

November 1, 2021

MX Elder Meeting – notes

In attendance: Steve Haupt, Jeff Kryder, Don Fitzgerald, Steve Awtrey, Brad Stevens, Wole, Bret Blackford, Jeremy Picker, Keaton Jones, Steve Walker, Dave Weiler

Next Meeting: November 15, 2021

1. People –

- a. Dina and Jim Patterson – Abby 18 and married to Nathan but in a toxic relationship (Nathan is emotionally manipulative). Trying to get Dina counselling but she can not get an appointment for months and months. Abby needs to get away from this abuse relationship, at least for a time. Dina and Jim do not have any close family relationships at MX so reached out to the elders.
- b. Janice Devania – gallbladder surgery tonight.
- c. Thomas Tyndall – Jeremy’s friend from gym. Thomas is going through a divorce and has a small daughter (Halley). Thomas is ex-military but kinda grew up in the church.
- d. Jerry Mickey’s neighbor **Sarah** (and son) – she is in a bad way. Jeannie Britzmann has been reaching out with her – going to ALON mtgs together, etc.
- e. Steve & Wendy Prather – moved to Jefferson County. Been out of church for a while but want to get back into the Sunday routine. Dave and Amy Weiler visited them a couple weeks ago. Steve is missing his recently deceased dad.
- f. Ron and Joni Milligan (and Nancy) were at church Sunday.
- g. Ed Beilick has heart valve surgery Wed.
- h. Stephanie Hopper – out past couple of weeks at home. Doing well on new medicine. Stephanie’s daughter got married ?? (possibly). Steve Awtrey to follow back up with Stephanie.
- i. Velma Buhie – Her last Sunday for first time in a while. She is thinking to be baptized, but waiting on daughter to be here.
- j. Ruth Aston – healing from falls but is angry and wants to go home. Susan does not think it is safe at home. None of the other siblings are helping.

2. Staff Updates and Concerns –

- a. Dave Weiler and Lane Hamm followed up with Jeremy and Heather Goff to talk through Eric’s letter.
- b. Jeremy Picker response – no one had time to react to the letter. Need to work on procedures about confidential information shared with the elders. Also, if someone comes about concerns with Jeremy (or others) the elders should direct them to talk with that individual. It did cut Jeremy to hear this from Eric. Jeremy has not heard or talked with Eric. Jeremy feels no awkwardness with Elizabeth at the office.
 - i. Dave Weiler – hope there is room for healing between Jeremy and Eric.
 - ii. Jeremy thinks he will reach out to Eric.
 - iii. Do the Elders want to meet with Eric? Per Dave Weiler, Eric does not expect a response.

3. Heather Goff Resignation (Feb 28, 2022) – communication to congregation. (Much of this part-time role can be done at home) Job description is similar for now

- a. Don Fitz – announce in January 1, 2022 so we have time to look?
- b. Dave Weiler – earlier is better on communication. Dave thinks we announce this Sunday (dedicate part-time position).
- c. Jeremy Picker – Heather has shared leaving with her kids.
- d. **Jeff Kryder will write something up for inclusion in Sunday announcements.**

4. Elders in the Office – How going?

- a. Response from staff? – Jeremy likes it. Jeff Kryder thinks it has been positive. Another touch point for building relationships.
- b. Elders are up to try it again! **Jeff Kryder will schedule another round.**

