

ARVADA COVENANT CHURCH

LEADERSHIP TEAM MEETING MINUTES

DATE	October 28, 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	Evelyn Simmons	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 6:03 PM. A quorum was established.</p> <p>A time was devoted to corporate prayer.</p>	Susan Palmer
Secretary Report	<p>The September, 2025 Leadership Team meeting minutes were reviewed.</p> <p>ACTION: The September, 2025 Leadership Team meeting minutes were accepted as edited.</p>	Sara Brown
Treasurer's Report	<p>Steve shared the financials for September, 2025. Steve highlighted that undesignated giving and the cash balance are down year-over-year. Total expenses were high. Additionally, monthly giving families are down over last year.</p> <p>A vote to accept the September, 2025 financials was tabled due to needed clarification about some reported numbers.</p>	Steve Smee
ACC Students Ministry Update	<p>JDrew Zander McGovern, Student Ministries Director, provided a ministry update:</p> <ul style="list-style-type: none"> Casa Hogar Mission Trip: The recent Casa Hogar mission trip was a great success. This was the first trial trip including students, with 18 attendees. The partnership continues to strengthen, and incorporating students brought new energy and momentum. Dates for next year's trip will be announced soon. The Student Ministry team is enthusiastic and supportive. Next year's trip will involve flying instead of driving, which should balance out costs when considering hotels, rental cars, and other expenses. 	JDrew Zander McGovern

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	<ul style="list-style-type: none"> • Summer Highlights: The summer season was strong overall, with the Renew Retreat providing a particularly meaningful experience for students. • Collaboration with Other Churches: Ongoing collaboration with other Front Range churches has been very positive. A fall kickoff event helped build these connections, and joint youth group activities with other Covenant churches have begun. This collaboration was also evident during the recent Face Plant retreat weekend. • Student Growth and Engagement: The ministry continues to welcome new students regularly—approximately two per week. This strong invite culture has brought in many students from non-church families, presenting valuable opportunities for spiritual growth and outreach. The fall curriculum focused on the Book of Luke. • Current Challenges: Scheduling conflicts continue to be an issue, as Jeffco schools often hold events on Wednesday evenings. This affects attendance for both students and families. Additionally, the Wednesday night group generally does not attend Sunday morning programs, making Community Hour participation more difficult. • Attendance Overview: <ul style="list-style-type: none"> • Sunday morning (confirmation): ~8 students • Wednesday night: 24–25 students • Special events: approximately 45 students • Club 65: 3-5 regular participants 	
<p>Co-Lead Pastors’ Report</p>	<p>Pastor Brian’s Report</p> <p>Community Hour: Community Hour is more than halfway through its current session, with three weeks remaining. Attendance remains steady, though one ongoing challenge is encouraging families to commit to the additional hour on Sunday mornings. Overall, approximately 70 people participate in Community Hour each week. The next session of Community Hour is scheduled to run from February through Easter.</p> <ul style="list-style-type: none"> • LMDJ Class: 25–30 participants • Sermon Discussions: 20–30 participants • Rooted Class: 12–15 participants weekly; this dialogue-based class explores foundational faith concepts and welcomes participants at various stages of belief. <p>Staff Development: The staff team is finding a healthy rhythm in development and collaboration. Emphasis has been placed on team planning, volunteer development, and shared learning. The team is currently reading and discussing a new book on leadership styles as part of ongoing professional growth.</p> <p>Vision and Engagement Strategy: During a recent Monday lunch meeting, staff discussed strategies to increase community</p>	<p>Jodi Moore and Brian Rhen</p>

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	<p>engagement and retention—how to attract people to the church and encourage them to stay. A SWOT analysis (Strengths, Weaknesses, Opportunities, Threats) was conducted to assess core identity and values. The conversation highlighted the need to more intentionally lean into these values and continue creating spaces for those who desire to wrestle with their faith.</p> <p>Pastor Jodi’s Report</p> <p>Upcoming Preaching Schedule: John Martz will be preaching this Sunday, followed by Dominique Gilliard.</p> <p>Ray’s Retirement Celebration: Ray’s retirement party was a great success and served as a meaningful opportunity to honor his years of service and dedication.</p> <p>Staff Update – Nicki: Nicki continues to be an excellent addition to the staff team. She is actively re-writing curriculum each week, meeting with families, and listening closely to their needs and feedback.</p> <p>Tot Time: Tot Time has resumed. Nicki has been engaging with families through this program and building new connections within the community.</p> <p>ACC Gives: The ACC Gives initiatives are underway, including Thanksgiving bag collections and the “gift tag tree.” All gift requests have been sourced from the church’s five local outreach partners, along with a few additional organizations.</p>	
<p>Property Task Force (PTF) Update</p>	<p>The Property Task Force (PTF) is working on contract negotiations with a potential buyer.</p> <p>Steve, Brian, and Susan visited another project by this group in the front range. Photos were reviewed of this project.</p> <p>More information will be acquired about potential legal fees associated with the contract negotiations.</p>	<p>Susan Palmer</p>
<p>Pastoral Goals for Next Season</p>	<p>Pastors Brian and Jodi presented five Strategic Goals. The Leadership Team was invited to review these goals and bring comments prior to the next meeting.</p>	<p>Jodi Moore and Brian Rhen</p>
<p>Nominating Team Update</p>	<p>The Nominating Team met recently, comprised of Jodi Moore, Brian Rodriguez, Shannon Jenkins, Steve Ericson, and Julie Powell. The team is working to fill three spots for the Leadership Team, and Brian Rodriguez outlined the team’s process.</p>	<p>Brian Rodriguez</p>
<p>Church and Human Sexuality Discussion</p>	<p>The Leadership Team engaged in a conversation about the Christian church’s wide spectrum of beliefs on human sexuality.</p>	<p>All</p>

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Adjournment	The meeting was adjourned at 8:43 pm with prayer.	All