

**RESURRECTION LUTHERAN CHURCH
SPECIAL CONGREGATION MEETING
HIGHLIGHTS
May 11, 2008**

- Approximately 307 were present.
- Charlie Lentner, Chair of the Call Committee, announced that Pastor Rick Hartmann of Advent Lutheran Church, Melbourne, Florida is the Call Committee's recommendation for RLC's next senior pastor. This recommendation was unanimously endorsed by the Church Council in a closed session meeting on April 15, 2008.
- Charlie Lentner summarized the many steps that went into selecting a candidate for the Senior Pastor position.
- Charlie Lentner and other members of the Call Committee reflected on the qualifications, experience and qualities of the candidate. In Pastor Hartmann, they found a candidate who is a loving and caring individual, a gifted and engaging communicator, and an inspirational preacher. He has an excellent vision of church needs, is proficient in stewardship and capital fundraising, compassionate and passionate, works well with others (both adults and the youth), seems to be a motivator, and has a good business background. Pastor Hartmann has degrees from Capital University and Trinity Seminary. He has two master's degrees, one in divinity and one in theology. He has served churches in Louisiana, Texas, Ohio, and Florida. He has also worked for RSI (fundraising agency). He is currently serving Advent Lutheran Church in Melbourne Florida., where he is involved in four styles of worship. He is 50 years old. He and his wife Pam have six children and eight grand children. He clearly loves the Lord.
- A brief video was shown in which Pastor Hartmann and his wife Pam Hartmann greeted the RLC congregation.
- Woody Woodbury moved that Resurrection Lutheran Church extend a call to Pastor Rick Hartmann. Michael Eckelbarger seconded the motion. A secret ballot vote was conducted. There were 225 votes in favor of extending a call to Pastor Hartmann and seven votes opposed to extending a call to Pastor Hartmann. The motion carried with more than the necessary two-thirds majority.
- Sid Batten reviewed the compensation package that would be offered to Pastor Hartmann. The package includes the following:

Salary and Housing Allowance	\$90,000.00
Social Security	\$6,001.31

Total

\$96,001.31

He will also receive health, retirement, and disability benefits in accordance with ELCA Board of Pensions requirements.

- Rich Melin moved to approve the proposed compensation package. Linda Begega seconded the motion. All eligible voters present voted in favor of the compensation package except one.

A copy of the complete (unapproved) minutes for of the meeting is posted on the RLC website.

**RESURRECTION LUTHERAN CHURCH
SPECIAL CONGREGATION MEETING
MINUTES
May 11, 2008**

Council President Sid Batten called the meeting to order at 10:45 a.m. There were approximately 307 in attendance at the meeting.

Following a brief prayer by Pastor Jim Vadis, Sid Batten introduced Charlie Lentner, Chair of the Call Committee. Charlie Lentner announced that Pastor Richard Hartmann of Advent Lutheran Church, Melbourne, FL is the Call Committee's recommendation for RLC's next Senior Pastor. This recommendation has been unanimously endorsed by the RLC Church Council. The purpose of today's meeting is to vote on whether or not to extend a call to Pastor Hartmann and on the salary package that should be offered.

Charlie Lentner summarized the many steps that went into selecting a candidate for the Senior Pastor position. He reported that nine candidates submitted mobility papers. Five of these candidates received 45 minute phone interviews. Three candidates were then asked to provide extensive additional information. Members of the Call Committee made unannounced on-site visits of these three candidates and submit written evaluations. Based on the evaluations, the candidates were ranked by the Call Committee.

Pastor Rick Hartmann is the candidate who ranked number one. Pastor Hartmann's references were contacted and an outside firm was contracted to perform an in-depth background check. Pastor Hartmann was requested to visit Oro Valley. While he was in Oro Valley, the Call Committee conducted a three-hour structured interview. They were also able to interact with Pastor Hartmann and his spouse Pam Hartmann in social settings. During Pastor Hartmann's visit, the Call Committee met with the Executive Committee to share information from the interview. At that time, members of the Executive Committee were introduced to Pastor Hartmann.

In a closed session meeting on April 15, 2008, following the regular Council meeting, the Council unanimously endorsed the candidacy of Pastor Hartmann. In accordance with the Constitution, the Executive Committee set a date for this Congregational meeting.

