

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 14, 2023: The regularly scheduled elder meeting was cancelled due to the conflict with Valentine's Day.

February 28, 2023:

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

General Updates: Due to the cancellation of the February 14th meeting, a number of updates were provided to the elders on various matters. The updates included:

Cash Management Team: A recommendation to transfer the proceeds of maturing US Treasuries into a premium money market fund was affirmed to avoid default risks associated with the anticipated debt-ceiling debate this summer.

Letter to the Board of Elders concerning the local home school co-op: A member letter to the board was received concerning the elders' approach to the subject. Similar concerns have been raised by others in conversations with elders. A response to the letter was sent and a follow-up plan is in place. Additionally, a communication will be drafted for the home school co-op participants who regularly attend FCC. The letter will explain background, the elders' rationale, and certain aspects of our communications with the co-op's board.

Letter to the Board of Elders concerning a ministry opportunity in Africa: The board received a non-member letter on this subject. The response to the letter was determined and the matter is considered closed.

City of Hudson zoning: For various reasons, FCC's current Hudson zoning is probably not optimal. The elders were updated on discussions that have been underway to determine a logical alternative.

Annual meeting feedback: Feedback was perceived to be positive. Improvements to be considered include separating the business meeting from the visioning/celebration part of the meeting. Additionally, the constitution change ballot results were reviewed. A small number of 'no votes' were registered but there was no 'theme' to the 'no votes.' Only two amendments received 2 'no votes' and all the others had 1 or 0 negative responses.

9 AM service attendance and 'optimization efforts': The growth in attendance at our 9AM service continues to be strong – above last year's average growth. The elders are grateful to God for this blessing! Efforts to optimize the number of attendees at the 9AM and 11AM services were noted. More communications encouraging people to shift to the 11 AM service will begin in March.

'All-Elder Meeting': The constitutional amendments approved by the members on February 5 changed the Elder board structure to allow some elders to focus their attention on specific areas of ministry. These 'designated elders' will not be required to be present at every board meeting. The board will, however, have quarterly meetings that ALL ELDERS will attend. The first such meeting date was set for March 28th. The elders will focus on the topic of complementarianism in our present day.

New Fiscal Year Budgeting Process: The constitutional and by-laws changes established a July 1-June 30 fiscal year. The elders were updated on the schedule for developing the new July 1, 2023, to June 30, 2024 budget. A member meeting to seek approval of this new budget is targeted for early June.

Diaconate Implementation Team: The elders were updated on the launch of this team. The team has recently formed and is reviewing the project charter.

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

Non-Vocational Elder assignments: Per the recent constitutional changes, the elders affirmed the delegation of several non-vocational elders to important aspects of FCC's ministry. One non-vocational elder is beginning a constitutionally required sabbatical. Jim Duffy was affirmed as the board vice chairman for a one-year term.

Spiritual Practices Class: The elders were informed about a new 'empower class' that is being developed and "piloted" in the coming months. The class will cover key aspects of personal spiritual growth and discipleship practices Christians should pursue as part of the 'Experience' of a Gospel Inspired Life. The elders directionally affirmed the content and the approach.

Sense of the Elders – FCC Ministry Expansion: The elders were updated on the current challenges our staff is experiencing as we work toward our vision-led initiatives and keep up with the impact of the growth we are presently experiencing. The staff is currently very near 'capacity.' It was proposed that until the end of the year, FCC refrain from beginning new ministries beyond those already planned. The elders affirmed this request.

Special Saturday Elder Meeting: February 18th, 2023: A third special Saturday morning elder meeting was held to focus on the topic of growth being experienced at FCC. As noted in the previous two monthly reports (which should be read to enable context), the elders continue to

review our attendance growth in the auditorium for worship, Sunday morning children's ministries, and Wednesday evening programming for children and youth. Our average 9 AM service attendance is exceeding our pre-COVID attendance and overall attendance is substantially more than during that time. Additionally, the rate of growth in basically all areas of ministry is higher than what preceded 2019. Consequently, 'overcrowding' is highly probable in the near future. To accommodate and enhance continued growth, ways to eliminate various 'pinch points' are being reviewed and discussed.

In the January meeting, the elders concurred that 'optimization efforts' focused on more efficient seating at the 9AM service and encouraging attendance at the 11AM service will be pursued first. The elders were updated on the optimization efforts and communication plans. Visible efforts will commence in March.

In January, the elders also requested staff input on the plans being considered for a Sunday AM 'youth wing'. (No decisions have been made.) Staff feedback was reviewed at the meeting. It was ultimately agreed that next steps for staff input will be sought once a decision is made concerning the possible options of a balcony or a third service. (This input is needed to address how any renovations would best 'scale'.)

The elders had also asked for more detailed input on the costs and possible impacts of a 3rd service. In response, a detailed plan contemplating the costs and staffing required for a 3rd service was presented and appreciated. The elders requested further detail as to what current staff would need to 'give up' to provide the extra time and effort needed for a possible 3rd service. The elders also reviewed expected retirements in the coming two years and the transitions that need to be enabled. These transitions were also contemplated in light of a potential 3rd service.

The elders also discussed our historic approach to church planting and its results. The elders discussed if/how FCC should consider church planting in the future. That dialogue was not completed and will be continued at a planned March meeting.

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 as our leader for our next generation ministry.
- 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 diaconate 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 in joining with us.
- For God's wisdom and leading as we look 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 look to discern how FCC and best plan for, enhance, and accommodate the growth it is experiencing.
- 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.

In Love and Peace,

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

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