2026 Annual Family Meeting

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[0:00] At the end. So we want to just kind of give her a little presentation of what's going on. We're going to be talking about where we were in the past, where we are currently and where we are in the future.

As well as addressing the questions and the feedback you've given us. So if you have a question, jot it down or make a mental note as it might come up today. Does that any sense?
Okay. So you should have got a handout or a number of handouts. One of them was mission and core values. Another one had a statement of faith on it and then the budget.
And so hopefully that'll give you some more information and some of it you just have to bring home and study it. And we're going to go through some of it of the handouts and we'll explain as we go.
So first I want to just remember one of our very dear, important people that we have in here today and that's Pastor Jack.
[1:11] If you remember. So I met Jack. Just a quick overview because we just want to remember the legacy of Jack and Peggy and his family.

I met Jack in 1989. That's a long time ago. And he was just as warm and inviting back then as he was today.
And I'm sure that's part of why I attended Tri-State was due to Pastor Jack and him being so kind and loving to me. And his incredible knowledge about the Bible, his effect on people, his kindness is amazing.
And even though I know Jack's pulled back from his service, he's still a pastor. And I know he's going to continue to love on people. And if you don't know him very well, I would really encourage you to spend some time after church or go for coffee with Pastor Jack because he's got incredible amount of wisdom and great love for God.
And that'll rattle off on you. So I just wanted to just bless Jack. And I'd like to pause one more time and just pray for you and Peggy as we continue to need you here.
[2:38] Father, I lift up to you, Pastor Jack and Peggy. And we just thank you for him and his continued work, serving and loving us. I know he's had a number of help, prophets. Please continue to comfort him, heal him.

And thank you for his work. And I'm just so thankful. Amen. So as I mentioned this a minute ago, just another quick overview of our meeting.
So we're going to look back. We're going to look at where we are and we're in where we look to the future. We'll be one of Chattabaw. So I'm going to start with looking back. Pastor John Juan Snyder is going to share about that.
Yeah, thanks, Joe. So it was two years ago that we last did a family meeting, an all-church meeting. So it was May 5th, 2024.
And the church looked a little different then. And we had a number of struggles that we were dealing with. And some things that we kind of came together to kind of share about that, talk about that.
[3:47] We had just lost Pastor Brian. And then we had Pastor Jack moving towards retirement. And then Pastor Tim was brand new.

He had only been appointed in the fall. And I was serving as a deacon at the time, aspiring pastor, but still serving as a deacon.
And neither Tim nor I believed we were being called to full-time ministry. So what are we going to do?
That's where we were at. Then a number of things came up at the meeting. The need for improved communication and transparency was made apparent.
And then improved teaching and preaching was made apparent as well. And then there was a desire for an improved vision for Tristate, a vision statement.

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[4:51] And these things came up at the meeting. These were actually some of these we had kind of identified ahead of that. But probably the most significant was the need for a full-time pastor.

And it was interesting because at the time, so our heritage at Tristate was that leaders are raised up, are developed from within the church.
And so we look at the church. We look at the New Testament and we see that pattern. And that's a pattern that the churches we've been associated with have always followed. And so looking for a pastor outside of the church was something that didn't make sense to us.
It was foreign to us. And yet there we were. So what do we do? And, you know, so we sought the Lord. We prayed a lot. You guys were praying a lot. And eventually God led us to the point where we decided, you know what, I think that's what God wants us to do.
And it became very clear that that's what God wanted us to do. So we decided to work towards that. Let's see.
[6:04] I don't remember where I'm at. So there were a couple things that were changed as a result of the meeting, though. Other things as well. So, you know, we began giving an annual financial report.

I think a little more intentional. Not a lot of detail there. We're moving towards a lot more detail. But we started doing that. And then we actually started expository, verse by verse, teaching at that time. And Pastor Tim started with 1 Timothy. I don't know if you remember that. We went through 1 Timothy. And God was doing some things. There were some things changing. And it was cool.
But again, God made it clear that we needed to set out to find a new full-time pastor. So, you know, we looked around. Okay, how do we do this? All right. We've got an awesome resource in Emmaus University.
At that time, it was Emmaus. Was it called Bible College? Anyway. And so we looked to them. We talked to them. We actually had pastors or instructors, professors from Emmaus come and teach once in a while.
[7:14] So we kind of looked to Emmaus, talked to them. Hey, you got anyone? You know anyone? We also looked for other contacts, other people. People that knew. You know, there were some members of our church that had friends or relatives that were aspiring to become pastors.

But, oh, maybe that, you know. Ultimately, though, we had some contacts at Hope Church. And, you know, they had just gone through a process where they hired a new pastor.
And so I actually contacted a friend of mine there, and she led us to a staffing organization called the Shepherd Staff. That's what they used.
These are pastors, you know, former pastors. And all they do is church-fying pastors for churches. That's all they do. And they're nationwide. So we ended up praying about it, trusting God.
We interviewed them, talked with them. God made it clear, here's how you're going to do it. And so we connected with them. And I'm not going to go into much detail.
[8:17] It was a process, as you remember, those of you that were here. There was a lot of prayer, church prayer. We had prayer meetings to talk about this, to pray about it.

Seeking the Lord, asking him to lead us. He led us to form a committee. And there was a process with this committee, through the process, through working with the Shepherd Staff.
Lots of research. Lots of listening to messages from these individuals. They identified, I think it was about 100 candidates originally, wasn't it?
Something like that. And then ultimately it came down to four candidates that they threw our way to consider. So researching them, listening to messages.
And then we had interviews. And then lots of committee meetings. And it was a process. So once again, the last meeting was two years ago. And as you know, that all eventually led us to, there were four final ones.
[9:18] And then this guy here, Pastor John Hopkins, rose to the top in a big way. And God just made it very clear, this is the one that I want you to hire to lead your church.

Yeah, let's thank the Lord for passing on. And I'm going to give the mic to Pastor John. Sorry to give you a little bit of my perspective.
I can't sit down. You have to sit down. I can't. Yeah, my rate doesn't work. I talk longer if I stop. You wise. Sit up while you are.
So are you still sitting down? I am actually the next step in human evolution. You look at cars and computers, they get smaller, more fuel efficient, faster, and smarter.

