

FGCC Congregations Meeting Minutes

June 4, 2023

116 people in attendance

1. Welcome – Erica Fraser
2. Devotional/Prayer at Tables – Ken Willms
Ken shared a short devotional and focused on how this should be a meeting of celebration. Ken shared from Hebrews 12:1 and Philippians 2:1-4. Ken encouraged everyone to pray around tables for a spirit of unity. Time was spent in prayer.
3. Acceptance of Agenda – Erica Fraser
Motion - That the agenda be accepted as presented. M/S/C
4. Acceptance of Previous Minutes – Erica Fraser
Motion - That the minutes from the March 19, 2023 Congregations meeting be accepted as presented. (with amended spelling change for Galen’s last name) M/S/C
5. Council Update – Strategic Plan – Erica Fraser
Erica went over the strategic plan and explained that meeting will follow the four priorities from the strategic plan: Transition, Multisite, leadership and Discipleship. Council is excited that they are making a lot of progress with this document. Erica wanted to draw attention to the small writing at the bottom of the document regarding the IRR. Council recognizes that this needs to become a priority and that there needs to be conversations around this. This will be part of strategic plan after transition is completed.
 - a. **Transition update – Reg Toews**
Reg just wanted to clarify that he is here until there is a new Lead Pastor. Reg took some time to thank the transition team. Reg outlined some of the things he has done over the transition process which has included: preaching, administration and care (normal pastoral things), closure of previous lead pastor/staff changes, spiritual/relationship renewal, structure review (how could FGCC focus on biblical role of elders?), vision clarity (3 conversations worked on this), Lead pastor search. Those are the normal things included in his transition process. Some additional items included: TRC proposal – Indigenous Engagement (this is something FGCC shouldn’t ignore and should have a conversation about), the multi-site report from the Multi site task force in 2021, the staffing concerns and mediation done with an outside mediator, financial re-adjustment and staff right-sizing (removed layer of supervision – middle management).

Council will be getting a 300-day plan from Reg and Brenda Toews.

b. Multisite update – Erica Fraser

Multisite is mostly a completed item. We have an MOU with The Gathering, and they will continue to report monthly to council. Council has been impressed with Brian's leadership and how he is building his lead team.

On website it now says, "we are a church with two congregations, Attridge and the Gathering. We are currently working towards greater independence between the congregations. Each congregation develops unique strategies and approaches to be a covenant community that loves God, disciples one another and reaches out from the river to ends of earth"

1. Ministry Report – The Gathering – Brian Wiens

Brian explained he has 4 people on his leadership team who work together to make decisions together for the congregation.

Lots has happened since Brian last reported in March. After the Goertzen street became vacant, the Gathering had the option to start using that space. A space had not become available in the Broadway/Nutana area. The Gathering met as a congregation in April about meeting at Goertzen and decided they would give it a try. Met for the first time on May 21 and have met there for 4 Sundays now. There is a sense of excitement for the possibilities in that space. The sanctuary sits about 120 in the round circle set up that The Gathering has always used (with the cross at the center). The portables are in pretty rough shape and are in need of some work. The hope is to patch them up to be able to use for 2-4 years. Using this space has been a pretty big step for their congregation but they are excited about it.

They are having another congregation meeting next week to change name from The Gathering at Broadway, to just the Gathering. This is not a legal name change.

The Gathering has been more closely tracking their finances and are excited to report that July through April of 2023 their giving has increased 28% from last year at the same time.

During the summer months they will meet on Wednesday evenings for the second summer in a row. Hope is that by meeting on Wednesday there is more access to meet weekly with a lot of young families away on weekends in the summer.

c. Leadership

1. Current Staff Roles – Kevin Wiens

Kevin went over the current staff roles, including transitions as outlined on document on tables. We are at 13.65 FTE. Some points of note: Maryanne is on leave. Matt Blackaby starts on June 19. Anna Erickson is done on June 5 and Grace will take her responsibilities. Kendrew Friesen has moved to full time youth director. Chandra Styles has now officially completed her role. Lead Pastor and Reg as Transition Pastor is included as 1 FTE.

