

**RICHLAND LUTHERAN CHURCH
CONGREGATION COUNCIL MEETING MINUTES
October 11, 2011**

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

Members Absent/excused:

Ex-officio Member Present:

Guests: Pastor Steve Ernst, Rich Olsen

The Regular monthly meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, October 11, 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 Ernst.

- **The minutes of the meeting held on September 13, 2011, were approved.**
- **The minutes of the September 20, 2011, were approved, as revised to acknowledge that the decision to eliminate the Facilities Supervisor was negated at a later meeting.**
- **The minutes of the September 24, 2011, were approved.**
- **The minutes of the meeting held on October 5, 2011, were approved, as revised to acknowledge the decision to add the part-time facilities supervisor position back into the budget.**

Pastor Ernst presented the Lead Pastor's Report. Average church attendance through September was 363 compared to 369 in 2010. RLC completed its first 2nd Harvest distribution effort on September 21st with around 25 volunteers participating. The Far Above Rubies event for girls in grades 7-12 was held on October 1st with over 100 in attendance. Lori Lachut is starting a Thursday evening Beth Moore bible study. RLC will again host the LCMC NW District Conference in April 2012. The Renovare Essentials Conference has been rescheduled for April 20, 2013, with the Steering Team chaired by Carol and Dave Larkin under Pastor Ernst's supervision. A page will be available in the Preview each month for an article from the Council with articles due the 2nd Friday of every month.

By consensus Council agreed that the first four articles would be written by Dave Brandes (November), Mot Hedges (December), Dave Larkin (January), and Rob Barr (February).

Treasurer Rich Olsen presented a financial report showing that income continues to be up from last year but is falling below expenditures. Income through September, 2011, was \$531,060 as compared to \$518,666 through the comparable period in 2010 but was below the expected income of \$583,453. Expenditures to-date totaled \$633,761, slightly above the budgeted \$622,221. A portion of this difference is due to the larger than expected payout for Pastor Martens in September. The net cash-flow for the year to-date is a negative \$102,701 but this number is expected to be in close balance by the end of the year.

Annual Congregation Meeting:

President Hedges announced that two of the proposed candidates (Jon Erlandsen and Mark Underwood) for the Nominating Committee are willing to serve if elected and the third candidate is being contacted. He also announced that this year's Nominating Committee has announced the following as candidates for officers and Council members at large: Mot Hedges (President), Dave Brandes (Vice President), Rob Barr (at large), and Scott Hardman (at large). Pastor Ernst will have the staff send out this list on The Grapevine.

- **Dave Larkin moved and Council approved that we recommend to the Congregation for approval the presented budget for 2012.**
- **Ben Barr moved and Council approved the presented 2012 Ministry Plan for consideration by the Congregation.**
- **Dave Larkin moved and Council approved the proposed Congregational Meeting Agenda, as revised.** The revision is to change the topic 2011 Overview – Pastor to 2011 Overview/2012 Preview – Pastor and Staff.
- **Dave Larkin moved and Council approved the following resolution to be presented to the Congregation at the Annual Meeting:**

The amended Constitution, as preliminarily approved at the Special Congregation Meeting of June 26, 2011, is hereby ratified and effective as of November 1, 2011.

The Council and Pastor Ernst has scheduled a question and answer time on the proposed Ministry plan and Budget for 2012 during the HeBrews time on October 23rd. Council will host refreshments for this Hebrews event.

Church Policy Reviews - A draft revision of the Personnel Policy and Guidelines was distributed and the remaining policy issues to be resolved before it can be approved were discussed. The more significant involve the cost of staff benefits for health insurance, dental insurance, and retirement accounts. These issues must be resolved for at least 2012 by the end of December.

Routine Business:

- **Sandy Steele moved and Council approved adding Linda Buckner, Cindy Dixon, Brian Duchscherer, Kelly Duchscherer, Abigail Duchscherer, Erma Griffin, Dave Hogan, Elaine Hogan, Maria Montoya, Irv Solbrack, Elaine Solbrack, Tess Webster, and Bernie Woehle as confirmed members of Richland Lutheran Church.**
- **Mark Underwood moved and Council approved ratifying the severance Payment through September 30, 2011, for Pastor Martens of \$30,000 that includes earned salary, benefits, payout of earned vacation and sick leave, and a bonus for his faithful service over the past fourteen years.**

Council moved into Executive Session.

Call Committee - Nominees for the Call Committee were discussed and voted upon. Mark Underwood agreed to contact Russ Warren, Chuck Richardson and Bob Thompson to determine

their willingness to serve. Dave Wunschell was identified as the first alternate candidate. Sandy Steele agreed to contact Karen Clark, Adele Sorensen, and Sandi Edgemon to determine their willingness to serve. Carole Siefken was identified as the first alternate candidate. It is expected that the Call Committee will not begin their work until after the first of the year as Council needs to draft a position description for the Lead Pastor.

Pastor Ernst's Annual Evaluation – The process for writing the evaluation was discussed but no decisions made. Ideas expressed included a numerical scale of defined performance criteria and obtaining Pastor Ernst's self evaluation. Council members were requested to submit their comments on Pastor Ernst's performance. Mot Hedges agreed to distribute a couple of sample evaluations and Dave Larkin agreed to distribute Pastor Ernst's position description. The proposed schedule was to provide the evaluation in January so as to include a full twelve months of performance.

The Council moved out of Executive Session

The meeting was closed with the Lord's Prayer. The meeting adjourned at 9:39 pm.

Dave Larkin,
Secretary