

**IOWA CONFERENCE BOARD OF DIRECTORS MEETING
OCTOBER 6, 2007**

Members Present: Chair Handke, Secretary Stonebraker, Treasurer Hucke, Douglas, Gaffney, Jares, Eastin, Wenzel, Platz, Schmidt, Eich, Bash, Mann, Lof, Howie, Lang
Members Absent: Benda, Boege, Hatch
Also Present: CM Pleva, ACM's Eslinger, Stoik.

Handke called the meeting to order at 10:08 a.m. CM Pleva led the Board in a study and discussion of 2 Timothy 1:1-14. CM Pleva offered an opening prayer.

Handke introduced new Board members Bob Mann, Vice Moderator; Mary Stonebraker, Secretary and Bill Howie.

Approval of Minutes

BOD 2007-1. Douglas/Bash to approve the minutes of the Board meeting of June 15, 2007 as presented. Approved unanimously.

Appointment of Team members

Handke appointed Howie to the PVC team and announced:

1. Mann and Stonebraker are *ex officio* members of the Ad Team; and
2. All other members of the Board will continue to serve on their current Teams.

Recess/Call to Order

Handke declared the meeting in recess at 10:35 to allow the Teams to meet. The meeting reconvened and was called to order at 12:45 p.m.

Conference Minister's report

CM Pleva presented the Conference Minister's report. A copy of the report is attached to these minutes.

Ad Team report

Handke presented the report of the Ad Team.

1. The Team has met once since the Annual Meeting.
2. A Conversation Team consisting of Handke, Eastin and Platz has been appointed to represent the Conference in negotiations and discussions related to the divestiture of Pilgrim Heights. The Conversation Team has met with the Conference's attorney and with representatives of Our Sacred Space, Inc. to work on these matters.
3. The date for the next meeting of the Ad Team has not been set.

Financial report

CM Pleva and Treasurer Hucke presented the financial report. The report was received without action.

Pilgrim Heights

Julie Eberbach, appearing before the Board on behalf of Our Sacred Space, Inc., gave a report on the current status of plans for divestiture of Pilgrim Heights.

1. The number of campers at Pilgrim Heights during the 2007 camp season was up 50% over 2006. All scheduled events and programs were held.
2. Preliminary results indicate that the camping operation broke even.
3. A new corporation, Our Sacred Space, Inc. has been formed. The articles of incorporation have been filed with the Iowa Secretary of State, bylaws are being drafted and an application for an IRC § 501(c)(3) exemption is being prepared.
4. There are 8 members on the new corporation's board of directors.
5. \$170,000 has already been raised. Fund raising has not really even started yet.
6. The tentative operating budget and business plan are almost complete.

BOD 2007-2. Lang/Wenzel to return Pilgrim Heights to year-round operation. Approved unanimously.

BOD 2007-3. Eastin/Bash to extend the contract of Ann Graham as Executive Director of Pilgrim Heights on an annualized basis. Approved unanimously.

BOD 2007-4. Platz/Bash to extend the thanks of the Board to Ann Graham and Julie Eberbach for the work on behalf of Pilgrim Heights. Approved unanimously.

North Central Ministry Development Center

Carol Eich, the representative from the Iowa Conference who serves of the board of North Central Ministry Development Center, presented a report concerning the advisability of continued involvement by the Iowa Conference with the operations of the Center. A discussion of the operations of the Center and the advantages and disadvantages of continued involvement ensued.

BOD 2007-5. Lof/Eich to table this matter and refer it to the PVC Team for further study and a recommendation for Board action. Approved, with all members present voting "Aye" except Platz, who abstained.

Conference fund raising

Bash presented the recommendation of the PVC team concerning the request of CM Pleva that the Conference be authorized to conduct a direct fundraising appeal to all persons who are listed on the UCNews mailing list. The PVC team recommends deferral of this matter for the present.

BOD 2007-6. Hucke/Platz to authorize the Conference to conduct a direct fundraising appeal this Fall directed to such persons who are listed on the UCNews mailing list as Conference staff determines appropriate. Approved, with 9 Board members voting "Aye", three voting "Nay" and 2 abstentions.

