

Senior Leadership Team Update May 2024

May 6, 2024

The following are highlights of the **May 6, 2024**, Senior Leadership Team meeting (SLT):

1. Reports for Information:

- a. **Elders:** Don Van Beek, Vice Chair of the Elders, shared an update, including interest and exploration in a 5th Sunday Serve “service.” The elders expressed excitement over how the spirit is moving in our church, as evidenced by 29 people publicly professing their faith in June and the addition of 30 new members. The Elders approved a motion to formally endorse Kevin Moxon as a ministerial candidate in the Christian Reformed Church in North America (CRCNA).
- b. **Deacons:** Ron Tazelaar shared an update from the Deacons, including restarting the Servant on Standby list/effort.

2. **Executive Director of Operations (Mimi Stanton):** Through the IEMA (Illinois Emergency Management Agency) grant, the installation of the new cameras is nearly complete. The upgrade to the alarm system is next and is expected to be fully installed by early June. Mimi also shared a facilities update, specifically that the east and west parking lots will be seal-coated this summer. During the seal coating process, two additional handicap spots will be added in the west parking lot to accommodate the additional need for these spaces.

3. **Lead Pastor (Gregg DeMey):** Pastor Gregg shared an update on the Ukrainian church congregation; a committee of Elders/SLT representatives met with Pastor Sergey of the Ukraine Church to discuss utilizing ECRC’s Garden Room on Friday evenings and Sunday afternoons. The times are flexible, and if there is a conflict, they will work around ECRC ministry requirements and existing rental agreements. There are 25-50 ‘members’ in this congregation; there are around 25K – 30K Ukrainians in the immediate area and about 1 million in greater Chicagoland. This is a wonderful opportunity for ECRC to support our brothers and sisters in Christ and to also support reaching out to a new community of believers and non-believers. The SLT approved the request from Pastor Sergey and his Ukrainian church congregation to use ECRC facilities in this manner, pending a contract agreement and appropriate insurance, liability, and indemnification.

4. **Treasurer’s Report (Bastiaan van den Berg):** Bastiaan van den Berg reviewed the Balance Sheet, Income Statement, and liquidity levels as of date. He reported that we have received \$706K as of April 28, 2024. This is \$131K above target by this week in the year. As of May 1, 2024, our loan balance was \$4,081,538. \$37,594 was paid down on May 1, representing \$23,176 in interest and \$14,418 in principal.

5. Committee Reports:

- a. **Personnel: Youth Ministry recruitment:** As the search has progressed, and as Pastor Jeff Klein has leaned in significantly to the middle school and high school youth ministry program over the past year, the committee’s approach to the role has shifted toward the merits of recruiting two youth coordinators who will be mentored by Pastor Jeff to serve a church with 200 youth effectively. Staff and the Personnel Committee revised the job description with this in mind. The SLT approved two Youth Coordinator job descriptions and modified the recruitment strategy to hire for two roles. *Executive Director:* The SLT also approved the Executive Director job description. The goal is to conduct interviews in June, with identification of a final candidate by early July. Mimi Stanton’s last day before retirement is August 9.
- b. **Audit:** CapinCrouse has been engaged to conduct ECRC’s audit. Rachel Klooster has done an excellent job completing and collecting the materials for portal upload. The audit will last 2-3

weeks. It provides sound guardrails to give our congregation assurance that their tithes and offerings are responsibly used.

- c. **Christian Education Committee:** Bill Terpstra reported that everyone who applied to the Covenant Education Plan is able to participate in the program, inclusive of students at Timothy Christian and Westside Christian. Information has been sent to the schools. For the 2024-25 school year, this equates to 67 families with 150 children, resulting in \$546K of support from ECRC, with \$1.33M of parental obligation.

6. **SLT 2024 Priorities (Todd Bouman):**

- a. **One Fund Campaign:** The campaign has officially kicked off. 70 individuals attended the retreat. Another retreat will be held on June 8. The staff has been working on audacious ministry goals and aspirations that will be possible with a successful One Fund campaign. The campaign can be thought of as “One, Two, Three”:
 - 1. One Campaign (pledge-based, aiming for 100% participation across ECRC members)
 - 2. Two Years (over which pledges are fulfilled)
 - 3. Three Targets (Elmhurst Ministry Fund budgets for 2025 and 2026, debt elimination, ministry expansion)
- b. **KPIs:** Todd challenged the SLT to consider KPIs (Key Performance Indicators) for defining success and health for our church. The SLT discussed several ideas (e.g., active membership as defined by giving and ministry participation, etc.), and the SLT committed to continuing to revisit the discussion, especially as the One Fund campaign has the potential to launch our church into an exciting new vision.