

# ARVADA COVENANT CHURCH

## LEADERSHIP TEAM MEETING MINUTES

<b>DATE</b>	May 20, 2025	<b>MEETING TYPE</b>	Leadership Team	<b>SECRETARY</b>	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	Pastor Jodi Moore	Pastor Brian Rhen

AGENDA ITEM	NOTES	OWNER
<b>CALL TO ORDER &amp; ROUTINE BUSINESS</b>		
<b>Call to order and opening prayer</b>	<p>Susan called the meeting to order at 6:09 PM. A quorum was established.</p> <p>A time was devoted to corporate prayer.</p>	Susan Palmer
<b>Co-Lead Pastors' Report</b>	<p>Brian's Report</p> <ul style="list-style-type: none"> <li>Brian provided a preview of the upcoming sermon series, The Whole Life, God's Presence in the Ordinary. Topics will include identity, community, work, world, body, family, and more. This theme will be intergenerational in that it matches ACC KIDS programming, including the FAM JAM theme of Stewardship.</li> <li>Three summer table conversations will be held to foster discussions and disciple congregants in healthy discussions even when we disagree. Additionally, message discussions will be held throughout the summer in the sanctuary following the service.</li> <li>The staff team has completed evaluations and goal setting, and the staff is getting used to this process.</li> <li>Banners in the gym for Serve Globally will come down in order to better highlight these areas in the upstairs Fireside Room.</li> </ul> <p>Jodi's Report</p> <ul style="list-style-type: none"> <li>Jodi provided an update and asked for prayer regarding the current Children's Pastor search. The search team is in the process of collecting teaching videos and references for the remaining candidates.</li> </ul>	Jodi Moore and Brian Rhen

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	<ul style="list-style-type: none"> <li>Jodi is working on the budget for the upcoming fiscal year and noted a need to make additional cuts. In part, this is due to a decrease in revenue as 40% of the church's top ten givers have moved or passed away in the past year. Additionally, expenses are increasing for reasons such as an increase in the cost of health insurance.</li> <li>Jodi reminded the Leadership Team that the current budget was voted to run at a deficit, and this is not a pattern that we desire to repeat again.</li> <li>Needed building repairs were discussed, and Jodi highlighted a current problem involving both landscaping and plumbing repairs. More information will continue to be provided as this problem is evaluated.</li> </ul>	
<b>Property Task Force (PTF) Update / Survey</b>	<p>The PTF is leading a congregational survey at the upcoming congregational meeting to better refine their understanding of member preferences relating to the sale of the land.</p> <p>A draft survey was reviewed, discussed, and edits were proposed. The PTF would like to conduct this survey alongside a presentation at the upcoming June Congregational Meeting.</p>	Luke Ringenberg
<b>Sabbatical Leave Policy</b>	<p>The previously discussed discrepancy in the Sabbatical Leave Policy (between the Co-Lead Pastor letters of call and church policy) was revisited and discussed.</p> <p><b>ACTION: A motion to amend the Co-Lead Pastor's letter of call to align with the existing sabbatical policy was accepted.</b></p>	Susan Palmer
<b>Membership Application Approval</b>	<p>Brian Rodriguez and Steve Smee reviewed the recent process of membership interviews that took place for three new member candidates, Tiffany/Michaela Campbell, and Kelly &amp; Laurel Henry.</p> <p><b>ACTION: A motion to approve Michaela, Kelly, and Laurel for membership was approved.</b></p>	Brian Rodriguez
<b>Serve Globally Approval</b>	<p>Brian Rhen asked for final input on the previously reviewed Serve Globally Policy.</p> <p><b>ACTION: A motion to approve the Serve Globally Policy as amended was approved.</b></p>	Brian Rhen
<b>Nominating Team</b>	<p>Brian Rodriguez reported that this team will need one new member. Names were brainstormed for individuals who might be able to serve a two-year term.</p>	Brian Rodriguez
<b>June Congregational Meeting Agenda</b>	<p>The upcoming meeting, scheduled for June 22, 2025, was discussed and an agenda was developed.</p>	Brian Rodriguez
<b>Secretary Report</b>	<p>The April, 2025 Leadership Team meeting minutes were reviewed.</p>	Sara Brown

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	<b>ACTION: The April, 2025 Leadership Team meeting minutes were accepted.</b>	
<b>Treasurer's Report</b>	<p>Steve presented financials for April, 2025. Steve noted that undesignated giving was up slightly over the prior month, and expenses were also up. Overall, we are down \$44,443 in revenue against the budget.</p> <p>Average monthly giving is \$113,449.</p> <p>Average weekly attendance is 302.</p> <p>Steve reminded the team that we are approaching the final six weeks of the fiscal year, and a final push is needed.</p> <p><b>ACTION: The April, 2025 financials were accepted.</b></p>	Steve Smee
<b>Adjournment</b>	The meeting was adjourned at 8:13pm with prayer.	All