



**The 195th Stated Meeting of
 the Presbytery of East Iowa
 Covenant Community: Renewed Beginnings
 Saturday, January 23, 2021
 10 am-1 pm
 A virtual meeting conducted via Zoom**

195 th STATED MEETING DOCKET		
10 am	WORSHIP Installation of 2021 Constitutional Officers Thanksgiving for the Servant Leadership of the 2020 Co-Moderators	
11:15 am	The Presbytery Convenes/Welcome Constituting Prayer Declaration of Quorum Approval of Docket/Establishing Rolls Seating of Corresponding Members Introduction of First-time Presbyters	Co-Moderator Stated Clerk
	<u>REPORT OF MINISTERS AND CONGREGATIONS COMMISSION [MCC]</u> ACTION ITEMS Recommendation: Examination of the Reverend Rob Martin Recommendation: Examination of the Reverend Nathan Lamb Recommendation: Examination of the Reverend Dr. Kathy Stoner-Lasala Recommendation: Terms of Call-the Reverend Jim Langley and Marion, First Recommendation: Dissolution of Pastoral Call between the Reverend Katie <div style="text-align: right;">Styrt and Davenport, First</div> Recommendation: Dissolution of Pastoral Call between the Reverend Emory <div style="text-align: right;">Gillespie and Monticello, First</div> Recommendation: Dissolution of the Commission of CRE Tiffany McClure <div style="text-align: right;">to LeClaire, Our Savior</div>	TE Jennifer Jennings

<p><u>REPORT OF MINISTERS AND CONGREGATIONS COMMISSION, cont.</u></p> <p>INFORMATION ITEMS</p> <p>Celebration of ministries of the following persons:</p> <ul style="list-style-type: none"> • The Reverend Emory Gillespie • The Reverend Katie Styr • CRE Tiffany McClure <p>Actions taken by the commission since the last stated meeting</p>	<p>TE Jennifer Jennings</p>
<p><u>EDUCATION EVENT</u></p> <p>Just as Sessions and Deacons have officer training, we take time every meeting to have an educational component about the Church’s mission, service, outreach, and policies. We are starting off the new year by providing information about the Presbytery, its resources, its structure, and its mission to inform and equip you and the ministries in which you participate about the ministry structures and resources the Presbytery of East Iowa has to offer. The PowerPoint will be made available after the meeting as a further resource for you. We will be focusing on the mission and identity of the Presbytery, how to access and utilize the website, and information about who to call in what situation. We look forward to seeing you at this meeting!</p>	
<p><u>REPORT OF THE STATED CLERK</u></p> <p>ACTION ITEMS</p> <p>Recommendation: Approval of Minutes of the 194th Stated Meeting</p> <p>INFORMATION ITEMS</p> <ul style="list-style-type: none"> • Stated Meeting Dates for 2021 • PCC Meeting Cycle for 2021 • Report of Minister Members At-Large • Report of TE Members Laboring Outside the Bounds • Communication of Parity Plan • PEIA Equal Opportunity Policy • Synod Administrative Review Committee Interim Report 	<p>Stated Clerk Blair</p>

<p><u>REPORT OF PRESBYTERY COORDINATING COMMISSION [PCC]</u></p> <p>ACTION ITEMS None</p> <p>INFORMATION ITEMS</p> <ul style="list-style-type: none"> • Appointment of the Resource and Ministry Task Force • Monthly PCC Meetings • Stated Meeting Worship Planning Team • LeaderWise Consultation 	<p>Co-Moderator not moderating the meeting</p>
<p><u>REPORT OF BUDGET AND FINANCE TEAM [B&F]</u></p> <p>ACTION ITEMS None</p> <p>INFORMATION ITEMS</p> <ul style="list-style-type: none"> • December Balance Sheet • December Actual vs Current Budget Comparison • December Operating Income and Expense Report • December Per Capita and Mission by Church 	<p>RE Tom Martin and Finance Manager Karen Bartel</p>
<p><u>REPORT OF THE LEADERSHIP DEVELOPMENT TEAM [LDV]</u></p> <p>ACTION ITEMS None</p> <p>INFORMATION ITEMS</p> <ul style="list-style-type: none"> • Leadership Development Events 	<p>TE Mary Anne Welch</p>
<p><u>REPORT OF THE TRUSTEES</u></p> <p>ACTION ITEM Recommendation: Approve contract for sale of Scotch Grove church Building</p> <p>INFORMATION ITEMS</p> <ul style="list-style-type: none"> • Update on Montrose dissolution process/sale of church building • Update on lease review between Cedar Rapids, Calvin-Sinclair and Cedar Rapids, Echo Hill • Encouragement concerning per capita • Invitation to serve as a Presbytery Trustee 	<p>RE Jan Kosowski</p>

<p><u>REPORT OF THE MISSION AND SOCIAL JUSTICE TEAM [MSJ]</u> ACTION ITEMS None</p> <p>INFORMATION ITEMS</p> <ul style="list-style-type: none"> • Lenten video and discussion series • <i>White Fragility</i> book study • Virtual anti-racism gathering for grant churches • Anti-racism grants • Mission and social justice grants 	<p>TE Kristin Hutson</p>
<p><u>REPORT OF THE COMMITTEE ON REPRESENTATION AND NOMINATION [COR-N]</u> ACTION ITEMS</p> <ul style="list-style-type: none"> • Recommendation: Nominees for Budget and Finance Team and Trustees <p>INFORMATION ITEMS</p>	<p>TE Trey Hegar</p>
<p><u>CAMP WYOMING REPORT</u></p>	<p>Kevin Cullum</p>
<p><u>REPORT OF THE CONGREGATIONAL DEVELOPMENT AND VITALITY TEAM [CDV]</u> ACTION ITEMS None</p> <p>INFORMATION ITEMS</p> <ul style="list-style-type: none"> • CE leaders roundtable • Zoom training for churches 	<p>TE Katie Styrt</p>
<p><u>REPORT OF THE PERSONNEL COMMITTEE</u> ACTION ITEMS None</p> <p>INFORMATION ITEMS</p> <ul style="list-style-type: none"> • Preliminary conversations with staff • Collection of staff position descriptions • Preparation for staff evaluations 	<p>RE Erin Kaye</p>

	COVENANT COMMUNITY JOYS AND CONCERNS	
	NEW BUSINESS	Stated Clerk Blair
	ADJOURNMENT	



REMINDER: Commissioners are so named because they have a commission, a special responsibility to prepare for the meeting by carefully reading and thinking through the meeting materials in advance in order to make educated decisions, and then sharing the information presented at Presbytery meetings with their sessions as a part of the Presbyterian connectional system. Please take this commission seriously and share information so that your session will be “in the know.”

To steward resources wisely, all documents in the meeting packet will be available electronically on the Presbytery website. **Copies of the meeting packet will be available in hard copy form only upon request.**

New business must be emailed to the Stated Clerk no later than 11:00 am. New motions and amendments must be pre-filed in writing with the Stated Clerk.

PLEASE COMPLETE THE ONLINE REGISTRATION FORM FOR THIS MEETING AS SOON AS POSSIBLE

- Your timely registration helps us to get an accurate meeting attendance count.

LITANY CELEBRATING NEW PRESBYTERY OFFICERS

Stated Clerk: Arise, people of God! Give thanksgiving to God who calls us!

All: **Come alive to the Spirit's energy among us!**

Stated Clerk: God calls God's people to ministry and mission, to prayer and praise, to love and work with God's creation.

All: **And God sets apart for ordination as presbyters and for election as officers those individuals fitted for such tasks of ministry.**

Stated Clerk: Remember the guidance from Ephesians:
Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of the Spirit in the bond of peace.
There is one body and one Spirit,
Just as we were called to the one hope of our calling,
One Lord, one faith, one baptism, one God and Father of all,
Who is above all and through all and in all.

People: **We are called by God**
To be the church of Jesus Christ
A sign in the world today
Of what God intends for all humankind.

Stated Clerk: The call of Christ is to willing, dedicated discipleship.
Our discipleship manifests the new life we enter in baptism.
Discipleship is a gift, commitment, offering, and responsibility

Co-Moderator Jessop: Kitch and Larry,
The grace bestowed on you in baptism
Is sufficient for your calling
Because it is God's grace.
God has called you to particular service.

Show your purpose by answering these questions:

Who is your Lord and Savior?

Jesus Christ is my Lord and Savior.

Will you be Christ's faithful disciple,
obeying his word and showing his love?

I will, with God's help.

Do you welcome the responsibility of this service because
you are determined to follow the Lord Jesus,
to love neighbors,
and to work for the reconciling of the world?

I do.

Will you serve the people with energy, intelligence, imagination, and
love, relying on God's mercy and rejoicing in the power of the Holy
Spirit?

I will, with God's help.

(Co-Moderator Wunder to governing body)

Do we, members of the Presbytery of East Iowa, confirm the call of God
to our brothers and sister as they take up these offices in the service of
Jesus Christ?

