

**RICHLAND LUTHERAN CHURCH
CONGREGATION COUNCIL MEETING MINUTES
February 12, 2013**

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

Members Absent/excused: Dave Brandes

Advisory Members Present: Pastor Ernst, Rich Olsen

Guests: Jay Dixon

The Regular monthly meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, February 12, 2013, at 7:03 p.m., President Mot Hedges being in the chair and the secretary being present. The meeting was opened with a devotional reading by Mot Hedges followed by prayer.

Lead Pastor's Report - Pastor Ernst presented the Lead Pastor's Report:

1. Average church attendance through January 2013 was 358 compared to 345 through the same period in 2012.
2. Pastoral acts during the month included one baptism (Erma Griffin) and two Memorial/Funeral services (Gloria Nesbitt and Grace Reed).
3. Two new ministry opportunities are being started or enhanced. The first is a Helping Hands Ministry to pair up members with skills and gifts with members with needs. Four new trained visitation ministers will be commissioned on February 24th.

Common Consent:

- **Council approved the following common consent items:**
 - **Approved the Meeting Minutes for January 8, 2013.**
 - **Reappointed Rich Barchett to Shalom Ecumenical Center Board.**
 - **Approved accepting as [Confirmed] Members; Bill & Judy Eller, Charles MacLeod, Alan Tindell, Phyllis Schwarz, Kari Vailencour, Kelly Glaser, Peg Culbert, Brenna & Justin Destisto, Theresa Langevin, Norm & Bobby Stout, and Steve & Debbie Moritz.**
 - **Authorize the Helping Hands Ministry Team including Jeff Sperline, Russ Warren, Liz & Craig Swanson, Bill Frame, Gary & Eunice Weible, Tom Miller, Debbie Maier, and Sandy Steele.**
 - **Accept staff recommendations for Old Policies (see attached).**

Old Business

Salary Management Program: The Task Force reported on their initial suggestions that included establishing salary ranges for each position, annual cost of living increase based on the CPI, and a bonus pot of 0.5-2%. The council indicated their consensus on this approach and the Task Force will develop their recommendations into a proposed policy.

Pastor Ernst Educational Program Funding: By consensus, Ben Barr and Mot Hedges were appointed to work with staff to identify funding sources and amounts to support the costs for Pastor Ernst's proposed Doctor of Divinity program at George Fox University.

Health and Dental Policy Revisions: Sandi Steele and Rich Olsen reported that after consideration, no further revisions to the church's health and dental coverage policies are proposed for 2013. Extensive changes to health plans coming in 2014 may require a revision in coverage policy prior to the end of 2014.

Financial Officer's Report – Rich Olsen presented the financial report showing that income through January for 2013, was \$47,126 as compared to \$71,980 through the comparable period in 2012 and was below the expected budget assumption of income of \$49,600. Expenditures to-date totaled \$61,805, slightly above the budgeted \$61,592. The net cash-flow for the year to-date is a negative \$2,687. The budget for 2013 is based on an assumed income of \$800,000.

New Business

Wedding Policy: Rob Barr to revise the Wedding Policy draft to make policy statements in the active rather than passive voice.

2013 Benevolence:

- **Council approved the proposed 2013 Benevolence Plan, as attached.**

Lenten Soup Supper: Council will sponsor the Lenten Soup Supper on March 14th.

The meeting was closed with praying the Lord's Prayer and adjourned at 9:16 pm.

