First Presbyterian Church

Report of the Year

2018

Congregational Meeting, February 3, 2019

2701 Rochester Ave.
Iowa City, Iowa 52245

Ph. 319-351-2660
www.firstpresiowacity.org
2018 Session

Sam Massey, Moderator  Nancy Weber, Clerk of Session  Larry Bruner, Treasurer

Elders, Class of 2018
Nancy Gardner
Ann Grosscup
Dwight Miller
Andreas Soemadi (thru June 2018)
Carol Ulch
Bob Youngquist

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

Elders, Class of 2020
Vern Dengler
Dale Kraus
Richard Van Rheeden

2018 Deacons

Rhonda Barr, Moderator  Sue Van Duyn-Phipps, Secretary/Treasurer

Deacons, Class of 2018
Rhonda Barr
Tom Martin
Cory Morris
Jeri Smith
Sue Van Duyn-Phipps
Audrey Van Roekel

Deacons, Class of 2019
Jen Adams
Deb Boland
Louise Gisolfi (through 12-2018)
Hongwook Suh (through 8-2018)
Maeleen Thorius (through 12-2018)
Chitoka Webb

Deacons, Class of 2020
Linda Couch
Moses Kasiriba
Jeff Orris
Layne Sheetz (through 10-2018)
Barb Stanerson
Judy Terry (through 12-2018)

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 and Arts ................................................................. Leah Bergman
Organist .................................................................................................. Melissa Moll
Director of Instrumental Music ................................................................. Dennis Pedde
Minister of Equipping Programs ............................................................... Anna Sheetz
Assistant to the Minister of Equipping Programs for Adults ....................... Judy Whitford
Assistant to the Minister of Equipping Programs for Youth,
Young Adults & Hospitality (beginning 11-2018) ........................................ Layne Sheetz
Nursery Supervisor ..................................................................................... Debbie Torrens-Semler
Minister of Programming and Communications ....................................... Tammy Schroeder
Minister of Stewardship and Management ............................................... Tammy Foster
Financial Secretary ..................................................................................... Saira Steen
Sexton ......................................................................................................... Gerald Hill
Pastor ......................................................................................................... Sam Massey
O U R  Y E A R  I N  R E V I E W

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D O C K E T
Annual Congregation-Corporation Meeting
FIRST PRESBYTERIAN CHURCH
February 3, 2019
I. Call to order of congregation/corporation
II. Opening prayer
III. Elect Becca Morgan (2021) to the Board of Deacons
III. Presentation of Finance report and review for 2018 and 2019
IV. Consider the pastor’s terms of call.
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 Minutes to Elect 2019 Slate of Officers by Nominating Committee, November 11, 2018
A quorum was declared. Pastor Sam called the meeting to order at 11:30 a.m. and opened with prayer.

Sharon Raffensperger, Nominating Committee moderator and Elder thanked the committee for their service and thanked those officers rotating off for their service. She read the report of the Nominating Committee nominating the following:


No nominations were made from the floor when solicited.

Deacons: Class of 2019: Brian Kleis, Nancy Ross, Jeri Smith; Class of 2021: Pam Kautz and Dan Thedens.

No nominations were made from the floor when solicited.

Motion was approved to approve unanimously the nominees in each category.

Endowment/Memorial Committee: Class of 2019: Ben Nicholson; Class of 2021: Aimee Meardon-Orris and Tony Warren.

No nominations were made from the floor when solicited.

Nominating Committee for 2019: Anita Burnett, William Preucil, Jane Skinner, and Carol Ulch.

No nominations were made from the floor when solicited.

Motions were approved to approve unanimously the 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.
Welcome New Members November 18, 2018

February 25, 2018 New Members!

Cody Hagemeier
Mirayah Hagemeier
Pam Kautz

Heather Youngquist
Andrea Pelloquin
Lance Christensen
Katie Sidwell

Del Disselhorst
Doran Pearson
MaryKay Thompson
Guerin Thompson

Mirayah Hagemeier
Cody Hagemeier
Pam Kautz

February 25, 2018 New Members!

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Andrea Pelloquin
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Del Disselhorst
Doran Pearson
MaryKay Thompson
Guerin Thompson
Annual Report of Membership  
January 1 – December 31, 2018

Beginning Membership - January 1, 2018  378
Membership Gains
Certificate gains  4
Profession of Faith, Reaffirmation and
Restoration  17 and under  4
18 and over  7
Total gains  15
Membership Losses
Transferred Membership  2
Move to other participants  40
Deaths  13
Total losses  55 (55)
Net Loss
Membership - December 31, 2018  338

Births
Oliver Layne Sheetz  January 14
parents Anna and Layne Sheetz
Ruby Josephine Anderson  February 12
parents Sara Schwartz
and Michael Anderson
Braxton Chase Burtness  March 29
parents Chaste Burtness
and Jordan Kolarik
Sullivan Edward Johnston  June 30
parents Amy
and Taylor Johnston

Columbarium Interments
Bonita Swails  February 24
Mary Ann Pedde  July 12

Necrology Report
Dick Dustin  January 16
Hazel Long  January 25
John Piro  February 5
Bonita Swails  February 14
Kwan Rim  March 29
Mary Ann Pedde  July 6
Mary Roberts  July 17
Dwight Shaffer  July 22
Carol Macan  August 26
Lee Van Voorhis  October 5
Ruth Gier  October 15
Joye McKusick  November 14
Earline Moll  December 28

March 31, 2018 Confirmation Class
Ryan Brentner  Elliot Suh  Gabe Orris
Kenneth Noble  Anna Sheetz

Baptisms
Children
Lucas William Edwards  January 28
parents Rachel
and Jack Edwards
Scarlett Marie Sales and
John “Jack” David Sales III  February 4
parents Christine Walsh
and John Sales
Graham David Michael Scott  February 22
parents Emily
and David Scott
Ruby Josephine Anderson  May 13
parents Sara Schwartz
and Michael Anderson
Lucille Mae Hamilton  July 8
parents Jocelen
and Bradley Hamilton
Braxton Chase Burtness  Sept. 23
parents Chaste Burtness
and Jordan Kolarik
Oliver Layne Sheetz  October 7
parents Anna
and Layne Sheetz
Rose Olivia Youngquist  December 9
Parents Heather
and Mike Youngquist

Adult
Mirayah Hagemeier  March 31

No Marriages at FPC in 2018
Dear sisters and brothers of First Presbyterian Church,

The grace and peace of our Lord Jesus Christ be with you!

This year-end report will also serve as my report to our session for this January.

This year has flown by, and we are five months into my 11th year as your pastor. Indeed, the past decade has flown by. Together we have watched the alteration of an entire nation. We began together in the midst of the Great Recession and the oversight of our first African-American president. We ended 2018 with an underlying strong economy for some, questions for others, and a third group worried about their future. Furthermore, in 2019 we face a season of extreme polarization, a phenomenon reminiscent (at least to me) of growing up during the Vietnam War.

As the church of Jesus Christ, for us the times represent a unique opportunity. The Gospel invites us to share the larger vision of reconciliation: God was in Christ, reconciling the world unto Godself, not holding our sins against us, and entrusting to us the message of reconciliation. This message of reconciliation is three-fold: Through Jesus Christ, God has declared love for the world that overcomes our alienation from God. God is for us, not against us. God has placed Godself on the side of social justice and mercy, that is, reconciliation between all human beings. Finally, God has promised to remake creation, and God invites us to join the environmental effort.

We have sought to contribute to God’s purpose in the world through a variety of ways this year. We have continued to build a worshipping community through enriching worship services that invite us to grow in faith, hope and love. Our Deacons and care buddies have nurtured our people. Our equipping programs reach across generational lines and respond to the discipleship needs of those who pass through our doors. We have had leaders visiting Pasur to dedicate our new boys’ school there and giving energy to our participation in the Johnson County Interfaith Cluster. Our kitchen is renovated and our boiler is operational. Details can be found throughout the pages of this year-end report.

To mention these few important initiatives should in no way cause us to ignore how hard our staffs, officers, members and guests have labored to honor Jesus Christ and share God’s good news of reconciliation, in and out of church. Uniting our efforts is the 2019 First Presbyterian Church Plan: Growing Right Relationships. Our leaders have produced this document based on input from the congregation and community, seasoned with prayer and discernment. I believe that God has blessed us with a way forward that will focus our ministries and missions annually. The plan can be made available through the church office if you did not receive it through the mail in October.

Every month I let session know about my pastoral care of the congregation, as well as other ways I have spent my time: teaching classes, preparing sermons and assisting preparation for worship, consulting with persons needing assistance, and service to the community and wider church. This coming year I will be continuing with my normal duties, while also serving to help put JCIC on a firm basis as well as serving our Presbytery by assisting other congregations with organizational problems. I have also purchased software that I hope will allow me to create online classes this year that will support our evangelism and equipping ministries.

I owe great appreciation to many persons in our congregation. I have mentioned my gratitude for all of you: the labor of staff, officers, members and guests. I want to give a special shout-out to Pastor Sherry Lohman for her work with pastoral care and Pastor Paul Akin for his leadership of our stewardship campaign. I also want to thank my family and God for much support and the encouragement to remain humble and grateful.

This past month I went through a process offered by our Synod: It is for pastors beginning to think about their transition into retirement. It will be a few years, of course. I was intrigued by one of the outcomes: I don’t need to develop any hobbies because the body of Christ is my vocation and my hobby, and it always will be. How I express this reality will change over time, of course.

