

September 12, 2022

## MX Elder Meeting

Attendees: Steve Walker (chair), Jeff Kryder, Keaton Jones, Dave Weiler, Brad Steven, Bret Blackford, Steve Awtrey, Jeremiah Haywood (guest)

Proverbs 3:5-6

*“Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight.”*

### People – All

1. Bill Bassett – Steve Awtrey talked with him this past week. Asked why not coming to MX. Was Kryder’s July 26, 2020 sermon in Acts re Unick (link here <https://www.youtube.com/watch?v=MIEhFblY2kg>). Steve Awtrey told Bill he is welcome back but Bill not intending to.
2. Haupt family – doing OK all things considered. Kids going to their aunt in St. Louis who has twins and now 3 more kids.
3. Bob Connelly – Keaton took him to hospital for lung scans. Mary Joe indicated Bob doesn’t have long. Mary Joe is depressed about this situation.
4. Joannie and Ron – came to Keaton’s small group this past week. Ron is not talking much but Ron and Joannie back living in the house. Ron is working 40 hrs week and worn out. He is 76.
5. Jenny R. – Steve Awtrey called her a few times but hadn’t connected.
6. Joyce Holmes – here from Miami with her 2 kids, Similoe and Rosalie. Her husband still in Miami.
7. Shannon (nurse) – lives across from MX with son River.

### Staff and Elders Updates:

- Children’s Ministry - Jeremiah
  - About 3-5 kids in nursey consistently
  - About 5-7 in pre-school
  - Newsletter – with events and volunteer spotlight. The family has positive response.
  - Blackboard – Madeline McPherson helped with this. Will transition from MX Kids to MX Families.
  - All teacher’s lined up for Fall – schedule is outside each classroom for visibility and accountability
  - Dec 18 Christmas Play – Valerie & Gwen helping with the program - working to get Robyn O involved
  - Finalizing Parent commitment Sept 25 on Children’s Commitment
  - Trunk-or-Treat coming up
- YM/Worship Team - Jeremy (see **Exhibit A**)
- **Elder Roles:** Administrative, Pastoral, Vision – discussed in the Shepherding Model document [here](#).
- **Admin Elders** - Brad & Dave
  - “The Nerds”, “The Policy Wonks”, “The Hurdles to Jump Through” – Finances, budget, capital expenditures. Sign checks and make recommendations.
  - Meet monthly and as needed
  - Plan ahead –
  - Contributions down but so is spending – not doom and gloom but sobering.
  - Circle turn-around brick is deteriorating. May go with Rhino Shield paint covering for bricks.
  - Parking Lot – constant recurring expense every frequent years with sealing
  - Auditorium Project –
  - Auditorium Lighting – supply chain issues but may be in a month or two
  - Air-Conditioner on old side (with classes)

- **Vision Elders** - Steve & Steve (& Jeff Kryder)
  - Take on various projects and will bring it back to the larger group
  - Keep eye on 7-values and “Where is God leading us?” and how do we communicate this?
    - Spirit-Led, NextGen, Family, Diversity, Adaptability, Generosity, Missional
    - <https://www.mxchurch.org/our-core-values>
  - Meet a couple times a month
  - **Staff Roles** – all duties of secretary and associate minister. Who can pick up these duties if needed.
    - Steve Walker and Steve Awtrey plan to get more involved with staff and office starting 2023. Steve and Steve will also help when new staff (YM) gets hired to help with bringing staff together as a team.
    - Challenge – excess duties if we eliminate any positions – do we have any capacity with current staff?
    - Will it actually save us if we eliminate staff?
      - It will be hard to replace Dolores and Jeannie
      - Youth & Children’s minister will have 20% misc responsibilities – can help in various ways
      - DW: Dolores – encourage her to continue in Jan 2023 as a volunteer (similar to Steve Awtrey). Give Dolores 3-months of notice to transition her work.
      - DW: Jeannie – give her 3-months of notice to find something. Let her know we are phasing out position and she has time to transition duties and look for something else.
      - BS: What happens if Elizabeth leaves?
    - Steve & Steve to get a timeline
    - JK: ***We need to make decisions and not stay in limbo land***
- **Shepherding Elders** – Keaton, Louis & Kryder
  - Wole would call everyone in the church. Always contacting the various members.
  - Need additional help contacting members
  - Pantry – meal for clients (Barb & Charles doing a great job)
  - Jeff Kryder looking to add some additional structure
  - Huddle and Connect groups fit here
- Roles for Bret and Don ??
  - Bret to talk with Jeff Kryder

#### Clarifying MX 4Ps and Next Steps - All

- How do we strengthen our **relationships with one another?**
- How do we focus even better on the **next generation?**
- How do we develop our **ministries and leaders?**
- How do we better **reach out to our community?**

