

## Frequently Asked Questions

**I have heard that Fair Haven and Chapelwood are merging? Is this true?** No. Chapelwood has started a conversation with us about the possibility of a partnership (maybe a merger) that would be of benefit to both churches. The Board of Governors has met once with the senior pastor of Chapelwood and the District Superintendent to discuss this possibility. Any decision will be made not by the Board of Governors, but by the congregations of both churches.

**Why is Fair Haven discussing with Chapelwood?** Fair Haven has financial issues and declining attendance. We are struggling to support our operating budget. A merger with Chapelwood would be one solution, and it would benefit Chapelwood by extending its ministry further into Spring Branch.

**Why don't we merge with Terrace? I have heard this would solve all our problems.** We have not received any formal request from Terrace, as we have from Chapelwood. Merging with Terrace would involve the same process as merging with Chapelwood. However, Terrace is also having financial issues. The Board of Governors voted in November to table the idea of merging with Terrace while we consider what might be possible with Chapelwood. We can choose to revisit the Terrace idea at a later time.

**If we merge with Chapelwood, what will happen to our church? Our staff, our congregation?** These are crucial questions, and we want to reach a thoughtful and detailed understanding of the answers. That's why we are discussing — and listening — with Chapelwood. We have a small group who will meet with a similar group from Chapelwood to start shaping answers to these questions.

**I've heard that we should stop paying apportionments to save money or to pressure the Conference into doing what we say.** As part of every church's commitment to the larger United Methodist connection, apportionments are paid to the Conference to support global missions and other programs that benefit all the conference's churches, and God's kingdom. To withhold our payment would be to break that covenant. Such an action would also make a strong negative statement about our church and its staff, and would damage its reputation. From a practical standpoint, it could result in loss of health insurance and other benefits for all three of our pastors and their families. As appealing as it can be to consider this option as a form of leverage, apportionments are a much deeper matter than simply a payment-due.

**I have heard that decisions have been made about our staff. Is this true?** It's not true. Every year, all ministers are evaluated on dozens of criteria, with feedback offered by the Board of Governors as well as input from members who have expressed their views. It was discovered that all three of our ministers are not perfect! Each of them has a plan for continuing to grow as a shepherd, teacher and leader. All three reviews were positive overall, and gave no reason to consider changes based solely on performance. One option for cutting the Fair Haven budget would be to reduce staff or staff salaries, and the Board has discussed this. One thing a merger with Chapelwood would certainly do is shore up our budget. Staff changes or changes in staff assignments would be part of the discussion with Chapelwood, and, if a merger does not occur, would be examined by the Board as an option.

**Is the Board of Governors moving ahead with the merger in secret?** No. We are working to be as open and transparent as possible. That's why we opened the conversation in Sunday school classes on Dec. 11, the first Sunday and just three days after our (so far) only meeting with Chapelwood's pastor. Additionally, an article appeared in the newsletter Monday, Dec. 12. We don't know any details yet, but as soon as we've made a start in exploring what a merger might look like, we will post updates on the website and also in the newsletter.

**Will the Board of Governors make the decision?** No. The Board of Governors will make a detailed recommendation, based on all conversations with Chapelwood as well as feedback from Fair Haven members. The decision to merge or not will be made by a vote among the members of both churches.

**I have questions — what can I do?** You can send those questions to the Fair Haven Board of Governors or the Fair Haven team that is working with Chapelwood's team. They will make sure your question is discussed. The Board members' names are below, along with the names of the four members of the small group that will meet with Chapelwood representatives.

**What is the timing on this process?** It is so early in this journey that we don't have any timeline yet. Nothing will happen in December, but after the first of the year, we expect to begin the exploration. Once we can see a clear timeline, we'll make the dates public and available.

**What are the next steps?** Small teams from Chapelwood and Fair Haven will meet to develop a proposal that will be presented to both churches. These teams will examine business processes, ministries, staffing, structure, finances and all concerns that have been expressed by both churches' congregations. They will discuss and build on what each brings to the table. This will not be a quick process.

