

ARVADA COVENANT CHURCH
LEADERSHIP TEAM MEETING MINUTES

DATE	December 2, 2025	MEETING TYPE	Leadership Team	SECRETARY	Brian Rodriguez for Sara Brown
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LEADERSHIP TEAM MEMBERS			
Susan Palmer, Chair	Brian Rodriguez, Vice Chair	Steve Smee, Treasurer	Sara Brown, Secretary, absent
Ed Stehouwer	Evelyn Simmons	Pastor Jodi Moore	Pastor Brian Rhen

AGENDA ITEM	NOTES	OWNER
CALL TO ORDER & ROUTINE BUSINESS		
Call to order and opening prayer	Susan called the meeting to order at 6:02 PM. A quorum was established. A time was devoted to corporate prayer.	Susan Palmer
Secretary Report	The October, 2025 Leadership Team meeting minutes were reviewed. ACTION: The October, 2025 Leadership Team meeting minutes were accepted as edited.	Brian Rodriguez
Review LT Value of Community	Community means living together with shared goals and purpose with humility and trust. It takes time to develop. Part of our February 2026 LT meeting will be devoted to fellowship and sharing our story with each other.	Pastor Brian
Treasurer's Report	Steve reviewed the September financials and shared the financials for October. Steve highlighted that income was up a little and expenses were down a little. Both Month-to-date and Year-to-date undesignated revenue are below budget. Total revenue is less than last year, but expenses are also less by nearly the same amount. Year-to-date has a net loss. ACTION: The September and October 2025 financials were accepted.	Steve Smee

AGENDA ITEM	NOTES	OWNER
<p>Co-Lead Pastors' Report</p>	<p>Pastor Brian's Report</p> <p>Staff is studying a leadership styles book, learning how each staff member leads (eg. builder or inspirational) and what type of church is ACC (highly relational).</p> <p>We had an all-staff meeting in November to assist with unity, calendaring, and synchronizing with each other on each other's roles.</p> <p>Pastor Jodi's Report</p> <p>A Dream Together meeting will be held January 10 with the pastors to help determine what to focus on. Invitees will represent a cross-section of age and length of attendance to help with goals and next steps.</p>	<p>Jodi Moore and Brian Rhen</p>
<p>Utilization of Gift Discussion</p>	<p>ACC received an estate gift of \$150,000. LT consensus is to put \$128,000 into the building reserve restricted account for upcoming large expenses, both expected and unexpected and put the balance of \$22,000 in the general fund since we are running a deficit.</p>	<p>Jodi Moore and Brian Rhen</p>
<p>Nominating Team Update/New LT Candidate Form</p>	<p>The Nominating Team (NT) submitted ten names as candidates for the 2026 Leadership Team. The NT voted and the top three candidates were called by Brian Rodriguez. All three candidates (Evelyn Simmons, Matt Triplett, and Megan McKay) accepted their nomination and new LT candidates will apply to the LT for its approval.</p>	<p>Brian Rodriguez</p>
<p>New ACC Members/ Transfers</p>	<p>New ACC Membership applications were received and distributed to LT members for follow-up visit prior to January Congregational Meeting New Members Vote.</p>	<p>Jodi Moore and Brian Rhen</p>
<p>Pastoral Encouragement Team (PET) Candidate Endorsement</p>	<p>Scott Parr agreed to serve on the 2026 Pastoral Encouragement Team (PET).</p>	<p>Evelyn Simmons</p>
<p>January Congregational Meeting Agenda (Draft)</p>	<p>Call to Order/Welcome (Susan Palmer) Opening Prayer Review of January 2025 Minutes (Sara Brown) New Members Vote (voice) LT Candidates Vote (paper ballot)</p>	<p>Susan Palmer</p>

AGENDA ITEM	NOTES	OWNER
	PET Candidate Vote (paper ballot) Financial Update (Steve Smee) PTF Update Pastoral Report Closing Prayer	
Adjournment	The meeting was adjourned at 8:20 pm with corporate prayer.	All