IOWA
UNITED CHURCH OF CHRIST

Annual Meeting
2020

Iowa Conference of the United Church of Christ
2020 Virtual Annual Meeting
October 17, 2020
1:30-3:30pm

Link for meeting - https://us02web.zoom.us/j/88678611495

"Faith in Public: The Church's Role in Community and Civic Life"
"But if you let it go, reckless in your love, you'll have it forever, real and eternal."
John 12:24-26 MSG

AGENDA

1. Call to Order and Opening Prayer
    a. Greetings and Initial Actions
    b. Introduction of Conference Leadership
2. Adoption of Annual Meeting Rules *(Business/blue section)*
3. Approval of 2019 Annual Meeting, June 15, 2019 Minutes *(Minutes/pink section)*
4. Conversation with Rev. Ellis Arnold, Associate Conference Minister
5. Reports
    a. Authorized Ministry/CCAM Report *(Business/blue section)*
    b. Board of Directors Report *(Welcome/white section)*
        i. Brave Space Initiatives
            1. ONA Commitment
            2. Anti-Racist Church Commitment
    c. Nominating Committee Report *(Nominating/purple section)*
    d. Financial Reports and Adoption of 2021 Budget *(Financial/green section)*
6. New Business
    a. Recognition of outgoing leaders
    b. Commissioning of new leaders
    c. Alliance of Associate Conference Ministers Resolution
7. Concluding Business
    a. Passing of the Gavel
    b. Announcements

Business Documentation

- Agenda
- Rules of Procedure
- Parliamentary Procedure
- Members in Discernment
- Requirements to Maintain Standing
- Ministerial Cash Salary Guidelines
- ONA and Anti-Racism Conference Commitments
- Alliance of Associate Conference Ministers Resolution

IOWA ANNUAL MEETING RULES OF PROCEDURE

In order to facilitate the orderly flow of business, these rules have been adopted by the Iowa Conference Board of Directors for the conduct of business at the 2020 Annual Meeting of the Iowa Conference of the United Church of Christ.

Parliamentary Procedure:
Roberts Rules of Order (most recent edition) shall be the basis for parliamentary procedures.

Floor Discussion: (General Guidelines)
On each matter presented on the floor there shall be allowed one hearing per speaker for two minutes, alternating insofar as possible between pro and con, until all others desiring to speak are heard, and then a second hearing shall be allowed for one minute.

Motions and Amendments:
All motions and amendments shall be presented to the Moderator and to the Secretary in writing.

Annual Meeting Oversight Team:
Members of the Annual Meeting Oversight Team shall be the Conference Minister, Moderator, Assistant Moderator, Chair of the Board of Directors, and Vice-chair of the Board of Directors. The Assistant Moderator shall serve as Chair of the Business Referral Team.

Proposals for Action and/or Resolutions:
1. Business concerns brought to the Annual Meeting from the members of the Conference may be one of two types:

Proposal for Action: *specific directional statements and goals which call for the creation of program with implications for budget and staff.*
Resolution: *expression of opinion and/or call for a specific action.*

2. Any proposal for action or resolution adopted by the Conference Annual Meeting will be implemented subject to the planning and budgeting process of the Conference.

3. Proposals for Action and/or Resolutions must be presented in a timely fashion allowing for advance notice and consideration of the matter by the members of the Conference. Therefore, see item 7 below.

4. Proposals for action or resolutions may appropriately come from any one of the following sources:

a. A local church or the official governing body of a local church.
b. Individual members of Iowa Conference churches. Individual members may submit a resolution bearing twenty (20) or more signatures of members of at least three (3) UCC churches of the Iowa Conference in support the resolution.
c. An Association of the Iowa Conference.
d. The Conference Board of Directors.

5. All proposals for action or resolutions must contain a recommended plan of implementation which answers the following questions:

If adopted and funded:
a. Who will implement the action?

b. What actions will they take? (Please provide a listing of name and addresses of persons to receive copies of the voted document if that is part of the implementation)
c. By what deadline will it be accomplished?
d. How will it be funded?

6. Proposals for action, resolutions and proposed amendments to them should seek to use language which is inclusive in form and content.

7. To be considered at the Annual Meeting proposals for action and resolutions:
a. Must have been in the hands of the Board of Directors no later than 60 days prior to the date of the Annual Meeting, or;
b. Must relate to subject matter which could not have been foreseen prior to that date (an emergency resolution). **Any such emergency resolution must be in the hands of the Board of Directors no later than Friday, October 16, 2020. The Annual Meeting Oversight Team will determine whether it may be presented to the meeting.**

Nominations from the floor:

All nominations presented from the floor shall meet the same criteria used by the Conference Nominating Committee:
a. Permission for use of their name has been granted by the nominee.
b. Biographical information will be distributed sufficiently in advance of the election to be studied by the delegates.
c. There will be no nominating speeches.
d. Nominee is an active member of a local church in the Iowa Conference.

Summary of Parliamentary Procedure
Chart of the Most Common Parliamentary Motions

All of the following twelve motions are ranked from bottom of the list. When any one of them is immediately pending (that is the last motion to be put before the delegates and not yet disposed of), any motions above it on this list is in order, and all those below it on this list are out of order. Any business or particular subject matter is brought before the delegates as a main motion at the bottom of this list.

Kind of Motion	Is Second Required?	Debatable	Amendable	Vote Required	Purpose
Adjournment	yes	no	no	majority	to end a meeting
Take a Recess	yes	no	yes	majority	to interrupt a meeting for an intermission
*Raise a Question of Privilege	no	no	no	none	to obtain immediate action on problems affecting the honor, dignity or safety of delegates or individual
*Call for the Order of the Day	no	no	no	none	to bring before the delegates scheduled business
Lay on the Table	yes	no	no	majority	to set aside an item of business at least temporarily
Previous Question	yes	no	no	two-thirds	to close debate on the immediately pending motion, or, when specified on all pending motions or consecutive series thereof
Limit or Extend Limits of Debate	yes	no	yes	two-thirds	to limit or extend debate for a period of time, or on specified motion or motions
Postpone to Certain Time	yes	yes	yes	majority	to delay consideration of the main motion
Commit or Refer	yes	yes	yes	majority	to place the main motion in the hands of a committee or group of specified individuals
Amend	yes	yes	yes	majority	to modify or alter a motion debatable only when motion to be amended is debatable
Postpone Indefinitely	yes	yes	yes	majority	to dispose of a motion without bringing it to a vote
Main Motion	yes	yes	yes	majority	to introduce new business

*Designates motions which can be made while someone else has the floor

Parliamentary Motion Chart

Iowa Conference of the United Church of Christ Annual Meeting

The following seven motions are incidental motions, and are not ranked since each is related to a specified problem arising out of other business. They are in order at any time the business out of which they arise is in order.

Kind of Motion	Is Second Required?	Debatable	Amendable	Vote Required	Purpose
*Point of Order	no	no	no	none	to enforce rules of delegates
Parliamentary Inquiry	no	no	no	none	to provide delegates with correct information on rules or motions
Request for Information	no	no	no	none	to answer questions of delegates
Suspension of the Rules	yes	no	no	two-thirds (count vote)	to facilitate business normally against delegates rules
Appeal from the Decision of the Chair	yes	yes	no	majority	to insure that a majority agrees with the ruling of the chair, not debatable when it relates to inde-corum, priority of business, etc.
*Division of the Assembly	no	no	no	none	to secure a more accurate vote
Count Vote	no	no	no	one-third	to secure a counted vote
To Withdraw a Motion	no	no	no	usually none, majority if any delegate objects	to withdraw a motion before it is amended or voted upon. Must be made by original mover with approval of the second

The following three motions are in order when there is no other motion pending before the delegates. The motion to "reconsider" may be made at any time, even when other motions are pending, but must wait for full consideration.

Kind of Motion	Is Second Required?	Debatable	Amendable	Vote Required	Purpose
To Take a Motion from the Table	yes	no	no	majority	to bring before the delegates a motion previously tabled
Reconsider	yes	no	no	majority	to secure a new vote on a motion previously voted upon. Mover must have voted with prevailing side on original motion.
Rescind or Repeal	yes	yes	yes	two-thirds with no previous notice	to void previous action of the delegates

Member in Discernment Process Overview

To maintain their ministerial standing, Authorized Ministers must complete annual Information Reviews, Boundary Training every 3 years, and the following:

South Dakota Associations, SD
Continuing Education is encouraged

Heartland Association, NE
Boundary Training, every 5 years
Continuing Education, every year

Living Waters Association, NE
Marks of Ministry Self-Assessment and Peer Review, every 3 years
Ministerial Code Review, every 3 years
Continuing Education, every year

Prairie Association, NE
Continuing Education is encouraged

Central Association, IA
Periodic Vocational Support, every 3 years
Continuing Education, 6 hrs every year

Eastern Iowa Association, IA
Periodic Vocational Support, every 3 years
Continuing Education is encouraged

Northeast Association, IA
Continuing Education is encouraged

Northwestern Association, IA
Continuing Education, 6 contact hrs per year

Southeastern Association, IA
Periodic Support Consultation, every 3 years
Continuing Education, 16 hours per year

Southwestern Association, IA
Periodic Support Consultation, every year

Requirements for Authorized UCC Ministers

For more information on the MID process or requirements for standing in the UCC visit the www.ucctcm.org/mid.

August 20, 2020

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UNITED CHURCH OF CHRIST

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Dear Friends and Colleagues in Christ,

Attached is the 2021 Compensation Guidelines document submitted by the Conference Committee on Authorized Ministry and the Conference Board of Directors to our Conference annual meeting, October 17, 2020. The changes from the 2020 version of compensation guidelines include specificity of paid holidays; encouragement of outdoor ministry participation; recommendation for reimbursement for professional coaching, spiritual direction, and/or counseling; and a 2% increase to the Cash Salary Grid across all Steps to reflect competitive compensation for ministerial professionals and promote ministerial retention in our congregations.

Six years ago, our compensation guidelines were significantly changed from the previous years. The Conference Committee on Authorized Ministry and the Iowa Conference Board of Directors continues to understand the reality of congregational life and the truth that it takes time to make big changes. We are now six years into the new and improved guidelines. **ALL congregations, are encouraged to use the guidelines and if needed, create a plan to move toward full implementation this year.** Additionally, churches entering the process searching for a new settled minister will use these guidelines to communicate the compensation package they are able to offer with prospective ministers.

These guidelines were created in consultation with the other UCC conferences who share borders with the Iowa Conference as well as analysis of the annual salaries of other related and similar professions throughout all of Iowa. They are intended to promote just and generous compensation to the skilled and valuable spiritual leaders of our Conference, our authorized ministers. They are also intended to help the UCC churches of the Iowa Conference be attractive to the brightest and best leaders of our denomination, strengthening our mission, and encouraging the health and vitality of our congregations.

The Conference Committee for Authorized Ministry and Conference staff are happy and eager to help your leadership team use these guidelines well. Please contact them with your questions and concerns.

Blessings for the Journey,

Rev. Kate West, Chair, Conference Board of Directors
Paul Lasley, Chair, Conference Committee on Authorized Ministry

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Rev. Brigit Stevens, *Executive Conference Minister*
Rev. Ellis Arnold, *Associate Conference Minister*
Rev. Darrell Goodwin, *Associate Conference Minister*
Rev. Samantha Houser, *Associate Conference Minister*

Supporting Our Ministry
2021 Compensation Guidelines
Iowa Conference UCC

These guidelines continue the significant changes to the guidelines made in 2015. All congregations are encouraged to use these guidelines and if needed, create a plan to move toward full implementation this year

Introduction - Understanding Compensation for Ministry

This resource is entitled *Supporting Our Ministry* because authorized ministers - whether ordained, licensed, commissioned, or granted lay ministerial standing- are called and compensated for the sake of the whole church's ministry and mission. Any who recommend, determine, or evaluate compensation for those leaders, therefore, need to understand compensation in the context of the whole church's ministry.

All Christians are called to ministry and mission, beginning with their baptism. Congregations have found that properly trained leaders are indispensable if they are to be faithful to the gospel and to God's mission. Well-educated, trained clergy help the church guard against distortions of the gospel, neglect of prayer or scripture, or misuses of religion. Studies in Bible, church history, theology, psychology, leadership development, and more prepare clergy to preach and teach the gospel faithfully in changing social times. Clergy need also to understand psychological, social, political and economic realities to help the church hear God's call and respond in faithful mission. Professional clergy developed because such responsibilities demanded more education and time than could be achieved by volunteers.

Congregations compensate pastors/teachers/preachers/leaders to equip members for ministry through: Bible study, worship, preaching, teaching, administering the sacraments, counseling, prayer, spiritual direction, and support at times of special personal or community need. Compensation reflects, therefore, the congregation's intention to live in faithful service to God. That makes their relationship with their minister different from that of employer to employee, even though a written call should be considered a legal contract. Their relationship is a covenant defined by their responses to God's Call.

The following principles, in summary, are important when considering compensation for ordained clergy and other ministers:

The church compensates leaders for the sake of and in the service of the whole church's ministry and mission. The minister is not "hired" by a congregation to serve itself, but is called as a pastor and teacher to lead all members in proclaiming the gospel, being stewards of God's human and material gifts and serving God's mission. The minister is thus a local representative of the gospel tradition and the whole church.

The church's ministry both requires and deserves our faithful stewardship, our generous giving.

One part of the church's ministry should not be put in competition with another because of weak stewardship. For example, local and wider mission are both essential; adequate clergy compensation and building maintenance are both very important. Faithful ministry requires faithful stewardship.

Compensation should be consistent with the values faith affirms. It should honor experience, education, and responsibilities. It should meet genuine needs and be reviewed annually to respond to changing personal or economic conditions. It should be generous, just, and equitable regardless of race, gender, sexual orientation, or social status.

I. Cash Salary

The following chart provides guidance for determining the cash salary of full-time authorized ministers in a local church setting. The chart presents salary guidelines related to the average weekly worship attendance of a church with various Steps within each category. The Steps refer to experience, special skills, and other factors deemed important for salary calculations. If the actual cash salary of a minister (before any re-allocation of funds to other line items) is below that of the appropriate membership size and Step, the position may be considered to be less than full time. The salaries listed in the chart are for ordained ministers who are solo and senior ministers. Licensed ministers, Commissioned ministers, and those with Lay Ministerial Standing should receive 85-100% of the salary designation for an ordained minister serving the same church at the appropriate membership size and Step.

Suggested Minimum Cash Salary for 2021
(does NOT include housing allowance, parsonage, or benefits)

Avg Weekly Worship Attendance *	Step A	Step B	Step C	Step D	Step E
Up to 50	$36,252.59	$39,805.34	$43,706.34	$47,989.63	$52,692.58
51-100	$39,805.34	$43,706.34	$47,989.63	$52,692.58	$57,855.82
101-150	$43,706.34	$47,989.63	$52,692.58	$57,855.82	$63,526.61
151-200	$47,989.63	$52,692.58	$57,855.82	$63,526.61	$69,752.17
201-250	$52,692.58	$57,855.82	$63,526.61	$69,752.17	$76,587.41
251 and above	$57,855.82	$63,526.61	$69,752.17	$76,587.41	$84,092.80

These guidelines assume most of the responsibility for worship planning, preparation, and leadership are held by one or two pastors of the congregation and that the major activity and workload of the ministry is connected with worship. In some settings, especially congregations with more than two ministers who share and/or collaborate for most worship planning, preparation, and leadership, adjustments should be made to more accurately align the skills necessary and the workload demanded of the minister to the appropriate level within the grid.

Guide to the Steps

Cash salary guidelines are based upon the average weekly worship attendance and the skills, education, and experience of the pastor, co-pastor, associate pastor, team ministry, pastor, or other authorized minister. Please note:

- Each Step denotes a minimum salary for that Step
- Truly outstanding performance in ministry may merit a salary in the next larger category or Step
- An adjustment should be considered for ministers who have received less than adequate increases in the past

Step A = Entry-level. No ministerial or applicable life experience other than field education as a part of theological education.
Step B = Entry-level to mid-level. 2-5 years ministerial and/or applicable life experience.
Step C = Mid-level. 5-15 years ministerial and/or applicable life experience and proficiency in special skills.
Step D = High mid-level to early senior-level. 15-25 years ministerial and/or applicable life experience, perhaps an advanced graduate degree, specialized experience gained from continuing education or other work experience. A high level of proficiency in a wide range of skills typically needed by a senior minister, including staff supervision.
Step E = Senior-level. 20 or more years ministerial and/or life experience, highest level of skills proficiency needed by a senior minister, advanced graduate degree(s) and/or specialized skills.

It must be borne in mind that the figures above apply only to cash salary. It is important to consider a similar increase in the housing allowance (if provided) or the overall percentage increase will be smaller.

The Iowa Conference is well aware that many of our churches struggle to meet these guidelines. The first approach in such a situation must be a careful inward look in which the congregation openly and prayerfully considers whether it is really teaching and challenging its members to be generous givers and faithful stewards of the financial resources God has given to each member. In cases where the resources to compensate at the guideline minimums cannot be obtained, it is important to enter into constructive negotiation with the pastor about alternative ways to recognize and honor the pastor's work. Some pastors might gladly accept additional time off, additional vacation time or other non-economic considerations in lieu of a compensation increase. Other ways to acknowledge a pastor's faithful service might include a year-end bonus or a contribution toward paying off their seminary debts, or (for pastors who live in a parsonage) contributions toward a (usually tax-deferred) housing equity fund.

II. Housing (Parsonage or Housing Allowance)

For authorized ministers, the cost of housing should be a part of the minister's compensation package. After the theoretical salary and housing compensation are agreed upon, the minister may choose to re-allocate that total compensation in a more beneficial way for their particular economic circumstances, in accordance with the codes of the IRS and ethics of authorized ministry. (See Pastoral Ministry Budget Worksheet at the end of this document for computing the figures.)

Relocation Expenses
It is expected that the calling congregation pays full relocation expenses for a newly called minister and their family. Additionally, it is expected that the calling congregation provide an additional cash benefit equal to 15.3% of the relocation expenses to offset the income tax now associated with this benefit. Prior to December 31, 2017, a church's payment or reimbursement of a pastor's qualified moving expenses was a nontaxable benefit. However, the 2017 Tax Cuts and Job Act made the moving expense benefit provided for clergy a form of taxable income that must be reported on the pastor's W2. The congregation's additional cash benefit to the newly called clergy covers the clergy's increased tax liability that results from the changes.

OPTION 1: PARSONAGE PROVIDED - When a parsonage is provided, it should be well maintained and compare with the average housing in the church membership and community. It is recommended that there be a written agreement between the church and minister concerning all procedures for regular maintenance and repairs. The payment of utilities should be the responsibility of the church, with the exception of personal telephone calls. Because the pastor who lives in a parsonage will not accumulate equity as does a person who owns their own home, it is recommended that the church establish a tax-sheltered equity fund (usually an IRA) into which payments in lieu of equity accumulation will be made on the pastor's behalf.

OPTION 2: HOUSING ALLOWANCE - If the church does not provide a parsonage, a housing allowance should be calculated and paid based on the median price of owner-occupied housing in the church's own

community. A **minimum housing allowance shall be no less than 1% per month of the value of the median-priced standard 3-bedroom home** in the community (e.g., if the median priced home is $100,000, the annual housing allowance would be $12,000). Annual review of the compensation package should include review of the community's housing market so that all components of the package are equitably adjusted each year.

According to the IRS, the value of the annual housing allowance must be formally approved at the annual meeting of the church of by the appropriate church board each year prior to receipt of the allowance by the minister. The approval must be officially recorded in church minutes and be retained in the church files.

It is important for the church and minister to understand that the value of the parsonage, or the amount paid as housing allowance is NOT taxable for purposes of income tax, and should not be included in box 1 of form W-2. However, the value of the parsonage or the housing allowance paid IS taxable for the purposes of Social Security.

NOTE: Definition of "Salary Basis"
The "Salary Basis" is the sum of the cash salary plus either the housing allowance or the value of the parsonage provided. For the purposes of calculating the "Salary Basis", the value of a provided parsonage should be set at 30% of the cash salary. The "Salary Basis" is the figure from which the pastor's pension contribution and Social Security offset is calculated.

III. Forms of Ministry

A. Full-time Solo or Senior Ministry
Full-time ministers should receive at least the minimum cash salary. For purposes of these recommendations, it is assumed that full-time service consists of approximately 12-13 units of work per week, where one unit equals one 3-4 hour block of time, such as one morning, one afternoon, or one evening, as averaged over the course of a year.

B. Full-time Associate Ministry
Associate ministers' compensation will vary with responsibilities, experience, and training. While it is common for an associate minister's cash salary and housing to be less than that of the senior minister's in that congregation, it should meet at least the minimum guidelines on page 2. Any differential between the compensation of a senior pastor and that of an associate would best be accomplished by INCREASING the compensation of the senior pastor (for additional responsibilities, etc.) rather than by reducing the compensation of the associate. A reminder from the cash salary grid on page 2: in some settings, especially congregations with more than two ministers who share and/or collaborate for most worship planning, preparation, and leadership, adjustments should be made to more accurately align the skills necessary and the workload demanded of the minister to the appropriate Step within the grid. Full benefits should be provided for all full-time authorized ministers.

C. Part-time Ministry
Churches that cannot afford the recommended full-time salary package may wish to consider offering their minister a part-time salary package, which is based on the minister's time commitments in terms of "units." Transparency and good communication are key to this package, because without those a church might easily develop unrealistic time expectations of its part-time minister.

One approach to negotiating a transparent part-time minister compensation package is to look at each morning, afternoon, or evening as constituting one unit of work (e.g. 3-4 hours). For example, a minister who spent a morning on worship preparation, an afternoon on hospital visitation and administrative work and an evening at a church meeting would have worked 3 units that day.

