



## Elders Meeting

March 11, 2024

6pm – 8pm

Attendees: Steve Walker, Don Fitzgerald (chair), Brad Stevens, Bret Blackford, Dave Weiler, Steve Awtry, Jeff Kryder, Jeff McGlawn (visit), Ross Brown (visit)

Next mtg.: March 25th

- **Devotional**

Discussed “Glory” and its various meanings.

1. **People**

{{ various }}

2. **Children’s Ministry Update**

The following prospects were contacted to discuss a paid interim position until a candidate has been selected:

- Kate Schneider & Sara Matheny – both declined.
- Valarie Creech and Gwen Walker have agreed to help for the month of April.
- Susie Burge is considering helping in the interim.
- Izzy Henigan and Szofie McGlawn may also assist as interns.

Ross Brown and Jason Vincent will lead/facilitate the search team looking for Jeremiah’s full-time replacement.

3. **Sr. Ministry Search Updates** – Steve Awtry

- Tasks, Interpretation, Communication and Timeline
  - No communication topics or date(s) set – to be discussed at future mtgs.
- Candidate under review (see **Attachment A**):
  - **Michael Santiago**
  - **Josh Nix**
  - **Ethan Laster**
  - **Travis Akins** (waiting to contact)
- **All elders agreed to keep the process moving.** The Vision Elders should schedule follow-up 2<sup>nd</sup> interviews based on their schedules. All other elders are optional, can attend if available, but scheduling based on Vision Elders and candidate availability only. Again, **it was stressed to keep the interviews moving** as several candidates have other opportunities. The Zoom interviews will be recorded so those missing can review later.
- **Questions for 2<sup>nd</sup> Interview.** If you have questions you would like the Vision Elders to cover with candidates, please submit them to Steve Walker or Steve Awtry. Bret will compile these and put them on Google drive. Note: no guarantee that all questions submitted will be asked, as questions and interview flow will be at the discretion of the Vision Elders.

4. **France/Marseilles, Brockingtons**

- Marseilles - To date nothing requested/paid toward the proposed property in Marseilles. Getting very close to the due date to sign and pay for the property. Craig Young should update soon on when monies needed or if the project didn’t raise enough to meet the loan requirement (and project gets dropped). Again, MX has pledged \$100,000 towards this effort.
- Brockingtons – they are now looking to move to Honduras to work in a medical mission there. The MX Missions Committee is ambivalent about supporting as is a medical mission, which does not align with the charter of the MX Missions, and because the Brockingtons have been in-and-out of various mission areas and it is unsure the current commitment to Honduras.



5. **Upcoming Prayer Service** March 17, March 24, April 7  
Jeff Kryder working on format and welcome to suggestions.  
March 17 & 24 will have a special prayer time on the 4<sup>th</sup> floor with the intent to focus on God's will for MX as we replace Jeff Kryder.
  - March 17<sup>th</sup> – focus on transition and staff
  - March 24<sup>th</sup> – focus on direction of church, spend time praying about “resurrection Sunday” and that everyone has an eye for visitors.
  - April 7<sup>th</sup> – many voices together in prayer
  
6. **Sitter Tree** (<https://www.sittertree.com/>) – this is a 3<sup>rd</sup>-party service available to hire in assisting staffing children's ministries on Sunday. They require a minimum of 3 hours at \$20/hour. This is something to consider should we want/need assistance staffing or if we have a special event that needs extra workers.
  - Before using Sitter Tree will look internally for volunteers. We could also use teens such as Izzy and Szofie. Note: This is not an open call to get volunteers from teens, as a certain level of maturity is required. In-lieu of paying individuals directly, money will be placed in a scholarship fund for the Youth Group.
  
7. **Easter Children's Service**  
Considered using Sitter Tree to allow as many families as possible to sit together during worship.
  
8. **Jeremiah's Sendoff** – April 7  
Prayer service and sendoff. We will pray over Jeremiah and have many participate by surrounding Jeremiah during prayer. We will have classes as normal and then a congregational lunch in honor of Jeremiah. Discussed members bringing cards (gift cards) for Jeremiah to the lunch. Also, Don Fitzgerald to collect funds from elders to get a gif card for Jeremiah.
  
