

LEADERSHIP COUNCIL MEETING NOTES

Leadership Council Meeting Notes – March 16, 2026

The Leadership Council met virtually on March 16, 2026 from 6:30–8:30pm. Guests included Dr. Dave Marks (The Center Consulting Group) and Mark Jaeger (Catalyst Team).

- **Meeting Minutes Approval**
 - February minutes approved unanimously.
 - Email vote formally recorded approving Monica Shanley's Housing Allowance as she steps into the role of Congregational Care Pastor.

- **Catalyst Team (CAT) Update – Mark Jaeger**
 - Team operates through two working groups: Governance Team and Bridge Building Team.
 - Bridge Building Team focus: communications between ministries, church website, welcoming new attendees, worship service connections, ministry structure, and volunteer engagement.
 - Governance Team focus: reviewing governance models, revising bylaws, clarifying leadership roles, developing decision-lane structures.

- **Governance Framework Update – Dr. Dave Marks**
 - Staff-Led / Board-Governed model being developed: Leadership Council governs through policy/mission oversight; Senior Pastor leads vision/strategy; staff handles day-to-day.
 - Leadership Council responsibilities: define mission, set executive limitations, hire/evaluate Senior Pastor, ensure accountability, protect church unity.
 - Decision lanes will clarify who decides what and how LC stays informed without managing operations.
 - Self-Populating Agenda concept: identify key topics early, assign a decision leader, set timelines, plan implementation and communication.

- **FYI / Informational Updates**
 - Membership Proposal Process: upcoming bylaws revision will define active vs. inactive membership, eligibility, voting rights, and involvement expectations.
 - Pastoral Sabbatical: Dr. Marks recommended implementing sabbatical rhythms for pastoral staff to prevent burnout. Would be addressed in Leadership Manual or Employee Handbook.
 - PBAP – “Bubbling Up” Gathering: 3–4 hour event inviting congregants to share ideas and ministry priorities via table discussions and written feedback. Childcare will be considered. Pastor Ricky will coordinate logistics with Dr. Marks.
 - Building Equity: Discussion on helping Pastor Cole build equity in the church-owned home.

- **Discussion on Local Church planning another campus.**

- **Communications**
 - Catalyst Team email is active and working (shared in Weekly RoundUp on March 11).
 - A brief congregational update may be shared in coming weeks; more communication will follow as progress is made.