We do.

Will we support and encourage them in this ministry of servant
leadership to the Presbytery?

We will.

INSTALLATION PRAYER (Co-Moderator Wunder)

Faithful God, we thank you for leading these officers to this time and place. Establish them in your truth, and guide them by your Holy Spirit, that they may be energized for service in faith, hope, and love as worthy disciples of Jesus Christ. Amen.

INSTALLATION AND CHARGE (Co-Moderator Jessop)

Kitch and Larry, as you assume the constitutional office of Moderator, these stoles and crosses serve as symbols of this office. Wear them as you faithfully serve the Presbytery.

Friends, you are installed as officers of the Presbytery of East Iowa. May God bless you as servant leaders, guiding and keeping you always. Amen.

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REPORT OF THE MINISTERS AND CONGREGATIONS COMMISSION

ACTION ITEMS

MOTION: The MCC recommends that Reverend William Robert Martin III be examined in preparation to be admitted to membership in the Presbytery of East Iowa upon release from Coastal Carolina Presbytery and that, upon the examination being sustained, the Presbytery concur with the recommendation of the congregation on 15 November 2020 that Reverend Rob Martin be authorized to take up the call as Pastor of Saint Andrew Presbyterian Church in Iowa City, effective 15 January 2021 with the following terms of call:

Cash Salary of 49,000.00

Supplement for Social Security and Medicare of 6,000.00

Housing Allowance of 33,500.00

Medical/Dental Reimbursement Allowance of 500.00

Paid time off: 4 weeks' vacation, 2 weeks Continuing Education up to 6 weeks, 6 weeks paid maternity/paternity leave

Continuing Education Expenses cumulative up to one year of 1,100.00

Professional Expenses of Ministry of 920.00; and moving expenses up to 12,000.00

The MCC reports to the Presbytery that the search process conformed with the polity provisions for diversity and representation in the consideration of candidates without regard to race, ethnic origin, gender, sexual orientation, age, disability, or marital status.

NOTE: The Statement of Faith for Reverend Martin may be found in Appendix B.

MOTION: The MCC recommends that Reverend Nathan Lamb be examined in preparation to be admitted to membership in the Presbytery of East Iowa upon release from Minnesota Valleys Presbytery and that, upon the examination being sustained, the Presbytery concur with the recommendation of the congregation on 22 November 2020 that Reverend Nathan Lamb be authorized to take up the call as Pastor of First Presbyterian in Manchester, effective 1 January 2021 with the following terms of call:

Annual Cash Salary (\$2400.00/month) \$28,800.00

Pre Tax Dental (Premium Only Plan) <\$1632.00>

Net Annual Cash Salary \$27,168.002.

Housing Allowance (\$2083.33/month) \$25,000.003.

Deferred Compensation (\$250.00/month) \$3000.00 (403B Retirement)

Total Effective Salary \$56,800.004

SECA (Social Security) \$4193.78

The MCC reports to the Presbytery that the search process conformed with the polity provisions for diversity and representation in the consideration of candidates without regard to race, ethnic

origin, gender, sexual orientation, age, disability, or marital status.

NOTE: The Statement of Faith for Reverend Lamb may be found in Appendix B.

MOTION: The MCC recommends that the Reverend Dr. Kathy Stoner-Lasala be examined in preparation to be admitted to membership in the Presbytery of East Iowa and that, upon the examination being sustained, the Presbytery concur with the recommendation of the Session, if the way be clear, on 25 January 2021 that the Reverend Dr. Stoner-Lasala be authorized to take up contracted intentional interim pastoral service as the Bridging Pastor of First Presbyterian Church in Davenport, IA, effective 1 March 2021 with the following terms of call:

Cash compensation of \$95,000 (remitted as 1099 for IRS reporting)

1.5 weeks per quarter paid vacation

1 week per six months paid continuing education

6 weeks paid maternity/paternity leave

Continuing education up to \$1200 per year

Professional expenses up to \$1000 per year

The MCC reports to the Presbytery that the search process conformed with the polity provisions for diversity and representation in the consideration of candidates without regard to race, ethnic origin, gender, sexual orientation, age, disability, or marital status.

NOTE: The Statement of Faith for Reverend Dr. Stoner-Lasala may be found in Appendix B

MOTION: The MCC concurs with the recommendation of the congregation on 20 December 2020 that Reverend Jim Langley be authorized to take up the call as Pastor of First Presbyterian Church in Marion, effective 1 January 2021 with the following terms of call:

Cash Salary of 44,645.00

Supplement for Social Security and Medicare of 5,355.00

Housing of 18,000.00

Medical/Dental Reimbursement Allowance 2,000.00

Paid Time Off of 4 weeks' vacation, 2 weeks Continuing Education up to 12 weeks cumulatively, and 6 weeks maternity/paternity

Continuing Education expenses cumulative up to 2 years of 2,000.00; and Professional Expenses of 500.00

and moves that Presbytery authorize his taking up this call as indicated.

The MCC reports to the Presbytery that the search process conformed with the polity provisions for diversity and representation in the consideration of candidates without regard to race, ethnic origin, gender, sexual orientation, age, disability, or marital status.

MOTION: The MCC recommends that, if the way be clear, the Presbytery approve dissolution of the pastoral relationship between the Reverend Katie Styrt and First Presbyterian Church in Davenport, effective 14 February 2021, with compensation through February 28 and 19 compensated vacation

days, upon recommendation from the congregation at its meeting on 24 January 2021.

MOTION: The MCC recommends that, if the way be clear, the Presbytery approve dissolution of the pastoral relationship between the Reverend Emory Gillespie and First Presbyterian Church in Monticello with these terms, presented at the Session meeting on 14 January 2021 and the congregational meeting on 17 January 2021. These terms are that the Reverend Gillespie's last Sunday in service be 17 January 2021, that she receive paid vacation through 14 February 2021, and that she receive the continuing education allowance of \$1,000 that is part of this call and a \$1500 gift.

MOTION: The MCC recommends that, if the way be clear, the Presbytery approve the dissolution of the commission to pastoral service between CRE Tiffany McClure and Our Savior Presbyterian Church in LeClaire, effective 31 January 2021.

INFORMATION ITEMS

The Ministers and Congregations Commission give thanks for the following pastors who are concluding their ministries in our midst:

- **The Reverend Katie Styr** (associate pastor at Davenport, First— dissolution effective 14 February 2021—moving to solo pastoral service at First Presbyterian, Milan, IL [Great Rivers Presbytery] effective 1 March 2021)
- **CRE Tiffany McClure** (commissioned to LeClaire, Our Savior—commission dissolved effective 31 January 2021—family moving to Georgia)
- **The Reverend Emory Gillespie** (pastor at Monticello, First—dissolution effective 2-14-2021—moving to At-Large status)

The following motion was approved by email on 21 December 2020 and is presented here for your information:

MOTION: The MCC releases the Reverend Dottie Halverson, HR, for her membership to be transferred to the Presbytery of Milwaukee, effectively immediately, wishing God's blessings upon her in this new covenant community.

The following motions were approved by email on 8 December 2020 and are presented here for your information:

MOTION: The MCC concurs with the recommendation of the Session that the contract between the Reverend Lisa Ross Thedens and Rowley, First in Temporary Pastoral

Relationship be renewed, effective January 1, 2021 through 31 December 2021 with the following terms of call:

- Cash Salary \$524.76/month**
- Housing Allowance \$524.75/month**
- 1 week per quarter paid vacation**
- 1 week per six months continuing education**
- 6 weeks paid maternity/paternity leave**
- Continuing education expenses \$1000/year**
- Professional expenses \$500/year**

MOTION: The MCC concurs with the recommendation of the Session that the contract between the Reverend Michele Scott (UCC) and Cedar Rapids, Olivet in Temporary Relationship, be renewed, effective January 1, 2021 through 31 December 2021 with the following terms of call:

- Cash Salary \$21,000/year**
- Housing Allowance \$18,000/year**
- 1 week per quarter paid vacation**
- 1 week per six months continuing education**
- 6 weeks paid maternity/paternity leave**
- Continuing education expenses \$1000/year**
- Professional expenses \$500/year**

MOTION: The MCC concurs with the recommendation of the Session that the contract between the Reverend Dr. Dennis Morey and Cedar Rapids, Calvin-Sinclair in Temporary Pastoral Relationship be renewed, effective January 1, 2021 through 31 December 2021 with the following terms of call:

- Cash Salary \$22,000/year**
- Other Reportable Income \$10,000/year**
- 1 week per quarter paid vacation**
- 1 week per six months continuing education**
- 6 weeks paid maternity/paternity leave**
- Continuing education expenses \$1000/year**
- Professional expenses \$500/year**

MOTION: The MCC concurs with the recommendation of the Session that the commission for pastoral service between CRE Phil Leipold and Miles, First be renewed via contract, effective January 1, 2021 through 31 December 2021 with the following terms of call:

- Cash Salary \$22,000/year**

Other Reportable Income \$10,000/year
1 week per quarter paid vacation
1 week per six months continuing education
6 weeks paid maternity/paternity leave
Continuing education expenses \$1000/year
Professional expenses \$500/year

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REPORT OF THE STATED CLERK

ACTION ITEMS

MOTION: The Stated Clerk advises that a motion would be in order that the Presbytery approve the minutes of the 194th Stated Meeting of the Presbytery of East Iowa, convened on 21 November 2020 via Zoom. These minutes may be found on the Presbytery website—www.peia.org—under the "Meetings and Minutes" tab.