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Just saying. Last fun. Okay, so. A little humility around. A little humility. These guys keep me humble. So God was working in our lives as well for Kara and I.
[10:22] We were looking at different ministry options. And had looked at going to Portugal as missionaries. We were contemplating church planting and then contemplating looking for an opportunity to become a pastor in an existing church.

Well, the opportunity in Portugal, we got turned down. Which was the pure grace of God. Because as I researched the organization that we would have been with, fine organization, but philosophically was not a good fit.
And so they turned me down before I could turn them down. And then I realized in really looking at myself, I'm not a church planter. I don't have that entrepreneurial spirit. And so we started to pray about being what I called number two.
Because what I've noticed in church planting circles is a lot of times church planters are really good at starting things. And really terrible at maintaining them. And so we thought we could step in, freeing a church planter to go back to what they do best.
And allowing Kara and I to do what we do best. We would be number two. So we were praying about that. And then we heard the opportunity about Tri-State. In Dubuque, Iowa.
[11:32] Now don't take this wrong, but I went to Emmaus back in the 80s. And was pretty sure I would never be back. God has a great sense of humor. And so we were praying about it.

And we're skeptical at first. Because part of my fear was, just from my own part of church experience, oftentimes churches that are looking for a pastor are broken.
And they're damaged goods. And I wasn't sure I learned to step into that. I was afraid that the next pastor at Tri-State would end up being an interim pastor. And I wasn't going to move to Dubuque to be here for a couple of years.
But as we prayed, as we watched God work, we saw one thing after another line up. One of the men that I believe was instrumental in helping with the decision to hire somebody was a man named Alex Strouk, who's really involved at Emmaus Bible College.
He's coming out here next month for a conference that they're doing. Funny thing about Alex Strouk. He recommended to try to hire somebody. I went to Alex Strouk since I was 15.
[12:42] Wow. Alex gave me my first opportunity to preach. Alex married Tara and I. Alex charges for his services.

But not to us. And it was, I could go on. I'm not going to take up the whole time. God clearly directed for us to be here.
As we talked, we discovered alignment in philosophy. Talking to Pastor Jack and Peggy. And we met at Applebee's when Carol and I were here for our interview.
We found our passions are exactly the same. To raise up people who love God. Who love each other well.
And I discovered that Jack and Peggy are the exception as church planners. And so I was still going to be number two. Just 40 some odd years into the journey.
[13:38] And so we prayed. We fell low with you. Even Dubuque. And I discovered that Dubuque has a Pikes Peak. Just like Colorado Springs are in a lot.

So there you go. That was a sign in and of itself. So God brought us here. And we are so blessed. To be a part of this family. To be loved on by you guys.
Kayla has been. Kayla has been overwhelmed. In a good way. Mandy came out and visit.
He saw. He's coming back in December. Lord willing. That's because of the love that you guys have shouted upon us. And we're really grateful for that. We are where God called us to be. That's a great place to be.
Amen. Give the Lord a hand again. I think that Lord's another. Yeah, I had a hand. Yeah, that's so awesome. It's amazing. Because there are so many things that could be different.
[14:37] Theology, philosophy, interpretation. We are very much aligned. And that's why I think you can see that the church. It hasn't changed a lot.

At least as far as culture and philosophy. The one thing that Tim and I have always noticed is none of us are really good at organization.
And so you're seeing some improvements on the organization level. Pastor John brings some awesome talent there and skills. So very cool.

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Very cool. All right. So, yeah. Yeah. So another thing that was identified was the vision, again, as I mentioned. And then we talked about why you get a more detailed budget summary.
And so that's something that we put together recently. And we have here as one of your hand notes. I'm going to hand it over to Pastor Tim. Okay. The budget. The money. So hopefully you saw the new roof.
[15:41] Did you see the new roof? That was a blessing. I love it. And what a blessing that we could just write the check. We didn't have to have a capital campaign or anything like that.

God just provided the money. And I'm going to show you some of that here. I'm not going to get every detail about the budget. But let's take a look. So this is a fancy handout that Libby made. Wonderful. Thank you. Good job, Libby. Thank you. Thank you. Thank you. Thank you. So June and I have been working on the budget. June Birchin and myself, she's a treasurer.
We've been working on the budget trying to learn the software a little bit better so we can do a better job. Give an account for what the budget is, how it's going to work for the future. And it's a work in progress.
So be gracious with us. We're hoping maybe the third try, three years, we can have a really sleek, clean, really good-looking budget that's very operational.
[16:39] A couple of things we did, before I'll get into the numbers here, is we've asked different groups to present what they think their budget is. We've never done that before.

So we're learning what each, like, for instance, the children ministry, the coffee welcome ministry, the building ministry, things that unify our building.
So we're collecting that information. So some of that's on here for the next budget. We've also created a budget that starts April 1st through March 30th, 31st.
There's 31 days in March? Yeah. March 31st. So the reason we did that is so at Christmastime we don't have to work to a budget when we're all busy. So I think for our own sakes, I think that'll work out good.
So the budget technically just started on April 1st. The $28,000 check for the roof is going to be on this next coming budget. So you'll kind of see that in the numbers how that works.
[17:41] Okay. Tri-Sate's been very generous. And the giving. You'll see that, too. We're a great giving church. It's amazing. I don't know what the data is, what percent.

But I know a lot of churches, not a lot of people give a lot of money. But I think in this church, a lot of people give a lot of money. Let's put it, say it like that in simple terms. A lot is depending on who you are. It's not necessarily the amount, but it's from your heart.
And it's certainly, I think, felt. And just look at this beautiful facility. If you don't know it, it's all paid for. There's nothing. We don't owe anybody anything. The parking lot.
Everything's been paid off for quite some time. Okay. So let's go to this handout, this fancy colored looking handout here, if you'd like to.
I'm going to jump around a little bit, if that's okay. But first of all, I want to go to the second page. So it's stapled, right? So go to the second page.
[18:43] And to go to the very bottom of that page, on the bottom left, is a little snapshot of our last new fiscal year, if you want to call it that.