- A full-time pastoral position would average 12-13 units/week over the course of a year.

- A three-quarter time position would average 9 units/week over the course of a year and the minimum salary and benefits should be calculated at 75% of a full-time ministry package.
- A half-time position would average 6 units/week over the course of a year and the minimum salary and benefits should be calculated at 50% of a full-time ministry package.

This approach permits a church to set priorities while also providing considerable flexibility. Lay people might prepare the newsletter, teach an adult Bible Study or make routine visits to shut-ins, freeing up the part-time minister to concentrate on worship preparation, a limited number of meetings, and counseling of and visitation to those in need. In this way, a church may provide a professional-level ministry with a part-time minister.

A possible, but not exhaustive, list of church activities and responsibilities that might be included in a minister's total units of time are

- Worship planning and preparation
- Sunday worship and Sunday programs
- Visitation at hospitals, nursing homes, personal homes
- Administration, phone calls, e-mails
- Church, community, and denominational meetings
- Counseling, weddings, funerals, and other pastoral concerns
- Teaching, bible study, adult education
- Communication venues: bulletins, newsletters, website, etc.
- Community-based chaplaincy at nursing homes, jails, hospitals, etc.

Another means for determining part-time compensation would be to consider the cost of leading worship at $125-200/day plus mileage reimbursement, and that of all other pastoral responsibilities at $20-$30 per hour plus mileage reimbursement, based on experience.

D. Supply Ministry

Supply ministry is another model by which to address the pastoral needs of a congregation between installed pastorates, pastoral sabbaticals, pastoral family leave, and other authorized pastoral leave situations. This may be as little as regular pulpit supply or expanded to include hospital visitation and/or other specified pastoral duties. Supply ministers may be lay, licensed, or ordained.

A minimum weekly compensation of at least $125-200, plus travel expenses, is recommended for worship leadership. The compensation should be increased when there is more than one worship service, or when the pastoral services beyond worship leadership have been agreed upon.

E. Intentional Interim Ministry

An interim pastor serves churches experiencing the transition between their former pastor's departure and the calling of a new pastor. Because this interim period is such an important time for a congregation to work on issues of change and development, an interim pastor needs special skills and training. A full-time interim pastor should receive compensation that meets the above guidelines and be at least equal to the pay received by the previous pastor.

An Intentional Interim Minister is a pastor contracted to serve a church during a stipulated transition period in order to help that congregation meet particular goals before calling a new, permanent pastor. An Intentional Interim Minister helps the church identify those important goals and set objectives for the interim period, which may be one to two years. Compensation for this specialist in interim ministry should be at least at the same level as the last full-time pastor's but may need to be higher to adequately compensate for the interim's unique skills or to stretch the congregation toward more adequate compensation for a newly called pastor.

Ministers who provide Interim Ministry rely on churches to support them during their ministry in the local setting, but also need to maintain some stability between interims. Churches should take this into account

when negotiating the terms to be applied at the end of an interim contract. It is suggested that each church setting seek to provide an additional 30-45 days of full compensation following the end date of an interim minister's time in serving a church setting for more than 6 months, and 15 days of full compensation for less than 6 months of service.

Interim ministers, whether part-time or full-time, may be called according to the cash salary guidelines found above or by using the "unit" system illustrated in the Part-time Ministry section on page 4. When calculating compensation per unit, the amount should, at minimum, reflect combined compensation of salary and housing.

F. Commissioned Ministry

Commissioned ministers are lay persons normally with a college degree plus specialized training in a specific area of ministry not requiring ordination, such as Christian education, music ministry, administration, outdoor ministry, etc. Compensation should reflect experience, education and special training, and be similar to that of other individuals in the community with similar responsibilities.

G. Licensed Ministry and Those with Lay Ministerial Standing

Licensed ministers and those in ministry who have Lay Ministerial Standing serve a vital role in the life of the Church. This guideline should be used for full- and part-time ministry. Full-time roles should be compensated according to the cash salary guidelines on pages 2-3 of this document at 85-100% of the listed salary. Full housing and general benefits should be provided for full-time ministry. Part-time ministry should be compensated using the same approach as part-time ordained ministry, as described above.

IV. Benefits

Benefits are provided for authorized ministers as an expense of the ministry setting.
To be in keeping with Conference Guidelines, a church must provide at minimum the following benefits as described below in

A. Pension/Annuity (or cash equivalent)
B. Health & Dental Insurance (or cash equivalent)
D. Social Security Offset
E. Life & Disability Insurance
F. Worker's Compensation
H. Malpractice Insurance (usually included or an additional rider with church's property insurance)

To be in keeping with Conference Guidelines, a church must provide paid vacation and days off, business travel reimbursement, financial and leave provisions for civic service and continuing education events, professional expense reimbursement, and Criminal Background Check reimbursement.

A. Pension/Annuity

Monthly payments to the Annuity Fund, an IRS 403(b) tax sheltered annuity administered by The Pension Boards UCC, are a standard part of the UCC ministerial benefits package. Ministry settings provide contributions directly to The Pension Boards of 14% of the minister's "salary basis," which for pastors paid a housing allowance is the total of cash salary plus housing allowances OR, for pastors provided with a parsonage, the total of cash salary + 30% of cash salary + any furnishings allowance. (Please see definition of "salary basis" on page 3). Payments are made directly by the church to the Pension Board on a monthly basis and all payments and accumulations are tax deferred until retirement.

B. Health & Dental Insurance

Plan A Health Insurance & Dental insurance for ministers and their dependents through The Pension Boards UCC is a standard part of the UCC ministerial benefits package. Plans B & C of The Pensions Board UCC are not appropriate substitutes. If health & dental insurance is desired by the minister, the ministry setting shall make: (1) monthly payments for the full cost of the annual premium directly to The Pension Boards UCC; or

(2) payments not to exceed the UCC annual premium applied to the cost of a comparable plan of another insurer. In the case of another insurer, not The Pension Boards UCC, contact your tax professional to discuss what premium payments are "subject to taxation." It is important to note that if the premiums are not paid on time the minister and family risk loss of coverage and cannot be reinstated without full medical examinations.

NOTE: Those persons entering authorized ministry in the United Church of Christ for the first time have a 90-day window during which they may enroll in The Pension Boards UCC health insurance plan without need of a medical examination. If a minister agrees to leave the UCC Group Plan for other insurance provided by the church, re-admittance may be possible only after a complete medical exam for all those to be covered; thus if a minister drops coverage for any reason, there is a risk of being declared uninsurable or of being severely restricted in insurability in future years.

C. Vision Insurance
Individual and family vision coverage is also recommended and is available as an optional coverage through the Pension Boards.

D. Social Security Offset
It is important to understand the "dual-status" of professional clergy. For purposes of income tax, the minister is an employee whose cash compensation is reported on IRS form W-2 (the housing allowance or value of a provided parsonage is NOT included in this figure). For purposes of Social Security, however, the minister is considered self-employed and must pay self-employment tax at the rate of 15.3% of cash salary plus housing allowance/value of provided parsonage. To acknowledge this anomaly, it is expected as minimum guidelines that the church provides an additional cash benefit equal to 7.65% of the minister's *salary basis* to ministers who contribute to Social Security. For purposes of income tax reporting, the offset is additional compensation and must be included in cash salary on form W-2.

E. Life & Disability Insurance
Life & disability insurance coverage is available at a premium of 1.5% of the salary basis to all ministers, whether ordained, licensed, or granted lay ministerial standing. Such coverage is highly recommended because it provides

1. Long-term disability benefits after 90 days of disability.
2. Short-term disability benefits are payable prior to the qualification for long term benefits.
3. Term life insurance on a minister's life to ensure that survivors have some financial protection in the event of the minister's death.

The terms of the disability policy are not easily summarized. For a more complete explanation of the Pension Boards Disability coverage, please consult the Pension Boards directly.

F. Workers' Compensation
Churches are required by law to provide workers' compensation insurance for all employees including clergy.

G. Flexible Spending Accounts
There will be tax savings for the pastor if a Flexible Spending Account is established into which the pastor may designate pre-tax deductions from their salary be deposited. Upon presentation of proper documentation for certain medical and dependent care expenses, those amounts are reimbursed to the minister tax-free. The UCC Pension Boards will administer such a plan at modest cost. The church may administer the plan itself but must be careful to follow all the pertinent regulations.

H. Malpractice Insurance (pastoral counseling and misconduct)
Each church should purchase malpractice insurance to protect both the church and its staff in the event of a lawsuit.

V. Reimbursement of Expenses Incurred on Behalf of the Church

Reimbursable expenses are those costs reimbursable to the minister or lay minister, which are incurred in the performance of pastoral duties. **They are not part of the person's compensation. They are "business" expenses for which the congregation is responsible.** The IRS considers the following to be reimbursable expenses.

A. Automobile

The minister should be reimbursed for travel expenses related to costs incurred for using an automobile in ministry. These expenses should be seen as cost to the church and not the minister. Churches should choose one of these options:

1. Reimburse the minister for use of their personal automobile at the current IRS rate for employee use.
2. Provide the minister with an auto for church business by purchase or lease. When such an auto is used for personal use, the minister should reimburse the church for such use. Please note that IRS regulations apply to all these options and should be carefully consulted.

B. Conference and Association Meetings

Ministers are expected to attend official Conference and Association meetings and should be encouraged also to serve in wider ministry settings—in the association, conference or national settings. Such service, in appropriate amounts, should be considered part of both the congregation's and the pastor's ministry and mission. Such wider service is neither time off nor vacation. Expenses not reimbursed by the wider ministry setting should be reimbursed by the local church.

C. Continuing Education

Congregations should expect their minister to pursue professional growth and development, since both benefit from it. Continuing education leave of two weeks each year, including two Sundays, is recommended, with an amount budgeted in the expenses of the congregation ($500-$1,000) to cover a major portion of the expenses for tuition, travel, housing and meals that might be involved. The appropriate church board should be involved in approving a mutually beneficial experience.

D. Community of Practice (COP)

Congregations should expect their minister to participate in a Community of Practice for support, growth, and accountability among their peers. It is highly beneficial for both the minister and congregation to participate in such a group. It is recommended that the congregation budget for the annual participation fee ($300 in 2021), reimburse mileage according to the travel expense reimbursement listed above, and provide time for regular participation in the group.

E. Professional Coaching, Spiritual Director, and/or Counselor

Congregations are best served by ministers who are attentive to their own professional development, spiritual health, and emotional well-being. To ensure the minister has few barriers to utilizing a professional coach, being supported by a spiritual director, or working with a counselor, Congregations should allocate at least $50-$150 monthly as an amount that may be reimbursed to the minister to cover these costs. The minister should submit receipts alongside the request for reimbursement.

F. Other Professional Expenses

A specific amount should be negotiated each year to cover other professional expenses. Items such as books, magazines, publications not otherwise covered by the church budget, work related meals, cost of entertaining church members and groups, gifts, cost of participation in program activities of all church groups, association and conference responsibilities, vestments and dues would be covered. The minister should submit regular reports with receipts to request reimbursement.

G. Criminal Background Check

When a pastor is first called to a church, the congregation will reimburse the newly called and settled pastor for the cost of the background check required for the search & call process.

VI. Other Benefits and Provisions

A. Personnel Policies
Personnel policies governing days off, vacations, holidays, and leave for clergy and lay employees should be developed by each congregation. Such policies are wise to anticipate special situations or needs such as illness, personal emergencies, and the birth or adoption of a child. Personnel policies regarding such needs can avoid confusion and avert tensions in the relationship.

B. Vacation and Days Off
Clergy are often expected to work more than the standard 40-hour work week. Responsibilities often require work on evenings and Saturdays as well as Sundays; therefore, an annual vacation of four weeks, including four Sundays, is standard for all ministers, regardless of full-time or part-time. Two days off per week for full-time ministers should also be strongly encouraged to assure a minister's continued health and endurance.

C. Holidays
Paid holidays should at least include New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, the Friday after Thanksgiving, and Christmas. When these occur on a Sunday, another day should be taken as the holiday.

Congregations are encouraged to also include the Sunday following Christmas and the Sunday following Easter to the list of paid holidays so that the Minister is able to celebrate those holidays.

D. Parental Leave
A period of parental leave is a recommended way for congregations to support a minister and their family. For the period prior to and/or immediately following the birth or adoption of a child, parental leave of up to eight weeks with full compensation is encouraged. Any accrued vacation or sick leave may be used to extend the leave period. Another option for extending the leave would be for the minister to work part-time, engaging some of the responsibilities while making provisional arrangements for others. In each of these instances, prior to the leave, arrangements for the continuation of the church's pastoral responsibilities during the leave should be negotiated.

E. Sick Leave
Sick leave should be established at 30 days per year with no unused days carried over to the next year. Sick leave may be used for personal illness or accident, the care of a person in the minister's immediate family, or medical and dental appointments. In the event of serious and extended illness and/or disability an additional 60 days may be negotiated with the local church governing body in consultation with the Association Committee on Ministry and the conference staff, if requested (see the section on disability insurance).

F. Emergency or Personal Leave Day
Allowance should be made for the pastor to be with their immediate family at times of special celebration, such as weddings or graduations, and at times of personal sorrow such as illness or death. Also, the pastor may have times of personal emergency or unusual family responsibility. Congregations should identify a number of personal leave days. From 3-7 per year are recommended. These do not accrue.

G. Civic Service Leave
Regular full-time and part-time ministers who are members of a US Military Reserve or National Guard unit should be excused from work when called for military duty and training. Churches shall adhere to all federal and state laws affecting military leave.

Ministers should be granted leave for jury duty. They should receive up to two weeks compensation while serving as a jury member. Compensation should be figured as the difference between their regular compensation and the jury duty per diem pay. Ministers are expected to resume pastoral duties once released from jury duty for the day.

H. Participation in UCC Wider Church Ministry and Outdoor Ministry

Churches are in ministry beyond the limits of their community. Therefore, Pastors are expected to attend official Conference and Association meetings to maintain their ministerial standing. A pastor should be encouraged also to serve in wider ministry settings - in the Association, Conference, or National Settings.

Outdoor ministry is transformative for congregations, and thus, congregations are encouraged to allow their pastors one week's participation in or service to a camp or outdoor ministry setting. Such wider service is neither time off nor vacation. Expenses not reimbursed by the wider ministry setting should be reimbursed by the local church.

I. Other Unpaid Family Leave

Unforeseen circumstances and events in the minister's family that necessitate time and attention away from the church should be handled with compassion and concern. Other unpaid leave for the care of a spouse, child, parent or self should be negotiated as needed according to the following principles:

- Unpaid leave may be used to care for a spouse, child, or parent who has a serious health condition. It may be used for a serious health condition that makes the employee unable to perform the essential functions of their job. It may be used for any qualifying exigency, as defined by the Family and Medical Leave Act, arising out of the fact that a spouse, son, daughter, or parent is a military member on active duty or call to covered active duty status. Up to 12-workweeks of unpaid leave in a 12-month period will be granted.
- In cases of unpaid leave, health insurance will remain uninterrupted and unchanged for the employee and their family.
- Unpaid leave workweeks will not be included in calculations to figure accrued vacation and other benefits (except health insurance).

J. Sabbatical Leave

Churches are encouraged to establish a Sabbatical Leave policy for their ministers. The concept of Sabbatical, rooted in Scripture, offers a time of sustained study, travel, and personal and professional renewal, typically enabling ministers to be of greater service within their ministry setting over time.

After every five years of service and in anticipation of further ministerial tenure, the minister should be encouraged to take a three-month sabbatical with full compensation for the purpose of professional study and growth. Local churches are encouraged to pay 50% of the cost of tuition and other expenses—travel, board, lodging, etc. A sabbatical is not a vacation. During a sabbatical year, regular vacation time should also be allowed, either added to sabbatical time or taken separately.

The church should make provision for pulpit supply and pastoral care during sabbatical by setting aside as part of the annual budget, funds that when taken together are sufficient to meet the total cost anticipated.

Congregations can prepare for any expenses associated with sabbatical leave by adding annually to an escrow account for that purpose.

K. Minister's Death

In the case of the minister's death, it is recommended that the spouse and/or family receive full salary for the current month plus any vacation time earned, plus three additional months' pay. The family should be entitled to live in the parsonage free of charge, or receive the housing allowance, up to 90 days. Further

provisions may be made upon mutual agreement between the church, the spouse and/or family of the deceased minister, and the Executive Conference Minister and/or the Association Committee on Ministry.

VII. Working Together for Effective Ministry

The covenant that binds a minister and congregation in mutual ministry and mission needs to be nurtured, strengthened and sometimes renewed. Here are some specific ways that can be done.

A. Pastoral Relations Committee
A small committee of three to seven persons is given the specific job of supporting the minister, the relationship between the minister and the congregation, and clarifying the role of the minister. Such care can build the trust and communication necessary to deal effectively with inevitable tensions or conflicts that arise. Training for the PRC is available from Conference staff.

B. Annual Review of Compensation
An important task for the church, either by the personnel committee or some other designated committee, is an annual review of the minister's compensation. The review should be an open and caring conversation allowing the minister to express changing needs or expectations. An annual increase of cash salary reflecting any increase in the cost of living should be considered as well as current housing market figures if a housing allowance is included. Compensation does reflect the congregations' intentions to take seriously their own calling. Additional salary increases reflecting meritorious service or increased responsibilities affirms the mutual covenant between minister and congregation.

C. Ministry Review
Any planned review of ministerial performance needs to be done at a time sufficiently distant from annual compensation review to avoid linking the two. (For example, if the church's budget meeting and decision regarding ministerial compensation happens in September, the ministry review should happen in March.) A ministry review should be undertaken only when its purpose is clear, and only if there are not immediate tensions in the relationship between minister and congregation. Such purposes might be to clarify congregational goals and objectives, to assess the minister's use of time in relation to those objectives, to identify unmet needs, or skills that need further development. Review of the congregation's performance is as important as review of the minister's performance. Deficiencies in performance by one party can seriously impeded effectiveness by the other. Information on ministry evaluation is available from conference staff.

It is understood that the conference Executive Conference Minister and/or the Associate Conference Minister and the Association Committee on Ministry shall be consulted at the request of either the minister or the congregation, should the relationship between them be strained or in jeopardy.

It is understood that the minister is to have freedom of the pulpit in matters of faith and ethics according to the dictates of the Word of God, the work of the Holy Spirit, the traditions of the United Church of Christ and the realities of the world.

These guidelines have been developed by the Conference Committee on Authorized Ministry and the Board of Directors of the Iowa Conference of the United Church of Christ. They are then submitted to the Annual Meeting of the Conference for their endorsement. These guidelines are reviewed annually.

The ministerial staff serving the Iowa Conference UCC are available for consultation and resourcing and seeks to be helpful as you have need while ministering together.

6-17-2006
Revisions: 2/1/2007, 2/2/2007, 5/11/2009, 10/28/2010, 4/20/2011, 6/11/2012, 10/11/2014, 9/29/2015, 9/26/2016, 10/7/2017, 9/15/18, 5/15/19; 8/20/20

Pastoral Ministry Budget Worksheet

Use this worksheet to figure the expenses of your congregation's pastoral ministry. Your pastor's particular circumstances may be best served by reallocating funds from one area to another. Use the "Pastor's Allocation" column to align the compensation and expenses appropriately for your specific congregation.

	Current	Guidelines	Pastor's Allocation
Pastor's Salary Basis (pg. 2-4)			
1. Cash Salary (pg. 2, 4-5)			
2. Housing Allowance or 30% of line 1 above (Parsonage provided)			
3. Salary Basis Subtotal (add lines 1 & 2)			
4. Social Security Offset (pg. 3) 7.65% of line 3 above			
General Benefits (pg. 5-6)			
5. Pension/Annuity (pg. 6) 14% of line 3 above			
6. Health & Dental Insurance			
7. Vision Insurance			
8. Life & Disability Insurance 1.5% of line 3 above			
Total Pastor Compensation (total of lines 3-8)			
Church Expenses of Pastoral Ministry			
9. Pastor's business travel (2020 IRS rate is $0.575/mile)			
10. Continuing Education			
11. Professional Expenses			
12. Moving Expenses (newly called pastor)			
13. Criminal Background Check (reimburse newly called pastor)			
14. Reimbursable Expenses			
Total Expenses of Pastoral Ministry (total of Pastor Compensation and Church Expenses)			

BRAVE SPACE

Brave Space:
Our Call to Be an LGBTQ+ Affirming Church and an Anti-Racist Church

A Message from the Iowa Conference Board of Directors, the Nebraska Conference Board of Directors, and the South Dakota Conference Board of Directors

Knowing that God is indeed still speaking, the Iowa, Nebraska, and South Dakota Conferences' Boards of Directors have been reflecting on why we are Church in this time and place. Listening to stories, engaging in prayer, holding sacred the past and looking to the future, the words became clear. We are Church to most fully express God's extravagant welcome and to advocate for justice, so that all people may know love, safety, belonging, and dignity.

We believe God is calling us to bold, prophetic, public, and invitational ministry that fosters Brave Spaces and transformation in our Conferences and congregations. We have discerned that God is calling our Conference Settings to two related commitments: first, to continue our efforts to affirm and celebrate gay, lesbian, bisexual, transgender and queer people (LGBTQ+) in the full life and ministry of the our Conferences; and second, to deepen our collective and ongoing work of identifying, understanding and dismantling racism in our society, our Church, and ourselves. These are the commitments of the Conference Settings and when each conference gathers together they will guide and shape our culture together.

We hope and invite each congregation to embrace these covenants and to join us in this work. We honor that each congregation will need to engage in creating their own Brave Spaces for discernment, learning, growth, and before making a commitment. We encourage all of our congregations to start by talking with your leaders about committing to creating Brave Space for conversation and learning about LGBTQ+ inclusion and anti-racism. Then reach out to reach out to your Conference's Board of Directors and Conference ministerial staff so that we come alongside one another.