INFORMATION ITEMS

PRESBYTERY MEETING DATES FOR 2021			
Saturday, January 23	10 am-1 pm	Zoom	New Officers
Saturday, March 13	10 am-1 pm	Zoom	
Saturday, July 17	10 am-1 pm	Zoom	
Saturday, September 18	10 am-1 pm	Zoom	Budget/Per Capita
Thursday, November 18	1-5 pm	CR, Westminster	

Report of Minister Members At-Large

The following minister members have been enrolled with at-Large status:

Michael Andrew, Stanley Collier, Robert David, Jack Edmisson, Sarah Hegar, Patte Henderson, Beverly Hovenkamp, Kristin Hutson, Bethany Jessop, Sonda Kirsteatter, Wade Kirsteatter, Scott Minter, Duane Olsen, Bobby Outtersen-Murphy, Kristy Parker, Kurt Pasko, Connie Peake, Colette Soult, and Penny Thomsen

Report of Teaching Elders Laboring Outside the Bounds

The following minister members of the Presbytery of East Iowa are laboring in positions located outside the bounds: Robert Dykstra and Barry Ensign-George.

Communication of Parity Plan

The Parity Plan of the Presbytery of East Iowa specifies the following:

It shall be the policy of the Presbytery of East Iowa that there shall be a reasonable balance of representation of ruling elders and teaching elders as specified in the Form of Government (G-3.0103), provided that the allocation of ruling elders always outnumbers resident teaching elders.

Membership accords members both voice and vote at all meetings of the Presbytery, and Consists of teaching elders on the official roll of active members of the Presbytery; ruling elders

commissioned by sessions of constituent churches of the Presbytery; ruling elders commissioned by the Presbytery to serve as Commissioned Ruling Elders during the term of the specific commission, ruling elders during terms of service as officers of the Presbytery. Parity may be accomplished by according temporary membership to ruling elders elected to serve as moderators of Presbytery committees and/or members of the Presbytery Coordinating Commission during the term of office; and ruling elders elected to serve as commissioners to the General Assembly during the term of service as defined by the Presbyterian Church (U.S.A.).

PEIA Policy Concerning Principles of Participation and Inclusiveness
PRESBYTERY OF EAST IOWA EQUAL OPPORTUNITY POLICY
Approved 11 February 2003

1. The Equal Opportunity Policy of the Presbytery shall follow and implement the current Constitution of the Presbyterian Church (U.S.A.) and the Bylaws of the Presbytery of East Iowa, seeking to consider candidates without regard to race, ethnic origin, sex, marital status, or age.
2. Sessions/Councils, congregations, and Pastor Nominating Committees/Pastor Search Committees, each in turn, shall declare their intention to comply with this policy. It is assumed that affirmative responses will be made to the equal employment opportunity questions on the Ministry Information Form and that affirmative action steps will be indicated.
3. When the Pastor Nominating Committee/Pastor Search Committee is ready to present a candidate to its congregation, affirmation that the search complies with EEO guidelines shall be communicated to Ministers and Congregations Commission. Should the representatives of MCC not be satisfied that a serious effort has been made, the matter shall be brought to the full commission before the candidate may be presented to the congregation. If the MCC continues to remain unsatisfied, the matter shall be reviewed with the Pastor Nominating Committee. The MCC shall make no recommendations to Presbytery without satisfactory compliance.
4. When the policy has been complied with and the Ministers and Congregations Commission is recommending a candidate for the approval of the Presbytery, the Commission shall always indicate in its motion that the equal opportunity policy of the Presbytery has been complied with, so that the matter is on the record and always before the attention of Presbytery.

Synod Administrative Review Committee

The Synod Administrative Review Committee has issued an interim report with the expectation that a final report will be forthcoming by the end of January. The interim report may be found in Appendix A.

REPORT OF THE PRESBYTERY COORDINATING COMMISSION

ACTION ITEMS

None

INFORMATION ITEMS

Appointment of the Resource and Ministry Task Force

In accord with the action taken by the body at the 194th Stated Meeting, the 2020 Co-Moderators have appointed the following persons to comprise the Resource and Ministry Task Force:

TE Carl Anderson, Christ CR (co-moderator)

TE Trey Hegar, Mt. Pleasant, First

CRE Diane Ludington, Keokuk. United

TE Kyle Otterbein, Iowa City, St. Andrew

TE Pam Saturnia, Muscatine, First (co-moderator)

RE Kris Ward, Davenport, Newcomb

The charge for this task force as approved by the body is “to develop a process by which to evaluate ministry needs and staff structure in relation to Presbytery resources and to plan a special meeting of the Presbytery to identify and discuss this process and issue concerning ministry needs and staff structure.”

Monthly PCC Meetings

The PCC, the strategic planning body for the Presbytery, has voted to meet monthly on the 4th Thursday from 10 am-1 pm. To share information or concerns with the PCC, please contact Stated Clerk Rebecca Blair (rblair@peia.org) or Co-Moderators Kitch Shatzer (revkitch@hotmail.com) or Larry Petrick (larry.petrick@gmail.com) .

Stated Meeting Worship Planning Team

The PCC invites up to six folks to serve on a team to work with the churches originally scheduled to host each stated meeting of the Presbytery this year to plan worship and education events for each meeting in keeping with the Presbytery Gatherings Plan. That plan also called for the Presbytery to invite a notable individual to preach and provide an educational event in coordination with the theme of the meeting. Those interested in serving on the team should contact the Co-Moderators.

LeaderWise Consultation

Following lengthy discussion, the PCC has tabled further action on pursuing consultation with LeaderWise.

To date, the Presbytery has spent \$10,935 for consultative services. Action was taken to instruct the Co-Moderators to communicate with LeaderWise that the consultative process is on hold, and the Co-Moderators will communicate further with LeaderWise at the point at which the Presbytery acts to resume the process.

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REPORT OF THE BUDGET AND FINANCE TEAM

Presbytery of East Iowa Financial Reports December 31, 2020

Cash Basis	Dec 31, 20
ASSETS	
Current Assets	
Checking/Savings	
1005 - Checking - U of I Credit Union	3,951.37
1006 - Hills Bank Checking	60,755.72
1010 - Savings - U of I Credit Union	10,672.87
1012 - Hills Bank Savings	400,087.48
Total Checking/Savings	<u>475,467.44</u>
Total Current Assets	<u>475,467.44</u>
TOTAL ASSETS	<u>475,467.44</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
24000 - Payroll Liabilities	-880.00
Total Other Current Liabilities	<u>-880.00</u>
Total Current Liabilities	<u>-880.00</u>
Total Liabilities	<u>-880.00</u>
Equity	
30000 - Opening Balance Equity	
30001 - Prior Year Balances	173,932.92
30002 - Church Closing Reserves	201,364.54
30003 - Restricted Balances	50,420.43
30000 - Opening Balance Equity - Other	25,127.35
Total 30000 - Opening Balance Equity	<u>450,845.24</u>
32000 - Unrestricted Net Assets	8,943.58
Net Income	16,558.62
Total Equity	<u>476,347.44</u>
TOTAL LIABILITIES & EQUITY	<u>475,467.44</u>

Balance Sheet
Actual vs Budget as of December 31, 2020

	Jan - Dec 2020	Budget	% of Budget
Operating Income/Expense			
Income			
10061 · Checking Acct Interest	85.10		
10062 · Interest on Savings Account	896.03		
4001 · Unified Mission Passthroughs			
40011 · Unified Mission Collections GA	39,736.91		
40012 · Unified Mission Coll - Synod	6,526.48		
40015 · Mission Passthrough Disb	-46,263.39		
Total 4001 · Unified Mission Passthroughs	0.00		
4040 · Per Capita/PEIA	148,615.15	198,525.00	74.86%
4041 · Per Capita Pass Throughs			
40411 · Per Capita Rec'd - GA	56,242.40		
40412 · Per Capita Rec'd - Synod	33,933.26		
40415 · Per Capita Passthr Disbursed	-87,183.92		
Total 4041 · Per Capita Pass Throughs	2,991.74		
4045 · PC(USA) Special Offerings			
40451 · One Great Hour	15,662.45		
40452 · Pentacost	697.21		
40453 · Peace & Global Justice - GA	1,020.20		
40454 · Peace & Global Witness - Synod	-2,883.53		
40455 · Christmas Joy	9,711.36		
40456 · GA Special Offerings Disb	-27,099.43		
Total 4045 · PC(USA) Special Offerings	-2,891.74		
4050 · Operating Interest - Savings	320.27	1,500.00	21.35%
4100 · Synod Support	10,000.08	10,000.00	100.0%
4640 · Other Types of Income			
4643 · Miscellaneous Revenue	25.00		
4645 · Refunds	0.00		
Total 4640 · Other Types of Income	25.00		
Total Operating Income	160,041.63	210,025.00	76.2%

