

**RICHLAND LUTHERAN CHURCH
CONGREGATION COUNCIL MEETING MINUTES
January 10, 2012**

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

Members Absent/excused:

Advisory Members Present: Pastor Steve Ernst, Rich Olsen

Guests: Debbie Stankovich

The Regular monthly meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, January 10, 2012, at 7:00 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 and prayer by Pastor Ernst.

Lead Pastor's Report - Pastor Ernst presented the Lead Pastor's Report. Average church attendance for 2011 was 361 compared to 372 in 2010. Corey Smith is very close to completing the requirements for a certified call in the LCMC. A lay Visitation Team is being formed led by Dave Hogan with assistance from Kelly Westlund. Upcoming events include Basic Beliefs class on January 29th, Valentine Couples program on February 11th, induction of new members on February 12th, a Sharefest event on March 24th, and the LCMC Northwest District conference on the last weekend of April.

Financial Officer's Report - Rich Olsen presented the financial report showing that income through for 2011, was \$753,619 as compared to \$752,312 through the comparable period in 2010 and was below the expected budget assumption of income of \$844,358. Expenditures to-date totaled \$801,098, below the budgeted \$844,358. The net cashflow for the year to-date is a negative \$47,478. The budget for 2012 is based on an assumed income of \$780,000.

The following Common Consent agenda items were approved:

- **Approved the minutes of the regular Council meeting of December 13, 2011.**

Old Business

- **Moved and passed that the revised draft Personnel Policy and Guidelines CPG# AO-4, identified as the January 6, 2012 draft, is approved and replaces the existing version of the policy.**
- **Moved and approved that the Personnel Policy and Guidelines CPG# AO-4, under the Section on Other Benefits be revised to add the following sentence: "For church staff employed through the congregational call process, the benefits specified in the terms of the call, if in conflict with this policy, supersede and take precedence over the benefits specified in this policy."**

Mot proposed, and the Council agreed, to delegate finding the final member of the Benefits Task Force to Sandy Steele.

New Business

- **Moved and passed that Council approve the draft Lead Pastor position description, as revised.**
- **Moved and passed that the Council approve the Finance Officer position description.**

The list of Benevolences from 2011 was distributed for review by Council members of preferences for Benevolences in 2012. **Council members are to come with recommendations at the next Council meeting.** The planning assumption is that total Benevolences will total \$70,909 for 2012.

Council Review of Staff Evaluations: Dave Brandes, who had been authorized by Council to review staff evaluations for 2011, on its behalf reported on his review. In his report Brandes noted that Pastor Ernst was very pleased with the overall performance of the current staff, that it had been helpful for staff to identify areas where they could improve, and that several instances were noted where improvement in a specific area was expected. Brandes was asked whether any of the evaluations had identified negative performance issues that had the potential for legal liabilities for Council members; he responded that no issues had been identified in the evaluations of current staff members that would constitute a risk for Council members. Questions in the report for further consideration by Council included moving the timing of future evaluations to an earlier date to coincide with annual budget preparation, any changes in Corey Smith's position upon meeting requirements permitting ordination, and whether Council should take actions to further develop staff leadership skills.

- **Moved and approved that Council, as required by C11.04.01.d, approves the staff evaluations for the calendar year 2011, based on the report by Vice President Dave Brandes, who reviewed each staff evaluation on behalf of the Council.**

The meeting was closed with prayer. The meeting adjourned at 09:54 pm.

Dave Larkin,
Secretary