

## Elders Meeting

August 25, 2024

5pm – 6pm

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

Next mtg.: Monday September 8 – Brad Stevens chair

This was a special meeting held after the elders had time to pray and fast about the future direction of the church. After a week of prayer and reflection we met to discuss what God might be revealing.

The general feeling was that the future of McKnight will probably not look like the past, and our plans should reflect this possibility. Jeff Kryder was a gifted and unique minister, and we should not look to find Jeff Kryder 2.0<sup>1</sup>.

It seems that we keep going back to Michael Santiago. It was decided that Steve Awtry will contact Michael Santiago and see if he is still interested in a minister position here at McKnight. Dave Weiler will get compensation information together for Steve Awtry to share with Michael (see **Attachment A**). **This is not a job offer**, but salary information to help Michael understand the economics. We also discussed having a loose job description. Where the previous job description used with Ethan Laster was very descriptive in outlining duties and responsibilities. As we recognize the uncertain direction of McKnight, we feel the job description for the first 6-months should be limited to something like “Preaching at least 50% of the sermons and working with the elders and church to understand how we should be structured to move forward.”

Additionally, Don Fitzgerald has been talking with Dale Robinson about his plans. Dale’s children have moved away and there may be less keeping Dale at his current home. Don Fitzgerald will contact Dale and let him know that we would like to have Dale work with us as a part-time administrative minister.

Also, it was mentioned that we are probably trying to do too much. What ministries should we focus on? We should major in the majors.

Steve Awtry will also contact some of the new potential candidates. There may be 3 or 4 individuals who may be looking for a preaching/minister position.

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<sup>1</sup> The book/concept of “[Canoeing the Mountains](#)” was mentioned, reminding us that we should embrace different.

## Attachment A

Below is an email from Dave Weiler:

Hello Steve Awtrey and All:

I put together the attached compensation package range info for Steve Awtrey to use in his next discussion with Michael Santiago. You can either use it as a discussion template or email it to him after your discussion, too.

Brad, since you were not at tonight's meeting I want to highlight that this is not an offer. It is just a way to paint the picture of our wage and benefit structure to see if this is even workable for Michael Santiago prior to a potential on-site visit and likely "outing" of his interest in another employer.

Note - I tightened up the salary range from the "60k - 70k" we discussed to having it state "62k - 68k". As I thought about it, in my HR experience some candidates get fixated on either the highest or lowest numbers when such ranges are communicated or put in an ad. I just thought tightening it up would avoid the possibility of him either worrying about 60k nor expecting 70k.

Steve can edit that section of the word document again if the broader range seems better, or he can delete any sections about other benefits if that seems undesirable to bring up at this stage.

Keep praying,  
Dave

### 1. Compensation Package

**Annual Salary Range** = \$62,000 - \$68,000

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. = \$14,400 max.

Retirement Match of 50% of your contribution up to 3% maximum match% = \$2,040 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 (reimbursement for meals, coffee, etc.) = \$1,200

**Total Package Cost:** = Up to \$88,840

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: The church will reimburse your actual costs up to \$5,000 in moving expenses.

### 2. Terms and Conditions of Employment

Start Date: ?

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

Academic and Other Conferences – 1 per year

Ongoing Mentoring (Re-evaluate after 6 months):

Meet regularly with a small multi-generational group of leaders which you help create for encouragement and feedback.

Meet regularly with a mentor you help select for encouragement and feedback.

Jeff Kryder (retired Senior Minister) is available to you as a resource for advice, historical perspective, and understanding of our church body.

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

Sabbatical: After 5 years with McKnight the elders will be open to discussion and consideration of the appropriateness, need, and timing of a sabbatical.