

First Congregational Church UCC  
Waterloo, Iowa

Board of Trustees  
March 8, 2022

Present: Moderator Anne Hoekstra, Craig Driver, Jim Stevenson, Cliff Highnam, John Mardis, Tim Ahrens, Diane Highnam, Evie Waack, David Allbaugh, Gina Greene, Paul Greene, Karen Jensen, Bob Brock, Laurie Allbaugh, Paul Prescott, and Keith Jorgensen. Staff: Michelle Wolfe, Luke Overton, and Abbie Chronister.

Moderator Hoekstra called the meeting to order at 6:01 PM and offered a Reflection reading with a passage from a book by Henri Nouwen. She then made announcements concerning the Easter season and an addition to the agenda.

**Motion:** To approve the minutes for the January 11, 2022, meeting. **J. Stevenson / C. Driver / Carried**  
**Motion:** To approve the email vote taken on February 24, 2022, concerning the Pastor Myers resignation agreement offer and to accept his resignation letter upon its receipt. **Paul Greene / Dave Allbaugh / Carried Unanimously**

**Treasurer's Report:** Treasurer David Allbaugh presented his treasurer's report opening with the statement that the church is financially stable, however, the current position is not as strong as in past reports. He stated that a note will be placed in the next Tidings urging members to bring their annual pledges to current for the year. Given a low cash position, he reported the first installment of Memorial Pledges from the Endowment Trust has been requested. He then reviewed the financial report for February commenting on the various margin notes in the report. Of special note was the lower-than-average ending cash position of approximately \$26,000 and the fact that the church functions on an average of approximately \$33,000 per month.

**Motion:** To approve the Treasurer's Report. **David Allbaugh / J. Mardis / Carried**

#### **Staff Reports:**

**Music Director:** See the attached written report.

**Youth Director:** See the attached written report. Abbie announced she would be out of town this weekend attending a Continuing Education Conference in Indianapolis, Women in Youth Ministry.

**Office Manager:** See the attached report. Michelle added how nice it is to be back in the office daily.

**Board Reports:** See the attached written reports.

**Social Causes and Justice (Mission):** Moderator Hoekstra announced the Nicaraguan Shoeboxes have been delivered to an Indian Reservation in Peoria, AZ after being in storage for two years. This is an alternative destination as the Nicaraguan border is closed. Tim Ahrens announced that Community Meals has been discontinued.

**Creative Ministries (Fine Arts):** Paul Greene shared that plans are still being made to have Ayanna Gregory speak this spring and hopefully in our church.

**Spiritual Life & Care:** Gina Greene added that conversations have begun on having "social" time following worship.

**Physical Resources (Building & Grounds):** Cliff Highnam reported plans are being made to repair the past water damage, also for some brick tuckpointing this spring. The primary focus is locating a contractor to do the work. Cliff noted the church should expect an increase in heating cost for the year. Paul Prescott offered some recommendations on repairing the plaster blistering issue the church suffers. He recommended employing an engineer for the best solution.

**Spiritual Growth & Programs (Religious Education):** Tim Ahrens reported seven children were in attendance for the Hartman Reserve maple syrup event this past weekend. Abbie shared that plans are being made for Vacation Bible School this summer with several area churches involved.

**Committees:**

**Social Media:** Evie Waack, representing the Social Media committee, shared the Digital Media Policies document they have created. See the attached policy. The committee members are listed on the report. There was considerable discussion on the policy and the management of our various media platforms by the entire group. While well received, it was stated it would be a document amended as needed in the future.

**Motion:** To approve the Social Media Policy as presented. **J. Mardis / Paul Greene / Carried**

**Endowment:** See the attached written report. Jim Stevenson clarified the operating philosophy of the Endowment Committee, noting that while the corpus could be invaded, a plan for repayment should be in place. John Mardis commended the committee members, past and present, on an excellent job of maintaining the fund.

**Search and Call:** Diane Highnam reported an updated Church Profile has been submitted to the Conference office, expecting some revisions to be made. Once the approved profile is returned, it will be posted on websites of several denominations for a wider distribution.

**Memorial Committee:** See the attached written report.

Moderator Hoekstra dismissed all but board of trustee members at this point to open discussion on the current pastoral situation and discussion on appropriate reimbursement rates for pulpit fill. The conditions of Rev. Myers resignation were reviewed, and the current status reported. Once Rev. Myers resignation is official, Moderator Hoekstra will make the announcement to the congregation. Discussion followed on reimbursement rates for pulpit fill.

**Motion:** Reimbursement for pulpit fill will be \$150 per day for an ordained pastor, and \$100 per day for lay persons. **Paul Greene / John Mardis / Carried**

Meeting was adjourned.

Respectfully submitted,  
Keith Jorgensen, Clerk