The Iowa, Nebraska, and South Dakota Conferences' Boards of Directors lovingly announce and the commitments and covenants of each of their Conferences.

Our Faithful Commitment to Extravagant Welcome and Being an LGBTQ+ Affirming Church

A Commitment of the Iowa Conference, the Nebraska Conference, and the South Dakota Conference

Because we affirm that beauty and blessedness of God's creation is present in all people:
We make a conscious and deliberate decision to celebrate the diversity of creation as uniquely embodied in people who are lesbian, gay, bisexual, transgender, and queer (LGBTQ+).
We honor the sacredness of people's lives through extravagant welcome and unconditional affirmation of people of all sexual orientations and gender identities.

Because we confess that harm has been done to LGBTQ+ people in the name of God:
We renounce theologies, ideologies, and doctrines that oppress or exclude anyone of any sexual orientation or gender identity. We intentionally design church systems and structures that both include and amplify the voices of all LGBTQ+ people and center the voices of LGBTQ+ indigenous people and LGBTQ+ people of color.

Because we embrace the extravagant love taught by Jesus:
We celebrate LGBTQ+ youth and work to create a world where youth grow up in loving community. We preach prophetically, witness publicly, and act boldly to live lives of unconditional love.

Because we recognize the need for greater understanding of LGBTQ+ people within our faith communities:
We support one another on journeys of claiming gender identities and sexual orientation.
We follow the lead of LGBTQ+ persons and families in order to learn to be allies who actively resist and overcome systemic injustices of all kinds.

Because we look forward to the time when every church in our conference, in the UCC, in our country, and in our world senses the movement of the Spirit, recognizes that all persons belong to God, and fully celebrates people of all sexual orientations and gender identities in its life and ministry:

We strive for justice and inclusion of LGBTQ+ people within all settings of the Conference's ministry, and we support our ministers and laypeople who protest, speak out, and advocate for equity in access to housing, health care, education, banking, and all other social institutions that disadvantage LGBTQ+ people.
We create Brave Spaces in our Conference and dedicate time for the education, conversation, and discernment central to the journey of being an LGBTQ+ inclusive church, and we invite all congregations to create Brave Space specific to LGBTQ+ inclusion in their own communities.
We hope for each and every congregation to one day prophetically and publicly commit to being an Open and Affirming Church and to living out that commitment anew each day.

We commit to BE Church together, live into God's extravagant welcome, and advocate for justice so that all people may know love, safety, belonging, and dignity.

Our Faithful Commitment to Being an Anti-Racist Church

A Commitment of the Iowa Conference, the Nebraska Conference, and the South Dakota Conference

Because we affirm that the beauty and blessedness of God's creation is present in all people:
We make a conscious and deliberate decision to celebrate diversity of creation as uniquely experienced by People of Color.

We honor the sacredness of people's lives saying, "Black lives matter. Indigenous people's lives matter. People of color's lives matter. LGBTQ+ people of color matter."

Because we know racism will not be eradicated without deliberate engagement in analysis and action:
We shake off complacency and strive constantly to identify the social institutions and practices that grant power and privilege to white people over and against people of color.
We do not deflect, deny, or evade opportunities to examine racism and privilege and its effects—and then we work to dismantle it.

Because we confess that harm has been done to people of color in the name of God by words and deeds, and by silence and complacency:

We renounce theologies, ideologies, and doctrines that have been used to justify the enslavement and degradation of people of color.

We examine and reimagine church systems and structures, decolonize our iconography and images, and transform the language of liturgies and hymns.

Because we embrace the extravagant love taught by Jesus:
We celebrate black, indigenous, and youth of color and follow their leadership toward creating a world that thinks critically about race and racism, then acts for justice.
We preach prophetically, witness publicly, and act boldly to confront injustice in all forms.

Because we recognize the need for greater understanding of how racism and white supremacy have impacted people in faith communities:
We support one another on journeys to learn how racism and its effects are embedded in the Church, in all social institutions, as well as in ourselves.
We follow the lead and come alongside people of color to actively resist and overcome systemic injustices of all kinds.

Because we look forward to the time when every church in our conference, in the UCC, in our country, and in our world senses the movement of the Spirit, recognizes the impact of racism on people's lives and our communities, and commits to dismantling racism:

We strive for racial justice within all settings of the Conference's ministry, and we support our ministers and laypeople who protest, speak out, and advocate for equity in access to housing, health care, education, banking, and all other social institutions that disadvantage people of color.
We create Brave Spaces in our Conference and dedicate time for the education, conversation, and discernment central to the journey of being anti-racist and dismantling racism, and we invite all congregations to create Brave Space specific to anti-racism in their own communities.
We hope for each and every congregation to one day prophetically and publicly commit to being an Anti-Racist Church and to living out that commitment anew each day.

We commit to BE Church together, live into God's extravagant welcome, and advocate for justice so that all people may know love, safety, belonging, and dignity.

Learn more at www.ucctcm.org/bravespace

Iowa Conference Board of Directors adopted Commitment to be an LQBTQ+ Inclusive, Open and Affirming Church on May 18, 2019, and commitment to be an Anti-Racist Church on August 1, 2020.

Nebraska Conference Board of Directors adopted the commitment to be an LQBTQ+ Inclusive, Open and Affirming Church and an Anti-Racist Church on September 1, 2020.

South Dakota Conference Board of Directors adopted the commitment to be an LQBTQ+ Inclusive, Open and Affirming Church and an Anti-Racist Church on September 1, 2020.

THE ALLIANCE OF ASSOCIATE CONFERENCE MINISTERS OF THE UNITED CHURCH OF CHRIST REQUESTS TO BE RECOGNIZED AS A FORMAL GROUP

A Prudential Resolution
Submitted by (Supporting Entities Listed Here)

SUMMARY:

The Alliance of Associate Conference Ministers (AACM) seeks to be recognized as a Self-Created Group according to United Church of Christ By-Laws, Article VI., existing to be a supportive expression of the Living Christ, in relationship with one another and with the Body of Christ, in all its forms. The term "Associate Conference Minister" is used ubiquitously in AACM documents to refer to all persons who serve in the role either designated as associate conference minister or all the various titles of those functioning in similar job responsibilities and expectations. AACM serves to support those who serve in a staff or called position doing conference ministry in the support of the conference minister and conference. This action requires a Bylaws amendment at the Thirty-Third General Synod.

BIBLICAL, THEOLOGICAL, AND HISTORICAL GROUNDING:

The fundamental biblical grounding for the proposed recognition of the Alliance of Associate Conference Ministers is found in Christ's farewell discourse in the Gospel of John, "...that all of them may be one," John 17:21 (NIV). For centuries, this has been a scriptural basis for uniting Christians throughout the world.

In the context of the challenges of today's secularizing culture and the opportunities created by increasingly powerful means of communication, we have been inspired by the Deutero-Pauline ambition, "...that the body of Christ may be built up until we all reach unity in the faith...and become mature, attaining to the whole measure of the fullness of Christ." Ephesians 4:12-13 (NIV). To us, this means that we are called to outgrow an attitude of "going it alone" that has been prominent in our polity for more than three hundred years (since the 1648 Cambridge Platform). It means that we are called to build a stronger and larger network of covenants through which we can become stronger as the body of Christ serving across the breadth of the United Church of Christ. It means that we can be much stronger by capitalizing on the many ways we are increasingly interdependent in today's world. This means building and maintaining a covenantal and collaborative relationship with all United Church of Christ Associate Conference Ministers through the existence and support of the AACM.

The Alliance seeks to live out its purpose of:

- Building and maintaining a covenantal and collaborative relationship with all United Church of Christ Associate Conference Ministers.
- Developing and maintaining a covenantal and collaborative relationship with the United Church of Christ Council of Conference Ministers, officers of the Church, UCC Covenantal partners, and UCC Board of Directors.
- Being a resource to share information and best practices to promote excellence in our various ministries.
- Being a collective voice of advocacy for concerns important to the role and work of the Associate Conference Minister as they relate to the life of the United Church of Christ.

We believe that discerning God's will and God's call to us is best done in community, gathering, listening and sharing with one another. This we have done through meeting and sharing ideas at AM21 in 2018 and 2019 intentionally discerning a call to unite for the intention of being a resource to share support, information and best practices to promote excellence in our various ministries.

TEXT OF THE RESOLUTION:

Whereas the United Church of Christ takes seriously our individual Christian covenant with God as the primal covenant from which our human covenants are derived and by which they are shaped. [1]

Whereas in the above view it is "the covenantal relationship with God that creates the church and, in turn created a covenantal relationship among the people who are the church"[2]

Whereas the United Church of Christ holds seriously the call to be an open and welcoming faith community, accepting into the church body and leadership all facets of expression found in God's people, creating a rich diversity of expression, background, culture, sexual and gender identity and expression.

Whereas the work of conference ministry and associate conference ministry places those doing the work at the intersection of church life, between the local church and the national setting, including associations where those exist calling for "keeping

[1] Hoffman, J. F. (2008). Covenant in Our UCC Heritage. In Covenant: A study for the United Church of Christ (pp.32). Cleveland, OH: United Church Press.

[2] Hoffman, J. F. (2008). Covenant in Our UCC Heritage. In Covenant: A study for the United Church of Christ (pp. 33). Cleveland, OH: United Church Press.

communication flowing in all directions, nurturing relationships, articulating and supporting covenantal relationships."[3]

Whereas in response to "[t]he Proposal for Action adopted by the twentieth General Synod called upon local churches, conferences and associations, those called and employed by the church, and various national bodies to act in a variety of ways in support of the fair and just compensation of all persons called and employed by the church"[4] the AACM states it provides resources and advocacy to support ACMs in their positions.

Therefore be it resolved that the Thirty-Third General Synod of the United Church of Christ calls for the establishment of the Alliance of Associate Conference Ministers, a Self-Created Group serving to support those who serve in a staff or called position doing conference ministry in the support of the conference minister and conference.

Be it finally resolved the Alliance of Associate Conference Ministers be granted official status in the United Church of Christ Bylaws, Article VI, Self-Determining Groups.

FUNDING: The funding for the implementation of the Resolution will be made in accordance with the overall mandates of the affected agencies and the funds available.

IMPLEMENTATION: The Officers, in consultation with appropriate ministries or other entities within the United Church of Christ, will determine the implementing body.

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[3] Hoffman, J. F. (2008). Our Covenant as the Wider United Church of Christ. In Covenant: A study for the United Church of Christ (pp. 36). Cleveland, OH: United Church Press.

[4] Fair & Just Compensation A Report to the Twenty-first General Synod 97-GS-50 62-65

Minutes of the 2019 Annual Meeting

IOWA CONFERENCE UNITED CHURCH OF CHRIST
2019 ANNUAL MEETING

(Non-official notes from the scheduled Annual Meeting)
June 15, 2019 – Countryside Community Church, Omaha, NE
3:00pm

1. Call to Order and Opening Prayer

Moderator Onita Mohr called the meeting to order and point out that the agenda for this part of the meeting is printed on the backside of the white IOWA tab in the Annual Meeting spiral bound book.

Associate Conference Ministers Ellis Arnold and Jonna Jensen greeted and offered the opening prayer.

Moderator Mohr introduced the Rev. Susan Sickelka as the Parliamentarian for the meeting.

Ministry Support Staff presented the credentials report to Moderator Mohr. 71 people were in attendance to this meeting. Quorum of 83 voting delegates was not present. Parliamentarian Sickelka advised those in attendance that business could be discussed and recorded and then given to the Board of Directors for final action. No votes would take place. To verify credentials for the 2020 Annual Meeting records, a list was passed for signatures of all delegates.

2. Adoption of Annual Meeting Rules (Business/blue section)

- Moderator Mohr reported that the Meeting Rules of Procedure (blue paper, pages 28-31) were adopted by the Board according to our bylaws and have been posted on the conference website. It was the gathering's sense of direction to followed these rules.
- Moderator Mohr recognized our guests.

3. Approval of 2018 Annual Meeting, October 13, 2018, Minutes (Minutes/pink section)

- A correction was noted on the top of page 48 as follows: CM Stevens recognized our retiring Board of Directors.

4. Conversation with Revs. ACM Arnold Arnold and Jonna Jensen, Associate Conference Ministers

- Moderator Mohr called upon ACMS for conversations about their responsibilities.
- ACM Arnold presented that their role included being the nerd of policy/polity.
- ACM Jensen explained that her role included calling out leadership within the local churches.

5. Reports

- CCAM Report (blue paper, pages 32-44) was presented by ACM Arnold brought from the Conference Committee for Authorized Ministry.
    - Member in Discernment "how to"
    - 2020 Compensation Guidelines
    - **Discussion followed report as follows:**
        - **Rev Craig Henderson stated that there was disconnect in the COM covenant when people were not in attendance and helping the quorum to be made so that decisions could be made.**
        - **Question presented by Rev Dave Sickelka - is a call agreement a legally enforceable contract? ACM Arnold is going to check with national staff to obtain advice.**
        - **Question presented by Rev Donald Morgan - is relocation expense covered by conference you are leaving or conference you are moving to? ACM Arnold advised to ask the new location.**

- Board of Directors' Report was presented by President Diana McHenry:
    - Appreciates full staff.
    - We keep learning new things in our new staffing model, sharing work with the South Dakota and Nebraska Conferences. We rely on the members of our board who serve on the Tri-Conference Ministries Board of Directors, which is really the Personnel Committee for our conferences, to keep us well connected.
    - All three conferences worked together to create a "Why" statement.
    - Much work has been focused in the past year to transition all threes conferences to better use of our accounting and database systems. These tasks have needed more time and attention from our staff in this first 18 months than expected and are not without their share of hiccups. The board is engaged in ongoing conversation with Conference Minister Stevens and the Tri-Conference board members to assess our staffing needs going into the future.
    - General Synod is in Milwaukee this year.
    - In 2017 the Iowa Conference BOD initiated the study of a process by which the conference might declare itself to be ONA. In the past year that process has moved along with the creation of an active ONA task force that is hard at work. The ONA Task Force is currently working on writing an ONA Covenant and creating a plan for next steps within the conference for the Board to review, approve, and enact.

- Nominating Committee Report (purple paper, pages 49-57) was presented by Committee Member Sue Johannsen.
    - Correction on page 52 as follows:
        - Sue Johannsen is from Eastern Iowa Association
        - Laura Renault is an Authorized Minister.
    - Discussion as to what the slate on page 51 is compared to "continuing to serve" on page 52. Explained that the slate is the new ones not yet voted upon and that the "continuing to serve" had already been voted upon in past years.

- Statistical Reports (gray paper, pages 59-66) were pointed out by Moderator Mohr.
    - Church & Clergy statistics - correction was noted on pages 61 and 64 as follows:
        - Ryan Dowell Baum was from First Congregational UCC instead of Mayflower
        - Valerie Miller-Coleman instead of Coleman Miller-Coleman.
    - Pastoral transitions
- OCWM & Special Offering recognition (Financial/green pages)
    - Moderator Mohr highlighted that these recognitions were especially noted at the Honorees Luncheon.
- Financial Reports (separate green packet) was presented by Treasurer Jon Haack- both the pre-audited financial statements for 2018 and the proposed conference budget for 2020.
    - He pointed out that the 2020 Tri-Conference UCC Ministries budget is in participants' packets for information.
- **Discussions/questions followed and Conference Minister Brigit Stevens joined the meeting**
    - **Explained that OCWM does not cover all expenses so the restricted accounts are being studied to learn how to move forward.**
    - **She will check all questions and confirm/verify figures.**

6. New Business

- Recognition of outgoing leaders was led by ACMs Arnold and Jensen.
- A brief litany of installation of all newly elected and continuing conference leadership was also led by ACMS Arnold and Jensen.

7. Concluding Business

- Moderator Mohr passed the gavel with words of encouragement to Rich Jensen who is on the slate for moderator in 2020.
- Rich Jensen presented the Resolution of Thanks.
- Jensen invited all delegates and friends to continue in the fellowship and celebration of our first ever joint annual meeting of the Iowa, Nebraska, and South Dakota Conferences at the evening's banquet with storytelling and music, and then to join the 9am worship service on Sunday, June 16th.

Submitted by
Board of Director Secretary Mary Beth Hartenstein

Nominating Committee Report

- Board of Directors
    - Officers
    - Association Specific
- General Synod
- Conference Committee for Authorized Ministry (CCAM)

Iowa Conference Nominating Committee Report

The Conference Nominating Committee presents the following slate of nominees for election by the Annual Meeting. This slate has been endorsed by the Board of Directors. Should a delegate desire to nominate an individual from the floor, the nominee must agree to have their name placed in nomination, and biographical materials must be available for distribution to the meeting at the time of nomination.

Slate of Nominees for Election by the Iowa Conference Annual Meeting 2020
Presented by the Iowa Conference Nominating Committee

Board of Director Officers:

Moderator:	Jessica Margrave Schirm, Grinnell, UCC Congregational (*AM)
Assistant Moderator:	Lee Albertson, Creston, Red Oak First Congregational UCC (AM*)
Secretary:	Eileen Gebbie, Ames, Ames UCC (AM*) (1st term)

Board of Directors Association Specific: Class Designated

Central:	Brian Leckrone, Des Moines, Plymouth Congl UCC (lay) (1st term)
Central:	Jared Walter, Ames, Plymouth Congl UCC/Ames UCC (lay) (1st term)
Eastern Iowa:	Matthew Schneider-Adams, Clarence, St John's UCC (AM*) (1st term)
Northeast:	Dixie Laube, Clarksville, Immanuel UCC (AM*) (1st term)
Northwestern:	Al Yungclas, Webster City, First Congregational UCC (lay) (1st term)
Northwestern:	Shonda Deranleau, Creston, Humboldt Congl UCC (lay) (1st term)
Southwestern:	TBD

Board of Directors At-large:

Martha Wolf, Burlington, Fort Madison St John UCC, (lay) (1st term)

General Synod Delegates:

Class of 2023	TBD

CCAM Delegates:

Eastern Iowa:	Judy Parks, Cedar Rapids, First Congregational UCC (lay) (2025)
Northeast:	Laura Renault, Hubbard, Zion UCC (AM*) (2025)
Northwestern:	Luverne Schmidt, Klemme, Immanuel Reformed UCC (lay) (2025)
At Large:	Melissa Sternhagen, Oskaloosa, St Paul Congregational UCC (AM*) (2025)

*AM = Authorized Minister

Continuing to Serve:

Board of Directors:

Appointed Treasurer: Jon Haack, Elkader, Elkader Peace UCC (AM*)

Board of Directors Association Specific:

THANK YOU to the BOD team who have dedicated many hours of time and service to the Iowa Conference UCC!

Central:	Kathleen Murrin, Des Moines, Plymouth Congl UCC (lay) (2nd term)
Northeast:	Sue Johannsen, Muscatine, Faith UCC (lay) (1st term)
Northeast:	Forrest Cornelius, Charles City, First Congregational (AM*) (1st term)
Northwestern:	Molly Dowell Baum, Sioux City, Mayflower Congl UCC (lay) (2nd term)
Northwestern:	Marjorie Groves, Webster City, First Congl UCC (lay) (2nd term)
At large:	Carla Cain, Des Moines, Plymouth Congl UCC (AM*) (1st term)

Term 2021

Disciples of Christ:	Kate West, Belle Plaine, First Congl UCC (AM*) (1st term)
Northeast:	Jon Haack, Elkader, Elkader Peace UCC (AM*) (1st term)
Southeastern:	Brice Hughes, Burlington, Zion UCC (AM*) (2nd term)

Term 2022

Eastern Iowa:	Melanie Van Weelden, Cedar Rapids, First Congl UCC (AM*) (1st term)
Northwestern:	Terry Kaduce, Klemme, Immanuel Reformed UCC (lay) (1st term)

Directors at Large

Kaity Kemp, Dubuque, First Congl UCC (lay) (1st term)
Chad Savage, Denmark, Congl UCC (AM*) (2nd term)

General Synod Delegates:

Class of 2021

Aaron Barker, Des Moines Plymouth Congregational UCC, Central
Chloe Brewer, Kahoka St Paul UCC, Southeastern
Dane Brewer, Kahoka St Paul UCC, Southeastern
Stephanie Hill, Fort Dodge First Congregational UCC, Northwestern
Dixie Laube, Clarksville Immanuel UCC (AM*) Northeast
Onita Mohr, Decorah Congregational UCC, Northeast
Susan Reed, Glenwood First Congregational UCC, Southwestern
Matt Schneider-Adams, Clarence St John's UCC (AM*) Eastern Iowa
Maxine Tone, Dubuque First Congregational UCC (AM*) Eastern Iowa

CCAM Delegates:

Central:	Elizabeth Colton, Oskaloosa, St Paul UCC (AM*) (2021)
Eastern Iowa:	Mark Buck, Marion, Hiawatha, Hope UCC (AM*) (2023)
Southeastern:	Carl Vass, Olds, Olds UCC (AM*) (2024)
Southwestern:	Brian Wohlhuter, Minden, The United Church of Christ (AM*) (2022)
At-Large:	Joyce Gelhaus, Webster City, First Congl UCC (lay) (Northwestern) (2022)
Chairperson:	Paul Lasley, Ames, Ames UCC (lay) (2022)

*AM = Authorized Minister

Meet the 2020 IOWA BOD Officer Nominees

Name	Jessica Margrave Schirm	Lee Albertson
Office/Board position	MODERATOR	ASSISTANT MODERATOR
Address	515 Spruce Drive, Pella	505 McKinley St, Creston
Age	40-49	70-79
Home church name/city	Grinnell UCC, Grinnell	First Congregational UCC, Red Oak
Association	Central	Southwestern
Vocation	Pastor	Pastor
Education	Mdiv Wake Forest University Divinity School	BA, Mdiv, Doctor of Ministry
Service within church: *Local	Grinnell UCC	Pastor 40 years
*Association	Central Committee on Ministry	Chair Committee on Ministry 6 yrs
*Conference		Chair Committee on Ministry 6 yrs
*National		UCC Conference Minister Search Coordinator since 2015
Current ecumenical and community service(s)	President Grinnell Ministerial Association, GMA representative Grinnell Housing Coalition, Central Assoc COM member	
Special interests	Reading, dogs, sleeping, cake, social justice	Antiques, and most recently yard/lawn landscaping
If elected, what gifts will you bring to our conference life?	I will bring the gift of authenticity - being honest about my strengths and limits; I will bring the gift of grace - less so for my own imperfections as that is still a learning curve for me, but more so for the ways in which we are all, and especially our tri-conference, living into this strange season with wonder and curiosity and openness, frustration, grief and longing.	Lots of local church pastoral experience. Board experience on the Association and Conference levels. Trained and experienced community organizer. Passionate commitment to the UCC's vision and mission. I like to work with the details of an organization but love to always look a the big picture as well.

