

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 July activities. If you desire to learn more about a given subject, please do not 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.

JULY 9, 2024 REGULAR ELDER MEETING

Updates

- The elders were updated on a brief list of parents who enquired about the breach of protocol (on February 24th in which a childcare worker was alone with a child in a secluded room (please see earlier meeting notes for additional information).
- The elders were updated on recent REACH capital campaign dinners.
- A capital authorization for a redundancy computer was approved.
- A request for limited access to FCC's registered attendees database by the pilot diaconate participants was approved.
- A note of encouragement from the Homestead Meadow Missional Community was noted and appreciated.
- The elders were informed of a capital maintenance budget purchase for additional surveillance cameras in the FaithLittles area and secure recording of all surveillance video.
- The August 18 Member meeting agenda was reviewed and discussed.
- The elders were updated on next generation staffing activities.

Topics

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

Staff Objectives Review – Quarterly update: The elders were updated on the staff's annual goals and objectives. It was noted that while several of the primary goals are being achieved, several other goals and objectives are delayed given the unique challenges of 2024 – specifically, the passing of our Executive Director of Next Generation Ministry, the number of staff transitions. And responding to matters relating to the above noted breach of protocol by a childcare worker (see earlier Elder notes for additional information). The elders expressed their understanding. It was agreed that the annual goals and objectives would be reviewed and reset. The updated set of goals and objectives will be a topic of a future elder meeting.

Cash Management Proposal: The cash management team brought a recommendation that FCC's cash be moved from a money market account to short term US treasuries. Additional income will likely be generated with very little risk or volatility. The elders approved the proposal.

Employee Health Plan Update: The elders are contemplating whether our current approach to offering health care to our employees is 'best.' There are several critical needs that must be balanced. The elders have assigned one elder to lead this initiative. Initial feedback has been provided. The elders were updated, and it was agreed that this effort would continue. The topic is complex and challenging.

Annual Appointment Recommendations for the Annual Business Meeting: The elders approved constitutionally required recommendations for the positions of Clerk, Treasurer and Financial Secretary(s).

Design and Build Project Update: The elders were informed of the most recent activities. Specifically, the elders were updated on efforts to locate and build parking spaces before winter and the latest regarding some modifications to the interior design that the interior design team has recommended. The overall project costs were also discussed. We continue to be 'close' regarding the initially estimated costs. More detail, especially around parking, is needed.

Child Protection Policy Breach (CPP) – Final Report: The elders were advised that a report from the Elder Chair regarding the above noted breach of protocol in which a childcare worker was alone with a child in a secluded room (please see earlier meeting notes for additional information) is expected to be ready for their review about the end of July and before our first Elder meeting in August.

JULY 23, 2024 REGULAR ELDER MEETING

Updates

- The elders were updated on efforts by staff to refocus the annual goals and objectives (see earlier reports for additional information)
- The elders were updated on the status of a final CPP report. (see earlier reports for additional information)
- The elders were informed that our partnership with other churches (Mid-Current and Hill City) to support Together For Good, a ministry that supports local foster child efforts, reached a critical milestone as they have met and seem to have exceeded their fund-raising goal.
- The elders were updated on recent REACH capital campaign dinners and plans for August and September.
- The elders were updated on an on-going employee health plan matter (see earlier reports for additional information).

- The elders were informed that our new chairs for the auditorium will be arriving later in the week and volunteers to help with their installation were solicited.
- The elders were informed about the timing of announcements for changes in the next generation ministry organization.
- The elders were updated on planned next steps for the Middle School and High School ministry needs.
- The elders were informed that a ‘non-contagious’ child having chicken pox attended VBS.
- The elders reviewed and discussed the most recent correspondence from an aggrieved parent whom we have been in regular contact with.

Topics

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

Design and Build Update: The elders were informed about a recent meeting with our contracted Civil Engineer regarding our parking needs and our overall project. The civil engineer proposed adding about 50 parking stalls to our property's western edge. This approach looks to be both cost effective and timely. The effort will be contingent on the soil boring tests. The elders were also updated on the civil engineer’s insights regarding water retention codes. We will need to expand the water retention ponds on the NE corner of our building and add another in the South. The elders were also updated on the overall water retention code-related challenges our property faces. Some alternatives were also discussed and will be pursued as time allows.

Roles, Responsibilities, and Authority Structure in the Local Church Elder Statement Paper: The discussion of a draft paper was re-started following a very long pause. Time was spent re-engaging the topic. Much discussion focused on ‘Question #3’ and initial alignment has been obtained. Further discussions continued and the topic will hopefully become a more regular one going forward.

How you can pray for us:

- For God’s grace, healing, and peace upon Dan Clancy’s family and all those impacted, including our many youths, 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 replacement candidates.
- For God’s guidance and wisdom as FCC looks to address a breach of protocol in which a childcare worker was alone with a child in a secluded room during a parenting conference on Saturday, February 24th. Please also pray for effective implementation of new measures to address the matter and that this topic can lead to unity and spiritual growth.

- For God's grace and wisdom upon the two new pastors that FCC has recently hired and that they will be enabled to begin ministry quickly and effectively at FCC.
- For God's wisdom and guidance as we look to begin implementing our plans to steward and enhance the growth that FCC has been experiencing – specifically our efforts to remodel and add to our facility in a way that that will meet our needs and budget target - including efforts 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 many changes, 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 call 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, Tim Kurtz, Eric Lent, Tim Porter, Tim Prince, Pat Stream, Tim Studt, Larry Szyman, and Jan van Amerongen)