



I grew up in a family of farmers and businessmen. As with others in my generation I became the first in my family to do post-high education. This leap expanded my world beyond the imagination of a Nebraska farm boy. Even in Nebraska's great sky country the horizon was too far for me to see.

My career influenced my world view and included a crowd of mentors and friends. I am thankful for my parents who engendered in me confidence and a courageous spirit that went with me to new communities and enabled me to be enriched by diverse settings.

After high school, I had the prospect of building skills with my hands or my intellect. I entered college focusing on the intellectual arena. I enrolled as an agricultural engineer wannabe and graduated with a bachelor's degree in Sociology. In 1968 I graduated from Eden Theological Seminary and became pastor of Salem UCC, in southeastern Nebraska.

Three years into my pastoral career, events conspired which gave me insight on my enthusiasm for challenge. In 1971, I was pastor of Salem UCC and was assisting a nearby UCC congregation with pulpit supply. During the two weeks prior to Easter 1971, I had responsibility for nine worship services and a funeral. In the same time span I attended an Executive Council [of the United Church of Christ] meeting. When, I looked back after Easter, I determined that I had enjoyed the challenge. After some discernment, I updated my profile and began to search for a new pastoral challenge.

The next setting was Grand Marais, MN. During the first 24 months, First Congregational Church added some programs to its ministry. Alongside the worship and educational ministry to members & friends, the congregation opened a full-time Montessori school; provided space to Boy and Girl Scout meetings; and hosted a monthly gathering of area pastors, social workers, and doctors for professional growth. I was exhilarated! Alas, a series of home meetings were held to discern the future ministry of the church.

Following the home meetings, I conferred with the Conference Minister that the church folks decided to "sit back and observe" the recent initiatives. That conversation led to a career evaluation session at United Theological Seminary. The counselor reviewed with me the findings of the aptitude and skills tests. My interests and skills were unlike the majority of the folks in pastoral positions -- I liked team and collaborative work opportunities; had high interest in time and motion studies; and a significant part of my parish ministry work had focused on new initiatives. The recommendation was to seek a position in middle management in the world of business.

I arranged a meeting with the Operations Director of a Health Maintenance Organization. After several conversations I joined the HMO staff as Assistant Marketing Director. I went on to spend twenty-three years in health plan administration for several HMO plans in midwest and eastern US. The health plans varied in size from small to large and included several sectors: farmers & merchants, service providers, schools, unions, municipal, state, and federal employees, Medicare & Medicaid beneficiaries, for profit and not for profit entities.

The last two work settings were the coming together of my church and health plan involvements. From 1997 to 2007 I much enjoyed working for the Connecticut Conference of the UCC and Pension Boards UCC with teams of talented and skilled folks. In 1997 I accepted an administrative position with Connecticut Conference of the UCC which focused on enhancing the Conference's services to the 220-member congregations, improving business systems, enhancing computer equipment and usage, upgrading phone system, property management, and investment monitoring. Then in 2002 I joined the staff of the Pension Boards UCC and had oversight of the nationwide health and dental plans for employees & families of UCC congregations [non-Medicare coverage] and annuitants [Medicare coverage]. I retired in 2007 following diagnosis and treatment for colon cancer.

To this day, I remain very thankful for the dedicated, skillful, and caring health care providers from whom I received successful surgery & therapies which enabled me to be a cancer survivor.

My retirement activities have been a combination of skills with my hands and intellect. Over the last 10 years I have served as treasurer for four UCC entities in Missouri and provided a service business [Handyman South St Louis] which has served over 60 households. I enjoy being a volunteer for Rebuilding Together St Louis and Habitat for Humanity.

Susan Pflug, who said "Yes" to our getting married in 1965; has traveled this journey with me. We celebrate the families of our two children. Todd is an elementary choral music teacher, and Mia is a photographer and & team building trainer. We have two wonderful daughters-in-law, and four grandsons. Our home is in Affton, Missouri.

**EMPLOYMENT:**

Farmer, Lushton, Nebraska 1961-1964  
Welder, Zylstra's Blacksmith Shop, Pella, IA 1961-1964  
Intern, St Peter's UCC, Urbana, 1966-1967  
Pastor, Salem UCC Steinauer, Nebraska and First Congregational Church Grand Marais, Minnesota 1968 - 1974  
Assistant Marketing Director, More HMO, Virginia, Minnesota, 1974-1978  
Executive/Finance Director, Heart of America Health Maintenance Organization, Rugby, North Dakota, 1978-1984  
Executive Director, Total Health Network of Iowa, Blue Cross/Blue Shield of Iowa, Des Moines, Iowa, 1984-1986  
Vice President, Judith Mattson Incorporated, Bethesda, Maryland, 1986-1988  
Vice President of Planning and Development, CliniCare, Inc., Rockford, Illinois, 1988 to 1994  
Principal, CareAVan, Inc, 1994  
President, Management & Software Company, L.L.C., Rockford, Illinois, 1994 to 1997  
Associate Conference Minister for Admin., Connecticut Conference of the UCC, 1997 to 2002  
Director of Health Plans, Pension Board of the United Church of Christ, 2002 to July 2007  
Retired -- July 2007  
Principal, Handyman South St Louis, 2011 to 2018

**EDUCATION:**

Bachelor of Arts (Major-Sociology, Minor Philosophy), Central College, Pella, Iowa 1965  
Master of Divinity, Eden Theological Seminary, Webster Groves, Missouri, 1968

**UCC VOLUNTEER:**

Executive Council, 1971-1977  
Chair, Organizational Development Committee, Minnesota Conference of UCC, 1974  
Local Church Ministries Board Member, 2008 to 2011  
UCC Cornerstone Fund, Board Member, 2009-2011  
Treasurer, Peace UCC, Webster Groves, MO 2008 to 2011  
Treasurer, St Louis Association, St Louis, MO 2009 to 2011  
Treasurer, Missouri Mid-South Conference, St Louis, MO, 2012 to 2018  
Treasurer, Joint Neighborhood Ministries, St Louis, MO, 2017 to 2018

**COMMUNITY VOLUNTEER**

Ambulance Driver, Good Samaritan Hospital, Rugby, ND  
Lions Club, Rockford, IL  
CareAVan, Inc., Rockford, IL  
PFLAG, Hartford, CT  
Rebuilding Together St Louis, MO  
Habitat for Humanity, St Louis, MO  
Facilitator, Witnessing Whiteness, YWCA, St Louis, MO