

MX Elder Mtg

Oct. 10, 2022

Attendees: Don Fitzgerald, Brad Stevens, Steve Awtrey, Steve Walker (chair), Keaton Jones, Bret Blackford, Dave Weiler, Jeff Kryder

Matthew 18:12-14 leave the 99 to find the 1
Philippians 2:2-4; John 15:20; John 16:31-33

People:

- Jeana Wagner's mother passed. David Weiler went to visitation. Wagners no longer attending MX but Dave visited.
- Lucrecia Colins – Jeff Kryder and Steve Walker visited. Also calls from Jeannie and Jeremiah. MX contact was very appreciated.
- Maria Holmes – Tom has covid and Maria can't visit him. Maria worried about employment.
- Cathy Jones – has COVID. Keaton feeling OK.
- Joni Milligan – brother not doing well. Ron struggling with house and sewer and depression, etc.
- Mary Joe Conley - upset about Bob's health.
- National Children's & Youth Ministries (NCYM)
 - MX staff (Jeremy, Jeremiah and Nathan) should go.
 - Spencer Reijgers is going and Steve Awtrey would like MX to assist financially.

Sunday Oct 16 – congregational announcement and “*ordination*” of Nathan Strickland.

Families Unhappy with Selection of Nathan Strickland as Youth Minister:

- Beauchamp
- Patterson
- Earnhart

- Beauchamp family – Steve Awtrey and Bret reached out no response. Jeremy Picker plans to get with Steve to talk. Steve B asked to be taken off CFS email, probably because Erich McPherson will be taking over.
- Jenny and Karl Reijgers – Keaton talked with Karl about the decision to pick Nathan. Jenny and Hadley looking at other churches. Karl staying until class is over. Coen likes MX and youth group.
- Jeff Fogarty – mentioned to Brad Stevens that people are leaving and Jeff is worried. Brad thinks some communication should come from the elders. Does the congregation trust the elders and leadership?
- Don Fitzgerald – we have a problem of trust.

Laura Picker:

Pickers have been with MX more than 14 years.

Since COVID Jeremy has been feeling alone and like the worship was all on his shoulders. Jeremy felt like he was responsible for getting church on-line by next Sunday. During these months Jeremy and Laura were stressed getting worship going on Sundays. Jeremy felt alone in this process and has not really recovered from this.

When Michalie left and Jeremy jumped in Jeremy felt in flux, not knowing his role or who to report to, etc.

Jeremy feels youth ministry is what he does best and where his passion is, but he wasn't ready to commit. The Pickers were worried about their children and if it would be hard for them to have their father as youth minister. Jeremy also wears many hats and not sure if he would lose those other hats.

When Jeremy came back from Colorado, he felt like he needed to be in youth ministry. Laura was still concerned that Jeremy would be overloaded, still wearing other hats.

Jeremy met with Lane Hamm and Jeremy was defeated. Jeremy heard he belonged at a small church as a minister and that Jeremy was not the right person for the youth minister position.

Jeremy wants to know what his role is.

Jeremy has 3 weeks of vacation he needs to take this year. Will need to schedule worship ahead of time and get replacements in-line.

Next meeting: Monday, October 17 @ 6:00pm

Note: Below is information Bret shared with Steve Awtrey and Steve Walker on October 4 and should not be considered the consensus from the elders.

McKnight Staffing

Q4 2022

Jeff Kryder

- We need Jeff to provide a 3-year plan
- Jeff is not a natural and strong administrative leader.
 - Jeff Kryder will be responsible for the ministry and office staff at MX. This is a practical decision as we have no one to backfill and take on this responsibility. In January 2023 Steve A and Steve W may have the bandwidth to assist but will discuss at that time.
 - Steve A and Steve W will work with Jeff K when possible to assist with staff and counsel on interactions (be more receptive to alternative thoughts from staff).
- Goal is for Jeff Kryder to focus on Preaching, Teaching, Leadership Development

Jeremy Picker

- Needs clarity in position
- Responsible for Worship and directing Youth Group
- Youth Group director – responsible for oversight of Nathan and the Youth Group for at least 12-months¹.
- What is expectation after Nathan trained?
- Elders should decide if Jeremy in-line to replace Jeff Kryder in 2-3 years. We need to understand and agree if this is an option or not.

Nathan Strickland

- Nathan is taking on a ministry. Although our faith community does not have “ordination” we need have some ceremonial recognition of Nathan’s new role. In Acts we see the elders laying hands on those called into ministry and I think we should do something similar.
- Nathan will need clear guidance for at least 6-months and a clear understanding of his reporting structure.
- For the first 3-month I would discourage flexible work schedule as Nathan needs to develop good habits early. After 3-months his director can decide if he can handle more flexibility but early on we should expect and enforce office hours, meeting times with staff, etc.

Dolores Miller

- We are re-structuring the office. Is this the time to approach Dolores and eliminate her position, asking her to come back and volunteer if she has free time.
- We need to clearly state why position is being eliminated.

Jeannie Britzmann

- We are re-structuring the office. Is this the time to approach Jeannie and let her know we plan to eliminate her position in 3-months?
- How do we realign needed work?
- We need to clearly state why position is being eliminated.

Katie Hollaway (ACTS)

- Can we better integrate ACTS into our MX ministries?
 - ACTS assist with worship
 - ACTS and Youth Group work together on service projects
 - Katie integrated into staff meetings and mentoring

Offices

- Will offices be re-structured based on new staff structure?

¹ As a parent I would not be comfortable with a new Youth Minister with no experience planning Youth Group activities, including summer and any special events/trips. I think Nathan needs at least 6-months of direct oversight and, if doing well, another 6-months of closely supervised leadership of the Youth Group. This is like how we handled Katie Holloway transitioning into AJ’s position over the ACTS ministry.