s probably not a bad idea to hold back some of this money in case some extra resources are needed to respond to special needs or complete the capital funds campaign. He said we do have a fairly sizable amount in memorial gifts (approximately $30,000) and is again asking ministries for their ideas for expending these monies in honor of the saints.

An Endowment grant for purchase of an AED was approved.

Pastor Jessica Crane-Munoz from PEIA will switch pulpits with Pastor Sam on January 21, 2018 10:30 a.m. service.

Equipping Ministry proposed an ecumenical intergenerational program (“mini Synod School”) tentatively planned for June 7–9, 2018, at First Presbyterian Church. A planning committee, consisting of session members from different ministries as well as members from the congregation, will be assembled to plan and coordinate the program.

**November:** At the congregational meeting held November 18, 2017, the motion to reduce session size to 12 no later than 2020 was approved. At the November 21 session meeting, following devotions, session members examined the incoming deacons present, and a motion to approve for installation and ordination was approved. Incoming deacons are Jeff Orris, Barb Stanerson, Audrey Van Roekel, Linda Couch, Jen Adams, and Jeri Smith.

John Barr, from the Capital Campaign Task Force, reported on options and plans for renovation. It was approved to purchase a bench for the lower level entrance, which will be installed outside the entrance, at an appropriate place to be determined with Building and Grounds, and in accordance with the Zajicek family wishes for Joe’s memorial gifts.

Approval was given via email for Sadie May to pay from Burianek Trust funds for whomever travels to PEIA will switch pulpit with Pastor Sam on January 21, 2018 10:30 a.m. service.

Approval was also given for expenditures from Burianek Trust, approved by Sadie May, if the way be clear, to fund up to $5000 to send Tammy Foster, Tammy Schroeder, and Saira Steen to the next round of ACS church software training in Orlando. Our congregation has benefited hugely from this training.

A list of Memorial gift proposals was approved.

Elder Carol Ulch gave a REALM Planning status update. REALM Planning co-chair Jeremy Fletcher is working on the reorganization of FPC ministries, primarily because of the reduction in session members. Proposals for change will be ready for discussion at the December 2017 or January 2018 session meeting.

Elder Richard Van Rheeden presented an overture to General Assembly on amending G-3.0104 regarding the definition of Ecclesiastical Officers. This clarifies the constitutional role of the stated clerk. Session voted to adopt this measure.

Elder Jim Claypool reported that Westminster Presbyterian in Cedar Rapids, First Presbyterian in Cedar Rapids, and our FPC were the finalists in housing the Presbytery. Westminster of Cedar Rapids was chosen.

**December:** John Barr and Lee Tippe from the Capital Campaign Implementation Taskforce gave a report and presented a motion, which was approved. The motion stated that FPC move forward with Part B (Construction Document Phase) of the 6/30/17 professional services agreement with design consultants Walker, Coen & Lorentzen (WCL), Architects, Inc.

Treasurer Larry Bruner reported that an unexpected $25,000 donation had been received. This will help us come close to balancing the 2017 actual income vs. expenditures.

Finance moderator and elder Dale Kraus gave an explanation of the projected 2017 year-end budget.

Session approved two spring fundraisers: (1) lunch in conjunction with the annual congregational meeting (in late January 2018 or early February 2018 as Session decides; menu of youth family favorite casseroles prepared by the families), and (2) lunch in conjunction with Pentecost (May 20, 2018 after worship; menu to be chili cook-off “Tongues of Fire” to celebrate the gift of the Holy Spirit.)

Two summer Mission trips were approved by Session: (1) June 10–13, 2018 for youth ages 13–16 through the Minneapolis Urban
REALM Planning Ministry — 2017 Annual Report
Submitted by Carol Ulch

Ministry Members: Jeremy Fletcher, Carol Ulch

During 2017 REALM Planning Ministry focused on completing and implementing the Long Term Plan (3–5 years) for FPC. The financial issues of FPC in early 2017 led to delay and rework of new directions planned for FPC to fit within available resources. The completed planning documents, Strategic Plan for FPC and Long Term Plan (3–5 years) will be distributed in 2018.

The major tasks completed by the Ministry in 2017 were:

- Creation of a program planning process for Ministries to use in developing their programs and budgets for 2017 and 2018.
- Development of two systems for prioritization and impact analysis of activities planned by Ministries. Prioritization and impact analysis supported the budgeting process given the limited funds available.
- Design of a reorganized operational plan for all FPC Ministries. A simpler and more efficient organization is needed given our small numbers and budget. Clarification and changes in the roles and responsibilities of Session, Deacons, and staff will be implemented in 2018.
- Development of a design for new groups to extend FPC reach into the external community and improve communication internally. The focus on public relations/communication and a volunteer program will be implemented in 2018.
After conducting a feasibility study, which included input from the FPC Buildings and Grounds (B&G) Committee, personal confidential interviews and group meetings with FPC members, and approval by Session, our Capital Campaign “Building God's Future” was kicked off on Sunday, August 28, 2016. The campaign included both advance and community donor solicitation phases, and employed a range of committees, with dedicated volunteer leaders and members. The target campaign goal was to raise $1,150,000, with 10% of donations received comprising a “mission tithe,” 5% to be directed to the school in Pasur, Pakistan, and 5% to an Iowa Valley Habitat for Humanity Interfaith Build project. This initial phase of the campaign concluded with Celebration Sunday, on November 6. By early January, 2017, our campaign had received pledges totaling $1,185,000 ($50,000 of this as a pledge directly to the school in Pasur, leaving a pledge balance of $1,135,000), with $532,261 collected in donations.

At the November 2016 meeting of Session, John Barr was selected to convene the Building God’s Future Implementation Task Force (now termed the Capital Campaign Implementation Taskforce, or CCIT) and authorized him, in consultation with the B&G and Finance committees, and the pastor, to select other members to serve on the Task Force. The CCIT was charged to work with the bodies of the church to keep the congregation mindful of the need to continue giving to the campaign, to give others and new members the opportunity to pledge to the campaign, and to direct the renovation of the building and application of the Mission tithe, in consultation with Session.

The CCIT held its initial meeting on November 29, 2016, with the following members: John Barr, Larry Bruner, Vern Dengler, Amy Fletcher, Tammy Foster, Dale Kraus, Tammy Schroder, and Lee Tippe. Before the end of 2016, two high priority campaign projects were completed: the parking lot was resurfaced, and the organ was refurbished and joyously returned to service on Sunday, December 4. The CCIT also has two appointed subcommittees. These are overseeing kitchen renovation and updates to technology in Ryerson Fellowship Hall and the sanctuary. The CCIT met six times during 2017, with the primary objective of securing a design consultant for the boiler / air handler and elevator projects. After contacting five potential candidate firms in the state of Iowa, the CCIT received two formal responses to its request for proposals. Representatives from both firms were interviewed on June 6, with Walker, Cohen, & Lorentzen (WCL), Architects, Inc., of Iowa City, being selected by the CCIT, approved by Session, and approved by the Presbytery of Eastern Iowa on September 5.

Conceptual design phase proposals, including estimated costs, for these two projects were provided by WCL, and accepted by the CCIT and Session on December 14 and 19, respectively. The CCIT and Session also approved moving forward with the construction phase of the agreement with WCL, with precautionary controls regarding installation of the elevator until adequate funding can be assured for this component of the Capital Campaign. The estimated cost for the boiler / air handler is $387,000 (prior to rebates) and there was a higher-than-anticipated estimate of $320,000 for the elevator.

Kitchen Subcommittee (KS) members John Barr, Carol Kirsch, Tammy Foster, Sally Rickey, Layne Sheetz, and Judy Whitford envisioned renovating the kitchen to a sturdy, serviceable residential quality (not commercial) work area for a range of uses such as FPC events, Youth Group, weddings, funerals, fundraising, cooking lessons for refugees, Mission opportunities, etc. There will also be a seated work area. The KS met seven times in 2017, with one meeting including representatives from the following kitchen user groups: funeral receptions (Mary Linn and Rebecca Stockman); the prior coffee making team (Linda Couch); the current coffee making team was represented by KS members Layne Sheetz and Presbyterian Women by Sally Rickey. The storeroom adjacent to the kitchen is under consideration for inclusion in the project.

Asbestos in the kitchen flooring (and likely that in the storeroom) will require special removal. Doug Lint, Kitchens by Design, Iowa City, is the overall design consultant for this project; Rapids Wholesale Equipment, Cedar Rapids, has served as our consultant on dishwasher and coffee making system replacements. It is anticipated that this project will be completed before the end of the summer, 2018. Estimated cost for this renovation is $60,000–100,000.

