

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 10, 2023

Membership Updates: The elders shared and discussed a variety of member-related news and observations.

Annual Meeting Planning: An overview of the February 5th annual meeting agenda for was provided. The elders directionally affirmed the proposal.

Capacity Planning Update: An update was provided as a follow-up to the special elder meeting held on Saturday 12/10 and to prepare for the second such meeting planned for 1/14/23. Various insights into the pros and cons of some of the options being considered were briefly noted. (The topic is discussed in more detail below.)

Home School Co-op Building Use for the 2023/24 School Year: As discussed in the November and December monthly reports, the elders have committed to providing directional guidance to the home school co-op in January in response to their desire to use our building for the 2023/24 school year. A meeting with the co-op will likely occur during the second half of the month. The elders affirmed our desire to avoid, as best as possible, engaging in a commitment that might conflict with any possible building renovation projects. (It was ultimately decided that we could provide semester-by-semester (6 month) commitments.) The elders hope to clarify possible projects following the planned 1/14/23 special elder meeting. The elders also affirmed their previous guidance to work with the home school co-op toward fair and equitable cost sharing aligned with our building use policy.

Executive Pastor Retirement Transition Plan: The elders were informed of a plan concerning this subject that had been developed in discussions between the executive pastor, the chairman, and the vice chairman. The elders affirmed and approved the proposal.

Process to note staff goals and objectives: The elders were informed of the process by which various elements of our vision script will become formal goals and objectives for the staff. The elders affirmed the approach and the content.

Sense of the Elders – Messaging to on-line viewers: FCC has a substantial number of people who participate with us on Sunday mornings. We estimate the average number of Sunday morning viewers to be about 385. We have no way of knowing exactly who they are, unless they

directly inform us. A discussion was held concerning the content of 'direct messages' to these on-line worshipers. It was agreed that we want to communicate the importance and benefits of in-person attendance for engaging in Christ-centered community and participating in the local church. The staff will propose an approach to communicating these messages to those joining us on-line for worship.

Prayer: The elders prayed for our church and its many and various needs.

January 24, 2023

Prayer: The elders opened the meeting with prayer for our church and its many and various needs.

Fourth Quarter (2022) Finance and Attendance Update: A quarterly and annual report was presented to the elders. FCC has continued to be blessed with significant, double-digit, attendance growth. In-person auditorium attendance essentially matches our pre-COVID numbers. (Sunday on-line attendees are in addition to this.) The number of children involved in our Sunday morning programs is dramatically higher. For the total year, our tithes and offerings slightly exceeded our budget though the rate of increase in giving was well below our attendance growth. Spending, in total, was under plan. In total, income exceeded expenses for the year. The elders also reviewed the church's balance sheet and its various changes. The elders continue to be extremely thankful for God's faithful provision and His work in drawing many more to join with us!

Staff Objectives: The elders reviewed the Q4'22 staff objectives and accomplishments. The elders also reviewed the proposed Q1'23 objectives and their alignment with our vision script. The objectives were directionally affirmed.

Proposal for enabling more flexible cleaning and 'turning' of FCC: FCC is hosting an increasing number of ministry activities and events. As a result, building use is beginning to exceed our staff's ability to clean and 'turn' (e.g. rearranging of rooms) the facilities. A proposal to contract with a third party to enable more flexibility and additional capacity was reviewed. The elders affirmed the approach and experimenting with its use.

All-Elder Quarterly Meeting Topic: Assuming the membership approves the proposed constitutional changes, FCC will move to a single elder structure that allows some elders to be delegated to specific FCC endeavors. To keep all elders connected to our overall mission, we will begin quarterly, all-elder meetings focused on important church-wide topics. We may also use the time for group development. Potential topics for the April meeting were discussed and directional feedback was provided.

FCC Sabbatical Policy: FCC's approach to pastoral sabbaticals was discussed. It was agreed that an opportunity for further clarification exists. The topic will be discussed further at a future meeting.

Feb. 14 Elder Meeting: The planned elder meeting of February 14th was cancelled due to its conflict with Valentine's day.

Special Saturday Elder Meeting: 1/14/23: A second special Saturday morning elder meeting was held to focus on the topic of the growth FCC is experiencing. As noted in the December monthly report (which should be read to enable context), the elders reviewed our historic auditorium attendance, Sunday AM children attendance, and Wednesday PM children and youth attendance. We are generally exceeding our pre-COVID attendance. Additionally, the rate of growth across our range of ministries is higher than prior to the pandemic. Consequently, we face the possibility of 'overcrowding' in the near future. Various 'pinch points' were reviewed and discussed.

Therefore, the elders requested a task team to develop options to, 1) increase seating capacity in the auditorium; 2) determine if additional youth space could be created to enable a Sunday morning 'youth wing' while simultaneously freeing up space for adult discipleship, and; 3) explore how a third service might be best enabled. This meeting focused primarily on reviewing these options.

Ultimately, it was decided that the elders wish to first focus on 'optimizing attendance' between our 9AM and 11AM services. (Substantially more attend at 9AM.) The elders requested the staff to bring ideas forward for our next meeting. While no decision has been made to increase seating capacity in the auditorium, the 'balcony option' was found to be preferred over smaller chairs or moving the East wall eastwards. While no decision has been made to create a Sunday AM 'youth wing', an option to add about 3000 sq. ft. of new space was presented and discussed. Staff input on the proposal is needed and will be sought. Further discussions were also held about how to best approach a third service.

As these discussions continue, please know that no final preferences or decisions have been yet made.

The elders agreed that another Saturday morning 'special meeting' would be needed. This was subsequently scheduled for February 18th. That meeting will also likely discuss our strategy for church planting.

How you can pray us:

- For God's grace, healing, and presence for the Prince family.
- For God's grace and blessings upon our church and wisdom for our leaders.
- For Dan Clancy as he continues to lead and develop our next generation ministries.
- In thankfulness for the three men who are now serving as non-vocational elder apprentices -- that their apprenticeship would be effective.

- For God's guidance and wisdom as we contemplate how to best shepherd, via a deaconate structure, those who call FCC home. We earnestly desire to do this well while being a church of our size.
- In thankfulness to God for his continued and faithful provisions to FCC and his work in drawing many more to join with us.
- For God's wisdom and leading as we seek to broaden our marriage ministry.
- For God's wisdom and guidance as we move to a 'school year' budget cycle.
- For God's wisdom and guidance as we discern how to best plan for, enhance, and accommodate the growth FCC is experiencing.
- For God's wisdom, guidance, and unity for the elder board as we continue to contemplate and discern many matters of importance.

In Love and Peace,

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

(Gregg Bennett, John Blum, Jim Duffy, Dan Fosterling, Chris Willike, Steve Holsteen, Eric Lent, Tim Porter, Tim Prince, Pat Stream, and Larry Szyman)