I guess that's the term we use. So if you ever see at the bottom left, there's four boxes. You ever see that? It says the beginning balance, the giving, the expense, and the ending balance.
Is that clear to everybody? So the beginning balance there, the blue box, says $194,701. That's pretty amazing that we have that much money.
Maybe we need to give more. And we're going to talk about that as well. It's another area we're going to work on in our budget is what's the missions and what our behavior should be. So there will be more coming.
So the giving income was $180,000. The expenses was $200,000. So there's around a $20,000 deficit, you could say, last year.
[19:44] But there's reasons for that. And you'll see there's reasons for this next one, too. The roof is one of them. But hiring John, there was quite a bit of expense of hiring John.

Too much. Way too much. Yeah, way too much. So the problem was, Shepard says they had a one-year guarantee. Well, we're over one year, so we have to keep them.
They realized that the day after. Yeah. So you're stuck with me. Yeah. So half could work if we get.

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So you see the ending balance there, $174,000. That's amazing. So as we tie in and dig into our budget here, we'll see more how this works with the salaries and so forth going forward.
Okay, so let's go back to the verse page. So there's a thing called the normalized budget, and then there's the actual budget.
[20:44] The normalized budget means what would a normal year look like without extra big expenses like the roof. So the normalized one is the first.

First of all, you got the categories. Then you got the normalized budget. Then you got the budget, the change, and so forth. So the four categories there, staffing, $119,000. We're going to get to the detail of that.
The administration, $16,000. Church ministry, $29,000. Budget end up being more, $38,000. And then the building facilities, that's the big one.
We're going to budget $82,000 rather than $39,000, largely due to the new roof. So, yeah, if you have further questions, you can, again, as we work on this, getting more detail and things like that, it gives us a chance to get to that.
I think I'm going to jump to the next page. There's a lot of cool graphs to look at all there. You can bring this home and study it. Let's go back to the second page. So, again, the paid staff there on the top left, full-time by Cate.
[22:03] So S3 right here is $72,600. And then the part-time administration, $9,700. And then the benefits, the payroll. The benefits includes John's housing allowance, which I think is $27,000 for his housing allowance.

That's part of what we pay him. So there's more detail of that coming up on the next page. So what was important here, insurance is another big expense that we pay for this building.
This facility is pretty expensive. You can see there on the top right, $25,000, including utilities. A big portion of that is the insurance.
Again, I'm not going to go through every number here. What are some other big things on the sheet? Okay, one time, that same second page there on the bottom right, there's a square that's got a green, light green, olive color box.
Did you ever find that in the lower right? So those are one major one-time investments. The new roof. You remember we got robbed? Best way to say it.
[23:19] So we had to pay the deductible. I think that was $5,000. And otherwise, we had everything replaced. We'd like to put in some concrete steps leading up right at the main entryway there, like maybe six feet wide, something like that, with a nice railing there.

Just a nice entryway. We replaced a furnace. So if you don't know about this place, we have eight heating and air units. That's a lot.
Four downstairs, four upstairs. One of them needed replaced. We fixed another one. Maybe it should have been replaced, but it's fixed. So who knows? They're all the same age.
So that was $6,000. Was that around $6,000, Jim? It was $6,600 for the replacement furnace, and then there was another $4,000 for the gutting one up in the attic.
So we gutted all. $10,000. Next one, yeah, so we spent $10,000 into the heating and air this last year. So it could easily be another $10,000. Who knows when all those furnaces go out.
[24:20] So thank you to Ron. He's been doing a phenomenal job replacing air filters on a regular basis. And there's Hank and Ron.

Okay. And then the children's ministry. I can't remember what the name is. Well, it's like the barn door and the, or the. Oh, yeah, we're getting a Dutch door. All the painting.
Manage the younger, the little ones. Some painting and a new Dutch door. So that's another one-time expense. And the closet. No, there always could be one-time expenses, but this is what it is for this coming one.
All right, the next page. Third page. So this is our mission overview of what we've been getting to. And, again, as time goes on, as we continue to refine things and get people, maybe some more people involved, this is currently who we give to and how much we give.
[25:22] And there might, we might have missed a few, sometimes one-time gifts to different organizations. But these are kind of the main ones. The ones on the left are, we give monthly.

But there's the total amounts that we give. You can read all their names. We've shared them before. The ones on the right are mostly local, except for Friends of Israel.

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That's an organization that reaches, that's a Christian organization that's reaching people in Israel for Christ. So we felt that was important to do. So you can read all those names.
And there might be a lot of people who are going to give about $100 a month for many of those.
Okay. More questions you can ask us. The next page is the salary page.
Just a breakdown of what the salaries are for each. So on the left is each pastor's. You can read that. But again, just full disclosure, John's salary is the 56K plus the parsonage is the one where we mentioned that earlier.
[26:34] Yeah. So that's pretty much, you could study that, look at that. By the way. But again, if you have questions, write them down.

Make a special note. So leave and answer these. By the way, the reason Kathy's picture isn't in there is, like I said earlier, we forgot to get our picture taken when we took your picture. Anyway. Are you okay for a while? You know, a good photographer. All right. So that's an overview. Again, write yourself special notes.
We're refining it. Hopefully we're looking for just the first one, second one, third one out. We'll get it really refined the way that you feel like you can feel comfortable with what you see and the question you might have.
So the next one is I'm still up. So is he done? Then I'm done. Great. So the next topic we want to talk about is our mission and values, our core values.
[27:34] And I can say a lot because we spent quite a bit of time preaching. John did, how many series did you do on the mission and values? We did six with me. You got that. Yeah.

We did eight total. He did six and John and I did too on missions and values. So we exist to glorify God, walking closely with him, striving together to become more like Jesus every day.
That statement, we went back and forth. I can't tell you how many times. Changing words and this and that. So everyone has at least a couple of words in that sentence.
And it's from God. We feel this. I'm excited about it. And we're moving forward with it. And vision is next. And we're going to be talking about the vision.
And we'll talk about what the difference between mission and vision is. And I think I'm finally starting to get it. Praise the Lord. So, yeah.
[28:28] The core values, following Jesus, cultivating love of God, cultivating love of others, making disciples, seeking unity. That's awesome. That's what we're about.