Operating Expense

6000 - Ministers & Congregations Comm			
6010 - MCC Admin Expense	265.97	350.00	75.99%
6021 - MCC Travel	336.87	1,000.00	33.69%
6050 - Pastor Assessmnt & Consultation	0.00	2,170.00	0.0%
6075 - Safe Gathering Contract	180.00		
Total 6000 - Ministers & Congregations Comm	782.84	3,520.00	22.24%
6080 - Mission & Social Justice Team			
6082 - M&SJ Team Mileage & Meals	0.00	200.00	0.0%
Total 6080 - Mission & Social Justice Team	0.00	200.00	0.0%
6100 - Leadership Development Team			
6030 - CRE/Pastor Retreats	0.00	1,000.00	0.0%
6031 - LDT Travel	0.00	400.00	0.0%
6040 - New Pastor Development	0.00	500.00	0.0%
6045 - Pastoral Development	2,280.00	1,000.00	228.0%
6105 - Comm on Prep for Ministry	0.00	500.00	0.0%
6106 - Leadership & Networking Events	0.00	1,000.00	0.0%
Total 6100 - Leadership Development Team	2,280.00	4,400.00	51.82%
6120 - Comm Representation & Nominatn			
6121 - CRN Travel	0.00	100.00	0.0%
Total 6120 - Comm Representation & Nominatn	0.00	100.00	0.0%
6122 - Budget & Finance Team			
6123 - B&FT Travel	0.00	100.00	0.0%
Total 6122 - Budget & Finance Team	0.00	100.00	0.0%
6125 - Trustees			
6126 - Trustees Travel	28.80	400.00	7.2%
Total 6125 - Trustees	28.80	400.00	7.2%
6200 - Congr Dev & Vitality Team			
6070 - CDV Admn Expense	0.00	350.00	0.0%
6071 - CDV Travel	143.80	400.00	35.95%
6072 - CDV Events	0.00	2,000.00	0.0%
Total 6200 - Congr Dev & Vitality Team	143.80	2,750.00	5.23%
6210 - Presbytery Meeting Expense	400.00	2,000.00	20.0%
6220 - Administrative Commissions			
6221 - Admin Commissions Travel	22.12	100.00	22.12%
6220 - Administrative Commissions - Other	0.00	500.00	0.0%
Total 6220 - Administrative Commissions	22.12	600.00	3.69%
6225 - PEIA Coord Commission (PCC)			
6226 - PCC Travel	238.14	500.00	47.63%
Total 6225 - PEIA Coord Commission (PCC)	238.14	500.00	47.63%

6230 - Permanent Judicial Commission			
6231 - PJC Travel	0.00	100.00	0.0%
6230 - Permanent Judicial Commission - Other	0.00	1,000.00	0.0%
Total 6230 - Permanent Judicial Commission	0.00	1,100.00	0.0%
6500 - Operations			
6501 - New Equipment	22.25	400.00	5.56%
6502 - Copier & Printing	1,550.04	5,000.00	31.0%
6503 - Communications Contract	604.98	2,000.00	30.25%
6504 - Internet Access Contract	3,159.66	2,500.00	126.39%
6505 - IT Services & Software	15,650.59	15,000.00	104.34%
6506 - Telephone, Telecommunications	2,021.56	3,200.00	63.17%
6510 - Condo Association Dues	14,440.08	14,720.00	98.1%
6511 - Utilities	2,162.71	1,400.00	154.48%
6512 - Property Insurance	5,949.50	5,000.00	118.99%
6513 - Custodial Contract	0.00	3,000.00	0.0%
6514 - Office Maintenance Exp	247.78	400.00	61.95%
6515 - Rent	8,400.00	8,400.00	100.0%
6520 - Supplies	1,166.77	1,000.00	116.68%
6521 - Postage, Mailing Service	935.71	1,800.00	51.98%
6522 - Bank Fees & Charges	448.88	50.00	897.76%
6523 - Legal & Professional	6,222.00	10,000.00	62.22%
6524 - Audits & Financial Reviews	380.00	7,500.00	5.07%
6525 - Kitchen/Hospitality	0.00	100.00	0.0%
6530 - Publications	130.75	200.00	65.38%
6531 - Awards/Recognitions/Remembrance	110.50	600.00	18.42%
6535 - Payroll Expense	133.44	200.00	66.72%
Total 6500 - Operations	63,737.20	82,470.00	77.29%
6600 - Officer & Other Travel			
6601 - GA Expenses	438.85	4,000.00	10.97%
6602 - Clerk Denominational Travel	0.00	3,500.00	0.0%
6603 - Moderator & Vice Moderator Exp	0.00	300.00	0.0%
Total 6600 - Officer & Other Travel	438.85	7,800.00	5.63%
6700 - Payroll Expense			
6701 - Stated Clerk Payroll Expenses			
6705 - Compensation- Stated Clerk	55,996.09	55,996.00	100.0%
6710 - Benefits - Stated Clerk	12,086.06	20,719.00	58.33%
6715 - FICA Stated Clerk	5,208.25	5,869.00	88.74%
6720 - Continuing Education St Clrk	461.93	1,000.00	46.19%
6725 - Travel Exp - Stated Clerk	0.00	3,000.00	0.0%
6730 - Professional Exp - Stated Clerk	500.00	500.00	100.0%

Total 6701 - Stated Clerk Payroll Expenses	74,252.33	87,084.00	85.27%
6703 - Payroll Exp - Pastor to Pastor			
6707 - Salary - Pastor to Pastor Assoc	10,675.91	10,676.00	100.0%
6723 - Continuing Ed -Pastor to Pastor	229.00	1,000.00	22.9%
6727 - Travel Exp - Pastor to Pastor	687.01	2,500.00	27.48%
Total 6703 - Payroll Exp - Pastor to Pastor	11,591.92	14,176.00	81.77%
6750 - Payroll Expense -Communications			
6755 - Salary - Comm Proj Manager	32,142.96	32,143.00	100.0%
6756 - Benefits - Comm Proj Manager	7,851.96	7,362.00	106.66%
6757 - FICA - Comm Proj Manager	2,458.93	2,459.00	100.0%
6758 - Continuing Ed - Comm Proj Mana	70.60	500.00	14.12%
6759 - Travel Expenses Comm Proj Mngr	0.00	500.00	0.0%
Total 6750 - Payroll Expense -Communications	42,524.45	42,964.00	98.98%
6760 - Payroll Exp - Financial Manager			
6765 - Wages - Financial Manager	11,334.96	11,335.00	100.0%
6767 - FICA - Financial Manager	867.15	867.00	100.02%
6768 - Continuing Ed - Fin Manager	0.00	500.00	0.0%
6769 - Financial Admin Mileage	0.00	500.00	0.0%
Total 6760 - Payroll Exp - Financial Manager	12,202.11	13,202.00	92.43%
6770 - Payroll Tax Expense	2,780.46		
6700 - Payroll Expense - Other	0.00		
Total 6700 - Payroll Expense	143,351.27	157,426.00	91.06%
Total Expense	211,423.02	263,366.00	80.28%
Net Operating Income	-51,381.39	-53,341.00	96.33%
Other Income/Expense			
Other Income			
4000 - PEIA Unified Missions			
4002 - PEIA Cur Yr Unified Missions	60,173.22	103,000.00	58.42%
4004 - Prior Year PEIA Unified Mission	42,391.42		
Total 4000 - PEIA Unified Missions	102,564.64	103,000.00	99.58%
40031 - PEIA Peacemaking Offering	821.18		
4010 - Endowment & Other Incomes			
4011 - Grubbs Endowment	49.89		
4012 - Laurence Nelson Scholarship Fu	255.84		
40121 - Nelson Fund Disbursement	-640.00		
4013 - Mt Zion Endowment	281.13		
4010 - Endowment & Other Incomes - Other	0.00	1,200.00	0.0%
Total 4010 - Endowment & Other Incomes	-53.14	1,200.00	-4.43%
4650 - PEIA Designated Missions	16,650.00		

