

**Specially-Called Congregational Meeting
First Presbyterian Church
Davenport, IA
January 25, 2026, 10:30 AM**

A called meeting of the congregation of First Presbyterian Church, Davenport, Iowa was held in the sanctuary, on Sunday, January 25, 2026, for the purpose of electing one Elder and one Deacon for 2026. The meeting was in-person only. Notice of the meeting was presented in worship, the church bulletin, and other church publications for the past 2 weeks.

Moderator Rev. Dr. Kristopher Schondelmeyer called the meeting to order at 10:31 AM and opened with prayer.

The Moderator declared a quorum was present.

The Moderator presented the agenda and reviewed the purpose of the called meeting.

The 2026 Congregational Nominating Committee moved the following member be elected to serve as Elder beginning in March 2026 for a 3-year term:

- Colleen Dueñas

The Moderator asked for nominations from the floor. None were offered.

The motion was approved by a unanimous voice vote.

The 2026 Congregational Nominating Committee moved the following member be elected to serve as Deacon beginning in March 2026 for a 2-year terms:

- Doug Wells

The Moderator asked for nominations from the floor. None were offered.

The motion was approved by a unanimous voice vote.

Having completed the agenda, the Moderator declared the meeting adjourned at 10:33 AM. The Moderator closed the meeting with prayer.

The Rev. Dr. Kristopher Schondelmeyer
Moderator

Julia A. Meyer
Clerk of the Congregation

Session Meeting
 First Presbyterian Church
 Davenport, Iowa
 January 26, 2026

The stated meeting of the Session of First Presbyterian Church of Davenport, Iowa was held on Monday, January 26, 2026. The meeting was held in Von Maur Hall with Zoom available.

Moderator Rev. Dr. Kristopher Schondelmeyer called the meeting to order at 6:37 PM and stated that a quorum was present.

Pastor Kris led a devotion after reading John 1: 39-41, ‘Come and See’. Elders discussed the questions he posed. ‘When people observe this Session, through communication culture or decisions, what picture of God do you want them to see?’ and ‘Where might God be inviting this Session to lead with greater trust, compassion and courage?’

	Class of 2026		Class of 2027		Class of 2028
P	Dianna Darland <i>Worship & Music</i>	P	Dan Darland <i>Building Grounds & Safety</i>	P	Nancy Chapman <i>Finance</i>
A	Denny Jorgenson <i>Congregational Fellowship</i>	P	Craig Foster <i>Finance</i>		
E	Kathy Knox <i>Christian Ed & Fellowship with Youth</i>	P	Wendy Hammen <i>Worship & Music</i>	A	Nathan Kabel <i>Buildings Grounds & Safety</i>
P	Cathy Pratscher-Woods <i>Stewardship</i>	P	Paula Hartmann <i>Personnel</i>	P	Linda Meadors <i>Personnel</i>
P	Jed Steckel <i>Adult Spiritual Growth</i>	P	Sharon Simmonds <i>Adult Spiritual Growth</i>	P	RuthAnn Tobey-Brown <i>Personnel</i>
		P	Jay Williams <i>Adult Spiritual Growth</i>		
		A	Erin Yingling <i>Christian Ed & Fellowship with Youth</i>		
P	Julia Meyer <i>Clerk of Session, non-voting</i>				<i>P-present E-Excused A-Absent</i>

Staff members:

P	Rev. Dr. Kristopher Schondelmeyer <i>Pastor / Head of Staff</i>	p	Kristine Olson <i>Director of Financial and Business Administration</i>	A	Darren Long <i>Director of Building and Grounds</i>
P	Marty Bowles Edwards <i>Co-Director of CEFY</i>	P	Jim Middleton <i>Director of Office Administration</i>	P	Matthew Bishop <i>Director of Music and Arts</i>
P	Abby Scholdelmeyer <i>Co-Director of CEFY</i>				

A Land Acknowledgement was read.

At 6:58 PM, Pastor Kris started the meeting with prayer.

Guests: FPC Staff Members, Deacon Moderator, Andy Bowles Edwards, ANPC members: Mark Jones, Chair, Abby Pitcher, Elizabeth Breinich, Diana Miller-Bur, RuthAnn Tobey-Brown, Sharen Simmonds and Elder-Elect Colleen Duenas.

The Finance Committee requested an amendment to the Agenda, **On motion and second**, the agenda was approved as amended.

On motion and second, the Session approved seating our guests, with voice and no vote.

Julia Meyer was elected as Clerk of Session for 2026. **On motion and second**, it was approved. Mark Jones was thanked for his service in 2025.

Report of the APNC

Mark Jones, Chair, provided a copy to Session of the revisions to the MDP (Ministry Discernment Profile). The original document was sent to Session, Staff and Pastor Kris on January 19, 2026, for comment. At an APNC meeting Sunday, January 25, 2026, the suggested revisions were implemented. A motion to discuss the revisions was made and seconded. The APNC made a recommendation to approve the MDP with revisions. **On motion and second**, it passed.

CONSENT AGENDA

The following items were presented on the Consent Agenda:

- Approve the December 15, 2025, Session Meeting minutes
- Approve the January 11, 2026 Specially-Called Meeting of Session Minutes
- Establish the Session meeting quorum for 2026 as 1/3 (6 elders) plus the moderator.
- Approve the following secular officers of the church for 2026 per the By-Laws
 - President – Nancy Chapman
 - Vice-President – Tom Spitzfaden
 - Secretary – Julia Meyer, Clerk
 - Treasurer – Pam Paulsen
- Approve the correct Communion Date of Sunday, August 9, 2026.
- Ratify the E-vote of January 13, 2026, to call a Congregational Meeting on January 25, 2026, to elect one Elder (3-year term) and one Deacon (2-year term).
Vote: YES 12, NO 0.
- Approve the motion from the Finance Committee to amend the General Fund Cash Management Process of the Manual of Operations (previously approved by Session on 6/20/2022). The motion follows:

WHEREAS the cash balance of the General Fund is larger than usual and expected to remain so for at least the next year, and

WHEREAS, it is prudent to hold this cash balance at multiple financial institutions, and **WHEREAS** the Finance Committee is best qualified to make choices as to financial institutions and type of account or certificate of deposits, **RESOLVED**, the Session authorizes any Corporate Officers and any member of the Finance Committee to take any and all action necessary to open and close bank accounts, certificates of deposits or other investment instruments necessary for the prudent management of the General Fund's cash balance. Any such action shall require signatures of any two individuals who shall be either Corporate Officers or a member of the Finance Committee acting together. This authority shall remain in full force and effect until such time as it is amended or revoked by action of the Session.

CLERK'S REPORT

- The Report from the Clerk of Session for January 2026 is appended to these minutes. This includes the suggested meeting minutes template for all reports sent to Session.
- Draft Elder roster and Committee membership list was distributed, please submit changes soon. A vote on the Congregation members of Session committees will be held in February.
- A PEIA Committee Nomination Form was included in the Session package. Please prayerfully consider serving
- 2025 Annual Reports from Session Committees have been received, many were late and took additional reminders. The new deadline for these reports will be December 31, 2026. Written in a narrative format, not bullet points, will be requested.
- It was requested that each committee have a representative at the February 22nd Annual Meeting to respond to any questions or comments from the congregation.
- Session was told to anticipate an E-vote on the Church Statistical Report in early February prior to the deadline for submitting the report (February 20, 2025).
- Communications received by the Clerk:
 - A letter, dated December 31, 2025, from the Covenant Network of Presbyterians for the \$500 gift, from the Deacons, expressed thanks and gratitude.
- Action Item:
On motion and second Session authorized the Clerk to request Mark Jones to assist with clerk duties as needed, and to serve as Clerk at meetings whenever the Clerk is unavailable.

Deacons' Report – Deacon Moderator, Andy Bowles Edwards. The report is appended.

SESSION COMMITTEE/COMMISSION REPORTS

- Written Session committee reports were received and are appended to these minutes.
- All Personnel Staff Goals were received and distributed to Session. Signatures are being acquired. The goals are appended to the minutes.
- **On motion and second**, the reports from the Finance Committee were received as information.
- The 2025 end of year General Fund Income/Expense report is appended. Comments from Elder Craig Foster, Finance Committee, on the Income/Expense reports:
 - The 2025 end of year deficit was \$62K, the committee decided not to transfer \$50k from savings (restricted funds) for several reasons, two of which were the preservation of the funds for the future and to present a realistic financial situation to the congregation.
 - The projected end of year deficit for 2026 is \$119K. Projected income is flat and Compensation increased by \$57K (increased CEFY staff hours and staff raises) and Non-Compensation increased by \$48K because of maintenance, utilities and property insurance.
- Finance reported that at the January 13, 2026 meeting the committee discussed and agreed that the property and liability insurance for FPC is adequate.

	December 2025		December 2024	
	Actual	Budget	Actual	Budget
General Fund Income	\$ 78,842	\$ 66,586	\$ 95,174	\$ 64,234
Custodial Accounts Income	13,774	-	13,058	-
Compensation Expenses	(51,732)	(53,370)	(53,553)	(53,199)
Non Compensation General Fund Expenses	(28,236)	(24,358)	(28,130)	(25,952)
Custodial Accounts Expenses	(13,774)	-	(13,058)	-
Operating Surplus (Deficit)	(\$1,126)	(\$11,142)	\$13,491	(\$14,917)
Restricted Fund Grant Income	-	50,000	-	-
Net Insurance Claim Inc/(Exp)	-	-	(1,063)	-
Net Surplus (Deficit)	(\$1,126)	\$38,858	\$12,428	(\$14,917)
	2025 Year-To-Date		2024 Year-To-Date	
	Actual	Budget	Actual	Budget
General Fund Income	\$ 801,048	\$ 777,660	\$ 794,293	\$ 728,310
Custodial Accounts Income	62,021	-	80,235	-
Compensation Expenses	(614,360)	(637,375)	(618,428)	(643,411)
Non Compensation General Fund Expenses	(246,236)	(277,466)	(244,823)	(275,605)
Custodial Accounts Expenses	(62,021)	-	(80,235)	-
Operating Surplus (Deficit)	(\$59,548)	(\$137,181)	(\$68,958)	(\$190,706)
Restricted Fund Grant Income	-	50,000	50,000	50,000
Net Insurance Claim Inc/(Exp)	(2,396)	-	2,396	-
Net Surplus (Deficit)	(\$61,944)	(\$87,181)	(\$16,562)	(\$140,706)

All numbers are rounded.

- The Buildings, Grounds and Safety Committee made 2 motions:
 1. The motion to purchase new bell electronics (controller and solenoid) for a total of \$6060 from Verdin plus an additional NTE \$1000 for licensed electrician to perform installation was discussed. It was suggested that funding for this project could be from the Foundation Development fund largely gifted by Bob Armil, who supported the bell tower. This motion was amended to await approval from the Foundation for funding or to revisit at a future Session meeting. On motion and second the motion amendment was approved. On motion and second the motion was approved.
 2. A motion to fund repairs to resolve a boiler water leak in the men's bathroom off Fellowship Hall for a cost of \$7k was discussed. Finance identified the Building Reserve fund. The motion was approved.
 - Kristine informed Session that she has been getting many calls and visits about the year end giving letters sent last week. Breeze has been incorrectly reporting \$0 for Pledges. New letters with the correct information will be mailed soon.
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STAFF REPORTS

The staff reports were received and appended to these minutes.

