

# Flossmoor Community

— C H U R C H —

**2021-2022  
Annual Reports**

In preparation for Congregational Meeting  
Sunday, June 26, 2022 following worship



Three years ago, we saw that we needed to choose transformation if we wanted to keep serving our community. Instead, transformation chose us; we spent the last two years re-engineering all of our activities to adapt to the pandemic. Thanks to the efforts of many and the commitment of all, we thrived despite the obstacles.

how will FCC  
**tangibly radiate**  
Christ's love in our  
**diverse neighborhood?**



This year – still keeping the pandemic in mind - we've started to think more broadly about how we will tangibly radiate Christ's love to our diverse neighborhood.

- We share our space with community-based missions: The Center for Food Equity in Medicine, YouMatter2 (and Khesed Wellness on the horizon). Through the Board of Faith in Action, we support other community-based efforts, including the Harvey Project; the first 4-unit building will open this summer.
- We rebuilt our music ministry with more versatility and continuity, aiming for a broader range of music.
- From our all-church visioning event, called Appreciative Inquiry (AI), we now ask for any large event:
  - o Can it be made multi-generational?
  - o Can the community be invited or engaged?
  - o Can it be used to forward our equity goals or broaden our leadership?
- We apply AI's power question "How might we?" to any aspect of our life together in need of redesign.
- FCC's Anti-Racism Committee started its work with Chicago Regional Organizing for Anti-Racism to discern how best to help us carry out our anti-racism goals.
- Through the Paycheck Protection Program and several large bequests, we have time to grow our church to the size required by the mission we envision. That mission is resonating; we have been graced by a steady stream of guests looking for a spiritual home.

Pastor Julie started by pastoring a community that she hadn't yet met, necessarily prioritizing our pandemic response. As those limitations fall away, her deep spirituality, warm embrace, and pragmatic leadership are impacting every aspect of our life together. We are learning to share more stories, be more authentic, and give more of ourselves to our mission. This is what love looks like!

We each are accountable for the future of our community. We focus on those things that speak most deeply because that's when the synergy we create starts to overflow our limits. Each of us has God within – what is God whispering to the one and only you?

With gratitude for each member of this congregation and for the blessings of God -  
Anna Carvalho  
Governing Board Chair



As we look back at the year, we have so much to be grateful for. New members joined our community. Youth Ministry built momentum, friendship, and faith. Children's Ministry implemented an engaging, story-based curriculum. Our investment in local mission partnerships deepened. We learned from diverse preaching voices. Music Ministry re-launched with new staff, fresh joy, and a gorgeous Easter celebration. Pledging, other offerings, and building sharing revenue regained ground.

As one of you said with gusto at the Legacy Luncheon, "We show up. We love this church. We're here." That's no small thing after the last two years. The heartbeat of this church is going strong, and our desire for that heartbeat to offer fresh love and life to our neighbors hasn't wavered. We are a community church, and we'll keep stretching into that identity and mission together.

Appreciative Inquiry helped us reach back into the stories and experiences that have shaped us to articulate the attributes of our positive core. Based on the core of who we are, we dreamed about how God might help us build on that core to tangibly radiate Christ's love in our community. We haven't forgotten those stimulating discussions, and while Covid gave us some fits and starts, Long Range Vision will help various ministries carry the design process forward.

As we look ahead, I realize we carry some weariness from the past few years, personally, corporately, and globally. Let's be kind to ourselves. As we let God's grace and love saturate us, others will feel it in the air. Lord knows we all need more grace and love in the air. That being said, let's not be afraid to make positive commitments to grow in our ability to talk about hard things, to work out unity in diversity, to learn skills of listening toward understanding, to honor each other's humanity, and to encourage each other's experience of God. Watch for these commitments to shape our adult spiritual formation and education in the coming year.

Finally, thank God with me for an amazing Staff and Governing Board who continues to love, lead and serve alongside you. I feel supported and stimulated by our partnership in ministry! Please pray with us for the Spirit's creativity and conviction to lead us in two areas:

- 1) our search process for key staff positions, and
- 2) our commitment as a presently predominantly white church to both deepen our anti-racist work and intentionally increase the diversity of our congregational life.

We trust God will do incredibly more than we could ever ask or imagine.

Rev. Julie Van Til  
Pastor





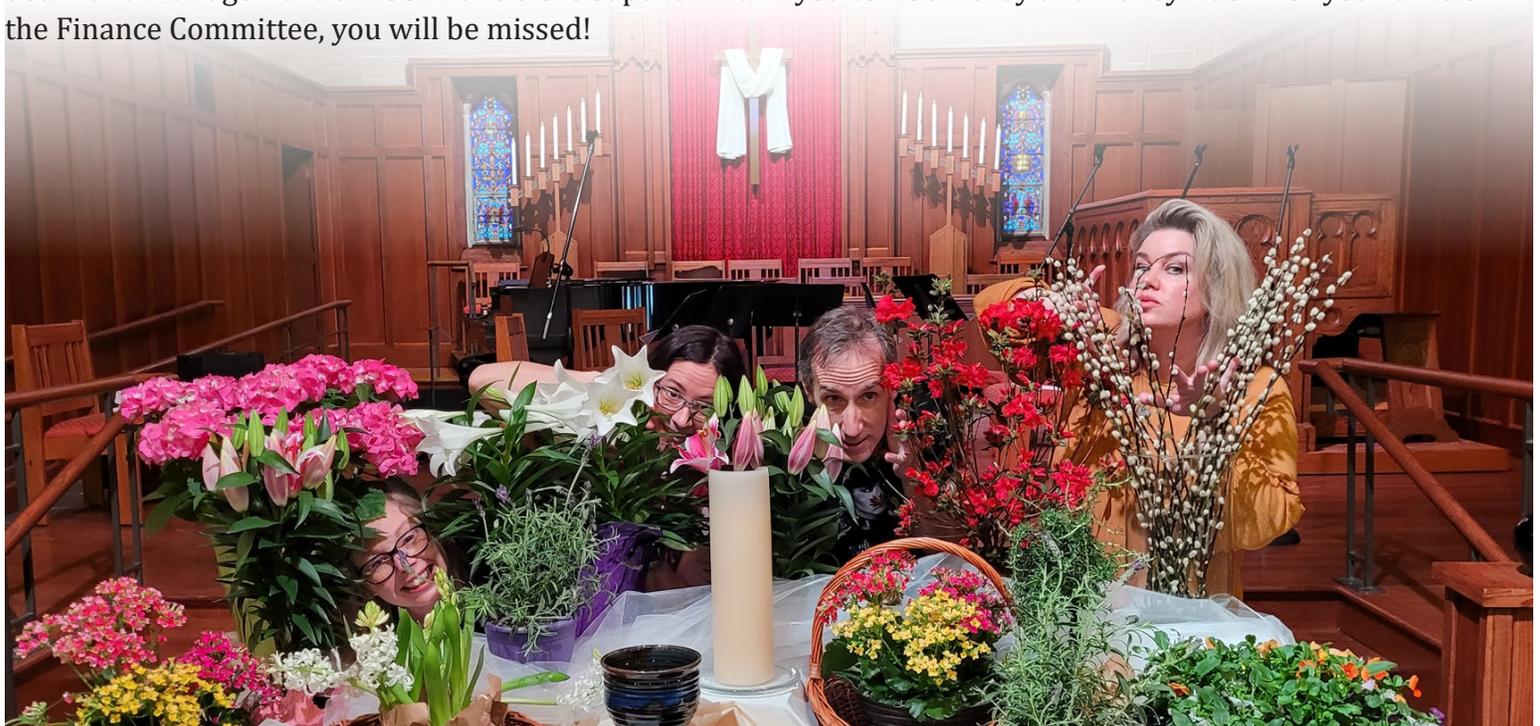
In my position, I oversee support staff and work closely with Properties, Personnel, and Finance Committees. I am also a staff representative of the Governing Board.

