

# 2021 Business Meeting

## Q&A Appendix

### **Q. What is going on with the re-organization of the staff?**

*Answer:* The reorganization of the staff is complete. Brooks explained the new structure in a video posted to the Grace YouTube channel [about two months ago](#). It is called, “Getting Grace Unstuck – Staff Re-Org.” It is worth noting that no one lost their job as a result of the reorganization. Some people did change jobs, some roles were redefined, and some new positions were recreated. The new organizational chart, with all of the new titles and the names of the people in every role, is attached here (see below) and [viewable online](#). For more details visit the [re-org page on graceb3.org](#).

### **Q. What changes were made to the church constitution and bylaws?**

*Answer:* The changes the staff and the creation of some new positions resulted in a need for some changes to the church constitution and bylaws. New roles, like Lead Pastor, and changed roles, the Elder Board and the Executive Director/Pastor, required new language and a new description of how the lay elders work with the leaders on staff. There are also some updates to account for current church practice, and some changes to organization and presentation that make the documents easier to read. View the [new bylaws on graceb3.org](#).

### **Q. Is Grace Community Church financially stable – given the challenges of the pandemic?**

*Answer:* The church has taken a financial hit over the course of the last year. Regular giving has decreased, and the annual budget needed to be significantly revised as a result. That said, God has been faithful to provide for the work of the church. We have not gone into debt or suffered serious financial harm as a result of the pandemic.

We are hoping to see a greater commitment to financial stewardship as in-person attendance increases. In order to effectively serve the current congregation, and make room for new followers of Christ, we will need more resources soon. But God has blessed Grace Community Church, and we praise Him for taking care of us during a tumultuous season.

### **Q. How does Grace Community Church create its budget each year?**

*Answer:* Each year, the Operations Director (OD) projects the available revenue for the coming fiscal year based on the total giving from the prior calendar year. This projection takes place in January. Then, using that projection, each member of the Senior Leadership Team (SLT) creates a budget for his or her own department. Those departmental budgets are reviewed by the

Executive Director (XD) and the OD. Working together, the director of each department, the XD, and the OD evaluate new spending requests and ongoing budgeted expenses. In this way, each department contributes to the creation of the annual budget for the whole church.

The completed budget is presented to the Financial Review Committee (FRC) for evaluation and approval. Throughout this process, the elder board is given regular updates and opportunities for commentary on vision, direction, etc. The Elder Board is ultimately responsible for approving the annual budget. However, the FRC exists to facilitate the review of the budget and other financial matters so that the Elder Board can focus their attention on other church business. The Elder Board does take a more active role in matters of payroll (see below).

**Q. How does Grace Community Church manage matters of payroll?**

*Answer:* At Grace Community Church, the Operations Director (OD) serves as the head of human resource management. His role includes reviewing and maintaining wage and salary standards for the church. The OD makes regular recommendations to the Executive Director (XD) and Elder Board regarding annual payroll considerations. The XD and Elder Board review those recommendations and actively collaborate in matters such as: adding new staff members and positions to the payroll, approving base salary levels, approving raises, and more. The Financial Review Committee (FRC) also participates in these processes, offering advice and recommendations to the Elder Board.

**Q. What is the status of the building project?**

*Answer:* A few years ago, Grace explored the purchase of land that is adjacent to our current location with a view toward building a brand-new facility. When that land proved to be unavailable, we explored the possibility of doing a major renovation on our current facility. We were almost ready to execute that plan when the COVID Pandemic closed our doors in 2020.

In hindsight, we believe the Lord was gracious to us in not allowing us to start that major renovation last year. For one, the renovation would not have gained us all of the space we need. The parking would have remained insufficient, and we would have quickly outgrown the auditorium. We knew these limitations when we made the plans, but we didn't think we had other options at the time.

We also thought the costs of that renovation project were manageable. This turned out to not be the case. The costs associated with changing our existing facility into an entirely different building were much larger than we initially anticipated. If we had proceeded with that specific renovation plan, we would have paid too much for a facility that would not have met all of our needs.

We are currently exploring new options for building and remodeling. When the staff, board, and building committee have determined which options are best, we will present a plan and vision to the congregation.



# Grace Community Church Organizational Chart

