

ARVADA COVENANT CHURCH

LEADERSHIP TEAM MEETING MINUTES

DATE	March 25, 2025	MEETING TYPE	Leadership Team	SECRETARY	Sara Brown
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LEADERSHIP TEAM MEMBERS			
Susan Palmer, Chair	Brian Rodriguez, Vice Chair	Steve Smee, Treasurer	Sara Brown, Secretary
Ed Stehouwer	Luke Ringenberg, absent	Pastor Jodi Moore	Pastor Brian Rhen

AGENDA ITEM	NOTES	OWNER
CALL TO ORDER & ROUTINE BUSINESS		
Call to order and opening prayer	<p>Susan called the meeting to order at 6:04 PM. A quorum was established.</p> <p>A time was devoted to corporate prayer.</p>	Susan Palmer
Secretary Report	<p>The January, 2025 Leadership Team meeting minutes and January, 2025 Congregational Meeting minutes were reviewed.</p> <p>ACTION: The January, 2025 Leadership Team meeting minutes and January, 2025 Congregational Meeting minutes were accepted.</p>	Sara Brown
Treasurer's Report	<p>Steve presented financials for January, 2025 and February, 2025. In January, undesignated giving was down as well as expenses and cash balance. Jodi reminded the Leadership Team that we voted on a negative budget for this fiscal year.</p> <p>In February, giving was down and expenses were up to do a quarterly benefit payment and the purchase of a new sound system. Overall, as of February, the financials report a \$6,036 loss fiscal year-to-date, which is positive considering a projected \$50,000 loss for the `year.</p> <p>Giving families are up, and numbers for events including Membership Class and Pastries with the Pastors have been reaching record numbers.</p> <p>ACTION: The January, 2025 and February, 2025 financials were accepted.</p>	Steve Smee

AGENDA ITEM	NOTES	OWNER
<p>Co-Lead Pastors' Report</p>	<p><u>Brian's Report</u></p> <ul style="list-style-type: none"> The current session of Community Hour is currently finishing up, and the next session will start in the fall. Brian provided a recap of current class offerings and shared the staff continues to evaluate the best offerings for this time. The Practicing the Way sermon series is about to conclude. Congregants have provided positive feedback of this series, including that it has invited them to re-look at these practices in their lives. Brian and Jodi are in the process of staff evaluations, and these help the team live into the natural rhythm of goal-setting. <p><u>Jodi's Report</u></p> <ul style="list-style-type: none"> Following the Practicing the Way series, the church will be engaging in the following series: Easter (two weeks), Facing our Stuff, and a summer focused on Stewardship also referred to as whole life discipleship. These topics were developed with care toward priorities including creating hospitality for guests, and addressing felt needs and struggles of our church community. Brian and Jodi have noted the large number of retired pastors in our congregation, and are open to the question of what God might be doing. To encourage this group, these pastors and their spouses will be gathering for coffee to meet one another and provide connection. 	<p>Jodi Moore and Brian Rhen</p>
<p>LEADERSHIP TEAM BUSINESS</p>		
<p>Property Task Force (PTF) Update</p>	<p>Ken Boggs, Leader of the PTF, joined the meeting to provide an update on the potential land sale. Ken shared that of the three offers received last year, none came to fruition, but a lot was learned about the process and market. Ken regarded this as time well spent and outlined current updates. Three additional offers are currently being evaluated through a vetting process led by the PTF.</p> <p>The listing agreement with CBRE expires at the end of March, and the Leadership Team agreed with the PTF's recommendation to renew this agreement through the end of the year.</p> <p>Thanks and appreciation was expressed to Ken and the entire PTF for their expertise and hard work on this committee.</p>	<p>Ken Boggs</p>
<p>Pastoral Encouragement Team (PET) Update</p>	<p>The PET is seeking a member who will serve as chair, and Susan recommends that Evelyn Simmons continue in this role. Documents for input from staff and the Leadership Team will be refined. Throughout this process, Susan shared that input including goal-setting and concerns is welcomed from the pastors.</p>	<p>Susan Palmer</p>

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Safety Team Members	The Safety Team is seeking new members to serve in this important role. The Leadership Team was asked to brainstorm potential members. Members of this team must pass a background check and be interviewed by two members of the safety team.	All
Children's Pastor and Search Team	<p>Jodi and Brian shared a timeline for filling this important role: a job description has been created and posted in various places, offering both part-time and full-time options. A search team will be established within the next 3-4 weeks. Once established, this team will conduct three rounds of interviews with a goal of a summer start date.</p> <p>Names were brainstormed for search team members. Jodi and Brian will extend invitations this week.</p>	All
Budget Timeline	Budget worksheets are being distributed to various ministry areas for completion. These worksheets will be due April 24 for consolidation before Leadership Team review in May. The budget will then be presented to the congregation at the June congregational meeting.	Jodi Moore
Politics and ACC	The Leadership Team discussed reactions – positive and negative – following Jodi Moore's message on February 23. Brian and Jodi reviewed the process of sermon development that was communicated via a video to the congregation following the February 23 message. Both the pastors and Leadership Team affirmed that this is a cultural moment for discipleship surrounding expectations for behavior around difficult or divisive topics.	All
Delegate to Midwest April 25-26	The Pastors are seeking delegates to attend the Denomination's upcoming Midwest conference in Kansas City.	All
June Congregational Meeting	June 22, 2025 was set as the date for the next congregational meeting.	All
Adjournment	The meeting was adjourned at 8:59pm with prayer.	All