This program year we remained open and had no setbacks to in-person worship or building use from Covid! All our staff members returned to the office, and we got back into the rhythm of working in-person.

Properties has kept busy! Thanks to Karen Cheung for stepping in mid-year to chair the committee, and our group of properties guys who always step up and help when asked! Thanks to Steve Baker and Scott Maginity for your time on this committee. Feel free to stop by and pull a weed here or there, or give me your thoughts on a project, any time!

Personnel has remained busy with various staff tasks: managing farewells and welcomes; updating job descriptions and organizational structure; offering staff bonuses in January; analyzing staff work data over various times of the program year; and helping facilitate staff reviews on an ongoing basis. We currently have multiple positions open and look forward to beginning interviews with the hope of filling those by the start of the program year. Thank you to Nils Wickstrom, Denise Morris, and Kim Sifner for your time on the Personnel Committee - you will be missed!

Finance has remained busy, as well. Thanks to our pledging members and regular contributors for a strong finish to 2021. With the hard work of our outgoing treasurer, Bob Norby, the Small Business Administration Paycheck Protection Program (PPP) stimulus programs made all the difference in carrying us through the pandemic, keeping us from having to eliminate any staff positions. Thanks to Dan Laven for working closely with Financial Manager, Judy Jensen, to complete an internal audit. As anyone who knows Judy will understand, her attention to detail and management of FCC financials is superb. Thank you to Bob Norby and Nancy Rubin for your time on the Finance Committee, you will be missed!





I was looking back through older editions of our Narthex Newsletter, and was reminded that our theme for Lent in 2020 was “Holy Transitions: God Moves Us From One Thing to Another”. The theme was chosen because we knew that we would soon be calling a new Pastor ... but it seems almost comical now that the transition we anticipated was for a matter of months, instead of the years of transition we have journeyed through!

The last year has been a continuation of transition on many levels. We moved from a pandemic/closed building life into regathering together, went from recorded music to live voices, from Zoom meetings to live meetings, and shifted from masks required to masks optional. And after six years as Director of Congregational Enrichment, I too transitioned into a new role in March of 2022!

The formal title is Executive Director of Church Ministries, but my preferred title is Ministry Team Champion. I am honored that this new position affirms my gifts of encouragement and support to my colleagues in ministry, and recognizes my years of service and the institutional memory that I have developed. It is a pleasure to work closely with Brooke, Leslie, and Travis, and I hope that I can serve as their cheerleader and advocate, as well as coming alongside each of them to brainstorm, resource, and support their ministries in ways that build our congregation and God’s Kingdom.

The new position also includes my ongoing staff support to Adult Education, Congregational Connections, Faith in Action, Nominating, and Governing Board, and I refer you to those reports to learn more about the movements of the Spirit in those areas of ministry. Additionally, I enjoy working with Pastor Julie on worship planning, as well as project management of special events, such as last Fall’s Appreciative Inquiry.

Perhaps we should look at our life together as a perpetual season of transformation as we strive to meet the ever-changing needs of our community and our congregation?

*The Spirit may always move us in new directions, but we can find peace in believing that Jesus Christ is the same yesterday and today and forever.*

(Hebrews 13:8)





What a year it has been! While I have been serving at FCC for 2 ½ years at this point, the 2021/2022 school year was the first time I was able to meet with Youth regularly in person! But just like everything else in a post-Covid world, we had to go slow and create some adaptations as we went.

For instance, one of the most significant changes we underwent was moving the Youth Group educational hour to Sunday evenings rather than following morning worship service. After receiving feedback from parents and students, we believed the timing would allow more kids to participate and grant the opportunity to add some new rituals to our weekly routine. So, we met from 6:30 - 8 p.m. each Sunday, which allowed us to have thirty minutes of worship, games, and announcements followed by a full hour of team-building exercises and Bible study. This new arrangement allowed us to perform a plethora of new activities and dive deeper into our studies than ever before! However, as restrictions lifted, we discovered the event's timing began to conflict more and more with students' and families' schedules. So while we shall undoubtedly retain some of our traditions, we are beginning to converse with families about what time would serve best for our regular meeting for the upcoming program year.



This year was jam-packed with tons of new, exciting events! We held multiple Junior High Game nights at the church and in families' homes. We conducted a monthly gathering of parents via our Caregiver Coffee Collaborations to receive feedback and ideas on what we have done and what we should do. We collected nearly \$600 for the Center for Food Equity in Medicine during the Super Bowl of Caring. We had waffle nights, movie nights, open mic/karaoke nights, Christmas parties, sang special music during morning worship, and topped the whole thing off with a semi-rained out BBQ-munion party! We did so much in such a small amount of time! But it was worth it all to rebuild relationships with these amazing kids.



This year was a confirmation year, which meant we conducted several retreats across numerous exotic locales. After training and discussing the program year with our Lay Advisors, Juniors, and Seniors at our Leadership Retreat in August, we took the Confirmation Class to Tower Hill for our Spirituality Retreat, where we discussed and experimented with Spiritual Disciplines to aid in our journey to connect with Christ. In February, we embarked on the famous World Religions Retreat. We journeyed to the American Islamic Association in Frankfort, The BAPS Shri Swaminarayan Mandir in Bartlett, the Buddhist Temple in Chicago, and the Baha'i Temple in Wilmette. By asking each faith community about their values and the importance of faith in their lives, the students could decipher why they valued their faith and what questions they needed to ask themselves as they continued forward in the Christian faith. Finally, we adventured to a new locale for our Confirmation Retreat at Great Oaks Camp in Lacon, IL. There we traversed our way across the high ropes courses and performed the "Leap of Faith." As our peers held onto our safety line, we reflected on our doubts, our hopes, and our continued effort to trust both God and our FCC family. We concluded the session by writing our "Statements of Faith" and finally were able to induct eleven students into full membership of the church!

