

Roseau Evangelical Covenant Church

Leadership Council Meeting Minutes

February 25th, 2025

CALL TO ORDER: Tony Fichter, Leadership Council Chair

SCRIPTURE AND PRAYER: Pastor Nate Johnson

- Scripture passage from Philippians 3
- Challenge and encouragement to have focus that Paul had to keep going

APPROVAL OF MINUTES: Tony Fichter, Leadership Council Chair

- No minutes available to approve from the last Leadership Council meeting (from 2024)
- Review of proposed Minutes from congregational meeting

BLUEWATER ANNUAL MEETING: Tony Fichter, Leadership Council Chair

- Discussion of Bluewater annual conference that was held in International Falls.
- We erroneously elected Dave Brinkman instead of Rob Stroot as church representative. WILL BE CLARIFIED AT APRIL CONGREGATIONAL MEETING.

GENERAL DISCUSSION: Annual Meeting

- Rachel Krahn raised the question about how we approved of the unanimous ballot as presented without requiring that individual ballots be submitted.
 - Tony Fichter provided an explanation of how the procedure is in compliance with the Robert's Rules of Order (CLARIFICATION THAT RECC BYLAWS STIPULATE SECRET BALLOT)

PASTORAL UPDATE: Pastor Nate Johnson

- Attendance after Thanksgiving was over 200 attendees which was a surprise as to how that jumped
- New members class is set to begin in March
- Pastor Nate had his annual reviews for Chris Shortreed and Sam Grey. They both received great reviews
- Conversation about bringing back the offering boxes
 - Discussion by group about how giving and prayer requests are handled in our church

YOUTH MINISTRY UPDATE: Chris Shortreed, Director of Youth Ministry

- Reported that youth group is going well
- Younger group just finished the book of Mark and is now going through Philippians
- Older students are currently going through the book of Hebrews

- Chris indicated that there is a lot of bible page turning involved because to understand Hebrews you have to understand the OT
- 8 students went to Bluewater for the winter retreat last weekend. Chris, Destiny Wennerstrand, and Joel Maxwell went along as group leaders.
- Next week – 12 students are going to Buena Vista for a ski trip
- Youth will be participating in the Feed My Starving Children event
- There was a bowling event on Feb. 5th
- Micah Ruud is coming up 3/5/25 to promote Bluewater for the youth group
- Dates for MUUUCE are August 7-9, 2025
- Question asked by Tony about if Chris knows whether there are trends in other churches regarding numbers of youth involved.

TREASURER'S REPORT: Todd Peterson, Treasurer

- Todd handed out the budget spreadsheet and noted:
 - January was about \$7,000 per week in offering
 - February was about \$6,000 per week in offering
 - Staff compensation appears over budget for some reason but there is likely an explanation and Todd will look into this
 - Have approximately \$100,000 in the bank but have approximately \$49,000 bank Note against that. Discussion and clarification about how numbers are presented on Todd's graph.
 - Kelly Christianson asked about whether there are any rebates on work comp insurance? Discussion ensued.

TRUSTEE'S REPORT: Kelly Christianson, Trustee Board Chair

- Talked about Trustee's meeting and about a new shed that was approved at annual meeting and where it should go
- Not a lot new to discuss since last meeting

CHRISTIAN FORMATION BOARD REPORT: Rachel Krahn, CF Board Chair

- Board has met and has made some assignments
- Dates have been set for VBS, graduation, confirmation
- Board would like to organize the supply room. Tiffany Otto and Melissa Cleven have volunteered to organize.
 - They are looking for shelving and totes – discussion about who pays for that?
 - Kelly Christianson said Trustees can take care of that.
 - Tony Fichter suggests getting tear drop shelves – like from Menard's or somewhere like that.
 - Sunday school kids will be singing for Palm Sunday
 - VBS – Aug 3-7 at Baptist church
 - Micah Ruud is coming on Sunday, March 16th and will be given 10 minutes for a mission outreach.
- Tony Fichter asked about how we are doing with volunteers?