That's what we want to have. Again, this amazing love that you guys have is so contagious. People want that.
We want to cultivate that. That's paramount. All the things we do around here, I keep telling people, whether it's a building project or painting or it.
The bottom line is not just get the painting job done. It's the relationships in the process of doing these things. So someone asks you to serve. If you talk to me, I'm going to say, OK, that's great. I want you to make coffee. But just remember when you're serving that, it's about the relationship. But we were working with that morning and we're growing. We're challenging each other to love one another. And so the world, by this, all men will know that you are my disciples.
[29:27] And that's a very important thing in our mission statement that we're discipling others to disciple others. And through everything we do, not just here, but at home, at your job.

And that's what we want to do with the ministry team is we want to equip. We want to equip you people for the work, God's work. Anything else on that? No, you're great.
OK. All right. So we're talking about where we are now. We thought it would be helpful to just briefly go over the relationship that exists between the three of us and then also the relationship with the congregation.
So we've been pretty transparent. The three of us struggled early on. I'm a headstrong guy. I was really excited to be here.
And I was push, push, push, push, pushing. And Jonathan didn't know who this guy was. They had both feet on the brakes. And that generally generates a lot of smoke and not much forward momentum.
[30:31] But, you know, God is good. And I think his intention is for unity. That's the hallmark of the body of Christ, a healthy body of Christ is united. And I think in a sermon a few months ago, I used the analogy of a marriage.

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We recognized that we had placed ourselves into an arranged marriage. And we had to work it out. And we did. And I've got to tell you, the relationship that has emerged from hard times is God-honoring.
It has required all three of us to humble ourselves, to take a step back, to assess ourselves, and to figure out how we fit together. And what's emerged from that is three men who really are in lockstep.
Tim was not exaggerating. When we went over that mission statement, it was this round-robin of conversation, trying to get it just right, as we're trying to summarize Ephesians 4. And then the same with our core values.
We worked that out together. And then as we look ahead, it's in unity. So that's our relationship together. That's our goal. As we go into the future looking toward bringing on new pastors, we want to bring them into a body that's united.
[31:47] One of the things I wanted to just add to that. So we were like, when we were preparing this, we were like, okay, we want to refer to our core values. We want to refer to our mission statement.

And we had in there that we created this. We created the vision. We created the mission. We created the... We didn't create anything. We discovered that.
We discovered those. It was a discovery process of what God wanted us to do. And I think it was important for us to recognize this isn't from us. This came from God. So it's in it. If we're putting it... Absolutely. So now I've talked about our interpersonal relationships. What is our governance structure? So there's a little bit of confusion just to make it really clear.
I am not the senior pastor. I have no aspirations to be the senior pastor. I'm desperate. I think people who volunteer to be senior pastors are crazy. Because it's... Honestly, it's too much.
[32:45] There's just too much. I think the biblical pattern, and these men would agree, is for a plurality of leaders. You back up. Oh, sure. Feedback or something. Yeah. Yeah. I'll just keep dodging something up.

Right here. Oh, I heard the... It was by his belt buckle. Oh, you know what it is? I got the Santhi magnetic belt buckle so my pants don't fall down. Maybe that was it. So...
Good thing. So we... What's that? So our goal is to work together. And so I've got more time, obviously, because I've been blessed to be here full time.
I do a lot of the thinking and processing, but we make decisions together. So for example, I just spent about eight weeks with a group of people talking about what do we want small groups to look like at Tri-State Community Church?
And we developed this best... We talked about best practices and how that plays out in various ministries. You'll get that here in the future because that's not done yet.
[33:48] But the outcome of that group was a... Or will be a white paper, for lack of a better term. And I take to John and Tim. And then together, we decide, what does this look like?

So we're working together. When we choose a sermon series, we're doing it together. Because by serving together, you know, it's an old cliche, but all of us is smarter than any one of us.
And we've really found that to be true. We've got very different gifts. We've got different outlooks. And each of us has played a key role as we lead the body forward.
So I'm blessed to work with these guys. I have struggled in his emerged friendship. And just enjoy each other's company. That's important. That we can laugh with and at each other.
And the at is kind of important too. So the last piece of it is, what's the relationship with the congregation? So this is not parent-to-child relationship.
[34:48] We all have a say. This is our body, not our body. Does that make sense? And the Holy Spirit works in each of you as much as he does in us.

We need to hear from you. That's why we put out the surveys. That's why we invite questions. That's why I encourage people. If I say something in a sermon, or if one of these guys says something in a sermon that doesn't sit right, ask us about it.
Because those questions make us stronger. They make us wiser. We need input. We need the, what the heck are you guys doing? Occasionally. Because that feedback allows us to lead well.
I was just thinking in one of my favorite passages in the Old Testament is in 2 Chronicles 20. The people of Israel were being attacked by an overwhelming enemy. And King Jehoshaphat prayed to the Lord and said, I am overwhelmed.

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We don't see any hope that we can meet the Amalekites. But we will keep our eyes fixed on you. And what was interesting is God did not answer Jehoshaphat's prayer to Jehoshaphat.
[35:50] God answered his prayer to a member of the congregation who stood up and said, here's the marching orders for the people of Israel to defend themselves against the Amalekites. That's what we expect is for the Holy Spirit to work in us as a body.

So it's a mutual back and forth as we plot our way forward and try to understand God's will for a tri-state. Does that make sense? So just a few things that we've changed, some changes we've made, you may have noticed.
Some of them were behind the scenes and we're going to pull back the curtain. So we've made a philosophical change in terms of how we're preaching. We still believe in expository preaching. Verse by verse, teaching the Bible keeps us grounded.
I heard a pastor once years ago say that he chose to preach expositorially because it protected his congregation from his winds. Because we have to preach what the text says.
And that's what we're committed to doing. But we've also recognized that practically there are best practices that we could implement to make us most effective. And so with that in mind, for example, with the Colossians series, I will preach the entire series.
[37:05] My task is to take us through the whole book. Now, the advantage of that is it allows me to build momentum week over week over week. So that if I'm preaching next week, last week's study is already building for next week's.

