

*As Christians based on the solid foundation of God's Word, empowered by the Holy Spirit we strive to live out, lift up, and share out faith in Jesus Christ – welcoming all into our family of believers.*

**Redeemer Lutheran Church Council Meeting Minutes  
May 16<sup>th</sup>, 2010 12:30 PM**

Welcome/call to order 12:30: Scott Okuno

Opening Devotion: Pastor Rance

President Okuno asked for a motion to approve the minutes of the January Voter's meeting. Motion carried.

Voter's Present: 55

**Old Business:**

**Treasurer's Report (Tom Burton):** The treasurer's report for year Jan through April: Dedicated accounts current balance \$48,050.77. Net cash flow increase this year \$25,598. The available balance is \$63,995. A motion was made and seconded to approve the treasurer's report, motion carried. Tom also introduced Anita Werle who is doing most of the bookkeeping.

**Review salaries:** At the January Voter's meeting, it was decided to table salary discussion until we had a better understanding of the church's financial situation going into 2010. It was decided to review possible salary increases at the May Voter's Meeting. Because the church is having such a phenomenal year, Personnel and Staffing Committee chair Dean Jensen suggested the following salary increases to help bring our salaries to 95% of the Synod's guidelines.

The staff's increases were reviewed and approved by the Board of Elders. Church council reviewed and approved the recommendations from the Board of Elders. Council also approved the fee increase recommendations from Personnel and Staffing for the non-called Staff as well as called staff.

A motion was approved for the following actual salary increased of both the called and non-called staff (see attached),

**New Business:**

**Election of new officers:** (see attached.) Motion Carried.

**Constitution and By Laws Review:** Scott Okuno presented a brief update regarding our current Constitution and By-laws. They are in need of review and possible revisions. A committee consisting of Ruth Weispfenning, Mike Harvey, Pastor Jim, Patti Tackmann, Larry Stoen, and Scott Okuno plan to gather information from the current council, assess District guidelines and come up with solutions or suggestions to amend the Constitution and By-laws. The goal is to review the by-laws and to present the recommendations at the January or May 2011 Voter's Meeting. A motion was made and seconded to review and present amendments to the Constitution and By-laws. Motion Carried.

**Officer, Board and Cabinet Reports:** No formal reports from the respective boards. However, Scott did ask if there were questions from the voters for any of the boards? No questions.

Church Growth  
Education  
Elders  
Family Life  
Fund Development  
Health Cabinet  
Health / Concerns  
RCLW  
Stewardship  
Trustees  
Youth Ministry

Michael Harvey: Updated the group on the Connection Group.

April Beckman: Next Sunday is Music Sunday. April will continue her studies at Concordia to obtain her Masters. This will be her third year. She will be involved with the Youth Gathering this summer.

Pastor Jim: He is very pleased by the increase in attendance and donations. He praised the younger staff and noted the assistance he received while he has been helping his family.

Parish Nurse: Jan Dicke, appreciates the assistant volunteer position to help the parish nurse duties. Scott Okuno mentioned, in the future, the council will review a recommendation to consider an additional paid part-time Parish nurse position. This will be reviewed by council in the fall and possibly brought to the Voter's in January 2011.

Closing Prayer: Pastor Jim.

