

## Senior Leadership Team Update | February 3, 2025

The following are highlights of the **February 3, 2025**, Senior Leadership Team meeting. Those present included: Gregg DeMey, Dawn Feenstra, Chad McQuade, Brian Stolzenbach, Joel Taming, Ron Tazelaar, Bill Terpstra, Bastiaan van den Berg, Justin Venhousen, Justin Lawrence

1. **New Member Welcome:** The SLT welcomed new members Dawn Feenstra and Justin Venhousen. The SLT expressed gratitude for the service of outgoing Chairman Todd Bouman.
2. **Election of Officers:** SLT Officers were elected or re-elected for the February 2025 to February 2026 term:
  - a. Brian Stolzenbach, Chairman
  - b. Joel Taming, Vice Chairman
  - c. Bastiaan van den Berg, Treasurer
3. **Committee Appointments:** Pursuant to the SLT Charter, Chairman Stolzenbach made the following SLT appointments to the four standing SLT Committees:
  - a. **Audit Committee:** Chad McQuade, Chairman; Bastiaan van den Berg, Member (by rule, Treasurer is automatically the second SLT member of the Committee)
  - b. **Finance Committee:** Bastiaan van den Berg, Chairman (by rule, the Treasurer is Chairman of the Finance Committee); Dawn Feenstra, Member
  - c. **Personnel Committee:** Joel Taming, Chairman
  - d. **Covenant Education Committee:** Bill Terpstra, Chairman; Dawn Feenstra, Member

Discussion followed about the make-up of the standing SLT Committees, for which at-large members are recommended by the Lead Pastor and Executive Director and approved by the SLT to serve a three-year term.

4. **Reports for Information**
  - a. **Elders:** Pastor Gregg DeMey presented the Elders' report, which included a discussion of Tracy and Bernard Williams' attendance at a CRC meeting in California, as representatives of Classis Northern Illinois, as well as ECRC's upcoming hosting of a Classis Northern Illinois meeting at our campus.
  - b. **Deacons:** Deacon Representative Ron Tazelaar also presented the Deacons' report, noting that the Deacons' benevolence expenditures in 2024 were under budget, in large part because the church did not have a LINK family to support in 2024.
5. **Executive Director of Operations:** Executive Director Justin Lawrence updated the SLT on the successful pay-down of the mortgage and re-amortization in January, as well as meetings with Generis regarding the ongoing follow-up that will take place with respect to the Hearts Ablaze campaign. He noted that Generis was impressed with the initial success of the campaign. He also updated the SLT on progress with the Elmhurst Farmers Market, the successful early integration of Luke Norris into the team as Youth Ministry leader, and the good progress made towards developing a job description for the new Director of Congregational Engagement position.

6. **Treasurer's Report:** Treasurer Bastiaan van den Berg reported a \$63,000 surplus at the end of January and noted that we have received more than \$3 million in contributions since the start of the Hearts Ablaze "collection" phase in December 2024. We have more than \$800,000 in the bank and, with our line of credit, more than \$1.3 million in liquidity. This all compares favorably to this time in 2024.
7. **Covenant Education Plan Committee:** CEC Chairman Bill Terpstra reported that the Committee aims to convert to a completely online process this year for participants. Family meetings will be held in March to kick off plan enrollment for the 2025-2026 academic year.
8. **Personnel Committee:** Outgoing Personnel Committee Chairman Brian Stolzenbach reported that: Updates and clarifications to the pastoral Sabbatical Policy, as part of an overall Pastoral Paid Time Off Policy, are under consideration and will be presented to the SLT for approval. In addition, the Committee is beginning work on updating the Personnel Committee Operating Guidelines, Personnel Procedures, and the Personnel Manual to bring these documents into conformity. Finally, discussion was held about the Director of Congregational Engagement position, which will align to the "In" pillar of the "Up-In-Out" vision for Elmhurst CRC. A job description has been drafted and a candidate search will begin soon.
9. **2025 SLT Initiatives:** The group held an initial discussion about potential objectives for the SLT for the coming year. Everyone is asked to prayerfully consider this issue for further discussion at the March meeting.