#### **Who are members of the Board of Governors for 2017?**

Manuel Acosta	Mary Cooper	Arely Garcia
Sylvia Garner	Larry Glass	Mark Hughes, Chairman
David Johnson	Lisa Johnson	Charlie Meyer
Lori Olson	Jim Peters	Sherry Reyna
Viviana Rodriguez	Bob Wolfram	

#### **Who are members of the small team from Fair Haven?**

Debbie Eng	Lisa Johnson
Mark Hughes	Bob Wolfram

**What can I do?** No matter what we decide about Chapelwood, rumors, murmurs, threats, speculation and negativity will damage our church's future. Be positive and patient. Keep an open mind. Communicate your thoughts and concerns honestly and directly. Most importantly, pray for the teams as they go through this process. **Remember: This is God's church, and God is with us in all that we do.**

**I heard there is a petition to stop the Chapelwood study. I'm confused — I thought we were just starting the conversation. Should I sign the petition?** You are not confused — the Board of Governors has met only once with the senior pastor of Chapelwood as an opportunity for everyone to introduce themselves to each other. No further conversations have taken place, but we are in the process of scheduling time for our small group to meet with the small group from Chapelwood to explore what might be possible.

It is your choice whether to sign the petition, but, as in any situation when you are invited to put your name on something, there are several questions you should ask:

- *Who is behind the petition, and might a personal agenda be driving it?* Circulating a petition can be a useful way to represent an opinion shared by a large number of people, especially in a

situation where communication has broken down. But that is not the case at Fair Haven. You can communicate directly with all the members of the Board, the members of the small group, the ministerial staff and the lay leader. This is a much more effective way to make your own opinions known — with the petition, you are forced to accept and affirm the views, recommendations and attitude of the author.

- *Is the information in the petition factual?* In this case, no. The petition has been provided to all the Board of Governors, and we want you to know that 1) no vote has been taken that ended with a decision to ask for a new pastor at this time; 2) no specific plans related to a possible merger with Chapelwood have been agreed to, offered or even discussed; 3) the board's first meeting of 2017 is Jan 15 where key issues will be discussed; and 4) the Board has not rejected any options. We have chosen to table various options in order to focus on the Chapelwood conversation, but those options can be revisited.
- *Is the petition consistent with my own beliefs and commitments?* The United Methodist Church provides a number of different structural options for churches to use in managing themselves. Fair Haven has chosen a Board of Governors model, and this model has been in place for nearly two years. The Board is responsible for staffing decisions, and the Board has agreed to table the discussion of staffing changes until after we examine the possibilities with Chapelwood. Sending an ad hoc group to meet with Bishop Jones to request a change would be inappropriate, and would be likely to elicit a negative reaction from the bishop.

It bears repeating: The Board is NOT responsible for making the decision whether or not to merge with Chapelwood. That is solely the responsibility of the members of both churches, and it is a decision that must be made with full understanding of exactly how a merger would work. Obviously, Fair Haven is nowhere near that point.

After the first meeting with Chapelwood, we will make available clear information about what was discussed, via email, web posting, newsletter and Sunday school folders. As always, any church member can speak confidentially to any Board member at any time.

As we proceed with conversations about the possibilities with Chapelwood, the Board will take into consideration ALL viewpoints and concerns about the prospect of a merger. Ultimately, we will assemble a proposal to be reviewed by the entire church, and the congregation will vote on it in a full church conference.

The members of the Board of Governors have pledged to serve our church and our God using our own knowledge and experience, but relying most on God's guidance. We covet your prayers for us, for the author of the petition, for all who sign it and those who do not, and for our church and its ministers.

We ask that you join the Board in being respectful and gracious toward those whose opinions differ from yours. We believe that we all have the best interests of our church at heart, and that our community of faith will, together and with God's help, discern the best way forward.

**I understand the congregation will vote on the final decision at a congregational meeting. But some members will not be able to attend the meeting, and so will not get a vote. Is it possible to mail ballots to all members for their votes?** Please see the answer from the District Superintendent below on page 8.

**Who writes the FAQ?** The members of the small team discuss every question and agree on the response, then post the answer to the website.

**Since we're considering a merge with Chapelwood, should I hold off on paying my pledged offering until we see what happens? I want to know for sure that my gifts are used at Fair Haven as I intended.** The conversation with Chapelwood, which is in its earliest phase, has no impact whatsoever on the use of your offering or any other gifts given to Fair Haven. In fact, while we talk with Chapelwood, we still have electric bills and salaries and all the normal operating expenses to pay, so withholding your financial support is not recommended. Of course, this is a subject of great importance to our congregation, and it will be a key topic to be discussed and resolved in our conversations with Chapelwood. Until the Fair Haven congregation has reached a final decision about any merger, nothing will be different. Keep in mind, this process will take months, and only the congregation can decide to accept or reject any merger proposal.

