

ARVADA COVENANT CHURCH
LEADERSHIP TEAM MEETING MINUTES

DATE	January 20, 2026	MEETING TYPE	Leadership Team	SECRETARY	Sara Brown
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LEADERSHIP TEAM MEMBERS			
Susan Palmer, Chair	Brian Rodriguez, Vice Chair	Steve Smee, Treasurer, absent	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 6:04 PM. A quorum was established.</p> <p>A time was devoted to corporate prayer.</p>	Susan Palmer
Children's Pastor Report	<p>Children's Pastor, Nicki Nickerson, joined the meeting to provide updates on this ministry:</p> <ul style="list-style-type: none"> • Nicki's transition into this role has been positive, and she highlighted the ways her family has felt welcomed and included. • Plans are being created to increase the experience of community and connection among kids and families. For the first six months, Nicki will be focused on observation to determine what is going well and what can be improved. • Nicki has determined that volunteers are the priority and is working to create a sense of ownership among volunteers within the ministry. Approximately 10-12 volunteers are needed per Sunday morning. • The Sunday morning curriculum is being re-evaluated. • Tot time is experiencing attendance of 18-20 kids per week. 	Nicki Nickerson
Secretary Report	The December, 2025 Leadership Team meeting minutes were reviewed.	Sara Brown

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	<p>ACTION: The December, 2025 Leadership Team meeting minutes were accepted.</p>	
<p>Treasurer's Report</p>	<p>December giving revenue was up and the Leadership Team expressed gratitude to the congregation.</p> <p>The Leadership Team discussed two ways to analyze this increase. First, if we assume giving is the same every month, year-to-date giving is on track to meet budgeted revenue. Secondly, if we assume that giving will be higher in November and December based on previous giving trends, then year-to-date giving is behind budget for any given month prior to November.</p> <p>Ed raised concerns about the potential of upcoming increases in insurance premiums due to adjoining open space.</p> <p>ACTION: The December, 2025 financials were accepted with amendments to the financial graphics.</p>	<p>Jodi Moore</p>
<p>Co-Lead Pastors' Report</p>	<p>Pastor Brian's Report</p> <p>Brian highlighted the recent Baptisms that took place and a celebration of this for our church family.</p> <p>The current Community Hour offerings include Experiencing God's Word, a class on emotions, and an LMDJ exploration of the church's racial history.</p> <p>The next two sermon series will include The Generosity Practice (4 sermons) followed by a Lenten Series.</p> <p>Congregants are invited to an upcoming Ash Wednesday Dinner on Wednesday, February 18, 2026.</p> <p>Pastor Jodi's Report</p> <p>Pastries with the Pastors in January was well attended.</p> <p>The Midwinter Pastor's Conference is this upcoming weekend.</p>	<p>Jodi Moore and Brian Rhen</p>
<p>Church and Human Sexuality Discussion</p>	<p>The Leadership Team continues to engage in a conversation about the church and human sexuality. The team reflected on this conversation and review quotes provided by the Pastors.</p>	<p>Jodi Moore</p>

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Recommendations and Approvals	<p>ACTION: The Leadership Team Approved new congregational members, Megan McKay and Tillie Carpenter.</p> <p>ACTION: The Leadership Team Approved transfers Bruce Carpenter, Naomi Carpenter, Scott Parr, and Becki Parr</p> <p>ACTION: The housing allowance has been approved as laid out in the worksheets and approved until changed.</p> <p>ACTION: Pastor Jodi's sabbatical dates, June 14, 2026 through August 23, 2026 have been approved.</p>	All
Property Task Force (PTF) Update	<p>A relisting contract has been signed with CBRE Reality for the remainder of calendar year 2026.</p> <p>According to Ken Boggs, PTF Chair, the PTF is in the final term of negotiations with the contract. Business points are being resolved with guidance from lawyers. PTF continues to be pleased with the process and the due diligence on the buyer's part.</p>	Susan Palmer
Use of ACC Facilities	<p>The current sports and recreation ministries were reviewed and discussed, including pros and challenges of these programs. It was decided to pause the pickleball drop-in to re-establish this as an effective ministry for ACC.</p>	Jodi Moore and Brian Rhen
Dream Together Feedback	<p>The recent Dream Together event was discussed and the Pastors invited feedback. This event highlighted opportunities for the pastoral and volunteer teams to move forward in the same direction.</p>	Jodi Moore and Brian Rhen
February LT Meeting Dates and Prep	<p>The date was set for the February Leadership Team meeting. Susan discussed tasks for member preparation prior to this meeting.</p>	Susan Palmer
Midwest Conference – April 17 and 18 – Delegates	<p>The Midwest Conference will be held in Centennial, Colorado. Leadership Team members were invited to attend as this is geared toward church leaders.</p>	Susan Palmer
January Congregational Meeting	<p>The agenda for the Congregational meeting was reviewed and roles for the meeting were assigned.</p>	Susan Palmer.
Adjournment	<p>The meeting was adjourned at 8:48 pm with corporate prayer.</p>	All

