

LEADERSHIP COUNCIL MEETING NOTES

Leadership Council Meeting Notes – February 16, 2026

The Leadership Council met on February 16, 2026, at the North Campus. Dr. Dave Marks from The Center Consulting Group joined for a portion of the meeting.

- **Meeting Minutes Approval**
 - February 2 minutes approved unanimously.
- **ERC Update**
 - Final Employee Retention Credit payment expected February 18th, resolving a previously short-paid balance of approximately \$37,000–\$38,000.
- **Missions Update**
 - NRF is supporting 8 mission organizations in 2026. Monthly featured missions will be highlighted throughout the year, with May designated as full Mission Sunday.
 - A Kenya mission trip is planned for August in partnership with Youth Promise Kenya, focused on digital literacy training. An informational meeting is scheduled for March 8 after services.
- **Youth Winter Retreat Recap**
 - 58 students and adult leaders attended the retreat themed "Redeemed." Strong spiritual response was reported, with increased church and group attendance noted in the weeks following.
- **Sprinkler System Water Damage**
 - A frozen pipe burst in the sanctuary, causing water damage throughout the sanctuary floor and approximately 12 lower-level rooms. Moyers Services Group is handling cleanup and repairs, with an estimated 2-month timeline. Church Mutual insurance is engaged.
- **Creative Moments Relocation**
 - Due to water damage, Creative Moments ministry is temporarily relocating to other rooms in Church.
- **Alcohol Policy – (Vote Recorded)**
 - The Leadership Council unanimously affirmed that no alcohol is permitted at church-sponsored functions, citing ministry values, Celebrate Recovery conflicts, and insurance concerns.
- **Bylaw Suspension – (Vote Recorded)**
 - Motion to temporarily suspend three bylaw provisions: the Recording Secretary position, the Treasurer position, and the minimum trustee count requirement.
 - Motion: Chris Dunne | Second: Eric Drumheller | Passed unanimously
- **Policy Governance Training**
 - Dr. Dave Marks introduced a policy governance model and self-populating agenda system to help the LC operate with clear lane separation between board-level policy setting and pastoral/operational execution.
- **Housing Allowance Amendment – (Vote Recorded)**
 - Pastor Daniel Mojica's housing allowance was amended effective the current pay period through the remainder of 2026.
 - Motion: Eric Drumheller | Second: Lori Barefoot | Passed unanimously
- **Additional Updates (FYIs)**
 - "Unoffendable" church-wide study: 392 participants registered.

- Essentials class: 43 participants, 34 planning to join on March 8.
- 10 adult baptisms planned for 2026 (March, May, October).
- One person accepted Christ two Sundays ago; follow-up ongoing.