2008 Ministerial Staff salary recommendation

CM Pleva made a presentation to the Board recommending:

1. That the present compensation section of the Iowa Conference Personnel Policies concerning the salaries of the Conference Minister and Associate Conference Ministers be amended; and
2. That the salaries of the Conference Minister and Associate Conference Ministers for the year beginning January 1, 2008 be set as follows: Conference Minister Pleva - \$67,466; Associate Conference Minister Eslinger - \$60,719; and Associate Conference Minister Stoik - \$53,972

BOD 2007-7. Wenzel/Gaffney that the compensation section of the Iowa Conference Personnel Policies be amended to read as follows:

A. Salaries:

1. **Conference Minister:** The Board of Directors is responsible to set compensation for the Conference Minister. In so doing, the board will give balanced consideration to several factors and variables:
 - a. Iowa Conference Compensation Guidelines,
 - b. Compensation of Conference Ministers in neighboring conferences of the UCC,
 - c. The skills and effectiveness of the conference minister.
2. **Associate Conference Ministers:** The Board of Directors is responsible to set compensation for Associate Conference Ministers and will do so in consultation with the Conference Minister. In so doing, the board will give balanced consideration to several factors and variables:
 - a. Iowa Conference Compensation Guidelines,
 - b. Compensation of Associate Conference Ministers in neighboring conferences of the UCC,
 - c. The skills and effectiveness of the Associate Conference Minister.
 - d. All ACM's will be paid a salary no less than 75% of, nor more than 90% of that paid the Conference Minister.

For purposes of federal and state taxation, members of the ministerial staff may request their salary be allocated between salary and housing allowance as suits their particular need and situation.

3. Support Staff: (unchanged)

Approved unanimously.

BOD 2007-8. Lof/Mann that the salaries of the Conference Minister and Associate

Conference Ministers for the year beginning January 1, 2008 be set as follows: Conference Minister Pleva - \$67,466; Associate Conference Minister Eslinger - \$60,719; Associate Conference Minister Stoik - \$53,972. Approved unanimously.

Finance and Property Team report

Hucke presented the report of the Finance and Property Team. The Board took the following action on the report:

BOD 2007-9. Moved and seconded to defer action on the Jane Moulden bequest at this time. Approved unanimously.

BOD 2007-10. Moved and seconded to approve the attached Iowa Conference UCC – Fund and Account Listing (draft 9/07). Approved unanimously.

BOD 2007-11. Moved and seconded to authorize CM Pleva to open a brokerage account for the Conference at a brokerage to be selected by him. Approved unanimously.

BOD 2007-12. Moved and seconded to authorize CM Pleva to work jointly with Plymouth Congregational United Church of Christ to obtain an appraisal of the Conference office building and the adjacent parking lot and to enter into an agreement with Plymouth to share the cost of the appraisal on such terms as he determines to be appropriate. Approved unanimously.

BOD 2007-13. Moved and seconded to authorize CM Pleva, at his discretion, to hire a realtor to represent the Conference in the sale of the office building. Approved unanimously.

Request of Open Door United Church of Christ

Open Door United Church of Christ is thinking about moving from North Sioux City, South Dakota to Sioux City, Iowa. The move may involve sale of the church's present building. When the church was started, the South Dakota Conference and the Iowa Conference each made a loan to the church in the amount of \$28,250. It was a condition of each loan that any proceeds from a sale of the church's building and adjacent property be used to repay these loans. The church has requested that the Iowa Conference waive this requirement and allow the church to invest the proceeds in its ministry at its new location in Sioux City. Pastor Herwynen has reported to the Board that a similar request has been granted by the South Dakota Conference.

BOD 2007-14. Gaffney/Bash to waive the requirement that Open Door United Church of Christ use the proceeds from the sale of its building and property to repay its loan from the Iowa Conference, but only to the extent that such proceeds are used to purchase a worship facility at a different location. Approved with all members present voting "Aye" except Handke, who voted "Nay".

Planning, Visioning and Coordinating Team report

Bash presented the report of the Planning, Visioning and Coordinating Team:

1. The Team is considering the implementation of procedures for processing requests from individuals, churches and other groups for action on resolutions at annual meetings of the Conference. ACM Eslinger is researching this matter and will report back to the Team.
2. The Team is continuing to investigate the question of the relationship between Mayflower Homes, Inc. and the Council for Health and Human Service Ministries of the United Church of Christ. It has no report or recommendation at this time.
3. The Team is drafting job descriptions for the Board members and officers of the Conference to assist Association nominating committees in their work.

Personnel Team report

Eastin reported that the Personnel Team has begun a review of the personnel policies of the Conference. The Team has no further report or recommendations to present at this time.

Next meeting

Handke reported that the next regular meeting of the Board is December 1, 2007. The start time has not been set yet. CM Pleva invited all Board members to a soup and pie supper at his home on the evening of November 30, 2007.

Handke adjourned the meeting at 3:15 p.m.

Mary Stonebraker, Secretary

