

Fall SLT Meetings Updates

The next meeting of the Senior Leadership Team will be January 10, 2024.

The following are highlights of the **September 5, 2023**, Senior Leadership Team meeting.

Staff Reports

Executive Director of Operations: Mimi Stanton shared that several staff members will attend child protection training in Deerfield Trinity Evangelical School and to learn best practices. This is part of a Child Protection Program initiated by ECRC with the goal of accreditation from the Evangelical Council for Abuse Prevention, to continue to foster a safe environment for children who participate in ECRC ministries. While it is an extensive process, the SLT concurred it is an important and worthwhile endeavor.

Lead Pastor: Pastor Gregg provided several updates, including:

- o Director of Worship: Gregg offered gratitude for Doug Bardolph's final Sunday service upon his retirement, stating the celebration was the Elmhurst community at its finest. A role description for a new Director of Worship was circulated at the SLT meeting for input, and the Personnel Committee confirmed it would suggest any additional edits prior to the job posting.
- o One Fund Campaign: Pastor Gregg shared a recap of the Leadership Retreat (SLT, Elders, Deacons), and the value of Sherri Adam's presence in discussing the campaign. Sherri will return on September 12 to meet with and lead ECRC staff through a visioning exercise. Each of the church's leadership groups will be discussing and affirming the adoption of a "one fund campaign" strategy, which would combine debt reduction and a forward-looking vision into one campaign.

A motion was made to approve the "One Fund" campaign, a two-year campaign to shape our forward-looking vision, fundraise for our ECRC Ministry Fund, and achieve capital debt reduction. Motion was approved.

Treasurer's report: Bastiaan van den Berg reviewed the Balance Sheet, Income Statement, and liquidity levels as of date. He reported that we have received \$1,469,000, which is \$61,000 under target for this time of year. The Quiet Giving campaign has received \$155,000 in 2023, against a total of \$280,000 in commitments. Current loan balance as of August 1 is \$4,227,692.

Committee Reports

Christian Education Committee: Gary Van Prooyen will provide an update on Covenant Education Plan at the October SLT meeting.

Personnel Committee: The Personnel Committee met on July 5, 2023. Brian Stolzenbach shared several updates.

- o The Director of Worship position underwent final review at the time of the September 5 SLT meeting and is intended to be posted in September.
- o Youth Group (grades 6-12)—Interim Youth Ministry Assistant: The role of Interim Youth Ministry Assistant is posted; the role will help ensure continuity in youth ministry programming in fall 2023. The intention is to fill the interim role in September.

- o Youth Group (grades 6-12)—Youth Ministry Leader/Coordinator: The search continues for a suitable candidate for this role in a difficult market. Many churches in the area are facing similar recruitment challenges.

- o SHE Ministry Leader: Jane Loerup is retiring as leader of the SHE ministry for single mothers. Special recognition will be given during the Sunday service on September 17. While Jane had been conducting the role as a volunteer, the SLT agreed with the staff's recommendation that it will become a paid part-time role commensurate with the level of responsibilities.

A motion was made to approve the creation and funding of a paid SHE Ministry Leader position effective January 1, 2024. Motion was approved.

Other Items: Update on SLT's 2023-24 Priorities:

- o Leadership Retreat Feedback: SLT provided positive feedback on retreat outcomes. The next retreat will be held on August 25, 2024.

- o SLT Nomination Process: Todd Bouman will provide a first edit of the SLT by-laws to reflect improvements to the SLT nomination process and incorporate recent input gathered from the Elders. The edited by-laws will come before the Council for final approval.

The following are highlights of the **September 25, 2023**, Senior Leadership Team meeting.

Staff Reports

Executive Director of Operations: Mimi Stanton shared several updates, including:

- o Accreditation: Several staff members attended child protection training on September 14 in Deerfield at Trinity Evangelical School and to learn best practices.

- o Generis/One Fund campaign: In anticipation of the One Fund campaign, ECRC has purchased Mortarstone software that will allow for tracking of giving in a very robust way.

Lead Pastor: Pastor Gregg shared several updates, including:

- o Sermon planning for 2024 that will lead up to November 24 as Pledge Sunday;

- o Formation of two teams to help us celebrate God's faithfulness throughout 2024: A 75th Anniversary Team, and The One Campaign team.