5. **Sabbaticals** – (lead by Steve Awtrey – see handout **Attachment B**)
- a. Bret – likes focus on Jeff Kryder but not ready for Sabbatical in policy. Also, what if someone is burnt at 5 years, do they need to wait till 7?? Last bullet at elder discretion but shouldn't this be the only bullet??
 - b. Brad Stevens – ministry is a calling.
 - i. Steve Awtrey – you can feel called and still be exhausted.
 - c. Wole – agrees with having a sabbatical. In academia you have sabbaticals.
 - d. Keaton Jones – Rusty Andrews was talking about his time in Greece, where he spent hours praying and reading. This was a great time of spiritual refreshing for Rusty. Keaton thinks 60 days is a long long time. Maybe something shorter?
 - e. Don Fitz – **we need to attend to the needs of the staff, and they may have different needs than the same Sabbatical policy.** We need a flexible Sabbatical policy. We need to concentrate on Jeff Kryder immediately. Address his time off (which may be different than what Jeremy Picker might need). Don wants a general policy that the elders can manage as needed.
 - f. Dave Weiler – general guidance, gives elders tools to help but does not force us to act similarly to all people in all situations.
 - g. Keaton – how do you communicate this to a congregation?
 - h. Steve Awtrey : Jeff Kryder wants to start Dec early and go 10 weeks off. Jeff wants to visit some people and stay at Gabbard's cabin for a prayer retreat.
 - i. Don Fitz - 60 days should be good, but **do we have a plan?** We need this from Jeff.
 - j. Steve Awtrey – to give Jeff Kryder some direction.
 - k. Steve Walker – Jeff Kryder is going on Sabbatical but will Jeff come back to same problems. How do we fix the environment? Perhaps the elders can deflect some of Jeff's responsibilities. Pick up some of Jeff's responsibilities. This could help Jeff Kryder long term.
 - l. Steve Haupt – what's the trigger for Jeff Kryder? Will a sabbatical fix this?
 - m. Steve Awtrey – you may come back to the same problems but you should be in a better place to deal with the situations.
 - n. Don Fitz – even if just reparative, Jeff will be in a better place (even if source/root problem not fixed).
 - o. Dave Weiler – Jeff Kryder sole main preacher for 1 year. Year 2 he co-leads with a minister in training. Year 3 Jeff takes a different role. We only have 1 more year of Jeff in current role before new transition.
 - p. **Don Fitzgerald** – voted as acting **leader** while Jeff Kryder out on sabbatical. Don will need to decide issues like when to cancel worship due to snow, etc.

Sabbatical Decision:

- All present considered a sabbatical break healthy and necessary for Jeff Kryder (no decision on general policy for all staff).
- Decided on **60 days of sabbatical**
- Start date: mid-December 2021
- 9-Sundays – so **elders need to find preaching replacements** for these Sundays, with Jeff Kryders input. Possibly Eric McPherson, Jeremy Picker (multiple times during holidays?), Dave Weiler, AJ Bennett, others? Also considered bringing in an outside preacher.
- **Steve Awtrey – to formalize our discussion tonight into a draft sabbatical plan for Jeff Kryder.** Steve will get with Jeff Kryder to help Jeff plan for the sabbatical and determine goals for the 60 days. Steve will also request certain sabbatical goals, like getting with a counselor.
- Communication: Steve Awtrey to work on how/when to present Jeff's sabbatical to congregation.
- While Jeff Kryder out the **elders will be forced to lead.** This is a good thing. For 2 months the elders will need to schedule preaching, worship, chair elder and staff mtgs., etc.

6. **Vision Elder Group** - timeline

(Steve Walker, Steve Awtrey, Lane Hamm, Jeff Kryder)

- a. See **MX Focus – 2022** handout at **Attachment A**
- b. **Attachment A iii.4** Diner with Food Pantry and Underserved Community – Keaton talked with Bob asking if clients would come, but Bob “not sure if they would come”.

Steve Awtrey – it needs to be relational, not transactional

Don Fitz – address where people are underserved in our communities. Is it food, is it financial training, is it other resources? Drug & alcohol addition, grief share, etc. These different types of services can impact our community and draw the underserved and needy. Gutters cleaned, put fascia back on house, minor repairs, etc.

Steve Walker – Faith in Action is effective! If we can offer services to the underserved it could be impactful (change furnace filters, fix leaky faucets, etc.)

Keaton – Velma needs a new floor in her house. Perhaps a couple guys from church could help this.

