Roseau Evangelical Covenant Church

Leadership Council Monthly Meeting

26 February 2019

**DRAFT**

Present: Dave Anderson, Kelly Christianson, Steve Hoffer, Kecia Stroot, Kathy Brandt, Darrin Smedsmo, Rachel Krahn, Tony Fichter, Sarah Johnson, Bryan Dickson

Absent: Todd Peterson

Leadership Council Chair Tony Fichter called the meeting to order. Deacon Board Chair Darrin Smedsmo opened with devotional and prayer.

Tony reviewed the difference between our church Mission Statement and our possible Vision Statements. Youth Director Bryan Dickson presented the Youth Ministry Vision Statement suggestion. Pastor Kecia Stroot presented the Children and Family Vision Statement suggestion. Pastor Steve Hoffer presented the Church Vision Statement. This was followed by a short discussion as well as clarification on a few points. The following ideas were brought up: 1. The vision statements may be shared with the congregation at the April congregational meeting. 2. The vision statements lay out HOW we live out our mission statement in general terms that all can understand. 3. The vision statements are fluid. They can be changed as our church develops.

Further review and discussion will be had.

At this point Bryan and Kecia exited the meeting.

The October 2018 minutes were reviewed and approved with Leadership Council Vice Chair Dave Anderson making a motion to approve, and Christian Formation Board Chair Rachel Krahn seconding the motion. The November 2018 and January 2019 minutes had not been completed at this time.

**Leadership Council Chair Report**- Tony discussed how our new small group/sermon series called *Immerse: Kingdoms* is fulfilling part of our vision statement. Tony will be leading an upcoming adult Sunday School series using Francis Chan’s book *Letters to the Church*, which also fulfills part of our vision statement. We had discussion how important our church family is and how we are called to be an active participant in our every day lives. Tony discussed the idea of going through a SWOB or SWAT analysis, which is a brainstorming session to take inventory of our strengths and weaknesses as a church body. We also discussed how we need to decide what our goals and objectives are as a church. We need to narrow down a short-term plan, as well as a long-term plan so we can be more organized and focused. Next, we went over the Congregational Meeting Schedule. We reviewed and discussed the prospect of changing the July quarterly congregational meeting to August for attendance purposes. We will revisit this closer to the time. Lastly we went over the 2019 committee appointments and made changes where necessary.

**Senior Pastor Report-** Steve discussed how the Immerse small group numbers are a little lower than they have been. There have been a number of people who have been volunteering to be with Levi Acker. We reviewed each LC member’s email addresses and how they will be posted on the website. We went over the eNewsletter and how each board leader has a month for publication to update the congregation. Kecia is organizing church’s 125th anniversary planning committee, with the first planning meeting being on March 17th. We discussed how child care for the annual congregational meeting was provided, and it was never decided if the caregivers would be paid or if it were a volunteered service. We decided the service would not be compensated as the caregivers were volunteers. Danelle Reed is going to keep on as church custodian. At the Red River Valley Ministerial meeting a big topic was human sexuality. There was a recommendation that all of our allotted delegates should be at the ECC and NW Conference meetings to vote. Our church gets 3 voting delegates.

Pastoral Staff Updates: Kecia and Bryan gave Pastor Steve their reports. Bryan started 2 new House groups: a girl’s group and an athlete’s group. There are 14 people going on the Mexico Mission Trip. The next fundraising meal for the mission trip will be held on March 10th. Kecia reported that 40 date night kits were passed out. We are still working on getting the tutoring program going. A single mom’s group has started. The pastoral staff met with Treasurer Todd Peterson about managing the budget. Our Bluewater scholarship fund is low. There is talk about a door offering in March to help with the scholarship fund. We are working on creating a membership and regular attender’s database. We have an app that we already use that has a data base feature that will organize people by families. The goal is to have an accurate and up-to-date list of regular attenders and members, and how they are serving. The goal is to have it presented at the March meeting.

**Pastoral Relations Committee Report-** Dave Anderson reported of the 30 surveys that were handed out, 16 were turned about Pastor Steve’s performance. It was decided that there will be a 2.7% pay raise per pastoral staff member.

