

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 May 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.

May 14, 2024 Regular Elder Meeting:

Updates

- A baptism service is nearing, and a number of encouraging faith stories were shared.
- Dates for the upcoming budget and the annual business meeting were provided.
- An update on Next Generation staffing and hiring efforts was provided.
- An update on efforts and actions in response to the recent Child Protection Policy breach was provided.
- A final budget update was provided.

Topics

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

Capital Campaign Update: An update on the capital campaign effort was provided. The slide deck for the initiative has been completed. The capital campaign will have three phases. Individual donor meetings will begin in June. Broader meetings will commence in July. A three-week sermon series is planned to begin in late October. All meetings are asking donors to join FCC in prayer and in a spiritual journey toward a pledge. Pledge commitments are planned for November 17th. A December 1st announcement of the campaign's result is also planned.

Leadership/Discipleship Initiative (LDI): In light of Dan Clancy's passing, it has been decided that staff-based resources needed to be redirected toward our Next Generation Ministry and that the LDI efforts would be put on hold. The Elders were informed and approved of an Elder-led pilot effort to focus on a more narrowly scoped discipleship initiative. A pilot for Fall 2024 is targeted.

Caring for Pastors and their Wives: The Elders were updated on this effort. A late-summer proposal is being targeted.

Exempt/Non-Exempt Employee Classifications: The Elders were updated on recent Department of Labor law changes that impact the subject classifications. This law will require FCC to change certain positions from exempt to non-exempt. The Elders were informed of these changes and their implications.

Sense of the Elders - Financial Data access: A Sense of the Elders discussion was held on the subject. FCC's long tradition has allowed for only our Finance Manager to have full access to FCC's financial data - which includes giving data. This approach causes certain inefficiencies, and challenges, and can preclude effective discipleship. Each topic was discussed. It was proposed that FCC's Information Specialist and Executive Pastor also be given full access to FCC's financial data. The Elders agreed to the proposal with the understanding that formal non-disclosure agreements for those with such access is also to be put in place.

Approach to Interviewing 'Returning Members': FCC is beginning to experience the return of former members who had asked for their membership to be constitutionally erased. As they return to FCC, the question arose as to whether the faith stories of these members needed to again be discerned via an Elder interview. It was decided that only a re-commitment to FCC's faith statement would be required and that an Elder interview was not needed.

Together for Good Initiative: The Elders were advised that the subject initiative has been re-engaged. A different staff leader will be the primary liaison.

Pre-Recorded On-line 'Bumper Videos': The Elders were advised that pre-recorded videos for our online ministry are being created and are planned for use either preceding or following our online ministry. One intention of the videos is to invite our online followers toward Christ-centered community wherever they may be.

May 28, 2024 Regular Elder Meeting:

Updates

- 29 people are presently signed up for the upcoming baptism service.
- Police/Canine trials will be held on FCC this upcoming Sunday to Wednesday. Don't be surprised to see a lot of police cars in our lot.
- The budget vote will be this upcoming Sunday.
- The Child Protection Policy Task Force recently completed their work and submitted a final report. Elder-led meetings with pastors and staff are now beginning.
- An update to our employee health plan topic was provided.
- A reimbursement matter was discussed and noted.
- The Elders were informed that our plan to install parking to the North side of the building will not meet the targeted number of spaces given recent code changes concerning retention ponds. An effort to look toward the South is underway.
- The Elders were informed of the interior design team's efforts. Various changes to the originally proposed layout are being contemplated.
- Four summer interns for the Next Generation ministry have been hired. Three have just begun onboarding.
- A possible high school/middle school ministry-leader candidate has been identified, interviewed, and is being invited for a visit.

- Our newly hired Campus and Community Pastor and his family are expected to arrive shortly. Strong MC support is helping with various move-related matters.

Topics

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Uganda Trip Update: The two pastors who were recently in Uganda to support FCC's effort there provided feedback. Local church planting continues to happen and is significant (e.g. 250 people). A hunger for the Word of God continues to be apparent. The trainings continue to include a significant Ugandan-led element. FCC's next trip is planned for May '25.

Plan to address Lapsed Memberships: The Elders followed up on this previously discussed topic. A plan to contact lapsed members and determine their interest in being in covenant membership with FCC was presented. An October completion was noted.

Diaconate Pilot Update: The Elders were updated on this pilot initiative. The effort has formally begun. The initial team presently comprises four couples. A fifth couple may also join. Specifics concerning the effort were also discussed.

Campus Planting – Financial Considerations: The Elders were provided a high-level estimate of the financial commitment required to launch a campus plant. Campus planting is a more expensive endeavor than our historic approach of independent campus planting. A key consideration will be any debt burden that FCC takes on regarding the planned building expansion. Various estimations were made. Depending on the success of the ongoing capital campaign, a campus plant as soon as 2027 or as late as 2030/31 needs to be contemplated. These estimated dates will be shared as part of our capital campaign. It was agreed that the Elders would table further discussions about campus location until we had a better understanding of the result of FCC's capital campaign.

Sense of the Elders - HAMA Participation: The Elders discussed FCC's historic participation in the Hudson Area Ministerial Association (HAMA). One of our retiring pastors has been our liaison for many years. It was noted that the activities of HAMA have become fewer over the years. The most recent HAMA-enabled Thanksgiving service will be the last. After much discussion, it was decided that FCC would disassociate from HAMA. FCC will continue various other ecumenical activities on an ad hoc basis.

How you can pray us:

- For God's grace, healing, and presence for the Prince family.
- For God's grace, healing and peace upon Dan Clancy's family and all those impacted, including our many youth, by his recent passing.

- For God’s guidance and wisdom for our staff and elders regarding our Next Generation ministry as FCC works through an interim staffing plan and looks to hire a replacement candidate.
- For God’s grace and wisdom upon the two new pastors that FCC has recently hired and that they will be enabled to quickly and effectively begin ministry at FCC upon their arrival.
- 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 and prepare to finance it through a capital campaign.
- 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 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 Jan van Amerongen)