

Senior Leadership Team Update June 2024

Attendees: Todd Bouman, Chad McQuade, Brian Stolzenbach, Bill Terpstra, Erika Rooks Wilgenburg, Joel Tameling, Mimi Stanton

June 3, 2024

The following are highlights of the **June 3, 2024**, Senior Leadership Team meeting:

1. **Reports for Information:**
 - a. **Elders:** The Elders recently approved supporting Moises Pacheco's request for support of Grace in Garfield CRC, such that Elmhurst CRC would hold Moises' credentials; serve as a financial intermediary for all financial transactions of Grace in Garfield CRC; and establish a method for oversight and accountability of Grace in Garfield CRC. Additional highlights include discussion of requests to be re-baptized; creating a stronger prayer community at ECRC; and an update on the Ukrainian church that will be using ECRC facilities for worship.
2. **Executive Director of Operations (Mimi Stanton):** Mimi Stanton shared several updates on behalf of staff, including:
 - a. efforts to work with the Ukrainian church that will be utilizing ECRC's Garden Room on Friday evenings and Sunday afternoons, pursuant to the group obtaining proper insurance and articles of incorporation. Currently, 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.
 - b. efforts related to the Grace in Garfield church plant approved by the Elders and the scope of services that ECRC will provide.
 - c. continued work with ECAP (Evangelical Council for Abuse Prevention) as a group of ministry leaders from ECRC explores our options for accreditation.
3. **Lead Pastor (Gregg DeMey):** Pastor Gregg recently attended a two-day spiritual retreat, as part of a goal to participate in quarterly spiritual retreats for the past 20 years. He provided an update on the solid forward progress of the Ukrainian church that will be worshipping in ECRC facilities for a 3-month-trial period; and an update on his recent field trip to visit with ministry partners at Lawndale CRC and with CRC church planter Moises Pacheco in the Garfield Park neighborhood. Pastor Gregg reported "vital signs" around ECRC that signify God's presence in our midst, including 25 new members joining on Pentecost Sunday, 30 Professions of Faith on June 2, and a preschool Petting Zoo with 100 children in May.
4. **Treasurer's Report (Bastiaan van den Berg):** ECRC has received \$919K as of May 26, 2024. This is \$189K above target by this week in the year. As of May 29, 2024, loan balance was \$4,079,538. \$37,594 was paid down on May 1, representing \$23,176 in interest and \$14,418 in principal. The accountant has added a "Hearts Ablaze Receipts" column to our target sheet—a \$2,000 early campaign gift ECRC received two weeks ago for "debt elimination" has been added to that column, and on May 22, we paid down the mortgage with this \$2,000 for immediate impact.
5. **Hearts Ablaze (One Fund) goal:** The Hearts Ablaze effort can be thought of in three segments:
 - a. One Campaign (pledge-based, aiming for 100% participation across ECRC members)
 - b. Two Years (over which pledges are fulfilled)
 - c. Three Targets (Elmhurst Ministry Fund budgets for 2025 and 2026, debt elimination, new ministry ventures).Following robust discussion and analysis, the SLT approved setting the Hearts Ablaze campaign target at a God-sized goal of \$11.5 million.

6. Personnel Committee Report:

- a. *Staffing:* The Personnel Committee is working on filling two critical roles: The Youth Ministry leader, and the Executive Director. The marketplace continues to be competitive in the youth ministry space; applications have been received and screening has begun for the Executive Director role.
- b. *PTO policy—parental leave:* The PTO policy for ECRC staff is in need of updates to align with a new state requirement and to provide policy clarity overall. Brian Stolzenbach, Personnel Committee chair, prepared an updated set of PTO policies for discussion with intention to discuss further at the August SLT meeting. Given the imminent need to address the parental leave section of the policy (due to a staff member’s imminent parental leave), the SLT approved that portion of the policy, which indicates six paid weeks of leave for the birth mother, or two weeks for parents who don’t give birth (fathers, adoptive parents). The SLT will discuss and consider the remainder of the PTO policy document at its August meeting.