

Elders Meeting

May 6, 2024

6pm – 8pm

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

Next mtg.: Tues May 21 – Dave Weiler chair

1. **John 15:1-11**

Abide in God to bear fruit. But be aware that God prunes people – both those that bear fruit and those that are dead. It is unpleasant but helpful to the life of the vine.

2. **People**

{{ various – see **Attachment A** }}

Copy of directory handout [here](#).

3. **Youth Group Update** – *Nathan Strickland*

Nathan on vacation.

- No intern for summer 2024
- MXYM newsletter [here](#) - <https://www.shepherd.mx.mxcoc.xyz/positions/docs-24/05.06.2024%20MXYG%20Newsletter%20%205.6.24.pdf>.

4. **Children's Minister Update** – *Jeff McGlawn*

VBS is coming up soon and Jeff is preparing. He will be reaching out for volunteers soon. VBS will be advertised to families outside of McKnight.

Tech Update: Jeff McGlawn mentioned he and Brian Hill are leading the AV team looking to updated streaming equipment as well as updating Pro Presenter to the latest version (which will also allow the iOS on the computer to be updated to current). More details to come once Jeff McGlawn and Brian Hill have a solid plan and recommendation.

5. **Children's Minister Search Update** – *Ross Brown/Steve Walker*

- 5.1. Posted on INDEED (<https://www.indeed.com/>). Specific advert [here](#).
- 5.2. Working with [Siebert](#) on possible addition of Family Ministry to job description
- 5.3. Currently looking at 2 candidates

6. **Sr. Ministry Search Updates (Ethan Laster)** – *Steve Awtry*

- Summary Document on-line [here](#) - <https://tinyurl.com/yc8p8tyn>.
- Ethan prefers to start in January 2025
- Ethan and Sarah indicated willingness to move closer to McKnight
- Ethan and Sarah indicated they plan to start worshipping with McKnight possibly in October.
- Next McKnight Visit – weekend June 2
 - June 1 – Ethan and Sarah to meet with Ministry Leaders on 4th floor at 6:30pm. Looks to be a good showing with lots of dessert. Will use name tags. Intend time for mingling (no tables) and then Jeff Kryder will do some introductions of the ministries and ask a few general “Who are you” type questions to Ethan and Sarah (no open mic).
 - June 2 – Ethan to preach the Sunday sermon (topic of his choice)
 - June 2 – Ethan to teach the Sunday class (assigned topic)
 - June 2 – reception after class in gym. Just mingling with possible light foods. No structure or Q&A time.
 - Post-June 2 feedback – Elders will collect any feedback from congregation for review at later Elder meeting.
 - Note: it is my opinion (Bret), that the Elders are recommending Ethan Laster and will formalize the offer sometime after June 2 unless some extreme skeletons are found in closets. We expect some concerns about his age, experience, lack of children or diversity, etc. We need to be aware

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of any gaps and be prepared to address them if needed, but these should not prevent the elders from moving forward with a formal offer soon after the June 2 visit. Hope to have a decision by July 1.

- June 17 – Next elder meeting to specifically discuss Ethan Laster and congregational feedback.
- July 1 – Another elder meeting to finalize decision if not yet made.

- **Memorandum of Understanding** – a draft of expectations between McKnight and Ethan Laster.
 - See draft memorandum at **Attachment B**.

Next Meetings:

- May 21 – Elder mtg chaired by Dave Weiler
 - Finalize memo of Understanding
 - Invite Pastoral Team leaders for update and to give encouragement
- June 1-2 - Ethan Laster weekend
- June 17 – Elder mtg chaired by Dave Weiler
 - Discuss congregational feedback on Ethan Laster
 - Discuss interim preaching rotation (**Attachment C**)
- July 1 – Elder mtg chaired by ???
 - GO/NO-GO on Ethan Laster. Finalize offer.
 - Discuss interim preaching rotation (**Attachment C**)

Attachment A

Jeff Kryder presented the following list at the May 6, 2024 Elder Mtg.

Prospects/Guests

- | | |
|---|--|
| Chris & Stacie Corder | Virginia Pierce – lives in Rock Hill |
| Ryan & Leslie Cornelius | Steve & Lisa Schock |
| Amy Cunningham – Oliva Walton’s mom | Ann Taylor – Bryant’s mother |
| Ben & Mindy Kelley | Greg & Olivia Walton |
| Mike Lhotak | Chas (Chazerez Archibald) |
| Mark & Lindsay Minton – in Next Steps class | Nana’s mom (Bridget) |
| Holden Mobley | Mac |
| Barrett Neu | Jane |
| Jackson Osebrah | Nina (lives with Patrina) – wanting to join MX |

Teens

- Jayden Siebert
- Brandon Bolden
- Sydney Bax
- Paige Holtmann
- Liam Richmann (Alexa’s grandson)

Along with the above, the latest **MX directory** was shared (on-line here - <https://www.shepherd.mx.mxcoc.xyz/positions/docs-24/05.06.2024-MXDirectory.pdf>)

Question: *How can we be intentional with this group?*

God is bringing people in the door of McKnight but how do we connect with them? How do we build relationships that lead to discipleship?

Attachment B

Below presented by Dave Weiler and Jeff Kryder at 05.06.2024.

Note: it was requested to have Carson Reed or similar at [Siburt](#) review and provide feedback.

Memo of Understanding

Dear Ethan,

The Elders at McKnight have decided, after congregational input and much prayer, to call you to serve as our next Lead Minister. We are convinced that you possess the faith, maturity, and skills to both take-on and grow into the role as a gifted minister.

Your position is under the oversight of the elders at McKnight. Of course, you will work in leading and collaborating with the other ministers and office staff.