4652 - PEIA Designated Disbursed	-16,650.00		
4660 - PEIA Disaster Recovery Fund	18,734.33		
8000 - Church Closings			
8001 - Church Closing Incomes	10,800.00	-10,800.00	-100.0%
8003 - Church Closing Expense	-657.00		
Total 8000 - Church Closings	10,143.00	-10,800.00	-93.92%
Total Other Income	132,210.01	93,400.00	141.55%
Other Expense			
6800 - PEIA Missions			
6801 - Camp Wyoming	45,000.00	45,000.00	100.0%
6802 - Young Adult & College Ministry	0.00	10,000.00	0.0%
6803 - Mission Starfish Haiti	10,000.00	10,000.00	100.0%
6804 - Presbytery Mission Outreach	1,400.00	32,400.00	4.32%
6805 - Social Justice & Scholarships	10,370.00	1,200.00	864.17%
6808 - Social Justice Grants	0.00	10,000.00	0.0%
Total 6800 - PEIA Missions	66,770.00	108,600.00	61.48%
Total Other Expense	66,770.00	108,600.00	61.48%
			-
Net Other Income	65,440.01	-15,200.00	430.53%
Total Net Income	14,058.62	-68,541.00	-20.51%

2020 Per Capita & Mission by Church

Church Name	City	PIN	2020 Per Capita	Paid	Due	Mission Pledge	Paid
Ainsworth Community Church	Ainsworth	10415	3,724.00	3,724.00	0.00		
Argyle Presbyterian Church	Argyle	2549	2,964.00	2,964.00	0.00		1,000.00
Pleasant Hill Presbyterian Church	Atkins	2345	2,812.00		2,812.00	0.00	
Bettendorf Presbyterian Church	Bettendorf	2589	11,856.00		11,856.00	3,500.00	3,500.00
First Presbyterian Church	Birmingham	2550	304.00	304.00	0.00	250.00	250.00
First Presbyterian Church	Blairstown	2346	874.00	874.00	0.00		
Blue Grass Presbyterian Church	Blue Grass	10388	5,852.00	424.00	5,428.00		
Bonaparte United Church	Bonaparte	2551	798.00		798.00		
First Presbyterian Church	Burlington	11889	5,738.00	636.00	5,102.00		
Community Presbyterian Church	Cascade	2479	722.00	722.00	0.00	700.00	550.00
Calvin Sinclair Presbyterian Church	Cedar Rapids	9582	1,292.00		1,292.00		
Christ Church Presbyterian	Cedar Rapids	2375	4,142.00	2,374.00	1,768.00	0.00	600.00
First Presbyterian Church	Cedar Rapids	2347	16,112.00	16,112.00	0.00		
Hus Memorial Presbyterian Church	Cedar Rapids	2350	2,736.00	500.00	2,236.00		
Olivet Presbyterian Church	Cedar Rapids	2352	2,014.00	2,014.00	0.00	1,000.00	1,000.00
Westminster Presbyterian Church	Cedar Rapids	2354	7,562.00	7,562.00	0.00	5,500.00	3,900.00
First United Presbyterian Church	Clinton	12129	3,686.00		3,686.00		
Zion Presbyterian Church	Coggon	2358	2,508.00	2,508.00	0.00	1,000.00	1,000.00
Cotter Presbyterian Church	Columbus Junctn	2596	798.00	798.00	0.00	750.00	750.00
Salem Welsh Presbyterian Church	Columbus Junctn	2594	1,330.00		1,330.00	100.00	100.00
United Presbyterian Church	Columbus Junctn	2593	3,838.00	3,800.00	38.00	3,000.00	3,000.00
United Church of Crawfordsville	Crawfordsville	10414	1,976.00	1,330.00	646.00		1,976.00
First Presbyterian Church	Davenport	2598	26,790.00	7,960.00	18,830.00		1,125.00
New Hope Presbyterian Church	Davenport	12240	2,888.00	2,888.00	0.00	600.00	600.00
Newcomb Presbyterian Church	Davenport	2600	6,878.00	6,878.00	0.00		
First Presbyterian Church	Ely	2357	7,714.00	7,714.00	0.00	500.00	500.00
First Presbyterian Church	Fairfield	2554	3,990.00	3,990.00	0.00	1,500.00	1,500.00
Sharon Presbyterian Church	Farmington	2557	4,294.00	4,294.00	0.00		
Union Presbyterian Church	Ft. Madison	2558	2,926.00	1,036.00	1,890.00	500.00	500.00
First Presbyterian Church	Independence	2484	6,080.00	4,503.00	1,577.00		
First Presbyterian Church	Iowa City	2605	12,844.00	12,777.49	66.51		
St. Andrew Presbyterian Church	Iowa City	2626	32,566.00	27,138.30	5,427.70		27,629.81
United Presbyterian Church	Keokuk	10668	2,698.00		2,698.00		
United Church of Faith	Keota	2607	2,926.00	2,000.00	926.00		
First Presbyterian Church	LeClaire	2609	2,432.00	2,429.00	3.00	100.00	100.00
Our Savior Presbyterian Church	LeClaire	10135	4,484.00	4,484.00	0.00		
United Presbyterian Church	Lone Tree	10026	7,106.00	659.83	6,446.17	4,150.00	3,458.30
Union Presbyterian Church	Lost Nation	2360	2,964.00	2,667.60	296.40		
First Presbyterian Church	Manchester	2489	4,066.00	2,708.66	1,357.34		
First Presbyterian Church	Marengo	2611	6,650.00	6,650.00	0.00		
Echo Hill Presbyterian Church	Marion	12233	7,410.00		7,410.00		2,500.00
First Presbyterian Church	Marion	2361	16,188.00	10,345.00	5,843.00		1,250.00
First Presbyterian Church	Mechanicsville	2362	3,192.00	3,192.00	0.00	1,000.00	1,000.00
First United Presbyterian Church	Mediapolis	2562	1,444.00	1,444.00	0.00		
First Presbyterian Church	Miles	2363	2,774.00	2,774.00	0.00		1,500.00
First Presbyterian Church	Monticello	9641	7,752.00		7,752.00	4,000.00	4,000.00
Montrose Presbyterian Church	Montrose	2565	1,292.00	1,292.00	0.00	0.00	
First United Presbyterian Church	Morning Sun	2566	2,242.00		2,242.00	1,395.35	1,395.35
First Presbyterian Church	Mt. Pleasant	2569	10,412.00	3,778.00	6,634.00	5,000.00	5,000.00
First Presbyterian Church	Mt. Vernon	2366	4,940.00	2,470.00	2,470.00		
Linn Grove Presbyterian Church	Mt. Vernon	2367	1,292.00	1,292.00	0.00		1,500.00
First Presbyterian Church	Muscatine	2613	8,436.00	8,436.00	0.00	3,300.00	3,400.00
New London Presbyterian Church	New London	2571	3,116.00	2,602.18	513.82		
Central Presbyterian Church	Newhall	2368	1,748.00	1,748.00	0.00		
First Presbyterian Church	Onslow	2369	1,330.00	2,623.02	-1,293.02	1,330.00	
Princeton Presbyterian Church	Princeton	2616	1,596.00		1,596.00		
First Presbyterian Church	Rowley	2495	950.00	950.00	0.00	800.00	800.00

Church Name	City	PIN	2020 Per Capita	Paid	Due	Mission Pledge	Paid
Scotch Grove Presbyterian Church	Scotch Grove	2371	836.00	836.00	0.00	125.00	125.00
First Presbyterian Church	Shellsburg	2372	2,660.00	2,660.00	0.00		
Springville Presbyterian Church	Springville	2373	2,850.00	936.00	1,914.00	0.00	
Stanwood Union Church	Stanwood	10413	1,292.00	1,292.00	0.00	0.00	
Vinton Presbyterian Church	Vinton	10227	9,120.00	9,234.00	-114.00		
First Presbyterian Church	Wapello	2579	4,028.00	1,336.00	2,692.00	1,000.00	1,000.00
United Presbyterian Church	Washington	9756	13,338.00	13,338.00	0.00	7,500.00	7,500.00
First Church United	West Liberty	2622	2,850.00	2,850.00	0.00	1,250.00	1,250.00
West Point Presbyterian Church	Denmark	2580	950.00		950.00		
First Presbyterian Church	Williamsburg	2623	8,322.00	6,240.00	2,082.00		3,750.00
First Presbyterian Church	Wilton	2624	4,370.00	1,994.00	2,376.00	0.00	
Sugar Creek Presbyterian Church	Wilton	2625	1,178.00		1,178.00		
First Presbyterian Church	Winfield	2581	2,584.00		2,584.00		
			354,426.00	231,086.08	123,339.92	49,850.35	89,009.46
Presbytery of East Iowa General Missions and Per Capita 2020							
Members as of 12/31/2018				9,327	354,426.00		
	Per Capita	2020%	Billed	Collected YTD	Due		
	GA	0.235526	83,476.65	54,426.85	29,049.80		
	Synod	0.142105	50,365.80	32,838.55	17,527.25		
	PEIA	0.622368	220,583.55	143,820.68	76,762.87		
	Due	1.000000	354,426.00	231,086.08	123,339.92		
	2020 Per Capita \$			Uncollectable	Billed		
	GA	8.95	83,476.65				
	Synod	5.40	50,365.80				
	PEIA	23.65	220,583.55				
		38.00	354,426.00	0.00	354,426.00		
	General Mission	2020 %	Pledged	Collected	Over/Under		
	GA	0.2	9,970.07	17,801.89			
	Synod	0.1	4,985.04	8,900.95			
	PEIA	0.7	34,895.25	62,306.62			
			49,850.35	89,009.46	-39,159.11		

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REPORT OF THE LEADERSHIP AND DEVELOPMENT TEAM

ACTION ITEMS

None

INFORMATION ITEMS

The LDV Team will plan workshops and retreats on aspects of leadership development with a view toward the Presbytery's missional focus. If you have suggested topics or structures for such events, please contact Team moderator, the Reverend Dr. Mary Anne Welch (maryannwelch@earthlink.net). We would welcome the opportunity to plan or implement these events in conjunction with other Presbytery teams.