Dave Larkin,
Secretary

APPROVED DISPOSITION OF OLD POLICIES

Issue Date	Issued by	Policy	Purpose	Status	Recommendation
5/9/1978	Congregation	Youth and Educational Ministry	Defines expectations for staff and volunteers regarding the youth program	Obsolete	Retire
12/3/1991	Board of A & O	Executive Secretary Job Description	Job description	Obsolete	Retire
2/6/1992	Executive Council	Part-Time Secretarial Help	Established a systematic means of determining compensation	Obsolete	Retire
9/28/1999	Executive Council	Coordinator Responsibilities and Duties	Created a policy to coordinate all worship service participants	Obsolete	Retire
2/25/1992	Executive Council	B-House	Outline how the house would be used and who was responsible	Obsolete	Retire
9/16/1987	Executive Council	Heavenly Days Preschool	Structure and Operational Statement	Obsolete	Retire
7/11/1978	Executive Committee	Education Secretary	Job description for part time education secretary	Obsolete	Retire
5/9/1978	Cabinet	Worship/Music Committee	Determined structure and procedure for for worship committee	Obsolete	Retire
5/9/1978	Board of Deacons	Worship/Music Committee	Established music coordinator position and outlined responsibilities	Obsolete	Retire
7/20/1981	Cabinet	Youth Ministry Coordinator	Establish expectations for position to be hired	Obsolete	Retire
9/20/1979	Cabinet	Nursery	Provided guidance to Nursery Committee	Obsolete	Retire Replaced by 5-26-1992 Policy
1/8/1980	Cabinet	Sick Leave	Defined sick-leave policy for staff	Obsolete	Retire Replaced
3/11/1981	Board of A & O	Personnel Policy and Guidelines	General personnel policies	Obsolete	Retire Replaced
9/28/1999	Council	Personnel Policy and Guidelines	General personnel policies	Obsolete	Retire Replaced
9/28/1999	Council	Personnel Policy and Guidelines	General personnel policies	Obsolete	Retire Replaced
7/24/2001	Council	Personnel Policy and Guidelines	General personnel policies	Obsolete	Retire Replaced
1/28/2003	Council	Personnel Policy and Guidelines	General personnel policies	Obsolete	Retire Replaced
2/24/2004	Council	Personnel Policy and Guidelines	General personnel policies	Obsolete	Retire Replaced
4/10/2007	Council	Personnel Policy and Guidelines	General personnel policies	Obsolete	Retire Replaced
6/6/2007	Council	Personnel Policy and Guidelines	General personnel policies	Obsolete	Retire Replaced

APPROVED 2013 BENEVOLENCES

LCMC - 10% (\$7271)	(\$7,271)	
District		\$4,271
National		\$3,000
		\$7,271
Worldwide Ministry - 25%	(\$18,178)	
Annoor Sanatorium - Mafraq, Jordan		\$3,000
Baby Home - Mafraq, Jordan		\$3,000
Eastern European Mission Network		\$5,000
Lutheran World Relief		\$2,178
Tumaini Lutheran Seminary, Tanzania		\$2,000
World Mission Prayer League		\$2,000
Voice of the Martyrs		\$1,000
		\$18,178
		research needed for this ministry
		new ministry
		new ministry
National/Regional Ministries - 25%	(\$18,178)	
Lutherhaven		\$2,000
Master's Institute		\$2,000
Journey with Christ		\$3,500
Walk with Christ		\$3,500
LCMC Mission Congregation Support		\$2,000
Seminary Debt Relief		\$2,178
Lodge Grass / Youthworks		\$3,000
		\$18,178
		new ministry, designated funds thru local church or directed via Youthworks
Local Ministry - 25%	(\$18,178)	
Grace Clinic		\$1,500
Habitat for Humanity		\$2,000
Ignite Youth Mentoring		\$2,000
Second Harvest		\$1,678
Sharefest		\$0
Tri-City Chaplaincy		\$2,000
Union Gospel Mission		\$2,000
New Hope Farms		\$2,000
Lutheran Senior Center		\$1,000
Jubilee Boy's Ranch		\$3,000
Fields of Grace		\$1,000
		\$18,178
		2013 organizational hiatus
		new ministry
		new ministry, help cover activities
		new ministry, Sharefest like project?
		new ministry
Emerging Ministry Opportunities - 15%	(\$10,907)	
Heart for the Fatherless		
Night Watch Seattle		
2012 Residual Funds	(\$3,500)	
4Tucson		\$2,000
World Relief		\$1,500
		\$3,500