

ARVADA COVENANT CHURCH

LEADERSHIP TEAM MEETING MINUTES

DATE	June 17, 2025	MEETING TYPE	Leadership Team	SECRETARY	Sara Brown
-------------	---------------	---------------------	-----------------	------------------	------------

LEADERSHIP TEAM MEMBERS			
Susan Palmer, Chair	Brian Rodriguez, Vice Chair	Steve Smee, Treasurer	Sara Brown, Secretary
Ed Stehouwer	Pastor Brian Rhen	Pastor Jodi Moore	

AGENDA ITEM	NOTES	OWNER
CALL TO ORDER & ROUTINE BUSINESS		
Call to order and opening prayer	<p>Susan called the meeting to order at 6:20 PM. A quorum was established.</p> <p>A time was devoted to corporate prayer.</p>	Susan Palmer
Secretary Report	<p>The May, 2025 Leadership Team meeting minutes were reviewed.</p> <p>ACTION: The May, 2025 Leadership Team meeting minutes were accepted.</p>	Sara Brown
Treasurer's Report	<p>Steve presented financials for May, 2025. Steve reported both total expenses went up over the last month and giving was down slightly. The cash balance is remaining consistent.</p> <p>Currently this fiscal year, we are predicting a net loss of \$40,000 which was projected at the beginning of the budget cycle.</p> <p>Monthly giving families has increased with a lower average gift.</p> <p>ACTION: The May, 2025 financials were accepted.</p>	Steve Smee
PET (Pastoral Encouragement Team) Discussion	<p>Evelyn Simmons from the PET joined the Leadership Team to provide an update on the team's work and their most recent Pastoral evaluation process.</p> <p>Evelyn reviewed the process the PET adheres to for the evaluation process including soliciting feedback from staff and Leadership Team members.</p> <p>This feedback was discussed. The Leadership Team thanked Evelyn and the PET team for their hard work throughout the process.</p>	Evelyn Simmons

AGENDA ITEM	NOTES	OWNER
<p>Co-Lead Pastors' Report</p>	<p>Jodi's Report</p> <ul style="list-style-type: none"> • Jodi reported that the installation of the new sound system is underway. Jodi highlighted that thanks to a group of volunteers who are helping with the wiring and installation of this system, the church will save \$15,000 in labor costs. • Bids are currently being collected to fix a plumbing issue with the fire suppression system, caused by tree overgrowth. • The Pastors recently held two Family Focus Group meetings for anyone with children ages 0-18. The staff is using the feedback to better develop programming and consistency for this age group. • ACC KIDS attendance is flat and student ministry attendance is increasing, with Wednesday nights seeing about 30 kids per week. • Jodi presented a proposed fiscal year 2025/2026 budget. The budget reflects the need for an additional \$80,000 (\$6,666 per month) in revenue above what is projected. Brian and Jodi will come with a plan to the next Leadership Team meeting for soliciting this additional revenue. Additionally, the Leadership Team will re-evaluate progress at the January, 2026 Leadership Team meeting. <p>ACTION: The proposed budget for the 2025/2026 fiscal year was approved for presentation and congregational vote at the annual meeting.</p> <p>Brian's Report</p> <ul style="list-style-type: none"> • Brian discussed the new Summer Table Discussions, with an intention for congregants to grow in their ability to talk about hard things within our church community. • This summer, we will also be trying Message Discussions following the sermon which will provide a new and different way to have dialogue about the message. • The current sermon series, A Wholehearted Life, will continue through the end of August and end at the all church retreat, The Feast. • This fall, the sermon series will be on Ecclesiastes. • Brian reported that about 70% of congregants participate in a small group. 	<p>Jodi Moore and Brian Rhen</p>
<p>LT Member Resignation / New Member</p>	<p>Luke Ringenberg has submitted his resignation from the Leadership Team.</p> <p>According to the church's constitution, the Leadership Team needs a minimum of six members. Susan discussed several options for moving forward.</p>	<p>Susan Palmer</p>

AGENDA ITEM	NOTES	OWNER
	ACTION: The Leadership Team voted to appoint a past member to serve Luke's remaining six-month term.	
PTF (Property Task Force) Update/Survey/ Approval	<p>The Leadership Team, together with the PTF, has decided to conduct a survey at the June, 2025 congregational meeting to understand congregant thoughts and opinions about the potential land sale. The survey and accompanying letter were reviewed and comments were made.</p> <p>The Leadership Team engaged in a discussion about the PTF presentation at the meeting, and invited Ed Stehouwer to present the "why" behind the land sale on behalf of the Leadership Team.</p>	Susan Palmer
Children's Pastor Update	<p>Jodi provided an update on the progress made by the Children's Pastor Search Team.</p> <p>Jodi announced that Maureen McKay will be serving as the interim Children's Director. Among Maureen's responsibilities will be The Feast Children's programming.</p>	Jodi Moore
Nominating Team	<p>Brian announced that Steve Erickson and Shannon Jenkins have accepted invitations to serve as members of the Nominating Team.</p> <p>ACTION: A motion recommend Steve Erickson and Shannon Jenkins for the Nominating Team was approved.</p>	Brian Rodriguez
June Congregational Meeting	An agenda was reviewed for the upcoming June 22, 2025 Congregational Meeting.	Susan Palmer
Adjournment	The meeting was adjourned at 9:35pm with prayer.	All