

## Elders Meeting

May 21, 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.: Monday June 17 – Dave Weiler chair

### 1. **John 15:12-17**

Abide in God

### 2. **Ministry Leaders Update and Encouragement**

2.1. Kaylynn Myers – Worship and Communication – ref [Attachment A 2.1](#)

2.2. Collins Corder – Pastoral Team – ref [Attachment A 2.2](#)

2.3. Brian Hill – Tech Team – ref [Attachment A 2.3](#)

### 3. **Ethan Laster Visit** (June 1-2)

- June 1 – Ethan and Sarah to meet with Ministry Leaders on 4<sup>th</sup> 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 – “Holy”)
  - June 2 – reception after class in gym. Just mingling with light snacks. 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 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.
- **Memorandum of Understanding** – a draft of expectations between McKnight and Ethan Laster.
    - See draft memorandum at [Attachment B](#).

### 4. **VBS June 2-5 from 6:00-8:00pm** – Jeff McGlawn

4.1. Lots of volunteers signed up

4.2. Not so many kids have signed up yet. Around 20ish.

### 5. **Next Elder Meetings**

June 17 – Elder mtg chaired by Dave Weiler

5.1. Discuss congregational feedback on Ethan Laster

5.2. Nathan Strickland unable to attend meeting so we will need to get his feedback prior (email, discussion with Steve Awtry, etc.)

5.3. GO/NO-GO on Ethan Laster. Finalize offer.

5.4. Discuss interim preaching rotation ([Attachment C](#))

July 1 – Elder mtg chaired by ???

### 6. **Elder Breakfast at Maryland Heights – Sat. June 8**

**7. Jeff Kryder's Good-Bye Sunday – August 25**

Planning for a reunion weekend. Jeff is inviting people he has known during his many years in ministry to be part of his retirement weekend. After service there will be no class but a catered meal for the congregation in honor of Jeff & Becky Kryder

**8. Preaching Schedule for the Fall (Sept/Oct/Nov/Dec)**

See draft at **Attachment C**

**9. Perperdine's Won by One – <https://tinyurl.com/bbcc5vyp>**

Will perform at McKNight on July 3<sup>rd</sup>.

**10. MX Children's Minister Update**

First candidate interview May 22, 2024. Feedback at **Attachment D**

Cherie Ryan Buijk – resume here - <https://tinyurl.com/s6894zuy>.

**11. Who Needs our Prayers?**

{{ various }}

**Next Meetings:**

- 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 2.1**

**From:** bret\_blackford@yahoo.com

**To:** Kaylynn Myers

**Cc:** MX MXElders, Jeff McGlawn, Ross Brown, Jeff Kryder

Wed, May 22 at 3:56 PM

Kaylynn,

Thank you for briefing the Elders on your work with Worship and Communications. We are very appreciative of the work you are doing and want to continue to support you and your ministries.

It sounds like you find your work rewarding and you have done a great job transitioning from Jeremy Picker to a new worship team, and our Sunday worship time is doing very well. **Thank you and well done!**

Worship is an area of taste. It is subjective and everyone has their own idea of what they like, what is “good” or “bad”. I think if you continue with your principle of trying to maximize congregational input (both in singing and involvement in the worship) the rest will take care of itself. You know you will never please everyone, no matter how you tweak the songs, or add different instruments, or remove them altogether to sing acapella.

Continue with what you are doing and let the Elders know if you need us to run interference or need any other assistance.

May our worship together continue to bring honor to our Father God!!

--- Bret (on behalf of the elders)

ps

It was suggested that you could invite Jayden to be part of the scheduled AV team. Something you could discuss with Brian Hill on Sunday.

**Attachment A 2.2a**

**From:** bret\_blackford@yahoo.com

**To:** Collins Corder

**Cc:** MX MXElders, Jeff Kryder, Jeff McGlawn, Jeff McGlawn, Ross Brown

Thu, May 23 at 8:09 AM

Collins,

Thank you for briefing the Elders on your work with the Pastoral team. We greatly appreciate the work you and your team are doing, and we want to continue supporting you and your ministry.

The Shepherds consider your ministry essential, as maintaining contact with those who are sick and hurting, and often cannot gather with the congregation, is a crucial need. It is overwhelming for us few elders to manage alone. The Pastoral Team has been a tremendous blessing to the body and a valuable way for the elders to stay aware of needs and concerns.

We want to encourage you in your work and hear from you and your team if there are issues the Shepherds may not be aware of.

Thanks again Collins, and please pass along our appreciation to the rest of your team.

May our worship together continue to bring honor to our Father God!!

--- Bret (on behalf of the elders)

Ps

I've attached the Pastoral Team Guidelines that were reviewed back in May 2023

Shared at the May 15, 2023 Elder mtg

## Pastoral Team Guidelines

"And when was it that we saw you sick or in prison and visited you?"

--- Matthew 25:39

Here are some guidelines for visiting other members of your congregation:

### 1. Make contact before you visit someone.

The visit begins with your first contact either by phone or email. Even if someone else sets up the visit, you should have the same interaction with the person you are going to see. It's also important to confirm the visit either the night before or the day of the visit.

### 2. Do a little research on the person you visit.

When possible, if you do not know the person, try to talk to someone who does or who at least knows something of the person's story. Not only does this give you some ideas about what to talk about, but it also prepares you for issues you may encounter, and expectations for follow-up.