2. Governance and Bylaws update – Janice Block

We are currently working on a major review of the Bylaws. We have decided to wait to complete this work until early 2024 as we will know more about FGCC structure and our relationship with The Gathering then. Areas to address in the Bylaws review are Congregations meetings, membership and hiring processes for some of our pastoral positions. We have the Memorandum of Understanding with The Gathering that addresses some of these issues for the time being.

One change we want to make today is in regard to council terms. We want council members to do 3-year terms instead of 2-year terms. We also want to add that the Moderator stays on council for one year as a non-voting member of council and an advisory role.

Current Wording in the Bylaws:

D. Terms of office for all elected positions shall be for two years. Council members (Article 4.A.6) may be re-elected twice. After serving three terms, at least two years must elapse before they are eligible for re-election to Council.

Suggested Changes:

D. Terms of office for all elected positions shall be for 3 years except for the Leadership Discernment and Development Committee (LDDC) member positions (Article 4.A.7). Council members (Article 4.A.6) may be re-elected once. After serving two terms, at least two years must elapse before they are eligible for re-election to Council.

E. The Moderator or Co-Moderators serve an additional year after their last three-year term as a non-voting member(s) in an advisory role.

**Motion - To modify the FGCC Bylaws, section 2.5, items d, and add item e.
M/S/C**

3. Leadership Development and Discernment Committee update – Joel Dyck
Joel Dyck explained what the LDDC is and the current members (Joel Dyck, Walter Toews, Ron McKay). Council is excited to vote on a few new people to join council and the LDDC committee.

The motions being brought forward were shared on a slide. Some questions were raised about why there is no term for Brian. He has just committed to a two-year term. Moderator is assumed to also be a council member. Erica will stay on in a non-voting advisory role to help the transition. It is exciting to have some fresh perspective on council.

Motion - To extend Gil Klassen, Ken Willms and Joel Dyck's first term as council members from a 2 year term to a 3 year term which will end June 2024 (currently have completed the end of year 2 of their 3 year term). M/S/C

Motion - To extend Janice Block's second term as council member to a 3 year term to be extended until June 2025 (currently has completed the end of year 1 of her second 3-year term). M/S/C

Motion – To approve Brian Heagy as moderator of FGCC Council for a first term effective July 1, 2023. M/S/C

Motion – To approve Cornie Unger as a new member of council for a first 3-year term (Effective July 1, 2023 – June 30, 2026). M/S/C

Motion - To approve Kelsey Moreau as a member of the Leadership Discernment and Development Committee effective June 4, 2023. M/S/C

d. Discipleship

1. SKMB Code of Ethics/Conference and doctrine affiliation – Erica Fraser
Council feels it was important to state upfront that we are committed to our MB confession of faith. Throughout this transition we have recommitted to our MB denomination and Council has signed the Common Understandings and Common Covenant (CUCC) document as a commitment to living out the MB conviction as a church.

The Code of ethics is a new document from the SKMB. There are two documents, one for credentialed staff and one for non-credentialed staff. All our current staff have signed and committed to this. Council is going to work through lay leaders also committing to this document.

2. Ministry Report – Attridge
Marcie Urban shared on behalf of Seniors and the Care ministry team. She shared about Thursdays Seniors lunch. She also shared how she has been cared for from FGCC.

Maureen and Laura shared on behalf of children's ministries. Laura was hired in December as Children's ministry assistant and shared a bit about herself.

Everything they do at children's ministries is through the lens of passing faith onto the next generation from Deuteronomy 6.

A story was shared from a parent of a 4-year old who attended preschool fun camp this past week who wanted to accept Jesus into her heart. "Jesus takes the bad things in my heart and makes them good."

A story was sent in from Monica Wilms about her experience in Moms group after going through a hard time after birth of her child and her encouragement from the moms group and specifically her table group.

Bree Petkau shared on behalf of the Grove Young Adults lead team. She was asked to lead this group after transitions in September 2022. Their current routine is meeting twice a month, alternating between discussion nights and meal nights. Over the summer there is a weekly bible study. She encouraged people to continuing praying for young adults.

Kevin Wiens shared some stories about the benevolent fund. Currently it is in a deficit after spending a lot on gifts throughout COVID and after. He explained a current need for a couple needing furniture for their home and also read a letter from someone who has received paid counselling from FGCC through the benevolent fund expressing thanks for this community and help.