Once again, we just want to thank all the parents for their undying support, the lay advisors for their countless hours of meetings and engagement in the most ludicrous activities, and the congregation for always encouraging these students as they try new things and share their love for this church. I would never have been able to do a fraction of this program without all of you and shall forever be in your debt.

The challenges these young people face in this particular moment in history often prove overwhelming, discouraging, and hopeless. But despite the calamities and uncertainties which surround us, I bore witness to teenagers finding hope in each other, encouragement in the words of mentors, and the love of Christ amidst the members of this congregation. There are still many questions left unanswered. There are countless obstacles to overcome. But no matter what shape the future takes, I rest assured knowing I am surrounded by saints who shall do what is right when the world is wrong and serve as a beacon of light to these young people as they continue to carry the values and convictions of FCC forward.

May God continue the good work Christ started among our students this year in this brave new post-Covid world. May the Spirit continue to fortify our community as we bless the world with the blessings God has granted us time and time again. What a great first year back. Amen.





## HIGHLIGHTS

There were many highlights this year, the most obvious one being that we were together! We held Children's Worship in person, all year. We started the year off outside. As the weather turned colder, we moved downstairs to Fellowship Hall, to allow us enough space to social distance. The kids participated as one solid group. The older ones enjoyed watching out for the younger ones and the younger ones enjoyed playing with and looking up to the older ones. It was quite nice.

We moved our Children's education hour from Sundays after worship to during worship. Children now begin worship in the Sanctuary with their families and remain through the Passing of the Peace, after which they are led to Fellowship Hall to engage in the lesson in a manner that is more engaging for kids.



We had a solid group of volunteers that would miss worship every other Sunday to spend the time downstairs with the kids. We even had a few special visits from Izzy, to read our story!

We launched a new, story based, interactive curriculum, which the children thoroughly enjoyed! It was so wonderful to watch them engage in the story in a way that stayed with them to the point that they went home and told the story in their own ways to their families.



We raised over \$5,000 for the remainder of the story pieces for the new curriculum.

Most of our families were back for Easter worship. It was so very nice to see a full group of kids!

The 3rd grade Bible class turned into a 3rd, 4th, 5th grade Bible class this year, and had 12 kids in attendance after being on hold for the last few years.

We did many special crafts for the holidays including sending Valentines to our home bound members, Leprechaun Traps, and special cards for Mother's Day.



We had a wonderful Sunday Funday for the last day of Children's Worship. We went out back to have donuts, play games, and listen to music.

We have put together the summer event list. Events are happening on Thursdays approximately every other week over the summer. Stay tuned to the eblast for announcements!

Vacation Bible school is July 25-28. We have moved to the morning this year in hopes of reaching more families this way. Register or volunteer at [fccfaithful.org/childrensministries](http://fccfaithful.org/childrensministries)

There will be a Kick-off event in August to plan for the next curriculum year, date to be announced in the eblast!

## HOPES

- To have all of our families back in the building in the fall. We hope to have enough children to do 2 groups of story time and also a deep dive into the story for the 4th/5th graders.
- To come up with a new look the Children's Ministries rooms. We are looking to do a nice story room, a craft/activity room, and a cool 4th/5th grade room and get the names of the Building Blocks donations on the bricks.
- Continue to look for more ways to serve the children and families in the community.
- Bring more kids to the program and have them stay for the whole program year.
- Build a strong volunteer base.



In my position, I oversee FCC's website and social media presence, design all online and print publications, promote the ministries and welcoming spirit of FCC to the community, and coordinate and plan special events and fundraisers to foster congregational and community engagement. I offer staff support to the Board of Congregational Connections and attend Governing Board meetings as appropriate.

## Highlights

### GRAPHIC DESIGN

#### Web Design

- Redesigned the FCC website and refreshed its many pages to reflect changes as we returned to in-person worship, fellowship, and office hours.
- General maintenance and keeping happenings up-to-date

#### Logos & Graphics

Designed new logos and graphics for the following: Compassion Camp VBS, Youth Ministry 2021-22 Leadership Team logo, "I've Been Meaning to Ask" sermon series, job postings, Appreciative Inquiry, Good Gourd, Seeds 'n Sunsets, World Communion, Senior lunch with Mayor Michelle, All Saints Sunday, Habitat for Humanity Intergenerational Build, Advent 2021, Pop-up choir, The Longest Night, Mid-year Meeting of the Congregation, 5th Sundays Intergenerational Worship, Building Blocks Project, "A Most Beautiful Thing" documentary viewing, Souper Bowl of Caring, Ash Wednesday, Stock-up Sunday, Wednesday morning bible studies, Build a Leprechaun Trap, special guest preachers, Weekday Preschool Art & Innovation Station, "Turning" Lenten theme, Community-facing logo redesign, Newcomers coffee, Wholehearted Faith series and visit, Holy Week, Aunt Martha's New Mothers drive, SOS Community Blood Drive, Legacy Luncheon, Pentecost Picnic, FCC Pride Party, Congregational Meeting, Popsicle Party

#### Printed media

- Designed new outdoor signage and banners for the following: "Loving Kindness" (Compassion Camp VBS), Community House parking lot basketball signage, I've Been Meaning to Ask sermon series, Appreciative Inquiry, Stock-up Sundays, Good Gourd, Wholehearted Faith series, FCC Pride Party
- Memorial bulletins
- Diaconate cards
- Weekday Preschool back to school night flyer
- Juneteenth 2022 sponsorship ad
- Weekday Preschool Art & Innovation Station flyers
- Children's Ministries Building Blocks project campaign
- Weekday Preschool Fundraising stationary
- Seasonal FCC Welcome brochures
- FCC Christmas cards
- Legacy Luncheon invitations
- Event and happenings posters
- Quarterly Narthex newsletters

#### Social Media

- Manage of FCC's Instagram & Facebook accounts
- Generated paid Facebook video ad for Christmas Eve
- Facebook ads for Good Gourd, Holy Week & Easter, FCC PRIDE Party
- Generated several community-facing posts highlighting upcoming events and public responses to community and national tragedies
- Stewardship "I'm In" testimonial highlights
- Black History Month features
- Job postings
- New staff announcements
- Special event sponsor and vendor announcements
- Weekly e-blasts

