

Technology Challenges

It's probably best to start by reporting on this. It affects several other things that will be found in this report. On Good Friday we lost our server. It completely crashed. Some (but not all) data was lost in this process. It took a good bit of research and time to get a server back up and running. We feel much better about our data situation now as the server and its data are being backed up locally and also on a cloud. But the process has been long and frustrating. Dealing with the day to day operations AND moving to new systems and software has proved very difficult.

Staffing Changes

We have had major staffing changes in 2017. We hired a new preschool director in April. At the same time we hired an infant room teacher for our preschool. We received an intern for youth ministry at the end of May. In addition, we said goodbye to our bookkeeper (of 12 years) and our Director of Outreach. This is a lot of change in 12 months. A few notes are needed:

- Transition of position: Adrienne Lough has transitioned out of preschool director and is now the full-time business administrator. She and I work closely, side by side on vision, advancement and our operations.
- Bookkeeper: The responsibilities of this position were dispersed between Adrienne, Concha and Carlie. Admittedly we are still trying to figure out this adjustment. Our bookkeeping and billing are behind and we are doing nothing with advancement. A couple of things will be happening at the beginning of the year to further help and settle this area of our work and ministry. 1) We are looking to hire a 10 hour a week bookkeeper that would only be responsible for data entry. 2) I have asked Adrienne to work from home 2 days a week to focus on business and advancement.
- Outreach: We are not currently seeking to fill this position. We learned a lot about the directions that a position like this could take. Three years ago it was the main recommendation of the transition committee and we do not take that lightly. However, we are a different congregation today than we were at that point. We are moving down a path that emphasizes life on life mission with people and are excited to be pursuing this path.

Attendance & Finances

The technology challenges greatly affected the financial records that we keep. We had a 3 month gap in records. The financial record gap was updated with a LOT of behind the scenes work between Adrienne and Carlie. Financially, we are doing much

better than we originally anticipated but we have spent more than we have brought in. The attendance records are a different problem all together. We do not consistently receive attendance numbers from second service. Sometimes weeks at a time are missed. We are reaching out to individuals to see if one person can be consistently responsible for recording this data.

New records program for wee care

The technology challenges led to our preschool's record keeping software no longer working. This created major communication and record keeping issues for our Wee Care staff and family. We have purchased a new record keeping program that has it's own data backup. We expect to have this program up and running at the start of the new year.

ReDirect

Back in August I asked our leaders to enter a season of revisiting our vision. We are we going and what do we need to get there. The first step has been considering discipleship. What is it and how does it work? We are hoping to achieve agreed upon and unified language and practices that make disciples that make disciples. We are also considering financial resources. Where might we need to spend money that is outside the normal budget? Future steps will include 1) reexamining and clarifying our vision of "connecting people to Christ"; 2) defining our values and vehicles - again in an agreed upon and unified manner.

This is a major undertaking. I have asked all three of our leadership groups to engage this process (Board of Directors, Pastoral Advisory Committee and Leaders). This is collectively about 30 people. I am very hopeful that we can receive greater and greater clarity from Jesus about where he desires us to go. Please pray for this process.

PLI

Right now, Resurrection ministries is sending a team of five to a continuing education conference. It equips the team of five to make disciples that make disciples and establishing a culture of discipleship in a congregation. The team consists of myself, Christa, Tom Watney and Bob and Shaney Engle.

Every six months we go to an immersion experience with intensive learning and concrete application plans. The last one was particularly helpful as we discussed the "five v's" (vocab, vision, values, vehicles and valuation) and establishing a leadership pipeline.

In addition, Christa, Shaney and I all are being disciplined on a weekly basis in a discipleship huddle.

Reformation Celebration

A huge thank you to the reformation committee. I asked Mike Partain to pull together a group to celebrate the 500th anniversary of the Reformation. They helped to provide a lot of helpful information to consider along the way. They planned a tree planting and plaque ceremony in the front garden area and also provided the artwork in the front lobby. I'm so thankful for this team as the celebration would have been much smaller had I been the primary planner. Thank you thank you!

Gathering Place

It is so awesome to move forward on this project. 14 years worth of dreams and hopes are wrapped up in that room and it is exciting to finish it. We still believe that the whole thing will be completely done by Easter. Thanks is due to SO many people - from givers to planners to doers. Wow! We thank God for finishing this part of our building.

Advancement

Resurrection Ministries needs to make some progress in two areas. The first would be gift/estate planning. We need to have procedures in place so that we can have conversation with people that have a heart to support the ministry we do. We also need to get serious about our mortgage reduction. We could expand our ministry tremendously with the financial resources that we use to pay our mortgage. Annually, just for example, we'd be able to pay our current staff more, add another full time staff AND be able to save some for reserves. That's a lot!

Constitution & Bylaws (Policy and Procedures)

The Board of Directors is making headway on the policy and procedures. It is a pretty slow process as we try to update the existing documents and continue to do the day to day ministry. In addition, we paused the policy and procedures work because we received the constitution and bylaws back from the district with their questions and comments. Most of the changes they suggest are either A) minor or B) moving items from one document to the other. A few of the changes are more significant. We will have these updated constitution and bylaws done by April for a congregational update.