RICHLAND LUTHERAN CHURCH

CONGREGATION COUNCIL MINUTES

August 9, 2016

Members Present: Janet Budzeck, Norm Gillette, Sarah Hagensen, Todd Maier, Darrell Miles, Rick Snyder and Sandy Steele

Members Absent: Joel Sorensen

Guests: Pastor Steve Ernst and Pastor Corey Smith

The regular monthly meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, August 9th with Acting President Sandy Steele opening the meeting at 7:00 p.m.

Todd Maier provided opening devotions.

Communications:

- Sandy Steele stated Council President Bob Thompson had resigned his position. As stated in the by-laws, Ms. Steele as Vice-President will assume the vacant position. Council discussed possible replacement candidates to fill the remainder of Sandy's term.
- Rick Snyder stated he would have the draft 2017 budget ready for the September council meeting.
- The annual review of policies is complete with three revisions: Church Staff Employment, Major Credit Card, and Personnel Policy & Guidelines.
- Sandy Steele encouraged council members to complete their Lead Pastor evaluations and return them to her.
- Pastor Corey commented the beach trip to the Oregon Coast was great. For the 11th year youth and staff went to Lodge Grass, Montana for a week and enjoyed the experience.
- Sandy Steele recommended council members attend the next Facilities Building Committee meeting to discuss the recommendation that Councill approve $25,000 for a consultant to assess the church facilities.

Reports:

<u>Lead Pastor</u> – Steve Ernst

The staff retreat is set for this coming Thursday and Friday, August 11th and 12th. Study of the book of Malachi has been a gift to our congregation and has hopefully helped us to better understand where we are and where God is taking us. Discussion centered on the difficulties a

re-emerging church experiences and how we as a congregation need to rely upon our faith in God to help us remain committed to the Gospel and not compromise.

Worship Attendance:

July 2016 average: 265 (July 2015 average 293)

2016 Year-to-Date (YTD) average: 306 (2015 YTD average: 328)

No Baptisms or Weddings

Memorials: July 16th Loren Stangland

Finance Report – Rick Snyder

Monthly (as of June 2016)

	2016 Budget	**2016 Actual**	**(Over)/Under Budget**
June Total Income	$63,360	$61,351	$2,009
June Total Expense	$57,471	$62,151	($4,680)

Year-to-Date (as of June 2016)

	2016 Budget	**2016 Actual**	**(Over)/Under Budget**
Total YTD Income	$432,907	$444,077	($11,170)
Total YTD Expense	$478,045	$472,608	$5,437

Nominating Committee Report:

The official slate of nominated candidates to be approved by the Congregation at the Annual Meeting are: Joel Sorenson (Secretary), Todd Maier (Member-at-Large), Norm Gillette (Member-at-Large, Darrell Miles (Member-at-Large to serve the unexpired term), Ted Stuenkel (Member-at-Large) and Jenifer Haler (Vice President).

Action Items:

1. Consent Agenda – Council approved the following without discussion:
    a. June 2016 Finance Report
    b. July 2016 Minutes
    c. Appointment of Darrell Miles to fill Member-at-Large vacancy

d. Following revised policies:
    - Church Staff Employment Policy
    - Major Credit Card Policy
    - Personnel Policy & Guidelines
e. Revised Salary Plan – only change is on page 5, Salary Ranges
    - Elimination of Director of Music & Worship Position
    - New Positions – Traditional Worship Coordinator & Youth Ministry Coordinator

2. Council approved Pastor Ernst purchasing for $125.00 the laptop Richland Lutheran Church purchased for him approximately four (4) years ago.
3. Council approved the 3rd Quarter Benevolence Distributions
4. Council discussed the Nominating Committee's Candidates for 2017-2018 council members. In light of the council vacancies for Vice-President and Member-at-Large, names of individuals who might consider filling these vacancies were suggested.
5. Council approved the purchase of a new refrigerator and freezer at an approximate cost of $8,000.
6. Council discussed a proposed change to the firm that handles Richland Lutheran Church's investments. A replacement recommendation was made by council.
7. Council discussed the Staff Compensation/Benefits Committee's recommendations for 2017.

Adjournment: Vice-President Sandy Steele adjourned the meeting and closed with the Lord's Prayer at 9:45 p.m.

Janet Budzeck,
for Joel Sorensen, Secretary

Approved September 13, 2016