

**RICHLAND LUTHERAN CHURCH  
CONGREGATION COUNCIL MEETING MINUTES  
December 13, 2011**

**Members Present:** Ben Barr, Rob Barr, Dave Brandes, Mot Hedges, Kathy Killand, Dave Larkin, and Sandy Steele.

**Members Absent/excused:** Mark Underwood

**Guests:** Debbie Stankovich, Scott Hardman

The Regular monthly meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, December 13, 2011, at 7:01p.m., President Mot Hedges being in the chair and the secretary being present. The meeting was opened with prayer by Mot hedges.

In Pastor Ernst's absence, the Lead Pastor's Report had been distributed in advance. Average church attendance through November was 365 compared to 371 in 2010. Annual performance evaluations for all Support and Lead staff have been completed. Good News Ministry has approved purchase of improved digital equipment for TV recording and editing. Norm Gillette and Pastor Ernst reached agreement with the Jefferson Elementary Principal and Counselor to begin a RLC on-campus tutoring program beginning in January 2012. Dr. Paul Spaulding of the LCMC has agreed to be the Gedde Lecturer in 2012; Corey Smith has overall responsibility for the Gedde Lecture weekend. Corey Smith has put together an Adult Education team to think through Christian education for adults. (The responsibilities of this team has not yet been approved by Council in a Continuing Resolution)

- **The Council authorized the Vice President to review and approve for the Council the staff annual evaluations, to discuss those evaluations with Pastor Steve Ernst, and report the results back to the Council.**

Treasurer Rich Olsen presented a financial report showing that income through November, 2011, was \$676,317 as compared to \$647,390 through the comparable period in 2010 and was below the expected budget assumption of income of \$728,622. Expenditures to-date totaled \$736,347, below the budgeted \$755,579. The net cash-flow for the year to-date is a negative \$60,030 but this number is expected to be in close balance by the end of the year.

The following Common Consent agenda items were approved:

- **Approved the minutes of the regular Council meeting of November 8, 2011.**

Old Business

- **Council approves revising the definition of a full-time staff person to be one that is scheduled to work a minimum of 35 hours per week on a regular basis and that the Personnel Policy and Guidelines, as well as the Employee Handbook, be revised to incorporate this change including pro-rating of vacation.**

- **Based on current enrollments for current enrollments for 2012, Council approves fully funding medical and dental insurance premiums for all full-time staff. [For purposes of other benefits the 29% limit was retained so that retirement benefits are affected if the sum of medical, dental and retirement would exceed 29%.]**
- **Council approves by Continuing Resolution the establishment of a Task Force to recommend long-term church provided staff benefits. Recommendations to be provided Council no later than the regular June 2012 Council meeting. In its deliberations, the Task Force is to seek a balance between the cost of providing for the needs of our staff and the budget dollars remaining for the ministries of our congregation. Task Force members appointed are Rich Olsen, Sandy Steele, and one member selected by the Council President from the congregation with finance or benefits expertise. The member of the congregation selected shall not have a conflict of interest. Debbie Stankovich shall participate as a resource but not as a formal member of the Task Force.**
- **Council approved use of the evaluation form developed by Pastor Ernst for the staff for use in Pastor Ernst's Evaluation.**

#### New Business

- **Approved designating \$20,400 (fair rental value of F House plus expenses at \$1,700 per month) for Pastor Steve Ernst's 2012 housing allowance.**
- **Approved designating \$9,600 (\$800 per month) for Pastor Dave Hogan's 2012 housing allowance.**
- **Approved allocating the remaining Benevolence Budget with \$2,500 to Ignite Youth Mentoring, \$2,000 for The Walk with Christ, and \$2,500 for the Christ Community Lutheran Church in Lebanon, Oregon.**
- **Approved continuing the Three Brothers Cleaning Service at \$750/month for six months or until the Facility Supervisor's position is filled.**
- **Approved appointing Dave Wunschel as a Director on the Shalom Ecumenical Center Board with a term to run through December 2014.**
- **Approved the removal of members from the Richland Lutheran Church membership rolls as identified by staff per Constitution clause C7.02.02.**

Dave Brandes closed the meeting with prayer.

The meeting adjourned at 10:25 pm.

Dave Larkin,  
Secretary