#### Special Videos and Presentations

- "I'm In" Stewardship Testimonial videos
- Appreciative Inquiry debriefing presentation

### OTHER

#### Congregation and Community Connections

- Hosted a water station for the Hidden Gem half marathon
- Planned and hosted “Good Gourd”, our first FCC Community Event since regathering! The event was very well attended by the community and was a gorgeous afternoon enjoying live music, food and craft vendors, pumpkin decorating and games. The entire event paid for itself and we look forward to hosting it again.
- Supported “Made With Love” Cookie Project, partnering with Diaconate to deliver Christmas cookies to members/friends who were perhaps alone or mobility challenged during Advent
- Attended You Matter 2 Fundraising Gala to accept “Community Partner of the Year” award
- Planned and hosted our “Pentecost Picnic” to kick off the summer, providing lunch to the congregation and enjoying it together at one long community table set up outside.
- Planning the FCC PRIDE Party, coordinating corporate sponsorship, personal gifts, merchandise orders, volunteers, entertainment, decor, publicity and more.
- Sponsorship of the 2022 Juneteenth Festival
- Sponsorship of the Flossmoor Baseball League “Tigers” t-ball team, attending the Opening Day parade and two team games
- Coordinated all schedules, entertainment, volunteers, vendors, and sponsorship for community events



### Hopes



We’ve seen it all in terms of safety standards, comfort levels, and ability to gather over the last few years, and it may have left us drained or weary. But those times of being unable to gather have fueled my eagerness to do what we can, when we can. I encourage you to extend the invitation to get involved. Radiate radical love and hospitality. Let’s invite our friends within these walls and our community beyond it to join us. Whether it’s to roll up our sleeves to do important work, or to just have fun, I am convinced that a *Culture of Invitation* among us is how we’ll grow. I invite you to plug in to this energy with me and be a part of these exciting opportunities to connect. I’m so looking forward to the good times ahead with you. Meet me there.



Weekday Preschool opened the 2021-2022 school year with a great turnout to our summer playground clean-up in August. Multiple families and staff members pitched in to spruce up our outdoor space for the return of traditional indoor & outdoor preschool.

Teachers returned the week of August 23 to freshly painted classrooms with waxed floors and lots of supplies to kick-off the year. They spent the week prepping their bookshelves, tables and hooks to welcome kids back to Weekday. We hosted playground classroom playdates that week, so that families could meet others in their classes prior to the first day of school. Meet-your-teacher appointments were available for kids and parents to walk around their classrooms, find their cubbies, and have a short one-on-one.

Our program year opened with 76 kids enrolled, 9 teachers within 6 classrooms, and 8 schedules for the first week of school on September 7. Some adjustments were made to stagger drop off and pick up times done outside to minimize the amount of people transitioning in the hallways. It worked out very well! Our first annual back-to-school night was held September 28, where families could tour the hallways, classrooms, and playground in the evening. Pastor Julie was on hand to pass out DQ treats for their way home!

October brought field trips to the Children Farm in Palos Hills and Windmill Acres in Beecher. Farm and Fall units were discussed in each classroom. Halloween parties were celebrated in classrooms with only their classmates and a treat to decorate. November highlighted our first parent-teacher conference; teachers shared the children's progress and things that are happening day to day. December & January were short months with holiday parties and winter break. Different cultures and holiday celebrations were shared in classrooms. With a return of school after break, we saw a small surge of Covid and had to manage closing a classroom for a week to stop the spread. Thankfully, we only had two closures the whole year.



Philosophy of outdoor play holds strong at Weekday Preschool in the winter. Snow pants, boots, mittens and cold weather gear is a must, as our kids get outdoors almost every day if temperatures are in the teens or above. Thankful for our teachers who also value outdoor winter play and experiences! February continued with creative uses of space and learning about outdoor habitats of animals. We also had DCFS come to review and renew our license to operate a facility in the state of Illinois. This happens annually, but every 3 years it's a much more in-depth process that requires paperwork, radon & lead testing, and a variety of requirements to maintain safe spaces for our preschoolers. March brought the hope of Spring, rain, rainbows, and flowers. Those themes were evident in the classrooms with many things starting to bloom indoors.



We hosted our first annual Art Fair and Science Showcase during Spring parent-teacher conferences on March 24. It was a successful event that included art that could be framed for a fee that contributed to fundraising, make-and-take science experiments to do over spring break, and art stations to create unique 2D and 3D natural art. MANY thanks to Pastor Julie, Brooke, and Leslie for help in running a smooth morning event! With Brooke's help, we created blank stationary cards featuring Weekday kids' handprints. A five pack of cards is \$10, the proceeds are split between FCC's Faith in Action and the WPS Scholarship fund.



April brought an all-school field trip to Irons Oaks where students were treated to nature stories and a senses hike. Mid-April we had the opportunity to offer enrichments twice a week for four weeks. It was another step toward what Weekday was prior to the pandemic. May was a break in the weather and an all-school field trip to Rapunzel at Beverly Arts Center May 6. Leslie Maxie treated our families to a "Ramp it Up" event on May 19 with music and popsicles, where Vacation Bible School information was shared. End of the year picnics happened on May 25 at WPS and off-site locations. We were so happy to complete an entire school year while navigating the Covid protocols and ensuring the safest environment for all.

Registration opened in mid-March for the 2022-2023 school year with a rush of current families to secure their spot for next year. As of June 1, we have two spots left. Things do change over the summer, however, so I encourage people to still register online and tour if they're interested. Word of mouth continues to be the most common referral when asking how families heard about us!

Thank you for the support and trust to direct Weekday Preschool!

Respectfully,  
Dallas Collins, Weekday Preschool Director



## Highlights

Even though it has only been since March 1 that I have been a part of the FCC family, it feels to me like a whole year's worth of Music Ministries activity has been folded into that short time.

I can say without a doubt that THE highlight of everyone involved has been the return to live music during worship. The Chancel Choir, Chancel Ringers, and Ensemble have all been joyfully sharing their talents for the last three months.

