

ARVADA COVENANT CHURCH - MEETING MINUTES

Meeting Type: Council Meeting via Zoom	Date: 9/21/21	Version: Notes	Scribe: Annette Brinkman
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Council Members

Chad Hewitt, Council Chair	Steffani Warns, Vice Chair	Annette Brinkman, Secretary	Gordon Wu, Treasurer
Steve Smee	Jaci Lippert	Susan Palmer	Pastor Brad Bergfalk
Evelyn Simmons	Pastor Jodi Moore	Luke Ringenberg	

Meeting Handouts

E-mail	Hard Copy
Agenda for 9/21/21 Council Meeting	None
ACC Council Candidate Questionnaire--Luke Ringenberg	
Council Meeting Minutes from 8/17/21	
Sept 2021 Treasurer's Report	

Call to Order and Opening Prayer

Call to order:	Chad H. called the meeting to order at 6:03 PM. A quorum was established.
Prayer:	A time was devoted to corporate prayer.

Routine Business

Agenda Item	Secretary's Report
Action Taken	Council minutes were accepted after a change to someone's name.
Agenda Item	Treasurer's Report
Gordon Wu, Treasurer	<p>Gordon added a new chart of Actual vs Budget by Category for the fiscal year.</p> <p>Facilities plus debt (which is the church's mortgage) is 22.6% of total monthly expenses.</p> <p>We have attendance numbers again. The average attendance the last two months has been 295 (both services combined, but that does not include children's). Online attendance is still not being tracked.</p> <p>The net gain YTD is in the positive at \$11K, however, revenues are -\$8K from the budget.</p> <p>Per Jodi, there will be an increase in payroll when the full time worship leader starts.</p>
Action Taken	Financial report accepted as written.
Agenda Item	Pastor's Report
Pastor Jodi Moore, Executive Pastor	<p>ACC had an evening janitor and a weekend janitor. The weekend janitor finished at the end of August. The evening janitor worked 20 hours per week, and Jodi wanted to move it to 12 hours, so the janitor quit. Ray will pick up some work in the meantime, but Jodi will be looking into the feasibility of a cleaning service once per week.</p> <p>Jackie Triplett was hired for 8 hours per week as an office manager last week. She will do some of the work that Marie Fellenstein did.</p> <p>A lot of Jodi's time lately has gone into putting together small groups.</p> <p>Jodi will be leading a grandparenting class along with Karen Johnson.</p> <p>77 women signed up for the Sensible Shoes book study. The feedback was "it was better than expected."</p> <p>Jodi now handles some pastoral care stuff, and meets with people who choose to leave ACC.</p> <p>Jessie/Elle are taking leadership of the young adult group. The group will have a meal once a month. It will kind of be led from within.</p>

	<p>There is a need for small group child care on Thursday nights for a young married small group.</p> <p>Planning for a newcomer's class will be in the works soon.</p>
Pastor Brad Bergfalk, Interim Pastor	<p>Pastor Brad has been meeting with various congregants, asking how they are feeling about ACC. The last 4-5 conversations were very positive in how people feel about ACC moving forward regarding the direction the church is headed.</p> <p>Brad met with Matt Anderson (the new worship arts director) this past week. Matt may work remotely until his house sale in Ft. Collins and move is complete.</p> <p>Brad is working with Jodi and Mike to define roles and create clear job descriptions for them. Brad often finds (when coming into a new church) that staff roles are not defined. Since Mike and Jodi took on a lot when other staff left, Brad will be paring down the list to what they can really handle. Council will then review the agreed upon list.</p> <p>Brad met with Mark Espinoza (long time member) and gave him an update on the church's financial situation. Brad asked Mark to help ID people (within ACC) who may be able to help provide needed funds, and Mark agreed to talk to those people. Any funds would go toward paying down debt/mortgage.</p>

Council Business - Information/Follow-Up/Discussion/Action	
Appointment to Dave Ruddy's council position	Luke Ringenberg was asked to fill out a council questionnaire and consider joining council in Dave Ruddy's position. He would fill the remaining 15 months of Dave's position, and can be appointed to another term.
Action Taken	Council unanimously voted Luke into Dave's council position. (Luke was absent for this vote.)
Financial Picture	Gordon suggested giving the congregation an opportunity to match the larger gifts (if any) that are given to help pay down the debt.
Action Taken	N/A
Permission to Shop Land	Council had a discussion on whether or not to see if some of the land the church owns could be sold to help pay off debt (mortgage). The church would market the land in a low key way. Staff would

	<p>need to figure out Arvada laws and contact commercial real estate help first. One good idea would be to approach Hestra about a sale first in case they want to expand. We would want to be careful who buys the land if it is sold. Red Silo had also been interested in the land at one point in the past.</p> <p>A “yes” vote doesn’t mean staff has permission for sale of the land without the council knowing. The ultimate decision about sale goes to the congregation.</p>
Action Taken	Council voted to allow staff to explore the possible sale of a parcel of land between Hestra and the church. This is an exploratory only phase.
Leadership Team Constitution	<p>Pastor Brad isn’t sure that we have capacity for this change at this time. To manage the change to the constitution well we will need to educate on who we are, and what we need to do differently. It may be something that Brad does before he leaves as interim pastor.</p> <p>The church is in a much different place than it was when we first started looking at the change to the constitution.</p>
Action Taken	Council decided to table this for six months. This is important, but not urgent at this time.
Staff/Council Retreat	Planned for 11/20, morning. 8:30-12 or so. The goal of the retreat is to create trust and break down any remaining silos that still exist.
Action Taken	N/A
Family Pastor Plan B	Last meeting, the council decided it was not possible to continue in the process to hire a family pastor at this time. One alternative possibility is to move Mike up a little, or maybe hire a youth intern. It could be a step to a family pastor position for Mike. These are just ideas that are being thrown out with nothing concrete.
Action Taken	<p>N/A.</p> <p>Pastor Brad will be bringing updated job description from discussions with Mike (as already mentioned above) to the council next month. That may illuminate a way forward.</p>
Nominating Committee for Council Member	Annette Brinkman will be stepping down from the council at the end of the year, so her position will need to be filled. Council started suggesting names that may be a good fit for the nominating committee.
Action Taken	<p>Jodi will be the staff person on the nominating committee.</p> <p>Jaci Lippert will be the council member on the nominating committee.</p>

Adjournment	The meeting was adjourned with prayer at 7:56 PM.
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