- 3rd grade was having a lot of changing people but now Pastor Nate is taking it every Sunday so there is consistency.
- Pastor Nate asked about the morale of volunteers
 - Rachel said that at the beginning of last year, Sunday school started late because of a lack of volunteers, which may have been discouraging.
- Tony encouraged Rachel to let us know if there is frustration or discouragement going on so that it can be dealt with, so it doesn't go too far.
- Pastor Nate raised the question about whether we should look to having a part-time worker for the children's ministry.
 - Tony Fichter said we've tried that before and not something we would be looking at now
- Pastor Nate took a minute and prayed for encouragement and for people to step up
- Todd Peterson noted the importance of not blurring the line with Sam Grey between what she gets paid for and what we're asking her to do for volunteer work at the church. It needs to be understood clearly what is a job requirement and what is not required.

MISSIONS AND OUTREACH BOARD: Sonya Peterson, Chair

- Board met in February.
- Doing the baby bottle ministry and this will go to support the pregnancy center. But won't push the center beyond that as it is now on much better financial footing.
- March 16th
 - There will be Spaghetti Feed for fundraising for Feed my Starving children and the baby bottle ministry.
- Everyone on the Missions and Outreach Board took an assignment with a missionary that is involved with our church.
- Dave Anderson asked the question about whether we still do the baby dresser ministry and the answer was not really. That ministry was almost exclusively done by Nora Parrill who has since passed.
- Discussion about the Easter Egg hunt for this year

DEACON BOARD REPORT: Randy Prachar, Deacon Board Chair

- Things are going smoothly and there is not a lot of news at this point
- Next meeting they will be having the women's ministry come in to share about what they are doing and what their mission is.
- Discussion regarding men's ministry:
 - Thursday morning weekly breakfast hour which is well attended
 - Men's Bible Study – about 15 show up each time
 - Special events – we haven't had any for a couple of years
 - Adult Sunday School – about 20 people per Sunday
- Discussion about updating the library?
- Discussion about emphasis on prayer in our church.
 - Something the Deacons are working on.
 - Wednesday prayer meeting is no more as it just went away.

- Randy said an emphasis will be on encouraging people to really know the Bible.
- Discussion about the process for adding new deacons as was approved at the annual meeting.
 - Tony Fichter noted that approval goes through the nominating committee and then to congregational meeting.

LEADERSHIP COUNCIL: Tony Fichter, LC Chair

- Tony handed out dates for LC Council and Congregational Meeting Schedule
- Tony handed out the 2025 list of elected positions.
- General discussion about the congregational meeting and elected positions
- Tony noted 5 bullet points as objectives:
 - Congregational Tithing
 - General discussion of tithing and asked the LC members to think and pray about it.
 - LC Succession Planning
 - Tony says 10 years may be long enough for a person to serve. Says he's not drawing a line saying he won't serve longer but he doesn't want to infringe on someone else's blessing to serve
 - Because of the likely turnover he will be convening the nominating committee earlier this year than usual.
 - Building Plan
 - Discussion about what this building should look like to meet the needs of the congregation
 - RECC Bluewater Registration
 - Noted that it's painful that the camps are full but our participation from our church is down.
 - Constitution & By-law Updates
 - Current practices – there are a couple of things we do that are not as they are specified in the bylaws.
 - Need to shore up the language of the constitution and bylaws.
 - Possible RECC Boards (to think about with the goal of having a sharper focus)
 - Tony provided a handout with five boards:
 - Children's Ministry Board
 - Youth Ministry Board
 - Adult Discipleship Board
 - Trustee Board
 - Missions & Outreach Board
- 2025 Staff Salary & Wage Adjustments
 - Pastor Nate and Chris were excused for this discussion
 - It was noted that we budgeted for a 3% increase across the board for staff
 - Also, discussion regarding an extra 5 days of PTO retroactive to January 1st for Pastor Nate and Chris as the full-time employees

- Dave Anderson motioned to approve 3 % across the board increase and the additional 5 days of PTO retroactive to January 1st.
- Sonya Peterson Seconded the motion, and the motion was unanimously approved
 - Next Meeting is at 6:00 pm on March 25th, 2025.
 - Motion to adjourn meeting made by Tony and seconded by Kelly

ADDENDUM

- Todd Peterson, Treasurer reached out on February 27th to the Leadership Council via group email with the request from Pastor Nate to increase his housing allowance from \$30,000 to \$45,000 for 2025 which affects his income taxes.
 - The board approved the request unanimously.