Prayerfully and with love,

Sam
MINISTER OF WORSHIP AND ARTS — 2018 ANNUAL REPORT

Submitted by Leah Bergman

The Worship, Music, and Children’s programs were led joyfully throughout the year with help by numerous volunteers. 2018 brought some exciting things and a rich worship life at FPC. We saw increased involvement and leadership by children and youth in worship, eight baptisms with new personalized towels given to families, and new members in the choir and instrumental ensembles. The Suzuki Baby Music class taught by Leah and Darlene Bergman reached several new families this fall, and Leah and Darlene continue to do demos at libraries in the area to reach families in need. We also welcomed Sarah Klemuk as the new director of JuBELLation. Below are some additional highlights from the year:

<table>
<thead>
<tr>
<th>January</th>
<th>June</th>
<th>August</th>
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<tbody>
<tr>
<td>12-14</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Winter Retreat to Camp Wyoming</td>
<td>First summer “Drop-In” Choir—open to 4th graders and up to lead in worship on Sundays during the summer</td>
<td>5</td>
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<tr>
<td>9</td>
<td></td>
<td>19</td>
</tr>
<tr>
<td>Suzuki Baby Music class begins</td>
<td>Summer “Drop-In” Choir</td>
<td>Back-to-School backpack blessing in worship</td>
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<tr>
<th>February</th>
<th>March</th>
<th>April</th>
<th>May</th>
<th>June</th>
<th>July</th>
<th>August</th>
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</thead>
<tbody>
<tr>
<td>16 Lenten worship focusing on the theme of “divining”</td>
<td>31 Vibrant and family friendly Easter Vigil service with leadership of children, youth, families, instruments, and more</td>
<td>22 Earth Day worship service focused on earth care and the environment</td>
<td>Youth Sunday with music, scripture, liturgy, and sermon all led by the youth</td>
<td>16-20 Leah attends the Saint Olaf conference on Worship, Theology, and the Arts</td>
<td>1 Summer “Drop-In” Choir</td>
<td>3 First summer “Drop-In” Choir</td>
</tr>
<tr>
<td>Wednesday evening soup supper, worship, and faith stories</td>
<td>16 First Christmas Carol sing-a-long &amp; ocean drum workshop</td>
<td>16-20 Leah attends the Saint Olaf conference on Worship, Theology, and the Arts</td>
<td>29-Aug. 4 Leah attends the American Suzuki Institute for further training in Suzuki Early Childhood Education</td>
<td>16 Refugee Sunday with music, liturgy, and sermon leadership planned and led with help from Moses Kasiriba and members of the Iowa Refugee Alliance</td>
<td>2 Iowa City Pride with FPC booth and presence in the parade</td>
<td>5</td>
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<tr>
<td>September</td>
<td>October</td>
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<tr>
<td>2 Summer “Drop-In” Choir</td>
<td>19 New chairs for the sanctuary were delivered and installed.</td>
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<td>16 Kick-Off Sunday and Ministry Fair organized by Leah with the support of Worship and Arts Ministry</td>
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<th>November</th>
<th>December</th>
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<tbody>
<tr>
<td>4 Rescheduled 40th anniversary of the Phelps Organ concert by Melissa Moll</td>
<td>12 All Saints’ Sunday worship with video by Logan Schroeder</td>
</tr>
<tr>
<td>12 Soweto Gospel Choir event at Hancher Auditorium</td>
<td>16 J.S. Bach “Gloria in excelsis deo” offered by Sanctuary Choir and guest instrumentalists in worship</td>
</tr>
<tr>
<td>16 Youth led worship at Oaknoll Retirement community</td>
<td>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</td>
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</tbody>
</table>
2018 was a life-changing year! My ministry role changed in early 2018 to encompass all education, and Equipping Ministry was tasked with nursery and fellowship/hospitality. This was very exciting for my heart, which is so passionate about intergenerational ministry. We were all set to launch the new [SPACE] Sunday morning program on January 21 ... when Oliver, our first son, was born on January 14. It was a wild shove into motherhood! I am truly thankful to all those who jumped into my roles while I was off snuggling with the sweetest little boy! There are no words to describe my gratitude to those who loved on ‘my’ youth group youth, mentors who taught the Confirmands, or volunteers who taught the FPC Kids Sunday morning class.

Upon returning to ministry, I was worried. There were adults asking for more or “what’s next?” There were youth so hungry for faith. I was hungry for discipleship. Then the idea of Dodekah ministry was formed. So simple, yet so very complicated! 12 people meet for 12 months with a capstone international trip. This ministry idea that was laid on my heart caught like wildfire and truly, God has blessed this ministry. There is a lot of interest and there is equal potential. I was told, “2019 is the year of Dodekah!” so what was planted in 2018 is blooming here in 2019.

Speaking of planting and blooming, the youth decided on the Urban Immersion Service Retreat in Minneapolis that our church should have a garden. With land, master gardeners in our church, and passionate youth, what an incredible opportunity! This has been discussed in multiple ministries and is slowly being pieced together wisely. This should not be disappointing WOW! It is absolutely incredible that the idea youth had at a mission trip is being honored, mulled over, and discussed around ministry tables. This has the ability to change the faith of our youth, our children, and our adults. When we adults take the dreams, the callings, the God rumblings that youth and children have as valid — that is as good as it gets!

Thank you for being a Church that takes our children and youth seriously.

Lastly, we had FPC’s first Vacation Bible eXperience (VBX for short)! We changed everything, from time, to dates, to volunteers, etc. With an adult class, a youth class, multiple small groups of children, and adult volunteers, I felt like this was a step in the right direction for summer activities. What amazing momentum this has brought into the fall and winter of 2018. I don’t think it was a coincidence that we’ve seen our FPC Kids group double in the fall. I don’t think that it was coincidence that our Youth Group has grown by 4 members. The quality of programs that FPC has is only getting better with time and experience.

I have only shared a few of my favorite highlights from this year with you. I encourage you to see all of Equipping Ministry’s triumphs in its own report. As I look over these standout moments in ministry, I am not surprised that they are all intergenerational. It takes a village to provide the best ministry that we can have. It takes my voice, it takes her voice, and his voice, and your voice to grow our children and youth. It takes their voices to encourage the adults. It takes all of us, together, to seek and to find God. I thank you, I thank FPC, I thank the volunteers, I thank Equipping Ministry members, I thank Judy Whitford and Layne Sheetz, and so many others who have made 2018 the best year to date. I have heard multiple trajectories for 2019. “2019 is the year of Dodekah!” “2019 is the year of experiment!” “2019 is the year of creativity!” And so I invite you boldly come with me and the Equipping Ministry into 2019 as we experiment and as we create!
A motion was approved to create a Green Initiatives 20-account and to begin soliciting designated donations for the Green Initiatives 20-account via the kiosk, the website, and an offering for seed money.

Session approved a special offering to be held to provide funds for an undocumented immigrant family in need. (Elder Michelle Bessman became aware of the father of a fifth grader at her school being picked up by police and accused of being unregistered. He is currently in federal custody in Mt. Pleasant.) The family is in dire straits. Servanthood solicited from the congregation tangible items as well as money to pay bills.

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: John Barr, from Capital Campaign Implementation Task Force, presented two motions, which were both approved by Session: 1) that we now proceed with installing a ceiling-mounted motorized screen and projector in Ryerson Fellowship Hall, at the cost of $10,548.48; and 2) that McCreedy-Ruth Construction of Riverside be selected as the general contractor for the kitchen renovation project, subject to a quote that Session finds acceptable.

Session voted to post the fee schedule for use of the kiosk near the kiosk, with Finance and Stewardship committees delegated to write and post the text. Also approved was the use of 200 feet of cat5e ethernet cable to run a temporary hard-wire connection to test for better live stream video and sound. The purpose of the test is to plan for a better streaming service in the future.

Anna Sheetz, Minister of Equipping, explained a motion from Equipping, which Session approved, to explore the Dodekah Ministry (meant for discipleship for high schoolers) within the context of the planning process. A motion from Equipping, to order pumpkins for a Fall Pumpkin fundraiser that will help fund the proposed Dodekah Ministry, was approved.

Session voted to approve a request that Pastor Paul Akin be officially invited to assist with FPC Stewardship leadership this year.

Session met with FPC member Gary Olson about becoming a Commissioned Ruling Elder. Gary spoke about his faith journey and what becoming a CRE means.
April: Session approved via email (per the family’s permission) use of the Woodburn (MaryAnn and Bob) Memorial to fund four signs that will indicate special parking spaces for young families (specifically, with very young children). These will be near handicapped persons’ and visitors’ parking spots (two below, two up top). These signs are consistent with the Woodburns’ love for children and will make our congregation more visitor-friendly, especially in light of the number of young families being drawn to our congregation right now.

The 2018 Trunk Sale net proceeds will go into the Green Initiatives funds that will be used to encourage Earth Care projects that are overseen by Servanthood Ministry. Session decided, and authorized the receiving of a donor gift to pay for a banner advertising the Trunk Sale to be posted on church property.

Session also authorized staff to approve sale of church items that can be found in the main building and garage at the Trunk Sale, with prior notification to the Ministries of these approved items for the sake of their input.

A motion from CCIT and B&G was approved – to hire Hawkeye Environmental for the purpose of testing for asbestos and lead paint in the following areas: 1) kitchen floor and walls; 2) storage room (next to kitchen) floor and walls; 3) locations (Ryerson Fellowship Hall entrance, lower level library, and choir loft just south of organ) affected by potential elevator installation; and 4) boiler room and locations (5 to 7) that may be affected by boiler installation. Estimated cost is not to exceed $1,400.

REALM Planning’s Jeremy Fletcher reviewed recent changes to the FPC REALM Planning Organization Plan 2018, and Session approved the Plan. Appreciation for their work was expressed to Jeremy and Elder Carol Ulch.

B&G presented a motion, which Session approved, asking to proceed with the purchase of a new lawn mower at the cost of $3,500, from Pyramid Services in Iowa City. The equipment is a John Deere X370. The trade-in of the current mower will reduce the cost to $3,250.

$3,000 of the Cedric Lee memorial at First Presbyterian Church was voted to be entrusted to the Community Foundation of Johnson County, as a match with $2,500 pledged from outside sources, with the annual income from the fund designated for the benefit of those suffering from mental health issues, specifically at this time through NAMI, and the fund be named the Cedric David Lee Fund Memorial Fund for Mental Health (NAMI of Johnson County). The remaining $745 will be contributed to the Free Lunch team to support their creation of a physical commemoration of Cedric and his importance to the First Presbyterian Free Lunch program team.

A motion was approved regarding best practices for honoring long-term staff members.

May: Session approved the motion from Deacons to remove the front five rows of pews from the Sanctuary and replace with chairs that match our current Sanctuary chairs. This has already been approved in the Capital Campaign. The approximate cost is $6,000.

Another motion from Deacons/Health Ministries was presented. Maelleen Thorius has asked for FPC volunteers for end-of-life training offered by Hospice on August 15, 2018. The training is called “Honoring Your Wishes.” The program is in use at both Iowa City hospitals, Iowa City Hospice, and the Senior Center. The director recommends that FPC have three or four volunteers trained. The cost is $189/person for the training. The funds may not be there, but the program can be approved at this time. Session voted to approve pursuing the “Honoring Your Wishes” program at FPC.

CCIT’s John Barr presented an update on kitchen remodeling. John gave a thorough explanation of the projected plans. The Capital Campaign Implementation Task Force (CCIT) received Session approval of the FPC kitchen renovation project, to be completed by mid-September 2018, under the direction of McCreedy-Ruth Construction as our general contractor.

Session reviewed session assignments for the second half of 2018, in light of the REALM Planning Organization plan and concurred with Pastor Sam’s recommendations.

Session approved a motion to create a 20-fund and add it to the giving kiosk to offer the congregation the opportunity to support immigrants through the ministry of First Presbyterian Church of Mt. Pleasant, IA.

Refugee Sunday will be June 17, 2018. Deacon Moses Kasiriba would like Pastor Clemente to preach. Approved.

June: Session approved a contract in principle with Millie and Bob Youngquist to serve as coordinators of endowment development (one position), and approved funding the position from unrestricted endowment income at the rate of $6,000 per year salary plus $1,500 operational budget. The detailed contract will be emailed out to session for final approval.