Meet the 2020 IOWA BOD Nominees

Name	Brian Leckrone	Jared Walter	Matthew Schneider-Adams	Dixie Laube	Al Yungclas	Shonda Deranleau	Martha Wolf
Office/Board position	BOD ASSOCIATION	BOD ASSOCIATION	BOD ASSOCIATION	BOD ASSOCIATION	BOD ASSOCIATION	BOD ASSOCIATION	AT LARGE
Address	4200 Park Ave, Apt 6-23, Des Moines	1326 Stafford Ave, Ames	P O Box 455, Clarence	1103 South Main St, Clarksville	1123 220th St, Webster City	1792 205th St, Creston	206 N 4th St, Unit 206, Burlington
Age	50-59	30-39	50-59	40-49	70-79	60-69	70-79
Home church name/city	Plymouth Congregational UCC, Des Moines	Plymouth Congregational UCC, Des Moines & Ames UCC, Ames	St John's UCC, Clarence	Immanuel UCC, Clarksville	First Congregational UCC, Webster City	Congregational UCC, Humboldt	St John UCC, Fort Madison
Association	Central	Central	Eastern Iowa	Northeast	Northwestern	Northwestern	Southeastern
Vocation	QA Coordinator, Conifer Health Services	Seed planner at Syngenta Seed (ag business)	Pastor	Pastor	Retired	Pastor	Former Social Worker, Restaurant Owner
Education	Franklin College of Indiana/BBA History/Political Science; Iowa State U/Masters in Education	BS Crop Science from Univ Illinois - Urbana - Champaign	Mdiv Pacific School of Religion	Mdiv	BS Education, U of South Dakota	BS Management Science, Center Learn, Pathways	BS Sociology and Psychology Truman University in Kirksville, MO

Meet the 2020 IOWA BOD Nominees

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Name	Brian Leckrone	Jared Walter	Matthew Schneider-Adams	Dixie Laube	Al Yungclas	Shonda Deranleau	Martha Wolf
Service within church: *Local	Church School Teacher 4 yrs for grades 5-6; Stephen Ministry 5 yrs; Peace Committee; Confirmation Guide; VBS Teacher	Board of Deacons 3 yrs; Church Council at Plymouth in 2013; Willits LGBTQ committee chair currently	A big priority of mine is developing strong and proactive neighborhood outreach ministries to vulnerable persons, with special concern for victims of abuse and immigrants. Also, I work to strengthen the relationship between churches and the local arts community.	7 yrs in Kahoka with SE Assn	Lots of committee work; 50+ years singing in choir	Member Board of Christian Ed at First Congregational UCC, San Jose; Organist, CE Director, Treasurer, Fellowship at Congregational UCC, Creston; Adams County Ministerial Alliance; Madison Warren Ecumenical Association	Current Council President
*Association			I have regularly served on Association executive boards, planning committees, and committees on ministry.	7 yrs SE Association with being Moderator for 1.5 yrs		SW Advisory Board, SW COM, Parish-Life Witness, Central COM, Co-Pastor at Fairview UCC, Corning, Pastor at Congregational Christian UCC, Truro	

Meet the 2020 IOWA BOD Nominees

Name	Brian Leckrone	Jared Walter	Matthew Schneider-Adams	Dixie Laube	Al Yungclas	Shonda Deranleau	Martha Wolf
*Conference		General Synod Delegate	I have had the opportunity to serve on Boards of Directors, Annual Meeting worship-planning committees, have enjoyed teaching classes on worship in lay academy settings, and directed youth camps.	11 yrs as seminary student and pastor		General Synod Delegate, Parish Life Witness Committee	
*National			General Synod Delegate	General Synods - 4 times			
Current ecumenical and community service(s)	Member Poor People Campaign: A National Call for; Chair Education Committee Pool People's Campaign: A National Call for Moral Revival in Iowa; Contemplative Outreach of Central Iowa BOD; Associate of the Sisters of St Francis/Dubuque	Volunteer Family Promise at Plymouth; Volunteer Food at First (pantry) at First Christian Church in Ames	I am currently serving on the (very participatory!) board for the Clarence Main Street organization, part of the Main Street Iowa program, to create common-sense, relational, community-based downtown revitalization initiatives.	Local food bank helper of NE Missouri in Clark County; attend ministerial mtgs; support local food pantry and community school events		Humboldt County Ministerial Alliance and Partners, Humboldt County Mobile Food Pantry	Serve on Council and Communion Committee; very active in the community End of the Month Meals hosted by St. John UCC; work with the Burlington Homeless Shelter; active in Greater Burlington Partnership (Chamber);

Meet the 2020 IOWA BOD Nominees

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Name	Brian Leckrone	Jared Walter	Matthew Schneider-Adams	Dixie Laube	Al Yungclas	Shonda Deranleau	Martha Wolf
Special interests	Taking classes through King Center on Nonviolent Social Action and Building the Beloved Community	SURJ (showing up for racial justice) in Des Moines; supporter of NAACP, Iowa Safe School, One Iowa, and Pride Sports League		Helping children, youth, and those that in need		Reading, being with my 7 grandchildren, traveling	Cooking/baking, testing recipes, reading, music, collecting primitives, needlework

Meet the 2020 IOWA BOD Nominees

Name	Brian Leckrone	Jared Walter	Matthew Schneider-Adams	Dixie Laube	Al Yungclas	Shonda Deranleau	Martha Wolf
If elected, what gifts will you bring to our conference life?	I would bring my ability to communicate and listen, as well as the experience to work well with others. I would also bring a strong commitment to the UCC.	Just Peace/Liberation Theology - orientation. Passion for justice and service toward all.	To this table I will bring an openness the gloriously wide spectrum of vision within the UCC, a love of our church in all its settings, and the deep conviction that a people formed by baptism into the risen Savior have a sacred calling to bear witness both tenderly and defiantly wherever the cross is found in this	Studied business in college, able to analyze numbers. Love UCC, born & raised in UCC. Committed to future of church, even though some tough times ahead. Started in outdoor ministry, interest in keeping those relationships strong. As Paul states to Romans, we all have different talents, abilities, it takes all of us from rural/suburban/ urban areas to make Church whole. Listen to everyone;make sure all churches being heard & their concerns.		The United Church of Christ became an interical part of my life for the last 60 years. I bring not only that history to the table but the gifts it has given me in opporutnities to grow in my faith and share that faith with others through music, worship, the willingness to work with others and patience - lots and lots of patience.	I have been very active in the UCC faith since joining St. John in 1974. I have served on our Council and other church committees locally, and I have also served on several committees on the Southeast Iowa Advisory Committee. I was elected to the Ft. Madison Community School Board and served 9 years, 2 years as president. I have a strong faith.

CCAM Positions and Terms 2020-2021

Membership Requirements:
1 each from each of the 6 participating associations

Members:
Central Association: Elizabeth Colton (AM)
Eastern Iowa Association: Mark Buck (AM)
Northeast Iowa Association: Laura Renault (AM)
Northwestern Association: Luverne Schmidt
Southeastern Association: Carl Vass (AM)
Southwestern Association: Brian Wohlhuter (AM)

3 at-large
Joyce Gelhaus (Northwestern Association)
Judy Parks (Eastern Iowa Association)
Melissa Sternhagen (AM, Central Association)

1 chair
Paul Lasley (Central Association)

Staggered-Terms

- 5-year term ending with annual business meeting in 2021
  - Liz Colton**
- 5-year term ending with annual business meeting in 2022
  - Brian Wohlhuter**
  - Joyce Gelhaus*
- 4-year term ending with annual business meeting in 2023
  - Mark Buck*
- 5-year term ending with annual business meeting in 2024
  - Carl Vass**
- 5-year term ending with annual business meeting in 2025
  - Luverne Schmidt**
  - Judy Parks**
  - Melissa Sternhagen*
  - Laura Renault*
- Chairperson - 3-year term ending with annual business meeting in 2022
  - Paul Lasley**

*These individuals are eligible to serve one additional concurrent 5-year term.

**These individuals are serving their final concurrent term and are ineligible for reelection until one year after their completed term.

Updated August 2020

Statistical Reports

Ministerial

- New Settled Ministers
- Settled Ministers in New Ministries
- Settled Ministers Closing Service
- Interim Ministers Serving During Pastoral Transitions
- Members in Discernment
- New Ordinations in Iowa Conference
- Necrology – UCC Ministers
- Welcoming New Babies – UCC Ministers
- Ministers Ordination Anniversaries (current year)

Churches

- Membership at year end
- Churches Added/Closed/Withdrawn
- Churches recognized as ONA
- Church Anniversaries (current year)

IOWA MINISTERIAL STATISTICAL REPORT

January 1, 2019 – December 31, 2019

New Settled Ministers within the Iowa Conference UCC

January 1, 2019 – December 31, 2019

David Boogerd	Klemme, Immanuel Reformed UCC	06/17/2019
	Belmond, UCC Congregational	06/17/2019
Erika Breddin	Cedar Falls, Cedar Falls UCC	04/01/2019
Mary Kate Buchanan	Des Moines, Plymouth UCC	06/26/2019
Luke Fillmore	Hamburg, United Trinity Church	10/29/2019
Joseph Hackett	Gladbrook, Peace UCC	01/01/2019
Carol Hall	Council Bluffs, First Congregational	09/16/2019
Bruce Hauswirth	Lake View, First Congregational UCC	06/01/2019
Willy Mafuta	New Hampton, Congregational UCC	06/16/2019
Jim McIntosh	Cromwell, Congregational UCC	01/01/2019
Jim Reid	Fredericksburg, Peace UCC	01/20/2019

Settled Ministers Beginning New Ministries Within the Iowa Conference of the UCC

January 1, 2019 – December 31, 2019

These pastors went from interim positions to settled positions, moved from one church to another or moved from a non-church position within the Iowa Conference:

David Boogerd	left	Ackley, St John's UCC
	for	Klemme and Belmond

Settled Ministers Closing Iowa Conference Service

January 1, 2019 – December 31, 2019

Ellis Arnold	Decorah, Congregational UCC	01/13/2019
John Byrne	Melbourne, St John UCC	04/07/2019
John Cofield	Nashua, St John's UCC	10/27/2019
	Cedar Falls, St Paul's UCC	10/27/2019
Liz Colton	Oskaloosa, St Paul Congregational UCC	06/09/2019
Mike Cleeton	Monticello, Peace UCC	11/24/2019
		Died 11/24/2019
Joey Feldmann	Fort Dodge, First Congregational UCC	01/29/2019

Samantha Houser	Waukon, Zion UCC	01/20/2019
William Howie	Manson, UCC Congregational	06/30/2019
Charles Kelsey	Mason City, First Congregational UCC	02/01/2019
Larry Laskie	Sibley, UCC Congregational	05/31/2019
Steve Lewis	Walnut, Peace UCC	09/30/2019
Valerie Miller-Coleman	Des Moines, Plymouth Congregational UCC	06/02/2019
Don Morgan	Red Oak, First Congregational UCC	09/30/2019
Charlie Pleak	Oakland, First Congregational UCC	01/01/2019
Tony Portero Paff	Council Bluffs, St John's UCC	06/30/2019
Laura Robinson	Des Moines, Plymouth Congregational UCC	06/04/2019
Pamela Starr	Dubuque,, Immanuel Congregational UCC	05/01/2019
Nea Stepp	Whiting, First Congregational UCC	10/20/2019
Kelly Volk	Larchwood, UCC	07/14/2019
Gene Walther	Waverly, St John's UCC	07/28/2019

Iowa Ministers Serving During Pastoral Transition

January 1, 2019 – December 31, 2019

Gary Bird	Fort Dodge, First Congregational UCC
Erika Breddin	Mason City, First Congregational UCC
Mark Buck	Tipton, First UCC
John Chaplin	Melbourne, St John UCC
John Cofield	Nashua, St John's UCC
	Cedar Falls, St Paul's UCC
Becky David	Davenport, Edwards Congregational UCC
Ann Dilenschneider	Sioux City, First Congregational UCC
Diane Friedericks	Belmond, UCC Congregational
	Klemme, Immanuel Reformed UCC
Jim Goodberger	Council Bluffs, St John's UCC
Portia Iverson	Hamburg, United Trinity Church
April Larsen	Waukon, Zion UCC
Duane Mullen	Schleswig, UCC
Jim Reid	Fredericksburg, Peace UCC
Susan Schneider-Adams	Maquoketa, UCC
Susan Sickelka	Melbourne, St John UCC
Laura Wright	Decorah, Congregational UCC

Iowa Members in Discernment as of December 31, 2019

Shonda Deranleau	05/14/2016	Northwestern
Bonnie Dollen	12/12/2015	Southwestern
Joseph Dunnwald	07/08/2017	Northeast
Lisa Griffith Tierney	09/12/2015	Central
Megan Hoxhalli	05/22/2012	Northwestern
Kaity Kemp	11/10/2018	Eastern Iowa
Scott Meyer	08/06/2013	Northeast
Susie Moews	06/24/2014	Central
Kerryn Oliver	07/10/2012	Northeast
Henry Rietz	07/25/2013	Central
David Sheridan	03/09/2019	Central
Patrick Slessor	11/01/2010	Eastern Iowa
Karsten Snitker	04/02/2015	Northeast

Ordinations in the Iowa Conference

January 1, 2019 – December 31, 2010

Carla Cain	06/09/2019	Central

Necrology – Iowa Conference UCC Ministers

January 1, 2019 – December 31, 2019

Edward Beck	10/16/2019
Paul Binder	03/29/2019
Lynne Bisson	01/03/2019
Michael Cleeton	11/24/2019
Robert Elkin	07/19/2019
Donald Ellerman	07/09/2019
Wilson Finnery	04/24/2019
Mark Schowalter	10/29/2019
Donald Yungclas	04/15/2019

Celebrating New Babies – Iowa Conference UCC Ministers

January 1, 2019 – December 31, 2019

Iowa Ministers Ordination Anniversaries in 2020

(Today we celebrate clergy anniversaries: starting at 5 yrs, 10, 20, 30, 40, 50, 55, 60, 65 etc.)

Emily Blue	10
Craig Henderson	10
Elaine Miller	10
Margaret Debner	20
Linda Schmidt	30
Peter Wenzel	30
Robert Fritzmeier	40
Reva Karstens	40
Laird Keever	40
Gayle Strickler, Jr.	50
Glenn Hunt	50
Guy Stone	55

Anniversary certificates were mailed to these clergy.

IOWA CHURCH STATISTICAL REPORT

January 1, 2019 – December 31, 2019

(consistent with the reporting for the UCC yearbook)

Total Membership of Congregations as of 12/31/2019

Association Name	Members	1-50	51-100	101-200	201-400	401-600	600+	# of Churches
Central	6,544	6	5	8	4	1	1	25
Eastern Iowa	5,520	6	6	8	9	3	0	32
Northeast	6,165	6	5	12	13	0	0	36
Northwestern	4,011	8	15	13	4	0	0	40
Southeastern	1,982	3	3	5	2	1	0	14
Southwestern	2,211	3	7	7	2	0	0	19
Total	**26,433**	**32**	**41**	**53**	**34**	**5**	**1**	**166**

Congregations Added to the Iowa Conference:

-

Congregations that Closed in the Iowa Conference:

- Oakland, First Congregational UCC 01/01/19

Congregations that Withdrew from the Iowa Conference:

- Orchard, First Congregational UCC 01/30/20
- Manchester, Community Congregational UCC 07/01/20

Current number of congregations as of July 15, 2020	**163**

Iowa Churches recognized as ONA

Algona, First Congregational	4/26/2015
Ames, United Church of Christ Congregational	4/17/2000
Ankeny, Ankeny UCC	5/20/2018
Baxter, Bethany UCC	1/14/2018
Burlington, Zion UCC	6/9/2011
Cedar Falls, Cedar Falls United Church of Christ	2/10/2004
Cedar Rapids, First Congregational UCC	11/8/2018
Council Bluffs, First Congregational	5/28/2013
Davenport, Edwards Congregational UCC	10/12/2010
Davenport, The Table	3/1/2019
Decorah, Congregational UCC	1/22/2012
Des Moines, Plymouth Congregational UCC	4/4/1994
DeWitt, First Congregational UCC	4/24/2016
Elkader, Peace UCC	2/12/2017
Grinnell, UCC Congregational	5/24/2000
Hiawatha, Hope UCC	5/22/2016
Indianola, Crossroads UCC	2/27/2001
Iowa City, Congregational UCC	1/30/2002
Iowa City, Faith UCC	8/10/1992
Maquoketa, United Church of Christ	12/14/2014
Mason City, First Congregational UCC	10/24/2012
Melbourne, St John UCC	2/11/2018
Muscatine, Faith UCC	4/7/2019
Newton, Congregational UCC	1/27/2019
Oskaloosa, St Paul Congregational UCC	8/28/2013
Red Oak, First Congregational UCC	10/9/2000
Sioux City, Mayflower Congregational UCC	1/27/2019
Urbandale, Urbandale UCC	5/24/1993

We recognize as ONA those congregations recognized by the UCC Coalition as ONA. There are a few congregations which have voted statements of openness, but which have not sought recognition of the UCC Coalition. Those congregations are not included in this list.

Iowa Church Anniversaries in 2020

(Today we celebrate church anniversaries: every 5 yrs up to 25 and then every 25 years following– 50, 75, 100, 125, 150, 175, 200 etc.)

Fredericksburg, Peace UCC	125
Waukon, Salem UCC	125
Klemme, Immanuel Reformed UCC	125
Gilman, Community Church UCC	150
Madrid, Garden Prairie Congregational UCC	150
Fonda, United Church of Christ	150
Anita, UCC Congregational	150
Cromwell, Congregational UCC	150
Red Oak, First Congregational UCC	150

Anniversary certificates were mailed to these churches.

