

**TRINITY LUTHERAN CHURCH
REPORT TO CONGREGATIONAL COUNCIL
ADMINISTRATION and PERSONNEL COMMITTEE
November 9, 2009**

The Administration and Personnel Committee met on November 6

The Church Music Explosion for which the A & P Committee had approved Tim Koch's attendance has been cancelled by the organizer.

The committee discussed Pastor Hardy's request to carry over to 2010 more than 10 days of vacation. Trinity Policy 2.60 Vacations allows for the carry over of no more than 10 vacation days. Any unused vacation will be converted to cash at Pastor Hardy's retirement.

Judy Hunter and Janet Preble have been appointed to fill 2 of the 3 positions on the A&P Policy Page Review Subcommittee. Judy has agreed to chair the sub-committee.

The implementation of Policy 1.40.3 Standing Committee Membership was discussed. A&P believes that a phased implementation is appropriate considering the retirement of our Senior Pastor and the institutional knowledge that will depart with him. We believe the presence of several veteran committee members will provide the Interim Senior Pastor with beneficial knowledge and support.

The current status of the 2009 A&P Budget and the preliminary 2010 A&P Budget were discussed. We are estimating 2009 A&P expenses will exceed budget by \$9,000. The additional costs are covering benefits expenses in excess of budget amounts.

The committee reviewed, approved, and are requesting Congregational Council approval of the following policies.

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| 1.20.9(1) | Job Description: Sexton - Russell Brown |
| 1.20.9(2) | Job Description: Sexton - Cindy Hammond |
| 1.30.12 | Social Ministry |

Craig Erdman
Committee Chair

Motions:

- Move to approve Policy Page 1.20.9(1) (Job Description Sexton- Russell Brown)
- Move to approve Policy Page 1.20.9(2) (Job Description Sexton - Cindy Hammond)
- Move to approve Policy Page 1.30.12 (Social Ministry)
- Move to approve the waiver of Policy Page 2.60 (Vacations) 10 day maximum year end carry over provisions for Pastor Hardy.
- Move to approve the over expenditure of church funds in the amount of \$9,000 for Fringe Benefits during 2009.