9. **New Bible Class** – “*But What Does It Mean*” – April – July  
(see **Attachment B**)
  
10. **Misc.**
  - **Facilities:** Ladies first floor bathroom had a sewage backup on Sunday Feb. 25, 2024. Bret mopped up the sewage on Sunday and Tom Hunsaker snaked out the blockage Monday, Feb 26. Bret mopped the floors and wiped down all the toilets on Tuesday. The bathroom is now functional and ready for use. Bret and Tom will continue to monitor. We also have water sensors to alert if there is a water issue when no one at building.
  - **Facilities:** Smell in kitchen and office area. Occasionally, some individuals will smell an unpleasant odor in the MX office area or in the kitchen. The smell comes and goes and is not noticed by everyone. The source of the smell has not been identified but could be the grease pit, dry p-traps, debris in disposal, etc. Still under investigation.
  - **Directory:** discussed reviewing the MX directory at next Elder meeting (March 25). There will be two versions, one for the congregation and one for elders, which will have notes on who is baptized, etc. Jeff Kryder working on this.
  - **The Mission:** This series is currently available for viewing at churches. Biatta McGlawn expressed an interest in making this available, possibly some evening. More details on the series at this website - <https://www.comeandseefoundation.org/church>.
  - **Van Schedule:** The vans are being used by ACTS and Todd Mayberry and we need to get the van schedule on Google docs or posted somewhere on-line to avoid double booking.



A. **Facilities** - Bret

- Ladies first floor bathroom had a sewage backup on Sunday Feb. 25, 2024. Bret mopped up the sewage on Sunday and Tom Hunsaker snaked out the blockage Monday, Feb 26. Bret mopped the floors and wiped down all the toilets on Tuesday. The bathroom is now functional and ready for use. Bret and Tom will continue to monitor.
- Baptistry – the tank had some leaks and after 50+ years it was resurfaced. More information here - <https://www.building.mx.mxcoc.xyz/baptismal/baptismal.html>.

B. **Misc**

- Marseilles update (<https://www.chapelledefuveau.fr/>) – McKnight has pledged \$100,000 but no payments have yet been made. Craig Young has been contacted about the pledge and will inform MX when monies are needed.

**MX Youth Group Newsletter** (March 11, 2024) – [here](https://tinyurl.com/46w4ndtx) - <https://tinyurl.com/46w4ndtx>.

**Weekly Bulletin** (March 6, 2024) – [here](https://tinyurl.com/c6r2839x) - <https://tinyurl.com/c6r2839x>.

## Attachment A

### Soft Search update 2/26/24<sup>1</sup> – prepared by Steve Awtrey

#### Michael Santiago - [resume](#), [cover letter](#), [sermon video](#)

- lives in Abilene, Texas
- Youth Minister at the University Church of Christ
- Married with one child
- Steve met with him at NCYM in January
- We have given everyone the link to a sermon he did on Christmas Eve - [here](#)
- Steve Awtrey has talked with him on the phone
- Steve Awtrey, Steve Walker and Jeff Kryder are planning a pre-zoom zoom this week or next

#### Josh Nix -

- Lives in Memphis
- Presently finishing up a preaching apprenticeship at Sycamore View Church of Christ with Josh Ross - [Our Team — Sycamore View Church | Church in Memphis, TN](#)
- Steve has had an initial contact with him and is planning a phone call toward the end of the week with him
- Two of their elders have given high recommendations of him
- Going to talk with Josh Ross towards the end of the week
- I have a link of a recent sermon that I have given to Jeff and Steve - [here](#)

#### Ethan Laster

- Name from Carson Reed
- Goes to Lafayette and is working on PhD at SLU - [Graduate Student Profiles : SLU](#)
- Carson said he was quite gifted and is undecided on whether to go into teaching or full time ministry
- He and his wife love St. Louis

#### Travis Akins

- Contact from Carson Reed
- Minister in Edmond, OK - [Heritage Church of Christ - Edmond, OK - Minister \(edmondheritage.church\)](#)
- Just got into a new building after renting for 6 years
- Carson said would be an excellent fit and bring some experience
- Carson said he was open to some conversations

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<sup>1</sup> Note: more details on minister search on-line [here](#) - <https://docs.google.com/document/d/11Lw53syboxnpxqzJ97sy5Vflk9qrXZQC/edit>



Attachment B

But What Does It Mean? (Apr 7 – July 14)

Words help us to know God! However, words, even when familiar, can also obscure meaning. Hebrew and Greek words in the Bible have been translated into English. Trying to fit a word from a different language and culture into our language and culture often changes, clouds, or dilutes the original meaning. Often, we assign our contemporary understandings and experiences to an ancient word, which may significantly differ from the original. "Love" for example can be used from "I love this shade of nail polish" to "I love my child." In the one we mean a strong preference, while for the other, we would lay down our life.