PERSONS UNDER CARE—LEADERSHIP DEVELOPMENT TEAM

CCRE

Name	Home Church	Next Consultation
Gary Olson	FPC, IC	Postponed (work issues)
Kris Ward	Newcomb, Davenport	August, 2021

Inquirers & Candidates

Name	Home Church	Status	College/Seminary	Next Consultation
Annabell Williams-Blegen	Newcomb, Davenport	Inquirer	Liberty University (undergraduate)	May 2020 (postponed COVID)
Chitoka Webb	FPC, IC	Inquirer 11/21/19	San Francisco Seminary	Nov. 2020
Anna Sheetz	FPC, IC	Inquirer 9/21/19	Fuller Seminary graduate	Sept. 2020

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REPORT OF THE TRUSTEES

ACTION ITEMS

MOTION: The Trustees recommend that, if the way be clear, the Presbytery approve the terms of sale of the Scotch Grove church building, locally known as 15791 95th Ave., Monticello, Iowa 52310 and roughly described as a parcel 563 feet by 198 feet, located approximately 1609 feet north of the intersection of 95th Avenue and 155th Street. with any easements and appurtenant servient estates, but subject to the following:

- a. any zoning and other ordinances.
- b. any covenants of record.
- c. any easements of record for public utilities, roads, and highways; and
- d. (consider: liens; mineral rights; other easements; interest of others.)

to Wayne and Shirley Eiben for the purchase price of \$30,000 with closing scheduled for 19 February 2021.

INFORMATION ITEMS

- Update on Montrose dissolution process/sale of church building
- Update of lease review between Cedar Rapids, Calvin-Sinclair and Cedar Rapids, Echo Hill
- The Trustees encourage congregations, and the individuals that make up those congregations, that have not met their Per Capita commitment to prayerfully consider doing so as soon as possible to support Presbytery operating expenses. The Per Capita for 2020 is \$38 for each member of the congregation. Perhaps you are able to make an additional gift to cover the Per Capita of someone else in your congregation who is not able to do so themselves.
- Please discern if your gifts and skills may be used in service as a Presbytery Trustee along with RE Jan Kosowski and TE Heather Hayes. Contact COR-N moderator Trey Hegar to be nominated to this service.

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REPORT OF THE MISSION AND SOCIAL JUSTICE TEAM (MSJ)

ACTION ITEMS

None

INFORMATION ITEMS

- The Mission and Social Justice Team will be offering a five-week online Lenten video and discussion series entitled, "America's Unholy Ghosts: An Examination of Christianity, White Supremacy, and Racism." Using short videos produced by The Work of the People, Teaching Elder Trey Hegar and Ruling Elder Marta Pumroy will facilitate meaningful dialogue with participants after viewing the films during each session. All Presbyterians in East Iowa are invited to participate. Registration will be required in order to receive the ZOOM invitation. The series will be offered on both Sunday nights at 6:00 p.m. – led by Trey and then repeated on Wednesday afternoons at 4:00 p.m. – led by Marta. This dual offering is intended to accommodate as many people as possible. Here are the dates:
 - Session One: Sunday, February 21 @ 6:00 p.m. led by Trey
Wednesday, February 24 @ 4:00 p.m. led by Marta
 - Session Two: Sunday, February 28 @ 6:00 p.m. led by Trey
Wednesday, March 3 @ 4:00 p.m. led by Marta
 - Session Three: Sunday, March 7 @ 6:00 p.m. led by Trey
Wednesday, March 10 @ 4:00 p.m. led by Marta
 - Session Four: Sunday, March 14 @ 6:00 p.m. led by Trey
Wednesday, March 17 @ 4:00 p.m. led by Marta
 - Session Five: Sunday, March 21 @ 6:00 p.m. led by Trey
Wednesday, March 24 @ 4:00 p.m. led by Marta
- In April, the MSJT will offer a book study for church leaders using the book, *White Rage* by Carol Anderson. Teaching Elder Kristin Hutson will lead the study.
- In May, the MSJT will host a presbytery-wide virtual gathering for churches who have participated in anti-racism study or work featuring keynote speakers from within the denomination.
- Anti-Racism Grants up to \$500 are still available to anyone in the Presbytery.
- Mission and Social Justice Grants are still available for churches who need financial support to engage in ministries that promote equity and justice and serve the needs of people.

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REPORT OF THE COMMITTEE ON REPRESENTATION AND NOMINATION (COR-N)

ACTION ITEM

The Committee on Representation and Nominations presents the following nominations:

Budget and Finance Team	Term
Ruling Elder Phil Leipold [First Term] Davenport, Newcomb	Term begins January 1, 2021 Term ends December 31, 2023
Trustees	Term
Ruling Elder Tom Garland [First Term] Cedar Rapids, Echo Hill	Term begins January 1, 2021 Term ends December 31, 2023

INFORMATION ITEMS

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CAMP WYOMING REPORT

1. Attached please find our Balance Sheet as of December 31, 2020. When the camp made projections in June of 2020, we anticipated that we would have a debt of \$151,980 by the end of December. As of December 31st, we had a debt of \$46,602.45 housed in our line of credit. We are in a better financial position than we projected by \$105,377. We could not be in this position without the help and support of the Presbytery of East Iowa.
2. To date, we have received \$17,142.19 from Presbytery of East Iowa churches towards the \$25,000 matching funds from the Presbytery towards our new High Ropes Course & Climbing Tower campaign. We would like to share our appreciation to the following churches who have contributed towards this campaign:

Atkins Pleasant Hill Presbyterian Church
Blue Grass Presbyterian Church
Cedar Rapids Christ Presbyterian Church
Cedar Rapids Olivet Presbyterian Church
Columbus Junction United Presbyterian Church
Davenport First Presbyterian Church
Davenport New Hope Presbyterian Church
Farmington Sharon Presbyterian Church
Independence First Presbyterian Church
Lone Tree Presbyterian Church
Lost Nation United Presbyterian Church
Marengo First Presbyterian Church
Mount Vernon First Presbyterian Church
Muscatine First Presbyterian Church
Newhall Central Presbyterian Church
Rowley First Presbyterian Church
Springville Presbyterian Church
Wapello First Presbyterian Church
Washington United Presbyterian Church

Please consider giving towards this wonderful new project to support the future of Camp Wyoming.

3. We opened registration for our summer camp program on January 4th. By February 1st, we will send out a video of our promo for churches to use in their worship services. Please encourage the children and youth of your church and community to register for camp. The deadline for our Early Bird Rate is March 15th. Our prices will increase by \$25 after the deadline.

Camp Wyoming
Balance Sheet
As of December 31, 2020

Dec 31, 20

ASSETS

Current Assets Checking/Savings

1120 · Checking Regular 0.35
1135 · Savings Regular 254,233.57

Total Checking/Savings 254,233.92

Other Current Assets

1110 · Petty Cash 500.00
1146 · Endowment Fund - Johnston 53,372.87

Total Other Current Assets 53,872.87

Total Current Assets 308,106.79

Fixed Assets

1210 · Vehicles Fixed Asset 55,424.46
1220 · Furnishings Fixed Asset 9,129.22
1230 · Office Equipment Fixed Asset 15,637.03
1240 · Machinery & Equipment 107,474.87
1245 · Program Equipment 13,499.97
1250 · Buildings 1,075,925.51
1260 · Swimming Pool Fixed Asset 39,782.75
1269 · Accumulated Depreciation -936,797.00
1270 · Land Value Fixed Asset 22,600.00

Total Fixed Assets 402,676.81

TOTAL ASSETS 710,783.60

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

2100 · Payroll Liabilities 2,452.56
2102 · Line of Credit 46,602.45
2310 · Camper Deposit 9,267.50
2320 · Rental Deposit 2,900.00

Total Other Current Liabilities 61,222.51

Total Current Liabilities 61,222.51

Total Liabilities 61,222.51

Equity

3510 · Retained Earnings 589,897.31
Net Income 59,663.78

Total Equity 649,561.09

TOTAL LIABILITIES & EQUITY 710,783.60

REPORT OF THE CONGREGATIONAL DEVELOPMENT AND VITALITY TEAM (CDV)

ACTION ITEMS

None

INFORMATION ITEMS

- Our members continue checking in with congregations and are available for long-term strategy planning.
- The CDV Team is planning a roundtable gathering for CE leaders to share ideas.
- The CDV Team is also working on Zoom training for churches to be offered on a church by church basis.