Elder and Finance Moderator Dale Kraus spoke about a suggested reorganization of the Endowment committee. At-large membership has been at three, but the committee wants to increase to four at-large members plus the Chairperson of Finance to sit on Endowment. Session approved a motion to ask the congregation to alter the by-laws accordingly.

Session approved the 2018 Trunk Sale funds be used to install a garage watering collection system near the shed for the labyrinth.

The following motion was approved: To approve First Presbyterian Church, Iowa City, IA being a community of love, hospitality and fellowship by: 1) Offering space at FPC for community education events; 2) Financially supporting the Center for Worker Justice and the Eastern Iowa Bond Project; 3) Providing tangible items and offering physical presence / help at other churches who are offering sanctuary to immigrants and their families; and 4) Providing public witness by both issuing an FPC public declaration of human rights support for pro-immigrant policies as well as

(Clerk of Session cont. on page 11)
advocating for policies promoting immigration and human rights.

It was approved that A&P submit the following sections to be added to the staff policy handbook:

"1. All staff members will receive training in procedures for making purchases, including the voucher system. Staff members are required to follow the voucher system, including receiving signed approval from the convening Elder for purchases. Staff members not following these procedures may be required to pay for items personally.

2. All staff assigned to a church computer are required to provide notice to the Minister of Stewardship and Management with their updated password each time there is a change."

**August:** A motion was approved to go ahead and transfer the $20,000 (previously budgeted) from Endowment income to the general operating budget.

Session approved, via email, the contract with Robert and Millie Youngquist to consult with Endowment.

A motion was approved to participate in the fundraiser — Join Team FPC for the Walk to End Alzheimer’s on Sunday, September 16, 2018. Sign-up in Ryerson Fellowship Hall began August 26, 2018. FPC’s team goal is to raise $1,000. All money raised will go to Alzheimer’s Association for research and to enhance care and support for all those affected by this disease. The walk will be held in Lower City Park.

Session approved the Dodekah Program, which is in development, to be incorporated into the long-range plan for the sake of creating potential travel plans, promoting the program, researching various fundraising sources, and other logistics. The trip is tentatively planned for 2020, pending raising the anticipated funds, estimated currently to be up to $70,000. Session will need to pre-approve specific fundraising events.

**September:** Elder and REALM Planning’s Carol Ulch spoke about the Garden Project concept. The following motions from REALM Planning were approved: 1) Support the Garden Concept, which was offered by the Equipping Ministry and discussed informally at the August 21, 2018 session meeting, for the purpose of creating a church-wide activity to support the garden theme expressed in the Bible and to recognize the unique gift of Iowa’s agrarian resources and culture. In support, 2) REALM Planning will be appointed as the general project manager for the Garden Project. It is understood that the Garden Project will be designed and managed to integrate all appropriate Ministries and other groups of FPC interested in the project. It is further understood that staff will be responsible for project activities in their assigned areas, and that a number of volunteers will be recruited to participate in all areas. And finally, 3) REALM Planning will convene a task force from the interested parties to serve as an advisory committee during the design and implementation of the project. It is understood that this design and implementation will include learning, worship, and outreach experiences for the FPC community as well as the Iowa community external to FPC.

Session approved the hiring of Layne Sheetz for three months beginning October 1, using endowment income, to fill the .25 FTI position of Assistant to the Minister of Equipping Programs for Youth, Young Adults and Hospitality. Permanent employment through the budget is contingent on the 2019 budget.

In June, session approved to open our church building, if the necessity arises, to post-ICE raid gatherings for the sake of providing immigrant families access to educational resources that will allow them to return to their homes equipped and empowered to provide for their incarcerated loved ones and themselves.

**October:** Presbyterian Education Board of Pakistan’s Veda Gill will be here Palm Sunday, April 14, 2019. A luncheon after worship will be provided by the Friends of Pasrur.

A motion brought forth by the FPC Green Team was approved. FPC will join the forming Iowa Interfaith Power and Light Chapter. This chapter is a coalition of faith groups in the Iowa City/Coralville area whose purpose is to educate about climate change and what can be done. There is no membership fee.

Session authorized an additional $7,000 from building renovation income to complete the boiler installation capital campaign project. The extra expense is to install thermostats, sensors, and necessary equipment in those lower level rooms that lack them, and for sensors and necessary work on the heating system in choir room. Total cost of boiler installation would now come to $235,341.97. This is far less than the original projection suggested to the congregation at the beginning of the campaign.

**November:** Deacons-elect and elders-elect met with session members in small groups for the purpose of examination. A motion was approved to accept them and welcome them into service. Installation of the new officers is planned for January 13, 2019.

A motion was approved to appoint the following persons as corporate officers: President: Jeri Smith; Vice-President: Dale Kraus; Treasurer: Larry Bruner; Clerk of Session: Ann Grosscup.

A motion to permit the Free Lunch leadership to hold a congregational fundraiser to support the ministry, with time and date to be determined in conjunction with Session Ministries, was approved.

The motion to concur with Sadie May to use Burianek funds to fund staff members Tammy Foster, Tammy Schroeder and Saira Steen to attend the 2019 ACS conference was
Elder Dale Kraus took time to explain to session members, incoming and present, the Burianek Trust, which was appreciated by all. Balance of the trust is $440,000 at this time.

Session approved a motion to receive the letter from JJ De Ryke regarding a rain water collection method and to delegate to the FPC Green Team, under the auspices of Reconciliation Ministry, A) a conversation with JJ, B) a decision, and C) action on his offer with a report from Reconciliation on the outcome due by the December 2018 session meeting.

**December:** Pastor Sam explained the nature of the FPC inactive roll following the new Form of Government, which was adopted. It is for persons still within the care of the congregation but not contributing in money, program or worship attendance. While the congregation is informed of the rolls, persons are not sent “dunning letters threatening excommunications.” The suggestion was made that it might be more appropriate to call these folks “other participants.” Total to move to “other participants” = 26 adults, 14 youth.

Finance committee member Tom Martin spoke about FPC insurance policies.

Session approved a motion to purchase an umbrella policy for coverage of an additional $1 million, and also approved a motion to adopt the increase in coverage to $1 million/ $3 million child molestation/sexual misconduct insurance policy with Equipping Ministry serving as a commission to put together the child molestation/sexual misconduct church policy to share with session. Tom will make contact with the insurance company on FPC’s behalf.

The Green Team, under the auspices of Reconciliation Ministry, requested more time for a comprehensive water collection property plan, including research and collaboration with REALM Planning and B&G pending Garden Project adoption. Session approved their request.

Pastor Sam gave a hearty thank you for their service, and departing gifts, to elders going off session: Ann Grosscup, Carol Ulch, and Bob Youngquist, and retiring clerk of session, Nancy Weber.

Session approved the motion to increase proposed personnel costs for 2019 to the new request of $449,985 (up from September proposed budget by $1,635.)

Pastor Sam left the room while Session evaluated “fairness of pastor’s terms of call” for 2019 per Book of Order. The proposed increase of 1.5% in Pastor Sam’s salary was approved.

Session voted to adopt the entire 2019 expense budget, including proposed personnel increases. Finance moderator and elder Dale Kraus gave a great presentation. We are in better shape as far as pledges than we thought we’d be.

Income Projections: $602,000

Request for Unrestricted Endowment Funds: $ 20,000

Grand Total 2019

Balanced Budget $622,000

Session approved Becca Morgan to assist deacons (prior to a 2019 congregational meeting, followed by training and examination), and concurred with Pastor Sam’s recommendation for 2019 Elder assignments.

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**REALM Planning Ministry — 2018 Annual Report**

*Submitted by Sam Massey on behalf Carol Ulch and Jeremy Fletcher*

**Ministry Members:** Jeremy Fletcher, Carol Ulch

**REALM PLANNING**

This ministry of session was led by elder Carol Ulch, who was assisted by former deacon moderator Jeremy Fletcher. The concluding statement of the ministry’s work for 2018 can be found in the “2019 First Presbyterian Church Plan: Growing Right Relationships” that was mailed out to the congregation in October. Copies can be obtained from the office and at www.firstpresiowacity.org. The ministry thanks the other session ministries and their supporting staff for their hard work to make this plan. The ministry looks forward to seeing the fruit of the time and money invested.

REALM Planning also created a new organizational structure this past year into which the current Ministries are now living.
CCIT members include John Barr, Larry Bruner, Vern Dengler, Amy Fletcher, Tammy Foster, Dale Kraus, Lee Tippe, and Judy Whitford. The CCIT met formally on 3/7, 4/16 and 10/30, in conjunction with the Building & Grounds Committee. During the year, project updates were regularly provided via the FPC newsletter. Informational letters were also sent to donors in April, and to new members and non-pledgers in May. Our three-year Capital Campaign is to be concluded at the end of 2019.

By 1/1/19, pledges to the campaign totaled $1,145,725 (received from 138 pledging units), with $933,662 received to date from member contributions. Other sources of income (e.g., rebates, endowment, non-member donations) totaled $68,545. Project expenses to date were $739,098, leaving us with a current estimated cost for completing remaining projects is $435,200.

The following campaign projects were completed in 2016:

1. Chip-seal resurfacing and marking of the parking lots. The non-slip surface and removal of potholes has enhanced safety. Areas for parking are now clearly demarcated.

2. Refurbishing of the organ. We’ve all been enjoying the marvelous music from this unique instrument since Sunday, 12/4/16.

Extensive planning took place in 2017, which included collaborating with the Building and Grounds committee on interviews and securing a design consultant firm for replacing the boiler / air handler system and installing an elevator (from lower level to choir loft), hiring a general contractor for renovation of the Kitchen. The Kitchen Subcommittee focused on renovation plans, including replacement of all appliances, while the Technology Subcommittee examined proposals for improved audio-visual technology in Ryerson Fellowship Hall, the narthex and the sanctuary. A Mission tithe of $50,000 and an additional pass-through donation, both from the Wilson Family Foundation, was sent to the Pasrur School in Pakistan to be used towards construction of a boys’ school. Further, $20,000 was directed to Iowa Valley Habitat for Humanity (IVHFH) for the Interfaith Build of a home in Hills, dedicated in December, 2017. The Congregational Health Ministries Team worked on a plan, with extensive FPC member input, to replace additional pews with chairs matching those already in use.

In 2018, the following projects were completed:

1. The kitchen was fully renovated. Mid-American Energy (ME) rebates for refrigerator, freezer and ceiling lighting were applied for. The bright new environment has made coffee and food preparation, serving and storage by multiple users much easier. The two-minute cycle time and high-temperature operation of the dishwasher have expedited event clean-up and eliminated the use of soap and disposable cups, plates and utensils. The FPC Green Team is very happy!

2. The Boiler and air handler system was installed. Lee Tippe’s engineering expertise was critical to our productive interactions with our design consultant and project contractors. Office computer and individual room controls are being fine-tuned. An orientation to system operations will be conducted on 1/10/18. An ME rebate for the system has been applied for.

3. A laser projector and retractable ceiling screen were installed in Ryerson Fellowship Hall. This has enhanced worship and educational programming, Youth Group gatherings, and use by other community organizations (e.g., the Consultation of Religious Communities).