The Technology Subcommittee members John Barr, Leah Bergman, Ed Cranston, Nancy Gardner, Tammy Schroeder, Layne Sheetz, and Richard Van Rheeden met on eight occasions during the year. Mick Erdman, Conference Technologies, Inc. (CTI), Hiawatha, has served as the design consultant on this project that has been concerned with Ryerson Fellowship Hall video display and presentation systems, the audio system, a sanctuary video camera system (for enhanced live streaming of services), and narthex audio and a video messaging display. An initial and revised quote (received mid–June) for this project totaled $83,687. Because of concerns related to the installation of an elevator right at the junction of these systems, this project was temporarily placed on hold at the end of June. Further information about the elevator will be needed even before proceeding with installation of a ceiling-mounted LCD projector and retractable 123” screen. Further assessment of the sound system in the sanctuary may be added to this project. The cost of this project had initially been estimated to be $80,000.

A Mission tithe of $50,000 and the...
pends to the Capital Campaign, with the pledge balance remaining at $1,135,000. In early 2018, the CCIT will be formulating a plan for reaching out to new members and others who have yet to make a formal campaign pledge. Importantly, actual contributions received during the year have remained robust, with a total of $805,254 collected since the beginning of our Capital Campaign, which is to continue through 2019. Your continued prayers and ongoing financial support for the successful completion of this important First Church campaign is most greatly appreciated.

Administration & Personnel Ministry

Administration and Personnel Ministry — 2017 Annual Report
Submitted by Nancy Gardner, Co-moderator

Council members: Jim Claypool (co-moderator), Nancy Gardner (co-moderator), Dan Thedens, Nancy Ross, Pastor Sam Massey (ex-officio), Tammy Foster (ex-officio)

The Administration and Personnel Ministry oversees matters concerning church staff and their activities along with office and technology resources that support the church mission.

Much of our work this past year involved supporting the talents of our FPC staff. Recent hires and veteran staff alike evolved through new job descriptions to match their talents to the needs of the congregation.

The following are viewed as areas of accomplishment:

- Seeing and utilizing the talents of our new hires that will provide even more support of the church mission.
- Both new and older members enjoy the staff.
- Seeing an increase in membership, particularly with new families.
- Our ACS software system and training for staff have been very beneficial and allowed for work to be more efficient and cloud-based.
- Upgrades to the Internet and video-streaming have been positive.
- Staff represent all ages of our congregational membership.
- Revised the Personnel Policies Manual and Staff Handbook.
- Planned for staff winter retreat, a time for discussion between staff and members of A&P.

The following are viewed as areas of challenge, mostly due to budget constraints:

- Not hiring personnel such as the bell choir director and the technology person. Both positions would help us grow.
- Did not hire a music intern and/or pianist for the 8:00 service.
- Loss of Care Associate as a paid position.
- We did not anticipate finding somebody with a Master of Divinity degree and did not budget for this. We were, therefore, unable to equitably pay this position.
- We need to be more effective in communicating to the congregation the close, interdependent working relationships among staff.
- We did not address the antiquated phone system.

During 2018, A&P would like to address the following:

- Hold regularly scheduled meetings on the first Thursday of each even-numbered month.
- Maintain current staff positions.
- Continue the adjustment to market for designated underpaid staff members.
- Fill the positions that were not filled this past year.
- Send three staff members to the ACS conference for Tier II training.
- Match 403B funds as stated in the Personnel Policy. Five percent of salary or employee's contribution, if less than 5%. This pertains to full-time staff, except for the pastor.
- Update the phone system. Staff is tired of turning the cranks on the phones to contact the operator.
1 Corinthians 12:12-14: For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in the one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and we were all made to drink of one Spirit. Indeed, the body does not consist of one member but of many.

Members of Equipping Ministry in 2017 were Leah Bergman (staff), Anita Burnett, Amy Fletcher (moderator), Cathe Franz, Anna Sheetz (staff), Andreas Soemadi, and Judy Terry.

2018 was an exciting year for Equipping Ministry. Under the leadership of Leah Bergman (Minister of Worship, Music, and Children’s Programs) and Anna Sheetz (Minister of Youth, Adult, and Servanthood Programs), Equipping Ministry offered a variety of programs for all ages. Programs were developed to meet Strategic Goal #4: Equip the FPC faith community by creating opportunities for involvement and engagement in fellowship, education, service and worship, guided by the following objectives.

Equipping Ministry Objectives:
1. Equip church family to explore religion, theology, and spirituality and share faith openly.
2. Equip church family to serve others in and out of church.
3. Build connections between church family and community across social barriers.
4. Expand equipping ministry beyond our church walls.
5. Intentionally create intergenerational programming.
6. Create learning experiences for our church and community regarding social issues through a spiritual lens.
7. Communicate existing available opportunities to church and community.

The intergenerational Sunday morning education program “Koinonia” continued to be evaluated and refined. The program’s focus is to engage members of all ages to celebrate, worship, get to know other church members, and develop a deeper connection with our faith. Participation in Koinonia varied over the year with high participation in early spring and fall and fewer participants at the end of spring and close to Christmas. Based on participant evaluation, decisions were made in December 2017 to revamp the program and relaunch as “Space” in January 2018. We are excited to offer programs to excite and engage all members on Sunday mornings.

Equipping Ministry highlights of 2017 include:
* Koinonia monthly mission project (the Bill Terry Memorial Mission Project to provide sack lunches for patrons of the Salvation Army).
* Camp Stronghold retreat for confirmands and the confirmation of 5 youth during the Easter Vigil Service in March.
* Adult education Lenten series “Walking With God”
* Covenant Bible study groups
* Family Fun events (including the Family retreat to Camp Wyoming, Summer Faith and Film series, Summer Fun Activities, and the Fall Festival)
* Mission trips, including the junior high youth trip to “the Door” in Chicago and the senior high youth trip to Asheville Youth Mission in Asheville, North Carolina.
* The Young Adult Group (group met weekly throughout the winter and spring)
* “Superhero” Vacation Bible School in June
* Mental Health First Aid training for FPC youth leaders
* Weekly youth group for junior and senior high students with a monthly focus on mission, including guest speakers and mission work outside of FPC

Equipping Ministry is very thankful for all those who have been involved in our programming in some way throughout the past year: FPC youth leaders, adult education leaders, youth dinner providers, childcare workers and volunteers, Vacation Bible School volunteers, dedicated members of the Equipping Ministry committee, and our wonderful FPC staff. We are also thankful for the ongoing financial support of our members through annual pledges and fundraising donations. We thank God for our volunteers and members and everything you have done for our FPC family!
Servanthood Ministry

Servanthood Ministry — 2017 Annual Report
Submitted by Ann Grosscup, Convener

Servanthood Ministry focused on need-driven, collaborative community reconciliation projects. Servanthood Ministry had two subcommittees, as well, Mission and Outreach. Servanthood Ministry members were: Ed Cranston, Michelle Bessman, John Barr, Wayne Patton, Faryle Nothwehr, Perry Ross, Becky Ross, Tammy Schroeder, Anna Sheets and Ann Grosscup, convener.

Immediately below were the Ministry’s 2017 programs and activities.

Engagement with New Creations International Church – John Barr, lead

1. Facilitated funding from the Burianek Fund for curricular materials, furniture and payroll back-up for the Little Creations Daycare Center (LCDC).
2. Facilitated funding consideration for a 15-passenger van needed by the LCDC.
3. Interacted with NCIC Board & LCDC staff concerning potential volunteer opportunities for FPC members.
4. Disseminated information to the Consultation of Religious Communities (CRC) about the NCIC Dr. Martin Luther King Jr. Day celebration service on 1/15/18.

Solidify relationship with Holy Jerusalem Pentecost Church (HJPC) as a unique FPC ministry – Ann Grosscup, lead

Unique FPC ministry efforts continued in year two of the Guiding Board, comprised of members from both FPC and Holy Jerusalem Pentecost Church (HJPC). In keeping with the board's agreed-upon mission—Connect resources to need so people can become self-reliant—our focus was on both local resources and in the Congo. Locally, we attempted Conversational English then Basic English to encourage interactions between the two congregations. We will continue to address bridging barriers. There was a hands-on Baby Music demonstration to introduce this opportunity and encourage participation. In the Congo, we reviewed the work of established NGOs and PC(USA) missionaries Jeff and Christi Boyd. We skyped with the Boyds, then hosted them for dinner in July during their US travels. The Boyds have initiated healing programming to address the cycle of violence and trauma experienced in daily life. We will continue to seek an established organization acceptable to both congregations. FPC was represented by Nancy Weber, Edmond Bigaba, JJ DeRyke and ex-officio members—Tammy Foster, Anna Sheets and Pastor Sam. Ann Grosscup facilitated.