Adjourn Staff:

Discuss staff roles - Vision Elders update Elder group

- Process
- Next Steps

## Thoughts on Wesley Handwork

- Steve Walker –
  - Unsure about the class on Sunday as Wesley didn't engage the youth.
  - Likes Wesley's doubts as a HS freshman – might be able to relate to the teens
  - Consumerism/Volunteerism – *"a church driven by consumerism is destined to die."* Wesley may encounter some of this at MX.
- Keaton Jones
  - thought Wesley did well. A bright young man.
  - Worried the kids were not engaged
- Dave Weiler –
  - Thought Wesley showed well
  - Class – curious about how he taught the class and we got a lesson. Wesley CAN teach
  - Wesley is transparent – talked about his doubts and return
- Steve Awtrey –
  - Worried about the format – *"we put him in the lion's den"*
  - Steve has heard ***if we have a good candidate pick one***
- Brad Stevens
  - Feels Wesley has a great set of talents
  - Wesley and Nathan are BOTH high energy and good candidates
- Jeremiah Haywood –
  - Wesley loves the lord
  - Wesley loved/enjoys the kids
  - Wesley articulated and thought through the questions and responded well
- Bret –
  - *I am sure some will find fault that there wasn't much dialog between students, or small group time, or more talking about feelings, or "fun" ice breakers, etc. We gave Wesley less than an hour and he can't show all the ways he would teach the youth but that doesn't mean he wouldn't or couldn't.*
  - Overall impressed with Wesley, both the class and the interview
  - No reservations on Wesley as a viable MX Youth Minister

### Next Steps:

Nathan Strickland to interview the weekend of September 17. Elders will keep same interview rotation.

- Friday night – Steve & Gwen Walker and Steve & Susan Awtrey
- Saturday Breakfast – Bret & Michelle Blackford and Brad Stevens
- Saturday lunch – Louis & Joyce West and Dave & Amy Weiler
- Saturday supper – Keaton & Kathy Jones and Jeff & Becky Kryder

### Reminder:

- MX Youth Minister job description – [here](#)
- MX Youth Minister questions – [here](#)

Sat Oct 1 @ 9:00 am all Elders and Search Committee meet and share individually. Meet with Committee one at a time. Make a decision Sat and call winning candidate that evening. Announce decision Oct 2 (if candidate does not need to wait or needs time before made public).

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At 8:00 pm Brad Stevens requested that any staff be dismissed for an elder-only discussion

A point of order – the agenda should be respected and any deviation should be discussed with the meeting chair prior to meeting. Surprise guests or topics should be avoided.

Per Bret, there are two main goals to the Elder meetings, shown in order of importance:

1. Meetings should not go beyond 2-hours (with 1 ½ hours preferable)
2. Meetings should further God's work in and through MX church

Bret does not feel #2 can be done without addressing #1.

Brad requested special session to discuss staffing holistically, especially Senior Minister and Family & Worship Minister. Specific concerns:

- Expense: These 2 positions account for over \$200,000 of annual budget. Suggested volunteer replacement.
- Staff Conflict: Brad worries that these individuals may be the source of conflict or at a minimum not able to address conflict in the office.
  - Special concern about Family & Worship Minister

The rest of the Elders agreed on the following:

- Jeff Kryder is a gifted preacher who will be phasing out over the next couple of years. Attempting to modify the preaching at MX is considered the nuclear option that will surely do more harm than good. The following was discussed/recommended:
  - 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 is a good brother with many skills (gifts) and a desire to serve the MX body.
  - Elders to make sure Jeremy has boundaries and clarity of new responsibilities when a Youth Minister is hired.
  - Accountability – performance should periodically be reviewed against expectations as described in job description.
- We need clear and frequent frank evaluations with Jeff and Jeremy on how they are doing. I think Steve A and Steve W can provide this feedback in a positive constructive fashion that is not taken as confrontational.
- As elders we need to encourage and support those in ministry here at McKnight
- There is some friction/dysfunction amongst the McKnight staff that needs to be addressed. When and how is still a matter of discussion.

# MX Youth Group Update

September 12, 2022

## **-Beginning in Sept: (Monthly)**

THEO (In-depth Bible study)  
Teen Leadership  
Middle School Sunday  
Study Hall sessions

## **October 8:**

-Service Day with L'Arche. "Walk & Roll" at Brentwood Memorial Park.

## **October 29:**

-Bonfire @ Patterson's

## **November 11-13:**

-Refuge (Fall Area Wide Youth Group Retreat)

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-Numbers have been steadily increasing with the occasional dip.

-I am currently studying with 3 students about being baptized.

-2 Students have asked to join the Teen Leadership Committee.