

Leadership Council Presentation to Congregation

June 30, 2015

- A. April 28, 2015 – Congregational Meeting: The Leadership Council presented to the congregation a proposal to begin the implementation of a Children and Family Ministry program.
- 1) This was to be a ¼ time position initially with the plan for increased time in the future.
 - 2) Strong opinions were expressed that the first priority should be to return to a full-time Youth Ministry Director and that the process for securing a permanent Director should begin immediately.
 - 3) Opinions were expressed that a 1/4 time Children and Family Ministry program implemented by the current 3/4 time Youth Ministry Director would detract from the Youth Ministry due to the lack of time allotted to the Children and Family Ministry (time would have to be taken from the 3/4 time role to accomplish the desired goals).
 - 4) Past practice when hiring a Youth Ministry Director may have been different than the direction of the constitution (Pastoral Search Committee for a non-pastoral position).
 - 5) Opinions were expressed that there should be a “Search/Call” committee for the new Youth Ministry Director.
 - 6) Strong opinion that the congregation should have an opportunity to “vote” on the next Youth Ministry staff person whether it is a Director or Pastor.
- B. May 18, 2015 - Ministry Growth Meeting: Prior to this meeting Pastor Steve encouraged members and attenders to come to the meeting as the above items would be discussed and this was a great opportunity to be part of the larger discussion.
- 1) Strong suggestions by attenders that filling the full time permanent Youth Ministry Director position be the top priority of the Leadership Council.
 - 2) Several parents of Junior and Senior High students and one student were present.
 - 3) Several people at the meeting expressed interest in being involved with the process of recruiting the next Youth Ministry Director.
 - 4) Very little discussion took place regarding the direction the church should be taking regarding the Children and Family Ministries.
 - 5) Discussion regarding the commitment involved in supporting groups (whether they are Call Committees or Recruiting Groups) to seek a Youth Ministry Director, a permanent Senior Pastor, and a Children and Family Ministry staff person.

- C. June 9, 2015 - Leadership Council Meeting: The Leadership Council had an extensive session incorporating the recently expressed wishes of the congregation with the ongoing plan to develop a Children and Family Ministry program. Given that the upcoming re-initiation of the Pastoral Search Committee for a permanent Pastor is fast approaching, consideration was given for the time commitment for those that may need to participate in more than one of these processes. The following are the areas that were agreed and voted on at the June 9th meeting...
- 1) Development of a **RECRUITMENT TEAM** to seek our next permanent **Youth Ministry Director**.
 - 2) The position will be full time and the job title will be Youth Ministry Director.
 - 3) Tony Fichter, **PRC** Chair, will contact the PRC members to request their agreement to serve in the capacity of the Recruitment Team.
 - 4) The current **PRC** 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.
 - 5) This group doesn't have anyone (except Jan Carr) that is 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.
 - 6) The Recruitment Team will be an extension of the PRC with the exclusion of Jan Carr and the addition of Pastor Steve, and TWO STUDENTS (Riley Stroot and Jayden Acker).
 - 7) Pastor Kecia has indicated she will not be applying for this position so having Riley on the committee will not be a conflict of interest.
 - 8) The PRC will take the charge to review the job description, establish the job qualifications, and will work with the Trustee Board and Leadership Council to establish a salary package.
 - 9) The Recruitment Team will present their recommendation for the new Youth Ministry Director to the Leadership Council. The Leadership Council will present the candidate to the congregation who will be invited to participate in any discussion. The congregation will be asked to vote on whether the Leadership Council should extend an offer of employment to the candidate.
 - 10) Pastor Kecia will remain in the 3/4 time Youth Director position until the new permanent Youth Ministry Director is in place.
 - 11) As is currently, the permanent full-time Youth Ministry Director will report to the Senior Pastor.

D. Development of a **CHILDREN AND FAMILY MINISTRY PROGRAM.**

- 1) As of August 1, 2015 Pastor Kecia will increase her work time to a full time position.
- 2) As of August 1, 2015 she will commit 10 hours per week (¼ time) to START developing this ministry and performing SOME of the duties of the eventual larger program.
- 3) At this phase this will be a Children and Family Ministry Director position.
- 4) When a full-time permanent Youth Ministry Director is in place, Pastor Kecia will increase her time as a Children and Family Ministry Director to 1/2 time.
- 5) After 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.
- 6) This position will report to the Senior Pastor.
- 7) Pastor Kecia will remain in her position as 1/2 time temporary Children and Family Ministry Director until a permanent full-time Associate Pastor is in place.

E. BUDGET considerations to support these decisions were reviewed.

- 1) The Trustee Board was asked to discuss different options prior to the June 9th meeting so the Leadership Council would be able to review the financial impact.
- 2) See attached budget proposals for the 2016 budget.