Report of Rev. Dr. Kristopher Schondelmeyer, Pastor/Head of Staff

- Kris officiated at funerals and an off-site wedding.
 - Working with the Personnel Committee, the annual staff reviews were completed by the end of the first week of January.
 - During the second week of January his review was completed. Kris asked if there were any questions or comments about his Goals for 2026.
 - Kris noted that two of his 2025 Goals were not fulfilled.
 - the goal to collaborate with the Pastor at 3rd Missionary Baptist wasn't possible because of their pastor's illness.
 - Glitches in NoteBird to automatically upload the database has delayed its implementation but it is now being done manually.
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Other Business

- **On motion and second** Session approved the amended motion that the Annual Congregational Meeting would be on February 22, 2026, immediately following the worship service and in-person only.
- Nancy Chapman made a motion to reconsider the motion passed by Session on December 15, 2025, regarding providing the FPC Foundation access to names/addresses of pledgers and givers to FPC so that those pledgers and givers may receive appropriate FPC Foundation communications.

- After discussion it was decided to rescind the decision made at the December 15, 2025, Session meeting. **On motion and second** it was approved. FPC will follow previous procedures to communicate to all FPC members on behalf of the Foundation.
- The report from the Commissioners to the 219th Presbytery meeting is appended to these minutes.
- The Bawden Youth Engagement Scholarship Guideline, version 2 was discussed and **on motion and second** was approved. This document is appended to these minutes.

Evaluation of the Meeting: Everyone appreciated the shorter meeting and the large amount of work accomplished.

Adjournment: Pastor Kris closed the meeting with prayer at 8:45 PM.

DATES TO REMEMBER	
Annual Congregational Meeting of FPC	Sunday, February 22, 2026
Upcoming Session Meetings	Monday, February 16, 2026 Monday, March 16, 2026
Next Presbytery Meeting, 220 th	Thursday, April 18, 2026, 10 AM In-person and Zoom Iowa City, St Andrew
227 th General Assembly of PC(USA) (Co-Moderator election July 2, 2026)	Sunday, June 21 – Thursday, July 2, 2026 Baird Center, Milwaukee, WI

REPORT OF THE CLERK OF SESSION

January 2026

I. Membership Changes

Death of Members:

Rochelle P. "Chelle" Mannhardt of Bettendorf, IA died December 19, 2025. She became a member in 1982 and was ordained a Deacon. A service in her memory was held on December 27, 2025, at McGinnis-Chambers Funeral Home, Bettendorf.

Harold Saunders of LeClaire, IA died December 24, 2025. He became a member in 1983. A private family service in his memory was held on January 15, 2026 at Davenport Memorial Park.

Carlen Brinser of Gurnee, IL died January 6, 2026. She became a member in 1989 and was ordained an Elder. A service in her memory was held on January 24, 2026 at Strang Funeral Chapel in Greyslake, IL.

II. Communion

Communion on Sunday, November 30, 2025, was cancelled because of inclement weather. It was not rescheduled.

III. Ordination/Installation of Elders and Deacons

All newly elected officers completed leadership training on either November 15, 2025, and examined at the December 15, 2025, Session meeting or January 11, 2026, and examined at the Called meeting of Session on the same date. The training was led by Rev. Dr. Kristopher Schondelmeyer.

The following church leaders were ordained and installed on Sunday, January 11, 2026.

- **As Deacons:** Scott Johnson, Carrie Braun and Cherrie Umland-Banks.

The following church leaders were installed on Sunday, January 11, 2026.

- **As Elders:** Nancy Chapman, Linda Meadors and RuthAnn Tobey-Brown and Wendy Hammen for a 2-year term.
- **As Deacons:** Dan Breinich, Kris Woodard, Bill Yingling and Gail Yingling

IV. Leadership Training

Boundary and Child Protection training was offered to Elders and Deacons on Sunday, January 11, 2026.

V. Building Use Commission

The BUC approved, via E-vote, on November 17, 2025, the use of the Sanctuary by Alex Gilson, staff member, for a private piano recital.

VI. CEFY & Adult CE Attendance

December 2024	Children and Youth							Adults		
	Nursery	Pray-ground	Sunday School All Grades	Kirkwood Choir	Cherub Choir	Youth Ministry*	Musik-garten*	Adult Sunday School	Women of Hope	Bible Basics
12/1 - 12/7	4	6	9	6	1	recess	3	Cong Mtg		6
12/8 - 12/14	4	10	Manna & More	8	3	14	Manna & More	Manna & More	6	8
12/15 - 12/21	4	7	15	10	3	19	3	10		7
12/22 - 12/28	5	4	15	8	3	recess	3	recess		recess
12/29 - 12/31	0	4	recess	recess	recess	recess	recess	recess		recess
Total	17	31	39	32	10	33	9	10	6	21
Average	3	6	13	8	3	17	3	10	6	7
			#singing in worship	*Children & Adults						

December 2025	Nursery	Pray-ground	Sunday School All Grades	1st & 2nd	Tweens 3rd - 5th	Confirmation	Musik-garten*	Kirkwood Choir	Youth Choir	Youth Ministry*
12/1 - 12/5			12/5*, Dec 5th#							
12/6 - 12/12	4	7	12	5	4	3	3/2*	5	9	1
12/13 - 12/19	3	9	M&M	M&M	M&M	M&M	M&M	7	9	8/5*
12/20 - 12/26	2	10	10	3	6	1	3/2*	9	Concert^	Break
12/27 - 12/31	2	7	Recess	Recess	Recess	Recess	Recess	Recess	Recess	Break
Total	14	55	41	15	17	9	7/4	14	10	26/16
Weekly avg	4	14	14	5	6	3	4/2	7	10	9/5
^Nursery 4		Dec 24, 4PM, 8 Kirkwood Choir, 22 worship				*children/adults		#Party & Movie		

December 2025	Adult Sunday School	Women of Hope	Bible Basics	Sermon Talks	Contemp-lative Prayer
12/1-12/5			8		
12/6-12/12		4	4		
12/13-12/19	15		7	9	
12/20-12/26	21		6	6	11
12/27-12/31	10				
Total	46	4	25	15	11
Weekly Avg	15	4	6	7	11

VIII. First Presbyterian Church Worship Attendance Summary 2025 with 2024 Comparison

	2024 (51 Sundays)		2025 (51 Sundays)
Sunday Morning Worship	Averages		Averages
In-person attendance	126		117
On-line watches	45		45
Total	171		162
Additional Services:			
Ash Wednesday			
In-person attendance	42		36
On-line watches	0		0
Totals	42		36
Evensong			
In-person attendance	64		65
On-line watches	0		0
Totals	64		65
Maundy Thursday			
In-person attendance	65		70
On-line watchers	0		0
Totals	65		70
Good Friday			
In-person attendance	123		107
On-line watches	38		Not streamed
Totals	161		107
Thanksgiving Eve			
In-person attendance	25		Not held
On-line watches	0		In 2025
Totals	25		
Blue Christmas			
In-person attendance	9		9
On-line watches	23		9
Totals	32		18
Christmas Eve, 4PM			
In-person attendance	121		96
	26		31
	147		127
Christmas Eve, Evening			
In-person attendance	105		89
	34		28
	139		117

On-line watches include counts from online streaming platforms approximately 2-6 weeks following the worship service date.

IX. Meeting Minutes Template

In order to create more consistency amongst all the committee reports submitted to Session a suggested template is offered below.

Committee name and date of meeting

List of attendees

Opening the meeting with prayer (name) and time

List of topics and brief discussion notes

Motions made in the committee

Motions for Session approval

Closing prayer (name) and time

Minutes prepared by (name)

Session Committee/Commission Reports: January 2026



Building, Grounds & Safety

1/5/2026

Attendance: Andy Edwards, Matt Kabel, Nathan Kabel, Dan Darland, Darren Long, Pete Madden

- I. Window above bell is absent and appears to have fallen inside. This will need to be put back in place
- II. Chair and ottoman have been given to Restore
- III. Crawford came and looked at the underground (across from choir room). 2 people came out, were on site for 3 hours, we were charged \$750 for 6 hours labor. Due to this being excessive and no work truly accomplished, Matt will be giving Crawford a call to address
- IV. Boiler work: #1 is fine, we are running on #2. The motor for #1 possibly has a dead-short. Boilers are set in sequence. The solenoid for water needs to be replaced this week.
- V. Darren has not started moving his office yet, but is aware it needs to be done by April
- VI. Goetz is coming to inspect the kitchen exhaust for the annual inspection
- VII. All third-floor electrical outlets have covers for safety
- VIII. Men's restroom below Sanctuary needs a handrail on the opposite side
- IX. Light at the top of the stairs of CE building needs to be replaced. Will take two people and will be replaced with a LED bulb.

Next meeting: February 2, 2026, 5:30 pm



Finance Committee

9 Dec 2025, 7pm

Attendees: Tom Spitzfaden, Nancy Chapman, Pam Paulsen, Craig Foster, Karen Moore, Kirk Christie, Stephanie Arp and Kristine Olson

Excused: Pastor Kris Schondelmeyer

Identify note taker for this meeting: Stephanie Arp

Additions/Changes to agenda: Changed the agenda date from December 12 to December 9.

Approve minutes: November 12 meeting minutes. Approved.

November Financial reports: November net income was behind budget. Income was \$37K less than budget (\$11K YTD more than budget). November expenses were basically the same as budget (\$56K YTD less than budget). Note: financial comparisons are before custodial income and expenses.

What does end of 2025 look like?

- Designated Funds: Agreed to move \$11,150 to the General Fund. This was approved earlier in the year. No motion to Session is required.
- Restricted Funds: Agreed that Nancy or Craig will present a motion to Session regarding the transfer of up to \$50,000 to the General Fund from Restricted Funds (Memorial Fund and/or

Sesquicentennial Mission Fund) prior to closing the books for 2025. The motion's final wording will be reviewed via email by the Finance Committee prior to Session meeting on December 15, 2025.

- Deacons approved transferring \$7K to the General Fund.
- Forecasted 2025 loss is \$38K. This includes funds from the Restricted Funds, Designated Funds and Deacons.

Funds Managed by Others: Need to provide Session with reports from the Capital Preservation Fund (Cunnick) and Community Fund.

2026 Budget:

- The preliminary 2026 General Fund budget was discussed. Notable items include:
 - o Pledges = \$618K
 - o Contribution from the Deacon's fund
 - o Restricted Funds contribution of \$50,000
 - o Designated Funds contribution of \$11K
 - o Increased hours for CEFY Co-Directors
 - o Wage increases
 - o Excludes the future associated pastor donation and expenses
- Kristine will fine tune the preliminary budget based on the discussion. It will be presented at the December 15 session meeting.

Capital Projects: New issue is a leak in men's restroom by fellowship hall. Project is being addressed by Building & Grounds.

Bawden Youth Engagement Scholarship: No update as the Session appointed committee has not met.

Magnusson bequest status: Tom received notice from the fund's investment manager that the distribution is on hold.

Sanctuary Choir Tour Trip: Approved signing the Marriott Hotel contract & deposit for the choir tour to Kansas City in July 2026.

Spending Policy for Restricted Funds: Deferred to next meeting.

Next meeting date: January 13, 2026 at 7pm via zoom

Prayer: Pam closed the meeting with prayer.

January 13, 2026

Present were Pastor Kris Schondelmeyer, Stephanie Arp, Nancy Chapman, Craig Foster, Karen Moore, Pam Paulsen and Tom Spitzfaden. Kristine Olson and Kirk Christie were absent. Karen agreed to take notes.

