



RESURRECTION COVENANT CHURCH

Leadership Team Meeting Agenda
December 14, 2011

Feast and fellowship (thanks, Bruce and Carol!)

Opening Prayer 7:49PM

Reminder to follow up on meetings with new members
Marta met with Matt/Jenny and Rick met with Luke.

Ministry team updates

Mission

- Warming center meeting was held recently.

Stewardship

Update on the second boiler

- Installed and working properly - there is some additional work that the installer has offered to quote for AC of 8311

Update on loan status with NCP

- The loan was approved at 5%, a better rate than anticipated and what we'd budgeted for (by about \$150). Assume that payments of \$2450/mon will start in January/February.
- There will be an updated job description for the position of Sexton for this year's agreement with Bo Blumenshine.
- Eva Sullivan-Knoff - thanks to the church for help for clearing the space that she has been permitted to use for Spiritual Direction (we have 5 from our community who are meeting with her for direction at this time - awesome!).

Worship and Creative Arts

- More money in the budget would be helpful - a few \$100?
- The team would like to do more special pieces

Community Life

- Movement toward the creation of a hospitality team to help with potlucks, welcoming/greeting etc
- Energy is around special events for the 2012

Christian Formation

- Would like more money in the budget
- Food for thought - 22 people stayed for the last one (led by Dave Bjorlin)
- Table Talk - Facilitators meeting once a month to review the last section of the curriculum and prepare for the next...has been going well, from what has been communicated back to Aaron and the facilitators. The plan is to open up groups in January again.
- Consideration of a winter retreat for the community - Covenant Harbor? John's home near Appleton, WI? Another location (Fremont, MI)?

Serving in 2012

Nominating committee (which is a two year commitment) update -

- Had a meeting 12/11/11
- Have been contacting people.

Tasked with identifying nominees for:

- New Leadership Team members (3-4)
- Treasurer (2-year term)

Budgeting for 2012

Update from budget team (Bryan, Aaron, Dena)

- Determine if we already do, or if we would like to open a CDIA (Church Development Investment Account). It is not remembered to be a part of the current budget conversation at all right now.

Xerox copier

- It is time for us to buy out the copier (\$2,800) or re-up our lease (in 2011 we paid \$3,400 toward the lease).
- Leadership Team agreed to buy out the copier.

Pastoral staff

Dave's revised Letter of Call and salary for 2012

- Considering 1/2 the year with Dave; who is receiving housing and \$7,000 income; but does not need health insurance through the church.

Option for Resident starting mid-year, pending Dave's departure

- \$750/mo for 6 months (\$4,500), housing, payroll tax, and would not be able to provide health insurance under this budget, 20 hours/week.
- Who would be considered for this position?
 - Someone currently in the ministry field?
 - Seminary student, concurrent? (not our #1 preference)
 - Final year of study + an additional year?
 - Post-seminary?
 - Conversation: is this a living wage, appropriate for someone who must begin repaying loans?

Lilly Foundation "Transition in to Ministry" grants – Rick?

- 12:30 CST January 5, phone conversation with the person who administers the program.

Administrative Assistant position

Job description

Post job within the community before end of year – start date of February 1, 2012

- \$10/hr for 16 hrs/week (48 weeks), payroll tax associated for that = >\$10,000/year for this position.
- Willing to reduce the number of hours of this position to more fairly pay Dave and/or the proposed Resident position.

Budget to be released to the membership January 8, 2012

Policy updates from Bryan

- Sexual Harassment Policy
 - Guidelines for how to handle this type of situation between anyone within the ResCov community in relationship with anyone with acknowledged leadership role within the church, whether paid or volunteer, i.e.: Sunday School teacher, Leadership Team member
- Use of church property for special events (ie: weddings), benevolence gifts and offerings, and maternity/paternity leave.
- May be helpful to compare our document with what the Ministerial Ethical Guidelines are

Annual Celebration and Meeting – January 22, 2012 – Planning

Pastors' annual reports

Leadership Team report

Affirmation of new Leadership Team positions and Treasurer

Budget review and approval

- Idea: update from each Ministry Team (voices outside of LT?) within the context of the budget to help connect the numbers to the work that is accomplished within each of these areas.

Warming Center fundraising appeal....5-10 minutes?

Potluck!

Need to schedule Aaron's annual review between now and January 8

- Marta to host dinner (2542 N Kedzie #209) - (Tuesday/Wednesday? Jan. 3/4)

January Saturday session – January 7, 10 am – 3 pm @ Rick's (4759 N Paulina St. #1)

Annual Celebration and Meeting – January 22 – announce this Sunday

Closing Prayer