4. The front four rows of pews were removed and replaced with 60 upholstered chairs (with and without armrests). This has afforded expanded seating options for individuals with mobility limitations and additional seating requirements, and increased flexibility for set-up of special events at the front of the Sanctuary.

5. Our design firm (Walker, Coen, Lorentzen) formally presented the Organ Impact Report in April which outlined steps to be taken to protect the organ during elevator construction and on-going operation.

6. Relative to the Mission Tithe, the Reconciliation Ministry approved a motion to forward an additional $25,000 to the IVHFH before the end of January, 2019. This motion will be sent to Session for its concurrence. As pledge donations are received towards the end of 2019, additional funds will be available for the Mission Tithe.

Projects to be completed in 2019 include:

1. Installation of an elevator, from lower level to choir loft - A call for construction bids is being developed; potential

(CCIT continued on page 14)
contractors will be interviewed and a contractor will be selected and approved by session this spring. It is anticipated that the elevator will be operational by fall.

2. Further technology improvements in Ryerson Fellowship Hall, narthex, and the sanctuary. This will include video informational displays and improved live streaming of worship services.

At this point, the Capital Campaign needs an additional $212,063 above our current net balance in order to complete the projects noted above by the end of 2019. With the Stewardship Campaign successfully concluded, we will be reaching out to FPC members and friends to ensure fulfillment of their pledges to the Capital Campaign. Your prayerful and generous consideration of our remaining needs will be greatly appreciated.

Administration & Personnel Ministry

Ministry members: Nancy Ross, Dan Thedens, Chris Kolarik, Nancy Gardner, Tammy Foster (ex officio), and Pastor Sam Massey (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, addressing salary equity issues, and increasing the capabilities of our church management software program.

The following are viewed as areas of accomplishment:

- A staff retreat was held on January 27, 2018. A&P members followed up with individual conversations with each staff member.
- Meetings were held on a regular basis allowing for continuity and follow through of ideas and conversations.
- We were able to propose a salary increase for all employees and address salary inequity where it existed.
- The part-time position of Asst. Minister of Youth, Adult, and Children vacated by Erin Landsee in 2017 was filled with the hiring of Layne Sheetz.
- Three staff persons were sent to national training on the ACS software system, resulting in development of and member acquisition to My First Pres on the church’s website.
- Staff members may now participate in matching 403b contributions.
- We celebrated Tammy Foster’s 25 years of service.
- The staff policy handbook and benefits policies handbook were approved by Session.
- My First Pres now has an additional app feature.
- Tammy Schroeder is now a notary public.

The following goals have been set for 2019:

- Update antiquated phone system
- Add the Connection module to the ACS software program to enable more efficient communication between/among staff and volunteers
- Support the Minister of Worship and Arts in completing degree work
- Revise the nursery care system and staff supervision hours
- Maintain staff and study additional needs or ways to use staff talents to increase membership
- Continue to send staff to ACS training
- Hold staff retreat in Fall of 2019 per staff request and follow up with individual staff conversations
- Evaluate job assignments of Equipping staff members
- Continue to address the need to fill the positions of bell choir director, music intern, and technology coordinator.
Equipping Ministry has had a successful past year. Early in January, due to staffing and program needs, Equipping Ministry, Anna Sheetz, and Judy Whitford were charged with all education, along with nursery, and fellowship/hospitality, which was previously under worship. The year started in a quick way when Oliver Sheetz, Anna’s baby due February 12, came a month early—the week before winter launch. It was the amazing team of Equipping Ministry, Judy Whitford, and Layne Sheetz who started the new Sunday morning program off well. For 6 weeks while Anna was on maternity leave, Jamie Helmick, Jeremy Fletcher, and Jeff Orris, along with the incredible volunteers that FPC has on Sundays, Thursdays, and all the days between jumped in and kept this Ministry, along with all of its tasks, flourishing.

We made tremendous strides this year. Equipping Ministry, under the leadership of Judy Whitford with Leah Bergman, launched the “Stories of Faith” Lent Series, which was well received. Four students were received as New Members through the Confirmation process: Ryan Brentner, Kenneth Noble, Elliot Suh, and Gabe Orris. Youth Sunday was another inspiring experience, with Ben Faden preaching and youth choir leading worship. Equipping Ministry had their first ever “Tongues of Fire Chili Cook-Off” on Pentecost, which was our most successful fundraiser to date. We launched the beginning stages of Dodekah ministry, an intergenerational discipleship program. Nancy Gardner has sustained the wildly successful Parent’s Night Out—which has doubled its numbers since January 2018.

The Mission Trip took 9 youth, Anna Sheetz, and Jeff Orris to Minneapolis. This was a great trip through Urban Immersion Service Retreat. They did a poverty simulation, cleaned playgrounds, a domestic violence seminar, and became inspired. These youth dreamed that FPC would one day have a garden on its land, and this could add fresh fruits and vegetables to the food banks and Crisis Center. This is a project that has been discussed around different ministries, and our youth just might see this dream become a reality!

Equipping Ministry took a chance and threw out everything they knew about VBS. They put it in the evening, hooked an adult class to it, offered the youth their own class, and had adult volunteers. This was well received by volunteers, youth, and adults. The adults even wanted to restart their class and put it into the Sunday morning program come fall. The youth had a lock-in with their program. The next day was a service day where they took a bus to various worksites and worked locally in Iowa City.

Fall 2018 brought a new energy to Equipping Ministry’s programs. We launched our first ever Fall Camping Trip with 15 participants. Youth Group has seen a growth of 4 students in the past season, the FPC Kids during has doubled in participation, and Confirmation 2018-2019 has 5 students. In October, Equipping Ministry made a profit of $1,800 for the Dodekah program by selling 800 pumpkins on our front lawn! In November, the church brought Layne Sheetz onto the Equipping Staff Team. Layne and Judy held down the fort while Anna traveled to Pakistan for 12 days with the Friends of Pasrur.

Overall, Equipping Ministry has seen amazing growth in its programs. It is only due to the hard work of Anna Sheetz, Equipping Ministry, along with so many volunteers that we have seen flourishing. God has richly blessed our ministry and we can only pray that God will continue to do so looking forward to 2019!
Ministry members were: Ed Cranston, Michelle Bessman, John Barr, Wayne Patton, Faryle Nothwehr, Perry Ross, Becky Ross, Judy Terry, Tammy Schroeder and Ann Grosscup. Anna Sheetz met with Servanthood Ministry until the change to Reconciliation Ministry; Pastor Sam then joined.

Reconciliation Ministry had a name and structure change from Servanthood Ministry following mid-year session action. Previously, Servanthood Ministry comprised three components: Mission Committee and Outreach Committee, with Servanthood Ministry the umbrella. The Reconciliation Ministry charge did not change and remained: Engage First Presbyterian Church with need-driven, collaborative community reconciliation projects.

Below were the Ministry’s six (6) 2018 priorities for both program and financial support after completing an Impact Assessment late 2017:

1. **Solidify relationship with Holy Jerusalem Pentecost Church (HJPC) as a unique FPC ministry; facilitate Guiding Board with shared vision and mission.** – Ann Grosscup, lead

FPC’s Guiding Board members were: Nancy Weber, JJ DeRyke, Tammy Foster, Pastor Sam Massey and Ann Grosscup, convener. Previous years’ Endowment dollars paid for translation services. The Guiding Board decided to suspend until HJPC matures into an organization; Pastor Sam Massey began assisting HJPC with this effort last fall. Tammy Foster continued to be the church liaison and Ann Grosscup continued to connect with community resources to meet needs. Nancy Weber continued to meet with interested women to learn English and study for citizenship. Becky Ross, Reconciliation Ministry member, continued to hold sewing classes in the lower level of FPC.

2. **Become a PC(USA) Earth Care Congregation by meeting the initial self-audit points requirement, forwarding registration, then providing ongoing educational opportunities to continue commitment to be good stewards of the earth.** — Becky Ross, lead

First Presbyterian Church, Iowa City became the first Iowa congregation to become an Earth Care Congregation! The framed award certificate was placed on the narthex table. A Green Initiatives account was opened to accept funds via kiosk and website plus June’s Trunk Sale proceeds went into this account. FPC was one of the Iowa City faith communities requesting and receiving a city grant for future Cool Congregation events. The Interfaith Power and Light Event was the initial funded event hosted by FPC on April 14. Subsequently, the FPC Green Team, led by Becky Ross, related to Iowa Power and Light, was reinstated. Earth Day was celebrated through education on Sunday, April 22 during Time with Children, Sermon and fellowship. FPC’s kitchen renovations kept in mind the need to reduce single use items, particularly in choosing the dishwasher to decrease, if not eliminate, plastic and paper use. Tire pressure checks were held in the fall to help motorists save money as well as reduce releasing carbon into the atmosphere.

3. **With Equipping Ministry, provide education to the congregation on church sanctuary** – Michelle Bessman, lead

Congregational informational sessions were held following worship April 14, 22, and 29. The Center for Worker Justice (CWJ) and the Eastern Iowa Community Bond Project presented, plus printed material was available to educate prior to congregational voting. On April 29, attendees indicated their top five (5) choices to the question: How should FPC respond to the immigration crisis? Responses were tallied and Reconciliation Ministry presented the following motion to session which was unanimously approved:

- To approve First Presbyterian Church being a community of love, hospitality and fellowship by: Offering space at FPC for community education events;
- Financially supporting the Center for Worker Justice and the Eastern Iowa Bond Project;
- Providing tangible items and offering physical presence / help at other churches who are offering sanctuary to immigrants and their families;
- Providing public witness by both issuing a FPC (Continued on page 17)
public declaration of human rights support for pro-immigrant policies as well as advocating for policies promoting immigration and human rights.

4. Expand faith-based community organizing: Enhance involvement with and by the Consultation of Religious Communities (CRC) (through payment of annual dues, support of the Common Fund, To Gather Together, and InsideOUT Re-entry Community) – John Barr, lead

CRC serves as the pass-through for faith-based financial contributions to the following community resources:

- Common Fund administered by the Crisis Center for rent, utilities one-time payments.
- InsideOUT assisting individuals re-entering community life following incarceration.
- To Gather Together provides funding for children's back-to-school supplies.

CRC sponsors the annual Winter Clothing drive and Gifts for Parents, in which FPC has had active participation for years. John Barr serves on the Executive Committee as Secretary disseminating pertinent announcements to CRC membership congregations.