And the first two weeks for the third. And you see how it goes. So there's a building of momentum, which allows much better quality of teaching. It also allows me to build ideas over multiple weeks. Most of my career, I've done one-off preaching. It's very, very difficult. Because you have to get all of your supporting ideas in and get your main point across.
So I've laid that on John and Tim. No, what we recognize is the daybreak perspective that is oftentimes adjacent to the main point of the sermon series.
So when we did the mission values, John and Tim brought perspectives that fit with our mission values and illustrated a particular point that fit their perspective and giftedness. And I think gave us a fuller picture of what we're looking for.
[38:13] We'll also have one-off sermons. Like, for instance, in July, John's going to do a sermon on baptism. Because we'll be going to Swiss Valley and doing a baptism. So it'll be a shared responsibility with the preaching as we work together on that.

Now, we put together service teams. Tim alluded to that with a budget. We really want to see reflected in our body the same leadership structure that we have as a church.
So I talked about the fact that we believe that the church should be led by a plurality, a group of pastor elders. Well, if that's true for the church, does it follow that that should be true for Sunday school and for the building team?
And you get the idea. Absolutely. So we're building out teams. You know, we've got some that are just humming right along. Children's ministry is going right along, building and maintenance.
We've got an admin team that beats every week, welcome and greeting. The security team, AV. These teams are meeting together to take responsibility for those particular areas.
[39:18] They're accountable to us as pastors. But they've also got a lot of latitude so we don't have to come up with all the answers, which is very free for us to do our jobs. We've asked them to write budgets. So that we don't have to figure it out.

And we are going to get more sophisticated with that, if I could use that term, as we get more skilled. It's a slow process. But we're learning.
We're regularly evaluating, keeping short feedback loops so we can continue to get better. And we'll see more teams develop over time as the need is identified. You know, right now we've got the Community Guard Project.
I don't know. It's hard to see the pictures that were up on the slide this morning. But it's just saying that was a bare patch of ground a couple months ago. We've got plants in the ground. We have people from the community.
Were they out yesterday? We have people from the community on our property interacting with people from Trash State Community Church. Those are baby steps towards sharing the gospel. That's just a great picture.

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[40:19] And watching Joe take the leadership of that, Joe, I love watching your enthusiasm. He loves car, but he loves to share it as well. And he sees there's a vehicle for the gospel.

That's the way we need to live. That's a good thing. By the way, Kathy and I were here preparing for photographs, and we ran into them. I was a little disappointed. I was asking for tomatoes.
They didn't have any yet. So I don't understand that. Well, actually, on that point, something we need to be clear about, because Joe was asked about this. It's a community garden in the sense that you can plant plants in your plot and get the fruit from your plot.
This is not a community garden in the sense that you go, I need tomatoes. I'm going to go over to the church and steal some. Unless it's for your own flock. Somebody asked Joe about that. So just to be clear, you have to do the work.
So John and Tim already talked about the health of our body. Where are we? And this is a list. There's eight different items that really stuck out to us. There's a sense of really high morale and enthusiasm.
[41:25] That people are excited about what God is doing here. And have a sense of anticipation of what we can look forward to in the future. That there's a sense of momentum that, like with the garden project, like seeing people that we haven't seen before coming and staying.

That's significant. And anticipating what more God is going to do. We've gotten lots of very positive and very constructive feedback. And we're really grateful for that. One of the things that I want to highlight, several months ago, I went through and watched the video from the family meeting two years ago.
And wrote a summary for us as pastors. And a couple of the things that were raises areas of concern in this survey were raises areas of strengths.
That's a lot. Particularly leadership and teaching. We're pleased with that. Because that's not just us. That's us. Seeing God move.
We're seeing people engage spiritually. I hear more and more people getting together to talk about the Lord. Whether it's people in the community or people here. We want to foster that. Spiritual growth happens in community.
[42:35] We need to be engaged with each other. That is an area where we're building momentum. People are reading their Bibles. Denise launched that initiative a few weeks ago. We're getting women to do whatever she told them to do because I just drew a blank.

Write down verses and get them in your mind. Do not allow them to hear okay. So we keep calm with that. We're a body who's praying. That's important.
We've got good attendance in our prayer meetings on Sunday mornings and once a month. But we're praying individually as well. I love watching somebody stop and pray with somebody on a Sunday morning because they mention the need.
I'm not saying I'll pray for you later. Let's pray now. We're seeing that prayer mentality come through the church. And then the thing that was overwhelming in the surveys that we put out was recognition of our abilities to love well as a body.
That is our strength. That's our hallmark. My daughter has seen it. My son of Mossad. Does her see it? We love well. And I want to say to you what Paul said to the Thessalonians.
[43:45] Excel still more. Keep at it. The one thing that's a danger when you identify as strengths is it's tempting to make it something we take for granted. And it's tempting we turn around as a weakness.

We don't want that to happen. We want to continue with what we do well while we build on the things that we're still meaning to grow with. Does that make sense? So that's where we are. Everybody doing okay?
We need a bathroom break. Doing all right? We're on the final stretch. John, do you want to imagine the fact that we heard? Oh, yeah. One thing that I forgot to mention. John and Tim and I eat often.
So we've got a monthly formal meeting. We've got a weekly lunch where we just talk immediate stuff. And then every other week we're getting together now to pray.
And that's all we do. We commit it because two of the three of us talk a lot. You could decide. I didn't want to throw that one in the lust. So we commit it.
[44:44] We get together every other Friday morning and we actually pray. So we're praying again. That's important. You want to have leaders who are praying together. So I'm going to make

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sure everyone do that.

So looking to the future. So we discovered our mission statement. As we studied Ephesians 4, that statement that Tim read emerged out of that.
I continually want to remind you and encourage you to memorize it. Incorporated to who you are, we exist to glorify God, walking closer with Him, striving together to become more like Jesus every day.
That's what we're doing together. And that permeates everything we do. That comes up every time we meet as pastors. How does that fit with this mission statement?
So mission statement's idea is to say, what do we do today? It establishes our identity. Core values tell us how we do that. So we're learning to do those things as we follow Jesus, as we cultivate love for God, cultivate love for others, make disciples in security.
[45:52] That's the action behind the mission. Vision. Where are we going? What's our future?

