

Hello Family,

This is Rick Korte again. It was 35 days ago that I came to you with my first speech at the Rolling Meadows campus and I distinctly remember an event that night where I looked over at one of our leadership staff people and I said I'm going off script. Well now I also get the chance to talk to you off script again today.

To explain the current situation regarding Harvest 2020, Harvest 2020 was created as an interim group of people to accomplish a specific set of tasks. We had five tasks that were assigned to us this was: leadership, operational structure, reconciliation, communication, and financial review. Harvest 2020 was always intended to be an interim team and not intended to have a long-term role. So, today I would like to explain to you why the Harvest 2020 team has come to the conclusion of many of our tasks and all of us are rolling off of 2020.

Let's start with the topic of **leadership**. The first task assigned to us was to begin the process to find a new interim COO and an interim teacher for those two top positions in our ORG chart. The COO search is well underway now being fully coordinated by our HR department, in conjunction with our elders. We believe by the time the new elders are in place we will have viable candidates that they can select from regarding the new COO. The same will hold true for eventually getting us a new Senior Pastor, that process will be led by the new elder board.

The second topic was **operational structure**. Here we talked about our elder board structure itself and Harvest Bible Chapel structure. The Elder board structure portion of 2020 has now been fully turned over to a team that's looking at bench marking, looking at all the possibilities of how the structures might work, and they are fully vetting nominees. I think we have upward of 35 nominees right now, that process is currently fully underway. There will be in the not too distant future an announcement from us or from the new CLT – the Church Leadership Team, regarding how that elder board will actually be voted on. I think you'll be very interested to see the new approach that's going to be taken in that area.

Regarding the Harvest Bible Chapel structure itself, here our tasks were, and mine specifically, were to put into place a new church leadership team. We spent a great deal of time: I talked to over 104 congregants, over 87 staff members, and determined not only the proper candidates but what should the structure look like. We did a lot of benchmarking, we talked to a lot of other mega churches, we talked to small churches, and I simply used my past experiences on how to create an operational board to come up with our new structure. We previously announced to you that we have seven people in place to do the heavy lifting that's necessary for this new board. What's interesting about our structure, and one of the main operational changes that we have made is that the best seasons Harvest Bible Chapel ever had were when pastors reported to a pastor. Its also important that operational people, or in my parlance, that business people

report to a businessperson. In the new structure, we have two clearly distinct channels that are ultimately going to be reporting up.

All of our ministries operations will report ultimately to a Senior Pastor. And in those ministries operations we now have representation from worship, children, students, campus pastors, and women's ministry.

The right side of the structure is the operation side. So there we have human resources, Harvest Christian Academy, finance, legal, and accounting. Represented by three individuals. Those three representatives will ultimately report to the COO.

So envision seven people working as one team, four reporting to the Senior Pastor, three reporting to the COO, those two at equal levels in leadership in this church. Making the decisions on behalf of this church. Those seven people are in place, you know their names, you can refer back to our past statements to see who they are. I have worked with them through a number of meetings, the dynamic in the room is phenomenal. Their skill sets are phenomenal; we have every single possible person on staff and in our congregants and in our members, represented now in that leadership room. It's an excellent team and I'm really excited about what they can do.

So the task I was given was to do the HBC structure, **that task is now 100% complete**. In my early days here I was spending upward to 12-14 hours a day in meetings, etc. My job was to replace myself. That was the goal. Today I have one appointment on my calendar and that's filming this video. So, as you can imagine the structure is now in place to take the heavy lifting and hard decisions that I was making on behalf of the church for a season, that season was 35 days. That season is now coming to a close and I will be rolling off of Harvest 2020. That doesn't mean I'm going away - I'm available as a consultant, and as an advisor to the current leadership team. I'm also awaiting the elders to ask me if they want me to take on additional tasks.

The third part of Harvest 2020 is **reconciliation**. Reconciliation is now fully in the hands of Pastor Greg Bradshaw. In addition to Pastor Greg, we also have in-house staff members like Dr. V and others who are working on the reconciliation process. Reconciliation isn't just those who were harmed by us on the outside of our church. Reconciliation is also our own internal staff - our own people that we need to have reconciliation with. The entire program is being expanded to care for our staff in ways that we have never cared for our staff before. Again, that task of reconciliation is fully in the hands of staff at Harvest and no longer Harvest 2020.

The fourth task was **communication**. Communication for a short season was being in control by Harvest 2020. That task has also come to a complete end. We have an excellent, Marketing/Communications group inside of our church. That team will now take over the communication. You will see communication from two sources going forward – elders and our Church Leadership Team. That's always the way it should have

been and that's the way it will continue. No more communication from Harvest 2020, that wasn't our job to communicate to you for forever. Our job was to allow communication to continue. If you're concerned that the communication will decrease because we've now turned it over to both staff and the elders, I can promise you that's not the case. If anything, you're probably going to get tired of hearing all the things we have to say. We are going to be so transparent that at some point you're simply going to say enough is enough; you can talk to us once every two weeks, instead of once every couple days as we've been doing. So communication was the forth piece turned over.

The last piece is the **financial review** and we will have a substantial update for you regarding how that financial review process is now coming out of Harvest 2020 and going to be turned over fully to an independent group reviewing those things that all of us want the answers to, so that's where we're at.

Harvest 2020 was a transition team, some call it a crisis management team, and we've done our job. Our work is finished. And **Harvest 2020 is coming to an end**. But please rest assured that those people who have now taken over those tasks are ideally suited to do it, this is the leadership that you should have you should trust in your church leadership team, you will work with the elders which will soon become our new elder board and this is the way our church should run. So I want to thank you for all the time and effort that people have poured into me as I've gone through this process. I pray that Harvest continues to get healthier by the day and I'm absolutely confident that that will be the case. Thank you so much.