- Katie Van Heel did a remarkable job shepherding the music ministries through the void brought on by the pandemic and helped to make the transition into my new role as Music Ministries Director as smooth as it could be!
- Jeff Hamrick assumed the role of full time collaborative keyboardist after having served interim in the same position
- Jaya Russel and Lea Ryndak have been serving as the worship technology team, running sound and broadcast on Sunday mornings. (A number of volunteers have also heroically stepped up to fill those roles as needed.)
- The sanctuary was filled with music on Easter Sunday as all of our musicians joined forces to lift FCC up in song and exclaim "Christ is Risen!"
- We continue to search for ways that the music we create each week contribute to thoughtful, vibrant and authentic worship

## Hopes

- That we continue to be a singing congregation
- That the Music Ministries of FCC help to attract new members, and that any new members would joyfully share their talents
- That the FCC Faithful continue to support the Music Ministries even if there are moments when they are pulled from their comfort zone

*I will praise you with the harp  
for your faithfulness, my God;  
I will sing praise to you with the lyre,  
Holy One of Israel.  
My lips will shout for joy  
when I sing praise to you—  
I whom you have delivered.*

- Psalm 71:22-23



# Adult Education

This has been a year of transition for Adult Education, as Rev. Julie Van Til and Betsy Hanzelin assumed leadership of the educational opportunities for Adults. Our vision for the fall was a continuation of the Summer Series, “I’ve Been Meaning to Ask” and our hope was to provide space for “curiosity, courage, and connection”.

## Highlights

- Monthly Forums were planned around topics and speakers that the congregation had set as priorities. We sponsored Sunday forums related to Food Equity, Mental Health, and Diversity in Worship.
- Sunday Book Discussion were led on Zoom and in person by Trina Hayes. The group discussed “Saving Ruby King” by Catherine Adel West, “The Book of Longings” by Sue Monk Kidd, “Dusk, Night, Dawn” by Anne Lamott, and “Firekeeper’s Daughter” by Angeline Boulley.
- A special Lenten Forum was held on April 10, as we invited author Jeff Chu to lead us in worship and in discussion, around the book “Wholehearted Faith” which he created based on the writings of his friend Rachel Held Evans. Book Discussions were also held the weeks before and after Jeff’s visit. We all felt like Jeff was our new best friend after spending this day together and hearing his words of wisdom and inspiration!
- Bible Studies were led by Pastor Julie & Betsy on Wednesday mornings (in person) and Wednesday evenings (on Zoom) in October and November based on the lectionary readings for the following Sunday. Betsy continued this group with a three week Advent Study on Wednesday mornings. The group requested that we continue the gathering on Wednesday mornings, and Betsy facilitated discussions each Wednesday at 10 am focusing on the lectionary readings from the Gospel of John. The group is taking turns leading Wednesday mornings in the summer, using the series “Twelve Women of the Bible”.



## Hopes

We hope to move forward in developing Adult Spiritual Formation and identifying individuals who are willing to dream, research, and plan opportunities that meet the needs and inspire the hearts of our diverse congregation.



The Board began our year together with great plans shared around a table on a lovely night in August in the Kane's backyard. We celebrated our life as a family of faith and dreamed of the many ways we could begin to reconnect our church family as the pandemic wave appeared to slow. Soon after our first event in the fall, we realized that Delta and then Omicron would make it impossible for our in-person plans to come to fruition. We had to wait until late Spring to begin again. Still, we celebrate what we were able to accomplish.

## Highlights

### **Good Gourd – Saturday, October 16**

We enjoyed an afternoon of great live music, delicious treats, pumpkin decorating and games for kids, and vendor booths for fall delights. BCC Board members pitched in to keep things running, and all appreciated that this event was BYOB and not a fundraiser as it allowed for a low-stress level and general enjoyment by all ages! We look forward to bringing this event back!

### **Made with Love Cookie Project – December**

The Board partnered with the Diaconate to identify recipients of our cookie boxes, which were lovingly packed and delivered to members and friends in need of a little extra Christmas cheer. Boxes were delivered to over 40 households, and we had around 20 bakers and 10 delivery-persons!

### **Pentecost Picnic – Sunday, June 5**

We held an all-church picnic with a long common table down the front sidewalk. Sandwiches, chips, cookies and drinks were provided by the Board, with additional sponsorship to reduce costs.

### **FCC PRIDE Party – Friday, June 24**

The Board decided to pick up the community Pride event, since Homewood and Flossmoor were unable to organize a Pride celebration this year. Generous sponsorship and support from the community promise a meaningful evening of music, delicious food and beverages, and communal gathering in celebration of our LGBTQ+ community members and allies!

## Hopes

The Board will begin planning our schedule of events for 2022-2023 in the next few months. There are a few events we have committed to already:

### **Good Gourd – October 2022**

**BYOB Bingo** – quarterly throughout the year, to serve as fundraisers for ministries of our congregation.

Our greatest hope is that the congregation can gather regularly with one another and our community, as we radiate Christ's love to our diverse community!



The past year of the diaconate board is a story of beautiful people doing incredible things for the entirety of the FCC community. I could write volumes on the simple acts of kindness that infused hope and love into lives and situations riddled with pain and sadness. Our deacons have handwoven and distributed over a dozen prayer shawls used to provide both physical comfort and spiritual care for those in need. We have arranged numerous trips to hospitals and appointments. We have cooked and delivered countless meals for individuals recovering from surgery or illness. Cards have been sent every month for those on the Prayer Chain. Phone calls are made regularly to provide encouragement and prayers for members whose circumstances have not permitted them to join the FCC worship and activities. Flowers donated for Sunday morning worship continue to be delivered as an act of blessing and solidarity to individual homes on a weekly basis. Members serve as ushers and greeters for families as funeral and memorial services are conducted in our church. The list goes on and on.

These organized efforts serve as a mere fraction of the love and kindness shared by our deacons in their day-to-day commitment to serving the needs of the FCC community. I have been blessed to serve a wide array of churches, but our deacons are the most aware, sensitive, and responsive diaconates bar none. In most cases, the deacons already know about the most recent pastoral news before I do! It is a massive blessing to work alongside this team. FCC is undoubtedly better because they are here.

This year of hard work, of course, is primarily due to the fantastic work of Sue Durkin. Her organizational and leadership skills tackled any problem head-first while simultaneously providing an environment of positive collaboration, creativity, and spiritual wellbeing. Sue's forward-thinking allowed us to update policies and procedures in a thoughtful and meaningful manner, ensuring our deacons never burned out while also guaranteeing our congregants were never neglected. Sue's love for this congregation is why news of her departure to Western Springs, IL, proved bittersweet. While we are ecstatic about Sue and Mike moving closer to family and their newfound ability to shower their grandkids in unbridled affection,

the Diaconate Board was saddened to see Sue step down from her position as Chair of the Diaconate. Her presence has been missed during the past several months, but we are super glad Sue has been flourishing on the path God has led her.