And continue work with Quad City Interfaith group and the Johnson County Cluster for faith-based community organizing – Pastor Sam Massey, lead

FPC was well-represented at the Johnson County Interfaith Cluster (JCIC) covenant signing, February 27, New Creation International Church. The mission is to establish a long-term, productive collaboration that creates justice, especially for persons of color experiencing racial and economic inequality in the county, region and state. Iowa City’s Core Team member training began April 7. Elder Nancy Gardner, Bob Goodfellow and Deacon Barb Stanerson agreed to serve as FPC Core Team captains. In the spring, FPC Core Team members started conducting one-on-one interviews with FPC representative members, specifically to seek each person’s interest in establishing the JCIC power base and what local social injustice(s) prompt their concerned action. FPC’s Core Team captains have provided training to another local congregation and facilitated developing a close working relationship with fellow JCIC member, The Kingdom Center and FPC. The local organization changed its name to the Johnson County Interfaith Coalition, still (JCIC); Pastor Sam Massey assisted with establishment and development of the overall organization.

5. Engagement with New Creations International Church (NCIC) as reciprocated – John Barr, lead

Burianek Trust funds purchased a 15-person van to increase participation in NCIC’s day care, Little Creations Academy. (FPC member Sadie May, sole trust fund release decision-maker, session concurred.) Young children’s day care service was needed to allow parents to seek and secure employment as well as produce revenue for NCIC.

6. Periodic collection of tangible small items for persons lacking them (e.g., clothing, toiletries, etc.) during specific intervals in the year when need is greatest for the purpose of meeting basic human daily needs and encouraging the congregation members’ recognition that they and persons of poverty share a common humanity – Judy Terry, lead

There were themed opportunities for donations of personal care and children and adult clothing items throughout the calendar year. Shelter House, Domestic Violence Intervention Program, 4 Oaks and Lucas School were four community resources receiving needed items to share.

Additional energies were directed toward the following:

- June’s World Refugee Sunday welcomed refugees to provide worship leadership followed by educational fellowship time – Ed Cranston, lead
- Monthly sandwiches to Salvation Army as a stop-gap measure due to no Sunday Free Lunch provision – Judy Terry, lead
- Endowment funds sponsored November 18 trip for three FPC members to attend Pasrur Boys School dedication and Girls School 10th year anniversary. (See Friends of Pasrur report for Pasrur Girls School scholarships.)

(Continued on page 18)
Reconciliation Ministry

(RECONCILIATION CONTINUED FROM PAGE 17)

- CROP Walk (to stop hunger) participation with 25% of raised funds benefitting Crisis Center – Cathe Franz, lead
- Garden Gems, with donations forwarded to Kids Against Hunger for intergenerational food packaging supplies – Wayne Patton, lead
- Ministry Fair highlighted new initiatives / collaborations: Johnson County Interfaith Coalition (JCIC), Center for Worker Justice (CWJ), Eastern Iowa Community Bond Project and Green Team
- Learned about Unified Mission Pledge’s social justice work in the presbytery and advocacy in the in the nation’s capital
- Promoted PC(USA) Special Offerings to join others in the denomination providing directed mission funding
- Safe space planning in the event of a local ICE raid – Ann Grosscup, lead

Ecumenical Towers

Submitted by Bonnie Bender, ET Board Member

Ecumenical Towers provides affordable housing to low-income applicants at least 62 years of age, if disabled, 55 years of age. The 81 apartments are located at 320 East Washington St, Iowa City, adjacent to the Johnson County Senior Center. The year 2018 was a good year at Ecumenical Towers. The occupancy rate averaged out at close to 98%. There continues to be a waiting list. The social worker met with residents to answer questions and assist them in getting the help they needed. She arranged for a hair salon, Table to Table deliveries, blood pressure clinics, Bingo and May Day baskets with nursing students. She worked to get the Crisis Center to make Ecumenical Towers a mobile food pantry site, and The Grinnell Heritage Farm to make weekly deliveries of produce during the summer. As usual, the Board of Directors entertained the residents with 4 events: the spring soup supper, the summer pie a la mode afternoon, which replaced the ice cream social, the fall harvest dinner, and the distribution of “Santa Sacks” just before Christmas. We purchased two paintings from a resident artist which now decorate the Ecumenical Towers lobby. We were very fortunate to have no major repairs, so the operating budget ended the calendar year with a surplus. Homz Management has done a very good job. The windows on the south side of the building were replaced a couple of years ago, and we hope to replace the windows on the north side in 2019.

Friends of Pasrur — 2018 Annual Report

Submitted by Nancy Gardner and Leann Graves, chairs


Friends of Pasrur is a dedicated group that supports the Christian Girls’ Higher Secondary School in Pasrur, Pakistan. This school is run by the Presbyterian Education Board in Pakistan (PEB) and educates about 750 Christian and Muslim students in grades one through ten. The school also educates higher secondary students in grades eleven and twelve. The Pasrur students are very successful in their matriculation exams, and the school has a long waiting list.

This year Friends of Pasrur once again raised funds to sponsor scholarships for 100 impoverished Christian girls. These scholarships allow the girls to attend the Pasrur school and live in the dormitory built by our church for the April 2018 through March 2019 school year. 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 member 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 replicating them.

Nancy and Don Ross provided funding in the amount of $2,000 to purchase an English-language reading curriculum.

Through donations from the Wilson Family Foundation, FPC Capital Campaign, and the Presbytery of Eastern Iowa, a Boys’ School has been constructed in Pasrur. A delegation from our church and the Presbytery attended the dedication of this school in November. The group also attended the celebration for the 20th anniversary of the denationalization of the Presbyterian Schools in Pakistan.

Friends of Pasrur is committed to making a difference in the lives of young people in Pakistan. We welcome new members and invite you to join us!
Reconciliation Ministry

Outreach Committee — 2018 Annual Report
Submitted by Tammy Schroeder

Outreach focuses on the promotion of FPC as an inclusive, invitational and hospitable church of Jesus Christ as well as, being connected with and to the community.

Below is a sample of how Outreach extends justice, mercy and faith.

Creating public awareness of FPC

- In 2018, FPC became a sponsor of the IC Pride parade (versus only participating in); we are now listed as a LGBTQ-friendly church in their publications.
- We are the only church advertising in Corridor Family, published monthly with a target audience of young families through Linn, Cedar and Johnson Counties.
- Press Citizen KEY, an annual publication designed to showcase all that Johnson County has to offer. FPC was 1 of 3 churches listed. It is distributed throughout the real estate community and in professional business offices.

Promoting activities that FPC has held, and those we partnered with, through the use of online resources and social media

- Holy Week and Easter – personal invitation cards and lawn banners
- The Book and Bake Sale – radio PSA
- Cool Congregations – as part of a series with Iowa Interfaith Power and Light
- Earth Care – FPC became first church in Iowa to achieve this award!
- Couples Bootcamp (Marriage retreat) – with local medical professionals
- Undocumented Immigration – an opportunity to learn more
- Refugee Sunday – musicians & speakers from the community and guest preacher
- Trunk Sale – proceeds going to support Green Team initiatives
- DVIP – collection drive and fundraiser at Panera
- FPC Pumpkin Patch – a first of its kind fundraiser
- Advent and Christmas – Advent calendars and printed schedule of events
- JCIC – social justice work

Other areas where Outreach can be found

- Purchasing display stands allowing easy reading and visibility
- Offering Welcome/Guest bags to first-time visitors
- Presenting New Members with bread and a commemorative pen
- Donating to the college student care packages sent by the Deacons
- University of Iowa Orientation activities
Support Ministry

Buildings and Grounds Committee — 2018 Annual Report
Submitted by Vern Dengler, moderator

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

2018 included challenges, surprises, and accomplishments. Several volunteers helped B & G with a number of tasks, and the help is sincerely appreciated. Volunteers helped by trimming the labyrinth, repairing protective plexiglass on stairway railings, trimming tree branches, pulling weeds, tending flower gardens, mowing, removing pews and installing chairs in the sanctuary, repair of leaking toilets and pipes, and many other repairs and maintenance. Thank you to all who gave of their time and talents.

One apparent area of progress appears to be regarding roof leaks. While this can always change, there were no calls to repair roof leaks in the past year, after working with a new roofing company in the previous year.

Two budget items were financially challenging, but were balanced to some degree by other costs being less than expected. Unexpected was a significant increase in electricity expense, while grounds maintenance jumped primarily due to 4 consecutive weekends of snow removal in March and April. The increase in electricity may have been due in large part to climate control for the organ during summer months (i.e. humidity). With the updated controls for heat and cooling, it is hoped that maintaining proper humidity in the sanctuary for the organ will require less electricity. Gas and insurance expenses were significantly less than budgeted.

The new boiler system has been installed. This includes digital controls, replacing the pneumatic system. Controls can be better customized to various areas/rooms, as well as creating schedules for peak or reduced usage hours.

The kitchen has also been remodeled. This includes many improvements, including air handling, new and easier-to-use dishwasher, improved efficient lighting, and more.

It is important to note that the Capital Campaign Implementation Team, chaired by John Barr, led the boiler and kitchen projects. Many thanks go to Lee Tippe for his experience and knowledge in engineering and contracts as plans were made regarding these projects.

In the spring, it became necessary to replace the lawn mower. After reviewing many options, the decision was made to purchase a John Deere mower which is being used primarily by Glenn Van Roekel, who volunteered to keep up with the lawn mowing tasks. Thank you, Glenn. Note that a generous donation made this necessary purchase possible. Glenn does need time off for various reasons occasionally, and so we sometimes need help getting this job done. If you are interested in helping out as needed, please let B & G know.

2019 plans include working with the Capital Campaign regarding elevator plans. Plans to handle erosion and bench installation at the lower level entrance will be considered. Repair costs for the boiler and control units should be less now that we will not be repairing the old boiler and pneumatic controls, as well as valves, dampers, etc. that were a part of the boiler replacement project. Of course, as items need repair or attention, B & G will respond accordingly.

Finally, thank you, again, to all who volunteer and help to maintain the church building and grounds. As usual, new members and/or helpers are welcome. Some have already spoken up to help, but more are needed and welcome.

Columbarium — 2018 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 2018, there were 6 niche requests and 2 interments; we currently have 45 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.
The Endowment and Memorial Committee oversees the FPC permanent endowment and coordinates with families to appropriately use memorial gifts made to the church. Committee member In 2018 were: Ben Nicholson, Jan Wicks, Ken Miller, and Millie Youngquist. Assistance was provided by Larry Bruner, Dale Kraus, and Bob Youngquist as well as Sam Massey, Tammy Foster and Saira Steen.

2018 was a transition year for the Endowment and Memorials Committee. At the request of the Finance Committee, the Endowment Plan was amended to allow session to request up to 50% of the earnings from unrestricted portion of the endowment to supplement the General Fund by October 1st each year.

In July, Bob and Millie Youngquist were hired by the committee as consultants to oversee FPC Endowment and Memorials. Their salary will be $500 per month and will come from the unrestricted portion of the endowment.

**Additions**

Joan Summerwill made a donation to the Joan W. Summerwill Handbell Ministry Fund at the Community Foundation of Johnson County.

Sally and John Staley made a donation to the First Presbyterian Church Endowment Fund at the Community Foundation of Johnson County.