I mentioned in the sermon this morning about Acts chapter 16. Paul had a vision and God had to dial it in. He wanted to go up into present day Turkey and God said, no, I've got a plan that's different from yours.
But he was discovering what's the vision for my ministry. And God revealed it to him. He sent Paul to Macedonia. A church was planted in Philippi. Then he ended up in Ephesus.
God gives vision a track for the future. So how do we get there? How do we determine what our vision is? We gather together, all of us, to discuss it because a vision is more subjective.
Where we land it with the mission of your values is it's given by God in scripture. We discover our vision as we talk together and find out what's our heartbeat. What are things that matter to us?
[46:56] What are things that as members of the body we soon revealed in scripture that a local church body should be doing? And the outcome, our goal, is that we've got a roadmap for how God is going to use tri-state community church and each of us individually to reach Dubuque, to reach Dubuque County, and the state of Iowa, to reach the United States, and to reach the world.

That was a mandate that Jesus gave to the disciples in Acts 1-8. Wait, that the Holy Spirit will come, and that you'll be my witnesses in Jerusalem, Judea, Samaria, and the other parts of the earth.
We have to define what that is as we prayerfully talk and discover together where God is sending us. Because in choosing some things, that eliminates others.
But it gives us focus. So, here's how that's going to work. Start at May 10th. That's two weeks from today. We're having a BYOL.
Bring your own lunch. If you're interested, come on out. One of the things that I'm absolutely determined to do, we're not going to make it today, just to, very morning, my goal is to finish any meeting in 90 minutes or less.
[48:10] Actually, we are going to beat that, I think. 90 minutes or less. But what we're going to do on, starting on May 10th, is begin a conversation about what is the vision for Tri-State Community Church.

There'll be a series of questions that we'll go through together, and we'll whiteboard it, and you'll get a summary of what we discovered that week, and then over the summer, we're going to, through a series of questions, discover where God is leading us for our vision.
Our goal is that by the fall, we will come together with the broad structure of the vision agreement, bring that to us at the pastor's table, we'll decide your count, and then present it to the congregation, and that that will launch us into the fall with a clear path of, what are we doing? What's the path to the future? How are we going to make these things happen? So, my invitation to you is to come out May 10th. How's that going to work? That's Mother's Day. Oh. I was going to say, that's going to be a tricky time.
Well, I guess, Sue, I didn't consult when I set that date. Thank you, Paula. So. Notice he said, he set that.
[49:21] Catch that. No, we all set the date. So, we are going to kick it out a week. Actually, we're going to kick it out a two-ish, to May 24th. We'll start May 24th.

Paula, thank you. I have done that more than once over the course of my life. The 24th, the Memorial. Yeah. Oh. Or he says, let's see if we have a pleasure for a closer time.
Yeah. All right, we'll start to June. This makes your point, Brother Tim. I sure do. Yeah, we had seriously talked about pushing it up until after the summer. We may end up having to do that. So, in the near future, we will set dates.

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And here's what I would ask. Once we do find there's base in the in the calendar, because we will, is that once you start to come, stick it out.
Go the distance. Because it's important that we, that we're working together as we work, as we come to that vision. Does that make sense? We want to be, we want to be working together to one day.
[50:23] I know. So, so that's vision. I will get back to you on an eight. Thank you for, see, all of us are smarter than one of us. There's a little groove. And then something else that John and Tim and I are going to be working on this summer, and are going to be working on this summer, is we're going to be doing a deep dive into what does the Bible teach about leadership in the church.

We're going to be using my friend Alex Strauss' materials. He's written extensively on church leadership. We're going to be using him material to clarify what our role is, to get a better feel of what the decadence rule is, to, to then start to be ready so that part of our rollout of vision is going to be developing leaders.
We want to be a church that develops leaders. When I was hired, one of the questions in my interviews was about future stuff. And one of the things I said in the interview was I'm committed that Tri-State Community Church never have to go through a search process again.
And the way that happens, not that I'm going to be pastor forever, or the three of us will be pastors forever, it means that we have a clear leadership pipeline to help people to grow. Do we identify giftedness, so we help people get into their channel and then activate people into being deacons, being pastors, being in these roles.
And so when the time comes to when we are ready to retire, we've already identified the people who can step right into those roles. So this summer, John and Tim are going to be developing that. We want to have a very clear understanding of how that works and what it looks like.
[52:01] If I could just add a little bit. And also, as we're growing together, as we're getting to know God more, as He's changing our lives, those leaders will emerge and we'll be able to appoint four deacons.

We'll be able to appoint four elders, pastors, as we roll. So it's not going to just be after we retire. Let's pick somebody. You guys, and this is for all of you.
This is for all of you. This is, we'd like you to know there's a pathway at Tri-State. If God is tugging at your heart, leading you toward a greater influence for God and for His people, which is, that's all leadership is, is influence.
And maybe He's doing that with you. We want to help you to grow in that. And we'd like to see those offices be populated as we grow.
More deacons, more elders, that kind of thing. Nice job. So two more quick things. This is easy. We'll run the whole stretch. One of the things we identify as a need as we've had people coming to visit the church is we don't have a clear process to get them into the church.
[53:14] And I can tell you having been through a season of likewise a professional church visitor for whatever reason, the churches are actually really bad at helping people come in and assimilate into the church body.

