



Church Council Meeting

September 10, 2026

Attendees:

- Alex Stadler, Dave Hamblin, Shelly Asjes, Ken Harnett, Megan Spaulding

Agenda

1. Ministry License Policy Review. Pastor Alex has a new policy for the Church Council's review.

2. Associate Pastor Search Update. Pastor Alex will give an update on the current status of the Associate Pastor search.

3. New Hire Relocation Package. The Trustees have talked about using budgeted funds from the associate pastor's salary, to help cover relocation expenses for the new pastor. Input from the Council is requested.

4. Ministry Updates. Everyone will have a chance to present updates to their respective ministries.

Notes

Ministry License Policy

- Alex presented a new formal Ministry License Policy (note: document title has a typo—"animal policy" instead of "ministry policy," which was noted and will be corrected).
- The policy clarifies that:
 - Ministry licensure is not employment — someone can be a licensed pastor without being staff, and staff without being licensed.
 - Licensure is not automatic membership — only the congregation can approve members (per bylaws); staff/volunteers are expected to *pursue* membership but cannot be granted it by Council.
 - All licensed pastors (volunteer or staff) go through child abuse prevention screening.



- Licensure is granted by Church Council and stands for as long as the person remains associated with First Street (revocable only for disciplinary reasons).

Alexander Garcia – Ministry License Approval

- Decision: Dave Hamblin moves to approve the ministry license for Alexander Garcia, Ken Harnett seconded. The motion passes unanimously.

Alexander Garcia – Visit Details

- Arrival: October 9 (evening). Guest speaking Sunday, October 11. Start date: December 13.
- Costs already paid: ~\$1,700 for flights (Alex + 16-year-old son), \$700 for 4 nights at Holiday Inn Express in Thornton, \$500 for his meals, ~\$400 for a post-service council lunch with spouses.
- Total visit cost (~\$3,000) is funded from unspent salary budget from five months without a lead pastor (\$26,583 saved).
- Alex will invite Alex Garcia and his wife to dinner on arrival, bring him to the church Saturday, and host a council lunch with spouses Sunday.

Relocation Package – Decision

- Decision: Council agreed to offer a \$10,000 relocation bonus in the job offer, framed as a generous gift rather than an enforceable contract.
- Discussed potential clawback/pro-rated forgiveness provisions but concluded the church cannot afford legal enforcement costs.
- Ken dissented but accepted the majority decision.
- Alex to send the job offer (including the bonus) to Alexander on Friday, asking him to hold off on signing until after the visit. The motivation is to assist the Garcia family in securing a home.

Worship Ministry Updates

- Ryan and Colin (volunteers) are being trialed as a replacement for Envia; potential to cancel the Envia contract if they prove reliable.
- Josh's scheduling has been paused due to lack of communication (possibly promoted at another job).
- Fred is training a new sound kid.

Children's Ministry Updates



- Sandra has taken over volunteer scheduling (replacing Jasmine, who faltered when school started).
- Ministry is scheduled through October with at least one year of curriculum built out by Jasmine.
- Two new young helpers (Bruce's son Owen, Janelle's son Jace, both in middle school) are contributing.

Food Bank

- Regular volunteer numbers (23–31 per shift).
- New help from ISCO students (a program for young people transitioning to the workforce) volunteering on Saturdays and Wednesdays (including a Spanish speaker).
- Ken is monitoring the freezer; it has held up but is being watched closely.

Facility / Grounds Maintenance

- Lighting: LED conversion is not feasible — the entire lighting system (fixtures + smart packs/wiring) would need replacement, estimated at tens of thousands. Current incandescent setup is working fine.
- Cross on the A-frame: Needs new cross and the boards need scraping, repainting, and possibly metal flashing for longevity. Ken requested a quote for a lift with bigger/wider tires to reach it.
- Capital Improvement: \$25,000 lobby project is approved for the October budget.
- Mini-split in video room: Someone is turning it off, causing overheating of electronics. Ken requested that it remain on.

Alex concluded with a short time of group prayer for the church, the Garcia family, and the meeting.