

ARVADA COVENANT CHURCH

LEADERSHIP TEAM MEETING MINUTES

DATE	December 3, 2024	MEETING TYPE	Leadership Team	SECRETARY	Sara Brown
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LEADERSHIP TEAM MEMBERS			
Susan Palmer, Chair	Brian Rodriguez, Vice Chair, absent	Steve Smee, Treasurer	Sara Brown, Secretary
Evelyn Simmons	Luke Ringenberg	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 6:12 PM. A quorum was established.</p> <p>A time was devoted to corporate prayer.</p>	Susan Palmer
Secretary Report	<p>The October, 2024 Leadership Team meeting minutes were reviewed.</p> <p>ACTION: The October, 2024 Leadership Team meeting minutes were accepted.</p>	Sara Brown
Treasurer's Report	<p>The October, 2024 financial reports were reviewed and discussed. Steve reported that October giving was ahead of budget. Expenses were also higher than budgeted for October due to an insurance payment.</p> <p>Average Sunday service attendance in November, 2024 was 337, up from an average November, 2023 service attendance of 300.</p> <p>ACTION: The October, 2024 Financials were accepted.</p>	Steve Smee
Co-Lead Pastors' Report	<p><u>Brian's Report</u></p> <ul style="list-style-type: none"> • Brian reported on the outcome of the recent ACC gives campaign and shared his appreciation. Giving included: <ul style="list-style-type: none"> ○ 120 Thanksgiving meal bags ○ \$530 for Royal Family Kids Camp ○ 25 Bibles for Whiz Kids ○ 17 Sherpa Blankets for Mission Arvada ○ 51 Christmas decorations and gift cards for Beyond Home 	Jodi Moore and Brian Rhen

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	<ul style="list-style-type: none"> ○ 7 electric blankets and gift cards for safe parking ○ Toy donations and gift cards for the upcoming Tot Time hosted by ACC • In formation, two waves of Learning Hour classes have concluded. Weekly attendance for these classes was Parables (40), Faith & Politics (60), LMDJ (20-25), plus 25 weekly small groups. • In the new year, the church will be engaging with a five-week sermon series on doubt, followed by a Lenten series called Practicing the Way. <p><u>Jodi's Report</u></p> <ul style="list-style-type: none"> • The staff team is busy making plans for our next all-church retreat, which will take place August 30-September 1, 2025 at Golden Bell Camp & Conference Center in Divide, CO. • New this year, ACC will be hosting an all-day camp in August for kids, in partnership with Eagle Lake Day Camp. Our goal is 100 kids, and this is a great opportunity for community outreach. • Our annual kids camp, primarily for ACC kids and families, will take place the second week of June, 2025. • The staff is currently reviewing goals and strategies, with a focus on improving accountability and ongoing goal-setting. Goals are in-line with critical issues and will be reviewed and revised every 100 days. 	
LEADERSHIP TEAM BUSINESS		
Housing Allowance Approval	ACTION: The Housing Allowance was approved as laid out in the worksheets and approved until changed.	All
Sabbatical Policy / Letter of Call Discrepancy	<p>A discrepancy in the sabbatical policy was noted and discussed. The Letter of Call notes a sabbatical after 7 years of service, while the Sabbatical Policy notes a sabbatical after 5 years of service.</p> <p>Following the discussion, it was decided that the Leadership Team will conduct a vote on this issue in the next regularly scheduled meeting.</p>	All
Serve Locally Policy/Approval	The Serve Locally Ministry Team has developed a policy outlining operations and oversight. The Leadership Team will review this policy prior to the next regularly scheduled meeting.	All
Sensory Room Update	A team of staff and members has met to discuss the creation of a sensory room. The current nursery space will be transitioned to the sensory room, and the nursery will move to the currently available room next door.	All

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	Leadership Team was presented with a list of needed supplies for a total cost of approximately \$3,000. Leadership Team members showed support for this project.	
Leadership Team Nomination Update	The Nominating Committee has appointed Ed Stehouwer to the Leadership Team, pending the congregational vote during the January, 2025 Congregational Meeting.	All
New Members' Meetings by LT	Under the new ACC constitution, new member meetings will be conducted by members of the Leadership Team (formerly the diaconate). The Leadership Team members will conduct all meetings prior to January 14, 2025.	Susan Palmer
Property Task Force (PTF) Update	<p>A former interested buyer in the property is no longer engaging in negotiations. In response, the PTF will be re-engaging other interested parties.</p> <p>The PTF will be developing an update for the congregation at the January, 2025 Congregational Meeting. As a part of this update, the congregation will be asked to provide feedback through an additional survey.</p>	Luke Ringenberg
Pastoral Encouragement Committee (PET) Update and Member Nomination Suggestions	Evelyn shared an update on the membership of the PET. Chad Hewitt will no longer be participating in the committee. Names of potential new members were brainstormed and discussed. Evelyn will be extending invitations to this committee.	Evelyn Simmons
Handicapped Parking	<p>The issue of handicapped parking was discussed; the nine handicapped spots to the north of the front doors are not well located due to their location on a hill.</p> <p>The Leadership Team engaged in a discussion about moving these spots. The Leadership Team will consult with the property team who will be asked to develop a proposal for moving these spots to better serve our congregation.</p>	All
January Congregational Meeting	An agenda was discussed for the January, 19, 2025 Congregational Meeting.	All
Adjournment	The meeting was adjourned at 8:49pm with prayer.	All