### **The Fair Haven and Chapelwood teams have met — so where are we?**

Yes, the two teams met on Jan. 17. The conversation was both productive and very positive, with lots of opinions expressed, and questions asked and answered. The Fair Haven team is completing a detailed summary of the discussion, and it will be reviewed by the Board of Governors in a special meeting Jan. 22. We plan to make the summary available to all Fair Haven members as soon as possible after the board has reviewed it. We also will continue to update the FAQ on the website.

We are planning a “town hall” style meeting for all Fair Haven members on Jan. 29. The Board (and the Fair Haven study team) will be available to answer questions and provide as much information as possible. If it would be helpful, we will hold additional town-halls. The Board of Governors will meet again Feb. 19 to discuss the merger, consider all concerns and ideas, and pray earnestly for God to help all of us at Fair Haven finally to hear only God’s voice.

The Board will make a recommendation to the congregation at a called Church Conference in March. The Fair Haven congregation and the Chapelwood congregation both will vote (in line with requirements set in the UM Book of Discipline).

**I sent in a FAQ question and it was not published. Why did you not publish my question?** Thanks for submitting a question! We’re answering and posting them as quickly as we can, but we may wait to post new ones now until after the town-hall meeting on Jan. 29. Questions that are sincere and thoughtful are most welcome -- the questions help the study team pursue important issues in the ongoing conversation with the team from Chapelwood.

Sadly, some of the questions and comments we’ve received have been neither sincere nor thoughtful, but rather, intended to insult, provoke or hurt. In one instance, a comment included a graphically cruel reference to Paul’s young nephew who recently passed away. The team wants to take this opportunity to apologize to Paul and his family.

We regard these kinds of messages as the lowest kind of junk mail, and they are discarded promptly.

This major decision is stirring a lot of emotion, and that’s to be expected. But there is no place in this discussion for outright cruelty, dishonesty, or childish acting-out. Our church’s future is too important, and these kinds of behavior will surely damage Fair Haven, regardless of whether we merge or not.

The only way to make a good decision is to make it together, and the study team is trying to provide you with every bit of information we can as quickly as we get it. Please continue to ask for more information, to raise your concerns, to seek clarification on any matter that is important to you. We all want the same thing: A bright future for our church.

**If Fairhaven does not live up to expectations, will Chapelwood sell the property?**

No. Chapelwood is not in the real estate business or the investment business. Like Fair Haven, it is in the disciple-making business. Chapelwood sees the potential of the Fair Haven community and the Gessner location to provide expanded opportunities to reach people for Christ. Selling the property would not help us reach people for Christ in Spring Branch.

Even if the Fair Haven community struggled, we, together with Chapelwood leadership, would work to determine what's going wrong and change it – with all the Chapelwood resources, human and financial, backing us up. Chapelwood hopes to keep the legacy of Fair Haven alive and impact the community for generations to come.

Assurance that Fair Haven will not be shut down or sold will be included in the Covenant.

**Is "cost-to-serve" another way of saying that Fair Haven will have to "pay its way"? What happens if giving decreases and we can't meet financial goals?**

The goal for Fair Haven would certainly be that it would be sustainable financially. But the top priority would be effective mission and reaching people for Christ. The "cost-to-serve" model is simply a metric that allows everyone to see the financial cost of ministry. Right now, Fair Haven sees that metric in the annual budget. If we took the total annual budget figure and divided it by the number of people Fair Haven serves, the result would be the amount it currently takes to serve one person through our ministries.

Here's an example from the Mercy Street Worship Community (part of Chapelwood):

Mercy Street expenses: \$117,000 for "facility" costs; \$80,450 ministry costs; \$381,782 salary/benefits (includes health insurance and other benefits) for total of \$579,232.

Average worship attendance: 235.

Cost to serve = \$2,465 per attendee.

This number is different in each community, of course. It helps them to be good stewards with resources, since they don't have a full "income/expense" budget like a separate church would.

Some of the current Chapelwood worship communities do not bring in enough income to cover all their costs. Chapelwood values the communities' ministries and missions, and invests in helping them both to improve their cost-to-serve, and to continue to grow in mission.

**Is there a deadline for sustainability?**

There is no timetable of any kind. Fair Haven is an already-existing worship community, and would not have a deadline. The success of each worship community is measured by its ability to accomplish the mission to make disciples of Jesus Christ for the transformation of the world.