**Distributions**

Distributions from the endowment are based on the average market value of the 12 quarters prior to the end of the year, including the December 31st value. The 2018 distribution was 5% of that average and was distributed as follows:

From the Unrestricted portion of the endowment for:
- FPC Operating Fund: $20,000
- Foster Anniversary: $2,700
- Salary for Layne Sheetz: $2,500
- Endowment Coordinators: $2,500
- Pakistan Mission Trip: $4,564
- Iowa City Compassion: $2,910

Total: $35,174

**Market Value**

As of January 1, 2018, the market value of the endowment, which continues to be managed by Hills Bank and Trust Company was $1,253,482.40. The fund on December 31, 2018 was $1,137,147.53. The committee had two meetings with the portfolio managers. None of the accounts at the Community Foundation of Johnson County are included in the above numbers.

**Memorials**

Memorial gifts, totaling $7,342.25 were received in 2018 in memory of: Dick Dustin, John Piro, Mary Ann Pedde, Paul Schaffer, Carol Macon and Earline Moll.

For information about making a gift to the FPC Endowment, either now or in your estate plan, please contact Pastor Sam, Bob and Millie Youngquist, or any committee member. Inquiries are confidential.

*Indicates Charter Membership by December 31, 2013*
Members of the Finance Committee for 2018 were Bruce Guither, Ken Miller, Tom Martin, Larry Bruner (Church Treasurer), and Dale Kraus, (Moderator). Ex Officio members included Pastor Sam Massey, Saira Steen (Financial Secretary) and Tammy Foster (Minister of Stewardship and Management). Others who have attended Finance Committee meetings during the year include Paul Akin (Stewardship Committee), Carol Ulch and Jeremy Fletcher (REALM Planning Committee).

The Finance Committee oversees the financial operations of the First Presbyterian Church of Iowa City. The committee meets regularly to monitor and discuss both the income and expenditures of the church, as well as its overall financial condition. Each month (except July when Session does not meet) a presentation is made to the Session on the status of budgetary integrity. A budget summary is also published in each issue of the First's Family newsletter.

For 2018, Session adopted a conservative budget of $575,000. The 2018 budget included no pay increase for staff and it contained budget reductions for most committees. Income totaled $602,126 (105% of budget) and expenses total $568,800 (99% of budget). The $20,000 of Unrestricted Endowment Income was returned to the Endowment Account, resulting in a year-end balance of $33,326. The majority of income came from pledges ($444,048) and General Contributions ($92,992 (non-pledge giving). Income was greater than anticipated as a result of increased giving in December and due to income from the Walker Trust that exceeded estimates.

A $622,000 balanced budget was approved by Session for 2019. It was based on the detailed document: 2019 First Presbyterian Church Plan: Growing Right Relationships. It includes $479,100 in pledges, $70,900 in General Contributions, an estimated $45,000 from the Walker Trust (reorganized into a private foundation), $20,000 of Unrestricted Endowment income and $7,000 in other various income categories. On behalf of the Finance Committee, I want to sincerely thank those who generously gave of their financial resources and many talents. We are optimistic about FPC’s future and impact.

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**Stewardship — 2018 Annual Report**

Submitted by Paul Akin

A Word of Appreciation . . .

Thanks For Making God’s Presence Known

The results of our First Things First Stewardship Campaign announced.

Pledges to the 2019 budget (with perhaps a few more to be received) total $470,000, an increase of $44,400 or 10.5% over what was pledged for 2018. The generous response of our congregation has enabled Session to adopt an expanded and balanced budget in support of the growing life and ministries of our church. That growth means that First Presbyterian will almost double its mission outreach to our community and our world. In addition, our dedicated church staff will each receive a salary increase, having gone the previous year without one. And it means that our church will continue to be an effective center of mission and ministry, offering vibrant worship, quality Christian Education, and expanded Outreach ministries. But there is more to this story than just the growth in financial support for our church.

As we enter this new year, we are now in the “Season after the Epiphany,” a time in the liturgical church year that celebrates how God’s presence was made manifest (known) in the life and ministry of Jesus Christ. Hence, we celebrate the baptism of Jesus, the changing of water into wine at the wedding in Cana, and other manifestations of God’s love, culminating in the Transfiguration experience of our Lord. In other words, God’s presence in the world and the life of the people was being made physically manifest. The presence of the living God could be tasted, seen and experienced.

Which, of course, is the work of the church here and now: to make God’s transfixing, transforming presence known in our own day and time. And that is what your support, not only in the form of dollars but also through the investment of your time, talents, energies and abilities, is enabling to happen. First Presbyterian Church and its people will continue to be signs of God’s life-giving, life-changing love, making God’s presence known through who we are and what we do.

**Thank you** to all who responded so faithfully in giving back to God through the church as a part of our First Things First Stewardship Campaign. God has so richly blessed us. Now let us join together in being a blessing to others.
Worship and Celebration Ministry

2018 Annual Report

Submitted by Bob Youngquist, moderator

The membership of the Worship and Celebration Ministry for 2018 included Elders Dwight Miller, Sharon Raffensperger and Bob Youngquist; congregational members Anne Dengler, Steve Schomberg and Millie Youngquist; and FPC staff member Leah Bergman (Minister of Worship and Arts). 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 Arts.

Most of the members of our ministry hold standing job assignments, and they report their progress at each of our meetings. Additionally, others in our congregation regularly provide service to our congregation under the banner of Worship and Arts. Steve Schomberg continues to lead a team to oversee communion—a job he has been glad to cover for the past four years. Jerry and Mary Ellen Stamp donate the grape juice and purchase and bake the bread. A gluten-free option is also provided. Maeleen Thorius helps to prepare the trays. For each communion, two lead servers are selected by Steve to be in charge of making sure communion happens as planned.

Anne Dengler uses Sign-Up Genius and a sign-up sheet in the narthex to locate ushers for each service. Valerie Soemadi completed her time coordinating fellowship and has handed the reigns over to Layne Sheetz. We thank Valerie for her many years of this ministry. Sue Van Duyx-Phipps and Bonnie Bender continue to locate lay leaders and readers for each worship service, mail weekly materials as well as prepare the children’s worship bags. Laurie Thedens assists with the creation of banners and liturgical art for the sanctuary.

This year, our church has continued to hold one church service. This service has remained at 10:30 a.m. throughout the year.

As this year’s budget has been rather unpredictable, we have held expenses to the minimum. This found us reusing sanctuary banners that have been in storage for several years. Music for various ensembles has also drawn from our files.

During this past summer, Leah offered a “drop-in choir” for adults and children grades four and up on the first Sunday of each month from June through September. This brought us choral music at times during the summer months while our regular church choir was on vacation. This musical offering was very well received by those who formed the choir for these occasions and by our congregation. Those who were interested in singing for a service had a rehearsal at 9:15 a.m. the day of the service for which they were singing.

Also, to vary our musical offerings a Dixieland Jazz Band once again led music for our fall kickoff service in September.

Our ministry participated in the church’s “Ministry Fair” that took place as a kickoff for the fall church year. This September 9th event allowed all ministries to share news of their efforts with the congregation.

Tables for each ministry were set up in Ryerson Fellowship Hall and Coover Lounge and our many new church members had the opportunity to sign up for various leadership areas and activities in our church. Areas under our purview included sign-up lists for those feeling led to help as lay leaders/readers, ushers, leaders of time with children, helpers with sound, live streaming/camera work, music, dance, art and drama. There was information about Sanctuary Choir, woodwinds and brass groups, handbells, youth choir, youth orchestra, children’s choir and a drum circle. A few of these areas were new to us, but our ministry has been encouraged to dream. We feel that all would greatly serve the worship services of our congregation while also offering participants a terrific way to get acquainted with other church members.

After a slow start this year, the Suzuki Baby Music program has eventually grown to be serving nine families who signed up for the winter session. This even includes one baby who was only 20 days old at the time of that sign-up! The people currently being reached by this program are not necessarily members of our church, and they are not questioned about any possible church affiliations. This program is just serving families who want to get together for this meaningful experience. Participating families are encouraged to pay what they can; however, this service is being financially covered by other means. This baby music program is serving as part of our church’s outreach to the community around us.

In preparation for 2019, Leah provided a “2019 Budget Worksheet” for Worship and Arts. Here, the plans for the coming year were presented in narrative form considering “Target Population,” “Outcomes/Impacts,” “Goal Statements,” and “Budget Needed.” The items covered in this worksheet were based upon a ranking process that our ministry completed in July of 2018. Budgetary items displayed in this worksheet have made up our requested budget of $11,720 for 2019.
Deacons — 2018 Annual Report
Submitted by Rhonda Barr

The members of the Board of Deacons during 2018 were: Jen Adams, Rhonda Barr, Deb Boland, Linda Couch, Louise Gisolfi, Moses Kasiriba, Tom Martin, Cory Morris, Jeff Orris, Layne Sheetz, Jeri Smith, Barb Stanerson, Hongwook Suh, Judy Terry, Maeleen Thorius, Sue Van Duyn-Phipps, Audrey Van Roekel and Chitoka Webb.

Newly elected Deacons participated in officer training in November 2017. At the December 2017 meeting, new Deacons were welcomed while the board said thank you and farewell to the Deacons whose term had ended (Rick Boland, Liz Bolin, Stephanie Brentner, David Carlson, Sue Olson and Dan Thedens). Officers and Committee Chairs for 2018 were elected as follows:

Moderator: Rhonda Barr
Vice-Moderator: Layne Sheetz
Secretary/Treasurer: Sue Van Duyn-Phipps
Deacon Neighborhood Coordination: Rhonda Barr
Congregational Health Ministries/Care Buddy:
   Maeleen Thorius
Caring Connection: Louise Gisolfi and Linda Couch
Support Teams: Chitoka Webb
Hospital Visitation: Tom Martin
Prayer Chain: Cory Morris
Cards: Deb Boland
Transportation: Moses Kasiriba and Hongwook Suh

The Board of Deacons held ten regular meetings in 2018, meeting the second Tuesday of every month, except in June or July. The Deacons continued to coordinate many of the caring ministries offered by First Presbyterian Church, as summarized below:

Deacon Neighborhoods (Chair: Rhonda Barr) – 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.

The “Meet Your Deacons” event was held on March 18 and was integrated with the Christian Education program on what it means to be a Deacon. This was an opportunity for the 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. We encouraged further fellowship by organized seating by Deacon Neighborhoods during worship, wearing clothing with Neighborhood colors and stickers on nametags.

Congregational Health Ministries Liaison/Care Buddy (Chair: Maeleen Thorius) — The Deacons provided financial support for three members to attend a First Steps Facilitator Certification program for the

“Honoring Your Wishes” advanced care planning, offered through Iowa City Hospice. This and other activities of the CHMT and Care Buddy Program are included in a separate annual report.

Support Team (Coordinator: Chitoka Webb) – 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 and monitored the augmented hearing devices. 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, altered seating arrangements for wheelchairs as needed, and helped to welcome visitors to First Presbyterian Church.