Charlie Lentner reflected on the qualifications, experience and qualities of the candidate. In Pastor Hartmann, they found a candidate who is a loving and caring individual, a gifted and engaging communicator, and an inspirational preacher. He has an excellent vision of church needs, is proficient in stewardship and capital fundraising, compassionate and passionate, works well with others (both adults and the youth), seems to be a motivator, and has a good business background. Pastor Hartmann has degrees from Capital University and Trinity Seminary. He has two master's degrees, one in divinity and one in theology. He has served churches in Louisiana, Texas, Ohio, and Florida. He has also worked for RSI (fundraising agency). He is currently serving Advent Lutheran Church in Melbourne Florida., where he is involved in four styles of

worship. He is 50 years old. He and his wife Pam have six children and eight grand children. He clearly loves the Lord.

A brief video was shown in which Pastor Hartmann and his wife Pam Hartmann greeted the RLC congregation.

Charlie Lentner introduced Tom Wiedebush, another member of the Call Committee. Tom Wiedebush thanked Charlie Lentner for serving as Call Committee chair. Tom Wiedebush then reflected on his impressions of the candidate. He made an on-site visit to all three candidates. He found Pastor Hartmann to be a good communicator, enthusiastic, honest, obviously caring, and clearly the number one candidate. He encouraged the congregation to vote to offer a call to Pastor Hartmann.

Kelly Ottaway, another Call Committee member, also made an onsite visit to Pastor Hartmann's church. She was overwhelmed with how welcoming everyone was and the degree to which people went to make her feel comfortable. It was clear to her that the members of the congregation there truly love and respect Pastor Hartmann. Kelly Ottaway feels that he is just the kind of Pastor that RLC needs, that he has the qualities that RLC members told the Call Committee they are looking for in a new Senior Pastor.

Charlie Lentner opened the floor to questions. The first question was how long has Pastor Hartmann been at his current church and why would he leave? Charlie responded that he has been at his current church for five years and is looking for a new challenge. The next question was when is he available to start? Sid Batten responded that the contract would begin July 1 and allows for two weeks of relocation time. Pastor Hartmann's first weekend to preach would be the weekend of July 19, 2008. Someone requested that the video be replayed with the volume turned up which it was. Someone else asked how long he stayed in his other calls. Charlie Lentner responded five or six years. Some one asked who will select the Pastor's home; the response was the Pastor. Another question was about the youth programs at his current church. His church has a youth program and a Youth Director. Pastor Hartmann is personally involved in the program and has been at every national youth gathering, except one, since he has been a pastor.

Following the Q and A's, Sid Batten asked for a motion to call Pastor Hartmann to serve as RLC's next Senior Pastor. Woody Woodbury moved that Resurrection Lutheran Church extend a call to Pastor Rick Hartmann. Michael Eckelbarger seconded the motion. There was no further discussion. A secret ballot vote was conducted.

While the votes were being counted, for the purposes of expediency, President Batten reviewed the compensation package that would be offered to Pastor Hartmann. The package includes the following:

Salary and Housing Allowance	\$90,000.00
Social Security	\$6,001.31
Total	\$96,001.31

He will receive health, retirement, and disability benefits in accordance with ELCA Board of Pensions requirements. Sid opened the floor to questions.

The first question was what the total compensation package is. The response was approximately \$122,000. Someone suggested setting a lower base salary and then increasing the salary. Sid responded that Pastor Hartmann will be eligible for future increases depending on performance and availability of funds. Another person inquired as to whether the housing allowance could be struck or limited, so that the Pastor would pay a "fairer tax compared to the rest of us." Sid responded that we will follow the IRS rules. Tom Wiedebush explained that under IRS rules, the amount allocated for housing is not subject to tax, but it is subject to social security. A pastor can allocate up to 50% of his or her compensation as a housing allowance. This is a benefit that Congress has given to pastors. It is a way that pastors can own homes and churches do not have to own parsonages. The consensus was that we should not penalize the pastor by restricting this benefit in any way. Another member asked whether Pastor's Hartmann's wife is employed at his current church and whether she will be employed by RLC. Sid responded that she is employed there and is paid by a grant. No employment has been offered to her at Resurrection Lutheran Church.

Rich Melin moved to approve the proposed compensation package as presented by the President of the RLC Church Council. Linda Begega seconded the motion. All eligible voters present voted in favor of the compensation package except one.

The results of the vote on extending the call were then announced. There were 225 votes in favor of extending a call to Pastor Hartmann and 7 votes opposed to extending a call to Pastor Hartmann. The motion carried with more than the necessary two-thirds majority.

Tom Stash moved adjournment. The motion was seconded by Don Garrett.

Sid Batten turned the meeting over to Pastor Jim Vadis for a closing prayer. Pastor Vadis thanked the Call Committee for their efforts. We sang the doxology. Pastor Vadis offered a prayer for Pastor Hartmann.

The meeting was adjourned at 11:32 a.m.

Respectfully submitted,

Pam Brandt
Secretary