Explore sister church relationship with Naulakha Presbyterian Church, Lahore, Pakistan; possible partnership with St. Andrew’s Presbyterian via PEI – John Barr, lead

Under the leadership of the Mission Committee, FPC hosted Pastor Abel, Naulakha Presbyterian Church (NPC), for a five-day visit in January 2015, and participated in a second visit hosted by St. Andrews in January 2016. Subsequently, the Presbytery of Easter Iowa (PEI) entered into a Mission Partnership with the Presbyterian Church of Pakistan (PCP), for which Pastor Abel was the moderator, in February 2016. Due to the lack of mutually engaging program development, our Mission Committee determined to provide no further funding directly to NPC in 2016 and 2017, and has not participated in the PEI / PCP partnership given its financial implications.

Expand faith-based community organizing; Enhance involvement with & by Consultation of Religious Communities (CRC: Common Fund & ToGather Together) — John Barr, lead

1. Disseminated information to the CRC concerning an NCIC faith-based community organizing workshop for the Johnson County Interfaith Cluster.
2. Solicited CRC members’ financial support for the Common Fund, the Inside Out Reentry Community, and ToGather Together.
3. Encouraged CRC & FPC member involvement in the annual Winter Clothing Drive & Distribution, Gifts for Parents, Crisis Center’s Project Holiday, and the Salvation Army’s Toys for Tots.
4. Encouraged CRC & FPC member participation in the Habitat for Humanity Interfaith Build and related dedication ceremony 12/9.

(Servanthood cont. on page 20)
Servanthood Ministry

(Servanthood cont. from page 19)

Explore ways to assist African members of FPC in helping people who are still living in their native countries – Ann Grosscup, lead
Opportunities were available for FPC members and attendees formerly from the Congo to learn about the work of PC(USA) in the Congo. Opportunities will be made available should there be future interest.

Help local refugees integrate into the Johnson County community – Ed Cranston, lead

1. Met with legislators at the state capitol in Des Moines during Refugee Day on the Hill and helped secure funding for Refugee Rise program in Iowa City and ESL programs for refugees.
2. Took an active role in planning and participating in the Eastern Iowa Refugee Summit in Iowa City.
3. Held refugee church service and discussion celebrating World Refugee Day in June.
4. Took an active role in both the Refugee Alliance and the Refugee Alliance steering committee.
5. Provided office space for Refugee and Immigrant Association with session approval.
6. Attended Refugee and Immigrant Recognition Dinner.

Additional 2017 events / activities of Servanthood Ministry:

2. Hosted CIVIC / U.S. State Department visitors from Italy (4/3) and Saudi Arabia (9/14).
3. Provided funding to FasTrac for support of 2018 tour of southern civil rights sites and historically black colleges / universities.
Mission Committee members were Ed Cranston, Faryle Nothwehr, John Barr, and Judy Terry.

Matthew 25:35-40
35 For I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in; 36 I was naked and you clothed Me; I was sick and you visited Me; I was in prison and you came to Me.’
37 “Then the righteous will answer Him, saying, ‘Lord, when did we see You hungry and feed You, or thirsty and give You drink? 38 When did we see You a stranger and take You in, or naked and clothe You? 39 Or when did we see You sick, or in prison, and come to You?’ 40 And the King will answer and say to them, ‘Assuredly, I say to you, inasmuch as you did it to one of the least of these My brethren, you did it to Me.’

As a congregation, know that you are part of an active church locally, nationally, and internationally in a variety of important mission work.

As Christians, we believe God is calling us to reach out to those in need in ways that will exhibit the love of Christ.

Locally we financially helped:
- Crisis Center and Food Bank
- Domestic Violence Intervention Program
- Shelter House
- Table to Table
- Four Oaks
- United Youth for Action
- Inside Out Reentry Community
- Camp Wyoming
- Take Away Hunger
- And the Consultation of Religious Communities ecumenical group’s Common Fund.

Nationally and Internationally we participated with the following:
- Presbyterian Disaster Fund
- Starfish Haiti project through our Presbytery
- Girls and Boys Christian Schools in Pasrur, Pakistan

Besides those programs, our congregation stepped up and joined hands in projects including:
- Habitat for Humanity Interfaith Build
- Packed an amazing 18,000 meals for Take Away Hunger
- Supported Garden Gems
- Operation Backpack
- Prepared monthly Sunday sandwich lunch meals for the Salvation Army
- Hosted a toilet paper collection drive and delivered a carload of toilet paper to the Crisis Center

Thank you for continuing to exhibit the love of Christ through our congregation’s important mission work.
Outreach Committee looks for tools to promote FPC to the broader community. Members were: Michelle Bessman, Tammy Schroeder and Ann Grosscup, convener.

This year we had two new tools:

1. Lit exterior cross on the brick wall at the corner of Rochester and Mt. Vernon.
2. Live streaming worship across the globe. This is in addition to a video of the service immediately following on the FPC website.

The other primary tools of 2017 were:

1. The Family Corridor Guide, a monthly print and online publication for families with children pre-school through elementary. This free-of-charge activity-packed booklet is available at area businesses.
2. Press Citizen KEY, an annual publication showcasing the Johnson County lifestyle often seen in professional office waiting rooms.
3. Hospitality tables at both PRIDE Parade and UI Community Week.
5. Church home lawn banners.
6. First-time visitor Welcome Bags.


Friends of Pasrur is a dedicated group that supports the Christian Girls' Higher Secondary School in Pasrur, Pakistan. The school is run by the Presbyterian Education Board in Pakistan (PEB). The Pasrur school educates about 750 Christian and Muslim students in grades 1-10. The school also educates “higher secondary” students in grades 11 and 12. The Pasrur students are very successful in their matriculation exams, and the school has a long waiting list.

In November 2017 Friends of Pasrur celebrated 10 years of sponsoring scholarships for 100 poor Christian girls. These scholarships allow these girls to attend the Pasrur school and live in the dormitory built by our church. One scholarship ($500 per year) covers tuition, uniforms, books, room and board. We also sponsor several young women, who after completing grades 1–10 and passing the requisite exams, wish to pursue higher secondary education (grades 11–12). Each secondary scholarship is $750 per year.

Friend of Pasrur Katie Lind donates money for annual medical check-ups in memory of her daughter, Kelly. These check-ups have been such a great benefit for the girls that other PEB schools are trying to replicate them.

Through the FPC Capital Campaign and the Wilson Family Foundation, funds have been pledged to establish a Boys’ School at Pasur. The Presbytery of Eastern Iowa as designated the Pasrur Boys’ School as a fund raising project.

FOP welcomes new members. We are committed to working to make a difference in the lives of young people in Pakistan. We invite you to join us!
Support Ministry

Buildings and Grounds Committee — 2017 Annual Report

Submitted by Vern Dengler, moderator

Members of Building and Grounds Council included Vern Dengler (moderator), Sue Farran, Lee Tippe, Richard Van Rhedeen, Millie Youngquist, Bob Youngquist, Tammy Foster, ex-officio.

Building and Grounds has been busy over the past year with several projects. Efforts also involved various capital campaign topics, which will continue going forward. Thank you to all who volunteered time, talents, and treasure to many efforts. 2017 expenditures were significantly less than expected and below budget. Building and Grounds welcomes any who are able and interested in joining this committee.

The Kobler Memorial Garden subcommittee, chaired by Millie Youngquist, was responsible for care of the garden as well as additions and improvements. An ongoing task is controlling garlic mustard and other weeds on the lower level hillside. Creeping Charlie has become an invasive problem near the labyrinth, and treatment was begun and continues. Fencing (for deer), and mulch around trees and plantings were improved in the past year, among other needs, such as trimming and necessary maintenance.

The following list is representative of projects undertaken:

- Boiler and air handling inspection, maintenance, and several repairs.
- Installation of humidifiers in the boiler room. This was necessary to maintain proper humidity for the organ during the dry winter months to prevent damage to the organ. The humidifiers will be preserved as part of the boiler replacement, and as such, were funded by capital campaign funds.
- Window glazing of the clerestory to repair roof leaks by Marv’s Glass. This was done in cooperation with repair of flashing on upper part of roof, done by DrySpace. This was a cooperative effort in order to require one charge for a lift rather than two charges.
- Participation in interviews of architectural and engineering firms for design of HVAC and possible elevator projects of capital campaign.
- Lawn overseeding of bare areas, and control of creeping Charlie and garlic mustard.
- Disposal of broken couches (beyond repair) with donated replacements in youth room.
- Carpet cleaning of lower level hallway, offices, Ryerson fellowship hall, and other required areas.
- Repair of damaged soffits.
- Work days
  - Mower maintenance
  - Tree trimming
  - Repair of gutter leaks
  - Collumbarium and fountain washing
  - Sweeping loose gravel from parking lot and lawn due to snow removal
  - About a dozen people showed up and worked. Thank you to all who contributed so much!
- Thank you to Glenn Van Roekel for volunteer lawn mowing.
- Multiple toilet repairs.