Aim: Each class will take a familiar word and trace its Biblical origin, usage, and meaning. Our goals:

- 1. To provide greater Biblical precision to familiar sounding words.
- 2. To enable us to read the Bible with better understanding.
- 3. To grow in our love and loyalty to God and his people by appreciating the "weightiness" of God's communication to us.

Approach:

- 1. Each week we will discuss, research, and draw out of Scripture the meaning of one word or one cluster of words.
- 2. Begin the class session by drawing on experiences from the participants on how the word is commonly used or possibly misused in our day, including our common church usage.
- 3. Provide research on the OT and NT background of the word. (Resources will be provided and / or are available for each of the words.)
- 4. Note any particular turns in church or cultural history which have shaped or distorted our understanding of the word.
- 5. Identify 2-3 insights, or takeaways to strengthen our faith.

Date	The Word	Teacher
3/17/2024	Congregational Prayer	No Class
3/24/2024	Congregational Prayer	No Class
3/31/2024	Easter Egg Hunt	No Class
4/7/2024	Salvation	Jeff Kryder
4/14/2024	Glory	Don Fitzgerald
4/21/2024	Covenant – include marriage.	Bret and Kari Ferguson
4/28/2024	Grace and Mercy	Betty Vaughn
5/5/2024	Gospel	Jeff Fogarty
5/12/2024	Mother's Day	No Class
5/19/2024	Graduation Sunday	No Class
5/26/2024	Kingdom	Jeff Kryder
6/2/2024	Justification and (redemption, adoption, propitiation, righteousness, and sanctification)	Todd Mayberry
6/9/2024	Holy	Jeff McGlawn
6/16/2024	Christ	Charles Eickele
6/23/2024	Faith	Travis Myers
6/30/2024	Heart	Jayson Vincent
7/7/2024	Sin and Trespasses	Tim Nicholson
7/14/2024	Repentance	Steve Awtry

Resources: The Bible Project, 7 Minute Seminary, J.I. Packer – Words, Dictionary of NT Theology, Gems from the Greek

## Attachment C

Below are some possible questions for the initial phone interview with potential candidates for the **Sr. Minister** position.