1. General Information

- a. Job Title – Lead Minister
- b. Job Relationship – Supervised by Elders
- c. Position Summary – To lead and serve the church family in preaching, teaching, strategic planning, and in supporting and developing staff, ministries, and members.

2. Senior Minister Duties**a. Proclaiming the Word of God**

- i. Maintain a discipline of personal growth in prayer and the Word of God
- ii. Deliver quality Biblical messages each Sunday that are inspiring and applicable to daily life, arranging occasional guest speakers and having absences approved.
- iii. Oversee and plan worship in coordination with the Worship Team, overseeing the Sunday worship assemblies, special worship times, including transitions and ad hoc meetings.
- iv. Oversee Spiritual Formation Team, teaching classes on Sunday or during the week as needed.

b. Provides Leadership

- i. Work closely in relationships of mutual trust and support with the elders
- ii. Consistently champion the church's mission, vision, and values.
- iii. Cast vision for community outreach, events, and programs to strengthen the church
- iv. Offer strategic planning and support to on-going and new Ministry Leaders and Ministry Teams
- v. Encourage and model discipleship relationships and growing devotion to God
- vi. Meet regularly with church elders

c. Supervise Ministry and Administrative Staff

- i. Coordinate and oversee Ministry Staff to carry out the church's vision, ensuring team cohesion, alignment, and execution of roles and tasks, including periodic meetings, and annual job reviews.
- ii. Coordinate and facilitate staff meetings to nurture staff, respond to needs in church in church body, implement administrative tasks, and coordinate staff, ministry, and congregational calendars.
- iii. Oversee congregational communication (email, banners, social media, Live-Stream, and Sunday announcements, etc.)
- iv. Oversee technology initiatives that support the staff, ministries and congregational life.
- v. Office hours on several days per week to ensure office staff continuity and accessibility for congregation.

d. Provide Spiritual and Pastoral Care

- i. Offer and coordinate pastoral care and guidance to church members and other, including the sick, and shut-ins.
- ii. Be on call for pastoral emergencies.
- iii. Coordinate pastoral care and planning for funerals, weddings, and other special requests and events.

e. Compensation Package

- Salary \$72,000 (or less)¹
- Medical/Dental/Vision – Allowed up to \$1,200 per month for individual and/or family coverage for medical+dental+vision as needed. Costs above that limit will be withheld pre-tax from salary.
- Retirement match or 50% up to 3% maximum match% - \$2,160 max.
- Long-term Disability Insurance Paid by MX - \$500 est cost
- Annual budget for ministry resources (books, materials, etc.) - \$1,200
- Annual budget for education/training - \$1,500
- Annual budget for shepherding funds (meals, coffee, etc) - \$1,200
- Total Package Cost: \$92,960

Minister will structure housing allowance and salary as appropriate

You will be considered a minister under the IRS code and will pay self-employment tax unless you have chosen to exempt yourself from that tax.

Relocation Expenses: in the event that you choose to move closer to the McKnight building, the church will pay up to \$5,000 in moving expenses. **Contingent on 3 years of employment or amount to be repaid.**

f. Terms and Conditions of Employment

Start Date: On or about January 1, 2025

Annual Vacation: 2 weeks for 1-5 years of ministry experience, 3 weeks for 6-10, and 4 weeks for more than 10 years.

Teaching at university level – 1 class per semester

Academic and Other Conferences – 1 per year

Ongoing Mentoring (re-evaluate after 6 months)

1. Meet monthly with a small multi-generational group of leaders for encouragement and feedback
2. Meet monthly with Jeff Kryder for encouragement, feedback, and training

Bi-annual review by elders for feedback, job performance, and Ph.D progress

Sabbatical: Available at Elders discretion

¹ Administrative Elders used area teaching salaries and the salary information from Siburt Institute (<https://www.siburtinstitute.org/salarysurvey>) to make this recommendation.

Attachment C

Steve Awtrey presented at the 05.06.2024 Elder mtg.

(on-line here - <https://docs.google.com/document/d/1-IKxQVyoWcJRrJCT9GiTauoSoafmDky/edit>)

Sunday schedule for August 25th through end of the year

Here are the dates for the Sundays from Jeff's last sermon through the end of the year until Ethan starts, if we decide to hire him of course. This is "the liminal period". ☺

August 25th – Jeff's last Sunday/reception after worship

September 1 -	October 6 –
September 8 -	October 13 -
September 15 -	October 20 -
September 22 -	October 27 -
September 29 –	

November 3 –	December 1 -
November 10 -	December 8 -
November 17 -	December 15 -
November 24 -	December 22 –
	December 29 –

January 5th – Ethan's first Sunday

Here are some possible names that have been mentioned from my memory. In our discussions nothing was concrete, and neither is this list. This is just a list to get us started thinking about the future. Regardless of our plans with Ethan, this is a plan that we need to put together anyway. Are there any other ideas? Other names? Suggested series or every person for themselves? **If we decide on a series, I suggest Jeff help brainstorm about the series.** I would also suggest that if preaching is done internally, that we not pay them. If it is outside of our church we give an honorarium and expenses when applicable.

Names within our congregation: **Names outside our congregation:**

Matthew Bardowell

Jeff Fogarty

Travis Myers

Kaylynn Myers *

Brad Stevens

Phillip Matheny

Melanie Sewkarran *

Eric McPherson (3)

Nathan Strickland

Other elders/ministry leaders?

Mike Root (do a series)

Dale Robinson

Siebert people

- Do we do a church assessment?

* reference 2014 MX Gender Study Summary document here -

<https://www.shepherd.mx.mxcoc.xyz/positions/docs/McKnight%20Crossings%20E2%80%93%20Gender%20Summary%20Fall%202014.pdf>.