Some less urgent and optional items were delayed, primarily to keep expenditures to a minimum. Overall, B & G expenses were approximately $9,700 less than budgeted. Items significantly under budget included gas, building maintenance, and grounds maintenance. There was a significant increase of about $2000 from the previous year.

Plans for 2018 include replacement of the boiler, air handler, and controls. It may be necessary to replace the church lawn mower/tractor, and this will be considered as spring approaches. As usual, it is expected that maintenance and repairs will arise as the year progresses. Necessary items will need to be done, however, efforts will be made to keep expenses as low as possible and within reduced budget. Note that some past activities have been made possible by contributions to specific projects beyond the approved budget. This has been greatly appreciated, and for this, B & G expresses their thanks.

Thank you to all who volunteered and contributed in various ways to the Building and Grounds responsibilities. Your effort and support are greatly appreciated. If anyone would like to contribute their time and talents to this ministry, please contact any of the committee members.
Support Ministry

Columbarium — 2017 Annual Report
Submitted by Tammy Schroeder

The First Presbyterian Church Columbarium provides a final resting place for members of the church family, and with its garden, serves as a visible representation of the great cloud of Christian witnesses. It symbolizes the unity of the Christian community, and it serves as a peaceful gathering place for families and friends. Physically, the Columbarium is a round structure of Dakota mahogany granite with 96 niches capable of interring the ashes of 192 individuals.

The Church encourages advance planning and seeks to make it possible for members to complete all arrangements in advance for interment and worship services.

In 2017, there were 7 niche requests and no interments; we currently have 53 niches available. Please call the church office for a planning appointment with Tammy Schroeder.

Donations to the Columbarium general fund are gratefully accepted and Endowment funds may also be set up. General funds are used for the perpetual care of the columbarium and its surrounding garden.

Endowment and Memorial — 2017 Annual Report
Submitted by Ben Nicholson, Chair

In 2017, the committee consisted of the following persons: Jan Wicks, Millie Youngquist and Ken Miller. I (Ben Nicholson) chaired, while we were assisted by Vern Dengler, Dale Kraus, Bob Youngquist and Larry Bruner. We were also provided assistance by financial secretary Saira Steen and practical management advice by Tammy Foster. I want to thank all these folks for hanging in there during a period of transition yet to be completed.

The endowment and memorial committee oversees resources bequeathed by the glorified saints to the church so that their beloved congregation might continue to be supported by them for ages to come. This is also the means by which the names and faithfulness of saints are remembered over a long span of time, as even buildings get torn down. Only 5% of the total corpus (averaged over the past three years) is counted annually as income, and this money is distributed as restricted to being spent to feed breakfast once a month to homeless persons at the Salvation Army as part of our equipping ministry.

Some memorial monies are yet unspent, it has not yet been decided how monies should be spent, or some memorials are growing by periodic contributions. Some memorial monies accumulated over the years were used to pay for a much needed replacement AED in the church's narthex. The Joe Zajicek memorial is restricted to be spent for a bench at our lower entrance. The Bill Terry memorial — replenished periodically by the Terry family—is restricted to being spent to feed breakfast once a month to homeless persons at the Salvation Army as part of our equipping ministry.

The endowment was $1,253,482.40. The ending balance in 2017 for the endowment and memorial committee to ensure this transition is completed successfully. The committee also oversees the committees to ensure the vitality of the church in mission and ministry for generations to come, and future saints will remember over a long span of time.

The transition mentioned is to face up to the reality of the fine work done over the years by professional leadership for our endowment and memorial committee. She provided accounting and marketing advice that has been unaugurated. Connie has moved her membership to Cedar Rapids so she might worship with her child and grandchildren there, a logical move from the heart's perspective yet one that has left a considerable vacuum for our congregation. It appears that this year the endowment and memorial committee may need to contract for professional help in order to continue the good work begun by Connie. For this reason, I will be continuing to work with the endowment and memorial committee to ensure this transition is completed successfully.

I encourage all members and friends of First Presbyterian Church to think prayerfully about leaving a final bequest to First Presbyterian Church. Your bequest to the glory of God will ensure the vitality of the church in mission and ministry for generations to come, and future saints will celebrate your name and its association with generosity. Names like Walker, Burianek and Kobler come to mind. Information about making a bequest and the names of those who have committed to do so already can be found in our narthex.

Submitted by Tammy Schroeder

Connie Richardson on providing leadership for our endowment and memorial committee. She provided accounting and marketing advice that has been unequaled. Connie has moved her membership to Cedar Rapids so she might worship with her child and grandchildren there, a logical move from the heart’s perspective yet one that has left a considerable vacuum for our congregation. It appears that this year the endowment and memorial committee may need to contract for professional help in order to continue the good work begun by Connie. For this reason, I will be continuing to work with the endowment and memorial committee to ensure this transition is completed successfully.

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Submitted by Ben Nicholson, Chair
Financially, 2017 was a challenge. We started the year with $102,427 less in pledged giving than 2016. Yet initial budget requests were higher than 2016. Therefore we delayed adopting a budget until we had an opportunity to track a few months of actual giving and expenditures. Based on income through March we adopted a $620,352 budget. However, during the spring and summer, income was not keeping pace with budget projections. Session was advised that expenditures had to be limited to necessities. Operating expenditures (other than Personnel) ended the 2017 year 11% less than 2016.

The good news is that we did end the 2017 year with a positive balance of $1,866 (income of $584,423 Expenditures of $582,566). This was the result of several significant factors: pledge income received was greater than pledges made, non-pledged giving was greater than estimated—including one large gift, and spending was reduced.

For 2018 Session has adopted a conservative budget of $575,000—approximately $10,000 less than actual income received in 2017. The 2018 budget includes no pay increase for staff, and it contains further reductions in expenditures for most committees. We ask for your continued prayers and financial support in the coming year. As we prioritize our efforts and expenditures, we remain optimistic about FPC’s future role and impact. On behalf of the Finance Committee, I want to sincerely thank those who have given a portion of their time, talents and financial resources.

The Finance Committee oversees the financial operations of First Presbyterian Church of Iowa City. The committee meets regularly to monitor and discuss both the income and expenses of the church, as well as its overall financial position. Each month a presentation is made to the church, through Session, of the status of budgetary integrity. A budget summary is published in each issue of the First’s Family newsletter.

Stewardship — 2017 Annual Report
Submitted by Richard Van Rheeden

Stewardship committee members were Sue Farran, Dale Kraus, Ken Miller and Larry Bruner; ex-officio members were Tammy Foster and Sam Massey.

The trunk sale was held in June, and the proceeds used to fund Sunday lunches at the Salvation Army.

Stewardship’s approach for 2017 was to begin the campaign earlier in the fall. To reduce cost, an initial single mailing with the pledge card was utilized for the start of the campaign. Subsequent reminders took the form of verbal reminders during services, Facebook posts and e-mail reminders.

The final result of the campaign is an increase in pledges over 2016. Pledges to date are $445,542 which is above the total of $381,000 for 2016.

One more reminder that a pledge card will be sent to the members who have not yet pledged.

A giving kiosk capable of accepting charge/debit transactions was installed in the Narthex in December. Initial results are promising. The giving kiosk can be programmed to accept donations to different funds and special offerings through the year. The kiosk is intended to supplement and not replace traditional means of giving.
Worship and Celebration Ministry

2017 Annual Report
Submitted by Bob Youngquist, moderator

The membership of the Worship and Celebration Ministry for 2017 included Elders Dwight Miller, Sharon Raffensperger and Robert Youngquist; congregational members Anne Dengler, Steve Schomberg and Millie Youngquist; and FPC staff member Leah Bergman. Our meetings have occurred monthly—usually on the second Tuesday of each month. These were led by Robert Youngquist, with an agenda developed in cooperation with the Minister of Worship and Music.

Most of the members of our ministry have held standing job assignments, and they have reported their progress at each of our meetings. Others in our congregation have regularly provided service to our congregation under the banner of Worship and Celebration. This latter group has included Jerry and Mary Ellen Stamp, Maeleen Thorius, Valerie Soemadi, Sue Van Duyn-Phipps, and Laurie Thedens.

Steve Schomberg has continued to oversee communion—a job he has been glad to cover for the past three years. He has been assisted by Jerry and Mary Ellen Stamp, who have donated the grape juice and purchased and baked the bread—always seeing that we have enough bread and juice as needed by our communion schedule. The gluten-free option items have been provided by Steve Schomberg. Maeleen Thorius has prepared the trays. For each communion, two lead servers have continued to be selected by Steve, and these folks have been in charge of making sure communion happens as planned.