Transportation (Chair: Hongwook Suh and Moses Kasiriba) – The transportation team included current and former Deacons (Rhonda and John Barr, Mutula Kasiriba, Hongwook Suh, Dan Thedens, and Glenn Van Roekel) who provided rides for people to and from Sunday worship service. This service was typically used by four to eight people each week. During the year, Hongwook relocated to Nebraska for employment, and Moses assumed the duties as chair of the committee.

Cards and Celebrations (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. This year, we added celebrations of 90th birthdays and baptisms to this program.

Prayer Chain (Chair: 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 2018 year.

Hospital Visitation (Chair: Tom Martin) – Members of 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: Linda Couch and Louise

(Deacons continued on page 25)
Gisolfi) – The Caring Connection coordinated short-term care for members who were recently discharged from the hospital, with extended illness, or those who needed just a little extra help. Examples of services provided included meals, household chores, grocery shopping, 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. In December, Christmas cards were made available for the congregation to sign for members who are unable to come to worship, for those in care facilities, or have experienced loss of loved ones or major illness in the past year. The Deacons delivered the cards and visited as many of our members as possible during Advent.

Deacon training continued to be an integral part of our meetings. This year topics included: identifying mobility risks for falls, availability and use of mobility assistive equipment, how to use the prayer chain, and roll out plans for “Honoring Your Wishes” program. The Deacon retreat was held in September, with Jane Dohrmann, Director of Honoring Your Wishes at Iowa City Hospice, as a guest speaker on the topic of facilitating end of life discussions and planning.

This fall, several Deacons met with Pastor Sam to plan revisions to the Deacon meeting and activities. The goal was to have more efficient and meaningful monthly meetings, to enhance the Deacon fellowship, and to reassess the effectiveness of current programs. We agreed that all the Deacon programs were vital to our FPC family and should continue through the next year. Deacon activities will continue to emphasize caring for those in need and building and maintaining right relationships among the members of the FPC community.

(Congregational Health continued from page 24)

Congregational Health Ministry Team — 2018 Annual Report
Submitted by Maeleen Thorius, Co-Moderator

2018 Team Members: Maeleen Thorius (Co-moderator and Deacon Liaison), Jan Wicks, (Co-moderator), Rhonda Barr, Sue Olson, Liz Bolin, Glenn Van Roekel and Tammy Schroder (Staff).

On August 15, 2018, three FPC members — Rhonda Barr, Sue Van Duyn Phipps and Maeleen Thorius — participated in an all-day “Honoring Your Wishes” facilitator training sponsored by Iowa City Hospice. On September 29, a Deacon Retreat was held. Jane Dohrmann from Iowa City Hospice gave an overview of the “Honoring Your Wishes” program to the Deacons. The newly trained facilitators led “first conversations” with the Deacons. At the conclusion of the retreat, participating Deacons were asked to sign up for a one to one follow-up conversation with the facilitators.

On October 31, 2018, Rhonda, Sue and Maeleen met to develop an implementation plan. The following goals were developed for the pilot project:

1. 80% of all deacons, elders and current staff will have a first conversation with one of the three trained facilitators January 31, 2019.

2. Overview of the “Honoring Your Wishes” program will be given to FPC members beginning in January, 2019, including:
   a. Newsletter article was written by Rhonda Barr for the November newsletter.
   b. “Being Mortal” film will be shown after worship with facilitated discussions afterwards, on three Sundays in March.
   d. Sign-up cards for persons wishing more information will be provided in the pews.
   e. CHM team will request sermon focus on Honoring Your Wishes and Advance Care Planning some time in early 2019.
   f. Tammy Schroeder has agreed to become a Notary Republic. The Honoring Your Wishes document requires a Notary signature and stamp.
   g. Projected plan is to securely and confidentially store copies of completed Honoring Your Wishes Advance Directives in a locked file cabinet in a locked office at the church. Tammy Schroeder is exploring the options.
   h. Costs for implementing the program, primarily for printing and supplies, have been requested for the Congregational Health Ministries budget for 2019.
Other activities during 2018 included:

- Annual VNA influenza clinic held in September.
- Monthly blood pressure screenings on the second Sunday of the month, before worship.
- Revised health ministry bulletin board and brochure holder, with thanks to Tammy and Darin Schroeder.
- Monthly AED status evaluation, with replacement as needed for batteries, pads, supplies.
- Yearly FPC staff training for CPR, emergency, and mandatory reporting requirements of dependent adult and child abuse/neglect.
- Completed the project for revising sanctuary seating resulting in replacing the front pews with chairs. This was approved by Session and funded by the FPC Capital Campaign project. The purpose was to allow for flexible seating arrangements to accommodate people with mobility, visual or hearing limitations while allowing for a variety of worship activities that require reconfiguration of the sanctuary.

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**Care Buddy Ministry — 2018 Annual Report**  
*Submitted by Maeleen Thorius, Coordinator*

In the fall of 2018, a gathering of the active Care Buddies and those persons interested in becoming a Care Buddy was held in Coover Lounge. Issues of confidentiality were emphasized, and the Care Buddy role was explained. The experienced Care Buddies shared their thoughts on the importance of being a care buddy, limitations and joys. A question and answer period followed. During this same time period, Pastor Massey gave a sermon, in part, on the Care Buddy program and caring for those in need. Jeff Orris spoke for the Care Buddy Ministry. As a result of these activities, three new Care Buddies were recruited and have been assigned. As of December 31, 2018, twenty-one FPC members are active Care Buddies, including two pet therapy dogs.

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**Nominating Committee — 2018 Annual Report**  
*Submitted by Sharon Raffensperger, Moderator*

At the congregational meeting November 11, 2018, the following people were elected:

**Elders:** Steve Smith for the class of 2020  
Nancy Gardner, Dwight Miller, Leann Graves, Tony Warren for the class of 2021

**Deacons:** Brian Kleis, Nancy Ross, Jeri Smith for the class of 2019  
Bonnie Bender, Pam Kautz, Sarah Klemuk, Steph Paulsen, Dan Thedens for the class of 2021

**Endowment/Memorial Committee:** Ben Nicholson for the class of 2019  
Aimee Meardon-Orris, Tony Warren for the class of 2021

**The 2018 Officers Nominating Committee**
Elected by the congregation: Anita Burnett, Jeremy Fletcher, Bill Preucil, Becky Ross; Board of Deacons – Audrey Van Roekel; elected by Session – Sharon Raffensperger, moderator, Leann Graves

**2019 Nominating Committee:** Elected by the congregation: Anita Burnett, Bill Preucil, Jane Skinner, Carol Ulch; elected by Session – Sharon Raffensperger, moderator, Cathe Franz
**First’s Women — 2018 Annual Report**  
*Submitted by Carol Kirsch*

For years, many of the various groups and projects under the umbrella of Presbyterian Women at First Presbyterian Church have been led or coordinated by the PW Coordinating Team. For a couple of years this Coordinating Team has been searching for new officers. This search for new leadership has so far been unsuccessful, so the Coordinating Team has reduced its role to just its core function — administering and disbursing funds raised through the efforts of First Presbyterian’s women, including the pledges received from the members of Martha’s Circle; cookie walk and book sale proceeds; funeral receptions; and various smaller projects. The decision was made to “update” our name from Presbyterian Women to First’s Women. Coordinating Team members Carol Kirsch, Rebecca Stockman, Nancy Ross, Laurie Thedens and Ann Robinson met quarterly in 2019.

During 2018 groups, activities and fundraisers included the Eve and Martha Circles; the Book and Bake Sale ($1,937 proceeds); the Cookie Walk (approximately $2,700 in proceeds); several funeral receptions; a turnover project (approximately $400 in proceeds); Needles, Hooks and Yarn; and Rags to Stitches. Mission funds were donated to Four Oaks ($958), The Bird House ($100), The Common Fund of the Consultation of Religious Communities ($500), Shelter House ($500), and the FPC Free Lunch Team. The Coordinating Team has committed $2,600 to the Take Away Hunger event scheduled for February 23, 2019.

This decision to scale back was not made lightly. The Coordinating Team had a lengthy meeting with Pastor Sam and informed Presbytery level PW leadership of the situation. Beth Jensen, Presbytery PW moderator, encourages us to “keep the light on” and “to do the best we can with what we have” even though things look different than in the past.

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**FPC Men’s Group — 2018 Annual Report**  
*Submitted by John Barr, Men’s Group member*

The FPC men’s spiritual formation group, consisting of 6 to 10 individuals, met at 7–8 a.m. on most Wednesdays during the winter, spring and fall for fellowship, devotional reading, discussion of religious and societal issues, and a light breakfast. Weekly discussion leadership and food items were rotate among participants. Having completed study of Foster’s Devotional Classics – Selected Readings for Individuals and Groups (2005), we began his Spiritual Classics – Selected Readings on the Twelve Spiritual Disciplines (2000) this fall. Our weekly free-will offering provided funding to the Crisis Center food bank and Project Holiday.
Several FPC members and friends 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. Our work has been given to Shelter House, Home Ties and Lucas School.

In addition, 13 red baby caps for Heart Healthy baby awareness were donated to St. Luke’s in Cedar Rapids, 6 ruffle scarves were donated to PW for the annual bazaar, and over 42 plastic bag mats have been distributed to homeless folks through Shelter House, since the project began last year.

The development of Prayer Squares was introduced; they are being used by members and the Deacons to share prayers and loving concern for our members, as well as offered to anyone on the Narthex table.

A special Christmas project for the girls in Pasrur, Pakistan, was fun; we made 115 purses that were hand delivered by the FPC delegation who traveled there in November.

We’ve continued the prayer shawl ministry to comfort friends and members of our congregation. During 2018, 13 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 184 shawls since we started this ministry in 2007.

On a sad note, we lost the matriarch of our group, Carol Macon, in August. Carol taught us all, while always wearing a smile and offering a chuckle or two. She is dearly missed; we are proud to carry on the legacy of the group she commandeered for over 10 years.

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 some have knit and crocheted for years.

Come share the fun and fellowship of Needles, Hooks, & Yarn on Saturday mornings, 9:00 a.m. at FPC. Contact Tammy Schroeder for more information.
Presbyterian Women Financial Report  
January 1 - December 31, 2018  
Submitted by Saira Steen - Finance Secretary

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
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<tbody>
<tr>
<td>General Fund 1/1/2018</td>
<td>$3,151.54</td>
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<tr>
<td>Reception fund 1/1/2018</td>
<td>$2,425.94</td>
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<tr>
<td>Reserve Funds</td>
<td>$3,915.50</td>
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<tr>
<td><strong>Beginning Balance total</strong></td>
<td><strong>$9,492.98</strong></td>
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**2018 Revenues**
- Pledged: $763.73
- Birthday, Thank & Least Coin: $267.05
- Cookie Walk: $3,541.63
- Book & Bake: $1,936.95
- Camp Wyoming Scholarships: $0.00
- Funeral Receptions: $700.00
- Spring Brunch: $0.00
- Misc.