December minutes were approved and Kristine needs to forward them to Session. Kristine is ill no financials were presented.

Money from the Capital Preservation Fund for the repair of the chapel roof will be held in a pass through account.

Year-end tasks: Tom will work on the narrative for the annual congregational meeting. Kristine and Nancy will work on the financials and Tom or Nancy will speak at the meeting.

2026 budget was approved by Session.

Building and Grounds:

We suggest no money be spent on the bell.

Nancy will send an email to the committee informing them they need to make recommendations and requests to us before January 20th. There is a problem with water pipes.

It was moved, seconded and passed that a request be sent to Session consent agenda that the 2026 officers are: President Nancy Chapman, VP Tom Spitzfaden, Secretary Julia Meyer and Treasurer Pam Paulsen.

Craig will review the annual financial and statistical reports after Kristine prepares them. Dates for the 2026 planning calendar include Session meeting dates of August 3 and December 14.

The annual review in May will be done by Tom, Stephanie and Craig. Chris Pitcher will be asked.

Tom said he would notify Clerk of Session to include a statement about the adequacy of our insurance.

Session has passed the following motion: Session passed a motion to provide names and addresses for all donors/givers to the Foundation Board of Trustees. Nancy has a problem with the language and has sent a revised motion to Kris, Tom and Craig. Nancy and Craig would like this to be reconsidered.

Craig will email Jed Steckel that the Finance Committee discussed the updated version of the Bawden gift and agreed it should be moved forward.

The lawyer believes there will be no challenge to the Magnusson bequest and that payment will be received in 2– 3 months. The Foundation part is unknown.

Nancy changed hats to her Foundation hat and reported on the 2 houses on Pershing. The Foundation has the money to rehab both houses. Contracts have been signed and it remains to get a payment schedule. This raised the question as to who signs Foundation checks and where is the check stock?

Our next meeting is Jan. 20th at 7:00.
Pam closed the meeting with prayer.



Personnel Committee

The Personnel Committee met in early January with each staff person individually. We collected input from “stakeholders” throughout the congregation to develop each person’s Strengths and Growing Edges”. We then helped them develop Goals for the coming year.



CEFY

January 6, 2026, 7:30 PM via Zoom

Gathering and Prayer: Marty opened in prayer. Kathy M., Marty, Abby, Sherry, Deanna, and Kathy K. were in attendance

Budget: Decided to keep the budget the same as this last year, since it worked so well.

What have we been working on

- Tween events: Ice skating, exploring the church, musical ensemble
- Christmas Eve Family Service: went really well, appreciated the absence of costumes. The kids were all on time and practiced well! Looking into a rotation of three different styles to keep it fresh.
- 307 has been used for SS lessons and yoga
- Preparation for new year
 - Schedule
 - Lessons (SS, Confirmation, and Youth Group)
 - Teacher recruitment

Children’s Ministry (birth – 5th grade)

- Nursery
 - Kathy K and Deanna are wonderful
 - SS ideas and lessons are provided at times
- Musikgarten
- Kirkwood Choir
 - Linda will be on medical leave through the rest of the school year
- Sunday School
 - Spring plans are in the works
 - Spring Teaching Schedule

Youth Ministry (6th – 12th grade)

- Confirmation
 - 5 students currently
 - Discerning more volunteers
- Youth Group
 - Meeting weekly and having fun
 - Discerning more volunteers

Upcoming dates:

January 11 – Boundary and Child Protection Policy Training – 12 PM – 3 PM

January 18 – Manna and More (Carnival Sunday)

January 24 – Tween Ice Skating Event at the Landing in Bettendorf – 11 AM – 12:30 PM
February 1 – Scout Sunday
February 8 – Manna and More
February 22 – Annual Meeting
March 8 – Manna and More
**SAVE THE DATE: June 15-19 – VBS Compassion Camp

Anything we are forgetting? Thoughts? Abby closed in prayer.



Congregational Fellowship Committee

Jan 12, 2026

In attendance: Denny and Marilyn Jorgenson, Bill Hawthorne, Ralph Congdon, Verna Burrichter, Mariann Kabel, Linda Meadors, Carole Scherz

1. Group reviewed plans for Carnival Sunday Jan 18
 - a. Committee approved a budget of \$30 for gluten free ingredients for Mariann
 - b. Committee approved a budget of \$150 for sheet cakes to be paid by Linda
 - c. Committee approved a budget of \$300 for the jambalaya ingredients
 - d. Committee approved a budget of \$250 for Mardi Gras decorations
 - e. A free will offering will be collected during the event.
 - f. Currently 6 themed baskets will be available for drawings throughout the event
 - g. Committee members will meet in Fellowship Hall on Sat Jan 17 at 9:00 to prepare food and decorate
 - h. Committee members have been asked to bring cutting boards, sharp cutting knives, and automatic choppers for veggies
 - i. Committee members are asked to meet at 8:00 am Sun Jan 18 for final event set up prior to the worship service
 - j. Linda has agreed to serve as Liturgist during worship
2. Verna and Linda updated the committee on the Muscatine Ragtime Festival
 - a. The Festival has hired Jeff Barnhart, piano, Neville Dickie, ragtime piano, Dave Bennett, jazz clarinet, Danny Coats, drums, Josh Duffy, percussion. The Madcreek Mudcats jazz band will perform on Saturday 5-7 and Sunday 10:00 am at Wesley United Methodist Church. Linda, Carole and Verna plan to drive to Muscatine for Saturday afternoon and evening events
 - b. Verna reported the Festival has been losing money the last two years and may not be able to continue next year
3. Committee Christmas Party
 - a. Hosted by Val Horvat 6:00 pm Fri Jan 16 at 5349 Heather Glen Circle, Bettendorf, IA
 - b. Attendees are bringing food items, a variety of beverages and a wrapped gift for the gift exchange game
4. Manna and More Feb 15
 - a. Menu is Pancakes and Waffles with a gluten free version
 - b. Deb Beshears will make fruit compote
 - c. Marilyn will submit bulletin, building use form and E-news article.

- d. Ralph and Marilyn will shop for supplies
 - e. Volunteers available to serve and clean up need to contact Denny
 - f. Jed Steckel is training with Darren to learn the dishwashing machine and will volunteer
5. Next meeting scheduled for Feb 9, 2026, 5:00 pm

FPC Staff Reports, January 2026



Abby Schodelmeyer, Marty Bowles-Edwards: Co-Directors of Christian Education

Please see the CEFY report for details of dates and programming.

1. The month of December was filled with Advent and Christmas planning.
2. We planned a Movie Night and Christmas Party for the Elementary students. Grown-ups had the opportunity to drop off their child(ren) for a few hours to shop, eat together, or take a nap.
3. Marty and Abby, with the support of Pastor Kris, planned the Christmas Eve Family Service. We planned an interactive format for the children and grown-ups in attendance. The service was based on the book *Advent in Plain Sight* by Jill J. Duffield
4. Manna and More in December was smaller due to weather. Pastor Kris led adult education in words for Advent. Manna and More was an extension of the words. All were invited to write what brings them joy. We invited those that missed Manna and More to share what brings them joy in later weeks. The words are posted in the Fellowship Hall on the bulletin boards.
5. Sunday School children participated in a yoga lesson by Elizabeth Breinish. They also had the opportunity to act out the Christmas story in costumes. The children were able to share their version of the story after learning the original story.
6. Youth Group continues meeting weekly. In December the highlight was our Christmas Party and White Elephant gift exchange. Confirmation continues each week with the support of Craig Foster and elders.
7. Abby supported several FPC youth and adults in the performance of Cinderella on December 12. Marty supported them December 13. Abby attended the annual FPC Christmas Concert while Marty participated in the evening. Nursery care for those kindergarten and younger was available for the evening
8. Abby and Marty spent time planning for January programming to allow for a smooth start after the holiday break.
9. We enjoyed a slower week between Christmas and New Year. We appreciated the time

spent with our families.



Jim Middleton, Director of Office Administration

Integration and Data Management

- We are doing a reconfiguration of Notebird to remove several thousand entries that are not needed.

Office Operations

- The Christmas bulletin preparation was completed successfully.
- Currently we are printing 150 worship service bulletins.
- Daily office functions—including phone systems, building access control, document production and copying, office equipment maintenance, and software upkeep—continued without interruption.



Matt Bishop, Director of Music

- December 21 was the FPC Christmas Concert (for which I did a radio interview on WVIK on Dec. 18). The Sanctuary Choir, Chamber Chorale, Vesper Bells, Quad City Youth Choir, orchestra, and our organist Alex Gilson all performed exceedingly well to a very large and engaged audience. Donations were collected for the FPC Caring Closet.
- Christmas Eve included music from the Kirkwood Choir at 4pm and the Sanctuary Choir at 9pm.
- Music from the Chamber Chorale's Advent Service of Lessons and Carols on December 7 and was rebroadcast on WVIK (Quad Cities NPR) on Christmas Eve.
- The Sanctuary Choir held its Spring Workshop Rehearsal on January 8, and the Kirkwood Choir, Vesper Bells, and Justice Choir of the Midwest have all held their first rehearsals. The Chamber Chorale and Quad City Youth Choir resume rehearsals on Jan. 25.
- FPC hosted a QCSO Up Close concert on January 10 featuring oboist Andy Parker and pianist Marian Lee.
- Our Carnival Sunday worship service on January 18 was a beautiful service, with music from Ivory&Gold (Jeff and Anne Barnhart) and Dave Bennett, and the Sanctuary Choir with Alex Gilson and David Jacobsmeier.
- The audition process for our June musical *Tuck Everlasting* is underway. The production will include several people from outside FPC.
- I will be on PTO from January 30-February 3.



Darren Long, Director of Buildings, Grounds & Safety

Refer to the BG&S Committee Report



Kristine Olson, Director of Financial and Business Administration

- December 2025 Financials were provided to the Finance Committee on Sunday, January 18th. Financials will be provided to all committee chairs by their next meetings.
- As a reminder, **please submit APPROVED expense reimbursements on completed expenditure forms** to the Finance Office **by the 8th and 23rd of each month** to ensure payment by the 15th and Last Day of each month, respectively. **Unapproved expense reports may result in a delay in processing your reimbursement requests.**
- January is a busy month for the Finance Office – Year-end Giving Statements; finalizing 2025 Financials; 2025 Financial Annual Report; Setting up payroll with employees' new benefits costs; updating 2026 monthly budgets, etc. *Please try to schedule time to meet with me vs dropping by on Thursdays and Fridays in January. Thank you!*

Old Business/Outstanding Items/Projects:

- Breeze Giving - Reminder: Online Giving via Breeze will replace Vanco in 2026. I continue working with existing Vanco givers with the transition and this process is going slowly but smoothly.
- The Policies & Procedures Review for the Year 2024: My responses to the review's findings were provided to the Finance Committee on 12/10/2025.
- The Magnusson Music Fund at New Covenant has been established and is still awaiting distribution from her estate.
- Year-end Giving Statements were mailed on Wednesday, January 21st.

New/Upcoming Items/Projects:

- I will be working on the 2025 Financial Annual Report with the Finance Committee. This includes the General Fund, Restricted Funds, Managed Funds, and the Foundation funds and is expected to be completed prior to the Finance Committee's February meeting.