Anne Dengler has used Sign-Up Genius and a sign-up sheet in the narthex to locate ushers for the second service. Valerie Soemadi has continued to coordinate fellowship—a job she has covered for the past four years. Sue Van Duyn-Phipps has continued to locate lay leaders for the second service. Laurie Thedens is assisting with and creating banners for the sanctuary.

Two worship services continued to be offered for most Sundays of our church year. These were held at 8 a.m. and 10:30 a.m.

In an effort to truly find its unique niche in our church’s worship offerings, the first service underwent various revisions over the course of this year. As our organist, Melissa Moll, has not been employed full time, there was a standing need to find congregation members or staff interns with piano skills to play for the first service. There was a thought of introducing praise band experiences occasionally; however the performance area didn’t lend itself to doing this easily. By the end of the year, the 8 a.m. service became a contemplative morning prayer service rather than a junior version of the 10:30 service. There was limited music and the scripture passages to be used during the following week’s service were listed in the bulletin for individual preparation and study. The service, in the manner of Lectio Divina (Latin for “divine reading”), allowed for group participation rather than a sermon-oriented worship experience. Although this proved to offer an inviting contrast to the 10:30 service, attendance at the early service was far from predictable. Low numbers of participants—sometimes with only six in attendance—eventually led leaders to question the value of continuing this service for so few participants. By the end of the year, it was decided to suspend the 8 a.m. service and welcome those who had attended it to the 10:30 service.

In a response to a member in our congregation, we had a discussion about communion format considerations and chose to not alter our communion format at this time. Our discussion was in response to an expressed concern that some folks in our congregation might feel singled out if they need to receive communion in the pews while others are going forward for communion by intinction. We welcomed this on-going discussion but have found there are more reasons to keep things as they presently stand.

Some thoughts given: Through intinction, everyone shares the words “The body of Christ broken for you” and “The blood of Christ shed for you.” Many have found this to be very meaningful. However, when passing the elements down aisles as was done previously, these words were not regularly shared. We have received enthusiastic thanks from our older congregational members who have been relieved that they no longer have to pass heavy trays down the aisles. Clean-up from intinction has been much easier and far less time consuming than it used to be through our previous format. Additionally, through intinction, we can better accommodate those who have food allergies by providing gluten-free alternatives. We thankfully live in a world of accommodations and our society is used to providing varied ways to meet people’s needs. Just as we say, “Please rise in body and/or spirit as you are able,” we have our present communion accommodations in place. We feel that these are very considerate of the many we serve.

This year brought a new challenge when the organ suddenly developed electrical issues—rendering the instrument unplayable for many weeks. This issue was unrelated to the organ refurbishment that had been completed through the capital fund campaign. Thanks to creative punting on the part of our musical staff, congregational worship moved forward beautifully with the use of other auxiliary instruments. We also had the opportunity to explore different aspects of our hymnal.

Perhaps, of greatest challenge, this year brought many budgetary concerns across all ministries and...
committees of our church. This will surely be discussed elsewhere in the combined annual report. But, suffice it to say that our ministry was as creative as one could imagine even though funding was tight. The choir and handbell choir performed music that had been purchased for previous years. Banners and liturgical decorations that had been in storage were reused when decorating the sanctuary. It is always good to recycle the experiences we share. Our purchases should always be selected for their possible repurposing in future years. It is hoped, however, that future funding will allow unfettered creativity to flourish soon in future services.

Members of the Worship and Celebration Ministry encourage volunteers from the congregation to participate in all facets of church service, as well as to serve in this ministry itself. This might involve individuals and families who may wish to serve as ushers. We always welcome FPC members who are interested in service as worship assistants, as liturgists, and those who would like to join our various musical groups.
The members of the Board of Deacons during 2017 were Rhonda Barr, Aziza Bigaba, Stephanie Brentner, Deb Boland, Liz Bolin, David Carlson, Louise Gisolfi, Moses Kasiriba, Mary Helen Kennerly, Cedric Lee, Tom Martin, Cory Morris, Sue Olson, Layne Sheetz, Hongwook Suh, Maeleen Thorius, Sue Van Duyn-Phipps, and Chitoka Webb. Newly elected Deacons participated in officer training in November 2016. At the December 2016 meeting, new Deacons were welcomed while the Board said thank you and farewell to the Deacons whose term had ended. Officers and committee chairs for 2017 were elected as follows:

Moderator: Rhonda Barr  
Vice-Moderator: David Carlson  
Secretary/Treasurer: Sue Olson  
Deacon Neighborhood Coordination: Dave Carlson  
Congregational Health Ministries/Care Buddy: Maeleen Thorius  
Caring Connection: Louise Gisolfi  
Support Teams: Stephanie Brentner  
Hospital Visitation: Cedric Lee, Tom Martin  
Prayer Chain: Cory Morris  
Cards: Deb Boland  
Transportation: Rhonda Barr

The Board of Deacons held ten regular meetings in 2017, meeting the second Tuesday of every month. They did not meet in June or July. The Deacons continued to coordinate many of the caring ministries offered by First Presbyterian Church. The regular activities of the Board were shared among the Deacon Pairs and seven committees.

During February, we learned of the untimely death of our fellow Deacon, Cedric Lee. The Deacons were greatly saddened at the loss of our friend and brother in Christ. Three other Deacons required leaves of absence from Deacon duties for various reasons. We were fortunate to have three former deacons agree to fill in for the remainder of the year, fulfilling a great need for FPC Caring Ministries. We are indebted to Rick Boland, Linda Couch and Dan Thedens for stepping up to meet this need.

Deacon Neighborhoods (Chair: Dave Carlson)—Two Deacons who live in or near each neighborhood served as points of contact for members and friends of FPC. The goal was to help create a more involved and caring church community. Each pair of Deacons took note of the caring needs among members in their Deacon Neighborhood and then either worked directly with the member to fill that need or put them in contact with the caring ministry that was best able to provide assistance. In addition, the Deacon pairs assisted the staff with the new church photo directory.

The “Meet Your Deacons” event was held on March 26 and was integrated with Koinonia. This was an opportunity for the Neighborhoods and their Deacons to introduce themselves to members of the congregation, provide information about the services offered by the Deacons, and enable members to enjoy fellowship with each other.

Congregational Health Ministries Liaison/Care Buddy (Chair: Maeleen Thorius)—In addition to the ongoing health ministry’s activities (blood pressure screenings, AED maintenance, CPR training for staff, Influenza Clinic), this year there were two informational programs offered on Alzheimer’s, both well attended. In addition, the outdated AED was replaced with grateful funding from our Endowment Committee. The care buddy program needs have increased, necessitating the recruitment and training of eight new care providers this year, bringing the total to 21.

Support Team (Coordinator: Stephanie Brentner)—During each of the 10:30 Sunday worship services, two Deacons provided assistance with the service. These Deacons collected prayer requests from the congregation and passed them to the pastor. They collected and replenished fellowship pads after the service. One Deacon stood with the pastor at the end of the service to assist with pastoral care requests. The Support Team assisted people with physical needs into and out of the sanctuary and assisted with welcoming visitors to First Presbyterian Church.

Transportation and Valet (Chair: Rhonda Barr) - The transportation team includes current and former Deacons (Rhonda and John Barr, Mutula Kasiriba, Hongwook Suh, Dan Thedens, and Glenn Van Roekel) who provided rides for people to the 9:00 Christian Education and 10:30 Sunday worship service. People were able to request a ride through the church office transportation line. This service was typically used by four to eight people each week.

Cards (Chair: Deb Boland)—Greeting cards were sent to members of the FPC community to observe momentous birthdays and anniversaries, for congratulations on newborns, to send “get well” wishes, and extend sympathy.

Prayer Chain (Coordinator: Cory Morris)—The prayer chain is an electronic mailing list used to distribute joys and concerns of people who have asked them to be sent to prayer list members. Prayer requests were submitted through the FPC website, and Cory served to screen and moderate all requests before distributing to the prayer list members. Approximately 3-4 prayer requests per week were made during the 2017 year.

Hospital Visitation (Chair: Tom Martin)—Members of (Deacons continued on page 29)
the hospital visitation team include Deacons and other FPC members with a special interest in ministering to people admitted to the local hospitals. Requests to visit those hospitalized usually originated at the church office or from the pastor. Careful attention to privacy was emphasized, and also a listening ear, prayer, and assistance with caring ministry on discharge from the hospital.

Caring Connection (Chair: Louise Gisolfi with Sue Van Duyn-Phipps)—The Caring Connection coordinated short-term care for members who were newly home from the hospital, ill or just needed a little extra help. Examples of services provided included meals, household chores, child care and transportation to appointments.