Financial Reports

- Our Church's Wider Mission
  - Friends of the Conference
  - Church OCWM (2018/2019) increases
  - Individual/Churches FFL givers
- 5 for 5 Congregations – 2019
  (on attached church report)
- OCWM Historical - 1976-2019
- Funding Future Leadership (FFL) Report
- 2019 Audited Financial Statements
- 2021 Proposed Budget
- TCM Wages Worksheet
- 2021 TCM Budget
- Foundation Report

Individual OCWM Giving - 2019

$0-$99	$100-$499	$500-$999	$1000 and above
Alden Hebard	Arlene Baldes	**Brigit Stevens**	**Constance Popken**
Carolyn Fenneman	Brice Hughes, Jr	**Lindsey Braun**	Jonna Jensen
Cleveland Bryant	Bruce Fischer	Noah Jensen Tabor	Marjorie Groves
David & Shelley DeForest	Carl Vass		Robert Leveridge
Donald Agee, Jr	Charles Jorgensen		
Edward Dusheck	Duane Lookingbill		
Eileen Gebbie	James Trosen		
Gloria Fear	Jean Libbey		
James Judkins	Jennifer Cohrt		
Janet Frisbie	Josephine Green		
Janice Springer	Karen Esterl		
Jeanne Bates	Katherine Mulhern		
Kate Hawkins	Katherine Riley		
Katharine West	Kathleen Murrin		
Lee Ann Waltzing	Ken Birt		
Linda Bryant	Mona Burns		
Linda Cron	Onita Mohr		
Maquoketa State Bank	Philip Spike		
Nancy Tabor	Robert Doner		
Robert Fread	S.N. (Selma) Duvick		
	Susan Johannsen		
	Thomsa Haas		
	Wanda Phillis		
	Wendy Knowles		
	William Rosenbury		

OCWM by Churches

City, Church	2018 Basic Support	2019 Basic Support	2019 Members	Avg per member	Increase *
Ackley, St John's UCC	1,992	542	317	1.71	
Akron, New Horizons UCC	50	100	44	2.27	*
Alden, Immanuel Memorial UCC	2,055	1,848	320	5.78	
Algona, First Congregational	2,777	3,533	133	26.56	*
Alleman, Salem UCC	690	3,755	216	17.38	*
Ames, United Church of Christ Congregational	18,342	15,997	207	77.28	
Anamosa, First Congregational UCC	1,995	1,509	262	5.76	
Anita, UCC Congregational	1,200	635	45	14.11	
Ankeny, Ankeny UCC	6,150	12,221	129	94.74	*
Atlantic, United Church of Christ	1,800	1,800	143	12.59	
Baxter, Bethany UCC	3,500	1,248	129	9.67	
Baxter, Congregational UCC	0	500	124	4.03	*
Belle Plaine, First Congregational UCC	0	0	16	0.00	
Belmond, UCC Congregational	2,480	2,257	90	25.08	
Bennett, Peace Church of Christ United	2,200	550	290	1.90	
Big Rock, Immanuel UCC	0	0	22	0.00	
Blairsburg, UCC Congregational	1,000	600	116	5.17	
Blencoe, United Church of Christ	0	0	63	0.00	
Burlington, First UCC	0	167	113	1.48	*
Burlington, St Luke UCC	1,883	2,000	73	27.40	*
Burlington, Zion UCC	26,404	27,786	162	171.52	*
Calumet, Zion UCC	500	500	139	3.60	
Carson, Wheeler Grove UCC	0	0	109	0.00	
Castana, Community UCC	1,100	1,100	64	17.19	
Cedar Falls, Cedar Falls United Church of Christ	750	1,250	37	33.78	*
Cedar Falls, St Paul's UCC	0	1,800	45	40.00	*
Cedar Rapids, First Congregational UCC	20,000	20,000	406	49.26	
Central City, United Church of Christ	600	550	134	4.10	
Charles City, First Congregational	400	400	86	4.65	
Clarence, St John's UCC	2,360	1,153	535	2.16	
Clarion, Congregational UCC	3,000	3,000	205	14.63	
Clarksville, First UCC Pleasant Valley	5,275	0	232	0.00	
Clarksville, Immanuel UCC	850	725	170	4.26	
Clemons, Clemons UCC (Cong'l-Christian)	0	0	40	0.00	
Clinton, Community Congregational UCC	524	103	121	0.85	
Clinton, First Congregational UCC	300	300	63	4.76	
Colwell, Colwell UCC	0	0	48	0.00	
Conesville, Grace UCC	500	0	33	0.00	

OCWM by Churches

City, Church	2018 Basic Support	2019 Basic Support	2019 Members	Avg per member	Increase *
Council Bluffs, First Congregational	0	0	88	0.00	
Council Bluffs, St John's UCC	3,500	0	248	0.00	
Creston, St John's UCC	0	0	102	0.00	
Creston, United Church of Christ	200	0	68	0.00	
Cromwell, Congregational UCC	0	0	174	0.00	
Danville, Congregational UCC	0	0	30	0.00	
Davenport, Edwards Congregational UCC	8,400	8,425	184	45.79	*
Davenport, Faith UCC	0	5,315	149	35.67	*
Davenport, The Table	0	0	1	0.00	
Decorah, Congregational UCC	8,800	8,520	162	52.59	
Denmark, Denmark Congregational UCC	7,325	8,075	312	25.88	*
Denver, St Paul UCC	5,665	5,660	225	25.16	
Des Moines, Plymouth Congregational UCC	125,267	122,135	3311	36.89	
DeWitt, First Congregational UCC	5,000	5,000	344	14.53	
Donnellson, St Paul's UCC	7,020	7,000	184	38.04	
Dubuque, First Congregational UCC	75,833	46,317	428	108.22	
Dubuque, Immanuel Congregational UCC	0	0	151	0.00	
Dubuque, Summit Congregational UCC	4,842	4,767	90	52.97	
Eagle Grove, United Church of Christ	655	531	39	13.62	
Earlville, United Parish	1,828	1,833	98	18.70	*
Eldora, First Congregational UCC	0	0	281	0.00	
Elkader, Peace UCC	3,482	4,235	341	12.42	*
Farnhamville, First UCC	0	0	92	0.00	
Farragut, Congregational UCC	1,800	1,800	43	41.86	
Fonda, United Church of Christ	0	0	48	0.00	
Fort Dodge, First Congregational UCC	1,300	600	68	8.82	
Fort Madison, St John UCC	3,285	1,042	108	9.65	
Franklin, St Peter's UCC	0	0	64	0.00	
Fredericksburg, Peace UCC	5,000	0	167	0.00	
Geneva, St Peter's UCC	3,448	1,710	231	7.40	
Gilman, Community Church UCC	500	0	35	0.00	
Gladbrook, Peace UCC	2,600	2,500	345	7.25	
Glenwood, First Congregational UCC	1,800	1,825	87	20.98	*
Green Island, First Congregational Green Island	0	0	60	0.00	
Green Mountain, United Church of Christ	3,850	2,888	105	27.50	
Grinnell, UCC Congregational	22,926	25,450	184	138.32	*
Griswold, St John's UCC	3,000	3,300	123	26.83	*
Hamburg, United Trinity Church	2,031	2,096	50	41.92	*
Hampton, First Congregational UCC	1,000	0	168	0.00	

OCWM by Churches

City, Church	2018 Basic Support	2019 Basic Support	2019 Members	Avg per member	Increase *
Harlan, Congregational UCC	573	0	89	0.00	
Hartley, Trinity UCC	11,872	7,477	235	31.82	
Hawarden, Associated Church	383	386	78	4.95	*
Hiawatha, Hope UCC	13,478	9,063	227	39.93	
Hubbard, Zion UCC	17,350	16,135	252	64.03	
Humboldt, Congregational UCC	1,500	2,000	98	20.41	*
Indianola, Crossroads UCC	4,560	2,484	44	56.45	
Ionia, First Congregational UCC	500	400	51	7.84	
Iowa City, Congregational UCC	10,250	10,500	321	32.71	*
Iowa City, Faith UCC	1,908	1,965	64	30.70	*
Iowa City, Welsh Congregational UCC	0	0	25	0.00	
Iowa Falls, First Congregational UCC	9,150	15,350	133	115.41	*
Jewell, United Church of Christ	0	4,235	197	21.50	*
Kahoka, St Paul UCC	7,025	3,500	416	8.41	
Keokuk, St Paul UCC	1,020	1,205	209	5.77	*
Keosauqua, Congregational UCC	600	300	50	6.00	
Kingsley, Congregational UCC	2,000	2,000	48	41.67	
Klemme, Immanuel Reformed UCC	7,000	7,500	136	55.15	*
Lake View, First Congregational UCC	3,000	3,000	97	30.93	
Larchwood, United Church of Christ	0	1,110	117	9.49	*
Latimer, Immanuel UCC	3,725	6,077	215	28.27	*
Le Mars, Presbyterian UCC	0	600	6	100.00	*
Lewis, United Congregational-Methodist	2,000	1,000	94	10.64	
Lincoln, Salem Church of Lincoln	2,592	2,500	52	48.08	
Lowden, Zion UCC	1,468	1,950	252	7.74	*
Madrid, Garden Prairie Congregational UCC	1,600	2,800	48	58.33	*
Madrid, St Paul's UCC	3,810	3,540	131	27.02	
Manson, UCC Congregational	0	0	62	0.00	
Mapleton, St Peter's UCC	0	0	60	0.00	
Maquoketa, United Church of Christ	22,000	9,166	135	67.90	
Marengo, Trinity UCC	3,875	3,500	80	43.75	
Marshalltown, First UCC	1,600	2,050	81	25.31	*
Mason City, First Congregational UCC	4,500	2,500	132	18.94	
McGregor, First Congregational UCC	0	222	80	2.78	*
Melbourne, St John UCC	3,425	1,815	99	18.33	
Minden, The United Church of Christ	4,140	1,200	284	4.23	
Mitchellville, First Congregational	250	100	15	6.67	
Monticello, Peace UCC	1,500	2,500	133	18.80	*
Monticello, United Church Monticello	300	300	68	4.41	

OCWM by Churches

City, Church	2018 Basic Support	2019 Basic Support	2019 Members	Avg per member	Increase *
Moscow, Trinity UCC	900	800	35	22.86	
Muscatine, Faith UCC	4,125	5,000	249	20.08	*
Nashua, St John's UCC	750	750	142	5.28	
Newell, First Congregational UCC	1,784	1,533	111	13.81	
New Hampton, Congregational UCC	900	300	50	6.00	
Newton, Congregational UCC	4,500	4,872	152	32.05	*
Olds, Olds UCC	2,800	2,640	121	21.82	
Osage, United Church of Christ	2,430	2,030	137	14.82	
Oskaloosa, St Paul Congregational UCC	5,000	5,000	56	89.29	
Oto, Oto UCC	0	50	58	0.86	*
Ottumwa, Plymouth Congregational Church UCC	500	0	91	0.00	
Primghar, United Church of Primghar	0	0	141	0.00	
Red Oak, First Congregational UCC	650	1,875	75	25.00	*
Reinbeck, Union Congregational UCC	20,167	22,917	459	49.93	*
Riceville, First Congregational	445	100	17	5.88	
Rock Rapids, Congregational UCC	487	250	38	6.58	
Rodney, United Church of Christ	0	0	10	0.00	
Rowan, United Church of Rowan	4,800	1,028	71	14.48	
Ryan, Golden Congregational	1,500	1,500	67	22.39	
Schleswig, United Church of Christ	355	0	265	0.00	
Shenandoah, Congregational UCC	1,200	1,000	151	6.62	
Sherrill, United Church of Christ	0	0	34	0.00	
Sibley, UCC Congregational	215	25	39	0.64	
Sioux City, First Congregational UCC	7,250	0	150	0.00	
Sioux City, Mayflower Congregational UCC	0	50	103	0.49	*
Sioux Rapids, First United Church	500	250	63	3.97	
Sloan, Community Church of Christ	0	0	225	0.00	
Tabor, Tabor Congregational UCC	0	0	93	0.00	
Tipton, First UCC	14,616	9,000	230	39.13	
Traer, Ripley UCC	1,500	1,500	139	10.79	
Tripoli, Faith UCC	1,647	1,454	271	5.37	
Truro, Truro Congregational Christian UCC	4,200	3,600	91	39.56	
Urbandale, Urbandale UCC	16,306	4,710	336	14.02	
Walnut, Peace UCC	2,347	1,354	145	9.34	
Waterloo, First Congregational	32,000	32,200	314	102.55	*
Waukon, Salem UCC	666	1,862	166	11.22	*
Waukon, Zion UCC	3,315	2,080	383	5.43	

OCWM by Churches

City, Church	2018 Basic Support	2019 Basic Support	2019 Members	Avg per member	Increase *
Waverly, Peace UCC	0	0	158	0.00	
Waverly, St John's UCC	500	0	195	0.00	
Webster City, First Congregational UCC	18,917	22,083	141	156.62	*
West Burlington, St Paul's UCC	504	0	49	0.00	
Westfield, Congregational UCC	0	0	54	0.00	
Westside, United Church	0	0	54	0.00	
Wheatland, St Paul's UCC	495	50	222	0.23	
Whiting, First Congregational UCC	4,500	4,500	152	29.61	
Wilton, Grace UCC	1,875	750	172	4.36	
Winthrop, Church of Christ United	4,000	4,000	329	12.16	

Year	5 for 5	Account Name	Basic Support (OCWM)	(OGHS)	(NIN)	(CF)	(STC)	Church ID
2019	Yes	Ackley, St John's UCC	542	275	120	375	147	220010
2019	Yes	Akron, New Horizons UCC	100	50	50	50	50	220015
2019		Alden, Immanuel Memorial UCC	1,848	0	10	0	0	220020
2019	Yes	Algona, First Congregational	3,533	340	165	185	130	220030
2019	Yes	Alleman, Salem UCC	3,755	580	410	50	475	220040
2019	Yes	Ames, United Church of Christ Congregational	15,997	3,773	1,111	880	631	220060
2019	Yes	Anamosa, First Congregational UCC	1,509	426	546	385	271	220070
2019		Anita, UCC Congregational	635	0	0	24	0	220090
2019	Yes	Ankeny, Ankeny UCC	12,221	758	207	844	314	220100
2019		Atlantic, United Church of Christ	1,800	0	0	0	0	220120
2019		Baxter, Bethany UCC	1,248	278	0	1,585	0	220150
2019		Baxter, Congregational UCC	500	162	246	298	0	220160
2019		Belle Plaine, First Congregational UCC	0	0	0	0	0	220170
2019	Yes	Belmond, UCC Congregational	2,257	115	105	190	65	220180
2019		Bennett, Peace Church of Christ United	550	0	0	0	0	220190
2019		Big Rock, Immanuel UCC	0	0	0	0	0	220210
2019		Blairsburg, UCC Congregational	600	100	100	100	0	220220
2019		Blencoe, United Church of Christ	0	0	0	0	0	220230
2019	Yes	Burlington, First UCC	167	40	55	77	144	220260
2019		Burlington, St Luke UCC	2,000	170	180	0	125	220280
2019	Yes	Burlington, Zion UCC	27,786	1,011	244	1,069	385	220290
2019		Calumet, Zion UCC	500	250	250	0	250	220300
2019		Carson, Wheeler Grove UCC	0	0	0	0	0	220305
2019		Castana, Community UCC	1,100	0	0	0	0	220310
2019	Yes	Cedar Falls, Cedar Falls United Church of Christ	1,250	410	287	255	25	220320
2019		Cedar Falls, St Paul's UCC	1,800	0	0	0	0	220330
2019	Yes	Cedar Rapids, First Congregational UCC	20,000	2,120	471	2,551	740	220360
2019	Yes	Central City, United Church of Christ	550	260	30	305	98	220370
2019	Yes	Charles City, First Congregational	400	154	59	184	14	220380
2019		Clarence, St John's UCC	1,153	178	0	322	100	220400
2019		Clarion, Congregational UCC	3,000	114	120	42	0	220410
2019		Clarksville, First UCC Pleasant Valley	0	0	0	0	0	220420
2019	Yes	Clarksville, Immanuel UCC	725	235	116	270	115	220430
2019		Clemons, Clemons UCC (Cong'l-Christian)	0	0	0	0	0	220450
2019	Yes	Clinton, Community Congregational UCC	103	50	50	50	50	220460
2019	Yes	Clinton, First Congregational UCC	300	184	137	51	41	220470
2019		Colwell, Colwell UCC	0	0	0	251	0	220480
2019		Conesville, Grace UCC	0	0	0	0	0	220490
2019		Council Bluffs, First Congregational	0	0	0	0	0	220510
2019		Council Bluffs, St John's UCC	0	0	0	0	0	220520
2019		Creston, St John's UCC	0	0	0	0	0	220560

Year	5 for 5	Account Name	Basic Support (OCWM)	(OGHS)	(NIN)	(CF)	(STC)	Church ID
2019		Creston, United Church of Christ	0	0	0	0	0	220555
2019		Cromwell, Congregational UCC	0	171	151	464	155	220580
2019		Danville, Congregational UCC	0	114	55	98	0	220590
2019		Davenport, Edwards Congregational UCC	8,425	990	395	647	0	220610
2019	Yes	Davenport, Faith UCC	5,315	324	203	318	283	220620
2019		Davenport, The Table	0	0	0	0	0	221000
2019	Yes	Decorah, Congregational UCC	8,520	865	517	25	300	220630
2019	Yes	Denmark, Denmark Congregational UCC	8,075	349	157	190	138	220640
2019	Yes	Denver, St Paul UCC	5,660	434	280	354	84	220650
2019		Des Moines, Plymouth Congregational UCC	122,135	20,118	0	0	0	220660
2019		DeWitt, First Congregational UCC	5,000	446	0	0	0	220670
2019	Yes	Donnellson, St Paul's UCC	7,000	268	105	103	91	220680
2019		Dubuque, First Congregational UCC	46,317	0	0	0	0	220700
2019		Dubuque, Immanuel Congregational UCC	0	0	0	0	0	220710
2019	Yes	Dubuque, Summit Congregational UCC	4,767	448	215	350	95	220720
2019	Yes	Eagle Grove, United Church of Christ	531	20	140	150	125	220740
2019		Earlville, United Parish	1,833	83	0	0	0	220750
2019		Eldora, First Congregational UCC	0	0	0	0	0	220780
2019	Yes	Elkader, Peace UCC	4,235	322	421	10	190	220800
2019		Farnhamville, First UCC	0	0	0	0	0	220860
2019		Farragut, Congregational UCC	1,800	115	182	216	0	220870
2019		Fonda, United Church of Christ	0	0	0	0	0	220890
2019	Yes	Fort Dodge, First Congregational UCC	600	205	85	153	70	220920
2019		Fort Madison, St John UCC	1,042	5	75	125	0	220930
2019		Franklin, St Peter's UCC	0	0	0	0	0	220940
2019		Fredericksburg, Peace UCC	0	100	123	15	25	220950
2019	Yes	Geneva, St Peter's UCC	1,710	155	125	733	100	220990
2019		Gilman, Community Church UCC	0	0	0	0	0	221010
2019	Yes	Gladbrook, Peace UCC	2,500	150	130	91	70	221030
2019	Yes	Glenwood, First Congregational UCC	1,825	83	50	60	55	221040
2019		Green Island, First Congregational Green Island	0	0	0	0	0	221060
2019	Yes	Green Mountain, United Church of Christ	2,888	305	175	230	92	221070
2019	Yes	Grinnell, UCC Congregational	25,450	4,033	2,844	3,706	1,236	221090
2019		Griswold, St John's UCC	3,300	0	0	281	0	221100
2019		Hamburg, United Trinity Church	2,096	0	0	0	0	221110
2019		Hampton, First Congregational UCC	0	0	0	0	0	221120
2019		Harlan, Congregational UCC	0	0	0	0	0	221130
2019	Yes	Hartley, Trinity UCC	7,477	156	95	173	115	221140
2019		Hawarden, Associated Church	386	103	0	115	0	221170
2019	Yes	Hiawatha, Hope UCC	9,063	1,581	1,286	1,067	734	221180

Year	5 for 5	Account Name	Basic Support (OCWM)	(OGHS)	(NIN)	(CF)	(STC)	Church ID
2019	Yes	Hubbard, Zion UCC	16,135	918	728	700	578	221210
2019	Yes	Humboldt, Congregational UCC	2,000	367	217	1,107	105	221220
2019		Indianola, Crossroads UCC	2,484	150	0	235	0	221235
2019		Ionia, First Congregational UCC	400	36	115	0	0	221240
2019	Yes	Iowa City, Congregational UCC	10,500	4,000	1,572	2,146	907	221250
2019	Yes	Iowa City, Faith UCC	1,965	703	350	120	510	221260
2019		Iowa City, Welsh Congregational UCC	0	0	0	0	0	221270
2019		Iowa Falls, First Congregational UCC	15,350	1,310	1,168	395	0	221280
2019		Jewell, United Church of Christ	4,235	0	0	0	0	221290
2019		Kahoka, St Paul UCC	3,500	989	0	457	0	222570
2019	Yes	Keokuk, St Paul UCC	1,205	95	57	201	30	221320
2019		Keosauqua, Congregational UCC	300	201	0	0	0	221330
2019		Kingsley, Congregational UCC	2,000	86	126	0	0	221350
2019		Klemme, Immanuel Reformed UCC	7,500	95	145	0	0	221360
2019		Lake View, First Congregational UCC	3,000	215	300	223	0	221370
2019		Larchwood, United Church of Christ	1,110	185	203	180	0	221380
2019	Yes	Latimer, Immanuel UCC	6,077	155	270	1,289	35	221390
2019		Le Mars, Presbyterian UCC	600	0	0	0	0	221410
2019		Lewis, United Congregational-Methodist	1,000	0	0	0	0	221420
2019	Yes	Lincoln, Salem Church of Lincoln	2,500	135	200	93	200	221430
2019	Yes	Lowden, Zion UCC	1,950	200	100	460	155	221470
2019		Madrid, Garden Prairie Congregational UCC	2,800	80	125	0	95	221505
2019	Yes	Madrid, St Paul's UCC	3,540	270	172	920	325	221507
2019		Manson, UCC Congregational	0	133	107	154	105	221520
2019		Mapleton, St Peter's UCC	0	0	0	0	0	221530
2019		Maquoketa, United Church of Christ	9,166	995	0	591	0	221540
2019		Marengo, Trinity UCC	3,500	635	815	360	0	221550
2019		Marshalltown, First UCC	2,050	0	0	0	0	221560
2019		Mason City, First Congregational UCC	2,500	0	0	0	0	221570
2019		McGregor, First Congregational UCC	222	0	304	162	135	221590
2019	Yes	Melbourne, St John UCC	1,815	520	220	165	260	221600
2019		Minden, The United Church of Christ	1,200	0	0	0	0	221630
2019		Mitchellville, First Congregational	100	0	0	0	0	221635
2019	Yes	Monticello, Peace UCC	2,500	400	200	400	200	221650
2019		Monticello, United Church Monticello	300	0	0	0	0	221640
2019	Yes	Moscow, Trinity UCC	800	177	163	297	178	221680
2019	Yes	Muscatine, Faith UCC	5,000	836	460	615	375	221700
2019		Nashua, St John's UCC	750	0	0	0	0	221730
2019		Newell, First Congregational UCC	1,533	133	133	133	0	221750
2019		New Hampton, Congregational UCC	300	20	0	0	0	221770
2019		Newton, Congregational UCC	4,872	0	333	579	0	221780
2019	Yes	Olds, Olds UCC	2,640	134	255	90	85	221850
2019		Osage, United Church of Christ	2,030	295	460	0	670	221890
2019	Yes	Oskaloosa, St Paul Congregational UCC	5,000	365	307	103	388	221900