Melanie Wilson shared from her experience and passion of leading worship and being a part of the worship team.

Kendrew Friesen shared about taking on new role of youth director and now overseeing junior high and senior high. He introduced Adam (a SR high student) who shared about his experience in the Grove Youth ministry in the Leader In Training program and Senior High.

3. Budget Approval – Anna Robinson

There was a pre-budget meeting to discuss the 2023-2024 proposed budget in greater detail. Anna presented the proposed budget of \$1,628,535 with a summary slide to the congregation. This is a 2.19% increase from last year. Last year's budget was \$1,592,898. Council is asking the congregations for a 1% donation increase this year in order to make this budget. There was a summary given of how FGCC plans to spend the money. The breakdown is as follows: 54.98% for remunerations and staff benefits, 21.21% for overhead and operations, 7.38% for missions, 6.53% for partnerships and conference giving, 7.38% for ministry programs, and 2.52% for other.

Motion - to approve the proposed 2023-2024 Forest Grove Community Church Budget of \$1,628,535 as presented. M/S/C

4. Facilities update – Jason Bryans and Galen Heinrichs

Jason shared some of history of Forest Grove Community Church and the current building on Webster street. We currently have two buildings, one on 502 Webster street and one on 102 Goerzen street. He shared the current happenings at the Goerzen street building (addiction support group, moms group, work bee for the Gathering and some Gathering meeting) and he shared some stats of usage at the Attridge building.

Recently the facilities teams has been focused on reducing costs for utilities (gym lights, water meter and emergency LED exit lights). They continue to analyze areas to reduce energy consumption.

In the last couple years there have been multiple building assessments completed. No structural work is required at this time. This building is functioning well but it is aging. Some property and equipment upgrades are necessary.

The most urgent is the Roof top units that need to be replaced and upgraded. They are 40 years old on a 20 year lifecycle. This will cost about \$360,000. Additional upgrades that are needed are: the Back side walk (\$15-20,000) roof leaks (costs unknown), exterior stucco façade (expensive), slurry seal in parking lot (45,000). An estimated \$750,000 work needs to be done in the coming years.

Galen Heinrichs presented the three motions. The first motion (**Motion** - to take \$360,000.00 from the IRR to pay for the immediate replacement of the RTUs) was moved and seconded but then withdrawn due to questions raised. There was a question raised about agreeing to first motion only if third motion is passed. Erica explained the reason for this order is because we need time as a congregation to decide where we spend the IRR. There was another question to do the capital campaign motion first and then put motions 1 and 3 together.

Needed to withdraw the first motion as it was already moved and seconded. (**Motion** - to take \$360,000.00 from the IRR to pay for the immediate replacement of the RTUs) **M/S/withdrawn.**

Motion - to start a capital campaign with the goal to raise \$750,000 for building and equipment upgrades due to an aging facility. M/S/C

Question raised about maybe deciding not to pay back after discussion are had on the IRR. Council could put a new motion forth in months to come if it is discerned together with congregation as to where we are allotting the IRR funds.

Motion - to take \$360,000.00 from the IRR to pay for the immediate

replacement of the RTUs with the intent to pay it back from the capital campaign. M/S/C

Jason let everyone know that work orders for replacing RTUs are 5-6 months behind so expect some delay in this replacement.

- 6. Adjourn Meeting – Erica Fraser
Motion – That the election ballots for the LDDC and Council renewals and new members be destroyed. M/S/C

- 7. Closing Comments – Reg Toews
Reg said a few closing words and a thank you to everyone for investing in and praying for this church. This has been a time of readjustment and re-alignment and will continue to be as FGCC hires a new lead pastor. God is at work. He encouraged everyone to keep discipling one another and to keep serving. A healthy church is one where people serve. He also expressed thanks for council and prayed over council and thanked Erica for her time as moderator over the last two years.

Motion – To adjourn the meeting.

The meeting was adjourned at 8:17pm.

Minutes records by: Anna Erickson

Brian Heagy
(Moderator) _____

Date:

Janice Block
(Secretary) _____

Date: