

**ROSEAU EVANGELICAL COVENANT CHURCH**  
**Quarterly Congregational Meeting**  
**October 27, 2015**

**In attendance:** Don and Dorris Miller, Joe and Julie Elick, Harold Knutson, Nora Parrill, Darrin and Juli Smedsmo, Nathan and Brenda Acker, Chris and Jeanie Hamness, Jill Helgeson, Paul and Rachel Krahn, Pastor Steve Hoffer, Rob and Kecia Stroot, Sheldon and Val Espe, Wade Hruby, Glenda Johnson, Gary and Karen Markstrom, Duane and Linda Espe, Tony and Traci Fichter, Mary Huglen, Todd Peterson, Sheila Brinkman, Jan Carr.

Jan Carr called the meeting to order.

Pastor Steve Hoffer opened the meeting with scripture and prayer.

**September 29, 2015 Leadership Council Minutes** were reviewed and approved.

**Pastoral Report**

*Pastor Steve Hoffer*

- Confirmation is underway with 12 students attending.
- Performance reviews are in the process for Pastor Kecia and Elaine Wulff
- The staff is attending weekly meetings to stay unified.

**Youth Director and Children and Family Ministry Report**

*Pastor Kecia Stroot*

- Youth Group is going strong with 30+ students attending.
- They have gone to the corn maze and the Bluewater Youth Retreat.
- The video curriculum for regular Youth Group nights is still going.
- Release time is using the Orange curriculum.

**Board Reports:**

**Deacon Board**

*Nathan Acker*

- Small groups are all under way and going well. They are being subsidized by the deacon board to keep the costs down. Child care is being provided Sunday nights for small groups which also doubles as a CHIC fund-raiser.
- Anyone in the church is encouraged to give the deacons prayer requests and are welcome to join them in prayer Wednesday nights.
- They continue to provide drinks and treats for the Sunday morning fellowship after church.

**Trustee Board**

*Rob Stroot*

Jan introduced the early proposed 2016 budget by going through history of how we have arrived at the numbers we have today and finished with the Children and Family Ministry (CFM) position request.

Rob followed by reminding everyone that this is just a draft and for discussion only. The 2016 budget is not an approved budget. He pointed out that the Pastor Expense went up slightly for conference attendance, and the salary package for CFM (Children and Family Ministry) includes salary, insurance and benefits.

Attendance in the last 5 years has increased from approximately 120 to 150, excluding the summer months which tend to be lower.

***Discussion Followed:***

The questions expressed included how many kids we are currently ministering to, what would the position entail if part-time, and what would the position entail if full-time.

The concerns expressed by the congregation included getting a more detailed explanation of what the CFM would entail. The definition is too broad and we need to be really clear on the expectations of the position before they can support it.

It is a big jump in the budget. Maybe we could consider part-time rather than full-time. Maybe we should see what happens with the full-time Pastor and a full-time Youth Director before we jump into a full-time CFM position. Some of the responsibilities are being done by volunteers.

We need a better picture of how the hours are spent, what we are doing, what ministries we are doing, how that is affecting the church, and how well attended they have been.

We should grow with the new position and our giving would also grow.

At the time we voted to build onto our church there were 33 giving units. We had no money to do the building project. There was a suggestion for the attendees to write down, anonymously, the amount that they would be willing to give over the next year. There was just enough money to do the project based on those numbers.

The Bluewater mini-reunions have happened because of this new position.

Pastor Steve commented that this information has been in the works for three years. We may be experiencing sticker shock. We maybe need to define the positions better by bringing in some of the documents that we have presented in the past. There is a huge potential to grow and minister to families. This is exactly where we should be in this discussion.

#### **Treasurers Report**

*Todd Peterson*

The Treasurers Report was reviewed and approved. Rob stated that we are running behind in the expenses right now, but the expenses will catch up and surpass the giving by the end of the year if the giving remains the same.

#### **Christian Formation Board**

*Rachel Krahn, Vice Chair*

- Sunday School picnic was organized by Misty Lundbohm.
- Teacher orientation was well attended with a total of 61 adults and teens who went through the training.
- Curriculum changes are probably coming. The board is looking at moving from David C. Cook to the Orange Curriculum. They are planning on trying it out with the 5-6<sup>th</sup> grade and 7-8<sup>th</sup> grade classes first.
- Confirmation kids received a new bible and the 2<sup>nd</sup> and 3<sup>rd</sup> graders will be getting new bibles in the next few Sundays.
- They are ordering new "We Miss You" post cards to send out as an encouragement for more regular attendance.
- There is nursery now available for both those in need who are attending either Adult Sunday School or teaching Children's Sunday School.
- The Christmas program is scheduled for Dec. 13<sup>th</sup> at 5:00 p.m. with a pot-luck to follow.

#### **Bluewater Committee Report**

*Traci Fichter*

The report is attached.

#### **Mission and Outreach Board**

*Darrin Smedsmo*

We built a garage for \$5,000. Jackson Halsted appreciated all we accomplished and a great ministry was strengthened. Their goal is to build disciples with the Native American community.

MN Teen and Adult Challenge came and all went very well. They were up here two years ago, and Darrin stated he would like to see them up here every year.

#### **Committee Reports:**

##### **PRC Report**

*Tony Fichter*

They are in the process of completing a job review of Pastor Steve.

Most members are working on the Youth Director recruitment. They have put together a job description and advertised in many different venues. They have received 12 resumes, and interviewed a candidate from Oak Hills. They may have another applicant that will come in for an interview.

#### **Nominating Committee Report**

*Jan Carr*

The first meeting was last night. It went great and people are open to serving. There are some interested in serving who are not members yet, so Pastor Steve will follow up on that.

### **Pastoral Search Committee Report**

*Jan Carr, standing in for Randy Prachar*

They decided that it was very important to follow the process and look at any, and all prospective candidates. Pastor Steve was considered as one of the candidates. The committee asked for five, and ended up with 13 resumes. After contacting all of them and asking questions, they were back down to five candidates.

Each candidate is scored by the members of the committee, and Pastor Steve received the highest score. They interviewed Pastor Steve yesterday at 1:00. The committee voted unanimously to ask Pastor Steve to Candidate for the position. Since he is our Interim Pastor, the next step will be a formal question and answer time with Pastor Steve.

The next two Sundays will include announcements informing the congregation that a meeting will be held to vote on the permanent Senior Pastor position. There will be two scheduled question and answer sessions open for any and all to attend. Then there will be a Congregational meeting for a vote to call Pastor Steve.

There was a suggestion that maybe we could write out questions to avoid any uncomfortable questions. The reception of the Q&A sessions was very positive. After some discussion regarding when to schedule the Q&A sessions and getting feedback, Randy stated that he will make an announcement on Sunday, and maybe Wednesday, Dec. 2 could be the Congregational Meeting. We can figure out the logistics of Wednesday night activities later.

### **Constitution Work Group Report**

*Don Miller*

Don Miller gave us an update on our Constitution work regarding absentee voting. This was being considered as a result of the vote for Senior Pastor last year. Roberts Rules does not allow absentee voting unless you put it in the by-laws. Since 1973, this is the only time that this issue has ever come up. The group concluded that they did not feel that it was wise to change our by-laws to allow absentee voting.

Next *Leadership Council meeting* is scheduled for **November 24, 2015 @ 7:00 pm**

Pastor Steve closed in prayer.

Respectfully submitted,

*Sheila Brinkman*

# Bluewater 2015

bluewatercovcamp.org

## Youth Camps- June-Aug.

<b>Scout A</b> (entering 3-4 grade)	13 campers	1 scholarship
<b>Scout B</b> (entering 3-4 grade)	35 campers	6 scholarships
<b>Trailblazer A</b> (entering 5-6 grade)	6 campers	1 scholarship
<b>Trailblazer B</b> (entering 5-6 grade)	46 camper	3 scholarships
<b>Explorer A</b> (entering 7 & 8 grade)	0 campers	
<b>Explorer B</b> (entering 7 & 8 grade)	36 campers	4 scholarships
<b>Navigator A</b> (entering 9-10 grade)	11 campers	1 scholarship
<b>Navigator B</b> (entering 9-10 grade)	16 campers	1 scholarship
<b>Highlanders</b> (entering 11, 12 & Grad.)	13 campers	2 scholarships
<b>Total campers</b>	<b>176 campers</b>	<b>19 scholarships</b>

**77% of the 176 kids were not from our church**

**What a ministry we have in our community!**

## Scholarships- 19 full & partial scholarships given (summer youth camp)

Starting scholarship balance	\$ 2,329.25	(carry over)
Donated	\$ 200.00	
Total 19 scholarship	\$ 3,035.00	
1 additional	\$ 75.00	(Youth group /MEA BCBC retreat scholarship)

## Transportation- (bus/van)

16 trips (down/back) for 176 Roseau area & 20 Baudette kids (@\$25/each)

4 bus driver & 1 van driver (\$100/ trip) & Several chaperone also helped

3 camps – needed a trailer (rented from Alive Outdoor) \$132/trip

2 shuttle vehicles (donated by ABS) when our shuttle vehicle was not available

## NEW in 2015- Mini reunions

The Wed. after each youth camp each group & their families were invited to our church to

- Watch the DVD of their camp.
- Enjoy rootbeer floats.
- Talk Bluewater, see fellow campers again and share memories!

We also helped coordinate **Men's** and **Women's retreats**.

Many families attend **Family Camp** too.

**Thank you to everyone who helped with all our camps!**

## Highlights from Camp Director Chad Persons

### 2015 Bluewater Youth Camp

- 47 youth gave their lives to Christ for the first time.
- 166 decided to return to following Christ's way.
- 496 campers declared they were believers before coming to camp.
- 32 campers were bold enough to say that they did not want to follow Christ at this time.

**This is your (our) mission field church. The seed was sown.**

- 853 youth campers came this year.

ALSO- New this fall- Scrapbooking /crafting retreat-Nov 13-15.

Open to anyone- register on line at [bluewatercovcamp.org](http://bluewatercovcamp.org)

**New project -Welcome Center:** (which will include the office, camp store, first aid/infirmary)

- We have raised \$99,880 + \$20,000 (coming) = \$119,880 (Matching funds donation of \$100,000). This means that we have raised close to \$20,000 towards a 2<sup>nd</sup> matching gift of \$25,000 !! WOW! We are excited and continue to give God the glory for the generosity of His people.

## Roseau Evangelical Church

**2016 Proposed Budget**

		<b>2015 YTD</b>				
		<b>2016 Budget</b>	<b>2015 Budget</b>	<b>Actuals</b>	<b>2014 Actuals</b>	<b>2013 Actuals</b>
<b>Income</b>						
	Total Offerings	\$ 318,500	\$ 229,543	\$ 167,416	\$ 241,629	\$ 232,136
	Weekly Average	\$ 6,125	\$ 4,414	\$ 4,293	\$ 4,647	\$ 4,464
<b>Expenses</b>						
	Pastor's Salary Pkg.	\$ -	\$ -	\$ -	\$ -	\$ 31,970.13
	Pastor's Conference Exp	\$ -	\$ -	\$ -	\$ -	\$ 557.77
3%	Interim Pastor Salary Pkg	\$ 84,341.55	\$ 81,885.00	\$ 56,557.99	\$ 64,820.88	\$ 28,171.39
	Pastor Expense	\$ 1,800.00	\$ 1,500.00	\$ 1,142.01	\$ -	\$ -
3% FT	Youth Director's Salary Pkg	\$ 43,327.36	\$ 31,549.02	\$ 27,358.77	\$ 35,915.82	\$ 40,869.58
	Youth Director's Conf. Exp	\$ 2,400.00	\$ 2,380.00	\$ 2,022.24	\$ 2,192.04	\$ 2,259.08
FT	Childrens & Family Director	\$ 63,384.00	\$ -	\$ -	\$ -	\$ -
	Children/Family Conf Exp.	\$ 2,400.00	\$ -	\$ -	\$ -	\$ -
3%	Secretary Salary	\$ 13,750.00	\$ 13,350.00	\$ 9,399.78	\$ 10,079.85	\$ 12,769.86
3%	Custodian Salary	\$ 5,294.20	\$ 5,140.00	\$ 3,854.79	\$ 5,028.81	\$ 4,845.00
3%	Treasurer's Salary	\$ 2,810.87	\$ 2,729.00	\$ 2,047.14	\$ 2,649.96	\$ 2,568.96
	Parish Nurse Salary	\$ -	\$ -	\$ -	\$ -	\$ 1,501.50
	Guest Speakers/Musicians	\$ 1,100.00	\$ 500.00	\$ 650.00	\$ 400.00	\$ 500.00
	Utilities	\$ 13,000.00	\$ 15,500.00	\$ 8,349.11	\$ 14,658.10	\$ 14,275.66
	Insurance	\$ 8,500.00	\$ 6,750.00	\$ 5,908.00	\$ 7,020.00	\$ 6,324.00
	B&G Maintenance	\$ 10,500.00	\$ 8,000.00	\$ 7,616.35	\$ 6,712.54	\$ 24,350.95
	Apartment Expense	\$ -	\$ -	\$ -	\$ 6,255.05	\$ 3,904.68
	Pastor Search Expense	\$ 500.00	\$ -	\$ -	\$ 5,766.43	\$ 298.94
	Fellowship committee	\$ 400.00	\$ 400.00	\$ 88.35	\$ 217.05	\$ 154.47
	Office Equip and I.S.	\$ 7,500.00	\$ 7,500.00	\$ 3,788.48	\$ 7,157.08	\$ 6,760.73
	Taxes	\$ 4,100.00	\$ 4,100.00	\$ 1,230.51	\$ 4,512.06	\$ 4,637.83
	Seminary Scholarship fund	\$ 1,500.00	\$ 1,500.00	\$ 725.00	\$ -	\$ -
	Bluewater Bible Camp	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
3%	ECC of America	\$ 9,596.90	\$ 9,317.38	\$ 8,863.14	\$ 9,046.00	\$ 8,783.00
3%	NW Conference	\$ 4,797.39	\$ 4,657.66	\$ 4,866.68	\$ 4,632.00	\$ 4,390.00
	Missions	\$ 10,000.00	\$ 10,000.00	\$ 5,906.09	\$ 8,400.00	\$ 7,000.00
	Music	\$ 1,500.00	\$ 300.00	\$ 895.72	\$ 100.00	\$ -
	Christian Formation	\$ 8,170.00	\$ 8,045.00	\$ 5,504.75	\$ 6,684.71	\$ 6,511.05
	Deacons	\$ 4,000.00	\$ 3,335.00	\$ 2,987.75	\$ 2,362.78	\$ 4,876.08
	Youth Group	\$ 3,250.00	\$ 3,000.00	\$ 2,109.73	\$ 2,720.58	\$ 3,287.59
	Youth Ministry	\$ 500.00	\$ 500.00	\$ -	\$ 151.22	\$ 419.62
	Children & Family	\$ 2,300.00	\$ 2,300.00	\$ 341.96	\$ -	\$ -
	Van/Bus Expense	\$ 2,000.00	\$ 750.00	\$ 575.78	\$ 671.39	\$ 2,176.96
	Miscellaneous	\$ 750.00	\$ 750.00	\$ 379.06	\$ 545.22	\$ 2,315.30
<b>Total</b>		<b>\$ 316,472.27</b>	<b>\$ 228,738.06</b>	<b>\$ 166,169.18</b>	<b>\$ 211,699.57</b>	<b>\$ 229,480.13</b>