Year	5 for 5	Account Name	Basic Support (OCWM)	(OGHS)	(NIN)	(CF)	(STC)	Church ID
2019		Oto, Oto UCC	50	0	0	0	0	221930
2019		Ottumwa, Plymouth Congregational Church UCC	0	0	0	0	0	221960
2019		Primghar, United Church of Primghar	0	0	0	0	0	222030
2019	Yes	Red Oak, First Congregational UCC	1,875	190	285	443	135	222050
2019	Yes	Reinbeck, Union Congregational UCC	22,917	612	455	495	377	222060
2019		Riceville, First Congregational	100	140	163	132	0	222070
2019	Yes	Rock Rapids, Congregational UCC	250	250	250	250	250	222080
2019		Rodney, United Church of Christ	0	0	0	0	0	222100
2019		Rowan, United Church of Rowan	1,028	0	0	0	0	222120
2019		Ryan, Golden Congregational	1,500	130	65	60	0	222125
2019		Schleswig, United Church of Christ	0	0	0	0	0	222140
2019		Shenandoah, Congregational UCC	1,000	0	0	0	0	222160
2019		Sherrill, United Church of Christ	0	0	0	0	0	222170
2019		Sibley, UCC Congregational	25	0	75	0	0	222180
2019		Sioux City, First Congregational UCC	0	0	0	0	0	222200
2019	Yes	Sioux City, Mayflower Congregational UCC	50	453	195	145	360	222220
2019		Sioux Rapids, First United Church	250	0	0	0	0	222230
2019		Sloan, Community Church of Christ	0	0	0	0	0	222240
2019		Tabor, Tabor Congregational UCC	0	0	0	0	0	222280
2019	Yes	Tipton, First UCC	9,000	721	92	120	70	222290
2019	Yes	Traer, Ripley UCC	1,500	500	70	150	53	222300
2019	Yes	Tripoli, Faith UCC	1,454	934	808	301	487	222320
2019		Truro, Truro Congregational Christian UCC	3,600	186	280	0	0	222330
2019	Yes	Urbandale, Urbandale UCC	4,710	2,590	2,172	1,684	685	220665
2019		Walnut, Peace UCC	1,354	40	11	17	0	222370
2019		Waterloo, First Congregational	32,200	581	697	0	461	222390
2019	Yes	Waukon, Salem UCC	1,862	284	28	81	35	222410
2019		Waukon, Zion UCC	2,080	0	0	158	107	222420
2019		Waverly, Peace UCC	0	0	0	43	76	222430
2019		Waverly, St John's UCC	0	0	0	0	0	222440
2019	Yes	Webster City, First Congregational UCC	22,083	1,179	488	1,641	377	222450
2019		West Burlington, St Paul's UCC	0	0	0	0	0	222470
2019		Westfield, Congregational UCC	0	0	0	0	0	222480
2019		Westside, United Church	0	561	0	0	0	222490
2019		Wheatland, St Paul's UCC	50	0	0	0	0	222500
2019	Yes	Whiting, First Congregational UCC	4,500	235	110	70	139	222520
2019	Yes	Wilton, Grace UCC	750	66	71	150	60	222530
2019		Winthrop, Church of Christ United	4,000	0	0	0	0	222540

OCWM Historical Record of Giving		
Year	Gross OCWM (Shared/Unshared)	% of shared to UCC National
1976	$679,467	50
1977	$706,139	50
1978	$772,488	50
1979	$831,282	50
1980	$898,232	50
1981	$965,365	51
1982	$1,023,693	51
1983	$1,043,531	51
1984	$1,054,674	51
1985	$1,073,852	46
1986	$1,082,184	47
1987	$1,117,393	48
1988	$1,104,817	48
1989	$1,141,935	47
1990	$1,129,840	46
1991	$1,160,675	46
1992	$1,165,233	46
1993	$1,084,566	46
1994	$1,062,985	46
1995	$1,051,336	46
1996	$1,050,953	46
1997	$1,082,836	46
1998	$1,081,831	46
1999	$1,092,541	45
2000	$1,098,014	46
2001	$1,104,347	46
2002	$1,091,205	46
2003	$1,090,023	46
2004	$1,054,941	46
2005	$1,077,875	46
2006	$1,013,917	36
2007	$1,034,620	36
2008	$1,044,170	36
2009	$944,602	36
2010	$1,002,398	36
2011	$901,794	35
2012	$870,079	35
2013	$962,163	34
2014	$855,318	34
2015	$856,133	34
2016	$834,543	34
2017	$799,004	34
2018	$762,171	34
2019	$664,551	34

Funding Future Leadership Annual Report 2020

The mission of *Funding Future Leadership* (FFL) is to provide need-based scholarships to our members-in-discernment who are pursing seminary education (or an equivalent) with the aspirations to be ordained in the United Church of Christ. We accomplish this together as a conference by taking a special offering where 100% of the funds go to direct aid to qualified applicants.

This is the fourth year for *Funding Future Leadership*, and like everything else in life, COVID-19 had an affect on this scholarship. We didn't have anyone apply for the scholarship for the school year 2020-2021.

We collected a total of $4,774.36 in 2019. We had two individuals give, 17 churches take offerings, and one Association. Thank you to everyone for your generousity! This was added to the $5,050 that we forwarded from 2018, for a total of $9,824.36. Our current committee consists of Pastors Heidi Hulme, Alex Kind, and Dixie Laube. We are in search of two more members to fill vacant spots.

There are three big ways you can help *Funding Future Leadership* right now:

> **1: Donate to the offering.** We ask that each church in the Iowa Conference take a special offering on the fourth Sunday of January. In 2021, that will be Sunday, January 24.
>
> **2: Join the team!** Do you know anyone who feels passionate about supporting our future pastors? Or maybe you're the one with the passion? If so, you could become a part of the oversight committee! Speak with either Heidi Hulme or Alex Kind if you are interested.
>
> **3: Pray.** We can always use prayers from everyone around the conference. Most importantly, our members-in-discernment can use the prayers too.

Funding Future Leadership is an important mission, and we invite all the churches of the Iowa Conference to do their part to make sure this is a continued success. If you've already given, please remember to give the following year. If you haven't yet given, there's still plenty of time. The student you support today might become your pastor in the future.

Submitted respectfully,

Rev. Heidi Hulme
Funding Future Leaders Chairperson

FFL Individual Giving - 2019

$0-100	$101-200	$201-300	$301-400	$401-500
Katharine West	Kendra Miller			

FFL Giving by Churches - 2019

Church name	Giving $	Church name	Giving $
Ankeny, Ankeny UCC	252.00	Dubuque, Summit Congregational UCC	260.00
Burlington, Zion UCC	140.00	Fredericksburg, Peace UCC	25.00
Cedar Falls, Cedar Falls UCC	120.00	Hiawatha, Hope UCC	398.50
Cedar Rapids, First Congregational UCC	250.00	Melbourne, St John UCC	610.00
Central Association	256.86	Monticello, Peace UCC	250.00
Davenport, Faith UCC	66.00	Muscatine, Faith UCC	155.00
Denmark, Denmark Congregational UCC	126.00	Traer, Ripley UCC	125.00
Denver, St Paul UCC	125.00	Waverly, Peace UCC	229.00
Donnellson, St Paul's UCC	136.00	Webster City, First Congregational UCC	1,040.00

Iowa Conference UCC
Balance Sheet
Iowa Conference - Operating Fund
December 2019

Accounts

Assets		
Assets-Conference		
Current Assets		
001-16000-600-IA - Petty Cash	$0.00	
001-16050-600-IA - Conf Checking Account	$402,518.16	
001-16090-600-IA - Prepaid Expenses	$0.00	
Total Current Assets	**$402,518.16**	
Accounts Receivable		
001-16130-630-IA - Receivable-Youth	$0.00	
001-16140-600-IA - Receivable-Travel Reimbursement	$0.00	
001-16150-620-IA - Receivable-Lay Education Program	$0.00	
001-16190-600-IA - Receivable-Other	$0.00	
001-16197-600-IA - Receivable from Nebraska Conferenc	$10.00	
001-16198-600-IA - Receivable from South Dakota Conf	$0.00	
001-16199-600-IA - Receivable from TCM	$10,423.95	
Total Accounts Receivable	**$10,433.95**	
Notes Receivable		
001-16200-600-IA - Note Receivable - Stevens	$0.00	
001-16210-600-IA - Note Receivable - Houser	$35,022.49	
Total Notes Receivable	**$35,022.49**	
Conf. Unrestricted Investments		
001-16620-600-IA - Cornerstone CD-230	$50,000.00	
001-16630-600-IA - Cornerstone CD-301	$200,154.10	
001-16640-600-IA - Cornerstone CD-900	$100,000.00	
001-16651-600-IA - UCF Investment -3725	$1,032,086.94	
Total Conf. Unrestricted Investments	**$1,382,241.04**	
Property & Equipment		
001-16800-600-IA - Furniture & Equipment	$15,269.73	
001-16810-600-IA - Furn & Equip - Accum Depreciation	($13,975.36)	
001-16820-600-IA - Buildings & Improvements	$153,038.73	
001-16830-600-IA - Bldgs&Imprvmt - Accum Depreciatior	($28,486.40)	
001-16840-600-IA - Vehicles	$53,887.77	
001-16850-600-IA - Vehicles - Accum Depreciation	($53,887.77)	
Total Property & Equipment	**$125,846.70**	
Total Assets-Conference		**$1,956,062.34**
Total Assets		**$1,956,062.34**
Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Liabilities-Conference		
Current Liabilities		
001-26010-600-IA - Accounts Payable	$15,520.29	
001-26070-600-IA - Unearned Revenue	$0.00	
001-26077-600-IA - Payable to Nebraska Conference	$494.30	
001-26078-600-IA - Payable to South Dakota Conference	$0.00	
001-26080-600-IA - Payable to TCM	$112,443.32	
001-26085-600-IA - Payable to National UCC	$46,379.10	
001-26090-600-IA - Holding Acct-Undesg Deposits	$0.00	
Total Current Liabilities	**$174,837.01**	
Payroll Liabilities		
001-26100-600-IA - Federal Payroll Taxes Payable	$0.00	
001-26110-600-IA - State Withholding Payable	$0.00	
001-26120-600-IA - Flex Plan Payable	$0.00	
001-26130-600-IA - Employee TSA Payable	$0.00	
Total Payroll Liabilities	**$0.00**	

Iowa Conference UCC
Balance Sheet
Iowa Conference - Operating Fund
December 2019

Accounts		
Pass-Through Accounts Payable		
001-26402-600-IA - Christmas Fund	$14,508.39	
001-26403-600-IA - CUE Mid America Seminaries	$9,214.06	
001-26404-600-IA - Neighbors in Need	$13,697.83	
001-26405-600-IA - One Great Hour of Sharing	$5,340.06	
001-26406-600-IA - Strengthen the Church-Nat'l Share	$1,416.75	
001-26407-600-IA - UCC Special Relief	$0.00	
001-26408-600-IA - MID Psych Assessment Fees	$0.00	
001-26409-600-IA - BakerW Insurance Acct	$0.00	
001-26499-600-IA - Misc. Pass-Through	$0.00	
Total Pass-Through Accounts Payable	**$44,177.09**	
Total Liabilities-Conference		**$219,014.10**
Total Liabilities		**$219,014.10**
Fund Principal		
Fund Principal-Conference		
001-36000-600-IA - Conference Unrestricted Net Assets	$1,149,108.62	
Total Fund Principal-Conference	**$1,149,108.62**	
Excess Cash Received	$140,699.76	
Total Fund Principal and Excess Cash Received		**$1,289,808.38**
Restricted Funds		
Total Temporary Restricted	$447,239.86	
Total Permanent Restricted	$0.00	
Total Restricted Funds		**$447,239.86**
Total Liabilities, Fund Principal, & Restricted Funds		**$1,956,062.34**

Iowa Conference UCC
Balance Sheet
Iowa Conference Foundation Fund
December 2019

Accounts

Assets		
Assets-IA Foundation		
Foundation Investments		
601-16600-600-IA - UCF Exira/Thomason -2000	$16,680.04	
601-16601-600-IA - UCF Scholarship -2001	$44,523.41	
601-16602-600-IA - UCF Russell -2002	$8,857.87	
601-16603-600-IA - UCF Blake -2003	$28,334.98	
601-16604-600-IA - UCF Brooks-Wright -2004	$17,708.31	
601-16605-600-IA - UCF Carstensen -2005	$2,434,731.76	
Total Foundation Investments	**$2,550,836.37**	
Total Assets-IA Foundation		**$2,550,836.37**
Total Assets		**$2,550,836.37**
Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Fund Principal		
Fund Principal-Foundation		
601-36000-600-IA - Foundation Unrestricted Net Assets	$0.00	
Total Fund Principal-Foundation	**$0.00**	
Excess Cash Received	$0.00	
Total Fund Principal and Excess Cash Received		**$0.00**
Restricted Funds		
Total Temporary Restricted	$824,669.75	
Total Permanent Restricted	$1,726,166.62	
Total Restricted Funds		**$2,550,836.37**
Total Liabilities, Fund Principal, & Restricted Funds		**$2,550,836.37**

Iowa Conference UCC
Summary of Restricted Accounts - Portrait
Fund: General Operating Fund
January to December 2019

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Temporary Restricted				
Temporary Restrict-Conference				
BOD Desig/Unrestr Cash Accts				
001-26230-600-IA - Russell Income Account	$717.00	$330.00	$0.00	$1,047.00
001-26240-600-IA - Blake Income Account	$2,300.00	$1,060.00	$0.00	$3,360.00
001-26260-600-IA - Carstensen Income Account	$124,092.26	$91,113.00	$25,051.70	$190,153.56
001-26276-600-IA - Conf Minister Discretionary Acct	($303.79)	$0.00	$0.00	($303.79)
001-26277-600-IA - Conference Operations Reserve	$0.00	$0.00	$0.00	$0.00
001-26278-600-IA - General Synod Reserve	$4,770.43	$0.00	$998.75	$3,771.68
001-26279-600-IA - Staff Sabbatical Reserve	$0.00	$22,240.80	$22,240.80	$0.00
001-26280-600-IA - Auto Replacement Reserve	$0.00	$61,000.00	$61,000.00	$0.00
001-26281-600-IA - Staff Search Committee Reserve	$0.00	$0.00	$0.00	$0.00
Total BOD Desig/Unrestr Cash Accts	$131,575.90	$175,743.80	$109,291.25	$198,028.45
Donor Restrict Cash Accts-Conf				
001-26310-600-IA - Lay Education Scholarship Acct	($2,911.25)	$598.00	$0.00	($2,313.25)
001-26320-600-IA - Leadership Scholarship Account	$36,542.87	$1,660.00	$0.00	$38,202.87
001-26350-600-IA - Outdoor Ministry Account	$8,933.33	$663.00	$5,638.43	$3,957.90
001-26370-600-IA - Disaster Assistance-Iowa Acct	$30,015.54	$6,320.48	$1,000.00	$35,336.02
001-26371-600-IA - Global Partnerships Acct	$230.84	$0.00	$0.00	$230.84
001-26372-600-IA - Iowa Conf Thank Offering Acct	$206.40	$2,645.57	$1,000.00	$1,851.97
001-26373-600-IA - Ministerial Assistance Account	$12,459.16	$0.00	$2,908.74	$9,550.42
001-26374-600-IA - Funding Future Leadership Acct	$5,409.06	$4,774.36	$0.00	$10,183.42
001-26375-600-IA - New Church Grant Account	$126,209.75	$0.00	$10,000.00	$116,209.75
001-26376-600-IA - Immigration Ministry Account	$0.00	$500.00	$0.00	$500.00
001-26380-600-IA - Strengthen the Church-IA Share	$28,966.12	$16,764.71	$10,229.36	$35,501.47
Total Donor Restrict Cash Accts-Conf	$246,061.82	$33,926.12	$30,776.53	$249,211.41
Total Temporary Restrict-Conference	$377,637.72	$209,669.92	$140,067.78	$447,239.86
Total Temporary Restricted	$377,637.72	$209,669.92	$140,067.78	$447,239.86

Iowa Conference UCC
Analysis of Revenues & Expenses - Detail
Fund: Iowa Conference - Operating Fund
January to July 2020

Accounts	Annual Budget 2019	Actual 2019	Annual Budget 2020	YTD Actual 2020	Annual Budget 2021
Revenues					
Revenues-Conference					
Basic Support-Unrestr. Revenue					
001-46010-600-IA - OCWM Church-Shared	$710,000.00	$592,729.11	$720,000.00	$262,855.04	$592,000.00
001-46020-600-IA - OCWM Church-Unshared	$55,000.00	$59,049.24	$25,000.00	$6,099.64	$59,000.00
001-46030-600-IA - Friends of the Conference-Shared	$12,000.00	$10,877.47	$25,000.00	$2,105.00	$10,000.00
001-46040-600-IA - Friends of the Conference-Unshared	$25,000.00	$3,202.90	$6,000.00	$130.00	$3,000.00
001-46050-600-IA - OCWM Other (assn/non-church or ind	$0.00	$3,500.00	$0.00	$250.00	$3,500.00
001-46060-600-IA - Employee Mileage Revenue	$1,800.00	$70.00	$0.00	$0.00	$0.00
001-46075-600-IA - Unrstr Revenue from IA Foundation	$0.00	$92,503.00	$92,000.00	$0.00	$95,000.00
001-46088-600-IA - Event Participant Reimbursment Rev.	$0.00	$2,281.74	$0.00	$0.00	$0.00
001-46099-600-IA - Prior Year Surplus from TCM	$0.00	$36,369.06	$0.00	$0.00	$0.00
Total Basic Support-Unrestr. Revenue	$803,800.00	$800,582.52	$868,000.00	$271,439.68	$762,500.00
Program Spprt-Unrstr. Revenue					
001-46100-600-IA - Registration Revenue-Conf Event	$45,000.00	$0.00	$16,000.00	$690.00	$1,000.00
001-46100-620-IA - Registration Revenue-Outdoor Minist	$0.00	$135.00	$1,000.00	$0.00	$0.00
001-46100-630-IA - Registration Revenue-2030	$0.00	$125.00	$500.00	$0.00	$0.00
001-46110-600-IA - Vendor Fee Revenue-Conf Event	$5,000.00	$0.00	$1,500.00	$0.00	$0.00
001-46120-620-IA - Other Program Revenue-Outdoor Min	$0.00	$1,120.00	$0.00	$80.00	$0.00
001-46130-610-IA - Assn Support for CCAM	$6,000.00	$5,200.00	$6,000.00	$2,600.00	$5,000.00
001-46140-600-IA - Background Check Processing Reven	$0.00	$931.00	$1,000.00	$464.25	$1,000.00
Total Program Spprt-Unrstr. Revenue	$56,000.00	$7,511.00	$26,000.00	$3,834.25	$7,000.00
Interest Revenue-Conference					
001-46300-600-IA - Interest Revenue-Bank	$500.00	$967.88	$600.00	$230.67	$900.00
001-46310-600-IA - Interest Revenue-Cornerstone CDs	$6,000.00	$7,578.88	$6,000.00	$5,415.02	$7,000.00
001-46320-600-IA - Interest Revenue-Employee Notes	$200.00	$1,501.14	$200.00	$537.64	$1,000.00
Total Interest Revenue-Conference	$6,700.00	$10,047.90	$6,800.00	$6,183.33	$8,900.00
Restricted Revenues-Conference					
001-46335-600-IA - Rstrctd Rev from IA Foundation	$0.00	$2,921.00	$3,000.00	$0.00	$3,000.00
001-46900-600-IA - Restricted Contributions	$0.00	$22,560.76	$0.00	$0.00	$25,000.00
Total Restricted Revenues-Conference	$0.00	$25,481.76	$3,000.00	$0.00	$28,000.00
Total Revenues-Conference	$866,500.00	$843,623.18	$903,800.00	$281,457.26	$806,400.00
Total Revenues	$866,500.00	$843,623.18	$903,800.00	$281,457.26	$806,400.00
Expenses					
Expenses-Conference					
TCM Expense					
001-56000-600-IA - TCM Expense	$598,277.98	$598,277.98	$660,891.51	$331,212.31	$769,772.18
Total TCM Expense	$598,277.98	$598,277.98	$660,891.51	$331,212.31	$769,772.18
Other Wider UCC Expenses					
001-56150-600-IA - OCWM to National UCC	$265,500.00	$188,313.20	$265,000.00	$90,013.02	$188,000.00

Iowa Conference UCC
Analysis of Revenues & Expenses - Detail
Fund: Iowa Conference - Operating Fund
January to July 2020