Chapelwood communities use what they call the "EGS - Experience Grow Share pathway" for discipleship to measure effectiveness.

**Experience God's Grace in Worship**

Is worship attendance growing? If not, what is standing in the way, and what adjustments are needed? Issues and needs are examined and addressed every year.

**Grow in God's Grace in Relationships**

Are people joining Sunday school classes, small groups, studies, etc.? In other words, are more people involved in transformative relationships?

**Share God's Grace in Ministry and Mission**

Are people moving into service? Are more people getting involved in sharing God's grace?

**Will the money that Fairhaven receives each week be tracked?**

Yes. This is why the cost-to-serve model is useful. We will be able to see the pledges made and paid, the Sunday morning offerings, and any other gifts that come in.

**What are the plans for the Hispanic Congregation?**

Chapelwood recognizes that Fair Haven is home to a vital Hispanic worship community on the Gessner campus, and one demanded by the demographics of the nearby neighborhoods. The demographics of the community demand a vital ministry in the Hispanic/Latino community. The Branch, a Spanish-language worship community of Chapelwood, would be considered as a potential partner in ministry with the Fair Haven Congregacion Hispana. If both groups felt this would be a good partnership, then we would begin to discuss the possibilities, but if they both feel they are more effective as individual communities, that would be the direction.

Jairo and Lucia Ortiz met with Luis Palomo, community pastor of The Branch, as well as Paul Thomasson and John Stephens (senior pastor for Chapelwood). It was a positive discussion during which many questions were answered and from which Jairo and Lucia left highly encouraged by the prospects for growth alongside The Branch.

**Is Chapelwood planning to turn Fair Haven into an exclusively Hispanic worship community?** No. The Congregacion Hispana is a vibrant ministry with enormous potential, and will receive full support for growth. However, the plan for Fair Haven is to reach out to every neighborhood within a three-mile radius and make disciples for Christ among Asians, Latinos, African-Americans, Anglos – all!

**The day school keeps six months' salaries in reserve as an assurance to staff members that they are provided for in the event of a cash-flow problem. How would Chapelwood handle those funds?**

The Chapelwood Finance Committee keeps sufficient reserves on hand for all ministries. However, our intent would be that the current reserves for the Fair Haven Day School would be kept as reserves for the Fair Haven Day School. It is possible that our current Chapelwood reserves would also suffice for the purpose of ensuring continuity during such emergencies. If so, some of those funds might be considered for making campus improvements that would benefit both the Fair Haven Day School and the Fair Haven worship community.

**Will custodial staff continue to be available onsite during the day?**

Yes, the hours would remain the same as they are, or might be expanded. The custodial staff would be employed by DTK Services and paid for from the central Chapelwood budget, not included in the Fair Haven budget. DTK would work with the ministry groups on the Gessner campus to determine what best meets the needs of the ministries at Fair Haven community and the Day School. Currently, Chapelwood finds it useful to have custodial staff available in the evenings for certain events, and that kind of additional staffing need is handled easily through DTK.

**Would the Fair Haven worship community be able to have more than one type of worship service?**

Yes – having multiple worship styles can help draw more people to Christ. With input from the community pastor, core team, and Chapelwood leadership, we would study and evaluate current worship styles and times to see if they are leveraged for growth. The worship schedule we created would be one that would help us reach new people – not simply to keep current members happy.

Another option would be to create a worship opportunity that would bring the two Fair Haven English-language services together in a worship experience that inspires and engages both groups and attracts new members. This would also serve to draw the Fair Haven community closer as a family through shared worship.

**If the covenant is approved, when would it take effect? When would Fair Haven transition its financial operations to the Chapelwood office?**

There is no set timeline. If the Covenant were agreed to in March by church conferences at Fair Haven and Chapelwood, we could begin the transition right away and begin to see positive impact early -- the process would not have to wait until the appointment cycle in July.

The first step would be to look closely at our facilities, worship practices and schedule, programs, ministries and other aspects of our established life and culture. Together with Chapelwood leadership, we would begin to think about what's working, what isn't working, and what changes might expand our ability to make disciples in our neighborhoods.

Chapelwood finance leadership would meet with Fair Haven staff to collaborate on the process of centralizing the financial and administrative functions. These things would not happen overnight, but it would be important to determine pastoral leadership and name the core team quickly to provide care for the community and help manage the process. Current appointed clergy would be present at least until July, unless they were appointed somewhere else, which would involve the District Superintendent.