Appendix 4: Staff Goals, January 2026

Name: Rev. Pat Halverson

Date: 1-12-2026

Title: Parish Associate

Goal Year:2026

Goals	Objectives	Time Frame
1. Assist with worship	1. Pulpit supply	1. As requested
2. Pastoral Member Care	2. Visitations at Ridgecrest, hospitals, homes	2. Regularly and as needed
3. Be present for the wider church community	3. Volunteer at Caring Closet	3. Once monthly

Name: Abby Schondelmeyer

Date: December 15, 2025

Title: Co-Director of Christian Education

Goal Year: 2026

Goals	Objectives	Time Frame
Build and strengthen relationships within the wider church community.	1. Engage and learn from other churches and professionals in the Presbytery of East Iowa. 2. Engage and learn from others in the PCUSA.	1. Contact presbytery leaders and others to organize a gathering and have at least one meaningful contact twice a year. 2. Attend a gathering as scheduled.
Collaborate with staff and volunteers to develop and strengthen programs that engage children, youth, and families while recruiting, training, and supporting volunteers.	1. Collaborate in a more intentional way to coordinate cross ministry programs for children, youth, and families. 2. Increase engagement of children, youth, and families by offering more faith formation opportunities. 3. Recruit and engage 2-3 new SS and 1-2 youth	1. Ongoing throughout the year. 2. Ongoing throughout the year that includes personal invitation. 3. Commitment from male volunteer by August.

	(at least one male) volunteer that encourage long-term commitments and relationships.	
Foster an inclusive and supportive environment across programs that welcome neurodivergent children, youth, and adults	<ol style="list-style-type: none"> 1. Adapt activities to meet diverse learning styles and sensory needs. 2. Communicate with families (and individuals) to better understand needs and possible accommodation. 	<ol style="list-style-type: none"> 1. Implement changes as needed and review as necessary. 2. Check-in with 1 family a week.
Offer resources and training for teachers and congregation on neurodiversity.	<ol style="list-style-type: none"> 1. Learn what is working (or not) for teachers and children/youth based on adaptations. 2. Offer training (conversation) with church members (possibly during a Manna and More) 	<ol style="list-style-type: none"> 1. Monthly check-in with teachers 2. By December have a church wide training (conversation).

Name: Marty Bowles Edwards

Date: 1/14/2026

Title: Co-Director of Christian Education

Goal Year: 2026

- 1) Provide engaging and spiritually enriching programming for children, youth, and their families.
 - a. Research and write Sunday School Lessons on the teachings of Jesus: Prayer, Fruits of the Spirit, and Lent, and creation for the Spring semester. Fall topics yet to be determined.
Time frame: To be completed and emailed to teachers during the week before each lesson.
 - b. Research and write VBS Compassion Camp week curriculum.
Time frame: To be written by March 31st.

- 2) Provide opportunities for 3-5th grade children to bond and form a sense of belonging.

- a. Coordinate an Ice-skating party
Time frame: To be completed by the end of February.
 - b. Coordinate a lead an exploration of the little known portions of the church building, to include an organ introduction by Alex Gilson.
 - c. Time frame: by the end of May.
 - d. Coordinate a summer swim party at the home of Marty and Andy Bowles Edwards
Time frame: To be completed by August 31st.
- 3) Expand my knowledge in the field of Christian Education and Spirituality to enrich Children’s Christian Education programming.
- a. I will complete a minimum of 2 education opportunities which will be selected from books, webinars, and conferences as appropriate.
Time frame is by December 1, 2026.
- 4) Increase knowledge and use of church provided technical resources.
- a. Church Laptop will become the primary device used for job related tasks.
Time Frame: by September 1
 - b. Use Breeze with volunteers.
Time frame: December 31
- 5) Begin building a network of Chrisian Educators within PEIA
- a. Coordinate a get acquainted session in a neutral location.
Time Frame: By September 1

Name: Matt Bishop

Date: 1/6/2026

Title: Director of Music & Arts

Goal Year: 2026

Goals	Objectives	Time Frame
Compose a new piece of music for the Sanctuary Choir utilizing a an Advent/Christmas text by Rev. Kris Schondelmeyer and a Scottish melody.	<ul style="list-style-type: none"> 1. Create a structural outline and then compose the work based on conversations with Kris about his vision for the text. 2. Create a chamber orchestration based on the keyboard accompaniment. 3. Premiere the choral version of the work during a Sunday of Advent, and the 	<ul style="list-style-type: none"> 1. Draft by May 1, completed choral score by August 1 (ready for distribution in time for the Sanctuary Choir retreat). 2. Orchestration to be completed by November 1 (ready for distribution for the Christmas Concert orchestra). 3. Likely December 13, and the Christmas Concert is December 20.

	orchestrated version on the Christmas Concert.	
Leverage two community theater opportunities to expand the reach and personnel (and ultimately membership) of FPC's theater and choral ministries.	<ol style="list-style-type: none"> 1. "Cast a broad net" via social media marketing to encourage people not currently affiliated with FPC's music programs (as well as those who are) to audition for and participate in FPC's production of <i>Tuck Everlasting</i>. 2. Through participating in the Spotlight Theater's production of <i>Hunchback of Notre Dame</i>, the Sanctuary Choir can potentially be expanded by people who audition for the show or were in the choir the last time Spotlight produced the show. 	<ol style="list-style-type: none"> 1. Auditions for <i>Tuck Everlasting</i> are January 17-18. Facebook/Instagram marketing for auditions begins January 6. Production is June 26-28 and will include extensive marketing. 2. Auditions for <i>Hunchback</i> are mid-May (FPC choir members do not have to audition to be in the choir). Performances are October 1-10.
In conjunction with Rebecca Buening-Ferris and the W&M Committee, identify a composer from whom to commission a new choral work for the Sanctuary Choir in memory of Jane Magnusson and in honor of both the large financial gift she has bequeathed to the music ministry of FPC and of her many volunteer hours to the music ministries.	<ol style="list-style-type: none"> 1. Identify a short-list of 3-5 composers of stature within the choral community whose compositional style would be appropriate for such a piece, and present those composers to Rebecca and the committee. 2. Initiate a conversation with the committee's top choice and begin working with them (with input from Kris) about an appropriate text for the composition. 3. Teach and premiere the piece. 	<ol style="list-style-type: none"> 1. Short-list selected by March 1, to be presented at the subsequent W&M Committee meeting. 2. Contact composer by April 15 and be under contract by May 15. 3. Entirely dependent on the schedule of the composer we choose. Ideally (and maybe realistically), a premiere

		date could take place in late January 2027 near Jane's birthday (January 26).
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Name: Alex Gilson

Date: 1/14/2026

Title: Principal Organist & Assistant Director of Music

Goal Year: 2026

Goals	Objectives	Time Frame
Continue learning about tuning the organ in terms of different pipes in order to keep the instrument in good shape.	<ol style="list-style-type: none"> 1. Do spot tuning on pipes that give trouble during practice times. 2. Keep track of which pipes are out of tune on a notepad. 3. Schedule tuning with tuners and let Daren know the tuning schedule. 	<ol style="list-style-type: none"> 1. Have lists of pipes by Feb. 20th so organ can be in good shape for the silent film concert. 2. Schedule professional tuning by April 5th.
Working to continue programming appropriate music for worship services.	<ol style="list-style-type: none"> 1. Plan music that fits lectionary for each Sunday. 2. Listen to new organ music to find new pieces. 3. Purchase new scores which also include bipoc composers. 	<ol style="list-style-type: none"> 1. Plan ahead one month for music for services. 2. New scores to be purchased by February 18th.
Create music videos for online content for the church.	<ol style="list-style-type: none"> 1. Film performances and record sound. 2. Edit videos. 3. Send recordings to be uploaded. 	New content to be created in March.

Name: Kathy Middleton

Date: January 5, 2026

Title: Assistant Choral Director for Young Children

Goal Year: 2026

Goals	Objectives	Time Frame
Introduce age appropriate drum circle activities to MusikGarten class using the gathering drum as a fun way	<ol style="list-style-type: none"> 1. Develop listening and coordination through echo games. 	<ol style="list-style-type: none"> 1. I have started some of these activities and will continue to add to them throughout the year.

to explore music, rhythm, and social skills.	<ol style="list-style-type: none"> 2. Develop control and awareness through "freeze" games. 3. Encourage teamwork and creativity through a variety of rhythm games that allow students to take the lead when appropriate. 	
Introduce beginning part singing opportunities to Kirkwood Choir	<ol style="list-style-type: none"> 1. Include a brief echo part in a song to perform in church. 2. Introduce partner songs in 1 piece of music in choir rehearsal. 3. Introduce 1 canon/round in choir rehearsal. 4. All 3 of these opportunities will build independent singing and listening skills. 	1. January through April 2026

Name: Jim Middleton

Date: January 15, 2026

Title: Director of Office Administration

Goal Year: 2026

Notebird Implementation

- Reset Notebird member data to include just current members
- Work with Notebird help desk to clear current data. Week of Jan 19
- Build current member import file from Breeze data. Week of Jan 19
- Work with Notebird help desk to import data. Week of Jan 26
- Build permission structure for Notebird users. Week of Feb 2
- Create and assign MCT groups Week of Feb 2
- Roll out Notebird to MCT Deacons Feb 9 Deacons Meeting

Breeze roll out to congregation.

- Review Breeze FPC Member group permissions for correctness. Week of Feb 2
- Build rollout plan to congregation members (with email addresses). Week of Feb 2

Build end user “cheat sheet” for common uses.
 Roll out to FPC members.

Week of Feb 2
 Week of Feb 23

Update IT Resource Documentation

Review current hard copy IT systems security documentation.
 Update (if needed) existing entries.
 Identify missing entries.
 Relocate hard copy documentation to new location.

Week of Mar 2 - Start
 Week of Mar 2 - Start
 Week of Mar 2 - Start
 Week of Mar 30

Build SOP Library

Identify standard office procedures for Business Administration position.

Create documentation for office procedures

Week of Mar 30 - Start
 Week of Aug 30
 Wrap up

Evaluate the current data retention policy for church legacy data

Create a FPC information evaluation group.
 Review current Heritage Room item and information retention policies,
 Develop plan for computer-based data retention.

Week of May 4 - start
 Week of May 4 - start
 Week of Oct 30 Wrap up

Name: Diana Miller-Bur

Date: 01/08/2026

Title: Admin. Assistant to the Pastor/Head of Staff

Goal Year: 2026

Goals	Objectives	Time Frame
Continue to improve our digital presence at FPC	1. Utilize the following on a consistent basis: <ul style="list-style-type: none"> a. Facebook b. Instagram c. Website d. Enews 	Time Frame to retain consistency: <ul style="list-style-type: none"> a. Weekly b. As desired c. Weekly d. Weekly
Maintain Pastor Kris’s organization/schedule	1. Manage his calendar 2. Sort emails by response requirements 3. File away/clear his desk of papers	1. Daily 2. Twice a week at minimum 3. Weekly, if possible <ul style="list-style-type: none"> a. Thursday at 1:30pm?