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REPORT OF THE PERSONNEL COMMITTEE

ACTION ITEMS

None

INFORMATION ITEMS

- The Committee is in the process of scheduling preliminary evaluations with all paid staff, where we will discuss topics such as
 - What is going well?
 - What isn't going well?
 - How can the Presbytery better support you?
 - How can the Personnel committee better support you?
- The Committee has assigned each paid staff member a liaison from the committee
- The Committee has begun to plan thorough evaluations of all paid staff and to collect job descriptions
- The Committee would appreciate at least three more members, especially someone with Human Resources training or knowledge

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MOTION CHART

When presenting motions to the Presbytery, please write your motion on the form below. If you are unsure of the wording, state whatever it is that you wish to accomplish so that the Stated Clerk can assist you. Thanks!

	SAY THIS	VOTE REQUIRED TO PASS
Make a main motion	"I move that ..." or "I move to..."	Majority
Modify or change a motion	"I move to amend by..."	Majority
Postpone consideration to another	"I move to postpone until..."	Majority or 2/3 if a special order
End debate and bring to a vote	"I move the previous question" or "I move the previous question on all pending questions."	Two-thirds
Refer to a committee	"I move that this matter be referred to ..."	Majority
Object to procedures	"Point of order."	The Moderator decides
Challenge ruling of the moderator	"I appeal the Moderator's decision."	Majority or tie vote sustains the Moderator
Retake the vote by rising	"I call for a division" or simply "Division".	The demand requires a rising vote

MOTION FORM

YOUR MOTION:

Your Name

I am a _____ Teaching Elder _____ Ruling Elder Commissioner

from _____ Church

Seeking to be Faithful Together: Guidelines for Presbyterians During Times of Disagreement

In a spirit of trust and love, we promise we will...

<p>Give them a hearing... listen before we answer</p> <p><i>John 7:51 and Proverbs 18:13</i></p>	<p>1 Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ;</p> <ul style="list-style-type: none"> - we will keep our conversations and communications open for candid and forthright exchange, - we will not ask questions or make statements in a way which will intimidate or judge others. <p>2 Learn about various positions on the topic of disagreement.</p> <p>3 State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other.</p>
<p>Speak the truth in love</p> <p><i>Ephesians 4:15</i></p>	<p>4 Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.</p> <p>5 Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;</p> <ul style="list-style-type: none"> - we will not engage in name-calling or labelling of others prior to, during, or following the discussion. <p>6 Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.</p>
<p>Maintain the unity of the spirit in the bond of peace</p> <p><i>Ephesians 4:3</i></p>	<p>7 Indicate where we agree with those of other viewpoints as well as where we disagree.</p> <p>8 Seek to stay in community with each other though the discussion may be vigorous and full of tension;</p> <ul style="list-style-type: none"> - we will be ready to forgive and be forgiven. <p>9 Follow these additional guidelines when we meet in decision-making bodies:</p> <ul style="list-style-type: none"> - urge persons of various points of view to speak and promise to listen to these positions seriously; - seek conclusions informed by our points of agreement; - be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience; - abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with these Guidelines. <p>10 Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.</p>

Adopted by the 204th General Assembly (1992) of the Presbyterian Church (U.S.A.) for use by sessions and congregations

APPENDIX A

Interim Report on Reconciliation prepared by the Administrative Review Committee for The Session of First Presbyterian Church-Davenport, East Iowa Presbytery PCC, and Synod of Lakes and Prairies

December 7, 2020

Introduction¹

This is written during the season of Advent and the members of the Administrative Review Committee deeply desire to cast a vision for reconciliation.

It is our prayer that as Presbyters and leaders in the Church all would be filled with **hope**, embarking on a journey of healing and wholeness. *“This hope doesn’t put us to shame, because the love of God has been poured out in our hearts through the Holy Spirit, who has been given to us.”* Romans 5:5.

Through the power of Jesus Christ, may all be filled with **peace** as reconciliation is sought. *“...the peace of God that exceeds all understanding will keep your hearts and minds safe in Christ Jesus.”* Philippians 4:7.

May **joy** be experience as unity in Jesus Christ our Lord brings glory to God. *“...complete my joy by thinking the same way, having the same love, being united, and agreeing with each other.”* Philippians 2:2

May this process be covered with **love** and Christ’s compassion be demonstrated. *“Dear friends, let’s love each other, because love is from God, and everyone who loves is born from God and knows God.”* I John 4:7.

And the journey be filled with hope, peace, joy, and love. *“May the God of hope fill you with all joy and peace in faith so that you overflow with hope by the power of the Holy Spirit.”* Romans 15:13

Our Biblical Call

The witness of Scripture provides many models for how Christians could conduct themselves when there are disagreements within the community of faith.

Matthew 18:15-17

“If your brother or sister sins against you, go and correct them when you are alone together. If they listen to you, then you’ve won over your brother or sister. But if they won’t listen, take with you one or two others so that every word may be established by the mouth of two or three witnesses. But if they still won’t pay attention, report it to the church. If they won’t pay attention even to the church, treat them as you would a Gentile and tax collector.”

Matthew 18:15-17 provides a basic model for conflict resolution that is based on a mutual love for one another that respects the holy within the other. This model is reflected in the Book of Order processes for holding one another accountable through various councils of the church, the goal is not

¹ All Scripture references are from the Common English Bible (CEB) © 2011

punishment but discipleship.

Reconciliation assumes that there is a broken relationship and a desire to have that relationship restored. Reconciliation is only possible if all are willing, committed and invested in this hard work.

The path to reconciliation begins with transforming ourselves. Here it is helpful to study Romans 12 which calls on believers to present themselves before God as a living sacrifice so that they may be transformed into seeing and treating one another the way God sees and treats humanity.

Romans 12 Common English Bible (CEB)

¹So, brothers and sisters, because of God's mercies, I encourage you to present your bodies as a living sacrifice that is holy and pleasing to God. This is your appropriate priestly service. ²Don't be conformed to the patterns of this world, but be transformed by the renewing of your minds so that you can figure out what God's will is—what is good and pleasing and mature.

³Because of the grace that God gave me, I can say to each one of you: don't think of yourself more highly than you ought to think. Instead, be reasonable since God has measured out a portion of faith to each one of you. ⁴We have many parts in one body, but the parts don't all have the same function. ⁵In the same way, though there are many of us, we are one body in Christ, and individually we belong to each other. ⁶We have different gifts that are consistent with God's grace that has been given to us. If your gift is prophecy, you should prophesy in proportion to your faith. ⁷If your gift is service, devote yourself to serving. If your gift is teaching, devote yourself to teaching. ⁸If your gift is encouragement, devote yourself to encouraging. The one giving should do it with no strings attached. The leader should lead with passion. The one showing mercy should be cheerful.

⁹Love should be shown without pretending. Hate evil, and hold on to what is good. ¹⁰Love each other like the members of your family. Be the best at showing honor to each other. ¹¹Don't hesitate to be enthusiastic—be on fire in the Spirit as you serve the Lord! ¹²Be happy in your hope, stand your ground when you're in trouble, and devote yourselves to prayer. ¹³Contribute to the needs of God's people, and welcome strangers into your home. ¹⁴Bless people who harass you—bless and don't curse them. ¹⁵Be happy with those who are happy, and cry with those who are crying. ¹⁶Consider everyone as equal, and don't think that you're better than anyone else. Instead, associate with people who have no status. Don't think that you're so smart. ¹⁷Don't pay back anyone for their evil actions with evil actions, but show respect for what everyone else believes is good.

¹⁸If possible, to the best of your ability, live at peace with all people. ¹⁹Don't try to get revenge for yourselves, my dear friends, but leave room for God's wrath. It is written, Revenge belongs to me; I will pay it back, says the Lord. ²⁰Instead, If your enemy is hungry, feed him; if he is thirsty, give him a drink. By doing this, you will pile burning coals of fire upon his head. ²¹Don't be defeated by evil, but defeat evil with good."

Our Confessional Call

The confessions of the PCUSA call the Church and its people to reconciliation not only with God but with one another. The Church is called to be God's reconciling community in the world. Reconciliation is not simply an act of the Church through its councils, but a calling for each officer and each member.

Reconciliation is a sign of Baptism and a necessity for discipleship. Nowhere in our Book of Confessions are these themes better articulated than in the Confession of 1967².

