**Present:** Pastor Steve Hoffer, Dave Anderson, Tony Fichter, Todd Peterson, Kelly Christianson, Mary Huglen, Rachel Krahn, Darrin Smedsmo **Absent**: Sarah Johnson

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

Devotional and Prayer: Darrin Smedsmo, Deacon Board Chair – reading from AW Tozer.

LC Secretary Sarah Johnson was absent. Therefore, the November 2020 LC minutes will be reviewed at the next LC meeting.

Tony Fichter led a brief discussion review of the Annual meeting that was held in January 2021.

A discussion was held regarding RECC **Staff compensation**. Church Secretary Kristine Dickson is averaging 90 hours per month. Custodian/Cleaning Meghan Dougherty averaging 15 hours per month. Treasurer Todd Peterson averages 10 hours per month. Dave Anderson made a motion to increase these hourly wages by 3%. Darrin suggested an amended motion to state **the increase is $0.50 per hour for each position**. Darrin seconded. Motion passed unanimously, with Todd Peterson abstaining.

Each Board has reported their representatives for **Committee assignments for the year 2021**. They are as follows:

Nominating Committee: Darrin Smedsmo (Deacon), Greg Iverson (Trustee), Liz Lund (CF), *Mary Hoffer (Missions)*

Pastoral Relations Committee: Randy Prachar (Deacon), Kelly Christianson (Trustee), Liz Lund (CF), *Nora Parill (Missions)*

Bluewater Committee: Don Miller (Deacon), Tim Johnson (Trustee), Kelsey Didrickson (CF), *(Missions)*

*\*Italics indicate this information was added after the meeting.*

Pastor Steve Hoffer gave his **Senior Pastor Ministry report**. He continues to meet with the Red River Valley Ministerial Association. Steve stated this group of pastors has been very valuable to him. He will be starting **Membership classes** for those interested in becoming members at RECC. He indicated that the church Secretary will be getting a **church directory** out this week, which was requested at the annual meeting. Steve has been leading the Adult Sunday School Class. The kick off to **First Sunday Dinners** will be March 7th in homes of those who signed up to host. Steve intends this to continue monthly. Steve stated he had talked to Tom and Heather Enright about taking the **Interim Youth Directors** position. They have agreed to do this, but requested to not be paid because they see this as a ministry they are called to volunteer for. There was some discussion about the youth group budget for food. On a personal note, Steve stated that he has now received both Covid-19 Vaccinations.

**Covenant Women** is a nonfunctioning committee and was discussed at the annual meeting. Steve stated that Barb Anderson has turned in the Covenant Women’s bank account information to him. Dave Anderson made motion to close out Covenant Women Account at Citizen’s State Bank. The current Balance of $1,531.73 will be rolled into the Kitchen Fund. Darrin Smedsmo seconded. The Motion passed.

**LC Vice Chair** Dave Anderson stated that the **Pastoral Relations Committee** is meeting on March 16th. He also gave an update on the **Youth Ministry Search committee**. They have started Re-advertising the position and currently have 6 new applicants. A ZOOM online interview is scheduled with one applicant and there is one other potential online interview.

Church **Treasurer** Todd Peterson presented the January 2021 financial report. There was a **$500 donation** designated to be used for some mission. The Missons and Outreach board will keep that in mind to use for a mission’s purpose. Todd indicated the January offerings were a little below budget, but the expenses have also been way down from normal.

Rachel Krahn presented an update from the **Christian Formation** board. **A staffed Nursery** will be provided during the Sunday Worship service starting on March 7th. Heather Enright and Tina Espe have researched Covid-safe guidelines and will be in charge of implementing and communicating them. The CF board has decided **not to start Children’s Church or Sunday School** for the remainder of this spring. There was discussion about the idea of having a kid’s lesson once a month during the Sunday service. The next Family Fun Night, for students 5th grade and under and their families, is scheduled for March 14th. *(This event has since been rescheduled for March 21st.)*

Tony presented an idea regarding the possibility of having two Sunday services. One service would require wearing masks and the other service would not. Another idea discussed was having Sunday School offered only on Wednesdays, for all ages. The LC discussed these ideas.

Rachel Krahn gave an update on **youth group**. The part-time interim youth director Elijah McKinney was done last Wednesday. Tom and Heather Enright have started leading youth group. Rachel stated she is thankful for their wisdom and enthusiasm.

The **Trustee** report was presented by Kelly Christianson. They have been working on a broken toilet in Ladies bathroom. He stated that the Carpets need cleaning and it is overdue. Kelly recommended a Professional service is needed.

**Deacon** board report was presented by Darrin Smedsmo. He stated that Milly Prachar is heading up a new **Women’s Bible study** by Priscilla Shirer. There will be 4 different groups meeting for discussion. Some will be in-person and some online. Prayer meetings continue on Wednesday nights and all day on Tuesdays. Tony Fichter will be leading an **Adult Sunday school** class, starting February 28th, using the book The Power of Knowing God, by Tony Evans.

Mary Huglen is the new chair of the **Missions and Outreach** board. She stated they are planning to update the Missionary board in the lobby. They would like to do Missionary highlights during Sunday service announcements. There was discussion about permission to do a door offering once per month for specific ministries that would be highlighted during the service. There are 2 long term missionaries that RECC supports through the ECC denomination. Other missionaries RECC supports because they have ties to our church, but we are not obligated to them. Mary gave the example of March highlighting the Roseau Food shelf. Then in April they are hoping to host a drive thru journey to the cross in our parking lot with an invite to the Easter Sunday service. They would encourage people to invite others who are unchurched. The **Easter egg hunt would not be possible this year** due to Covid restrictions. There was discussion about the idea of Monthly highlights of a missionary we support and/or ministries. Mary also presented ideas of bringing speakers or special events/revival type.

There was discussion about getting **a Men’s ministry** getting started. Tony and Steve are discussing it. Tony said he would be willing to plan Activities. Pastor Steve Hoffer said he would be willing to plan lessons.

Dave Anderson introduced the suggestion of a church member having a conceal and carry gun on the church premises. There was discussion that other churches have done this on a schedule and there is training on it.

Mary Huglen closed the meeting in prayer.

Pastor Steve excused himself from the meeting before the rest of the LC members started discussion about **Steve’s salary adjustment**. There was discussion on how to best do Steve’s performance review/evaluation. It’s valuable to get feedback from the congregation. **Kelly made a motion** to table the Steve ‘s compensation discussion until after the 360 Performance Review. Dave Anderson seconded. Motion passed.

Meeting adjourned.

Respectfully submitted by,

Rachel Krahn (in the absence of LC Secretary Sarah Johnson)

Tony Fichter, LC Chair