

**First English Lutheran Church
Special Congregation Council Meeting
Downtown Site – January 14, 2010**

Present: Mike Lokensgard, Ellen Evensen, Jeff Picken, Amy Henderson, Jeff Diehl, Gordy Jeppson, Dan Baumbach, John Zweig, Kathy Larson, Dong Pham, Dana Olson, Mark DesRochers

Excused: Steve Uslabar, Dean Haas

I. Continued Review of 2010 Budget. The following changes were made to bring the budget into balance.

Income:

- Add \$30,000 to Benevolence Base based on 2009 actual numbers
- Add \$20,000 to Capital Appeal Revenue with the understanding that a Task Force will be charged with revisiting the Capital Appeal.

Expenses:

- Recalculate total Outreach & Social Ministry Team budget to reflect 8% of new benevolence base. Echoes outreach still remains \$10,000 additional benevolence.
- Nursery - Line 59 eliminated. Volunteer help will be sought.
- Office Support/Supplies/Equipment – Line 81 reduced by \$5,000 for a total of \$45,000.
- Office/Communications will remain at current 2009 level of \$4,000. Volunteers will be sought to replace part time office position.
- Look to prorate Parish Nurse salary dependent on availability.
- Require an employee contribution to benefit costs for lay staff equal to 20% of the cost of benefits, to be phased in on or before July 1, 2010.

A motion was made and seconded to accept the Support Ministry Team recommendation that full (health, disability and retirement) benefits be provided to all full-time staff members. Discussion followed: Employee benefit costs will be shared by the employer (80%) and FT lay employees (20%) beginning July 2010. Flexible Spending Accounts will be made available to allow employees to pay their contribution with pre-tax dollars. Motion carried.

The Council discussed at length the compensation for lay employees. A staff analysis will be completed and further information will be available at the beginning of the second quarter 2010.

Next Council Meeting: Tuesday, January 26, 2010.

V. Adjourn: A motion was made and seconded to adjourn the meeting. Motion passed unanimously.

Submitted by: Amy Henderson