Consider the purpose of your visit - encouragement, offering Communion, giving rides, prayers, and opening the door for further service and care.

### 3. Go visit!

- Greet the person warmly. Your presence as Christ's ambassador is so valuable.
- While you're there, encourage conversation by asking open-ended questions and listening actively. Please do more listening than talking. Allow for some awkward silences.
- Be patient with obstacles to communication; the person may find it hard to hear or concentrate, and you may encounter lulls in the conversation.
- Accept gestures of hospitality, like offers of coffee or tea.
- Prepare a Scripture that has recently been important to you.
- Be flexible about the length of the visit-but don't stay too long.
- When it's time to go, close with prayer.

### 4. Follow up.

Take notes after the meeting and be prepared to share them. Consider plans for any possible follow-up or a next visit. If there are any concerns (prayer requests, health, living conditions, change in behavior, inability or reluctance to attend church, signs of neglect, expectation of a visit from staff / elder, need for MX Office communication, etc.), it's important to make appropriate contact with Jeff or church office. Please update visit details in Church Center App. Additionally, elders will be updated periodically. Consider confidentiality.

Pastoral visits are an important part of pastoral care. They are an opportunity to deepen the bonds of our life together with those who cannot always gather together with the rest of the congregation. The writer of Hebrews encourages us to show hospitality because we may be "*entertaining angels unawares*" (Hebrews 13:2, KJV). The presence of Christ will be there waiting in the one you visit.

## Attachment A 2.3

**From:** bret\_blackford@yahoo.com  
**To:** Brian Hill, Brian Hill, Brian Hill  
**Cc:** MX MXElders, Jeff Kryder, Jeff McGlawn, Ross Brown  
Wed, May 22 at 5:28 PM

Brian,

Thank you for briefing the Elders on your work with the AV team. We are very appreciative of the work you are doing and want to continue to support you and your ministry. You and your team continue to do great work every Sunday as well as for the many special occasions – weddings, funerals, Christmas, Easter, etc.

From our time last night, it sounds like your team is healthy and you are not frantic on Sunday's wondering who will show up to do what. You may not have a deep bench, but the team you have is well trained, consistent, and committed. That is great to hear!

You mentioned that some of our AV equipment is limping along, especially our streaming system. The recommendation was made to retire the current unsupported *SlingStudio* box for the supported *YoLo* system, which is current technology and allows more flexibility and should provide a more stable Sunday live stream. Those in attendance were all in favor of providing your team the funding to proceed with this once you feel ready to make the transition.

You also mentioned looking into upgrading our *ProPresenter* software. We think that we actually have made the purchase but need to follow-up/call the vendor to verify and obtain all the necessary keys and licenses. Once this is done we should then be able to upgrade the AV computer to the latest IOS software as well.

Another item mentioned, but less of an immediate need, is new uplighting for the stage. The desire is to have lighting that can be controlled remotely to change color, intensity, etc. Let us know when you have some pricing and a recommendation, and we can discuss. We do not have a lot of free cash so I am hoping this can wait but let us know.

Thanks again Brian, and please pass along our appreciation to the rest of your team.

May our worship together continue to bring honor to our Father God!!

--- Bret (on behalf of the elders)

**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)<sup>1</sup>
- 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

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<sup>1</sup> 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/1l-1KxQVyoWcJRrJCT9GiTauoSoafmDky/edit>)

**Sunday schedule for August 25<sup>th</sup> 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 25<sup>th</sup> – 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 5<sup>th</sup> – 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.

- |                                       |  |
|---------------------------------------|--|
| <b>Names within our congregation:</b> | <b>Names outside our congregation:</b> |
| Matthew Bardowell                     | Mike Root (do a series)                |
| Jeff Fogarty                          | Dale Robinson                          |
| Travis Myers                          | Siebert people                         |
| Kaylynn Myers *                       | • Do we do a church assessment?        |
| Brad Stevens                          |  |
| Phillip Matheny                       |  |
| Melanie Sewkarran *                   |  |
| Eric McPherson (3)                    |  |
| Nathan Strickland                     |  |
| Other elders/ministry leaders?        |  |

\* 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>.

Attachment D

**From:** bret\_blackford@yahoo.com  
**To:** Stephen Walker  
**Cc:** MX MXElders, Ross Brown, Jeff McGlawn, Jeff Kryder  
Thu, May 23 at 5:10 PM

**Great to hear there is potential.** Keep working your process and let us know how things progress.  
--- Bret

On Thursday, May 23, 2024 at 05:02:11 PM CDT, **Stephen Walker** <srainey6@yahoo.com> wrote:

Positive first impression. She's energetic and seems passionate about children. She looks at the ministry from a family perspective. She understands that walking w/ parents and equipping them is an impt factor in leading children to Jesus. She talked quite a bit about being spirit led which seemed appropriate given the context. The group have decided on a second interview which will be primarily focused on fit given her background is different than CoC.

On a personal note. Her first husband died and she's remarried. There are four children in their family. Her husband works in technology at AG Edwards. Prior to moving to Hillsboro, they lived in Kirkwood.

Will keep you all posted on next steps.

On May 23, 2024, at 4:33 PM, **M Bret Blackford** <bret\_blackford@yahoo.com> wrote:

Steve Walker,  
Any feedback on the initial Children's Minister candidate?  
---- Bret

**Note** : Cherie Ryan Buijk resume here - <https://tinyurl.com/s6894zuy>.