

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

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

**Guests:** Pastor Steve Ernst, Rich Olsen, Debbie Stankovich

The Regular monthly meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, November 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 Steve Ernst.

- **The minutes of the meeting held on October 11, 2011, were approved.**

Pastor Ernst presented the Lead Pastor's Report. Average church attendance through October was 364 compared to 371 in 2010. Annual performance evaluations for all Support and Lead staff will be completed by December 13, 2011. Plans are underway to purchase pew Bibles using the NIV 2011 translation.

Treasurer Rich Olsen presented a financial report through October that was updated after the meeting for the end of the month. The updated report showing that income through October 31, 2011, was \$605,172 as compared to \$592,027 through the comparable period in 2010 and that was below the expected budget assumption of income of \$666,200. Income continues to exceed that of 2010 but is less than used for the budget for 2011. Expenditures to-date totaled \$682,650, below the budgeted \$688,900. Thus the net cashflow for the year to-date continues to be negative at (\$77,478) 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 purchase of Pew Bibles and creation of a Pew Bible Fund with memorials for Ethel Silva and Chuck Westlund, in accordance with family wishes.**
- **Approved having one service at 10:00 am on Sunday, January 1, 2012, New Year's Day.**

Council discussed the ongoing revision of the Personnel Policy and Guidelines and the need for decisions on staff benefits beginning in 2012. Various options were discussed but no consensus reached and no action taken.

Pastor Ernst announced that his housing allowance for 2012 will be \$1,100 per month. No Council action was taken.

The benevolence budget was discussed and based on the latest projections of 2011 giving a cut of \$7,000 is deemed required at this point. By common consent \$7,000 will be not be spent unless giving picks up. The \$7,000 was identified as being the line item "Other (as need arises)" under the general category of Emerging Ministry Opportunities. Other identified benevolences may be paid as cashflow allows.

Pastor Ernst closed the meeting with prayer. The meeting adjourned at 9:25 pm.

Dave Larkin,  
Secretary