

Dear Faith Community Church,

Your Board of Elders desires to inform you of our recent activities and request your prayer for us as we collectively pursue our Spirit-led mission of making more and better disciples of Jesus Christ. Below is a summary of our January activities. If you desire to learn more about a given subject, please don't hesitate to contact a pastor or elder. Thank you for your interest and desire as we seek to help thousands more experience Jesus in a gospel inspired life.

January 9, 2024 Regular Elder Meeting:

Updates

- Registrations for Christianity Explored are showing a number of people who are generally new to us – good news!
- A new class will begin piloting in Q1 – Soul Care Advocates and will be taught by our counseling pastor.
- FCC is planning to host a parenting conference in Q1.
- Two of our MCs are planning to multiply in the near future (2 new MCs will be launched).

Topics:

Prayer: The elders discussed various needs and situations and spent time in prayer for our church.

Design and Build (D&B) Team Update & Affirmations: A majority of our time at this meeting was spent on this important and complex task. The D&B team leader provided an update to the elders. The team had a very good meeting with our architect in late December that resulted in two designs that are anticipated to meet the objectives requested by the elders. Following that meeting, the D&B team chose a preferred plan that included some small alterations. Aligned with that plan, the D&B team made a recommendation to the elders about how our future parking needs can be best fulfilled. The elders discussed and affirmed the plan. The D&B team also made a recommendation to the elders about how to best enable our auditorium seating needs. The elders discussed and affirmed the team's recommendation. The D&B team also recommended to the elders their preferred floor plan design to achieve the various elder objectives for the expansion project. The team leader also noted that important discussions with key FCC stakeholders have not yet been completed but were scheduled. The elders discussed and affirmed the directional approach to the floor plan and its final determination. The team leader also updated the elders on the anticipated cost and the expected timing for a quote from our builder. The team leader informed the elders that formal decisions from the elders will be requested once a formal cost estimate is available. The elders expressed their deep thanks to the D&B team and the team's leader.

FCC Video Ministry Review and Outlook: FCC's elders had requested an update on this subject. FCC's worship director kindly prepared and provided it. Our worship director discussed how the various aspects of our video ministry have been built out over time and what the historic costs have been. He also discussed the pending needs as well as future opportunities to enhance and expand our video ministry. The elders authorized the Executive Pastor to disburse funds in the member approved capital budget that were designated for the immediate video needs he discussed. The costs and technology needs for any possible future campus plant were also discussed. No formal decisions were made on these. The elders expressed their deep and sincere thanks for the development, launch, and continued improvements to our video ministry. Our video ministry has become a very important tool that helps us reach people who may not know us and to continue to reach those who do know us but have difficulty being physically present on our campus.

Sabbatical Policy: As discussed in the previous update, FCC's sabbatical policy is in the process of being finalized. At this meeting, a number of important details were discussed, debated, and approved by the elders. These decisions will be crafted into a formal written policy and subsequently brought to the elders for final approval.

January 23, 2024 All-Elder Meeting:

Updates

- The initial cost estimate for our capital expansion project largely meets our expectation.
- The elders were updated on our campus pastor search. Two candidates are moving forward.
- Two Next Generation ministry job descriptions (and open jobs) will be completed and posted in the coming weeks.
- An initial plan for a pilot of a 'diaconate' ministry (without formal deacons or deaconesses) was noted.
- A complex and potentially materially significant matter relating to our employee health plan has recently arisen and was noted. The elders will be further informed as the matter becomes clearer.
- General plans for our Q2 marriage ministry and summer kids' ministry were noted.
- A request to 'roll off' older elder reports from our website was made and a counterproposal made.

Elder Board Organizational Topics: As constitutionally required, the elders appointed a chair (Gregg Bennett) and a vice chair (Jim Duffey) to a two-year term. These appointments are a continuation for each. The elders were advised that two of our elders who have been on constitutionally required sabbaticals intend to return during the coming calendar year. The elders affirmed their decisions. Per FCC's by-laws, two of our elders have requested to be 'delegated elders' so as to focus their time and efforts on a specific ministry of our church. One will focus on our next generation ministry and the other will focus on our likely forthcoming

diaconate ministry. The elders also looked toward the future relative to the need to call forward further non-vocational elders. No such need was foreseen for the current year.

Quarterly Metrics and Financial Review: Our executive pastor reported on the metrics we track regarding various aspects of our ministry. 2023 was an amazing year. Most every metric was extremely encouraging. Financially, God continues to provide more than we budgeted for and our spending in this fiscal year remains well below plan. The elders thanked God for the work He appears to be doing amongst us. Various highlights will be shared with our body at the annual celebration dinner on February 18th.

Theology Position Paper - Roles, Responsibilities and Authority Structure in the Local Church:

The elders began work on this subject during 2023 but chose to put it on hold due to a very high load of other activities. The position paper will likely state FCC's elders' response to 15 questions related to the way biblical requirements for specific roles and responsibilities in the church. The position paper was re-introduced at this meeting by looking at edited versions of the first five questions. Four of them are now largely agreed upon and a fifth is close. One of the yet-to-be discussed questions was also discussed and largely agreed upon. Three new questions concerning deacons and deaconesses were also presented to the elders to assess whether the responses that were drafted are adequate. A fourth question was also proposed but time didn't allow further discussion. This topic will be further discussed at a subsequent meeting.

How you can pray us:

- For God's grace, healing, and presence for the Prince family.
- For Dan Clancy and his health as he continues to lead our Next Generation ministry.
- For God's guidance and wisdom as the elders and staff begin filling important positions at our church that are associated with forthcoming retirements and planned additions.
- For a successful transition for our new executive pastor and his family.
- For God's guidance and wisdom for the elders as they develop a new pastor on-boarding plan.
- For God's wisdom and guidance as we look to begin implementing our plans to accommodate and enhance the growth that FCC has been experiencing – specifically our efforts to design a facility that will meet our needs and budget target.
- For God's guidance and wisdom as we contemplate how to best shepherd, via a diaconate structure, those who call FCC home. We earnestly desire to do this well while being a church of our size.
- For God's guidance and wisdom as we contemplate how to best develop a leadership and discipleship initiative to meet the needs of FCC.
- In thankfulness to God for his continued and faithful provisions to FCC and his work in drawing many more in joining with us.
- For the unity of our body as we experience a number of changes that our present growth is bringing about.

- For God's wisdom, guidance, and unity for the elder board as we continue to contemplate and discern many matters of importance, including our continued discussions concerning roles, responsibilities, and authority within the local church and specifically how it applies to our context at FCC.
- For God's wisdom and guidance as FCC contemplates what church planting via a campus planting model means in practice.
- For God's grace and blessings upon our church and wisdom for our leaders – especially as we deal with a complex health plan matter.
- For our staff and volunteers as they work diligently to faithfully serve the increasing number of people who are calling FCC home.

In Love and Peace,

Gregg Bennett – Chairman of the Elders on behalf of your Elder Board:

(Gregg Bennett, John Blum, Bill Brinkman, Jim Duffy, Dan Fosterling, Jon Gross, Steve Holsteen, Eric Lent, Tim Porter, Tim Prince, Pat Stream, Tim Studt, Larry Szyman and Chris Willeke)