Accounts	Annual Budget 2019	Actual 2019	Annual Budget 2020	YTD Actual 2020	Annual Budget 2021
001-56200-600-IA - West Central Regional Dues	$2,100.00	$0.00	$2,100.00	$0.00	$0.00
001-56210-600-IA - Council Conference Ministers Dues	$1,400.00	$1,281.06	$1,300.00	$0.00	$1,235.80
001-56220-600-IA - UCC General Counsel/NSC	$5,500.00	$5,146.00	$5,200.00	$0.00	$5,115.00
001-56230-600-IA - General Synod Delegation Expense	$0.00	$23,167.59	$0.00	$8,497.84	$8,000.00
001-56240-600-IA - STC Promotion Expense	$0.00	$1,785.00	$0.00	$0.00	$1,850.00
Total Other Wider UCC Expenses	$274,500.00	$219,692.85	$273,600.00	$98,510.86	$204,200.80
BOD Expenses					
001-56300-605-IA - BOD Facility Rental	$0.00	$207.90	$0.00	$0.00	$0.00
001-56310-605-IA - BOD Meals	$2,000.00	$954.97	$1,000.00	$0.00	$0.00
001-56340-605-IA - BOD Travel	$1,000.00	$2,667.68	$1,000.00	$0.00	$0.00
001-56345-605-IA - BOD Lodging	$2,000.00	$882.09	$1,000.00	$0.00	$0.00
001-56350-605-IA - BOD Gifts/Memorials	$1,000.00	$0.00	$500.00	$0.00	$1,000.00
001-56355-605-IA - BOD Childcare	$0.00	$150.00	$0.00	$0.00	$0.00
Total BOD Expenses	$6,000.00	$4,862.64	$3,500.00	$0.00	$1,000.00
COM/CCAM Expense					
001-56310-610-IA - CCAM Meals	$2,000.00	$239.01	$1,000.00	$0.00	$0.00
001-56315-610-IA - CCAM Presenter/Trainer Fees	$800.00	$0.00	$500.00	$0.00	$1,000.00
001-56320-610-IA - CCAM Presenter/Trainer Expns&Trav	$100.00	$0.00	$500.00	$0.00	$0.00
001-56335-610-IA - CCAM Supplies & Materials	$100.00	$39.13	$500.00	$0.00	$100.00
001-56340-610-IA - CCAM Travel	$1,000.00	$168.00	$1,000.00	$0.00	$0.00
001-56345-610-IA - CCAM Lodging	$1,000.00	$0.00	$1,000.00	$0.00	$0.00
001-56360-610-IA - CCAM Fitness Review Expense	$1,000.00	$464.65	$1,000.00	$41.70	$0.00
001-56365-610-IA - CCAM Ministerial Assistance	$1,000.00	$0.00	$1,000.00	$0.00	$1,000.00
Total COM/CCAM Expense	$7,000.00	$910.79	$6,500.00	$41.70	$2,100.00
Program/Event Expenses					
001-56300-630-IA - Facility Rental-2030	$0.00	$0.00	$500.00	$0.00	$0.00
001-56310-600-IA - Meals	$2,000.00	$3,097.95	$0.00	$0.00	$2,000.00
001-56310-620-IA - Meals-Outdoor Ministry	$1,000.00	$426.84	$500.00	$0.00	$0.00
001-56310-630-IA - Meals-2030	$0.00	$0.00	$1,000.00	$0.00	$0.00
001-56310-650-IA - Meals-ONA	$0.00	$0.00	$0.00	$307.19	$0.00
001-56315-600-IA - Presenter/Trainer Fees	$2,000.00	$0.00	$2,000.00	$0.00	$2,000.00
001-56315-630-IA - Presenter/Trainer Fees-2030	$0.00	$0.00	$1,000.00	$0.00	$0.00
001-56320-600-IA - Presenter/Trainer Exp & Travel	$0.00	$0.00	$1,000.00	$0.00	$2,000.00
001-56320-630-IA - Presenter/Trainer Exp&Trvl-2030	$0.00	$0.00	$500.00	$0.00	$0.00
001-56330-600-IA - Scholarships-Event Participation	$0.00	$0.00	$0.00	$375.00	$0.00
001-56330-620-IA - Scholarships-Outdoor Ministry	$5,000.00	$4,485.00	$0.00	$0.00	$5,000.00
001-56335-600-IA - Supplies & Materials - Event	$0.00	$1,609.72	$500.00	$0.00	$1,500.00
001-56335-620-IA - Supplies&Materials-Outdoor Ministry	$2,000.00	$2,215.05	$0.00	$0.00	$0.00
001-56335-650-IA - Supplies & Materials-Inclsv Church	$0.00	$0.00	$0.00	$100.80	$0.00
001-56340-600-IA - Travel - Event	$0.00	$909.94	$0.00	$0.00	$1,000.00
001-56340-620-IA - Travel - Outdoor Ministry	$2,000.00	$0.00	$0.00	$0.00	$0.00

Iowa Conference UCC
Analysis of Revenues & Expenses - Detail
Fund: Iowa Conference - Operating Fund
January to July 2020

Accounts	Annual Budget 2019	Actual 2019	Annual Budget 2020	YTD Actual 2020	Annual Budget 2021
001-56345-600-IA - Lodging - Event	$0.00	$187.88	$0.00	$0.00	$500.00
001-56345-620-IA - Lodging - Outdoor Ministry	$500.00	$140.00	$0.00	$0.00	$0.00
001-56350-600-IA - Childcare - Event	$0.00	$0.00	$1,000.00	$0.00	$500.00
001-56355-600-IA - Registration Refund	$0.00	$0.00	$0.00	$0.00	$250.00
001-56355-630-IA - Registration Refund-2030	$0.00	$0.00	$0.00	$440.00	$0.00
001-56360-600-IA - Background Check Processing Expen	$0.00	$930.50	$1,000.00	$138.00	$1,000.00
001-56365-600-IA - Participation Fee-Outdoor Ministry	$0.00	$185.50	$0.00	$0.00	$0.00
Total Program/Event Expenses	$14,500.00	$14,188.38	$9,000.00	$1,360.99	$15,750.00
Resources/Subscriptions					
001-56400-600-IA - Resources/Subscriptions	$500.00	$0.00	$0.00	$0.00	$0.00
Total Resources/Subscriptions	$500.00	$0.00	$0.00	$0.00	$0.00
Other Ministry Support					
001-56500-600-IA - CUE Annual Support	$2,400.00	$2,390.00	$2,400.00	$2,390.00	$2,400.00
001-56505-600-IA - Iowa Religious Media Service	$9,000.00	$9,000.00	$0.00	$0.00	$0.00
001-56515-600-IA - Interfaith Alliance of Iowa	$1,000.00	$1,000.00	$1,000.00	$0.00	$1,000.00
001-56520-600-IA - Ministerial Assistance	$0.00	$3,025.38	$0.00	$33.32	$3,000.00
001-56523-600-IA - Emergency/Disaster Ministry	$0.00	$1,000.00	$0.00	$0.00	$500.00
001-56527-600-IA - Iowa Thank Offering Grants	$0.00	$1,000.00	$0.00	$0.00	$1,000.00
001-56530-600-IA - New Church Grants	$0.00	$10,000.00	$0.00	$0.00	$0.00
001-56595-600-IA - Misc. Ministry Support	$200.00	$25,000.00	$0.00	$0.00	$250.00
Total Other Ministry Support	$12,600.00	$52,415.38	$3,400.00	$2,423.32	$8,150.00
Ministerial Staff Expenses					
001-56600-600-IA - Salaries - Ministerial Staff	$8,612.00	$455.84	$0.00	$0.00	$0.00
001-56620-600-IA - Benefits - Ministerial Staff	$150.00	$0.00	$0.00	$0.00	$0.00
001-56630-600-IA - Retirement - Ministerial Staff	$1,400.00	$0.00	$0.00	$0.00	$0.00
Total Ministerial Staff Expenses	$10,162.00	$455.84	$0.00	$0.00	$0.00
Employer Expenses					
001-56800-600-IA - Workers' Comp Insurance	$0.00	$75.00	$0.00	$182.00	$0.00
001-56810-600-IA - Professional Development-Ministers	$500.00	$0.00	$0.00	$0.00	$0.00
Total Employer Expenses	$500.00	$75.00	$0.00	$182.00	$0.00
General Administrative Expense					
001-66200-600-IA - General Admin Expense	$0.00	$40.00	$0.00	$23.50	$250.00
001-66210-600-IA - Depreciation Expense	$10,000.00	$4,211.61	$10,000.00	$0.00	$4,000.00
001-66220-600-IA - Bank/Processing Fees	$1,000.00	$2,688.53	$0.00	$1,677.33	$3,000.00
001-66230-600-IA - Miscellaneous Expense	$0.00	$23.35	$0.00	($0.54)	$0.00
001-66250-600-IA - Supplies & Equipment	$0.00	$17.60	$0.00	$0.00	$500.00
001-66999-600-IA - Credit Card Exp to be Assigned	$0.00	$0.00	$0.00	$13.77	$0.00
Total General Administrative Expense	$11,000.00	$6,981.09	$10,000.00	$1,714.06	$7,750.00
Professional Expense Accounts					
001-66300-600-IA - Professional Exp-Ministers	$1,000.00	$0.00	$0.00	$0.00	$0.00
Total Professional Expense Accounts	$1,000.00	$0.00	$0.00	$0.00	$0.00

Iowa Conference UCC
Analysis of Revenues & Expenses - Detail
Fund: Iowa Conference - Operating Fund
January to July 2020

Accounts	Annual Budget 2019	Actual 2019	Annual Budget 2020	YTD Actual 2020	Annual Budget 2021
Staff Auto Expenses					
001-66400-600-IA - Auto Expense-Ministerial Staff	$2,000.00	$0.00	$0.00	$0.00	$0.00
Total Staff Auto Expenses	$2,000.00	$0.00	$0.00	$0.00	$0.00
Staff Travel Expenses					
001-66500-600-IA - Travel - Ministerial Staff	$1,000.00	$0.00	$0.00	$0.00	$0.00
Total Staff Travel Expenses	$1,000.00	$0.00	$0.00	$0.00	$0.00
Professional Services					
001-66720-600-IA - Legal Services	$500.00	$0.00	$0.00	$0.00	$500.00
Total Professional Services	$500.00	$0.00	$0.00	$0.00	$500.00
Fundraising Expenses					
001-66750-600-IA - Meals&Entertainment-Fundraising	$500.00	$0.00	$0.00	$0.00	$0.00
001-66755-600-IA - Postage-Fundraising	$500.00	$0.00	$0.00	$0.00	$0.00
001-66760-600-IA - Promotions/Supplies-Fundraising	$1,000.00	$0.00	$0.00	$0.00	$0.00
Total Fundraising Expenses	$2,000.00	$0.00	$0.00	$0.00	$0.00
Transfers to Reserve Accounts					
001-66978-600-IA - Transfer to General Synod Reserve	$0.00	$0.00	$5,000.00	$0.00	$5,000.00
Total Transfers to Reserve Accounts	$0.00	$0.00	$5,000.00	$0.00	$5,000.00
Total Expenses-Conference	$941,539.98	$897,859.95	$971,891.51	$435,445.24	$1,014,222.98
Total Expenses	$941,539.98	$897,859.95	$971,891.51	$435,445.24	$1,014,222.98
Net Total	($75,039.98)	($54,236.77)	($68,091.51)	($153,987.98)	($207,822.98)
Other Revenues					
Non-Operational Revenues-Conf					
001-46330-600-IA - Conf Investment FMV Gain	$25,000.00	$166,108.37	$25,000.00	$0.00	$0.00
001-46500-600-IA - Gain on disposal of assets	$0.00	($82.79)	$0.00	$0.00	$0.00
001-46590-600-IA - Miscellaneous Revenue	$0.00	$1.50	$0.00	$0.00	$0.00
Total Non-Operational Revenues-Conf	$25,000.00	$166,027.08	$25,000.00	$0.00	$0.00
Total Other Revenues	$25,000.00	$166,027.08	$25,000.00	$0.00	$0.00
Net Operating Total	($50,039.98)	$111,790.31	($43,091.51)	($153,987.98)	($207,822.98)

Tri-Conference UCC Ministries - Wages

Adopted by TCM Board of Directors (07/30/20)

MINISTERIAL STAFF	
ECM	100%
ACM- Sup.	85-90%
ACM-1/2 Sup.	82.5%-88.5%
ACM-no Sup.	80-85%

Tenure adjustments in ranges on left	
Years 16-20	Base + 5%
Years 11-15	Base + 4%
Years 6-10	Base + 2%
Years 1-5	Base %

SUPPORT STAFF -

Minimum hourly rate = living wage for 1 adult + 1 child*

Maximum wage gap with ECM	
BA/BS Req. + Sup.	60-65%
BA/BS Required	55-60%
HS Required	40-45%

* Living Wage Calculator for Sioux Falls, SD: https://livingwage.mit.edu/metros/43620
  2019 = $22.80/hour - $3.75 Insurance = $19.05/hour
* Living Wage Calculator for Des Moines, IA: https://livingwage.mit.edu/metros/19780
  2019 = $24.92/hour - $3.75 Insurance = $21.17/hr
* Living Wage Calculator for Iowa: https://livingwage.mit.edu/states/19
  2019 = $23.85 - $3.75 Insurance = $20.10/hour
* Living Wage Calculator for Nebraska: https://livingwage.mit.edu/states/31
  2019 = $24.11 - $3.75 Insurance = $20.36/hour
* Living Wage Calculator of South Dakota: https://livingwage.mit.edu/states/46
  2019 = $22.28 - $3.75 Insurance = $18.53/hour
* Living Wage Calculator of Rapid City, South Dakota: https://livingwage.mit.edu/states/46
  2019 = $22.74 - $3.75 Insurance = $18.99/hour

2019
IA-NE-SD Average: $23.41 - $3.75 Insurance = $19.66/hour

*All Living Wages adjusted for $3.75/hour medical expenses covered by health insurance benefit

Analysis of Revenues & Expenses - Detail
Fund: TCM General Operating Fund
January to May 2020

Accounts	Annual Budget 2019	Total Actual 2019	Annual Budget 2020	YTD Actual 2020	Annual Budget 2021
Revenues					
Revenues-TCM					
Basic Support-Unrestricted Rev					
001-49010-900-TC - Iowa Conference Contributions	$597,277.98	$598,277.98	$662,409.10	$331,204.56	$769,711.22
001-49020-900-TC - Nebraska Conference Contributions	$293,700.10	$293,700.10	$319,375.82	$79,843.96	$382,979.62
001-49030-900-TC - South Dakota Conf Contributions	$195,800.07	$195,800.07	$201,088.48	$50,272.12	$236,930.43
001-49060-900-TC - Employee Mileage Revenue	$0.00	$2,169.69	$1,000.00	$406.31	$0.00
001-49070-900-TC - Released from Restricted Accounts	$0.00	$180.00	$0.00	$0.00	$0.00
001-49088-900-TC - Event Participant Reimbursment Rev	$0.00	$0.00	$0.00	$0.00	$0.00
001-49090-900-TC - Other Unrestricted Contributions	$0.00	$531.00	$0.00	$0.00	$0.00
Total Basic Support-Unrestricted Rev	$1,086,778.15	$1,090,658.84	$1,183,873.40	$461,726.95	$1,389,621.27
Program Support-Unrestrict Rev					
001-49100-900-TC - Registration Revenue	$0.00	$33,225.15	$3,000.00	$0.00	$42,500.00
001-49110-900-TC - Vendor Fee Revenue	$0.00	$3,140.00	$0.00	$0.00	$5,000.00
001-49140-900-TC - Background Check Processing Reve	$0.00	$0.00	$0.00	$0.00	$0.00
001-49190-900-TC - Other Program Revenue	$0.00	$250.00	$0.00	$0.00	$0.00
Total Program Support-Unrestrict Rev	$0.00	$36,615.15	$3,000.00	$0.00	$47,500.00
Interest Revenue					
001-49300-900-TC - Interest Revenue-Bank	$0.00	$0.00	$50.00	$0.00	$0.00
001-49320-900-TC - Interest Revenue-Employee Note Re	$0.00	$0.00	$0.00	$0.00	$0.00
Total Interest Revenue	$0.00	$0.00	$50.00	$0.00	$0.00
Investment Revenue					
001-49330-900-TC - Unrstrd Revenue of TCM Investments	$0.00	$0.00	$0.00	$0.00	$0.00
001-49335-900-TC - Restricted Revenue of TCM Investmr	$0.00	$0.00	$0.00	$0.00	$0.00
Total Investment Revenue	$0.00	$0.00	$0.00	$0.00	$0.00
Restricted Revenues-TCM					
001-49910-900-TC - Restricted Contributions	$0.00	$0.00	$0.00	$0.00	$0.00
Total Restricted Revenues-TCM	$0.00	$0.00	$0.00	$0.00	$0.00
Total Revenues-TCM	$1,086,778.15	$1,127,273.99	$1,186,923.40	$461,726.95	$1,437,121.27
Total Revenues	$1,086,778.15	$1,127,273.99	$1,186,923.40	$461,726.95	$1,437,121.27
Expenses					
Expenses-TCM					
Wider UCC Expenses					
001-59230-900-TC - General Synod Hospitality Exp	$0.00	$1,500.00	$0.00	$0.00	$0.00
Total Wider UCC Expenses	$0.00	$1,500.00	$0.00	$0.00	$0.00
BOD Expenses					
001-59310-905-TC - BOD Meals	$500.00	$209.52	$500.00	$0.00	$500.00
001-59315-905-TC - BOD Presenter/Trainer Fees	$0.00	$0.00	$0.00	$0.00	$0.00
001-59320-905-TC - BOD Prsntr/Trnr Expenses&Travel	$0.00	$0.00	$0.00	$0.00	$0.00
001-59335-905-TC - BOD Program Supplies & Materials	$100.00	$0.00	$100.00	$0.00	$0.00

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Analysis of Revenues & Expenses - Detail
Fund: TCM General Operating Fund
January to May 2020

Accounts	Annual Budget 2019	Total Actual 2019	Annual Budget 2020	YTD Actual 2020	Annual Budget 2021
001-59340-905-TC - BOD Travel	$1,000.00	$452.39	$750.00	$0.00	$750.00
001-59345-905-TC - BOD Lodging	$1,000.00	$229.23	$750.00	$0.00	$750.00
001-59350-905-TC - BOD Gifts/Memorials	$0.00	$0.00	$500.00	$0.00	$500.00
Total BOD Expenses	$2,600.00	$891.14	$2,600.00	$0.00	$2,500.00
Program Expenses					
001-59300-900-TC - Facility Rental	$0.00	$669.50	$0.00	$0.00	$800.00
001-59305-900-TC - Program/Event Insurance	$0.00	$0.00	$0.00	$0.00	$0.00
001-59310-900-TC - Meals-Event	$0.00	$6,383.03	$2,000.00	$0.00	$6,000.00
001-59311-900-TC - Meals-Joint AM	$0.00	$23,535.35	$0.00	$0.00	$25,000.00
001-59315-900-TC - Presenter/Trainer Fees	$0.00	$900.00	$0.00	$0.00	$1,000.00
001-59320-900-TC - Presenter/Trainer Expenses & Travel	$0.00	$1,976.77	$0.00	$0.00	$2,000.00
001-59321-900-TC - Presenter Exps-Joint AM	$0.00	$289.98	$0.00	$0.00	$0.00
001-59325-900-TC - Salaries & Stipends	$0.00	$0.00	$0.00	$0.00	$0.00
001-59330-900-TC - Scholarships-Event	$0.00	$0.00	$0.00	$0.00	$0.00
001-59335-900-TC - Program/Event Supplies & Materials	$5,000.00	$661.27	$1,000.00	$0.00	$0.00
001-59336-900-TC - Supplies&Materials-Joint AM	$0.00	$10,567.39	$0.00	$0.00	$10,000.00
001-59340-900-TC - Travel-Program/Event	$0.00	$109.20	$0.00	$0.00	$0.00
001-59341-900-TC - Travel-Joint AM	$0.00	$1,653.00	$0.00	$0.00	$1,700.00
001-59345-900-TC - Lodging-Program/Event	$0.00	$119.31	$0.00	$645.12	$0.00
001-59350-900-TC - Childcare-Program/Event	$0.00	$337.50	$0.00	$0.00	$350.00
001-59351-900-TC - Childcare-Joint AM	$0.00	$631.24	$0.00	$0.00	$650.00
001-59355-900-TC - Registration Refund Expense	$0.00	$405.00	$0.00	$0.00	$0.00
001-59360-900-TC - Background Check Processing Exp	$0.00	$0.00	$0.00	$0.00	$0.00
Total Program Expenses	$5,000.00	$48,238.54	$3,000.00	$645.12	$47,500.00
Resources/Subscriptions					
001-59400-900-TC - Resources/Subscriptions	$0.00	$0.00	$250.00	$0.00	$0.00
Total Resources/Subscriptions	$0.00	$0.00	$250.00	$0.00	$0.00
Other Ministry Support					
001-59525-900-TC - Church Background Checks	$0.00	$0.00	$0.00	$0.00	$0.00
001-59595-900-TC - Misc.Ministry Support	$0.00	$0.00	$0.00	$0.00	$1,000.00
Total Other Ministry Support	$0.00	$0.00	$0.00	$0.00	$1,000.00
Ministerial Staff Expenses					
001-59600-900-TC - Salaries - Ministerial Staff	$434,238.57	$437,092.52	$433,380.00	$196,465.78	$486,000.00
001-59610-900-TC - Salaries-Mins in lieu of health ins	$0.00	$6,860.42	$0.00	$2,920.24	$0.00
001-59620-900-TC - Benefits - Ministerial Staff	$109,212.70	$41,249.05	$105,802.53	$13,397.80	$93,000.00
001-59630-900-TC - Retirement - Ministerial Staff	$56,473.20	$48,487.57	$60,673.20	$17,697.25	$63,000.00
Total Ministerial Staff Expenses	$599,924.47	$533,689.56	$599,855.73	$230,481.07	$642,000.00
Support Staff Expenses					
001-59700-900-TC - Salaries - Support Staff	$153,599.00	$143,741.31	$180,000.00	$99,361.53	$258,000.00
001-59710-900-TC - Salaries-Supt in lieu of health ins	$0.00	$28,487.70	$0.00	$13,217.56	$0.00
001-59720-900-TC - Benefits - Support Staff	$40,345.31	$34,919.32	$68,000.00	$19,801.20	$92,000.00

Analysis of Revenues & Expenses - Detail
Fund: TCM General Operating Fund
January to May 2020