In the meantime, I have temporarily filled the roles of organizing and leading our most recent meetings. We have been doing a great job of maintaining the ministries at hand. Still, we are also very excited about the arrival of a new Diaconate Chair as the alleviation of Covid opens up even more opportunities for us to meet the needs of our people. We cannot wait to see how God will use us in the upcoming year!

In other transitory news, in the near future I shall be stepping down from the position of Interim Assistant to the Pastor for Pastoral Care. Despite the unexpected length of my interim position, this amendment to my ministerial duties was always a temporary arrangement, and as we emerge from the pandemic, the opportunity to add some diversity and fresh blood to the church staff proves very exciting! The past two years of serving the congregation in this manner has been an incredible blessing. It has been an honor to serve as a source of comfort for those who felt trapped in their own home, a co-mourner for those who lost loved ones, and a voice of love for those in desperate need of encouragement. To receive the stories of joys and pain from our congregants has made me a better person and I am eternally grateful to be trusted with them. But fear not! I am not leaving FCC anytime soon. I shall still be organizing all matter of Youth Ministry shenanigans for the foreseeable future. By recruiting a new member for the staff, I shall be allowed to solely focus on my role as Director of Youth...who knows what shall come as a result!

Once again, I wish to express the deepest gratitude to all the people that has made this special arena of ministry possible. Amidst this season of care and change, may God continue to inspire and guide us as we continue to incarnate the healing power of Christ. May all of the upcoming transitions serve to breathe new life into the already vibrant community of FCC now and forevermore. Amen.



The purpose of the Board of Faith in Action (FIA) is to support outreach efforts and encourage and equip congregants for service outside church walls. The members of the board are tasked with prayerfully discerning between charity and the path to self-sufficiency. This giving season we provided opportunities for hands-on outreach, pursued intentional efforts to build partnerships, and provided emergency response to those in crisis, provided funding, grants, and special disbursements.

## Highlights

- Through Kiva.org, we continued to provide micro-loans to individuals across the globe in an effort to support the growth of their small businesses
- We conducted two special collections – World Communion Sunday and Easter Offering – and provided significant financial contributions to Shelter Box, Direct Relief, Aunt Martha’s Health and Wellness Centers, and South Suburban PADS
- We worked on site for a Habitat for Humanity home in Park Forest with 23 church and community members
- We sponsored 68 individuals during the Holiday Season for the Angel Giving Tree; we fulfilled wishes for every individual on the list and provided a significant monetary donation to the Bethel Community Center
- We provided 7 community partners with special grants totaling over \$13,000 to help them continue their efforts to serve their clients
- We conducted quarterly food collections for the Center for Food Equity in Medicine
- “New Mothers Drive” collected for Aunt Martha’s Health & Wellness



## Hopes

We are an incredibly generous congregation, providing time and treasure without fail. We more than appreciated the financial contributions from all of you, and our hope is that we find more opportunities for hands-on volunteerism. We’d like to see you come out for a few hours on an afternoon or weekend to help our partners around the community. No cash needed!



## Highlights

- We finished 2021 fiscal year (ending December 31) with \$59,269 surplus versus budgeted deficit of (\$88,503). Budget surplus was mainly attributable to \$118,500 forgiveness loan made available through the federal economic stimulus CARES Act (Coronavirus Aid, Relief, And Economic Security Act) administered through the Small Business Administration Paycheck Protection Program (PPP).
  - We received formal notification from the SBA on June 25, 2021 that the \$118,500 PPP loan was forgiven and fully satisfied.
  - A deficit Budget for 2022 was prepared and approved at the January 30, 2022 Congressional Meeting in the amount of (\$103,666.12).
- 
- We conducted an internal audit of 2021 FCC financial operations with resulting Exam Report, dated April 19, 2022, submitted to the Governing Board for pre-Congregational Meeting approval.
  - 2022 revenues and expenses through April are tracking in accordance with the budget. There are no concerns at this time.
  - In February, FCC was notified as being the recipient of a bequest from the estate of long time member Nancy Van Laten and received a partial distribution of \$75,000 at that time. The Van Laten estate Executor advises that the total Van Laten bequest to FCC is estimated at \$150,000, with the final distribution anticipated before the end of the year.

## Hopes

- A greater sense of God's presence & purpose for FCC
- A congregation with big dreams for mission & ministry
- All members growing together into an ever deepening understanding of Christian stewardship
- Joyful giving & balanced budgets

While we continue to be challenged by large budget deficits, at the same time we can be encouraged by the faithful, generous and growing financial support from our members. The current cash surplus generated in the last several years through two PPP loans, the significant bequest from the estate of Nancy Van Laten, and the ongoing support of the FCC Foundation, allows us to confidently move towards a future that supports personal & congregational growth in Christian discipleship, stewardship, worship, mission & ministry.

*The 2021 FCC Internal Audit Report and Financial Exam Report are included at the end of this packet.*



## Highlights

The Nominating Committee fulfilled its duties this year by placing board and committee members in open seats, including several committee chairs. Thanks to all committee members for their diligent work and to those who volunteered to serve. I also want to thank Pastor Julie Van Til, who assisted in the nomination process, and Betsy Hanzelin, who helped and guided us.

## Hopes

I hope the new slate will contribute in significant ways to the committees and boards on which they serve, continuing to build on the re-visioning work the church completed in the last program year. I also hope for a growing church community where members feel called to express their faith through service.



The Personnel Committee has been exploring ways to support our dedicated and talented church staff individually and collectively as we moved through a full program year of in-person participation.

Through research and advice by staff, lay leaders, and members of the congregation, we are working to create a vibrant church that connects our members and the communities we serve through ministry guided by mission. In the closing days of the program year, we celebrate the teamwork of our enthusiastic staff.

## Highlights

- Experienced a smooth transition with appreciation for departing Chair, Sharon Dobben
- Celebrated monthly work anniversaries of staff members
- Reviewed/approved various medical leaves for staff members
- With sadness said farewell to Vonda Hardesty (Organist), Michael Rugen (Chancel Choir and Ringers Director), and Katie Van Heel (Music Ministry Coordinator)
- Reviewed staff classifications (classification are for Ordained Pastors, Leadership Staff, Support Staff, Associate Staff) and revised staff job descriptions (the list follows below) to promote the goal of a vibrant church. Reviewed or revised job descriptions include:
  - o Office Administrator
  - o Wedding Coordinator
  - o Nursery Leader
  - o Nursery Worker(s)
  - o Organist/Pianist
  - o Music Ministry Director
  - o Music Ministry Associate
  - o Executive Director of Church Operations
  - o Executive Director of Church Ministries
  - o Communication & Connection Director
  - o Youth Ministry Director
  - o Children's Ministry Director
  - o Pastoral Care Associate
- Recommended and recognized newly hired staff
  - o Nina Harris (Office Administrator)
  - o Dylan Parry (Alternate Porter)
  - o Rob Calhoon (Music Ministry Director)
  - o Jeffrey Hamrick (Organist/Pianist)
- Developed procedures for detailing the process for Alternative Spousal (Insurance) Plan
- Made recommendation for an annual staff salary bonus
- Collected and analyzed staff work data over a multiple week period
- Facilitated staff reviews on an ongoing basis
- Met the Sub-committee for Sexual abuse/harassment

