

December 17, 2009 SLT Update to the Congregation

The Senior Leadership Team met twice in the month of December. The first meeting was spent in discussion of the vision of the church and long range planning. The second meeting looked in depth at the current financial picture of the congregation and considered some implications of our current status. Here's a brief digest of the meetings beginning each evening at 6:30 pm.

- The need for a new look at the vision and mission of our congregation was highlighted in a discussion led by Tim Ellens. He outlined a process by which such a vision might be formulated. There is consensus that such process would benefit the congregation particularly at the time as we are facing a transition in the role of Senior Pastor. While definite timelines have not been set, it was acknowledged that now is the time to lay the foundation of a new vision and future staffing of our ministries. We invite you to pray for wisdom as a process is established to meet these goals. The SLT will continue this discussion in January
- Finance Chairman Rob Petroelje presented the Finance Committee report. Our challenges continue. Unless there is an unusually generous response in our yearend giving, it is projected that the EMF will end the fiscal year on June 30, 2010 with a deficit of \$125,000. The deficit would be greater but for the work of our facility manager, Doug Bardolph, who has managed to reduce our operating costs by \$88,000.00 during the past year. The Senior Leadership Team will have a special meeting on Tuesday, January 5 at 6:30 pm to review the year end receipts. Based on information available at that meeting steps will be taken to address the remaining deficit.
- A discussion was also held to explore different means of raising awareness of the remaining deficit and to explore new fund raising.
- The SLT received a report from staff that outlined all staff positions, job responsibilities and compensated hours. Currently ECRC is staffed at 487 compensated hours per week. This includes all employees and is the equivalent of 12 full time persons. The 2007 Compensation Handbook for Church Staff shows that a congregation of our size (750 – 1,000 weekly worship) typically has 4.5 full time ordained staff, 7 full time non-ordained and 8 part time non-ordained. This is the equivalent of 15.5 full time staff. The SLT is very grateful for all the many hours our staff is putting in to make provide ECRC with meaningful, Christ-filled advent season.
- The SLT agreed on the need to establish policy for changes in the building, including some items that were not completed in the original construction. A fine arts team is being formed under the direction of Doug Bardolph, facility manager. This team will initially process all recommendations for changes, including any items that are permanently displayed in the church.
- A discussion was held about the lack of adequate signage at the exterior of our building identifying our church. This matter will be taken up in the first part of next year.
- It was noted with gratitude that there is a significant increase in the usage of our building by outside organizations. SLT is grateful to the members of staff and our congregation who have promoted the additional use and involvement of the community in the life of our new facility. All such rentals are processed through our facility manager with SLT reviewing long term rentals or rental of the whole building.

After expressing thanks on behalf of the staff and congregation to the SLT members for their outstanding contribution to the leadership of our congregation over the past 10 months, Pastor Bert closed in prayer at 9:20 pm.

You are always welcome to appear at the beginning of an SLT meeting to offer a suggestion or raise a question. Please schedule your visit with a SLT member and prepare your thoughts to fit a five minute time frame.

Want to talk to an SLT member? Feel free to contact Bert DeJong, Paul Buikema, David Zeilstra, Tim Ellens, Arnie Koldenhoven, Ken Hoving, Rob Petroelje, Rick Bulthuis, or Terry Van Der Aa.