The Deacons provided other services throughout the year. Care packages were assembled and sent to college students and military service members in April and November. The care packages were sent near college final exams to help relieve stress and provide a connection to FPC. The Deacons also helped decorate the sanctuary by providing spring flowers at Easter, poinsettias during Advent, and hanging decorations during Advent.

Easter flowers were delivered to our at home members by the Deacons and other volunteers. FPC youth worked with the Deacons to create small gifts that were delivered to members who are unable to come to worship, in care facilities, or have experienced loss of loved ones or major illness in the past year. While the gifts were a simple token of remembrance, we especially enjoyed our visits with many of the FPC family we serve.

This year, the Deacons continued to incorporate short training sessions during each monthly meeting. The topics included: confidentiality, prayer, silence, making Deacon Calls, and serving communion. In September, Louise Gisolfi, Maeleen Thorius and Sherry Lohman led the Deacons in a retreat for spiritual growth and renewal.

The Board of Deacons looks forward to continuing to serve the FPC community in 2018. Deacon activities will continue to emphasize caring for those in need and building and maintaining right relationships among the members of the FPC community. There will be an emphasis on increasing our services to young families with children.

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Congregational Health Ministry Team — 2017 Annual Report
Submitted by Maeleen Thorius, Deacon, Liaison to Congregational Health Ministry Team

2017 Team Members: Maeleen Thorius, Sue Olson, Rhonda Barr, Glen VanRoekel, Anne Dengler, Toni DeRyke, Jan Wicks (Moderator) Tammy Schroeder and Pastor Sam Massey, ex-officio.

Congregational Health Ministries Team Activities:
[1] Monthly blood pressure screenings were held on the 2nd Sunday of each month between the two worship services [9:30–10:30]. Toni DeRyke continued to coordinate this valuable service until her death. We miss her vibrant spirit and her ministry to this team and parish members.

[2] Emergency and first aid maintenance; purchase of automatic emergency defibrillator with special gratitude to the Endowment Committee for funds to purchase this much needed item. Thanks to Tammy Schroeder for her assistance.

[3] Two educational classes were held after worship. The presenter was Ann Drobot, the Regional Director of the Alzheimer’s Association. Ann presented one class on signs and symptoms of Alzheimer’s, and the second class focused on how to communicate with persons with Alzheimer’s. Both classes were well attended with approximately 30 members in each class.

[4] CHM team consulted with Building and Grounds team to offer feedback regarding removal of additional pews to provide more space for those in wheelchairs and possible placement of more chairs.

Health Ministries Bulletin Board:
We have offered information on health and healing topics both on the bulletin board display and with books and brochures on various topics flu prevention, spiritual health. The Flu Clinic was offered in October through the Visiting Nurses Association. The flu shot and pneumonia vaccinations were available to both FPC members and the public.

Plans for 2017:
2. Review protocols on AED training and disaster/evacuation plans.
3. Provide educational classes related to End of Life Decision Making.
4. Provide mandatory reporting training for staff.
At the congregational meeting November 12, 2017, the following people were elected:

**Elders:** Verne Dengler, Dale Kraus, Richard Van Rheeden for the class of 2020.

**Deacons:** Linda Couch, Moses Kasiriba, Jeff Orris, Layne Scheetz, Barb Stanerson, for the class of 2020; Jennifer Adams for the class of 2019; Audrey Van Roekel for the class of 2018.

**Endowment/Memorial Committee:** Ken Miller, for the class of 2020

**Nominating Committee:** Jeremy Fletcher, Becky Ross for the class of 2018; Anita Burnett, William Preucil for the class of 2019.

The 2017 Officers Nominating Committee

Elected by the congregation: elected by the congregation—Anita Burnett, Jeremy Fletcher, William Preucil, Becky Ross; Board of Deacons—Chitoka Webb; elected by Session—Judy Terry, moderator, Sharon Raffensperger, secretary.

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**FPC Men’s Group — 2017 Annual Report**

*Submitted by John Barr, Men’s Group member*

The First Church men’s spiritual formation group, consisting of a group of 6–8 individuals, met at 7–8 a.m. on most Wednesdays during the winter, spring and fall of this year for devotional readings, discussion of contemporary societal and religious issues, fellowship, and a light breakfast. This year we’ve been using Devotional Classics—Selected Readings for Individuals and Groups (revised 2005), edited by R.J. Foster and J.B. Smith, as the basis for our weekly study. Related activities included providing funding twice this year to the Food Bank at the Crisis Center, and hosting a supper for the FPC Youth Group.

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**Presbyterian Women — 2017 Annual Report**

*Submitted by Carol Kirsch*

Presbyterian Women (PW) of First Presbyterian Church celebrates all the women of the church—their faith, their service, their patience, their kindness and their perseverance. In 2017 PW was led by a coordinating team consisting of Carol Kirsch (moderator), Nancy Ross (vice-moderator), Rebecca Stockman (treasurer and Martha Circle representative), Ann Robinson (secretary), Jan Wicks (Eve Circle representative), and Laurie Thedens (kitchen committee representative).

PW offers many opportunities to be involved: circle membership, assisting with fundraisers, attending the spring social event, baking for the cookie walk and/or book sale, helping with funeral receptions, serving in a leadership capacity, presenting programs or devotionals at circle meetings, participating in the Rags to Stitches or Needles, Hooks and Yarn groups, etc. Nurturing a caring community of women and supporting the mission ministry of the church are the goals of all PW activities.

**Notable activities of PW at FPC in 2017**

- Martha Circle met on the third Wednesday morning of the spring and fall months. Eve Circle met in the evening on the first Tuesday of the month during the school year. Meetings include prayer, devotions, a program, fellowship and refreshments. All church women are welcome.
- The Needles, Hooks and Yarn group met on Saturday mornings throughout the year, knitting and crocheting caps, mittens, scarves and prayer shawls for local charities.
- The Rags to Stitches group (led by Nancy Warren) met sporadically to support a variety of projects to be used for fundraising, gifts or mission donations.
- Mary Linn and Rebecca Stockman organized 9 receptions for funerals held in our church this year. Funds raised from these receptions support PW mission efforts and cover minor purchases for the church kitchen.
- Vice-moderator Nancy Ross again organized the Kids Against Hunger packing event on January 21. This intergenerational effort packaged 18,000 nutritious meals for international and national food relief efforts.
- Sharon Raffensperger again did the hard work of organizing the PW book and bake sale on March 31 and April 1. For the first time we asked people to pay whatever they thought was

(Continued on page 31)
has coordinated all the work it takes to make this event successful.

Supporting the mission of the church worldwide
- Quarterly pledge payments made to PW of the Presbytery of East Iowa support the worldwide mission of PW USA ($1,122 in 2017).
- Eve and Martha Circles collected $451 for the Birthday Offering in the spring. This offering is given to the national PW office to support projects chosen by the Creative Ministries Offering Committee.
- The circles collected $410 for the Thank Offering in the fall. This offering goes to the National Office of Women’s Programs.
- $2,775 of cookie walk proceeds was used to support the Take Away Hunger packing event.

Supporting the mission of the church in our local community
Local and area social service organizations which received funds from our PW in 2017:
- $500 for The Bird House (Hospice Home of Johnson County)
- $929 to support the purchase of meat and fresh fruits and vegetables for First Presbyterian’s Free Lunch team
- $500 for the Mayor’s Youth Empowerment Program
- $500 for the Domestic Violence Intervention Program of Iowa City
- $1,000 for the Common Fund of the Consultation of Religious Communities
- $961 to Four Oaks (half of the book and bake sale proceeds)
- $100 to ToGather ToGether for the purchase of school supplies for Iowa City children in need
- $200 to Lucas Elementary so that children in need could purchase a book at the school’s annual book fair.
- $509 for Camp Wyoming scholarships for three First Presbyterian youth.

Martha Circle — 2017 Annual Report
Submitted by Jane Skinner

Our leaders were Sharon Raffensperger and Maeleen Thorius, Co-moderators; Jane Skinner, Secretary; Helen Sheets, Treasurer; Rebecca Stockman, Women’s Council Representative.

Martha Circle met in Ryerson Fellowship Hall on the third Wednesday in the months March through May and September through November at 9:30 a.m. We have 17 active members and 2 honorary members with an average attendance of 10.

Our programs covered a wide range of interests, ranging from feeding our spiritual needs to filling the practical needs of others. We held one of our meetings at the Bird House to further our knowledge of our Johnson County Hospice Boarding Home. We instituted a new program of our national PW called “Free the Girls”; we collected and sent 100 gently used bras and shipping costs as part of a mission to women who have escaped sex-trafficking. The women are being supported in opening used clothing stores in order to support themselves and their families. These bras will go to Uganda, El Salvador, and Mozambique.

