

**RICHLAND LUTHERAN CHURCH  
CONGREGATION COUNCIL MEETING MINUTES  
MARCH 8, 2011**

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

**Members Absent/excused:** None

**Ex-officio Member Present:** Pastor Martens

**Guests:** Rich Olsen

The Regular monthly meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, March 8, 2011, at 7:00 p.m., President Mot Hedges being in the chair and the secretary being present. The meeting was opened with prayer by Pastor Martens.

**The minutes of the meeting held on February 8, 2011, were approved, as amended.**

Pastor Martens presented the Lead Pastor's Report. Average church service attendance through March 6<sup>th</sup> was 369 as compared to 392 in 2010. During the past month, three adult baptisms were celebrated, thirty-two men attended a one-day men's retreat on March 5<sup>th</sup>, and the Eucharistic Visitors' Ministry has expanded to eleven active visitors. Over thirty people have signed up to participate in the Richland Lutheran Church's Sharefest event on March 26<sup>th</sup>. Highlighted new upcoming activities include a planned weekend retreat in mid-October.

The Treasurer Rich Olsen presented a financial report showing an improving pattern of giving over 2010; through February 2011 income was \$117,786 as compared to \$105,021 for the comparable period in 2010. The income through February of \$117,786 is only marginally smaller than the budgeted assumption of \$118,211, while expenditures to-date total \$123,369, well below the budgeted \$133,358. The net cashflow for the year to-date is a positive \$9,563. Total current assets equal \$453,797.

Council was informed that Debbie Stankovich has nearly completed the negotiations on a contract for a property manager.

Dates for information meetings and the special congregation meeting to approve the Church Constitution Revisions were discussed. Tentative dates selected for information meetings are March 20<sup>th</sup> and April 10<sup>th</sup> and some Saturday in May.

**Mott Hedges moved and Council approved appointing Valerie Bettinsen to the Financial Audit Committee.** This is for a three-year term.

**Rob Barr moved and Council approved the 2011 Benevolences as shown in the attachment.** Other benevolences were discussed but were put on hold until later in the year when more information on needs is known. It is the intent of the Council that approximately ¼ of the

planned Benevolence total of \$76,000 be disbursed each quarter. Included in the approved Benevolences is \$800 for support of our LCMC District and by consensus Council agreed that a portion of this money could be used to cover any shortfall in income to cover the expenses of the April 2011 District meeting at our church.

**Dave Larkin moved and Council approved a motion to amend the employee vacation policy by replacing in its entirety the third paragraph under the section Guidelines for Using Vacation Time in the Richland Lutheran Church Employee Handbook with the following paragraph:**

Occasionally, it is not possible for employees to meet this expectation due to workload demands, particularly during periods of staffing shortages. Your supervisor may authorize carryover of time beyond five days if needed *but such authorizations shall not be made routinely. The Lead Pastor will submit to Congregation Council for review and approval his/her planned vacation days periodically (quarterly recommended). Council must approve any carryover of more than five vacation, or leave in lieu of raise, days per year.* Employees are strongly urged to use approved carryover vacation days within the next calendar year. *Ordained, Commissioned, and Professional Staff may convert up to five days (40 hours) per year of carried over vacation and/or up to five days (40 hours) of carried over leave in lieu of pay to cash at their then prevailing hourly salary rate.* Unused vacation will be paid in full at the time of resignation, termination, or retirement.

Note that the changes from the original paragraph are shown in bold italics.

Council members closed the meeting by praying the Lord's Prayer.

The meeting adjourned at 9:07 pm.

Dave Larkin, Secretary

## Designations for 2011 Benevolences

	<u>2011</u>	<u>2010</u>	<u>2009</u>
<b>LCMC – 10% (\$7600)</b>			
• National:	\$ 6800	\$ 6600	
• District, including for District meeting:	\$ 800	\$ 700	
<b>Worldwide Ministry – 25% (\$19,000)</b>			
• Lutheran World Relief:	\$ 8000	\$ 8000	\$11500
• Tumaini Lutheran Seminary, Tanzania:	\$ 9000	\$ 8000	\$11600
• Annoor Sanatorium, Mafraq, Jordan: (For Children’s Wing, disbursed through Shephard’s Purse)	\$ 2000	\$ 2250	
<b>National/Regional Ministry – 25% (\$19,000)</b>			
• Currently Undesignated:	\$ 15000	\$ 13000	
• Luther Haven Camp:	\$ 1100	\$ 1000	
• LCMC Gift Fund:		\$ 3500	
• PLU:	\$ 300	\$ 400	\$500
• Trinity Lutheran College (LBI):	\$ 300	\$ 350	\$834
• Concordia University, Portland	\$ 300		
• Institute of Lutheran Theology	\$ 2000		
<b>Local Ministry – 25% (\$19,000)</b>			
• Lutheran Community Services:	\$ 2500	\$ 5000	\$8000
• Tri-Cities Chaplaincy:	\$ 5000	\$ 5000	\$10000
• Union Gospel Mission:	\$ 5000	\$ 3000	\$3000
• Habitat For Humanity:	\$ 2000	\$ 2000	\$3400
• Emmaus Counseling Center:	\$ 1500	\$ 1000	
• Grace Clinic:	\$ 1500	\$ 1000	
• World Relief:	\$ 1100	\$ 1000	
• Domestic Violence/SARC		\$ 250	\$3650
• ShareFest	\$ 400		
<b>Emerging Ministry Opportunities – 15% (\$11,400)</b>			
• Mafraq Christian Hospital, Jordan (Ultrasound):		\$ 9750	
• Seminary Scholarship Fund:	\$ 1400	\$ 1200	\$1000
• Eastern European Mission Network	\$ 3000		
• Other (as need arises)	\$ 7000		
	\$76000	\$73000	