

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 February 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.

February 13, 2024 Regular Elder Meeting:

Updates

- Larry Szyman was recognized by the Rotary Foundation for his work with our local Rotary chapter. He was named a Paul Harris Fellow. Congratulations and thank you!
- The elders were updated on the interview process concerning our national search for a Campus and Community Pastor.
- The elders were updated on a new member interview scheduling process that will be in effect for our next cohort of new member candidates.
- The elders were reminded that a Sabbatical Policy document has been sent out for their review and comments.

Topics:

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

Employee Health Plan (EHP) Matter: The elders were apprised of the nascent subject during our second meeting in January. It is a complex topic that also falls under HIPPA law. HIPPA law requires a certain degree of confidentiality and consequently precludes fully open discussions. In summary, the financial accruals that have taken for our EHP appear able to cover the matter should the fullness of its impact come to pass. The elders were also advised of a number of steps that are being taken to improve the matter and they approved their direction. The elders also authorized a sub-team of elders to make timely decisions as necessary. The sub-team will keep the board of elders informed.

Design and Build (D&B) Team Update: The final Phase I design proposal was reviewed. Also posted for the elders were various renderings that have been completed. A final budget estimate has been received from our builder and the elders' cost target has been met. So too have the elders' building expansion objectives. The elders were also informed that an 'Interior Design Team' has recently been commissioned to begin planning for the various interior needs. The team is being led by one of the elders. The elders were also presented with possible loan scenarios that may be needed – dependent upon the outcome of our planned capital campaign. The initial loan projections also met the elders' target. A formal capital authorization, that will ultimately need to be approved by the membership, is planned to be requested in March.

2023/2024 Staff Goals and Objectives: The elders reviewed the subject. The proposed 2024 goals and objectives were aligned with the elders' vision script for 2024. These goals and objectives will be reviewed quarterly throughout 2024. The 2023 goals and objectives were also reviewed for a final time. The elders noted their appreciation and thankfulness to the staff for their many and important accomplishments of 2023.

New Pastor On-Boarding Plan: In 2024, FCC will very likely be hiring two new pastors. A plan for successful pastor on-boarding was reviewed. The plan builds upon the FCC's non-vocational elder on-boarding process and adds substantial FCC-staff-specific objectives. The elders affirmed and approved the plan.

Delinquent Membership: FCC's membership roll was recently reviewed. A number of examples where members appear to have left FCC, while technically remaining members, were observed. FCC's constitution provides a process for removing delinquent members and the process was reviewed. It is noted that the general desire of the constitutional process is to restore delinquent members back towards active membership. The elders agreed that the topic should be addressed. Two elders were tasked with suggesting specific next steps and the topic will be contemplated further at a future meeting.

Sense of the Elders – Campus Planting: The elders reviewed and discussed our efforts to discern the Spirit's call for FCC in this matter. Next steps were agreed upon. It was also agreed that certain theological questions regarding our precise understanding of 'church' should be further contemplated. This topic will also be followed-up upon at future meetings.

February 25, 2024 Regular Elder Meeting:

Updates

- Insights from our first-ever Annual Celebration Dinner were observed and discussed. The event was perceived to have gone very well. Opportunities for future improvements were also noted.
- The significant on-boarding efforts regarding our new Executive Pastor, who will be starting on April 1st, were reviewed and noted with appreciation.
- An update on the interviewing process for our Campus and Community Pastor was provided. A request to formally offer the candidate this position was approved.
- An update on the Employee Health Plan matter (noted in the above Feb. 11 elder meeting notes) was provided and substantially discussed. Various options were considered. The elders agreed to continue to follow originally proposed plan.

Childcare Protection Policy Breach: The majority of this meeting focused on the subject which occurred on the weekend that preceded our Tuesday evening meeting. The elders were informed of the policy breach and the resultant actions that have been taken. The church is not aware of any criminal activities. However, a suspicious activity report has been filed with the

police to ensure the best possible follow-up. (A March 4 e-mail to all members provides more detail and interested persons are requested to review that document and/or to follow up with Steve Holsteen, Tim Porter or Pat Stream.). The elders reviewed the topic in detail and support the actions that have been taken to date. A number of staff specific actions are already underway and several continue. The topic will be followed up upon by the elders at subsequent meetings.

Diaconate Pilot Update: An update to the subject was provide by our delegated elder who is leading the effort. A list of 'pilot deacons' was discussed and a final list ultimately affirmed. The initial 'pilot deacons' will not be 'formal church office deacons'. (FCC's move to a formal diaconate would follow a pilot effort.). The elders expressed their sincere thanks for these important efforts and also prayed for the initiative.

Prayer: The elders discussed various specific needs and situations related to our church. In a broad number of ways, the elders are feeling the spiritual battle that is underway. We continue to request everyone's prayers for the protection and effectiveness of our church and its mission.

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 wisdom and guidance as 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 within the 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 decide 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 Duffey, Dan Fosterling, Jon Gross, Steve Holsteen, Eric Lent, Tim Porter, Tim Prince, Pat Stream, Tim Studt, Larry Szyman and Chris Willeke)