

MX Shepherds Meeting

February 07, 2022

Attendees: Brad Stevens (chair), Wole Okunade, Jon Earnhart, Bret Blackford (notes), Keaton Jones, Don Fitzgerald, Steve Awtrey

1. Lane and Steve Awtrey

Jeremy, and Michalie attended first part of meeting to discuss all things involved with the youth group including:

Attachments A & B addresses the following:

- Plans through the end of the summer
- Jeremy as the interim youth minister
- Jeremy as a candidate for the full time youth minister (not discussed)
- Summer intern(s)
- Formation of youth group committee

Jeremy discussed some "Faith in Action" possibilities:

- Meeting 2/8 with adult care facility by MX to discuss service/volunteer projects
- Looking to partner with Webster Rock Hill Ministries - <http://wrhm.org/>
- Bread Shed in Polar Bluff - <https://www.breadshed.org/>. Sometime mid-week in summer
- Colorado – talking with Terry Bartlough (?) about a possible YG trip

Jeremy looking into two interns for the summer

Feb 27 is a parent meeting to discuss the above items

Youth Ministry search committee – still being formed.

2. Bret Blackford

Safety team update including members who would still be involved, how we might revise it, and discuss if really still needed

Bret Blackford is working with Jon Earnhart on updating the security procedures and utilizing technology to provide adequate safety for Sunday. More detail to come when initial changes get discussed and tested.

3. Bret Blackford

Live streaming issues. Had more problems again last Sunday (01/30/2022).

Jeremy Picker and Bret Blackford continue to work on the reliability of the Sunday live-stream. The quality of the livestream will be addressed later. A few things that are in the works:

- Jeremy will be migrating our hosting site from Facebook to YouTube in hopes of finding a more stable and user accessible platform.
- Bret will work with Jeremy to hard-wire the Sunday equipment to the network instead of using wifi. This should add more reliability to the network connectivity and reduce any possible wifi disruptions.
- Level-set expectations: Live streaming will never be perfect and we should expect some hiccup about every 1 in 15 Sundays (about 1 Sunday a quarter). These hiccups could be due to our streaming platform (YouTube/Facebook), our computers, our streaming software or our on-site streaming hardware (SlingStudio Hub).
- End-User Issues: It is difficult to diagnose live stream issues on a Sunday. Often we will have some viewers complain while others have a fine experience. This usually indicates the issue is on the end-user side. It could be due to bad internet connection, old equipment, or a number of other issues.

4. Steve Awtrey and Don Fitzgerald

McKnight staffing next steps (using Dale Robinsons as consultant)

Steve Awtrey and Don Fitzgerald have reached out to Dale Robinson about consulting services. They will follow-up with Dale and discuss a formal engagement to have Dale evaluate the current staffing and provide recommendations to the MX elders.

NOTE: As elders we discussed that we should only bring in a consultant if we were ready to acts on feedback, including staff realignments. All elders agree.

5. Lane Hamm

Comments on staff review and personal observations

(There was much general discussion amongst the elders on this topic which is difficult to summarize in my notes. The elders expressed concern and discussed the individual members of the staff as well as the overall effectiveness of the staff).

Lane met with each of the staff (with the exception of Jeff Kryder, who was evaluated earlier by Dave Weiler and Steve Walker).

A few key takeaways:

- Staff are generally happy
- Staff work independently with very little teamwork. Staff stay in their lanes with limited collaboration.
- Most of the staff is self-directed. That is, they work on areas they feel are important.
- Communication between ministry and office staff lacking. (Minity: Jeff K., Jeremy P., Heather G., Michalie B. | Staff: Elizabeth M., Jeannie B., Dolores M., Tom H.)
- Jeff Kryder may be an excellent preacher and teacher but seems ill suited as a Senior Minister with responsibilities for leading staff and administration.

6. Steve Walker (absent)

Children's minister update

- Search committee still being formed

7. New Business???

- Prayer concerns were discussed along with some life changes for Steve Awtrey and Lane Hamm.
- Reminder that **Jeff Kryder will return from sabbatical on February 14.**

8. Items for discussion at next meeting Feb 15 at 6:00pm.

- Steve Haupt to chair Feb meetings
- Dave Weiler to chair March meetings
- Elders will continue to lead these elder meetings. Jeff Kryder will be invited to attend but nor expected to chair or set agenda

1. How to reconnect members who have been absent

2. Church governance

3. **Jeff Kryder sabbatical comments and 3 year plan**

Below from the 08.30.2021 mtg. notes (See **Attachment F**)

Dave Weiler and Steve Walker met with Jeff Kryder - discussed annual review/evaluation (See **Attachment F**)

- Ideally, Jeff Kryder would like to be in a Leadership Development role that would include at times preaching (not weekly).
- "MX would be blessed by Leadership Development" - Dave Weiler
- Jeff Kryder to bring a proposal to the Elders.
- As the Elders, what is our vision for Jeff's replacement?