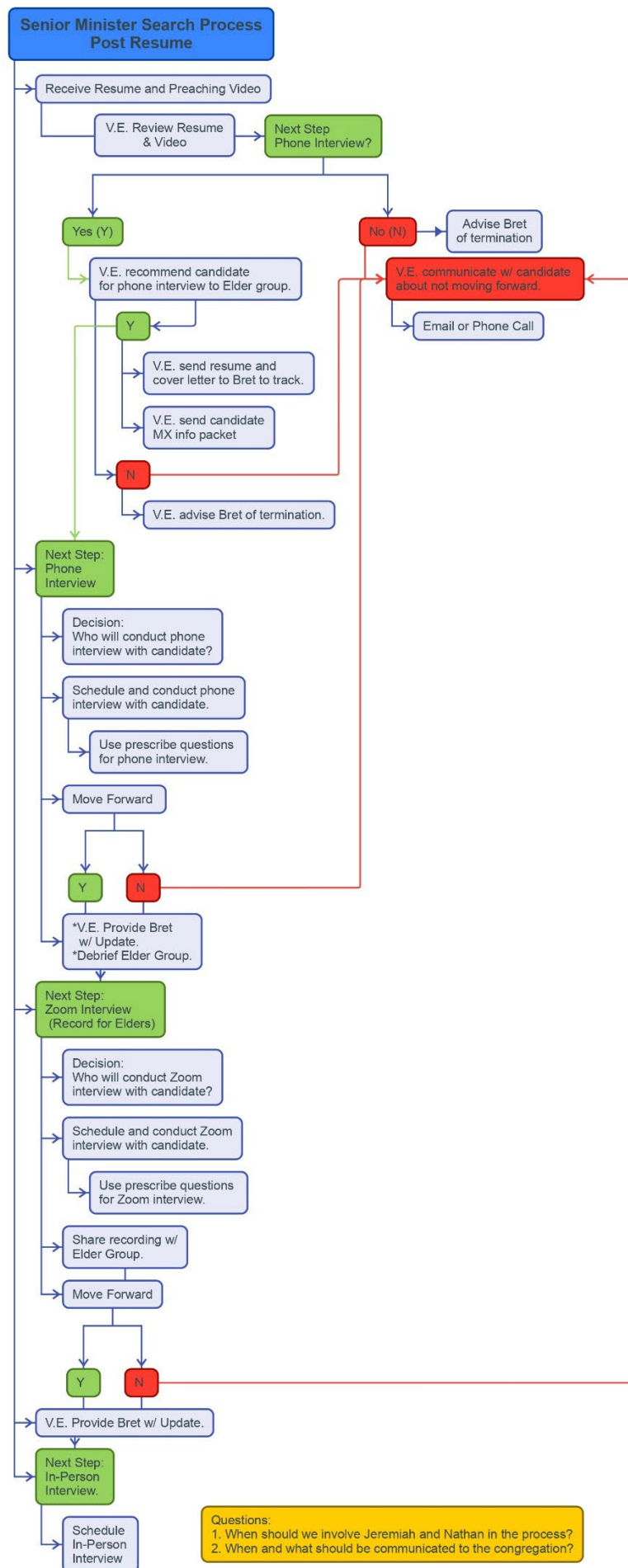
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### Initial Phone Screening Questions

1. In your career to this point, what are you most proud of?
2. Tell me about your experience preaching and teaching.
3. What are the most important elements in your philosophy of ministry?
4. Why do you want to leave your current position?
5. How would your former employer and coworkers describe you?
6. What would best illustrate your leadership and people skills?
7. What are your greatest strengths for this position?
8. What are your biggest weaknesses?
9. Given the job description, how would you describe your fit for this position?
10. Given the job description, what about you might not fit so well?

Attachment D

Senior Minister Search Process – Post Resume (DRAFT)



Also here ... <http://tinyurl.com/yc283cxn>

Or here ... <http://tinyurl.com/54dd8u2m>

**Attachment E**

**Attachment D – *draft* Senior Minister Requirements**

The elders will need to determine what we want in a minister. What are the must-have qualifications, and what are the nice-to-have items?

Examples below – just my draft list so do not take this as final on what we will use.

MUST HAVE	NICE to HAVE
Male	Children
Married	Divinity degree or some formal theological education/training
Previous ministry experience	Church of Christ background (what about other denominations?)
Heart for people and ministry over liturgy and law	Some training in counseling
Items noted in <a href="#">Senior Minister job description</a>	

**Search Strategy:**

The McKnight elders will take responsibility for the search, interview, and hiring of the new minister. When it has been determined that a candidate is suitable the elders will make a recommendation to the congregation and seek feedback. The elders, however, will still be responsible for the final decision.

It seems wise to seek the input and counsel of individuals with experience in congregational leadership, ministry, and staffing. As needed input from individuals like Carson Reed (<https://acu.edu/faculty/carson-reed/>) will be consulted.

1. The full document on Jeff Kryder’s retirement and replacement considerations is available here ... <https://www.shepherd.mx.mxcoc.xyz/positions/docs-23/MX-SrMinister v2.docx>.
2. More information on the **Church Health Assessment (CHA)** can be found on the Siburt Institute website here ... <https://www.siburtinstitute.org/cha>.
3. Video Discussion with Carson Reed of the Siburt Institute available [here](#) ... <https://www.shepherd.mx.mxcoc.xyz/positions/docs-23/06.05.2023-CarsonReed.mp4>.
4. Siburt Salary Survey info [here](#) ... <https://www.siburtinstitute.org/salariesurvey>. (also, salary based on teacher pay in local area is a good rule of thumb)



### Minister Search Timeline

