

Roseau Evangelical Covenant Church

Leadership Council Meeting

June 9, 2015

In attendance: Jan Carr, Sheila Brinkman, Pastor Steve Hoffer, Tony Fichter, Pastor Kecia Stroot, Darin Smedsmo, Trish Hunter

Jan Carr called the meeting to order.

Pastor Steve Hoffer opened in prayer.

April 28, 2015 Congregational Meeting Minutes were reviewed and accepted.

Pastor Reports:

Pastor Steve: the website updates are in process, and church surveys are giving us good feedback.

Pastor Kecia: CHIC countdown is on, YG will have monthly meetings in the summer, Family movie night will be coming up. Bluewater reunions will be planned this summer for the campers and parents a week after their return from camp showing the camp highlights and maybe singing some of the camp songs.

Board Reports:

Deacon Board: Nathan Acker said they have been trying to track attendance to find out who may not have been in church for a while so they can follow up with them.

Treasurer's Report: Reviewed and accepted

Christian Formation Board: Trish said VBS is in the works and they are starting to look at teachers for the fall.

Mission and Outreach Board: Darrin said John LeTexiure is coming to speak in July. Minnesota Teen and Adult Challenge are coming in October. They will be the Fall Fest program and a portion of our funds will go to them. They are still planning on going to SD to build a garage.

Committee Reports:

Worship: There are two special events planned for special music.

Old Business:

The Youth Director position and the Children and Family Ministry Director position were discussed to come up with the best solution for our church, while trying to take into consideration the discussion from the last congregational meeting.

New Business:

Youth Director:

It was decided that we need to hire a full time Youth Director and put together a RECRUITMENT TEAM charged with this goal.

This Recruitment Team would be in charge of putting together a job description, full-time expectations with qualifications, and a salary/benefits package. We then discussed who would be a part of this Recruitment Team. Tony suggested the PRC members with the exclusion of Jan Carr and the addition of Pastor Steve. Tony will contact the PRC members to request their agreement to serve in this capacity. This group is a good cross-section of the church with representation of leadership, parents of children currently in youth group, parents of children that will age into youth group, and some that have had children in youth group. This group doesn't have anyone that was on the pastoral search committee so we should avoid having someone serving on two like committees at the same time, given that we will be reconvening the pastoral search committee very soon.

The Recruitment Team will be an extension of the PRC. The salary and benefit package will be decided and agreed upon by the Trustees and the recruitment team. Tony will also ask two students, Riley Stroot and Jayden Acker, to represent the youth. Kecia indicated that she will not be applying for the Youth Director position so asking Riley to serve won't be a conflict of interest, and it allows her to have qualified input on the Recruitment Team.

The Recruitment Team will present their recommendation for the new director to the congregation. The congregation will be invited to participate in discussion with the team and then will be asked to vote on whether or not to recommend the team's presentation to the LC for final approval.

Tony Fichter made a motion to recruit a full time Youth Director. Trish Hunter seconded the motion. Motion carried unanimously.

Associate Pastor:

Kecia will remain in a $\frac{3}{4}$ time youth director role until the new permanent youth director is hired. As of 8-1-15 Kecia will increase her position to full time with $\frac{1}{4}$ of the position focusing on Children and Family Ministry. It needs to be clearly understood that this 10 hrs. per week will only allow her to START developing this ministry and performing SOME of the duties we would like to see in this ministry.

When the full time youth director position has been filled, Kecia will move to a temporary $\frac{1}{2}$ time Children and Family Ministry Director position until the permanent senior pastor position is filled.

When the permanent senior pastor position is filled, a SEARCH COMMITTEE will be formed to search for a permanent, full-time, ASSOCIATE PASTOR whose primary focus will be Children and Family Ministry. Kecia will remain in her position as temporary children and family ministry director until a permanent full time associate pastor position is filled.

Trish Hunter made a motion to hire a full time Associate Pastor with a primary focus in Children and Family Ministry. Sheila Brinkman seconded the motion. Motion carried unanimously.

Meeting adjourned.

Next Scheduled Meeting: **June 30, 2015 at 7:00 pm**

A special congregational meeting to present the process described for hiring a Youth Director and an Associate Pastor.