The Confession of 1967²

9.10 *The risen Christ is the savior of all people. Those joined to him by faith are set right with God and commissioned to serve as God's reconciling community. Christ is head of this community, the church, which began with the apostles and continues through all generations*

9.31 *To be reconciled to God is to be sent into the world as God's reconciling community. This community, the church universal, is entrusted with God's message of reconciliation and shares God's labor of healing the enmities which separate people from God and from each other. Christ has called the church to this mission and given it the gift of the Holy Spirit. The church maintains continuity with the apostles and with Israel by faithful obedience to his call.*

9.38 *Each member is the church in the world, endowed by the Spirit with some gift of ministry and is responsible for the integrity of his or her witness in each particular situation. Each member is entitled to the guidance and support of the Christian community and is subject to its advice and correction. In turn, each member, in her or his own competence, helps to guide the church.*

Recommendations

Understanding God's call to the Church, its officers, and its members, the Administrative Review Committee offer these recommendations as a path to reconciliation so that God's desires may be fulfilled, and a healthy Congregation, Presbytery, and Synod may once again emerge leading to effective mutual ministry.

1. Agree to a Covenant Relationship

All parties and individuals who have been involved in the conflict will be best served to reaffirm their Covenant relationship in the following manner:

Acknowledging that each person who is a part of this process is created in the image of God, we affirm:

- We are siblings in Christ. (Matthew 12:50)
- We all fall short of the glory of God. (Romans 3:24)
- We all sin. (1 John 1:8)
- We as Church Councils, Officers, and Members own our role and responsibility in the events that have led to this time. (Proverbs 28:13)
- We confess, in humility that we have not always exhibited the Fruits of the Spirit; ...love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. (Galatians 5:22-23).
- We covenant to work together to be reconciled in Christ. (2 Corinthians 5:18)

2. Commitment

² The Confession of 1967— Inclusive Language Version ©2002 Presbyterian Church (U.S.A.), A Corporation on behalf of the Office of Theology and Worship All rights reserved)

There are multiple stakeholders in the issue. This work will require a long-term commitment by all. It will require ownership of what happened in the past. The Session and Presbytery Council are the bodies responsible for moving the process forward. The Councils are responsible for all under their purview.

3. Facilitation for Reconciliation

The Administrative Review Committee recommends the establishment of a team to choose a facilitator(s) for reconciliation. The Administrative Review Committee suggests that the team include the 2020 Co-Moderators of Presbytery, three (3) members of the Session of First Presbyterian Church-Davenport, one from each class of the Session, the current Moderator of the First Presbyterian Church, Davenport, serving as the convener of the team, and one member of the Administrative Review Committee, Diane Wilson (ddwlaw@hotmail.com) as an advisor. The team would research the suggestions and discern a potential facilitator(s).

- Rev. Beth McCaw, University of Dubuque Theological Seminary.
- Lombard Mennonite Peace Center, Lombard, IL. (www.lmpeacecenter.org)
- LeaderWise, New Brighton, MN (www.leaderwise.org)

*Note—East Iowa Presbytery is currently working with LeaderWise

The team will research, discern and report a potential facilitator(s) to the Administrative Review Committee by January 15, 2021.

4. Shared Expense

- The Administrative Review Committee recommends that the cost of a facilitator should be a shared expense between First Presbyterian Church-Davenport and the Presbytery.
- The Administrative Review Committee recommends that the Presbytery voluntarily bear more of the financial responsibility.

5. Reconciliation will require cooperation and collaboration.

Closing

Recommendations from the Synod Review Committee are a starting point for the work of reconciliation as the Body of Christ.

Respectfully submitted by the Administrative Review Committee:

Rev. Dr. Matthew Sauer
Kathy Terpstra, Ruling Elder
Rev. Dr. April Davis-Campbell
Rev. Dr. Candace Adams
Rev. David Feltman
Diane Wilson, Ruling Elder
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APPENDIX B

Statement of Faith—Rob Martin

"No confession of faith looks merely to the past; every confession seeks to cast the light of a priceless heritage on the needs of the present moment, and so to shape the future. Reformed confessions, in particular, when necessary even reform the tradition itself in the light of the Word of God!"

--Preface to "A Brief Statement of Faith" PC(USA)

My whole life long I have believed in God,
a God whose invitational grace invites us to participate in bringing about the fullness of creation.
a God whose insistent love refuses to segregate us into the divisive categories
of clean or unclean, rich or poor, righteous or rejectable.
a God whose impassioned justice never pits us against each other
because of race, condition, social class, sexual orientation, or gender.
a God whose immeasurable mercy at no time turns away from
the last, or the lost, or the very least among us.

I believe in Jesus the Christ—wholly human and holy divine—
who continually calls us to embrace the unity of the human family
we daily seek to divide.
As one who lived fully and loved wastefully,
we see in him and through him what our own humanity
can divinely become and be.
Jesus is the silence from whom our words are formed,
the questioner from whom our questions arise,
the disturber through whom we are continually confronted and challenged,
and the mystery in whose depths we find both healing and hope.
It is this Jesus who invites us here and now and always
to experience life in an alternative kingdom—
a kingdom where we embody the extravagant compassion of God,
not only in ourselves,
but also, in our social, political, and religious systems as well.

I believe in the radical and restorative movement of God's Spirit in daily existence—
that Spirit which reclaims our wounded lives,
revives our defeated dreams,
renews our hope for wholeness,
and reminds us of our responsibility
in ushering in God's reign of equity and equality
in the here and now!

I trust in, and am ever-informed by, the rich tapestry of Scripture—
and I daily grapple with the tender yet sometimes troubling witness it bears.
Remembered and recorded under the guidance of God's Spirit,

I affirm that the Scriptures are nevertheless “the words of human beings,
conditioned by the language, thought forms, and literary fashions
of the places and times at which they were written”
reflecting views of life and the cosmos that were then current.
This is why I believe that the church has the powerful obligation
to approach the Scriptures with literary and historical understanding,
ever-trusting that God will “continue to speak through
the Scriptures in our changing world and in every form of human culture.”

I believe that the sacrament of baptism is an outward and visible sign of God’s grace—
for baptism with water and God’s Spirit is the communal mark
of our welcome into the care of Christ’s Church,
the sign and seal of our participation in the fullness of possibility which God freely
offers to us,
and the beginning of our growth into the rich commitments
of Christian faith
and the risky challenges of Christian discipleship.

I believe the sacrament of the Lord’s Supper to be a sacred yet subversive act—
for it boldly challenges any system or any power
that accepts hunger or hate or hostility as the norm.
Through this humble yet holy act,
through this meal of remembrance and resolve,
we re-member Christ’s community,
we recommit ourselves to justice and equity in Christ’s name,
and we receive the nourishment we need
to be vital communities of faith
committed to God’s alternative order in the world.

And so it is that I ever-strive to be a faithful Christian
in the places, conditions, circumstances,
and relationships of the present moment—
trusting in the resplendent grace and the restorative love
God lavishly extends to all!

Statement of Faith—Nathan Lamb

In the Reformed tradition we are united by the belief that God expresses the fullness of the Divine relationship through the Trinity, Three in One and One in Three. Understanding the place of God in the world has been the task of humanity throughout our existence. Likewise, the Divine Mystery has expressed itself in more concrete forms through the Word or Logos. Through the Logos, Jesus Christ was a unique witness to the relationship between human and Divine.

Embodying those characteristics in himself, Jesus Christ lived an exemplary life on Earth and, in the ultimate act of sacrifice gave himself over to death so that we might be reconciled through the lens of suffering to the God that was willing to suffer and redeem fallen humanity. As a human being who lived in fidelity to the written Word, the Scriptures, Jesus Christ also demonstrated another way that we have made witness to the Mystery. Through the writings of the Hebrew Bible and the witness of the Christian New Testament, we as Christian believers have a bridge to the Wisdom and Will of God at work among us.

In the Reformed tradition we value the Christian scriptures above all other written scriptures since it holds the common acceptance of the Christian Community, otherwise known as the Body of Christ. The Church as the Body of Christ is another way that the Divine Mystery is made manifest in the world. As Presbyterians we represent but a small part of the Body yet is nonetheless part of God's Elect Community of Faith. The creation of the Church was not an historical accident. Rather, the Church represents the power of the Trinity at work in the world. While we recognize that our own tradition strives to exemplify the living of the Word in the world, we understand that there are many other communities in the world that believe the same.

Understanding that the Visible Church must contain elements by which it discerns its membership, Presbyterians acknowledge the Scriptures and the Confessions as reliable guides to the Christian faith. This is not to exclude other faith communities for the membership of the Invisible Church is yet unknown to us. Instead, our tradition of faith represents our striving to be an authentic community of Christ and the Gospel of Salvation. In seeking to reconcile humanity to the Divine Mystery, we recognize that there has been a disconnect between the two often referred to as 'Sin'. Speaking through the sign and symbol of the Sacraments, Jesus Christ attempted to make sense of our restoration to relationship. Through Baptism, we reenact Jesus death and resurrection as a sign of our moving from death to eternal life through Jesus Christ. The Bread and Cup are signs and symbols of Christ's body, his suffering and sacrifice, for humanity. Christ's sacrifice and our rebirth are necessary to move beyond our Sin and separation and into right relationship with God and one another.