The following is our financial statement as of the November 17, 2017 meeting:

- $755.00 Pledges for mission
- 101.20 Birthday Offering
- 111.00 Thank offering
- 20.51 Least coin

Our care fund provided an Easter lily in honor of Martha circle and a poinsettia at Christmas time in memory of Estyl Breazeale and Toni DeRyke.

Our members participated in the projects of the Presbyterian Women’s Council: the Cookie Walk and Mini-Bazaar, the Book and Bake sale, and the assembly of food packs for Kids against Hunger. We also assisted in serving food for funeral receptions and other church events.

We are a small but hard-working group of women who look forward to gathering for good food, good fellowship, and good works! We’d love to have you be a part of our group whether you are a long-time or new member of First Presbyterian Church.
Several FPC members and friends from the Iowa City community meet on Saturday mornings to knit and crochet. Some friends aren’t able to make our Saturday meeting but help this ministry by knitting at home and donating their work for distribution through our network of charities. We focus mainly on local organizations. In 2017, our work was given to Shelter House, Home Ties and Lucas School; 116 items were donated, which included hats, mittens and scarves. In addition, 34 Purple SIDS Awareness baby hats were donated to St Luke’s in Cedar Rapids, 10 ruffle scarves were donated to PW for the annual bazaar and 30 plastic bag mats were distributed to homeless folks through Shelter House.

We’ve continued the prayer shawl ministry to comfort friends and members of our congregation. During 2017, 4 shawls, baby blankets and lap robes were delivered, with several more ready to go as needed. These items not only provide warmth but are also a tangible example of God’s presence in our lives. If you know of someone in need of comfort or who is celebrating a joyous occasion, such as a birth, please let us know. We have given out 171 shawls since we started this ministry in 2007. Although we engage in mission activities, many also work on personal projects, as well. Our needle backgrounds are diverse … a few in the group are first timers, others are learning again, while others have knit and crocheted for years.

Come share the fun and fellowship of **Needles, Hooks, & Yarn** on Saturday mornings at 9:00 a.m. Contact Tammy Schroeder for more information.
## Presbyterian Women Financial Report

**January 1 - December 31, 2017**

*Submitted by Saira Steen-Finance Secretary*

<table>
<thead>
<tr>
<th>General Fund 1/1/2017</th>
<th>$2,324.79</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reception Fund 1/1/2017</td>
<td>$3,809.21</td>
</tr>
<tr>
<td>Reserve Funds</td>
<td>$3,915.50</td>
</tr>
<tr>
<td><strong>Beginning Balance Total</strong></td>
<td><strong>$10,049.50</strong></td>
</tr>
</tbody>
</table>

### 2017 Revenues

- **Pledged**
  - $1,170.00
- **Birthday, Thank & Least Coin**
  - $910.54
- **Cookie Walk**
  - $3,184.81
- **Book & Bake**
  - $1,922.90
- **Camp Wyoming Scholarships**
  - $1,297.01
- **Funeral Receptions**
  - $1,360.00
- **Spring Brunch**
  - $480.00
- **Misc.**
  - $0.00

**Total 2017 Revenues**

- **$10,325.26**

### 2017 Expenses

- **PWPEI**
  - $1,408.20
- **Birthday, Thank, & Least Coin**
  - $135.00
- **Free Lunch**
  - $928.52
- **Missions ***
  - $6,084.15
- **Book & Bake**
  - $991.45
- **Spring Brunch**
  - $201.27
- **Horizons**
  - $24.95
- **Kitchen Purchases**
  - $175.18
- **Misc.**
  - $933.06

**Total 2017 Expenses**

- **$10,881.78**

*Togethers Together- $100.00, Lucas Book Fair- $200.00, Crisis Center- $1,000.00, Domestic Violence Intervention Program- $500.00, Mayors Youth Empowerment Program- $500.00, The Bird House- $500.00, Camp Wyoming Scholarships- $509.15, Take Away Hunger-$2,775.00*

### YEAR END BALANCE

- **General PW Fund**
  - $3,151.54
- **Reception Fund**
  - $2,425.94
- **Reserve Fund**
  - $3,915.50

**$9,492.98**
## Board of Deacons Treasurer's 2017 Annual Report

*Submitted by Susan Van Duyn-Phipps Secretary/Treasurer*

### Emergency Fund

<table>
<thead>
<tr>
<th></th>
<th>INCOME</th>
<th>EXPENSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/1/17 Bank Balance</td>
<td></td>
<td>$1,399.69</td>
</tr>
<tr>
<td>2016 Advent Flower Profit</td>
<td>$313.22</td>
<td></td>
</tr>
<tr>
<td>Emergency Housing</td>
<td></td>
<td>$161.14</td>
</tr>
<tr>
<td>Misc. Expenses</td>
<td></td>
<td>$513.52</td>
</tr>
<tr>
<td>Bank Interest</td>
<td></td>
<td>$1.08</td>
</tr>
<tr>
<td><strong>Subtotals</strong></td>
<td><strong>$314.30</strong></td>
<td><strong>$674.66</strong></td>
</tr>
<tr>
<td>12/31/17 Bank Balance</td>
<td></td>
<td><strong>$1,039.33</strong></td>
</tr>
</tbody>
</table>

### Flower Fund

<table>
<thead>
<tr>
<th></th>
<th>INCOME</th>
<th>EXPENSE</th>
<th>PROFIT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Easter Flowers</td>
<td>$675.00</td>
<td>$413.13</td>
<td>$261.87</td>
</tr>
<tr>
<td>Advent Flowers</td>
<td>$496.00</td>
<td>$267.50</td>
<td>$228.50</td>
</tr>
<tr>
<td><strong>Total Profit for 2017</strong></td>
<td></td>
<td></td>
<td><strong>$490.37</strong></td>
</tr>
</tbody>
</table>
Mission

**Special Offerings

December 31, 2017

Christmas Joy Offering $2,426
One Great Hr of Sharing $2,727
Peacemaking $1,915
Pentecost Offering $695
Pasrur $99,597
Produce Exchange $157
CROP $25
Take Away Hunger $25

Total Special Offerings $107,567

** Special Offerings reflect the church’s overall mission giving outside of the yearly budget

Assets Statement

December 31, 2017

Cash Equivalents (including Money Market) $867,339
Investment Accounts $1,689,257
Land/Building $2,806,000

