**“To Share the Love and Hope of Jesus in Today’s World”**

Tony Fichter - Leadership Council Chair, called the meeting to order.

Darrin Smedsmo - Deacon Board Chair, read a devotional from AW Tozer and Scripture from Psalm 103, then lead the group in prayer.

Meeting Minutes Review:

Because Sarah Johnson - Leadership Council Secretary, was absent, the **review of the September 2019 Leadership Council meeting Minutes were tabled** until the next LC meeting. **The August 2019 Congregational Meeting Minutes** will be reviewed by each LC member through email. Any corrections should be noted to Sarah Johnson through email.

Advancing the Mission:

**Steve Hoffer - Senior Pastor, gave his Pastoral Update**. Confirmation class has started. There are 3 students this year. Pastor Kecia Stroot will be leading a small group for married couples on Sunday evenings for 6 sessions. Church Secretary Kristine Dickson is due to have her baby on December 21st. She is planning to have at least 2 weeks off and then slowly coming back into the secretary duties. Youth Director Bryan Dickson may be taking up to 3 weeks off after the baby arrives. The SRM (Student Reach Ministries) event at the school went well. At least 20 students came forward to make a commitment for Christ. There was follow up with several area church leaders who were on site at the event. Pastor Steve updated the LC on several church family situations, including the death of Karen Markstrom, whose funeral service will be at our church this Saturday. He has been scheduling volunteers to be with Levi Acker for 2 Sundays each month. The Ministerial Association has been helping some of the families from Puerto Rico who have recently moved to Roseau to work at Polaris. At least 4 families came to Hoffer’s house to pick up supplies that had been donated. There are more families planning to move here in the near future. Steve will contact the Northwest Conference of the Covenant regarding ideas for Spanish speaking resources.

Steve presented a proposal from the Music Committee asking for guidance from the LC regarding if the special music each Sunday which is usually during the offering should continue. The LC would like the Special Music to continue in the Sunday service. The suggestions discussed by the LC included doing hymns, teaching a new worship song, or getting new people to be the callers and schedulers of the special Music, which would give Ann Haaby and Val Espe a break, as they have been volunteering for this duty for many years.

**Dave Anderson - LC Vice Chair & PRC Chair**, stated that staff Performance Reviews will soon be emailed to members of the Leadership Council, members of all boards, PRC members and staff. Tony said he would try to get the “360 reviews“ into a format like Survey Monkey so it would be easier to gather results. The PRC last met in August 2019 and is scheduled to meet next on November 26, 2019.

**Todd Peterson – Treasurer**, handed out the current financial statement through October 2019 YTD. He noted that RECC is currently running at an approximate $24,300.00 deficit in the operating fund. There was discussion on how to get information out to the church family about the budget situation. There is a congregational meeting scheduled for November 19, 2019. Tony and/or Kelly Christianson will make an announcement during the worship service. A motion was made by Darrin Smedsmo to discuss ways in which the congregation can give more consistently. The motion was seconded by Kelly Christianson. The motion was approved. ??

**Kelly Christianson - Trustee Board Chair** presented a draft of the 2020 Budget. Kelly reviewed with the LC each area of expenses, including the changes of each area compared with the 2018 and 2019 Budgets. He presented various 2020 budget scenarios. There was extensive discussion. Tony Fichter made a motion to accept the 2020 budget draft which included no change in staff, a 3% cost of living increase to staff salaries, and that the proposed 2020 budget reflect the current rate of giving at the end of year 2019, anticipating that this would not affect the Emergency Fund in 2020. Todd Peterson seconded the motion. The vote was 3-yes/5-no. The motion was not approved.

After more discussion, Dave Anderson made a motion to propose a 2020 Budget to the congregation which includes the reducing the Children and Family Pastor position to half time, a 3% cost of living increase for staff and reflect the current rate of giving at the end of year 2019, anticipating that this would produce a balanced budget. Kelly Christianson seconded the motion. The vote was 7-yes/1-no. The motion was approved.

Rachel Krahn - Christian Formation Board Chair – tabled until next LC meeting.

Darrin Smedsmo - Deacon Board Chair – tabled until next LC meeting.

Kathy Brandt - Missions & Outreach Board Chair- tabled until next LC meeting.

Next Meeting: Congregational Meeting - Tuesday, November 19, 2019

Pastor Steve Hoffer closed the meeting with prayer.

Respectfully Submitted by,

Rachel Krahn, in the absence of Secretary Sarah Johnson