We don't want to make that mistake. So part of that is we're, over the summer, we're going to develop a welcome to Tri-State class that's basically some form of an introduction to listen to who we are as a body, to clarify with a new person what our expectations are of them and what they can expect of us, and then to invite them into our body to be a member of this family to serve and to be served by being part of the church, to give a clear on-ramp for people to come into the church.
We think that's really important. When we get that rolled out, I would ask that every one of you figure out a time you can take that class. because one of our goals is that while we have a meeting and greeting or welcoming greeting team that you can use in heads of, this is the welcoming greeting team.
Every one of you. And so if someone comes in and you talk to them Sunday morning, you say, you know why, I just moved to Dubuque and I'm looking for a church. Well, I don't want to presume, but welcome to Tri-State starts next week.
You want to go in and I've been to it and here's what I learned. And I think you would benefit from it. It allows people to, and you can even offer to go through it with them. How about that? But it allows people to connect relationally and to know who we are as a body and how that works.
[54:44] So that's something that's coming in the near future. And also, I've been talking about this for months. It is starting in the next 30 days. We're going to create what's called our operations

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team.

The operations team is comprised of the leaders of all the other teams. Communication is something that we've grown in, but we still have a long way to go. And so we find the different departments are tripping over each other at times.
And so, on a regular basis, those heads of departments will meet just to make sure that we're all on the same page of what's next. Are we tripping over each other, booking the same spot at the same time?
Or do we have different vision for how we use a particular space? All those types of things that are really difficult to address if you're trying to catch somebody on a Sunday morning, but real easy to address if you just have a dedicated time to do it.
So, that's coming in the near future. And, last but not least, the rumors are true. We are going to have a paper directory. Truly, truly, I think Dory has given up hope, bless her heart.
[55:52] So, I talked to her months ago. The holdup has been getting us all into the online directory. I know, not all of you are tech savvy or have any desire to be moved in that direction.

We're not asking you to. The paper directory definitely has a place. But, what we do need is for all of you to at least be signed into our online space because that's where we draw the data for the paper directory.
A couple of things that's important for you to know. Actually, it's not a couple of things, it's one thing. It's very important for you to know. Your information is secure. It is encrypted.
The access is very, very limited and outside forces cannot get to it. They would literally have to trick those of us who have access to the main part of the software.
They would have to trick us to let them in. And so, all that to say your information is safe. So, if you want to give online, we've got that option. You can do that. But, for today, Libby's got a short presentation.
[56:55] Bring out yourself. Your phones. And if you're not already set up, we're going to walk through just how to get you set up on there to make sure our information is up to date. And then, we've got all the pieces we need.

We've got our pictures. We've got our data. And we can finally get that paper directory out to you, hopefully, before Christmas. Now, hopefully, it'll be way sooner than that.
Sure, Bunny. It's all yours. Can you turn it off? Do you need the microphone? Yes. Yes, see. Yes. Do you have an extra pen?
Here. Do you have an extra prince? All right, everybody. So, this is the Church Center app. This is how you have access to the directory.
You want to see it so you're lazy access. So, please to give them the surveys and online bulletin so that you can stay up to date on every notary or a choice date.
[57:57] So, I want to show you how. So, the first thing that you do is if you're a place store, either an Apple or your Android device, and you go into your place store and you search Church Center.

Okay. So, what do you search? Search for Church Center. It will come up with this little house app and be like, yes all. It takes a little while to install.
So, while you're doing it, you can be installing it. I just don't have time to install. But, this is a really great resource if you want to be reminded about what got announced this last week is if you want to re-listen to a sermon that you missed or if you want to re-listen to a sermon that you heard and want to go back and listen to it again.
If you need to contact anybody, this is a great resource for you to have. It's almost done. When it's done installing, you will open that.
and, so, what I'll do is I'll have it select a different church because it obviously knows that I belong to the private.
[59:17] all I'll do is you can go ahead and put in our zip codes and search and you'll find all the different.

Clanting fronter will be on here. You'll just look for tri-state. So, go and you'll go ahead and click on that. Maybe just keep holding. And, we'll log in.
So, if you have a login already, that is great. If you don't, go ahead and try logging in and pipe in your phone number.
Because everybody's phone number could be in the database. It's not in anymore. So, I'm going to go ahead and put in my phone number. And, click next.

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I will get a code here. It's the minute. There it is. So, you type that in. And, you want it as your person.
[60:22] Libby, do you want to pause it? I'm in it. A second. Is everyone that wants to do this and that is trying to do it caught up to Libby right now?

Or is anyone like behind at all? I'll go ahead. It wants a credit card. That's later. That's later. All right. Thanks, Libby. Go ahead. And, it will lock your rates for our home screen. And, this is our home screen where you get links to our serving, our directory, you can submit a prayer request this way, get to our online goal to our website and our statement base.
Down here at the bottom is also a way to give online. You can set up your tithe that way. light. There's also our calendar, which should stay up to date. It has our annual meeting there, as you can see, which is today.
And, it has our directory and then our homepage. All right. So, then I have a second video that talks about the directory specific.
[61:28] Is the website still available as well? Yes. tristatechurch.com I'm going to show you how to update your directory information once you are logged in to the church center out for a tripe date.

So, here's a cone cage. And, okay. You do what's like to update your permissions and you need to go to your little picture as the top of the screen and go and tap on there.
And, once you do that, go ahead and click on my profile and settings and you'll see an option called directory profiles. You want to click on that. And, when you do that, you can select or deselect what you want shown on the hrx directory.
Again, that this just were tripe date. Nobody else can use this information, just people who have access to the directory, which are people from our church and they're in our damn base.
So, you can go ahead and include your birthday or not include your birthday, your address, all those days. And, then, your contact info, so your email and phone.
[62:39] And, then, you have more people in your family. A lot of tempts you of the ability to do the same for your household. So, I have control over Eric's information and my kids as well.

So, I just have their birthdays selected so that you can see all their birthdays if they want. So, you can do that. And, just make sure when you're done, you tap update at the top.
That was Oscar. And, then, there's an update.
And, when it's done with that, if you want to check, here at the bottom, there's a, you can go back to the start, you can press the they directory button if you like. And, here's our online directory.
And, if you want to check to see if your information is there, you can go to find your household. There are two ways to view it. You can do it by household, which I have it, or you click here, view it by person.
[63:41] So, we would go down and finally with these. Go up there. And, then, see what is shown. It also shows some in part of the household.

