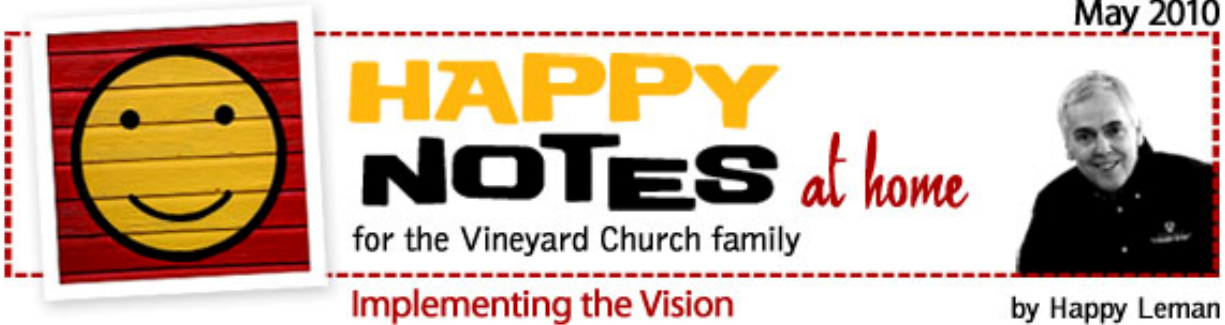


May 2010



INTRODUCTION

In the last few months, we've seen an amazing amount of activity in regard to our 10 x 10 vision.

- Ben and Tina have officially decided to plant a church in Peoria.
- We will most likely launch Paxton as a multi-site in the fall of 2010.
- We are reassuming leadership of the Bloomington Vineyard – it will most likely become another multi-site.

These changes have necessitated us rethinking how we are organized here at the Urbana campus. We spent the last 3 months interviewing, evaluating gifting, and rethinking our organizational chart. As I've said before, replacing someone like Ben is a real challenge. We have no one who can do all that he does so we've had to rethink how we're going to lead the church in the days ahead.

We have developed a Strategic Leadership Team (SLT) that oversees 6 major areas of the church. This team will function as the key leadership group for moving us into the next era of our ministry. Following are the 7 positions that have been announced and will be effective by August 1, 2010.

- **Senior Pastors** – Happy and Dianne Leman
- **Weekend Experience** – **Daniel Goulet**, which includes Preaching, Worship, Communication, and Welcome Team
- **Pastoral Care** – **Jim Egli**, which includes Assimilation, Small Groups, Pastoral Care, ALPHA, Basic Discipleship
- **Develop and Deploy** – **Dennis Starkey**, which includes Multi-sites, Leadership Development (interns), Church Planters, and Missions
- **Compassion** – **Happy Leman**, which includes Support Recovery, Healing Ministries, Food Pantry, MercyWorks, Evangelism, Counseling
- **Family Life** – **Leah Wenger**, which includes Pre-School, Children's, Junior High, High School, GodSearch, Marriage, and Family Life
- **Operations** – **Carla Green**, which includes Finance, Human Resources, IT, Doppio, Passages and Facility

QUESTIONS YOU MAY BE ASKING

When does this transition start? The 6 people will begin working in their places around June 1st. The official transition to the new teams will be hopefully by August 1st.

What will Ben be doing? Ben is still a vital part of the organization and we will be utilizing Ben's gifting and expertise in a variety of ways, such as transition and training for new SLT members, special projects, etc. Ben will also continue to help with the multi-sites. In addition, Ben will work with the builders to help design a possible new Children's Ministry wing and develop a giving campaign in the Fall of 2010 or Spring of 2011.

What about the remaining pastors and positions, are they impacted? Teams in these 6 categories will be in place no later than August 1st.

Why is Happy named as overseeing one of the categories? There are several answers to this question. We are not entirely sure what the Compassion area will grow to look like, which makes looking for a talented candidate difficult. We also have some transitional salaries over the next year that makes it financially impossible to take on additional staff.

I thought I heard Dennis was retiring this year? Dennis is trying hard to get to the golf course, the green is calling... However, he also hears God's call during this transition. Dennis agreed to another year with us to help with the transition and training of staff in the area of multi-sites. Dennis' first hand experience with launching Danville, along with Ben's expertise in this area, will be crucial as we transition responsibilities and launch the two new campuses within the next 12 months.

Who is going to Paxton and Bloomington? Jim Wood will be part-time heading up Paxton and transitioning worship responsibilities to Daniel. Jim Egli will be part-time, interim Campus Pastor at Bloomington.