## Hopes

- Create an annual Personnel Committee work calendar
- Review and support new/revised staff positions, modifying them if necessary
- Encourage laity and leadership staff to reflect the energy present for the post-pandemic time
- Hire a new Pastoral Care Associate
- Review policies for recognizing departing employees, for recognizing significant staff work anniversaries, and for a non-disparagement clause
- Hire a new Children's Ministry Director



During this program year back in person, we continued to maintain and protect our existing buildings and grounds, and continued to adapt our worship spaces to meet pandemic/post-pandemic related operational needs.

## Highlights

Although there are too many projects to list, here are some of the highlights of the past year:

- Community House and McAfee Garden Landscaping updates/upgrades
  - Trees trimmed/canopies raised, as needed around properties
  - McAfee Garden pond rebuilt and repaired
- 
- Sidewalk beyond the handicapped ramp mud jacked 2"+ to improve the uneven surface
  - Worked with the Village of Flossmoor to build a swale on the Weekday Preschool playground to aide with water drainage
  - Updated the Lobby with a new color and fun mix tiles (Thanks to Brooke!)
  - Installed offering boxes/stands to use while unable to "Pass the Plate" for offering collection
  - Worked with Music Coordinator to move music library, organize music office, and re-purpose Rehearsal Room B/Bell Room
  - Worked with pest control company to remediate mouse, bat, bee, and ant issues in the Chapel, Sanctuary, and surrounding worship areas
  - Updated Genesis room with conference table for meeting room space
  - Welcomed or welcomed back the following space sharing groups:
    - o Ivy League before/after school care and summer camp
    - o YouMatter2 Youth Group
    - o AA (3 days/week)
    - o Center for Food Equity in Medicine
    - o Sunshine Kitchen, A Piece of the Pie, additional commercial kitchen space sharers
    - o Scout Troop meeting
    - o IPO/IPO Rising Stars
    - o Destiny Dance
    - o Angels Athletics
    - o Various other organizations who share our spaces
  - Painted Weekday Preschool classrooms, hallways
  - Cleaned-out, painted, and updated FCC Nursery
  - Received the 2022 updated Reserve Advisors Report
  - Worked with Sound Planning to update our Sanctuary sound and technology

## Hopes

With the updated Reserve Advisors Report, we will work closely with Finance and the FCC Foundation to create a five-year plan for funding projects that are our biggest priorities. Some of those priorities include:

- Repair/Replace the current HVAC system in the main church building
- Plant trees on the Community House lawn to return foliage/beauty to the grounds
- Update/Install electrical service on the exterior of the main church building, and the Community House
- Repair flat roof over nursery (education wing)
- Update and expand the function/usability of our buildings for outside space sharing opportunities



Stewardship launched the Fall 2021 Campaign, using the theme “Are you IN?” The campaign challenged the congregation to think of the many ways they could be “IN” on the good work and ministries of the church. In addition to financial commitments, we were asked to make be “IN” with hands to serve.

Our thanks to members of the congregation who shared deeply touching stories about their journeys to making financial commitments at FCC through interviews shared in a special presentation during worship.

**The campaign and follow-up efforts resulted in  
127 pledges being made for a total of \$543,146.94 for 2022.**



As we began to regather for worship in person, the Board of Worship and Arts worked to support our pastor in planning weekly worship services that were also held online throughout the year. Our work consisted primarily of coordinating liturgists, ushers, and communion assistants for Sunday worship services.

The church re-opened for in-person worship on Sunday, May 9, 2021, after being closed for approximately 14 months. A small section of the sanctuary is still reserved for those who prefer to wear masks and sit with others who are wearing masks. The church purchased a camera and other equipment required to hold worship services both in-person and online simultaneously. A few high school students have been hired for technical support roles on Sundays.

### Highlights:

- Creative, meaningful worship continued in person and online throughout the year.
- Assisted staff and the personnel committee in forming a search committee for a new organist/keyboardist, and a new music minister. This search culminated in the hiring of Jeff Hamrick and Rob Calhoon. Both are excellent additions to our FCC staff.
- Updated the usher contact list (and distributed it to all ushers) and gave responsibility for finding subs back to each individual usher and the Usher Captains.
- Celebrated Katie Van Heel's music ministry at FCC with a small party at my home.
- Took an inventory of liturgical materials we currently own, including the paraments, banners, and communion cups, plates, pitchers.
- Opened a discussion on how to incorporate more inclusive identity and culture in worship, while continuing to include colors (in the sanctuary) of the liturgical seasons of Advent, Christmas, Epiphany, Lent, Holy Week, Easter, Pentecost, and Ordinary Time.
- Began archival collection of the history of Flossmoor Community Church and discussed where it should live.

### Hopes:

- Continue discussions on how to form a more inclusive identity, culture, and worship language during weekly Sunday worship.
- Continue to delegate specific tasks such as liturgist coordinator, ushers, and greeters as in-person worship resumes on a regular basis. Train all members of the committee on how to prepare the bread and grape juice for communion.
- Support Pastor Julie, Jeff, Rob and other staff members in their efforts to continue to lead our congregation in creative, meaningful worship.
- Work with other churches to host services such as Thanksgiving Interfaith Service, weekly Lenten gatherings, and a Baccalaureate service for high school graduates.

