

## Leadership Council Meeting – February 2, 2026

The Leadership Council met on February 2, 2026, at the North Campus. Dr. Dave Marks from The Center Consulting Group was present as a guest.

- **Opening Devotional**
  - Dr. Dave Marks led a devotional on leadership unity titled "From Fragile to Firm," emphasizing that unified leadership is a requirement, not a preference, for a healthy church.
- **Meeting Process**
  - The council agreed on a streamlined agenda process: Pastors Ricky and Cole will send agendas with FYIs in advance; any items needing deeper discussion will be addressed at the meeting; voteable items may be handled at any meeting going forward.
- **2026 Budget Approval – (Vote Recorded)**
  - Motion to approve the 2026 budget as mailed.
    - Motion: Eric Drumheller | Second: Lori Barefoot | Passed 5-2
  - 2025 year ended \$131,000 ahead of budget. After accounting for the 2026 projected deficit, net surplus is approximately \$47,000. Current cash reserves: \$1.1M (\$200K restricted).
- **Worship & Services Updates**
  - 2025 weekly attendance averaged 573; January 2026 averaged 602. First-time guests in 2025: 504.
  - Upcoming: Ash Wednesday (Feb 18), Palm Sunday with choir/orchestra, Good Friday (7pm), Easter Sunday with added Saturday 7pm service, and Sunrise service at 6am.
  - Summer Sundays planned for June 14, July 12, and August 9 — combined services followed by brunch, focused on relationships.
  - Mission Sunday: May 31, featuring all 8 mission partners.
- **Facilities & Trustees**
  - HVAC replacement above sanctuary required by June.
  - Retention basin failed township inspection; cleanup (mowing, tree removal, spillway clearing) must be completed by May.
  - Modular unit removal options under review; church confirmed it has no financial liability from prior transaction.
- **Congregational Care Pastor – (Vote Recorded)**
  - Motion to approve hiring of a part-time Congregational Care Pastor per submitted job description.
    - Motion: Dave Reppert | Second: Chris Dunne | Approved unanimously
- **Legal Services**
  - NCLL legal services engaged for unlimited counsel, including annual bylaw review and sample document access.
- **Catalyst Team Formation – (Vote Recorded)**
  - The Leadership Council established a Catalyst Team (CAT) — a temporary, action-oriented working body tasked with helping the congregation, staff, and LC move into a new season of unity, clarity, health, and mission effectiveness. The team meets twice monthly through June, with a report due July 26.
    - Motion: Bob Carle | Second: Lori Barefoot | Approved unanimously

- **Upcoming**

- Congregational Meeting: March 1, 12:30pm — introduction and commissioning of the Leadership Council and Catalyst Team.
- Next LC Meeting: February 16, 6:30–8:30pm, North Campus.