Accounts	Annual Budget 2019	Total Actual 2019	Annual Budget 2020	YTD Actual 2020	Annual Budget 2021
001-59730-900-TC - Retirement - Support Staff	$21,182.56	$23,049.44	$25,000.00	$23,557.68	$36,000.00
001-59740-900-TC - Payroll taxes - Support Staff	$9,279.76	$10,996.33	$14,000.00	$7,601.19	$20,000.00
001-59750-900-TC - Temporary Support Staff Expense	$0.00	$28,177.67	$0.00	$3,130.40	$0.00
Total Support Staff Expenses	$224,406.63	$269,371.77	$287,000.00	$166,669.56	$406,000.00
Employer Expenses					
001-59800-900-TC - Workers' Comp Insurance	$7,500.00	$2,335.21	$7,500.00	$3,013.00	$3,500.00
001-59810-900-TC - Prof Development-ECM	$1,500.00	$1,714.02	$1,500.00	$16.71	$1,500.00
001-59820-900-TC - Prof Development-ACM-IA South	$1,500.00	$0.00	$1,500.00	$0.00	$1,500.00
001-59830-900-TC - Prof Development-ACM-IA North	$1,500.00	$54.26	$1,500.00	$0.00	$1,500.00
001-59840-900-TC - Prof Development-ACM-NE	$1,500.00	$33.42	$1,500.00	$0.00	$1,500.00
001-59850-900-TC - Prof Development-ACM-SD	$1,500.00	($50.00)	$1,500.00	$0.00	$1,500.00
001-59860-900-TC - Prof Development-Support Staff	$1,000.00	$0.00	$1,500.00	$0.00	$1,500.00
001-59870-900-TC - Staff Meetings & Retreats	$2,500.00	$2,581.41	$4,000.00	$5,568.52	$5,000.00
Total Employer Expenses	$18,500.00	$6,668.32	$20,500.00	$8,598.23	$17,500.00
Staff Search Expenses					
001-59910-900-TC - Search Committee - Meals	$500.00	$0.00	$0.00	$0.00	$0.00
001-59920-900-TC - Search Committee - Travel	$0.00	$0.00	$0.00	$0.00	$1,000.00
001-59930-900-TC - Search Committee - Lodging	$1,000.00	$0.00	$0.00	$0.00	$1,000.00
001-59940-900-TC - Candidate - Meals	$0.00	$0.00	$0.00	$0.00	$500.00
001-59945-900-TC - Candidate - Travel	$0.00	$21.88	$0.00	$0.00	$1,000.00
001-59950-900-TC - Candidate - Lodging	$0.00	$0.00	$0.00	$0.00	$1,000.00
001-59955-900-TC - Candidate - Relocation Expense	$36,000.00	$18,810.71	$0.00	$0.00	$15,000.00
001-59960-900-TC - Search - Misc. Expense	$0.00	$92.64	$0.00	$654.22	$500.00
Total Staff Search Expenses	$37,500.00	$18,925.23	$0.00	$654.22	$20,000.00
Office Space Expenses					
001-69100-900-TC - Building Rent Expense-SF	$8,000.00	$7,000.00	$8,000.00	$4,200.00	$8,400.00
001-69105-900-TC - Electric/Gas/Water-SF	$0.00	$0.00	$0.00	$0.00	$0.00
001-69115-900-TC - Electric/Gas/Water-DM	$3,000.00	$3,169.56	$3,000.00	$1,265.81	$3,000.00
001-69125-900-TC - Building Repairs & Maintenance-DM	$5,000.00	$6,182.15	$5,000.00	$3,382.91	$5,000.00
001-69130-900-TC - Office Lease Expense-NE	$0.00	$0.00	$0.00	$0.00	$4,800.00
Total Office Space Expenses	$16,000.00	$16,351.71	$16,000.00	$8,848.72	$21,200.00
General Admin Expenses					
001-69200-900-TC - Software/Digital Subscriptions	$20,000.00	$21,082.59	$15,000.00	$6,489.59	$15,000.00
001-69205-900-TC - Insurance	$35,000.00	$25,969.50	$35,000.00	$4,513.00	$30,000.00
001-69210-900-TC - Copier Lease	$2,500.00	$4,475.39	$2,000.00	$1,744.45	$3,800.00
001-69215-900-TC - Kitchen Expense	$250.00	$794.59	$300.00	$212.31	$250.00
001-69220-900-TC - Postage-General	$2,000.00	$750.35	$2,000.00	$108.31	$1,000.00
001-69225-900-TC - Equipment Repairs & Maintenance	$1,000.00	$1,417.40	$500.00	$10.00	$1,000.00
001-69230-900-TC - Supplies & Equipment	$4,000.00	$16,244.27	$6,000.00	$2,203.25	$5,000.00
001-69235-900-TC - Telephones/Internet access	$10,000.00	$16,503.91	$15,000.00	$5,256.19	$18,000.00
001-69240-900-TC - Websites/Apps	$5,000.00	$2,822.53	$10,000.00	$0.00	$5,000.00

Analysis of Revenues & Expenses - Detail
Fund: TCM General Operating Fund
January to May 2020

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Accounts	Annual Budget 2019	Total Actual 2019	Annual Budget 2020	YTD Actual 2020	Annual Budget 2021
001-69245-900-TC - Depreciation Expense	$5,000.00	$14,347.76	$5,000.00	$0.00	$15,000.00
001-69250-900-TC - Bank/Processing Fees	$500.00	$1,295.59	$500.00	$250.33	$1,000.00
001-69255-900-TC - IT Support Services	$0.00	$6,502.17	$5,000.00	$2,863.48	$7,500.00
001-69290-900-TC - Miscellaneous Expense	$0.00	$2,827.67	$500.00	($27,977.32)	$1,000.00
001-69999-900-TC - Credit Card Exp to be Assigned	$0.00	($2,323.10)	$0.00	$2,422.23	$0.00
Total General Admin Expenses	$85,250.00	$112,710.62	$96,800.00	($1,904.18)	$103,550.00
Staff Spir Dir & Coaching Exps					
001-69560-900-TC - Spir Dir & Coaching-ECM	$0.00	$225.00	$3,000.00	$0.00	$3,000.00
001-69565-900-TC - Spir Dir & Coaching-ACM IA South	$0.00	$0.00	$3,000.00	$0.00	$3,000.00
001-69570-900-TC - Spir Dir & Coaching-ACM IA North	$0.00	$0.00	$3,000.00	$0.00	$3,000.00
001-69575-900-TC - Spir Dir & Coaching-ACM NE	$0.00	$0.00	$3,000.00	$300.00	$3,000.00
001-69580-900-TC - Spir Dir & Coaching-ACM SD	$0.00	$100.00	$3,000.00	$2.90	$3,000.00
Total Staff Spir Dir & Coaching Exps	$0.00	$325.00	$15,000.00	$302.90	$15,000.00
Staff Prof. Expense Accounts					
001-69300-900-TC - Professional Expenses-ECM	$2,500.00	$3,641.87	$4,000.00	$641.86	$4,000.00
001-69310-900-TC - Professional Exp-ACM-IA South	$1,500.00	$754.62	$1,500.00	$100.00	$2,000.00
001-69320-900-TC - Professional Exp-ACM-IA North	$1,500.00	$1,597.25	$1,500.00	$192.03	$2,000.00
001-69330-900-TC - Professional Exp-ACM-NE	$1,500.00	$2,419.79	$1,500.00	$558.21	$2,000.00
001-69340-900-TC - Professional Exp-ACM-SD	$1,500.00	$2,603.28	$1,500.00	$124.63	$2,000.00
001-69350-900-TC - Professional Exp-Support Staff	$750.00	$1,294.89	$750.00	$161.11	$1,000.00
Total Staff Prof. Expense Accounts	$9,250.00	$12,311.70	$10,750.00	$1,777.84	$13,000.00
Staff Auto Expenses					
001-69400-900-TC - Auto Expenses-ECM	$4,000.00	$6,423.25	$4,000.00	$71.31	$4,000.00
001-69410-900-TC - Auto Expenses-ACM-IA South	$5,000.00	$3,771.45	$5,000.00	$180.37	$5,000.00
001-69420-900-TC - Auto Expenses-ACM-IA North	$5,000.00	$5,839.88	$5,000.00	$1,716.69	$5,000.00
001-69430-900-TC - Auto Expenses-ACM-NE	$5,000.00	$4,658.15	$5,000.00	$4,815.97	$5,000.00
001-69440-900-TC - Auto Expenses-ACM-SD	$5,000.00	$4,019.56	$5,000.00	$1,771.09	$5,000.00
001-69450-900-TC - Auto Expenses-Support Staff	$1,500.00	$1,296.55	$2,000.00	$1,091.79	$2,000.00
Total Staff Auto Expenses	$25,500.00	$26,008.84	$26,000.00	$9,647.22	$26,000.00
Staff Travel Expenses					
001-69500-900-TC - Travel Expenses-ECM	$7,000.00	$9,897.69	$7,000.00	$20.00	$8,000.00
001-69510-900-TC - Travel Expenses-ACM-IA South	$3,000.00	$3,304.78	$3,000.00	$151.16	$4,000.00
001-69520-900-TC - Travel Expenses-ACM-IA North	$3,000.00	$4,409.92	$3,000.00	$509.39	$4,000.00
001-69530-900-TC - Travel Expenses-ACM-NE	$3,000.00	$6,195.58	$3,000.00	$329.75	$4,000.00
001-69540-900-TC - Travel Expenses-ACM-SD	$3,000.00	$5,693.26	$3,000.00	$151.53	$4,000.00
001-69550-900-TC - Travel Expenses-Support Staff	$5,000.00	$8,053.46	$9,000.00	$496.44	$9,000.00
Total Staff Travel Expenses	$24,000.00	$37,554.69	$28,000.00	$1,658.27	$33,000.00
Investment Expenses					
001-69260-900-TC - TCM Investment Expense/Loss	$0.00	$0.00	$0.00	$0.00	$0.00
Total Investment Expenses	$0.00	$0.00	$0.00	$0.00	$0.00
Professional Services					

Analysis of Revenues & Expenses - Detail
Fund: TCM General Operating Fund
January to May 2020

Accounts	Annual Budget 2019	Total Actual 2019	Annual Budget 2020	YTD Actual 2020	Annual Budget 2021
001-69700-900-TC - Audit Services	$27,500.00	$20,585.74	$27,500.00	$6,914.26	$25,000.00
001-69710-900-TC - Accounting Services	$500.00	$0.00	$500.00	$0.00	$500.00
001-69720-900-TC - Legal Services	$500.00	$0.00	$500.00	$0.00	$500.00
001-69730-900-TC - Consultant Services	$0.00	$23,779.13	$0.00	$0.00	$0.00
Total Professional Services	$28,500.00	$44,364.87	$28,500.00	$6,914.26	$26,000.00
Fundraising Expenses					
001-69750-900-TC - Meals&Entertainment-Fundraising	$0.00	$26.30	$1,000.00	$0.00	$1,000.00
001-69755-900-TC - Postage-Fundraising	$1,000.00	$2,250.00	$1,000.00	$0.00	$1,000.00
001-69760-900-TC - Promotion/Supplies-Fundraising	$1,000.00	$1,102.50	$1,000.00	$0.00	$1,000.00
001-69770-900-TC - Vanco Fees-fundraising	$0.00	$0.00	$0.00	$0.00	$0.00
Total Fundraising Expenses	$2,000.00	$3,378.80	$3,000.00	$0.00	$3,000.00
Transfers to Reserve Accounts					
001-69900-900-TC - Transfer to Operations Reserve	$32,673.15	$0.00	$33,667.67	$0.00	$42,871.27
001-69910-900-TC - Transfer to Sabbatical Reserve	$1,000.00	$0.00	$1,000.00	$0.00	$1,000.00
001-69920-900-TC - Transfer to Auo Replace Reserve	$15,000.00	$0.00	$15,000.00	$0.00	$15,000.00
001-69930-900-TC - Transfer to Search Committee Reser	$0.00	$0.00	$0.00	$0.00	$1,000.00
001-69940-900-TC - Transfer to Staff Emergency Medical	$0.00	$0.00	$0.00	$0.00	$0.00
Total Transfers to Reserve Accounts	$48,673.15	$0.00	$49,667.67	$0.00	$59,871.27
Total Expenses-TCM	$1,127,104.25	$1,132,290.79	$1,186,923.40	$434,293.23	$1,437,121.27
Total Expenses	$1,127,104.25	$1,132,290.79	$1,186,923.40	$434,293.23	$1,437,121.27
Net Total	($40,326.10)	($5,016.80)	$0.00	$27,433.72	$0.00
Other Revenues					
Other Revenues-TCM					
001-49500-900-TC - Gain on Disposal of Assets	$0.00	$0.00	$0.00	$0.00	$0.00
001-49520-900-TC - Grants Received	$0.00	$0.00	$0.00	$0.00	$0.00
001-49590-900-TC - Miscellaneous Revenue	$0.00	$1,749.02	$0.00	$0.00	$0.00
001-49900-900-TC - Transfer from Unrestricted Assets	$0.00	$0.00	$0.00	$0.00	$0.00
Total Other Revenues-TCM	$0.00	$1,749.02	$0.00	$0.00	$0.00
Total Other Revenues	$0.00	$1,749.02	$0.00	$0.00	$0.00
Other Expenses					
Other Expenses-TCM					
001-69800-900-TC - Loss on disposal of assets	$0.00	$0.00	$0.00	$0.00	$0.00
001-69810-900-TC - Refund year-end surplus to Confs.	$68,781.27	$68,781.27	$0.00	$0.00	$0.00
Total Other Expenses-TCM	$68,781.27	$68,781.27	$0.00	$0.00	$0.00
Total Other Expenses	$68,781.27	$68,781.27	$0.00	$0.00	$0.00
Net Operating Total	($109,107.37)	($72,049.05)	$0.00	$27,433.72	$0.00

Iowa Conference of the UCC Foundation Accounts - Distribution Calculations

Accounts Account Numbers	Exira Thomason	FIC UCC Scholarship	Russell OCWM	Blake	Brooks-Wright ODM	Carstensen Endow	TOTALS	quarter % value change	UCC Mod Bal posted qtr return	
3/31/2012	$ 7,042	$ 33,715	$ 6,707	$ 21,462	$ 13,414	$ 1,844,209	$ 1,926,549		7.79%	income dist'd
6/30/2012	$ 6,859	$ 32,840	$ 6,533	$ 20,905	$ 13,065	$ 1,796,318	$ 1,876,520	-2.60%	-2.04%	income dist'd
9/30/2012	$ 7,186	$ 34,403	$ 6,844	$ 21,900	$ 13,687	$ 1,881,816	$ 1,965,836	4.76%	5.14%	income dist'd
12/31/2012	$ 7,297	$ 34,933	$ 6,949	$ 22,237	$ 13,898	$ 1,910,805	$ 1,996,118	1.54%	2.03%	income dist'd
3/31/2013	$ 7,576	$ 36,272	$ 7,215	$ 23,089	$ 14,431	$ 1,984,051	$ 2,072,635	3.83%	4.25%	income dist'd
6/30/2013	$ 7,431	$ 35,579	$ 7,078	$ 22,648	$ 14,155	$ 1,946,137	$ 2,033,028	-1.91%	-1.35%	income dist'd
9/30/2013	$ 7,736	$ 37,036	$ 7,367	$ 23,575	$ 14,735	$ 2,025,816	$ 2,116,265	4.09%	4.39%	income dist'd
12/31/2013	$ 8,096	$ 38,762	$ 7,711	$ 24,674	$ 15,421	$ 2,120,240	$ 2,214,905	4.66%	4.95%	income dist'd
3/31/2014	$ 8,198	$ 39,251	$ 7,808	$ 24,986	$ 15,616	$ 2,146,997	$ 2,242,856	1.26%	1.67%	
6/30/2014	$ 8,432	$ 40,369	$ 8,030	$ 25,697	$ 16,061	$ 2,208,145	$ 2,306,735	2.85%	3.31%	
9/30/2014	$ 8,215	$ 39,330	$ 7,824	$ 25,036	$ 15,647	$ 2,151,307	$ 2,247,359	-2.57%	-2.31%	
12/31/2014	$ 13,543	$ 39,541	$ 7,866	$ 25,171	$ 15,732	$ 2,162,881	$ 2,264,734	0.77%	0.54%	
3/31/2015	$ 13,880	$ 40,525	$ 8,062	$ 25,797	$ 16,123	$ 2,216,698	$ 2,321,085	2.49%	2.49%	
6/30/2015	$ 13,832	$ 40,384	$ 8,033	$ 25,707	$ 16,067	$ 2,208,963	$ 2,312,986	-0.35%	-0.35%	
9/30/2015	$ 12,823	$ 37,438	$ 7,447	$ 23,831	$ 14,895	$ 2,047,805	$ 2,144,239	-7.30%	-7.30%	
12/31/2015	$ 13,210	$ 38,568	$ 7,672	$ 24,551	$ 15,345	$ 2,109,664	$ 2,209,011	3.02%	3.02%	
3/31/2016	$ 13,444	$ 39,251	$ 7,808	$ 24,986	$ 15,616	$ 2,146,979	$ 2,248,084	1.77%	1.77%	
6/30/2016	$ 13,574	$ 39,630	$ 7,883	$ 25,227	$ 15,767	$ 2,167,729	$ 2,269,810	0.97%	0.97%	
9/30/2016	$ 14,164	$ 41,353	$ 8,226	$ 26,324	$ 16,452	$ 2,261,981	$ 2,368,500	4.35%	4.35%	
12/31/2016	$ 14,103	$ 39,443	$ 7,846	$ 25,108	$ 15,693	$ 2,157,511	$ 2,259,704	-4.59%	-0.43%	15 Distrib. taken
3/31/2017	$ 14,135	$ 39,534	$ 7,864	$ 26,166	$ 16,425	$ 2,258,246	$ 2,362,370	4.54%	4.67%	
6/30/2017	$ 15,249	$ 42,650	$ 8,484	$ 27,149	$ 16,968	$ 2,332,897	$ 2,443,397	3.43%	3.31%	
9/30/2017	$ 15,789	$ 44,160	$ 8,785	$ 28,111	$ 17,569	$ 2,415,542	$ 2,529,957	3.54%	3.54%	
12/31/2017*	$ 16,331	$ 43,893	$ 8,732	$ 27,941	$ 17,463	$ 2,400,941	$ 2,515,301	-0.58%	3.43%	*
3/31/2018*	$ 16,206	$ 43,544	$ 8,663	$ 27,719	$ 17,324	$ 2,381,857	$ 2,495,313	-0.79%	-0.76%	*
6/30/2018	$ 16,141	$ 43,364	$ 8,627	$ 27,604	$ 17,252	$ 2,371,994	$ 2,484,982	-0.41%	-0.40%	
9/30/2018	$ 15,850	$ 42,367	$ 8,429	$ 26,966	$ 16,853	$ 2,317,134	$ 2,427,599	-2.31%	1.93%	'17 distrib. taken
12/31/2018	$ 14,509	$ 38,783	$ 7,716	$ 24,685	$ 15,428	$ 2,121,107	$ 2,222,227	-8.46%	-8.46%	
3/31/2019	$ 15,718	$ 42,014	$ 8,358	$ 26,741	$ 16,713	$ 2,297,830	$ 2,407,374	8.33%	8.33%	
6/30/2019	$ 16,230	$ 43,384	$ 8,631	$ 27,613	$ 17,258	$ 2,372,726	$ 2,485,842	3.26%	3.26%	
9/30/2019	$ 16,269	$ 43,489	$ 8,652	$ 27,680	$ 17,299	$ 2,378,465	$ 2,491,854	0.24%	0.24%	
12/31/2019	$ 16,680	$ 44,523	$ 8,858	$ 28,335	$ 17,708	$ 2,434,732	$ 2,550,836	2.37%	6.29%	'18 distrib. taken
3/31/2020	$ 14,247	$ 38,029	$ 7,566	$ 24,202	$ 15,125	$ 2,079,591	$ 2,178,760	-14.59%	-14.59%	
6/30/2020	$ 16,252	$ 43,381	$ 8,631	$ 27,608	$ 17,254	$ 2,372,236	$ 2,485,361	14.07%	14.07%	
9/30/2020							YTD:	-2.57%	-2.57%	
12/31/2020										

YTD Benchmarks:			Weighted Return
S&P 500 Stock Index	-3.08%	33.00%	-1.02%
MSCI ACWI ex US stock index	-11.00%	27.00%	-2.97%
Barclay US Agg Bond Index	6.14%	40.00%	2.46%
		100.00%	-1.53%

								1 yr change	1 yr total return	
2019 3 year average value	**$ 15,759**	**$ 42,642**	**$ 8,483**	**$ 27,226**	**$ 17,022**	**$ 2,340,289**	**$ 2,451,421**	14.79%	19.76%	
4% distribution	**$ 630**	**$ 1,706**	**$ 339**	**$ 1,089**	**$ 681**	**$ 93,612**	**$ 98,057**	3 year avg	3 year avg	
								4.39%	**9.19%**	
Permanently Restricted	**$ 12,991**	**$ 25,135**	**$ 5,000**	**$ 23,286**	**$ 10,000**	**$ 1,649,755**	**$ 1,726,167**			
$ Gain/Loss over basis	$ 2,768	$ 17,507	$ 3,483	$ 3,940	$ 7,022	$ 690,534	$ 725,254			
% Gain/Loss over basis	**21%**	**45%**	**45%**	**16%**	**46%**	**33%**	**33%**			
2018 3 year average value	**$ 14,958**	**$ 41,498**	**$ 8,255**	**$ 26,499**	**$ 16,568**	**$ 2,277,827**	**$ 2,385,604**			
4% distribution	**$ 598**	**$ 1,660**	**$ 330**	**$ 1,060**	**$ 663**	**$ 91,113**	**$ 95,424**	**taken 12/11/2019**		**95424**
2017 3 year average value	$ 14,211	$ 40,569	$ 8,070	$ 25,908	$ 16,199	$ 2,227,080	$ 2,332,037			
4 1/2% distribution	**$ 640**	**$ 1,826**	**$ 363**	**$ 1,166**	**$ 729**	**$ 100,219**	**$ 104,942**	taken 8/13/1	$ 104,942	
2016 3 year average value	$ 12,285	$ 39,590	$ 7,875	$ 25,202	$ 15,751	$ 2,165,555	$ 2,266,258			
4 1/2% distribution	**$ 553**	**$ 1,782**	**$ 354**	**$ 1,134**	**$ 709**	**$ 97,450**	**$ 101,429**	taken 4/11/18		
	^not taken									

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