F. Reconvening the Pastoral Search Committee.

- 1) The current members have been approached and requested that they remain on this committee.
- 2) If all members remain, the committee can begin working at any time, no later than September.
- 3) If not all members agree to continue serving new members will need to be added (this requires a congregational vote). Potentially, we will call a special congregational meeting if this needs to take place to expedite the process.

Roseau Evangelical Church Budget

	2014 YTD Actuals	2014 Budget	2015 Budget	Proposed 1FT/1FT YMD/C&F	Proposed 1FT/.5 PT YMD/C&F	Proposed .75 PT/.5 PT YMD/C&F
Income						
Offerings	\$ 184,399.79	\$ 229,543.00	\$ 229,543.00			
Total	\$ 184,399.79	\$ 229,543.00	\$ 229,543.00			
	\$ 228,280.00					
Expenses						
Pastor's Salary Pkg.	\$ -	\$ -	\$ -			
Pastor's Conference Exp	\$ -	\$ -	\$ -			
Interim Pastor Salary Pkg	\$ 39,961.94	\$ 60,000.00	\$ 81,885.00	\$ 84,341.55	\$ 84,341.55	\$ 84,341.55
Pastor Expense		\$ -	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
Youth Director's Salary Pkg	\$ 27,902.89	\$ 41,970.00	\$ 31,549.02	\$ 45,000.00	\$ 45,000.00	\$ 33,750.00
Children & Family Salary Pkg				\$ 45,000.00	\$ 22,500.00	\$ 22,500.00
Youth Director's Conf. Exp	\$ 2,192.04	\$ 2,380.00	\$ 2,380.00	\$ 4,000.00	\$ 4,000.00	\$ 3,000.00
Secretary Salary	\$ 7,176.00	\$ 13,000.00	\$ 13,350.00	\$ 13,750.50	\$ 13,750.50	\$ 13,750.50
Custodian Salary	\$ 3,742.47	\$ 4,990.00	\$ 5,139.66	\$ 5,293.85	\$ 5,293.85	\$ 5,293.85
Treasurer's Salary	\$ 1,987.47	\$ 2,650.00	\$ 2,729.46	\$ 2,811.34	\$ 2,811.34	\$ 2,811.34
Parish Nurse Salary	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Guest Speakers	\$ 300.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
Utilities	\$ 11,190.32	\$ 15,000.00	\$ 15,500.00	\$ 15,500.00	\$ 15,500.00	\$ 15,500.00
Insurance	\$ 3,128.00	\$ 6,000.00	\$ 6,750.00	\$ 6,750.00	\$ 6,750.00	\$ 6,750.00
B&G Maintenance	\$ 5,495.92	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00
Apartment Expense	\$ 6,255.05	\$ 9,500.00	\$ -	\$ -	\$ -	\$ -
Pastor Search Expense	\$ 1,881.82	\$ 10,000.00	\$ -	\$ -	\$ -	\$ -
Fellowship committee	\$ 89.51	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00	\$ 400.00
Office Equip and I.S.	\$ 5,575.91	\$ 7,000.00	\$ 7,500.00	\$ 8,250.00	\$ 7,875.00	\$ 7,875.00
Taxes	\$ 3,064.15	\$ 4,800.00	\$ 4,100.00	\$ 4,100.00	\$ 4,100.00	\$ 4,100.00
Seminary Scholarship fund	\$ -	\$ -	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
Bluewater Bible Camp	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
ECC of America	\$ 9,046.00	\$ 9,046.00	\$ 9,317.38	\$ 9,596.90	\$ 9,596.90	\$ 9,596.90
NW Conference	\$ 4,632.00	\$ 4,522.00	\$ 4,657.66	\$ 4,797.39	\$ 4,797.39	\$ 4,797.39
Missions	\$ 3,270.00	\$ 8,400.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00
Music	\$ 50.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00	\$ 300.00
Christian Formation	\$ 5,390.59	\$ 7,500.00	\$ 8,045.00	\$ 8,045.00	\$ 8,045.00	\$ 8,045.00
Deacons	\$ 2,110.77	\$ 3,885.00	\$ 3,335.00	\$ 3,335.00	\$ 3,335.00	\$ 3,335.00
Youth Group	\$ 2,020.82	\$ 2,500.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
Youth Ministry	\$ 151.22	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00
Children & Family	\$ -	\$ -	\$ 2,300.00	\$ 2,400.00	\$ 1,200.00	\$ 1,200.00
Van/Bus Expense	\$ 270.19	\$ 1,700.00	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00
Miscellaneous	\$ 339.06	\$ 2,000.00	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00
Total	\$ 150,224.14	\$ 229,543.00	\$ 228,738.18	\$ 293,171.53	\$ 269,096.53	\$ 256,846.53
INCREASE				\$ 64,433.35	\$ 40,358.35	\$ 28,108.35

(YMD = Youth Ministry Director)
(C&F = Children & Family)
(certain assumptions were made to give us a starting point)