**How is the church consultant who works with Chapelwood (Paul Nixon) different from the VCI coach we had? The results of VCI were limited.**

Many churches have benefited from the VCI initiative – others did not. Rev. Hernaez was well qualified in the principles of the program, and provided guidance and support within its parameters. However, with the “prescriptions” provided by the VCI program, Fair Haven had only limited resources to dedicate to making the significant changes that might have improved the results.

Paul Nixon has worked with successful churches across the country. He has written numerous books on church growth, and has planted a church that grew to 1,000 people. Here is a quote from the Epicenter Group website: “In the midst of epic cultural change across the globe, Epicenter Group coaches leaders to discern ways forward for relevant, community-based Christianity, and to birth the new things God is up to in the world.”

**How does Chapelwood recruit for pastors outside the Conference? Could Fair Haven do that?**

Larger churches with greater resources – like Chapelwood – are better able to target clergy, and are permitted by the Conference to do so. Chapelwood leadership has met with the new bishop (Bishop Jones), and he is very supportive of helping large churches recruit the pastors they need to accomplish effective community ministry. Pastors recruited in this way are United Methodist, and are appointed by and accountable to the Conference.

Fair Haven does not have this broad recruiting option, but the conference would work to find the best fit for Fair Haven within the budget we could afford.

**How long can Fair Haven remain financially viable if we do not merge with Chapelwood?** This answer depends on the fall back plan if we do not become a part of the Chapelwood community. Regardless of the decision, there is a high probability that current membership will decline. Assuming the Day School budget is essentially combined with that of the church, so all excess school income goes to fund the church, we could possibly continue to sustain operations at approximately the current level for up to 3 – 5 years. However that assumes no increase in costs due to inflation, no raises for staff, no new youth director is hired, and no new or increased ministry initiatives are undertaken. Major repair costs would be funded from endowments and from the proceeds of the sale of the second parsonage.

### Is absentee voting possible?

No. The vote will be taken at a called Church Conference on March 5, at 12:30 in Fellowship Hall. All members can vote at this time, and it will be the only opportunity to vote.

When asked about the possibility of absentee voting, District Superintendent Andy Noel confirmed that the procedure is clearly outlined in the United Methodist Book of Discipline.

Here is how he explained it:

The vote will be taken at a called Church Conference at which I will preside.

Per the Book of Discipline, only votes of Professing Members present and voting will be counted. No absentee or proxy voting is allowed. A written ballot will be taken and counted by assigned counters. A 50 percent plus one vote-count will be required for passing of the merger. Chapelwood will go through the same procedure. If both church conferences approve the merger, the DS, in consultation with cabinet and bishop, will give final approval.

The date and time has been announced in all worship services and Sunday school classes, published in the newsletter and on the website, and a letter is being sent to all members to ensure that everyone has adequate advance notice to plan accordingly. Every member should make it a top priority to attend the Church Conference.

### What is Fair Haven's present cost-to-serve?

Using the following formula:

- Total expense / Average attendance = Cost to Serve
- Total expense = \$596,784
- Average attendance = 211
- $596,784 / 211 = 2,828.36$
- Current Cost to server = \$2,828.36 per attendee

**What is the budget total and current breakdown?** We have published a detailed breakdown on the website. Please click on the following [link](#) to access. A summarized budget is listed below:

## 2016 End of Year Financial Report

<b>INCOME</b>	<b>\$ Actual</b>	<b>\$ Budget</b>	<b>\$ Over/ (Under)</b>
Contributions Pledged	352,724	385,520	(32,796)
Contributions – Non-Pledged	163,312	141,400	21,912
Other Income	79,705	80,800	(1,095)
<b>Total Income</b>	<b>595,741</b>	<b>607,720</b>	<b>(11,979)</b>
<b>EXPENSE</b>			
Benevolences	45,034	60,419	(15,385)
Building & Grounds	134,528	142,000	(7,472)
Office Operations	11,292	15,000	(3,708)
Parsonages	7,008	5,000	2,008
Staff	362,163	372,000	(9,837)
Work Areas	36,311	39,450	(3,139)
Miscellaneous	448	500	(52)
<b>Total Expense</b>	<b>596,784</b>	<b>634,369</b>	<b>(37,585)</b>
<b>NET</b>	<b>(1,043)</b>	<b>(26,649)</b>	<b>(25,606)</b>

### **If the merger goes through, can FH members be buried in the Chapelwood columbarium?**

As members of Chapelwood United Methodist Church, Fair Haven worshipers and their immediate families would have the same access to burial in the Columbarium as all other Chapelwood members. A voluntary donation is requested to help defray the cost of building the columbarium and the Memorial Chapel. About 400 niches (each of which can hold two urns) are currently available, and the building permit allows for the future addition of 400 more niches.

