

**Elder Leadership Team Meeting**  
**March 2, 2011**

Elders present: Rick Nielsen, Dave Fyffe, Rich Hartsock, Jerry Foote, Clark Pantel. Nic Hendriks attended for a report on youth ministry. Some members came and expressed concerns about how our "rules" come across to make people feel unwelcome. Discussion clarified why rules are needed to empower ministry now and in the future.

A time of prayer followed.

We received pastor reports and financial report.

1. Housing Allowance: The Elder Team approved the following housing allowance amounts for our pastors. These designations will be for 2011 and until they are changed. Housing Allowance is a category of income established by the IRS to benefit clergy by making it exempt from income tax. It is still taxable for social security purposes.

Pastor Jerry	\$20,400
Pastor Clark	\$16,000
Pastor Henry	\$12,000
Pastor Nic	\$15,000

2. Bond Fire Fellowship: The indoor bond fire in February was the largest ever. We plan to continue these on a monthly basis, with the following schedule for hosting:

March – Tim	June – (?) maybe Marty?
April – Rich	July – (?) maybe Clark?
May – Rick	August – Dave

3. We debriefed the All-Teams Meeting on February 21. While the vision sharing and orientation (especially for new leaders) is worth continuing, we believe that this does not need to be a time for the teams to hold individual meetings. Most teams had already met prior. We would like to explore a different format that would include two-way communication and interaction among the leaders, and perhaps a time of concentrated prayer for our teams and ministries. People expressed appreciation for the orientation/housekeeping items.

We are trying to build a contact list for all our leaders, with emails and cell phones. Dave Fyffe needs to get the sheet of names and numbers back from the Outreach Team and the Worship Team. Also, anyone who missed the All-Team Meeting should contact Dave with their contact information.

4. Mileage Reimbursement Policy: With a couple of changes from the tentative policy discussed at the February meeting, we approved a policy for reimbursing pastors who use personal vehicles for church business. The policy is attached to these minutes.

Meeting closed in prayer.

Policy on Reimbursing Mileage for Pastors  
March 2011

1. The church will reimburse our paid pastors for the use of their private vehicles for church business. Travel between the pastor's home and a church-provided office is not reimbursed.
2. Pastors will record their mileage and turn in a monthly report for reimbursement. The senior pastor will sign off on all staff pastors' reimbursement requests. One of the lay elders will sign off on the senior pastor's requests.
3. We will base our local reimbursement on the rate used by Muscatine Power and Water, to give a fair, local basis for reimbursement. At the beginning of 2011 that rate is \$0.50 per mile. This rate will be used for all local driving, up to 100 miles round trip. (This will cover trips to Iowa City and the Quad Cities as local trips.)
4. For every trip that exceeds 100 miles round trip, reimbursement will be at \$0.50 per mile for the first 100 miles and \$0.20 per mile for all miles beyond 100 miles.
5. Expenses for parking garages and tolls will be reimbursed in addition to the mileage.
6. As an alternative to driving their own vehicles, pastors may use a church van (if available), with the church reimbursing the cost of any gasoline paid by the pastors.
7. The same rates will apply for pastors who drive their own vehicles to approved conferences and retreats. This reimbursement will be considered a conference expense, and not charged to the regular mileage line-item.