Support Pastor Kris's worship ministry	<ol style="list-style-type: none"> 1. Schedule liturgists 2. Assist in bulletin creation 3. Help source a creative & performing arts team 4. Assist in scheduling meetings for the C&PA team 	<ol style="list-style-type: none"> 1. Monthly for advance notice 2. Weekly 3. By end of January 4. Monthly meetings to plan for the upcoming creative Sundays
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Name: Kristine Olson

Date: 1/5/2026

Title: Director of Financial & Business Administration

Goal Year: 2026

Goals	Objectives	Time Frame
Ensure stability in Finance Office.	<ol style="list-style-type: none"> 1. Maintain an organizational system to ensure others may easily assist in my absence. 2. Ensure Finance SOP is up to date. 3. Ensure Finance Policies & Procedures reflect appropriate controls for new accounting software applications. 4. Train Finance volunteer(s) on BambooHR Payroll. 5. Train Finance volunteer(s) and approved staff on QBO. 	<ol style="list-style-type: none"> 1. Set-aside time each week to file and summarize status of tasks with deadlines within the following 2 weeks. 2. Review & update the Finance SoPs by 3/31/2026 and 12/31/2026. 3. Work with Finance to review and recommend updates as needed to the Financial P&Ps by 8/31/2026. 4. Train Finance volunteer(s) on BambooHR Payroll by 3/31/2026 5. Provide overview training of QBO to Finance volunteer(s) and approved staff by 6/30/2026.
Improve communication with HoS, staff, Finance, committees, Foundation BoT, and members.	<ol style="list-style-type: none"> 1. Provide draft financial reports to staff for comments. 2. Provide financials to committees with brief explanations. 3. Keep HoS informed of obstacles or issues. 	<ol style="list-style-type: none"> 1. Share financials w/staff at Staff Meeting prior to Session Meeting, at least quarterly and as time allows (ex. January, April, July, October). 2. Provide electronic & paper copy of the most recently approved financials to committee chair(s) and staff liaison(s) at least 1 day prior to respective meetings. 3. Inform HoS immediately.

Improve time management and task planning.	<ol style="list-style-type: none"> 1. Utilize available technology to create reminders and develop 2026 task planning calendar. 2. Share monthly "plan" with Finance & HoS at each finance meeting to ensure priorities are in-line with the committee. 3. Set-aside "focus time" to review & update monthly plan and update the status of tasks. 4. Coordinate with volunteer(s) to help with administrative tasks (ex. Filing, stuffing envelopes, etc.). 	<ol style="list-style-type: none"> 1. Set-up 2026 planning calendar by 1/12/2026 for review at Jan Finance Meeting. 2. Provide updated Finance Planning Calendar to HoS & Finance at least 3 days prior to Finance meeting. 3. Each Friday, beginning 1/9/2026, set-aside 30-45min to update the Finance Planning Calendar and summarize the status of tasks. 4. Schedule time with volunteers at least 1 week in advance of identified task(s) to ensure assistance is available and task(s) are ready for the volunteer(s).

Name: Tammy Versluis

Date: 1/21/2026

Title: Accounting Assistant

Goal Year: 2026

Goals	Objectives	Time Frame
Ensure integrity of the Finance Office.	<ol style="list-style-type: none"> 1. Ensure Finance SOP is up to date. 2. Ensure Finance Policies & Procedures reflect appropriate controls. 	<ol style="list-style-type: none"> 1. Assist with the review & update of the Finance SoPs by 3/31/2026 and 12/31/2026. 2. Assist Finance and Kristine to review and recommend updates as needed to the Financial P&Ps by 8/31/2026.
Increase role within the Finance Department.	<ol style="list-style-type: none"> 1. Expand role to include responsibility of certain financial reporting responsibilities. 2. Expand role to include assistance with the Request for Capital Expenditure process. 	<ol style="list-style-type: none"> 1. Take "ownership" of FPC Restricted Fund and FPC Managed Fund financial reporting by the quarter ended 6/30/2026. 2. Complete all FPC Capital Expenditure Requests beginning Q2 2026.

	3. Expand role to include assistance with third party funds requests (ex. New Covenant withdrawal requests)	3. Create and submit New Covenant Funds Requests for FPC Restricted Funds beginning Q2 2026.
Improve knowledge of Church and Foundation governance.	<ol style="list-style-type: none"> 1. Obtain better understanding of structure of Church and Foundation. 2. Obtain better understanding of expenditure approval process. 3. Obtain better understanding of FPC & FDN Articles of Incorporation and By-Laws. 	<ol style="list-style-type: none"> 1. Identify, document, and schedule time with Finance & FDN BoT designee(s) to address any questions by 3/31/2026. 2a. Create list of authorized signers on bank accounts and authorized approvers for FPC & FDN by 3/31/2026. 2b. Create signer & approval levels for FPC and FDN by 4/30/2026. (ex. GF Checking requires 2 signers for expenditures \$5k or greater with exceptions for Payroll, etc.) 3a. Identify, document, and schedule time with Finance designee (s) & Kristine to address any questions regarding FPC Aol or By-Laws by 6/30/2026. 3b. Identify, document, and schedule time with FDN BoT designee(s) & Kristine to address any questions regarding FDN Aol or By-Laws by 8/31/2026.

Name: Darren Long

Date: 1-12-2026

Title: Director of Buildings and Grounds

Goal Year: 2026

Goals	Objectives	Time Frame
Organization of custodial and maintenance department	<ol style="list-style-type: none"> 1. Cleaning out personal office; moving tools and supplies to maintenance room 2. Clean and organize (label) maintenance room 3. Create to-do lists <ol style="list-style-type: none"> a. Daily b. Weekly c. Monthly/quarterly d. Annually 	<ol style="list-style-type: none"> 1. Completed by February 14 2. Completed by March 31 3. Completed by March 31

Build Congregational Vitality

Strengthen our Digital and Administrative Infrastructure

<ul style="list-style-type: none"> ○ Ensure full adoption of Breeze, Notebird, Quickbooks, Website and Church App across staff and volunteer leadership. ○ Develop written protocols and training resources so systems are not personality-dependent. ○ Evaluate the effectiveness of the new website and app as tools for hospitality, discipleship, and connection; make improvements as needed. 	<ul style="list-style-type: none"> ○ June 1 ○ December 31 ○ Quarterly
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In collaboration with the Worship and Music Committee, enhance worship through performing and visual arts.

<ul style="list-style-type: none"> ○ Create a worship arts sub-committee (team) to create or prepare creative worship liturgies, alternative performing arts, and visual art to enhance worship services. ○ Refine live-stream production to support both in-person and online worship. ○ Periodically use video clips and/or other media as sermon illustrations. 	<ul style="list-style-type: none"> ○ Convene the team to meet at least monthly, but more often if needed. ○ Weekly (working with Jim and Mitch to achieve this goal.) ○ Monthly
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In collaboration with the Strategic Discernment Team and Session, develop a sustainable budget, staffing model, and technology and facility needs to help FPC move into the 21st Century.

<ul style="list-style-type: none"> ○ Hold a Strategic Discernment Team retreat ○ Hold another Session retreat to present SDT recommendations. ○ After Session makes decisions, hold a "Congregational Conversation" meeting to present the Session recommendations to the congregation. 	<ul style="list-style-type: none"> ○ Within the 1st Quarter ○ Within the 2nd Quarter ○ By end of the 3rd Quarter
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Lead the congregation/community to a deeper awareness of God's presence in our lives through spiritual growth opportunities and digital content.

<ul style="list-style-type: none"> ○ Facilitate a midweek morning Bible study (Sermon Talks). ○ Facilitate a contemplative group using different contemplative practices and Taize music. ○ Facilitate an all-church Lenten book study (2 - 4 small group offerings) using the book "Love Wins" by Rob Bell (and coordinate with a sermon series loosely connected to the themes of the book). ○ Facilitate a dinner fellowship program (meet in homes and/or restaurants). ○ Facilitate a Faith and Film series (use at least one animated and/or family-friendly film). ○ Create written and/or video content that makes meaning of our faith to share on our website and social media, and to periodically publish. 	<ul style="list-style-type: none"> ○ Weekly ○ Once per month ○ Weekly during Lent ○ 2nd Quarter & 4th Quarter ○ August 21, 28, September 4, 11 ○ 1 - 2 times per month
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In collaboration with the Personnel Committee, continue to ensure that FPC is a safe and sacred space in compliance with the Book of Order.

<ul style="list-style-type: none"> ○ Create and adopt an anti-harassment policy. ○ Lead anti-harassment and boundary training which includes the topic of sexual misconduct for the staff and officers (before the fall kick-off). ○ Lead child sexual abuse prevention training for staff, officers, and CEFY volunteers (before the fall kick-off). 	<ul style="list-style-type: none"> ○ Within the 1st Quarter ○ At least one in the 3rd Quarter & 4th Quarter ○ At least one in the 3rd Quarter & 4th Quarter
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Guide our staff to experience the presence and power of God in their lives so that they can bring their best to their areas of ministry.

<ul style="list-style-type: none"> ○ Facilitate a schedule for prayer and/or devotion time at each staff meeting. ○ Lead team building or fellowship activities with the staff. ○ Publicly praise staff when they excel by sharing print and digital articles with the congregation highlighting staff members. 	<ul style="list-style-type: none"> ○ Weekly ○ Quarterly ○ Monthly
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Provide coaching, supervision, and accountability for staff.

<ul style="list-style-type: none"> ○ Work with staff and relevant committees to ensure work that staff need to address is being addressed in an efficient and effective manner. ○ In collaboration with the personnel committee, review goals with each staff member. 	<ul style="list-style-type: none"> ○ Weekly with staff, Monthly with committees ○ 2nd Quarter & 4th Quarter
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Prepare FPC to welcome a new Associate Pastor

<ul style="list-style-type: none"> ○ Communicate the MDP to the congregation. ○ In collaboration with the APNC, create a section on our new website for the Associate Pastor search. ○ Prepare the Associate Pastor's office. 	<ul style="list-style-type: none"> ○ As soon as it is approved and public ○ As soon as the PNC is ready to begin advertising ○ To be ready by May 1
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Dismantling Structural Racism

Provide opportunities to listen, to learn, and to act.

<ul style="list-style-type: none"> ○ Assist with the MLK Day celebrations at the Friends of MLK Center. ○ Discern opportunities for programming and/or worship with Third Missionary Baptist Church (our historically black P.U.N.C.H. partner church). ○ In collaboration with the Deacons, secure and staff a booth at the community Juneteenth event. ○ In collaboration with the Deacons, offer another Border Encounter Trip to El Paso/Juarez. ○ Partner with Tapestry Farms in welcoming two refugee families to our Foundation-owned houses. ○ Preach on structural racism. 	<ul style="list-style-type: none"> ○ MLK Day ○ 1 - 2 times in 2026 ○ June ○ 3rd or 4th Quarter ○ When the house renovations are complete and the families are identified ○ Illustrations/reflections incorporated monthly
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Eradicating Systemic Poverty

Provide a pastoral presence in our efforts to address systemic poverty.

<ul style="list-style-type: none">○ Spend intentional time in the Caring Closet.○ In collaboration with the Deacons, participate with Habitat for Humanity for build dates.○ Preach on systemic poverty.	<ul style="list-style-type: none">○ Once per month○ 1 - 2 times in 2026 (perhaps once in winter/spring and once in summer/fall)○ Illustrations/reflections incorporated monthly
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Appendix 6: 219th PEIA Commissioner Report, January 22, 2026

PEIA Commissioner's Report, 219th Stated Meeting

January 22, 2026

Elder Commissioners: Dianna Darland, Jay Williams, Mark Jones

- Worship was led by Rev. Marta Pumroy-Cordero speaking on the importance of our connections and shared ministries. As part of worship, participants in 2 Border Encounter trips in 2025 shared their experiences. This included Pastor Kris and FPC members, Craig Foster and Karla Ruiter. Pastor Kris was most responsible for creating the worship service video.
- Dr. Marjorie Thirkettle, RE, Ely Presbyterian Church, was installed as the 2026 Moderator of PEIA.

