

ROSEAU EVANGELICAL COVENANT CHURCH
Leadership Council Meeting
November 24, 2015

In attendance: Darrin Smedsmo, Tony Fichter, Rob Stroot, Pastor Kecia Stroot, Todd Peterson, Nathan Acker, Rachel Krahn, Jan Carr, and Pastor Steve Hoffer.

Jan Carr called the meeting to order.

Nathan Acker opened the meeting with scripture and prayer.

October 27, 2015 Congregational Meeting Minutes were reviewed and approved.

Pastoral Report, Pastor Steve Hoffer

- Confirmation Class continues to go well with 13 students attending
- Performance reviews have been completed for both Kecia and Elaine
- Will begin working on new Small Group offering for the winter/spring
- Participated in 2 Q & A sessions for the Senior Pastor position
- Lead the Viking Covenant Church Fall Fest with Mary, and participated in the Community Thanksgiving Service
- Will be scheduling a membership class soon
- Licensing and Ordination process in the Covenant church can begin after the completion of Master's Degree, which should be done by the spring of 2017.

Youth Director and Children and Family Ministry Report, Pastor Kecia Stroot

- Attended Vocational Excellence class put on by the Covenant as part of the Ordination process.
- Will be speaking at the Lifecare Remembrance Service and the Warroad Baptist's Women's Tea
- Released Time has been going well with about 8-10 students attending. Not meeting in December.
- Youth Group has seen steadily increasing numbers of students attending. A Christmas party at Messiah Lutheran Church and an all-city youth ski trip are scheduled in December.

Board Reports:

Deacon Board, Nathan Acker

- Bible Studies are in full swing.
- There are three couples interested in becoming members.
- The Fellowship Committee will be moved to Mission and Outreach. The current members are Dawn Kofstad, Pam Markstrom and Greg Iverson. Jan will let them know about the change.

Trustee Board, Rob Stroot

- The building and grounds are winterized.
- We may pull the batteries from the vehicles for the winter. Anyone needing a vehicle needs to contact the trustees a couple of days in advance.

Treasurers Report, Todd Peterson

It was a good month of saving. We are at 81% of spending.

Rob presented the revised 2016 budget with a new, more readable format. Some line item reduction changes were made to bring the total budget increase closer to \$50,000. The budget proposal included a full-time Senior Pastor, a full-time Youth Director and a half-time Associate Pastor focusing on Children and Family Ministry (CFM).

There was discussion that followed regarding the validity of CFM. This has been the focus in the past and has led us up to the point we are at today, but the money is a huge setback. The sticker shock was evident in the last congregational meeting. As a Leadership Council, we encouraged open discussion with a goal of being unified with our decision when our meeting was done.

The minutes from the congregational meetings that range from 2009 up to the present clearly show the progression of our church wanting and requesting the Children and Family Ministry. We have been asking for more for the kids and the families.

One suggestion was to wait until the 3rd quarter to fill the position permanently. We could have a temporary person in the position until a permanent CFM was found which would lower the budget.

Maybe some of the issue that we are facing is that we are dealing with different people at the meetings. There is a desire for this ministry, but where is the desire coming from? Is this same group always present at the meetings?

It seems that there are concerns that we are moving from a high number of volunteers doing ministry to some sort of ballooned budget with much less volunteers. It was the consensus of the group that this is not the case. In fact, the need for volunteers may in fact increase as our programming and attendees also increase. Hiring more staff does not mean less volunteers. It means that we have staff in place that can help facilitate more programming and equip volunteers with a vision and a purpose.

We also agreed that children and family are the foundation of the church and we want the ministry to succeed. There is a misconception that this position may be directed by the Leadership Council, when in fact we are responding to the discussions and desires of the congregation.

We need to put together a very clear job description with very clear and measurable directives. This would allow everyone to see the value of this addition to our church. We want to have an informational meeting for the congregation that clearly shows the timeline of our church and the discussions since 2009. We need to define the job description with clear directives. We also need to share statistical information on the importance of pouring into our children and families and how that will carry through as they grow in the church.

There was also a suggestion of starting with a CFM Director with would lower the salary requirements to a half-time salary of \$21,664.00, which may be easier on the budget.

Tony made a motion to accept a half-time CFM Director in the 2016 budget for \$21,664.00.

Tony amended this motion to accept a half-time CFM Pastor in the 2016 budget for \$32,000.00

Todd seconded this motion for the \$21,664.00 CFM Director.

Todd amended his second for the \$32,000.00 CFM Pastor.

The discussion followed. The idea behind the behind the CFM Director would be that this would eventually move to and Associate Pastor with CFM emphasis down the road. This position would not be filled right away since we are just voting on the budget at this time. In fact, it would take three months minimum to fill the position if we started right away in January. If our main concern is the budget line item, we felt like it wasn't justifiable. We get much more value with an Associate Pastor who can fill in for the Senior Pastor in the Pulpit and be more qualified for ministry. If we feel that this is valuable to the church, the Pastor position makes more sense.

There was also a suggestion of trying to start out with in interim half-time CFM Pastor and then move to a permanent half-time CFM Pastor, but after more discussion we still came back to the amended motion.

All voted yes to accept the half-time CFM Pastor in the 2016 budget for \$32,000.00.

The motion carried.

Christian Formation Board, Rachel Krahn, Vice Chair

- We now have a full-time nursery during the Sunday School hour which consists of one full-time adult and 4 rotating high school students.
- We also have a full-time nursery for the Sunday night Bible studies with 5 high school students rotating in.
- We are ordering the Orange curriculum in for the 5th and 6th grade classroom and the 6th and 7th grade classroom. They will start this curriculum in January. Sheldon Espe and Karl Nelson are the teachers who have volunteered to try it out and give feedback.
- 8 kids in 2nd and 3rd grade are getting new bibles this year.

Mission and Outreach Board, Darrin Smedsma

No update at this time due to budget discussion.

Committee Reports:
PRC Report, Tony Fichter

- They have completed the 360 review of Pastor Steve. They received 18 leadership responses for the review and it was very positive. The goals and objectives will be completed when the permanent Senior Pastor is hired.
- There are three prospects for the Youth Director position. Two of them have been interviewed and they will interview the third soon. One applicant is local, one is from Bemidji, and one is out of state but a Minnesota native. The recruitment team gives us their recommendation for the Youth Director. The congregation will have an opportunity to vote on the recommendation with a ballot vote. The results of that vote will be revealed with a pass/fail recommendation to the Leader Council. Details regarding the number of yes vs. no votes will not be disclosed.
- The informational meeting for the CFM development will be held on January 7, 2016 at 7:00 p.m.

Nominating Committee Report, Jan Carr

They are making progress.

Pastoral Search Committee Report, Jan Carr

The vote to call Pastor Steve Hoffer is scheduled for December 2, 2015 at 7:00pm.

Randy, Chair of the Search Committee, will present the position at the meeting.

Team Reports

Ministry Growth, Pastor Steve/ Jan Carr

The last time they met they discussed trying a Sunday Night Worship Service at Gene's. Tony spoke with Tim Bjerk and he said there would be no charge. The business is closed on Sundays. This would be a community outreach where all community members are welcome. It may be a more comfortable setting and low-key. They are not sure how often, but would see how the first one goes and then discuss.

Next meeting is a *Congregational Meeting* scheduled for **December 2, 2015 @ 7:00 pm**

The *Annual Meeting* is scheduled for **January 20, 2016 at 7:00 pm.**

Pastor Steve closed in prayer.

Respectfully submitted,
Sheila Brinkman