**Treasurer’s Report-** Kelly Christianson presented, as Todd Peterson was absent. Offerings were way down in 2019 so far. Our budget has been consistently higher than our offerings, which could be due to attendance being down this winter. Kristine’s church secretary hours were about 30 hours/week when she should be at 23 or so hours. We had discussion about using time cards and proper documentation for church employees who work hourly. Housing Allowance Resolutions: Kecia is declaring a $50K housing allowance, while Steve is declaring a $42K housing allowance.

**Trustee Board Report-** Trustee Board Chair Kelly Christianson discussed the 2019 capital projects plan. To solve the issue of needing more room to hang coats, Kelly brought in some portable coat hangers for the church to use. The cost of buying 10 new tables and 80 new chairs will be about $4,400.00. The approved budget is only $4,000.00. We decided to buy fewer chairs to stay under budget. The color of chairs and tables, as well as style was discussed. We decided to give a few options to the Covenant Women committee chair, Glenda Johnson to decide upon. A question was brought up about loaning out the new or old tables and chairs. Questions were also brought up about disposing of the old tables and chairs. The trustee board will discuss both of these issues and come to a conclusion. The new back classroom project timeline was discussed. We want to wait until early June when the spring 2019 Sunday School year is over. However, we would like to have it done before Vacation Bible School, which is August 4th-8th. The storage shed project budget is $20K. We will be needing volunteers to help build to keep the project cost within that budget. We would like to come up with a building maintenance forecast in the future. We want this to include a timeline with projects and costs associated with the projects to map out our future and keep our building up to date and safe.

Sensitive document storage was brought up. Right now all sensitive documents regarding the church’s treasury are currently being held at Todd’s house. Should we purchase a secure/fire proof safe? We need to have a sense of security and confidentiality for those sensitive documents. Receipts were also brought up. Receipts are often brought in from members/attenders with the intention of being refunded. We would like a streamlined process for purchasing in the future so our funds are better managed. We had a discussion about the 2020 budget process. The question was brought up if the writing of the budget should be up to the leadership council or the trustees. We would like to keep the congregation’s best interest in mind. We decided the budget process is up to the trustee board, but should be reviewed by the leadership council.

**Deacon Board Report-** Darrin Smedsmo discussed his idea that the new back classroom, or youth room should be named. We should also go over what the expectations are for this room.

**Missions and Outreach Report-** Kathy Brandt explained about their goal this year of staying on task with their budget. They will keep accurate accounts and have 1 person who will be in contact with Todd to keep the budget streamlined and organized. The mission board will be available to help and assist with the Mexico Mission Trip, as well as any other mission trip fundraising opportunities. They are planning and working on the Easter egg hunt that will be held at the Roseau school on April 20th. Volunteers are needed to supply wrapped candy, and to help fill the Easter eggs. Volunteers are also needed to help throughout the party day. They will have a food table and resource table at this event. All volunteers will be equipped and ready to spread the joy of Jesus. They would also like to buy a few nice cloth banners to be used every year for this event.

**Christian Formation Board Chair-** Rachel Krahn updated us on the newest ministry safe training after a conference she attended. Based on the training she attended, it’s possible that we may not being doing as much as we can to train our volunteers regarding child safety. It was also recommended during the training that we investigate ways to become even more thorough in screening the volunteers. Training will need to be completed once every 3 years for each volunteer. We expect that VBS will be combined with the Baptist church again. Also, at the March meeting they will be cleaning the back supply room in the church.

We had a discussion regarding our youth programs. We are all in agreement that our priorities need to reflect keeping the Sabbath holy and putting God’s church first above our other activities. This led in to a Sunday School structure discussion. We discussed the possibility of changing the time of Sunday School, or possibly what Sunday School looks like in our church. We identified the problem: extremely low Sunday School attendance. We then discussed how we need to adapt our youth programs (including Sunday School) to this new culture to better serve the Church and reach more people.

Finally, we had a discussion regarding pastoral staff attending the entirety of the LC meetings on a regular basis. We came to a consensus that the pastoral staff (Bryan and Kecia) will be attending the LC meetings only when they are specifically invited, or if they need to bring an item to the council. There was a motion to carry this through by Tony, and all were in favor.

Pastor Steve Hoffer closed our meeting in prayer.

Respectfully submitted,

Sarah Johnson, Leadership Council Secretary

Tony Fichter, Leadership Council Chair