Approvals were given to:

- o A By-Laws change to add the most recent past moderator to serve on the Presbytery Coordinating Committee (PCC) and the Committee on Representation and Nomination (COR-N) for 1 year.
- o Revised PEIA Financial Policy

Highlights of reports received:

- o Outside financial review of the PEIA is underway
- o Plentiful Gifts grant program, a program in PEIA to enhance ministry among small rural churches, is going well. Plentiful Gifts is sponsoring a Presbytery-wide workshop on church vitality to be held on April 25 in Amana.
- o Camp Bear Creek – Their capital campaign is going well with considerable amount of work completed or underway; early summer camp sign-ups are very strong.
- o Finance Committee – 2025 per capita giving met budgeted target; 2025 ended with a balanced budget.
- o Pastor Kris showed a video he prepared to honor First Presbyterian Church, Princeton, which recently closed. The building was donated to the city.
- o The Mission and Social Justice report included links to PC(USA) statements on Venezuela, Black History Month, PC(USA) Presbyterian Hunger Program, and others.

Appendix 7: Deacon Moderator Report, January 2026

First Presbyterian Church Board of Deacons

January 12, 7:00pm. Hybrid Meeting (see email for Zoom address)

AGENDA

Note: Birthday cards will be available for you to write and send from the church office for your team members with birthdays between now and the next Deacon Meeting: Monday February 9, 2026.

Agenda Item	Resp. Party/Time	Detail	Notes
Opening Devotion Pass sign up sheet for devotions	Pastor Kris		Pastor Kris asked Where do you find Joy? The group shared where they found Joy in their lives Sign up Sheet Passed
Opening remarks and electing new moderator	Pastor Kris	Sue Ervin resigned from deacons Election of moderator and vice moderator	Doug Wells has taken the 2 year deacon Sue is on Connie Connolly's team Andy Bowles Edwards and Elizabeth Breinich were nominated and elected as moderator and vice moderator
Minutes and Matthew 25	Andy	<ul style="list-style-type: none"> • Building Congregational Vitality • Dismantling Structural Racism • Eradicating Systemic Poverty 	Minutes approved
MemberCare follow-up	Andy	<ul style="list-style-type: none"> • Updates Young Adult xmas Party Cancelled	Lois Boyer and Steve Earp have agreed to be co chairs of the member care .Pastor Kris will meet with the Committee to update the teams Brief Discussion about future small group meetings with congregates, The idea of small groups of people getting to know each other on a deeper level.Perhaps dinner every 3-4 months Katrina , Andrew Mason and Carrie will meet in near future to plan some activities which might include Xmas in july
Outreach	Sarah and Sherry	Punch blessing box Paper hearts Minute for Mission	Punch Blessing box Jan 19th 8-5 Sherry signed up FPC 10-11am spot to volunteer to unload cars. They are asking for household goods laundry soap sign up sheet was passed around Sarah will contact Kathy Pratcher Woods to arrange minute for mission for toilet paper

Out reach		Snowflakes	Snowflakes for Sudlow Amy talked about picking up a snowflake and putting the item under the tree unwrapped. Snow flakes will be returned to the tree and reused and Amy or Andy will get them to the school
Budget discussion for 2026	Group	<ul style="list-style-type: none"> • tabled 	
Succession Planning	Andy	Update on those nominated	Sarah and Sherri will co chair Outreach
Churches United	Bob	<ul style="list-style-type: none"> • 	Bob made the meal and had 53
Tapestry Farms	Nancy Chapman	<ul style="list-style-type: none"> • Updates 	Spoke to the board about two houses the church owns and will fix them up to be part of housing. We may be asked to help clean them out before the end of January
Member Care		<ul style="list-style-type: none"> • Updates info and care teams and instructions 	Will update member care teams giving each deacon a team
Mission Connection	Andy and Elizabeth	<ul style="list-style-type: none"> • Response to natural disasters ,habitat ,kids against hunger 	Kids against hunger in spring, Will contact John to get number to schedule with Habitat for build dates Possible trip to areas south for mission trips
Closing Prayer	Pastor Kris		

**Bawden Youth Engagement Scholarship
First Presbyterian Church
Davenport, Iowa**

OPERATING GUIDELINES

1) PURPOSE OF THE FUND AND DISTRIBUTIONS.

a) Purpose. To award post-secondary school scholarships to youth who have been actively engaged in specific programs run or sponsored by First Presbyterian Church in accordance with known and clearly understood metrics.

b) Distributions. Qualified expenditures incurred and submitted within two years of high school graduation (or its equivalency) will be paid or reimbursed to the extent of the participants' accrued and unexpended benefit amount. After the expiration of this two-year period, participant's unexpended benefits will be forfeited.

2) MANAGEMENT OF FUND.

a) Foundation Responsibilities:

i) Fund Assets. The Board of Trustees of the Foundation shall manage the assets gifted to this fund similarly to the other funds which they manage for the Church.

ii) Record Keeping:

(1) A summary of accumulated contributions to the Fund shall be preserved.

(2) The accrued and unexpended benefit amount relating to each participant shall be maintained.

b) Session Responsibilities:

i) General Financial Management. Authorize the recording and processing of financial information relating to the fund and the preparation of financial statements (annually on a June 30th year-end); review and endorse participant distributions.

ii) Member Promotion. Communicate the essential character and requirements of the Scholarship fund to members.

iii) Participate in the Award Process. Annually appoint two Session members to participate in the award procedure (ideally from CEFY and Finance).

c) Staff Responsibilities:

i) Develop and Maintain Documents. Draft and maintain forms to document participants' annual enrollment and subsequent scholarship award.

ii) Member Promotion. Communicate the essential character and requirements of the Scholarship fund to members.

iii) Participate in the Award Process. Provide staff participation in the award procedure (presumably the Director of Music Ministries and/or the individual responsible for ministry to youth).

3) AWARD PROCEDURE.

a) Annual Enrollment. Prior to the start of an academic year, participants must enroll in order to be granted an annual scholarship benefit.

The awarded benefit is granted annually and is cumulative during the period corresponding to the participants' activities during their academic years from birth to twelfth grade .

b) Award Committee. After the close of an academic year, Session members, staff representatives and a scouting leader will meet to formally assign award amounts.

c) Award Metric. Each academic year, applicants will be evaluated for "adequate" engagement in four youth program categories:

- education,
- fellowship, outreach and service
- music ministry, and
- scouting.

If determined to be "adequate," a set monetary amount will accrue to the individual's annual and cumulative awarded benefit amount.

"Adequate" Participation shall be determined through a simple "more often than not" award standard (50% or greater involvement in and attendance at each of the total categorical opportunities available).

d) Initial Award Amount. Participants shall be credited annually with a \$50/year scholarship amount for each of the four program areas in which they "adequately" participate.

In addition, Troop 7 Eagle Scout candidates will be eligible for a \$200 service project cost grant. This grant should be applied for in writing and should also detail their proposed expenditures.

e) Award Modification. The details of this award procedure may be adjusted by the affirmative vote of the Session in order to enhance their efficiency and practicality. However, the underlying intent and purpose of this fund should not be disregarded.

4) ADDITIONAL PROVISIONS.

a) Termination. This program shall terminate when the value of assets held by the fund is equal to or exceeded by the accrued and unexpended benefit amount.

Additional contributions to this fund may be solicited and accepted from any source subsequent to the fund's formation.

If, at any point, the Session determines the program to be ineffective, due to ongoing lack of youth participation and/or award distributions, the Session can dissolve the program and repurpose the remaining funds. In such a case, the donors would prefer that remaining funds be

used in some way to "develop community," but do not wish to limit future expenditures if church leaders wish to use them for other priorities.

b) Overaccumulation. If at any June 30th the net value of fund assets exceeds 200% of accumulated contributions to the fund, the excess shall be distributed as grants to the underlying organizations in proportion to the four youth program categories. The express purpose of these grants would be to enhance youth participation.

5) DEFINITIONS.

a) Youth. For purposes of this document, the term "youth" shall include individuals from birth to high school graduation.

b) Qualified expenditures. Post-secondary school academic and trade-school tuition and other required costs. In addition, unreimbursed costs and expenses related to military enlistment and training shall be eligible for reimbursement.

c) Accrued and unexpended benefit amount. The accumulated participant awards less prior reimbursed qualified expenditures.

d) Net value of fund assets. The fair market value of fund assets less the accrued and unexpended benefit amount relating to all participants.

Appendix 9: Session Agenda, January 2026



SESSION AGENDA

January 26, at 6:30 PM
Von Maur Hall and Zoom

FPC is a Matthew 25 church in the PC USA. The three core pillars of the Matthew 25 initiative are:

- ❖ Building Congregational Vitality
- ❖ Eradicating Systemic Poverty
- ❖ Dismantling Structural Racism

Call to Order (6:30 PM)

Declaration of a Quorum

Devotion and Study (6:30 – 7:00 PM)

Land Acknowledgement: First Presbyterian church gratefully acknowledges the Indigenous Peoples on whose ancestral homelands we gather, as well as the diverse and vibrant Indigenous communities who make Iowa and Illinois their home today. The communities we serve through our ministries occupy the traditional homelands of the people of the Kiikaapoi, Myaamia, Očhéthi Šakówiŋ, Peoria, Sauk, and Meskwaki nations. We honor these and numerous Indigenous tribes who first made the banks of the Mississippi River a center for arts and commerce.

Approval of the Agenda

Guests: Introductions, seating of guests with voice and no vote

Clerk of Session: Election of Julia Meyer for 2026. Thank Mark Jones for his service.

Report from the APNC – Mark Jones. The MDP was distributed to Session, staff and the Deacon Moderator on January 19, 2026, for comments.

- Recommendation to approve the MDP.

Consent Agenda

All items placed under the Consent Agenda are normally considered to be routine. If any item is in question, you may contact the appropriate committee chair or staff person and make an inquiry. If further discussion is helpful, anyone may request the item be pulled off the consent agenda.

- Approve the December 15, 2025, Session Meeting minutes
- Approve the January 11, 2026 Specially-Called Meeting of Session Minutes
- Establish the Session meeting quorum for 2026 as 1/3 (6 elders) plus the moderator.

- Approve the following secular officers of the church for 2026 per the By-Laws
 - President – Nancy Chapman
 - Vice-President – Tom Spitzfaden
 - Secretary – Julia Meyer, Clerk
 - Treasurer – Pam Paulsen
- Approve the correct Communion Date of Sunday, August 9, 2026.
- Ratify the E-vote of January 13, 2026, to call a Congregational Meeting on January 25, 2026, to elect one Elder (3 year term) and one Deacon (2 year term).
Vote: YES 12, NO 0.
- Approve the motion from the Finance Committee to amend the General Fund Cash Management Process of the Manual of Operations (previously approved by Session on 6/20/2022). The motion follows:

WHEREAS the cash balance of the General Fund is larger than usual and expected to remain so for at least the next year, and

WHEREAS, it is prudent to hold this cash balance at multiple financial institutions, and

WHEREAS the Finance Committee is best qualified to make choices as to financial institutions and type of account or certificate of deposits,

RESOLVED, the Session authorizes any Corporate Officers and any member of the Finance Committee to take any and all action necessary to open and close bank accounts, certificates of deposits or other investment instruments necessary for the prudent management of the General Fund's cash balance. Any such action shall require signatures of any two individuals who shall be either Corporate Officers or a member of the Finance Committee acting together. This authority shall remain in full force and effect until such time as it is amended or revoked by action of the Session.

