

RICHLAND LUTHERAN CHURCH
CONGREGATION COUNCIL MINUTES
October 13, 2020

Members Present: Diane Bonin, Janet Budzeck, Pastor Steve Ernst, Jenifer Haler, Jim Honeyman, Fred Kremmer, Kiane Lesser, Bill Peterson, Valerie Silva and Sandy Steele

Opening: The regular monthly meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, October 13, 2020, at 7:00 p.m. via 'Zoom' due to the Corona Virus pandemic quarantine and opened by the president, Sandy Steele. Devotions and prayer were provided by Kiane.

STAFF REPORTS:

1. **President's Report** – Sandy reminded council members that October is Pastor Appreciation month and extended thanks to Pastor Steve for all he does for Richland Lutheran Church.
2. **Lead Pastor's Report** – Pastor Steve commented on the following:
 - a. Pastor expressed his utmost thanks and appreciation to the church staff for their hard work, dedication and help over and above their regular responsibilities.
 - b. Pastor continues to meet with the COVID-19 Safety Planning Team to make sure the church is in compliance with the governor's rules, especially when the state moves into Phase 2 and allows more people to meet at the church.
 - c. Pastor remarked the Staffing and Review Committee interviewed each of the Ministry Assistants. Information obtained from these reviews will enable the committee to rework if needed the job descriptions to assure (a) the staff are working in areas they are passionate about, (b) that no one is over-worked and (c) the congregation is active and involved in ministry.
 - d. Pastor shared that the Contemporary Music Coordinator Search Team decided to post the job internally to see what the response might be. Posting and interview questions have been created by the team so they can respond to interested individuals.
 - e. In response to being asked by LCMC National Service Coordinator Mike Bradley to put together a statement on what makes a Lutheran pastor distinctive, Pastor Steve will be writing about pastors.
 - f. The lighting project currently being worked on with funds received by Good News Media Ministry was in need of an additional \$6,000.00 to complete the project. Since the pandemic has prohibited fundraisers, GNMM does not have the funds needed. Therefore, Pastor Steve allocated the money to come from undesignated estate planning to complete the project. Pastor and Sandy Steele will meet with Rick Budzeck, head of GNMM, to discuss future needs.

3. **Financial Report** - Bill reported the church's income is still behind, but the budget is stable with tithings and offerings continuing to be constant. Later this month, the church will submit their Payroll Protection Plan request. Pastor Steve remarked that after doing some research, Bill was able to find a permanent and safe mailbox that can be bolted down and installed at the church within the next couple of weeks.

CONSENT AGENDA: A motion was made, seconded and passed approving without discussion the following:

1. Council meeting minutes from the regular September 8, 2020, meeting
2. Special council meeting minutes from the September 22, 2020, meeting
3. Interim Visitation Pastor job description

Old Business:

1. Annual Congregational Meeting – Ballots and supporting information were mailed to the congregation for return no later than October 25, 2020. Included on the ballot is approval of the October 27, 2019, Annual Meeting minutes, election of new council members, election of new Nominating Committee members and ratification of the 2021 budget. Richland Lutheran Church has 378 eligible voters for a quorum of 38. All other business will be conducted at such time that the congregation can safely gather in person.
2. Constitution/Bylaws – congregant comments on the following were shared and explained by Sandy with no changes recommended after council discussion:
 - a. Bylaw C7.02.02 – Membership
 - b. Chapter 9 – Meetings
 - c. Bylaw C11.07.02 – Congregation Council
 - d. Chapter 14 - Discipline
3. Contemporary Music Coordinator Search Team update – Pastor Steve reiterated the position has been posted internally to gauge church members interest (see Lead Pastor's Report).
4. Staffing Review Committee update – (See Lead Pastor's Report.)

New Business:

1. Activate Scholarship Committee – A motion was made and seconded to approve activation of this committee. After council discussion, the motion passed.
2. Discuss/approve benevolence of \$5,000.00 from the Emerging Ministries fund to be given to the Rosalia, Washington Lions Club to assist the wildfire victims in Malden, Washington. A motion was made and seconded to approve this expenditure. Fred asked if the amount of \$8,000.00 could be given instead, which council members

approved. The original motion was amended stating the new amount. With no further discussion, a motion was made, seconded and passed to approve this expenditure.

INFORMATION ITEMS:

1. Devotions for the November 10th council meeting – Valerie
2. Preview article – Kiane for October and Valerie for November
3. Annual Congregational meeting – Mail-in ballots due by October 25, 2020
4. October MALT meetings via Zoom: Worship on Thursday, October 22nd at 11:30 a.m.; Spiritual Growth on Monday, October 26th at 5:00 p.m.; Christian Service on Tuesday, October 27th at 5:00 p.m. and Biblical Stewardship on Monday, October 26th at 4:00 p.m.

EXECUTIVE SESSION:

An Executive Session was called at 8:05 p.m. to discuss staff vacations. A motion was made and seconded to approve prorating this staff member's previous part time hours worked to be applied to eligible full time hours for the purpose of calculating vacation accrual. This brings eligible years to 7.4 and increases vacation from 120 hours to 160 hours, effective immediately. This is a one-time exception and does not change the vacation accrual policy. After council discussion, the motion passed.

The Executive Session ended at 8:40 p.m.

ADJOURN: Jenifer closed with prayer and Sandy adjourned the Zoom meeting at 8:43 p.m.

Respectfully submitted by Council Secretary Janet R. Budzeck