- o Participation in the Northern Illinois Classis Meeting, which consists of 17 Christian Reformed congregations (previously 25). The SLT spent time discussing and asking questions about the future of the denomination.

- o An update on the SHE Coordinator position, following the retirement of Jane Loerup.

Treasurer's report: Bastiaan van den Berg reviewed the Balance Sheet, Income Statement, and liquidity levels as of date. He reported that we have received \$1,572K as of September 17, 2023. This is \$80K under our target of \$1,653K by this week in the year. The current loan balance as of September 2023 is \$4,221K.

Committee Reports

Personnel Committee:

- o The permanent Youth Ministries Coordinator position and the Director of Worship position on various platforms beginning September 20.
- o New staff members have been onboarded to fill vacated roles:
 - Haley Klein accepted the position of Interim Youth Ministry Assistant.
 - Katie Snyder accepted the position of Nursery Coordinator.
 - Gisselle Rios accepted the position of Nursery Coordinator Assistant.
 - Kristin Reitsma accepted the position of Children's Ministry Coordinator.

Other Items: Update on SLT's 2023-24 Priorities:

- o SLT Nomination Process: Nomination process will begin this fall.

The following are highlights of the **November 6, 2023**, Senior Leadership Team meeting.

Staff Reports

Executive Director of Operations: Mimi Stanton shared several updates, including:

- o Continued work on the Generis/One Fund Campaign with consultant Sherri Adams; an update on staff's continued work on standards for accreditation from the Evangelical Council for Abuse Prevention to continue to foster a safe environment for children who participate in ECRC ministries; and the staff budgeting process to review expenses and planning for FY24 budgets. Mimi noted that much care and discussion occurred during this process to ensure the optimal use of tithes and offerings.
- o Technology update: Kyle Olson, with the help of Billy Heschl, Jack McNamara, and Joe Beles, have repurposed the old LED video panels in the worship center. They now serve as a large confidence monitor for those serving on stage in worship. The SLT expresses its gratitude to these individuals for their hard work.

Treasurer's report: Bastiaan van den Berg reviewed the Balance Sheet, Income Statement, and liquidity levels as of date. He reported that that we have received \$1,752K as of October 22, 2023. This is \$86,000 under our target by this week in the year. As of October 22, 2023, approximately \$1.193K is needed by December 31, 2023, to meet budget. He also shared an update on the Quiet Giving campaign; we have received \$155,000 thus far, and we expect to receive \$230,000 total; these gifts continue to be tracked separately from the EMF. Current loan balance as of October 2, 2023, is \$ 4,197,895. The SLT discussed the approach to the high interest rate environment.

Committee Reports

Personnel Committee:

- o Director of Worship: Five candidates moving forward with initial interviews with Gregg, plus an Elder and Personnel Committee representative.

- o Youth Ministry Leader: Pastor Jeff will host a table at a Wheaton College job fair on November 27, to recruit Youth Ministry Coordinator candidates.

- o The SHE Ministry position was posted in compliance with Personnel procedures.

Christian Education Committee: Gary Van Prooyen provided a comprehensive update on the Covenant Education Plan and its long-term sustainability. Reiterating the mission, the CEP aims to help make Christian education attainable for any ECRC family who desires to send their children to Christian day school. ECRC continues its commitment to the Covenant Education Plan; the core program structure has remained constant for nearly a decade. Upon undertaking this analysis, the key elements explored included:

- o Exploring adding a higher tier of support for those who fall in the lowest income bracket;

- o Exploring small reductions in the other tiers to extend the financial viability of the program;

- o Exploring the elimination of the volume cap for families in high-income brackets.

A motion was made to recommend that the 2024 – 2025 Covenant Education Plan add a higher tier of support (50% contribution) for lower-income families (< \$50K); and eliminate CAP for families earning over \$215K to provide for more equitable distribution of funding to support true financial needs.

Other Items: Update on SLT's 2023-24 Priorities

- o SLT Nomination Process: Todd Bouman provided a first edit of the SLT by-laws to reflect improvements to the SLT nomination process and incorporate recent input gathered from the Elders. Jon Vander Plas will share the updated by-laws with the Elders for input. As next steps, the edited by-laws will come before the Council for final approval. The next Council Meeting is January 22. Congregational meeting is February 4. The SLT nomination process is underway.