4. AJ send off in May

5. Glen Davania recognition / Jon Earnhardt apprenticeship

MXYG Class Planning | Spring 2022

SUN.	Content	Teacher	TUES.	Content	Teacher	WEDS.	Content	Teacher
Feb 6	James Week 1	Steve / Michalie	Feb 8	SLT Chosen Ep 2	Michalie (Jeremy)	Feb 9	Ephesians Wk 4	Michalie / Steve
Feb 13	James Week 2	Michalie	Feb 15	Theo Acts 20 & 21	Michalie	Feb 16	Ephesians Wk 5	Michalie / Steve
Feb 20	James Week 3	Steve	Feb 22	SLT Chosen Ep 3	Michalie	Feb 23	Ephesians Wk 6	Michalie / Steve
Feb 27	James Week 4	Steve / Michalie	Mar 1	Theo Acts 22 & 23	Michalie	Mar 2	Journals	Michalie / Steve
Mar 6	James Week 5	Steve	Mar 8	SLT Chosen Ep 4	Michalie	Mar 9	Ephesians Wk 7	Michalie / Steve
Mar 13	James Week 6	Steve / Michalie	Mar 15	Theo Acts 24 & 25	Michalie	Mar 16	Ephesians Wk 8	Michalie / Steve
Mar 20	James Week 7	Steve / Michalie	Mar 22	SLT Chosen Ep 5	Michalie	Mar 23		Steve & Guest
Mar 27	James Week 8	Steve / Michalie	Mar 29	Theo Acts 26 & 27	Michalie	Mar 30	Atomic: 4 week series on spiritual disciplines	Steve & Guest
Apr 3	James Week 9	Steve / Michalie	Apr 5	SLT Chosen Ep 6	Michalie	Apr 6		Steve & Guest
Apr 10	James Week 10	Steve / Michalie	Apr 12	Theo Acts 28	Michalie	Apr 13		Steve & Guest
Apr 17	James Week 11	Steve / Michalie	Apr 19	SLT Chosen Ep 7	Jeremy / Michalie?	Apr 20	Journals	
Apr 24	James Week 12	Steve / Michalie	Apr 26	Theo	Jeremy / Michalie?	Apr 27		Steve / Michalie
May 1		Lane / Michalie	May 3	SLT Chosen Ep 8	Jeremy / Michalie?	May 4	Pass it On: 4 week series on Acts and sharing our faith with others	Steve / Michalie
May 8		Lane / Michalie	May 10	Theo	Jeremy / Michalie?	May 11		Steve / Michalie
May 15		Lane / Michalie	May 17	SLT Chosen Ep 9	Jeremy / Michalie?	May 18		Steve / Michalie
May 22	Senior Sunday	Lane / Michalie	May 24	Theo	Jeremy / Michalie?	May 25		
May 29		Lane / Michalie	May 31	SLT Chosen Ep 10	Jeremy / Michalie?	Jun 1	Welcome 6th Grade!	
Jun 5			Jun 7	Theo	Jeremy / Michalie?	Jun 8	Journals	

MXYG Calendar Through May 2022

(Not including regular Tuesday and Wednesday programming from 6:30-8)

Feb 6 / Encounter Worship

Feb 9 / Sunrise Devo at Teleo in Kirkwood

Feb 13 / Super Game Night

Feb 27 / Valentine's Party at the Hamm's

Mar 4-6 / Spring Retreat (6-12th Grades)

Mar 9 / Sunrise Devo at Teleo in Kirkwood

Mar 11 / Laser Tag

Mar 26 / Faith in Action

Mar 27 / Middle School Sunday

Apr 3 / Middle School Sun

Apr 6 / Sunrise Devo at Teleo in Kirkwood

Apr 8-9 / MX Family Retreat at Ne-O-Tez

Apr 13 / Sunrise Devo at Teleo in Kirkwood

Apr 23 / Faith in Action

May 1 / Ne-O-Tez Volleyball Tournament

May 6-7 / Lock In

May 11 / Sunrise Devo at Teleo in Kirkwood

May 15 / Middle School Sunday

May 22 / Grad Sunday

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Jeff Kryder's Annual Review with Steve Walker and Dave Weiler

August 20, 2021 (should typically happen in February each year after other staff reviews are completed)

We had a very healthy and wide ranging conversation over lunch at Breadco.

SUMMARY:

- Jeff's devotional life is solid and he enjoys many aspects of his core responsibilities. His duties are very broad, touching multiple areas of ministry at MX. He and his gifts are valued and respected.
- Jeff primarily desires to see "fruit bearing" in people's lives. He is energized by the prospect of doing a leadership development class and leadership mentoring.
- Jeff's position is draining and he is feeling increased negative thoughts and depression. Exercise helps, but he has not found a solution to the weighty and ongoing burden he feels as Senior Minister and primary preacher at MX.
- Jeff is concerned with how much longer he can or should continue "as is". He feels he has more to give to ministry at MX, but perhaps not as the Senior Minister?
- Jeff turns 62 in November 2021, and would welcome an exploration of transition of duties and/or ultimate retirement.

ACTION ITEMS:

- Jeff will seek out a Spiritual Director (his own suggestion).
- Jeff will explore a sabbatical as proposed by Steve Awtrey.
- Jeff will end his leadership of his small group. He has been leading for approx. 10 years.
- Jeff will end his leadership of the Area Ministers Meetings. He has been leading for approx. 10 years, they are currently paused.
- Invite Elders to attend the weekly MX staff meetings – perhaps a monthly rotation.
- MX will begin to work on a plan that is healthy for both Jeff and MX to move toward Jeff's retirement. Can that plan be transitional? gradual? flexible? confidential?