Clerk's Report

- Report from the Clerk of Session for January 2026 (see Session packet)
- Draft Elder roster and Committee membership list was distributed, please submit changes soon. A vote on the Congregation members of Session committees will be held in February.
- A PEIA Committee Nomination Form was included in the Session package. Please prayerfully consider serving
- 2025 Annual Reports from Session Committees have been received, many were late and took additional reminders.
- It is requested that each committee has a representative at the February 22nd Annual Meeting to respond to any questions or comments from the congregation.

- Anticipate an E-vote on the Church Statistical Report in early February prior to the deadline for submitting the report (February 20, 2025).
- Communications received by the Clerk:
 - A letter, dated December 31, 2025, from the Covenant Network of Presbyterians for the \$500 gift expressing thanks and gratitude.
- Action Item:
The Clerk is authorized to request Mark Jones to assist with clerk duties as needed, and to serve as clerk at meetings whenever the Clerk is unavailable.

Deacons' Report – Deacon Moderator, Andy Edwards

Session Committee/Commission Reports:

- See Session packet for written reports. Session members can ask for discussion or pose questions on any written report. Committees may request time to comment on specific items in the report. Reports will be received as a whole unless a request is made to remove an item for discussion.
 - All Personnel Staff Goals have been received and distributed to Session.
 - Discussion:
 - Finance
 - December 2025 Income-Expense Reports
 - December 2025 Custodial and Pass-Through Reports
- Finance reports that at the January 13, 2026 meeting the committee discussed and agreed that the property and liability insurance for FPC is adequate.
- The Buildings, Grounds and Safety Committee makes 2 motions:
 3. To purchase new bell electronics (controller and solenoid) for a total of \$6060 from Verdin plus an additional NTE \$1000 for licensed electrician to perform installation.
 4. To fund repairs to resolve water leaks.

Staff Reports – Written staff reports have been provided. Session members may discuss or pose questions on any staff report.

Report of the Pastor/Head of Staff

Other Business

- Approve February 22, 2026, for the Annual Congregational Meeting, in-person only.
- Motion to reconsider the motion passed by Session on December 15, 2025, regarding providing the FPC Foundation access to names/addresses of pledgers and

givers to FPC so that those pledgers and givers may receive appropriate FPC Foundation communications. (Refer to document, ‘Inspecting Church Contribution Records’ in package.)

- Report from the Commissioners to the 219th Presbytery meeting. (Report in the Session package.)
- Discussion of Bawden Youth Engagement Scholarship. (The previously submitted Operating Guidelines are again included in the session package).

Evaluation of the Meeting

Adjournment

DATES TO REMEMBER	
Annual Congregational Meeting of FPC	Sunday, February 22, 2026
Upcoming Session Meetings	Monday, February 16, 2026 Monday, March 15, 2026
Next Presbytery Meeting, 220th	Thursday, April 18, 2026, 10 AM In-person and Zoom Iowa City, St Andrew
227 th General Assembly of PC(USA) (Co-Moderator election July 2, 2026)	Sunday, June 21 – Thursday, July 2, 2026 Baird Center, Milwaukee, WI



Ministry General Information

Ministry Name	Presbytery	Synod
First Presbyterian Church	East Iowa	Lakes & Prairies
Email	Preferred Phone	Website Address
office@fpcdavenport.org	563-326-1691	www.fpcdavenport.org
Mailing Address	Alternate Phone/Email	Community Type
1702 Iowa St, Davenport, IA 52803-4315		Urban
Congregation or Organization Size	Curriculum	Average Worship Attendance
401-650 members	Spark House Various others	162
Church School Attendance	Statistical Report	
30	https://ogaapps.pcusa.org/api/report/2598	
Intercultural Composition		Released Date
White: 96%, Black/African American/African: 2%, Hispanic/Latinx: 1%, Multiracial: 1%		

Information about the Position

Position Requirements	
Position Type(s)	Language Requirements
Associate Pastor (Other)	English
Experience Required	Statement of Faith required?
No Experience/First Ordained Call	Yes
Specify Title / PT Work Hours (if applicable)	Are you open to a clergy couple?
Associate Pastor of Adult Ministries	Yes
Employment Status	
Full-time	

Ministry Requirements

Church Mission/Vision Statement

First Presbyterian Church of Davenport (FPC) exists to help all people in the Quad Cities to love the Lord our God with all our hearts, with all our souls, with all our strength, with all our minds, and our neighbor as ourself.

Our mission is to serve one another and help all people in our community to experience and celebrate the love of God. At the core we aspire to serve with energy, intelligence, imagination and love. FPC focuses on these core values to engage with the world to work for justice and reconciliation. Our vision is to see beyond what is and work toward a world shaped by God's justice, peace and love.

We are a Matthew 25 Church in the Presbyterian Church (USA). This initiative calls us to live as a community of believers who are open and welcoming to everyone. FPC extends welcome to persons of all races, nationalities, genders and sexual orientations. This includes an open invitation to membership, leadership roles, the sacraments of baptism and communion, as well as weddings and funerals.

First Presbyterian Church of Davenport exists to create a safe and sacred space for all people.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

Responsibilities of the Associate Pastor of Adult Ministries at First Presbyterian Church include:

- With the Pastor/Head of Staff, cultivate a vibrant adult spiritual life at FPC by partnering with Elders, Deacons, and staff to foster a welcoming, thoughtful, and nurturing community
- With the Pastor/Head of Staff, provide vision, coordination, and pastoral leadership for adult spiritual growth, adult fellowship, mission & service, and member care ministries
 - Adult Spiritual Growth – Collaborate with lay leaders and the Pastor/Head of Staff to develop and implement a cohesive vision for adult education, small groups, Bible studies, and speaker series aligned with PC(USA)'s progressive theology; equip lay leaders for teaching
 - Fellowship – Support and participate in adult fellowship events, foster intergenerational and demographic-based gatherings, and cultivate a culture of hospitality, connection, and inclusion
 - Mission & Service – Collaborate with Session to advance the Matthew 25 Initiative and with Deacons to increase adult participation in hands-on service
 - Member Care – Share pastoral care with clergy, Deacons, and lay caregivers; support Deacons and volunteers for visitation and care ministries
- Be a team player – Participate in worship leadership (including preaching), administer sacraments, officiate weddings and funerals as assigned, support seasonal services, collaborate on integrated programming, and help create regular digital content for the church’s website and social media.

Compensation & Housing

Minimum Effective Salary

65000

Housing Type

Housing allowance

MDP - Narratives

How would you describe the congregation’s/organization’s specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

First Presbyterian Church of Davenport (FPC) is a congregation that, in all it does, desires to love God and show God’s love to our neighbors. We desire to provide care for those within our congregation and those outside our congregation.

FPC is a Matthew 25 Congregation and a member of the Covenant Network of Presbyterians. FPC intends to live into these commitments from the pulpit, in our outreach activities, how we spend our money, and in our personal interactions. We are also a

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

member church in the ecumenical organization, P.U.N.C.H. (People Uniting Neighbors and Churches, 7 churches organized to make our Davenport neighborhood a better place to live and work).

Specifically, our recent congregation wide discernment process defined the following areas of ministry priority.

- Music ministry for all ages
- Excellence in worship
- Ministry to children, youth, and families
- Community Center (Intergenerational: Meals, Resources, Education and Spiritual Growth Opportunities, Arts, and Wellness)
- Expansion of the Caring Closet (FPC free clothing center)
- A stronger digital presence
- Good financial management/sustainability

Additionally, required maintenance, renovation and upgrades to our circa 1898 sanctuary and circa 1923 Christian Education building are being evaluated.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

Our congregation is located on the "hilltop" of Davenport, IA, about 1 mile north of the downtown. Davenport is the largest of 4 main cities that comprise the Quad Cities.

Although most of our members no longer live in the church's neighborhood, we have committed to remaining in our present location. Our desire is to be good neighbors and to grow where we are planted.

Our church is in an older neighborhood of Davenport. It is diverse in household incomes, ethnicities, and housing. About 50% of the students in neighborhood schools qualify for free lunches.

We see our mission activities focused not only on our immediate neighborhood, nor just the Quad Cities but our global community.

With Matthew 25 as our guide, our mission efforts are led primarily by our Deacons. Here are some of the ways our church impacts our neighbors, near and far.

- House and operate the *Caring Closet*, a place where all are welcome to find free clothing and goods
- Partner with Sudlow Middle School to provide teachers and students with needed items
- Support Humility Homes, Inc (local housing service) with supplies and funding
- Participate in Habitat for Humanity construction projects

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

- Prepare and serve monthly for a local free meal site
- Sew and knit clothing for local, national and international distribution
- Participate with Kids Against Hunger (packaging food for children and families in need)
- Partner with Tapestry Farms to provide affordable housing to refugee families next door to the church (in housing owned by the FPC's Foundation)

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

After a longer than anticipated interim period, FPC called Rev. Dr. Kristopher Schondelmeyer as our pastor in January 2023. Like for many churches, our interim period, combined with the pandemic, led to a reduction in church membership, attendance, participation and financial support. Since 2023, our situation has stabilized and we see signs of regrowth in important areas. We still hold to many elements of our former larger church existence. This stretches the time and resources that Pastor Kris, a high energy pastor, can reasonably supply. The church feels we are in need of additional staff. Through a donor commitment, this Associate Pastor position is fully funded for five years, providing a strong foundation of stability. The congregation will prayerfully discern the future of the position in light of its ongoing growth, ministry needs, and financial health.

This position is designed to focus on areas such as adult spiritual growth, mission, and member care which were identified as high priority in recent congregation-wide discernment. All of these areas are currently functioning but not with the desired impact. It is our hope that with the focus of additional staff, these programs can flourish. Ideally, the successful candidate, working collaboratively with volunteers and staff, will bring fresh eyes to our current programs and create meaningful improvements. With the Pastor/Head of Staff, this person will be asked to equip leaders, encourage engagement, and call the membership to greater service.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

SKILLS

- VISIONARY: Articulates a vision for spiritual growth for the present and our future by supporting both individuals and our congregation.
- SUPPORTIVE: Provides support and resources for individuals and groups seeking spiritual growth. Identifies creative and innovative ways to support individual and congregational spiritual growth.
- COLLABORATIVE: Collaborate and empower Deacons to expand member care.

GIFTS

- PEOPLE SKILLS: Has the ability to show compassion and empathy for individuals whose spirituality and faith need support, as well as being comfortable with reaching out and building relationships.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

- EMPATHY: Understands the diverse needs, both individual and group, for spiritual strength and growth.
- INSPIRATION: Inspires people for spiritual growth which expands their mission of service.

TRAINING

- TEACHER: Has experience supporting and guiding individuals and groups which have diverse needs and various understandings of spiritual growth in order to develop and strengthen their faith journey. This can take many forms including, but not limited to, contemplative prayer, bible study, support groups, and other small group gatherings.
- LEARNER: Demonstrates commitment to continued learning in order to expand an understanding of spirituality and faith.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

First Presbyterian Church of Davenport is seeking a self-motivated individual with a wealth of ideas to help revitalize our adult ministries. The Associate Pastor must be willing to work alongside not only the Pastor/Head of Staff but with Session Committees and the Board of Deacons to support, guide, and create new opportunities for adult spiritual growth, adult fellowship, hands-on mission work, and member care.