Total Asset Value $5,362,595
# 2017 Income/Expense Statement and 2018 Budget

Submitted by: Larry Bruner, Treasurer

<table>
<thead>
<tr>
<th></th>
<th>2017 Actual</th>
<th>2017 Annual Budget</th>
<th>2018 Annual Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions</td>
<td>$549,835</td>
<td>$583,352</td>
<td>$523,525</td>
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<tr>
<td>Other Income</td>
<td>$34,588</td>
<td>$37,000</td>
<td>$31,475</td>
</tr>
<tr>
<td>Endowment Offering</td>
<td></td>
<td>$20,000</td>
<td></td>
</tr>
<tr>
<td><strong>Special Offerings</strong></td>
<td>$107,567</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td>$691,990</td>
<td>$620,352</td>
<td>$575,000</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Expense</td>
<td>$17,478</td>
<td>$19,700</td>
<td>$14,250</td>
</tr>
<tr>
<td>Administration/leadership</td>
<td>$34,966</td>
<td>$35,916</td>
<td>$36,650</td>
</tr>
<tr>
<td>Building &amp; Grounds</td>
<td>$45,110</td>
<td>$54,800</td>
<td>$48,000</td>
</tr>
<tr>
<td>Equipping</td>
<td>$10,111</td>
<td>$16,000</td>
<td>$11,125</td>
</tr>
<tr>
<td>Fellowship</td>
<td>$2,328</td>
<td>$3,000</td>
<td>$2,500</td>
</tr>
<tr>
<td>Mission</td>
<td>$22,997</td>
<td>$32,800</td>
<td>$21,000</td>
</tr>
<tr>
<td><strong>Special Offerings</strong></td>
<td>$107,567</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Justice</td>
<td>$0</td>
<td>$400</td>
<td>$0</td>
</tr>
<tr>
<td>Outreach</td>
<td>$7,305</td>
<td>$9,370</td>
<td>$2,500</td>
</tr>
<tr>
<td>Stewardship</td>
<td>$308</td>
<td>$1,000</td>
<td>$900</td>
</tr>
<tr>
<td>Liturgy And Music</td>
<td>$4,261</td>
<td>$12,170</td>
<td>$9,425</td>
</tr>
<tr>
<td>Caring Ministry</td>
<td>$783</td>
<td>$1,650</td>
<td>$1,650</td>
</tr>
<tr>
<td><strong>PERSONNEL</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clergy</td>
<td>$131,251</td>
<td>$130,817</td>
<td>$132,567</td>
</tr>
<tr>
<td>Parish Ministry/Pastor Supply</td>
<td>$100</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td>Minister of Y,A,S</td>
<td>$47,469</td>
<td>$47,469</td>
<td>$49,622</td>
</tr>
<tr>
<td>Asst Minister of W,M,C</td>
<td>$10,000</td>
<td>$10,765</td>
<td>$0</td>
</tr>
<tr>
<td>Asst Minister of Y,A,S</td>
<td>$10,959</td>
<td>$10,959</td>
<td>$10,959</td>
</tr>
<tr>
<td>Minister of W,M,C</td>
<td>$53,083</td>
<td>$52,318</td>
<td>$52,318</td>
</tr>
<tr>
<td>Building Manager</td>
<td>$51,117</td>
<td>$50,992</td>
<td>$51,312</td>
</tr>
<tr>
<td>Instrumental Music Dir (part-time)</td>
<td>$5,198</td>
<td>$5,198</td>
<td>$5,196</td>
</tr>
<tr>
<td>Financial Secretary (part-time)</td>
<td>$22,255</td>
<td>$21,090</td>
<td>$21,090</td>
</tr>
<tr>
<td>Nursery Workers (hourly)</td>
<td>$8,371</td>
<td>$7,246</td>
<td>$7,246</td>
</tr>
<tr>
<td>Organist (part-time)</td>
<td>$19,201</td>
<td>$19,351</td>
<td>$19,351</td>
</tr>
<tr>
<td>Ministries Coordinator</td>
<td>$46,043</td>
<td>$46,176</td>
<td>$47,791</td>
</tr>
<tr>
<td>Sexton (part-time)</td>
<td>$17,807</td>
<td>$17,807</td>
<td>$17,807</td>
</tr>
<tr>
<td>Care Associate</td>
<td>$3,750</td>
<td>$5,192</td>
<td>$0</td>
</tr>
<tr>
<td>Music Intern</td>
<td>$4,125</td>
<td>$3,230</td>
<td>$0</td>
</tr>
<tr>
<td>Misc. Personnel</td>
<td>$6,183</td>
<td>$8,500</td>
<td>$10,742</td>
</tr>
<tr>
<td><strong>Subtotal Personnel</strong></td>
<td>$436,911</td>
<td>$438,109</td>
<td>$427,000</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$690,124</td>
<td>$624,915</td>
<td>$575,000</td>
</tr>
<tr>
<td><strong>EXCESS INCOME\Expense</strong></td>
<td>$1,866</td>
<td>-$4,563</td>
<td>$0</td>
</tr>
</tbody>
</table>

3- totals include continuing education allowance

2- totals include employer Social Security & Medicare
4- totals include professional expense allowance
# Pastor's Terms of Call for 2018

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>$56,191</td>
</tr>
<tr>
<td>Housing</td>
<td>$30,540</td>
</tr>
<tr>
<td>SECA</td>
<td>$6,528</td>
</tr>
<tr>
<td><strong>Total Effective Salary</strong></td>
<td>$93,259</td>
</tr>
</tbody>
</table>

## Total Required Board of Pension Benefits (36.5%)

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pension</td>
<td>$9,927</td>
</tr>
<tr>
<td>Medical Insurance</td>
<td>$22,562</td>
</tr>
<tr>
<td>Death/Disability</td>
<td>$903</td>
</tr>
<tr>
<td><strong>Sub-total Pension Benefits</strong></td>
<td>$33,392</td>
</tr>
</tbody>
</table>

## Additional Benefits

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Additional Death Benefit</td>
<td>$1,584</td>
</tr>
<tr>
<td>Additional Dental Insurance</td>
<td>$1,632</td>
</tr>
<tr>
<td><strong>Sub-total Additional Benefits</strong></td>
<td>$3,216</td>
</tr>
</tbody>
</table>

## Total Benefits

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reimbursed Professional Development</td>
<td>$1,350</td>
</tr>
<tr>
<td>Reimbursed Professional Expenses</td>
<td>$1,350</td>
</tr>
<tr>
<td><strong>Sub-total Reimbursed Expenses</strong></td>
<td>$2,700</td>
</tr>
</tbody>
</table>

## Total Terms of Call

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$132,567</td>
</tr>
</tbody>
</table>

Five weeks vacation and three weeks Professional Development leave. The Professional Development leave may be accumulated over a maximum of three years.
2018 CHURCH OFFICERS

Class of 2018
Nancy Gardner 2779 Vincent Ave., NE, 52240 .......................... nancy.hayes.gardner@gmail.com 319-643-2507
Ann Grosscup 945 Boston Way #4, Coralville, 52241 ........... aegandthekits@gmail.com 319-358-5929
Dwight Miller 10 Rita Lyn Ct., 52245 .............................. dmerrickmiller@mchsi.com 319-351-2576
Andreas Soemadi 148 Columbia Dr, 52245 .......................... andreasSoemadi@gmail.com 319-541-7451
Carol Ulch PO Box 295, 1896 NE Race Ave., Solon, 52333 .......................... carolula@southslope.net 319-530-1599
Bob Youngquist 831 S 13th Ave., Washington, 52353 .......................... rgYoungquist@gmail.com 319-653-4673

Class of 2019
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Ed Cranston 3792 Lois Lane NE, N. Liberty, 52317 ........... cranstonEd@gmail.com 319-400-7573
Amy Fletcher 326 N. Mt. Vernon Dr., 52245 .......................... amyjeremyfletch@aol.com 319-338-5328
Cathe Franz 330 Palomino Ct, 52240 .............................. ajmommy@mchsi.com 319-339-0170
Sharon Raffensperger 1308 Brookwood Dr., 52240 .......................... jsraff63@gmail.com 319-330-9309

Class of 2020
Vern Dengler 2418 Princeton Rd, 52245 .......................... denglerfam@gmail.com 319-330-1592
Dale Kraus 4222 Cumberland Lane, 52245 .......................... joowni@gmail.com 319-930-8907
Richard Van Rheeden 2717 Holly Court NW, Swisher, 52338 .......................... ke303@yahoo.com 319-621-4280

DEACONS
Moderator: Rhonda Barr  Secretary/Treasurer: Sue Van Duyn-Phipps

Class of 2018
Rhonda Barr 512 Scott Park Dr., 52245 .............................. JobTennis@mchsi.com 319-936-5998
Tom Martin 167 Notting Hill Ln., 52245 .............................. tsm167@live.com 319-530-1010
Cory Morris 1108 Dover St., 52240 .............................. darthmorris71@yahoo.com 319-351-3837
Jeri Smith 1232 Guildford Ct., 52240 .............................. jeri-smith@uiowa.edu 319-530-8562
Sue Van Duyn-Phipps 3423 Tulane Ct., 52245 .......................... susanvdphipps@gmail.com 515-205-3576
Audrey Van Roekel 2265 E. Grantview Dr., Coralville, 52241 .......................... agvr@mchsi.com 319-499-7748

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Deb Boland 1075 Fairview Ln, North Liberty, 52317 .......................... deb.boland@gmail.com 319-325-6039
Louise Gisolfi 653 Larch Ln, 52245 .............................. louisefgis@gmail.com 319-321-0614
Hongwook Suh 1766 Pkwy Dr., Coralville, 52241 .......................... hongwooks@gmail.com 319-621-0086
Maeleen Thorius 1600 133rd Dr., Amana, 52203 .......................... mthorius@southslope.net 319-622-3074
Chitoka Webb 615 S. Governor Apt. 10, 52240 .......................... cwebb440@gmail.com 319-383-9066

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Linda Couch 1045 W Cherry, N. Liberty, 52317 .......................... Lcouch@southslope.net 319-400-0021
Moses Kasiriba 2538 Nevada Ave., 52240 .......................... kasiriba@gmail.com 319-594-5044
Jeff Orris 4849 Dryden Ct., 52245 .............................. jorris@mchsi.com 319-270-3231
Layne Sheetz 1964 Southridge Dr, Coralville, 52241 .......................... Layne@sleuthcoffee.com 319-310-4247
Barb Stanerson 215 Teeters Ct., 52246 .............................. barbarastanerson@gmail.com 319-512-5050
Judy Terry Vintage Cooperative, Coralville, 52241 .......................... judyaterry@gmail.com 319-499-8168

Corporation Officers
President, Jeri Smith 1232 Guilford Ct., 52240 .......................... jeri-smith@uiowa.edu 319-530-8562
Vice President, Dale Kraus 4222 Cumberland Ln, 62245 .......................... joowni@gmail.com 319-930-8909
Treasurer, Larry Bruner 4203 Westcott Dr., NE, 52240 .......................... larry-burner@iowa.edu 319-321-5637