### **How will the vote be conducted?**

The vote will be conducted in strict accord with the United Methodist Book of Discipline. All members of Fair Haven are eligible to vote, but they must be present at the Church Conference to vote. A simple majority — 50 percent plus one — wins the vote. District Superintendent Andy Noel will preside at the Conference.

Voting will be by paper ballot. Votes will be counted by at least two designated counters in the presence of the Conference.

### **How many members does Fair Haven have?**

As of Feb. 14, 2017, the total membership was 745. This number, of course, can vary from week to week as new members join and others move away or die. We do not keep a list of inactive members, so it is impossible to know that number.

### **I recently heard something about a "revival of the Spring Branch community." Couldn't Fair Haven profit from this revival, too, by holding off on the merger and remaining its own entity as the wonderful church it has been? Why give up autonomy?**

A revival of the Spring Branch community would indeed be good news. Without knowing the source of the statement, however, it's hard to know what kind of revival it's referring to. Economic? Cultural? Physical? In any case, yes, it would be wonderful for Fair Haven to be part of that revival! But, as membership declines, financial resources dwindle and our physical facilities continue to deteriorate, it will be harder and harder for us to do that.

Fair Haven has never been "autonomous" -- it has always been under the authority of the Texas Conference and the Central South District. Chapelwood United Methodist Church is under the same authority, but, as part of Chapelwood, we would have access to Chapelwood resources, support and, yes, financial assistance. We would be in a far better position to participate in, and contribute to, a Spring Branch revival.

It's important to keep our eyes on the real objective: Making disciples of Jesus Christ for the transformation of the world. Not profiting from the progress of our neighborhood, but being an active, positive presence, modeling Christ's love throughout the community. Not running our own show just as we please, but attending closely to what pleases God, what ministries God has in store for Fair Haven.

One thing is sure: As we approach the decision we are about to make, we have to resist being drawn into destructive, self-centered thinking that says, "Whoever opposes my position does not love Fair Haven, or is not acting in God's will, or is acting out of evil motives." We all love our church. We all want to see it grow and expand in effective ministries. If Fair Haven is to remain "the wonderful church it has been," we need to continue to care for each other, and to look for ways to nurture our Fair Haven family. Without that, the name on the sign won't matter much.

## **AWQ (Answers Without Questions)**

### **Scouting groups**

Chapelwood has a long history in scouting. The Scout troops that meet at Fair Haven and are supported by our congregation would be fully supported and helped to reach new scouts throughout the community.

### **Core team**

The Fair Haven core team would have from 6-10 members selected by the current Board of Governors. If we choose, the core team can be named before the vote on the merger. The only prerequisite is that the core team be Fair Haven members who are fully committed to making a merger successful.

### **Communications**

The Fair Haven website would work the same as the other Chapelwood worship communities' sites: included in the overall Chapelwood site structure, but with its own domain and its own look and feel – including the ship logo. Fair Haven would have its own weekly communication, and would be able to use the overall Chapelwood weekly comms as needed. A printed piece with info of churchwide interest would be available each Sunday.

### **Maintenance and facility requests**

The Chapelwood Trustees handle maintenance and facility issues. It would be a high priority to keep the Fair Haven campus in excellent shape for ministry.

To determine initial needs for repairs or replacements, the Chapelwood facilities team would work with professionals to do a thorough audit. The Trustees and the Fair Haven core team would establish priorities and timelines.

### **Fair Haven – five worship communities currently**

1. Traditional (in English)
2. Joy 2 Gather (Contemporary, in English)
3. Congregacion Hispana (Contemporary, in Spanish)
- 4 Friday night casual worship (in Spanish)
5. Korean congregation Sunday at 12:30 p.m. (in Korean)

### **Day school**

The day school would maintain its 7 a.m. to 6 p.m. schedule, year-round. Staff members (like all full-time Chapelwood staff) would have access to insurance benefits including medical, dental, life, AD&D and long-term disability. Employees would be free to opt out of medical, or select it for themselves, spouse, and/or family.

The Day School will operate year-round as they currently do.

The Day School will operate year-round as they currently do.