

Senior Leadership Team Update
January and February 2024

JANUARY 9, 2024

The following are highlights of the **January 9, 2024** Senior Leadership Team (SLT) meeting:

1. **Executive Director of Operations:** As part of the grant awarded to ECRC by IEMA (Illinois Emergency Management Agency), Kyle Olson (Technical Director) made an informative presentation about Elmhurst CRC's security systems and security risks around the building and property. He has well-researched cameras, monitoring, access controls, motion detection, and security equipment and has held meetings with Elmhurst Police to identify areas where improved coverage would be beneficial inside and outside of the building. The SLT made a motion to authorize Mimi Stanton (Executive Director) and Kyle Olson to make a final selection of security system/monitoring providers. The motion was approved.
2. **Lead Pastor:**
 - a. **Director of Worship role:** Pastor Gregg shared an update on the recruitment and interview process for the Director of Worship position. With over 30 candidates for the position, four candidates progressed to final interviews, and each candidate will have an opportunity to guest-lead a worship service in December 2023/January 2024. He expressed gratitude to Brian Stolzenbach, Personnel Chair, for his engagement in the interview process.
 - b. **Spiritual retreat:** Pastor Gregg will be taking time on January 8-9 for an extended prayer and silence retreat as part of a greater leadership desire to shepherd our congregation into a fresh season of prayer.
3. **Treasurer's Report:**
 - a. Bastiaan van den Berg presented the proposed 2024 Budget. A motion was made to approve the 2024 budget proposal which will next be presented to the full Council on 1/22/24 for approval. The motion was approved.
 - b. Mortgage Principal on 1/1/24: \$4,153,000; Annual Debt Service Payment: \$451,137; Mortgage Interest & Fees increased by \$75,000 (interest rate on loan increased from 4.5% to 6.79%).
4. **Discussion of SLT 2024 Priorities:** Planning continues for a 25-month campaign that officially starts 12/1/24 and ends 12/31/26 (three tax years) as ECRC envisions a long-term vision for our church and growing our ministries and impact while eliminating/significantly reducing the mortgage balance. Chad McQuade shared an update on campaign planning, inclusive of building out the leadership committee comprised (to date) of Peter Semeyn, Rob Petroelje, Paul and Angela Buikema, Chad and Erin McQuade, and Carly and Cody Boender.

JANUARY 22, 2024

A meeting of the SLT was held on January 22, 2024, in order to confirm and approve the selection of a Director of Worship in a timely manner, following the full Council meeting.

1. **Personnel Committee:** Brian Stolzenbach, SLT Personnel Committee Chair, reported that the committee met in person earlier on January 22, 2024, to discuss the status of the Director of Worship recruitment. As SLT Personnel Committee Chair, Brian was actively involved in the recruitment process and explained the hiring process as outlined in the Personnel Procedures. In summary, after a broad recruitment, and over 30 candidates applying for the position, four candidates progressed to final interviews and each candidate was provided an opportunity to guest-lead a worship service in December 2023/January 2024. The Executive Director and Lead Pastor brought forth their recommendation of Erin Pacheco to the SLT Personnel Committee Chair, and the committee unanimously supported bringing forward the recommendation for the SLT to approve Erin Pacheco as ECRC's new Director of Worship. The SLT made a motion to offer the role of Director of Worship to Erin Pacheco. The motion was approved.

FEBRUARY 4, 2024

The following are highlights of the February 4, 2024, Senior Leadership Team meeting.

1. **New SLT members:** The SLT welcomed new members Bill Terpstra, Joel Tameling, and Don Van Beek (Elder representative), and extends gratitude to outgoing members Gary VanProoyen, Aaron Ozinga, and Jon Vander Plas (Elder representative). Continuing members are Todd Bouman, Chad McQuade, Bastiaan van den Berg, Brian Stolzenbach, Erika Rooks Wilgenburg, and Brent Molendyk.
2. **Committee and officer appointments:** Todd Bouman led discussion of SLT and committee responsibilities and open roles to be filled due to outgoing SLT members. The following appointments were made:
 - a. Officers:
 - SLT Chair: Todd Bouman
 - Vice Chair / Personnel Committee Chair: Brian Stolzenbach
 - Treasurer: Bastiaan van den Berg
 - Secretary: Erika Rooks Wilgenburg
 - b. Christian Education Committee—Chair: Bill Terpstra
 - c. Audit Committee—Chair: Joel Tameling
 - d. One Fund campaign (to coincide with ECRC's 75th anniversary of being part of the Christian Reformed denomination in 2024): Chad McQuade
 - e. Elder representative: Don Van Beek
 - f. Deacon Representative: Brent Molendyk