

**RICHLAND LUTHERAN CHURCH  
CONGREGATION COUNCIL MEETING MINUTES  
SPECIAL MEETING OF SEPTEMBER 20, 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:** Pastor Steve Ernst part time.

**Guests:**

A Special meeting of the Richland Lutheran Church Congregation Council was held on Tuesday, September 20, 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 Steve Ernst.

The Council discussed the preliminary Ministry Budget and the budget for staff salaries and benefits.

For staff salary and benefit budgets Council agreed to budget for a Lead Pastor for ½ year and for an Associate Pastor for the whole year. We also decided to eliminate from the budget the salary and benefits for the Facilities Supervisor. Assume a temporary adjustment of \$300 per pay period for Pastor Ernst for the first six months of 2012. All other staff positions salaries are funded at the same level as in 2011.

- **Mark Underwood moved and Council passed a motion for a temporary increased adjustment of \$300 per pay period for Pastor Ernst starting January 1, 2012 while he is in the position of Interim Lead Pastor.**
- **Rob Barr moved and Council approved to provide the following staff benefits during 2012:**
  1. **Full health insurance will be offered and all premiums paid by the Church for all staff.**
  2. **Dental insurance and life insurance will be offered to all staff with full benefits paid for called staff and their families and for the staff individual for the rest of the staff (If the staff member elects to not take health insurance offered by the church then the church will pay for dental premiums for the staff and their family).**
  3. **The church will pay 10% into the called staff's retirement account and match contributions from other staff up to 5%.**

**{Note that actions in subsequent meetings have the effect of either modifying or negating parts of this motion.}**

- **Robb Barr moved and the Council approved increasing the Ministry Budget by \$2,500 for the Block Party and \$3,000 for Renovare.**

The meeting was closed with the Lord's Prayer. The meeting adjourned at 9:32 pm.

Dave Larkin,  
Secretary