You click there, and you can see our and so that's how you update your directory profile in Toonshot. Yeah, go ahead and clap.
One of the things that, there's a number of roles that are unsung heroes. And, certainly, Libby is an unsung hero.
The amount of work that she puts into the IT side of Tri-State Community Church is unbelievable. How much time she puts in with six kids and Eric.
It's a lot of work. I should say, with Eric and the six kids. seven kids. Yeah, seven kids. We love you, Eric. But, seriously, Libby's done a lot of work.
[64:46] If you're still struggling, grab one of us. We're going to follow up with you as well. Because, how do you this information allows us to facilitate communication issues of life. And, and, you're getting prayer requests.

Things are coming up, that sort of thing. So, let's give Libby a big hand to she ready to keep that away. Okay, did you have any questions about today's presentation?
Yeah, just, our intent in preparing this was to pretty much cover everything as we went through it. Because, a lot of the questions, a lot of the things related to things we were already doing.
our intent was to cover, for the most part. There were some specific things that didn't really need to be addressed in a group, and we'll either talk to you or you can talk to us. if you have any other questions, go ahead.

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Becky does. I know a lot of preparation is being done to start things in September. September, but I'm just wondering if everything's going to start in September, or like I was talking when some other people from Tri-State said, you know, I'm not even in a Bible study anymore.
[66:03] I'm just wondering if there's anything during the summer, like a small group that might start just for the summer, or different things being planned that way.

I appreciate all the preparation that's been coming. So Becky's question was, we've talked about small groups in particular starting in the fall, but what about the summer, if someone wants to get involved in a small group?
We don't have anything specifically planned. However, there is The Chosen, which is going to be followed by The Case for Christ, outstanding material that will equip you well to share the gospel and just solidify your faith.
But one of the things that we want to encourage you, something doesn't have to be initiated by the three of us in order to go, you've got a group of people and you want to get together to send the Bible or to get together and hang out and do barbecues once a month.
But you wanted to do that, go for it. If you've got a question about material or you're uncertain, any one of the three of us would be happy to help you pick material or whatever help you may need.
[67:08] But we want to encourage you to take initiative. Grab some people. Say, hey, let's get together. Let's have coffee. Let's do whatever and watch some baseball or whatever.

So, that's your question, Becky. That helps. Good question. Very good question. Any other questions? I don't know. So, if we submitted a question that wasn't covered by your presentation, now what?
Do we approach you individually? We'll follow up. We'll follow up with us. My name's Andrews. Yeah. Are you so excited or anything else?
Jim, any provisions for Pastor Jack's retirement? Brothers? Do you talk about a celebration? Because we did that last year.
You know, financial. Oh, financially. Hey, for me. let's take a collection where you are. Great.
[68:21] Oh, thank you. I do have another question. Do we know who to approach, like, say, Tom and I have talked about maybe having a campfire out here.

I think they took the campfire stuff away. Who would we approach to make sure that that would be okay and get it disseminated or whatever. I mean, the key people that we would be.
Hold on. Joe? All that fall in shape, but all this, the fire rigging, all the soap, so is the fire wood. We're not it. Peggy's got something. We're still using the church.
They have to contact me first. There could be other stuff going on here, and we don't want to kick people off or make them feel like they weren't supposed to be here. Peggy's role is to track who's using the facility.
Monday night, something's going on, call Peggy, and you can have the church for Monday night for a Bible study. So if you want to have a Friday night campfire, let's see if it's open for Peggy.
[69:23] I can say this, if you're going to have the campfire, you got to call the fire department or the phones. You don't have to call 911, but there's a local police number saying, hey, we're having a fire because this is the public.

facility, they want to know they're the fire. And that would be Dubuque County Sheriff, because we're not in the city of Dubuque, we're in Dubuque County. So it's really just to let them know you're going to have a fire so they know.
Did everyone hear the question? Because I'm not sure if he did, but the question was essentially, who do we contact if we want to have a fire or some event? And then Peggy said, anything that happens at the church needs to go through picky, kind of thing.
so. We're going to put in the garden. Mary, Mary Press. in connection with that, is there a list somewhere of who to go to when you have ones?
That's a good point. Well, it's impressive. So that falls under the admin team, and Hannah is the one.
[70:35] She's our air traffic controller. That's a big job, where, so, if you're not sure, actually, even if you're sure you know, we're not to check in with Hannah, because she's the one who keeps track of, sometimes decisions take, involve two or three voices, and Hannah's the one who knows, okay, you need to check in with this person or that person, but Hannah is our, is our, Cleary House of information.

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Even like, we've had people who have, I'm just going to leave a beer for here for a week, or leave a trailer here for a week, if you can just make sure that I'm notified, because when we see something random just sitting here, I've had where the pastors are contacting me, do you know who this is? Well, I don't know who this is, so I'm like, multiple people contact me, is somebody just storing stuff here, or what's going on, so when it comes to any of that, if you can at least notify me, so I can make sure those that it somehow will, so if they'll know what's going on.
Do I notify you? Is there a point? You can through email, you can call me and let me know, you can text me. Where's your information? I know. How do we find your information?
Say, do you after? Also, the church phone number and email or any bulletin? Go to Hannah, it'd be so good. And just so you know, Hannah is the church administrator.
[72:07] Administration is another one of those unsung heroes that, it just, writing a job description has been a nightmare because it seems like all, you know, all flows to Hannah trying to figure that out.

So, you guys, get to Hannah around those clocks as, she's got a challenging job. Another thing though I did want to say is that I had people say, well, I don't want to keep bothering her.
That's my job. So, if you're bored, you're bored. Yeah, there's that.
Anytime, day or night, midnight, two in the morning. Or to Bob after, but, okay, the other, uh, the questions as we close here.
All right, we hit the bottom. We hit the bottom. Let's, let's pray one more time. Thank you, Lord, for the great afternoon. Now, we trust, uh, there was some good communication here. Please, Lord, if someone feels they need to chat some more, connect with us, Lord, and let's just keep pressing on to get to know you better, Jesus, and to love one another.
[73:25] Amen. Amen. We're dismissed. Thank you, guys. All right. Grab Bryce. Eight. Eight.

Eight. Eight. Eight. Eight. Eight. Eight. Eight. Eight.

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