Respectfully submitted,  
Judy Berschet

## OFFICERS 2010-2011

Office/Board	Potential New Members	Continuing	Comments
President		Patti Tackmann (2011)	
Vice-President (President elect)	<b>Jessica Ihrke (2012)</b>		
Secretary		<b>Judy Berschet (2011)</b>	
Treasurer		<b>Tom Burton (2011)</b>	
Financial Secretary		<b>Gloria Poch (2011)</b> <b>Lois Leuth (2011)</b>	
Elders	<b>Matt Nitz (2013)</b> <b>Dewy Wondrasch (2013)</b> <b>Scott Okuno (2013)</b>	Al Schacht (2011) Joel Pralle (2011) Scott Brandt (2011) Larry Stoen (2012) Tim Strohschein (2012) Mick Reese (2012) Darin Grewe (2012) Bob Keith (2013) Dan Zemke (2013) Kurt Rump (2012) Terry Severson (2012) Stan Czaplewski (2012) Dean Jensen (2012)	
Trustees	<b>Jim Fitzpatrick (2012)</b>	<b>Gordy Hinsch (2011)</b> <b>Dan Hildestad (2011)</b> Al Horstmann (2011) Dennis Koski (2011) Don Binder (2011) Dan Evers (2011) Curt Walter (2011)	
Education	<b>Paula Kuisle (2012)</b> <b>Katie Schulz (2012)</b> <b>Julie Walters (2012)</b>	<b>Lynette Miller (2011)</b> <b>George Poch (2011)</b> <b>Leslie Rivas (2011)</b> Kris Dicke (2011)	
Stewardship	<b>Jim Naessens (2012)</b> <b>Sue Naessens (2012)</b>	Lori Lewis (2011) Ginger Lagergren (2011) Randy Wendt (2011)	
Youth Ministry		<b>Pat Fitch (2011)</b> <b>LuAnn Haack (2011)</b> <b>Bryce Beckman (2011)</b> <b>Tim Batterson (2011)</b> <b>Sandy Batterson (2011)</b> Justin Collopy (2011) Sally Roerish (2011) Paul Lewis (2011)	
Family Life	<b>Frank Kmett (2012)</b> <b>Shari Kmett (2012)</b>	Krisanne Nelson (2011) Janelle Miller (2011) Vicki Campion (2011) Nancy Johnson (2011) Wendy Horn (2011)	
Church Growth	<b>Adam Johnson (2012)</b>	<b>Sherri Hoffmann (2011)</b> Andy Hanson (2011) Liz Hutton (2011)	
Human Concerns		<b>Kay Fockler (2011)</b> <b>Bob Vehrenkamp (2011)</b> <b>Phyllis Pinnow (2011)</b> Ellen Blanco (2011) Sue Wondrasch (2011) Carole Sorensen(2011)	
Fund Development	<b>Jim Weispfenning (2013)</b>	Judy Berschet (2011) Marv Reinecke (2012)	

**Redeemer Lutheran Church**  
**Called Staff Salary Recommendations for May 16, 2010**

Recommendations are based on financial status through the first 4 months of 2010 and Minnesota South District guidelines for Called Staff.

1. We are currently under the recommended guideline set by the district for all of our called staff. April is substantially below the guideline recommendation
2. In order to get the staff closer to the recommended guidelines Personnel and Staffing is recommending getting our Called Staff to 95% of the guidelines for Pastor Jim, Pastor Rance , Michael Harvey and 91% for April .
3. Numbers are :
  - Pastor Jim: Currently \$85,698 Recommendation - 2.64% (\$2,262)= \$87,960
  - Pastor Rance: Currently \$57,132 Recommendation - 4.56% (\$2,605) = \$59,737
  - Michael DCE: Currently \$47,546 Recommendation - 4.43% (\$2,106) = \$49,652
  - April DPM: Currently \$39,992 Recommendation - 8.5% (\$3,399) = 43,391

\*\* Note: Total additional budget for Called Staff Salary Increases = \$10,372
4. The percentages needed to reach the guidelines would have been:
  - Pastor Jim 7.6%
  - Pastor Rance 9.5%
  - Michael 9.4%
  - April 17%
5. The final recommendation is that these increases are retroactive to Jan. 1,2010. This was reviewed and approved by the Board of Elders and Church Council.

**Non-Called Staff Salary Recommendation for 2010**

There are no district guidelines for the Non-Called Staff. The recommendation from Personnel and Staffing and approved by Church Council is to increase Non-Called Staff salaries 2% retroactive to Jan 1, 2010 with the plans to survey similar positions in community and make recommendations for the 2011 budget.