Respectfully submitted,  
Donica Van Voorhees



# FCC Internal Audit Report (cont)

<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>August</u>
\$ 325,359.52	\$ 283,212.63	\$ 285,782.72	\$ 268,114.63	\$ 241,941.79	\$ 227,315.19
\$ 316,668.68	\$ 327,995.31	\$ 328,098.41	\$ 331,015.04	\$ 332,303.57	\$ 330,850.13
<u>\$ 226,438.04</u>	<u>\$ 230,262.52</u>	<u>\$ 230,270.30</u>	<u>\$ 235,138.26</u>	<u>\$ 235,146.09</u>	<u>\$ 235,153.92</u>
\$ 543,106.72	\$ 558,257.83	\$ 558,368.71	\$ 566,153.30	\$ 567,449.66	\$ 566,004.05
\$ 337,055.59	\$ 319,431.07	\$ 303,047.40	\$ 291,677.30	\$ 256,874.26	\$ 232,320.18
<u>\$ 11,696.07</u>	<u>\$ 36,218.44</u>	<u>\$ 17,264.68</u>	<u>\$ 23,562.67</u>	<u>\$ 14,932.47</u>	<u>\$ 5,004.99</u>
<u>\$ (11,696.07)</u>	<u>\$ (36,218.44)</u>	<u>\$ (17,264.68)</u>	<u>\$ (23,562.67)</u>	<u>\$ (14,932.47)</u>	<u>\$ (5,004.99)</u>
<u>\$ -</u>	<u>\$ -</u>				
\$ 316,668.68	\$ 327,995.31	\$ 328,098.41	\$ 331,015.04	\$ 332,303.57	\$ 330,850.13
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
\$ 226,438.04	\$ 230,262.52	\$ 230,270.30	\$ 235,138.26	\$ 235,146.09	\$ 235,153.92
\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

*Review of Internal Accounting and Operational Processes*

*Dan Laven, FCC Finance Committee Member*

## EXAM SUMMARY

To Flossmoor Community Church and the Finance Committee:

I have conducted a limited-scope exam of the internal records and financial statements of the Flossmoor Community Church (“FCC” or “The Church”). Please note that this report is not an opinion on the financial condition of the church, only a reflection of the accuracy of the records and statements to the extent information was reviewed.

During the period February through April 2022, I reviewed source documents, bank statements, investment account statement, Paycheck Protection Program (PPP) loan documents, receipts, insurance certificates, payroll tax records, and large contracts, and conducted interviews with FCC staff members Jamie Ford and Judy Jensen. As a result of my review, I do not note any material errors or issues with the figures presented in the financial statements, and find them to be an accurate representation of the balances in the financial statements for the 2021 period.

I would also like to add that Jamie and Judy were extremely conscientious, knowledgeable, friendly, and cooperative through the period of the exam, and were able to respond to all requests for information in a timely and accurate manner. Judy’s attention to detail was evidenced in the work papers attached, as all testing for 2021 was verified and all funds accounted for, to the penny, with no variances. Jamie was also very helpful and able to clearly explain all activities of the Church that we discussed with ease. The Church is fortunate to have them both.

I appreciate the opportunity to assist the Church in this small way, please review the further detail of my report below and let me know of any questions. Thanks very much.

Dan Laven

FCC Finance Committee

## BANK/INVESTMENT ACCOUNT REVIEW & RECONCILIATION TO BANK STATEMENTS

For the period beginning 12/31/2020 through 2/28/2022, I reviewed the Cash in bank at Old Second account, and investment accounts at Morgan Stanley (formerly Smith Barney) Endowment Fund and Cash Investment accounts (ledger #'s 10200, 12000, 12500). I reconciled the activities and the balances per the monthly statements with the monthly financial statements of the Church, without variance. Any differences were due to normal timing of deposit and withdrawal activity, all entries were clearly explained, and no irregularities were noted in any transactions. Judy stated that she is pleased with the service and performance of all bank and investment account relationships, and that there were no significant issues with the online banking or systems of the financial service providers.

Judy completes a detailed reconciliation of the monthly statement balance in the Cash account at Old Second, and traces all checks/payments and deposits that carry over from one month end cutoff to the next. Her work was accurate and organized. Please see the attached spreadsheet titled "2021 Account Reconciliation" for details.

## BANK STATEMENT REVIEW

For the period beginning 12/31/2020 through 2/28/2022, I also reviewed the Cash in bank at Old Second account, and investment accounts at Morgan Stanley (Endowment Fund and Cash Investment accounts) for any large dollar significant transactions or transfers, and found no irregularities in those transactions, as they all could be traced to an appropriate account. I did not note any excess fees or unnecessary charges to the accounts.

## PLEDGE COLLECTION PLATE REVIEW

A brief review of a sample of Collection Plate fund records was conducted during the February 2022 period (most recent available), and all funds were detailed and deposited in the Old Second Cash account in a timely and appropriate manner. It was also noted that a significant deposit in the amount of \$75,000 was received in February 2022 from the Van Laten Distribution Trust #1. Per Jamie, an additional donation from the trust in the same amount is expected, although the timing of that distribution has not been determined at this time.

## INSURANCE CERTIFICATE REVIEW

A review of the current general property and liability policy with Church Mutual Insurance Company was conducted, and confirmed that the Insurance coverage is in place through 1/1/2023, and is renewed annually. The amount of coverage seemed sufficient, although the examiner does not express an opinion on the amount of coverage needed. Per Jamie, the Church is satisfied with Church Mutual's service and pricing, and values the long-term nature of the relationship.

## PAYROLL TAX DISCUSSION

I interviewed Jamie Ford and Judy Jensen regarding the payroll taxes, and they stated that all payroll taxes are current and there are no tax issues or penalties.

## PPP LOAN REVIEW

I reviewed the 2021 (second installment) of the PPP loan forms and agreements, and did not find any irregularities. Both the 2020 and 2021 PPP loans have been forgiven and there are no further actions needed.

## CONTRACT REVIEW

I reviewed one significant contract, with Seconds Matter Safety Solutions, signed in January of 2021, stated contract price is \$41,984, to install new security camera and access control for main entrances, and upgrade IT Network Infrastructure, including Wi Fi connectivity. Per Jamie, the work is still in process and is expected to be completed in 2022. The contract for the work was subject to a bidding process, at least 3 bids were received. Jamie stated that Church policy is to obtain at least 3 bids for any project or work, unless under emergency circumstances.

## BUILDING/PROPERTY VALUE

I inquired into the methodology for valuing the financial statement figures of \$2,335,000 and \$181,795 for the Church property and the Community House, respectively. The value was determined from an estimate of commercial property values per square foot in the area, which was then applied to the properties. The date of that valuation was not known. It is recommended that an updated analysis should be considered, and discussion of the basis may be warranted, given the limited use for the property and the age of the valuation.

## CONCLUSION/ RECOMMENDATION

As noted previously, the exam results were satisfactory and no irregularities were noted. The staff was deemed to very knowledgeable of all accounting and operations under their purview that were subject to this review. Given the results of this exam, I have only the following recommendations:

- A follow up exam should be completed by a “third party” (either FCC Finance committee member or other Church member) in the first quarter of 2024 (2 years) to establish a record of any changes in processes or policies.
- It is recommended that the staff continue to monitor the performance of all financial and other service providers and continue to review competitive bids for all work.
- As mentioned previously, it is recommended that an updated review of the real estate property values be completed, with current comparative market values.