**Total 2018 Revenues**: $7,209.36

**2018 Expenses**
- PWPEI: $750.00
- Birthday, Thank, & Least Coin: $595.21
- Free Lunch: $1,650.00
- Local Mission Support*: $961.17
- Book & Bake: $33.52
- Kitchen Purchases: $181.00
- Misc.

**Total 2018 Expenses**: $4,170.90

* Community Religious Consultation $1,150.00, Shelter House $500.00, Four Oaks $957.60

**YEAR END BALANCE**
- General PW Fund: $2,425.94
- Reception Fund: $3,915.50
- Reserve Fund: $6,190.00

**$12,531.44**
# Board of Deacons Treasurer's 2018 Annual Report

Respectfully submitted by Saira Steen-Finance

## Emergency Fund

<table>
<thead>
<tr>
<th>Description</th>
<th>INCOME</th>
<th>EXPENSE</th>
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<tbody>
<tr>
<td>1/1/18 Bank Balance</td>
<td></td>
<td>$1,038.99</td>
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<tr>
<td>2017 Advent Flower Profit</td>
<td>$100.00</td>
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<tr>
<td>Emergency Housing</td>
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<td>$400.00</td>
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<td>Misc. Expenses</td>
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<td>Bank Interest</td>
<td>$1.12</td>
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<td><strong>Subtotals</strong></td>
<td>$101.12</td>
<td>$400.00</td>
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12/31/18 Bank Balance: $740.11

## Flower Fund

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<tr>
<th>Description</th>
<th>INCOME</th>
<th>EXPENSE</th>
<th>PROFIT</th>
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<tbody>
<tr>
<td>Easter Flowers</td>
<td>$525.00</td>
<td>$387.67</td>
<td>$137.33</td>
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<tr>
<td>Advent Flowers</td>
<td>$590.00</td>
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<td>$590.00</td>
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<tr>
<td><strong>Total Profit for 2018</strong></td>
<td></td>
<td></td>
<td><strong>$727.33</strong></td>
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**Special Offerings**

December 31, 2018

<table>
<thead>
<tr>
<th>Offerings</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Christmas Joy Offering</td>
<td>$1,912</td>
</tr>
<tr>
<td>One Great Hr of Sharing</td>
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<tr>
<td>Peacemaking</td>
<td>$714</td>
</tr>
<tr>
<td>Pentecost Offering</td>
<td>$838</td>
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<tr>
<td>Pasrur</td>
<td>$102,588</td>
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<tr>
<td>Produce Exchange</td>
<td>$120</td>
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<td>CROP</td>
<td>$275</td>
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<td>Trunk Sale</td>
<td>$761</td>
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<td>Operation Backpack</td>
<td>$50</td>
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<tr>
<td>Immigration Family</td>
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<td>Pumpkin Patch</td>
<td>$6,275</td>
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<td>Green Initiatives</td>
<td>$525</td>
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<tr>
<td>Youth Fundraising</td>
<td>$1,955</td>
</tr>
<tr>
<td>Lawn Mower</td>
<td>$3,850</td>
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</table>

Total Special Offerings $127,016

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

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**Assets Statement**

December 31, 2018

<table>
<thead>
<tr>
<th>Assets</th>
<th>Value</th>
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<tbody>
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<td>Cash Equivalents (including Money Market)</td>
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<tr>
<td>Investment Accounts</td>
<td>$1,694,285</td>
</tr>
<tr>
<td>Land/Building</td>
<td>$2,806,000</td>
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Total Asset Value $5,147,960
2019 Approved by Session on 12/18/2018

2018 Income/Expense Statement and 2019 Budget

Submitted by: Larry Bruner, Treasurer

<table>
<thead>
<tr>
<th></th>
<th>2018 Actual</th>
<th>2018 Annual Budget</th>
<th>2019 Annual Budget</th>
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<tbody>
<tr>
<td><strong>INCOME</strong></td>
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<tr>
<td>Contributions</td>
<td>$543,046</td>
<td>$523,525</td>
<td>$555,000</td>
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<tr>
<td>Other Income</td>
<td>$59,080</td>
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<td>$47,000</td>
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<tr>
<td>Endowment/Fundraising Offering</td>
<td>$0</td>
<td>$20,000</td>
<td>$20,000</td>
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<tr>
<td><strong>Special Offerings</strong></td>
<td>$127,016</td>
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</tr>
<tr>
<td><strong>TOTAL INCOME</strong></td>
<td>$729,142</td>
<td>$575,000</td>
<td>$622,000</td>
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<tr>
<td><strong>EXPENSES</strong></td>
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<tr>
<td>General Expense</td>
<td>$14,710</td>
<td>$14,250</td>
<td>$15,750</td>
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<tr>
<td>Administration/leadership</td>
<td>$36,513</td>
<td>$36,650</td>
<td>$37,690</td>
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<tr>
<td>Building &amp; Grounds</td>
<td>$53,348</td>
<td>$48,000</td>
<td>$45,800</td>
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<tr>
<td>Equipping</td>
<td>$9,023</td>
<td>$11,125</td>
<td>$12,750</td>
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<tr>
<td>Fellowship</td>
<td>$2,502</td>
<td>$2,500</td>
<td>$2,800</td>
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<tr>
<td>Reconciliation</td>
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<td>$21,000</td>
<td>$39,050</td>
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<td><strong>Special Offerings</strong></td>
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<tr>
<td>Outreach</td>
<td>$2,445</td>
<td>$2,500</td>
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<tr>
<td>Stewardship</td>
<td>$2,690</td>
<td>$900</td>
<td>$900</td>
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<tr>
<td>Music &amp; Arts</td>
<td>$7,657</td>
<td>$9,425</td>
<td>$11,720</td>
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<tr>
<td>Caring Ministry</td>
<td>$1,061</td>
<td>$1,650</td>
<td>$1,320</td>
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<tr>
<td><strong>PERSONNEL</strong></td>
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<tr>
<td>Clergy</td>
<td>$133,732</td>
<td>$132,567 3,4</td>
<td>$135,081</td>
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<tr>
<td>Parish Ministry/Pastor Supply</td>
<td>$400</td>
<td>$1,000</td>
<td>$1,000</td>
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<td>Minister of Equipping</td>
<td>$47,300</td>
<td>$49,622 2</td>
<td>$53,065</td>
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<td>Asst Minister of Equipping/Adult</td>
<td>$12,818</td>
<td>$10,959 2</td>
<td>$11,096</td>
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<tr>
<td>Asst Minister of Equipping/Youth</td>
<td>$0</td>
<td>$2</td>
<td>$10,765</td>
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<tr>
<td>Minister of Worship &amp; Arts</td>
<td>$52,447</td>
<td>$52,318 2</td>
<td>$53,065</td>
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<tr>
<td>Minister of Stewardship &amp; Management</td>
<td>$53,530</td>
<td>$51,312 2,3</td>
<td>$54,055</td>
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<tr>
<td>Instrumental Music Dir (part-time)</td>
<td>$5,198</td>
<td>$5,196 2</td>
<td>$5,250</td>
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<tr>
<td>Financial Secretary (part-time)</td>
<td>$21,008</td>
<td>$21,090 2,3</td>
<td>$21,155</td>
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<td>Nursery Workers (hourly)</td>
<td>$5,871</td>
<td>$7,246 2</td>
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<tr>
<td>Organist (part-time)</td>
<td>$19,099</td>
<td>$19,351 2,4</td>
<td>$19,590</td>
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<tr>
<td>Ministries of Programs &amp; Communications</td>
<td>$44,997</td>
<td>$47,791 2,3</td>
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<td>Sexton (part-time)</td>
<td>$17,852</td>
<td>$17,807 2</td>
<td>$18,030</td>
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<td>Misc. Personnel</td>
<td>$3,600</td>
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<td><strong>Subtotal Personnel</strong></td>
<td>$417,851</td>
<td>$427,000</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>$695,816</td>
<td>$575,000</td>
<td>$622,000</td>
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<tr>
<td><strong>EXCESS INCOME/EXPENSES</strong></td>
<td>$33,326</td>
<td>$0</td>
<td>$0</td>
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</tbody>
</table>

2: totals include employer Social Security & Medicare
3: totals include continuing education allowance
4: totals include professional expense allowance
Pastor's Terms of Call for 2019

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>$56,191</td>
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<tr>
<td>Housing</td>
<td>$30,540</td>
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<tr>
<td>SECA</td>
<td>$6,528</td>
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<tr>
<td><strong>Total Effective Salary</strong></td>
<td><strong>$93,259</strong></td>
</tr>
<tr>
<td>Total Required Board of Pension Benefits (36.5%)</td>
<td></td>
</tr>
<tr>
<td>Pension</td>
<td>$10,258</td>
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<tr>
<td>Medical Insurance</td>
<td>$23,315</td>
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<tr>
<td>Death/Disability</td>
<td>$933</td>
</tr>
<tr>
<td><strong>Sub-total Pension Benefits</strong></td>
<td><strong>$34,506</strong></td>
</tr>
<tr>
<td>Additional Benefits</td>
<td></td>
</tr>
<tr>
<td>Additional Death Benefit</td>
<td>$1,584</td>
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<tr>
<td>Additional Dental Insurance</td>
<td>$1,632</td>
</tr>
<tr>
<td><strong>Sub-total Additional Benefits</strong></td>
<td><strong>$3,216</strong></td>
</tr>
<tr>
<td><strong>Total Benefits</strong></td>
<td><strong>$37,722</strong></td>
</tr>
<tr>
<td>Reimbursed Professional Development</td>
<td>$2,600</td>
</tr>
<tr>
<td>Reimbursed Professional Expenses</td>
<td>$1,500</td>
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<tr>
<td><strong>Sub-total Reimbursed Expenses</strong></td>
<td><strong>$4,100</strong></td>
</tr>
<tr>
<td><strong>Total Terms of Call</strong></td>
<td><strong>$135,081</strong></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.
2019–2021 CHURCH OFFICERS

SESSION
Clerk of Session, Ann Grosscup

Class of 2019
Michelle Bessman  2215 Friendship St., 52245 ........................... mbessman@mphawks.org  319-541-0820
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Sharon Raffensperger 1308 Brookwood Dr., 52240...................... jsraff63@gmail.com  319-330-9309

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Richard Van Rheeden 2717 Holly Court NW, Swisher, 52338..............le303@yahoo.com  319-621-4280

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Dwight Miller    10 Rita Lyn Ct., 52245..............................dmerrickmiller@mchsi.com  319-351-2576
Tony Warren      334 290th St., West Branch, 52358.............awwarren@hotmail.com  319-931-4488

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Becca Morgan     14 S. Governor St., 52240..........................rsutlive@hotmail.com  319-333-1841
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Judy Terry       Vintage Cooperative, Coralville, 52241 ................judyaterry@gmail.com  319-499-8168

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Audrey Van Rockel 2265 E. Grantview Dr., Coralville, 52241.................agvr@mchsi.com  319-499-7748

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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