Responsibilities of the Associate Pastor of Adult Ministries:

- Spearhead alongside the Pastor/Head of Staff the development and implementation of a robust adult ministry program
- Staff and guide the Adult Spiritual Growth Committee and the Fellowship Committee
- Collaboratively develop intergenerational and demographic-based gatherings as well as small group service opportunities
- Support existing adult programs, such as bible studies and other small groups
- Share in organizing and developing member care and visitation ministries alongside the Deacons and pastoral staff to ensure compassionate, confidential, and collaborative care
- Participate in worship – planning, preaching, administering the sacraments, officiating weddings and funerals, supporting special services
- Attend Session, Board of Deacons, and relevant committee meetings monthly
- Participate in weekly staff meetings and worship bulletin review
- Create regular content for the church's website and social media platforms

Optional Links

First Presbyterian Church - FPC Webpage - <https://www.fpcdavenport.org>

First Presbyterian Church Davenport - Facebook Page - <https://facebook.com/fpcdavenport>

Music at First Pres - Facebook Page - <https://facebook.com/musicatfirstpres>

Covenant Network of Presbyterians - Webpage - <https://www.covnetpres.org>

Matthew 25 - PCUSA Webpage - <https://pcusa.org/matthew25>

PUNCH Davenport - Webpage - <https://www.punchdavenport.com>

References

Reference #1

Rev. Katie Styr
Associate Pastor, 2018-2021
309-787-4661
katiestyr@gmail.com

Reference #2

Rev. Dr. Kathy Stoner-Lasala
Bridging Pastor, 2021-2022
609-319-4030
kslforgrp@gmail.com

Reference #3

Kristine Ward, CRE
Friend of the congregation; Co-
Moderator of PEIA COMV
563-370-1564
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Appendix 11: 2025 end of year General Fund Income/Expense table.

FIRST PRESBYTERIAN CHURCH
GENERAL FUND INCOME & EXPENSE REPORT
DECEMBER 2025

	2025			2025			2024			2024		
	DECEMBER 2025			YEAR-TO-DATE			DECEMBER 2024			YEAR-TO-DATE		
	ACTUAL	BUDGET	% OF BUDGET	ACTUAL	BUDGET	% OF BUDGET	ACTUAL	BUDGET	% OF BUDGET	ACTUAL	BUDGET	% OF BUDGET
INCOME												
PLEDGES, OFFERINGS, AND PER CAPITA	66,431	56,460	118%	673,359	670,700	100%	16,655	61,810	27%	599,164	614,700	97%
OTHER INCOME	4,809	1,846	261%	108,611	93,960	116%	76,592	2,024	3784%	179,960	108,610	166%
INCOME SUBTOTAL	71,240	58,306		781,970	764,660		93,247	63,834		779,124	723,310	
MISSION (DEACONS/MC) INCOME	7,602	8,280	92%	19,078	13,000	147%	1,927	400	482%	15,169	5,000	303%
TOTAL GENERAL FUND INCOME	78,842	66,586	118%	801,048	777,660	103%	95,174	64,234	148%	794,293	728,310	109%
CUSTODIAL ACCOUNTS INCOME	13,774	-		62,021	-		13,058	-		80,235	-	
GRAND TOTAL INCOME	92,616	66,586	139%	863,069	777,660	111%	108,232	64,234	168%	874,528	728,310	120%
EXPENSES												
MISSION EXPENSES 1110												
COMPENSATION, TAXES, BENEFITS	-	-		-	-		-	-		-	-	
ALL OTHER EXPENSES	3,318	2,288		36,089	38,765		7,423	1,865		32,971	40,290	
EXPENSES SUBTOTAL	3,318	2,288	145%	36,089	38,765	93%	7,423	1,865	398%	32,971	40,290	82%
CUSTODIAL ACCOUNT EXPENSES	235	-		9,983	-		(2,359)	-		7,022	-	
TOTAL	3,553	2,288		46,072	38,765		5,064	1,865		39,993	40,290	
MINISTRY, CF, AND HERITAGE EXPENSES 1120												
COMPENSATION, TAXES, BENEFITS	15,536	15,950	97%	189,595	191,394	99%	17,694	15,963	111%	188,915	191,150	99%
ALL OTHER EXPENSES	406	1,094	37%	6,865	10,400	66%	704	726	97%	6,833	8,100	84%
EXPENSES SUBTOTAL	15,942	17,044	94%	196,460	201,794	97%	18,398	16,689	110%	195,748	199,250	98%
CUSTODIAL ACCOUNT EXPENSES	55	-		3,435	-		149	-		5,534	-	
TOTAL	15,997	17,044		199,895	201,794		18,547	16,689		201,282	199,250	
WEDDING PERSONNEL EXPENSES 1121												
COMPENSATION, TAXES, BENEFITS	-	-	0%	-	2,697	0%	1,165	-	0%	2,927	2,697	109%
ALL OTHER EXPENSES	-	-		-	-		-	-		-	-	
EXPENSES SUBTOTAL	-	-	0%	-	2,697	0%	1,165	-	0%	2,927	2,697	109%
CUSTODIAL ACCOUNT EXPENSES	-	-		-	-		-	-		-	-	
TOTAL	-	-		-	2,697		1,165	-		2,927	2,697	
CEFY EXPENSES 1123												
COMPENSATION, TAXES, BENEFITS	3,313	3,754	88%	38,868	44,519	87%	2,751	3,031	91%	37,099	45,531	81%
ALL OTHER EXPENSES	952	896	106%	9,087	10,050	90%	1,148	582	197%	7,398	9,450	78%
EXPENSES SUBTOTAL	4,265	4,650	92%	47,955	54,569	88%	3,899	3,613	108%	44,497	54,981	81%
CUSTODIAL ACCOUNT EXPENSES	-	-		-	-		-	-		467	-	
TOTAL	4,265	4,650		47,955	54,569		3,899	3,613		44,964	54,981	
ADULT SPIRITUAL GROWTH 1125												
COMPENSATION, TAXES, BENEFITS	-	-		-	-		-	-		-	-	
ALL OTHER EXPENSES	-	105		-	885		23	105		319	885	
EXPENSES SUBTOTAL	-	105	0%	-	885	0%	23	105	22%	319	885	36%
CUSTODIAL ACCOUNT EXPENSES	-	-		52	-		362	-		739	-	
TOTAL	-	105		52	885		385	105		1,058	885	
HOSPITALITY & WELCOMING EXPENSES 1127												
COMPENSATION, TAXES, BENEFITS	-	-		-	-		-	-		-	-	
ALL OTHER EXPENSES	-	15		-	300		-	40		220	600	
EXPENSES SUBTOTAL	-	15	0%	-	300	0%	-	40	0%	220	600	37%
CUSTODIAL ACCOUNT EXPENSES	-	-		-	-		-	-		-	-	
TOTAL	-	15		-	300		-	40		220	600	
MUSIC MINISTRY EXPENSES 1128												
COMPENSATION, TAXES, BENEFITS	15,192	15,634	97%	178,479	182,839	98%	15,443	16,127	96%	181,704	185,367	98%
ALL OTHER EXPENSES	1,765	616	287%	7,450	7,900	94%	2,092	1,876	112%	6,139	7,900	78%
EXPENSES SUBTOTAL	16,957	16,250	104%	185,929	190,739	97%	17,535	18,003	97%	187,843	193,267	97%
CUSTODIAL ACCOUNT EXPENSES	12,945	-		46,963	-		14,551	-		64,923	-	
TOTAL	29,902	16,250		232,892	190,739		32,086	18,003		252,766	193,267	
OFFICE & COMMUNICATIONS 1129												
COMPENSATION, TAXES, BENEFITS	4,797	4,677	103%	51,785	56,120	92%	3,602	3,627	99%	46,018	44,421	104%
ALL OTHER EXPENSES	3,172	3,726	85%	37,772	40,700	93%	4,170	3,609	116%	50,766	38,600	132%
EXPENSES SUBTOTAL	7,969	8,403	95%	89,557	96,820	92%	7,772	7,236	107%	96,784	83,021	117%
CUSTODIAL ACCOUNT EXPENSES	-	-		-	-		-	-		833	-	
TOTAL	7,969	8,403		89,557	96,820		7,772	7,236		97,617	83,021	
MAINTENANCE OPERATIONS 1130												
COMPENSATION, TAXES, BENEFITS	5,699	6,238	91%	70,901	74,412	95%	6,021	7,282	83%	77,827	88,232	88%
ALL OTHER EXPENSES	11,076	8,715	127%	73,205	91,950	80%	6,373	11,190	57%	66,956	94,800	71%
EXPENSES SUBTOTAL	16,775	14,953	112%	144,106	166,362	87%	12,394	18,472	67%	144,783	183,032	79%
CUSTODIAL ACCOUNT EXPENSES	-	-		510	-		-	-		-	-	
TOTAL	16,775	14,953		144,616	166,362		12,394	18,472		144,783	183,032	
FINANCE & ADMINISTRATION 1133												
COMPENSATION, TAXES, BENEFITS	7,195	7,117	101%	84,732	85,395	99%	6,877	7,169	96%	83,938	86,016	98%
ALL OTHER EXPENSES	7,028	6,470	109%	70,883	71,415	99%	6,197	5,959	104%	73,221	74,977	98%
EXPENSES SUBTOTAL	14,223	13,587	105%	155,615	156,810	99%	13,074	13,128	100%	157,159	160,993	98%
CUSTODIAL ACCOUNT EXPENSES	539	-		1,077	-		355	-		716	-	
TOTAL	14,762	13,587		156,692	156,810		13,429	13,128		157,875	160,993	
PERSONNEL 1134												
COMPENSATION, TAXES, BENEFITS	-	-	0%	-	-	0%	-	-	0%	-	-	0%
ALL OTHER EXPENSES	519	433	120%	4,885	5,100	96%	-	-	0%	-	-	0%
EXPENSES SUBTOTAL	519	433	120%	4,885	5,100	96%	-	-	0%	-	-	0%
CUSTODIAL ACCOUNT EXPENSES	-	-		-	-		-	-		-	-	
TOTAL	519	433		4,885	5,100		-	-		-	-	
TOTAL COMPENSATION, TAXES, BENEFITS	51,732	53,370	97%	614,360	637,376	96%	53,553	53,199	101%	618,428	643,414	96%
TOTAL OF ALL OTHER EXPENSES	28,236	24,358	116%	246,236	277,465	89%	28,130	25,952	108%	244,823	275,602	89%
EXPENSES SUBTOTAL	79,968	77,728	103%	860,596	914,841	94%	81,683	79,151	103%	863,251	919,016	94%
TOTAL OF ALL CUSTODIAL EXPENSES	13,774	-		62,020	-		13,058	-		80,234	-	
GRAND TOTAL EXPENSES	93,742	77,728	121%	922,616	914,841	101%	94,741	79,151	120%	943,485	919,016	103%
INCOME OVER (UNDER) EXPENSES	(1,126)	(11,142)	10%	(59,547)	(137,181)	43%	13,491	(14,917)	-90%	(68,957)	(190,706)	36%
RESTRICTED FUND GRANT INCOME	-	50,000	0%	-	50,000	0%	-	-	0%	50,000	50,000	100%
NET INSURANCE CLAIM INC/(EXP)	-	-	0%	(2,396)	-	0%	(1,063)	-	0%	2,396	-	0%
TOTAL INCOME OVER (UNDER) EXPENSES	(1,126)	38,858	-3%	(61,943)	(87,181)	71%	12,428	(14,917)	-83%	(16,561)	(140,706)	12%