

**RICHLAND LUTHERAN CHURCH
CONGREGATION COUNCIL MEETING MINUTES
January 8, 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

The Regular monthly meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, January 8, 2013, at 7:05 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 December 2012 was 351 compared to 356 through the same period in 2011.
2. Pastoral acts in December included memorial/Funeral services for Marvin Nelson and Helen Page.
3. Kathy Barr has revamped the Cookie Ministry and it is doing well.
4. Sue Meek is starting a new ministry at Quail Hollow.

Financial Officer's Report – Rich Olsen presented the financial report showing that income through December for 2012, was \$816,479 as compared to \$753,619 through the comparable period in 2011 and was above the expected budget assumption of income of \$780,000. Expenditures to-date totaled \$749,748, below the budgeted \$780,000. The net cash-flow for the year to-date is a positive \$66,731. The budget for 2013 is based on an assumed income of \$800,000.

- **Council approved the minutes of the December 11, 2012 Council Meeting.**

Old Business

Staff Salaries:

- **Council approved increasing the rate for the On Call Maintenance position to \$17/hr.**

By consensus, the Council approved a Task Force of Pastor Steve Ernst, Debbie Stankovich, Rob Barr, and Sandy Steele to develop a policy for Merit Compensation for staff.

New Business

Health/Dental Benefits:

By consensus it was agreed that Rich Olsen/Sandy Steele will meet with legal counsel to discuss benefits and propose revised policy language regarding potential double coverage for staff dependents.

The meeting was closed with praying the Lord's Prayer and adjourned at 8:43 pm.

Dave Larkin,
Secretary