Don – what stops this is the coordination. We need to get the people and funds together at a specific time. We need commitment in funds, people, and hours.

Auditorium Project – Jeff K thinks this is a good place to start. Jeff also has a vendor he likes.

- Do we need to have a live broadcast? Can we video record service and upload after service (to Facebook and YouTube)¹?
- What is our typical streaming participation?
- Can Jeff Kryder preach without mask?? Is this necessary??
Don Fitzgerald – talk with the Road to Reopening.

Other Items:

- Louis West – we should ask Louis if he is able to continue as an elder. Determine when he might want to step down, but leave this up to Louis.
- Camp Ne-o-Tez will be raising money for a Jeff Earnhart memorial porch for the Pine Lodge.
- Dave Weiler to send a letter to the congregation on our giving to date and members need to maintain their financial commitments.
- Heather Goeff replacement – this may be hired when Jeff on sabbatical.

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¹ Per discussion with Jeremy Picker, upload of worship after service won't make things much easier. Bret to follow-up and discuss more with Jeremy.

MX Focus - 2022

Note: current MX mission and core values noted on web site [here](https://www.mxchurch.org/our-core-values) (<https://www.mxchurch.org/our-core-values>) and at **Attachment C** below

Mission – Welcoming others into a growing relationship with Jesus Christ.

- I. **Vision – Creating a contagious culture eager to DELIGHT in God, ENCOURAGE one another, and SERVE eagerly.**
- II. **Values – The 7 values to shape our future.**
 - Spirit-led.
 - Diversity.
 - Next-Gen.
 - Adaptable.
 - Family.
 - Generous.
 - Missional.
- III. **What priorities and projects flow from our vision and values in the next 1-3 years?**
 1. **DELIGHT – Transforming Worship** – *changing lives by intentionally converging traditional, contemporary, intergenerational, and diverse cultural elements, to engage with God in the language of the people, in-person and online. “So they will fall down and worship God, exclaiming, “God is really among you!” (I Cor 14:25)*
 - Activate Worship Team.
 - Mentor Bryant.
 - Offer Video Testimony.
 - AUD technical and lighting upgrade.
 - QR Code.
 - Signs and banners.
 - Online and community promotion of 2022 theme – The Story of Our Lives.
 2. **ENCOURAGE - Better Together** – *generate enthusiastic fellowship, creating a contagious MX culture.*
 - Identify a champion for this ministry.
 - Form and activate a team to brainstorm and carry out this priority.
 3. **SERVE – Building Next Gen Kids and Families** – create a Next Gen pipeline (0-5th) through community outreach.
 - Hire a part-time Coordinator to replace Heather.
 - Hire Next Gen Kids Minister to reach out to kids and parents.
 - Plan 2022 Block Party (Juneteenth), VBS, summer service in neighborhoods, with surfacing and ongoing engagement of neighborhood families.
 4. **SERVE – Share our lives and faith with Pantry clients and their network of relationships.**
 - Regular meals together.
 - Follow-up with home visits.
- IV. **Staffing and elders.**

Current, new, and realigned

Below is draft sabbatical recommendation presented by Steve Awtrey

McKnight Crossings Church of Christ Sabbatical Policy

Sabbatical Leave

A sabbatical leave policy is in place for the purpose of personal growth, and spiritual renewal among the ministers on staff. The intent is to provide time for receiving fresh direction from God and allowing the Holy Spirit to bring new energy, spiritual vision and improved effectiveness to the Kingdom. Ministers are encouraged to truly “step away” from ministry in order that the benefit of the sabbatical leave can be realized.

McKnight Crossings Church of Christ (MX) ministers are eligible to request a sabbatical after achieving seven (7) years of continuous full-time service. The sabbatical will be for a period of 30 – 60 days. The leave may be used for study, enrichment, vision casting, travel, rest, prayer, or reflection.

The term “sabbatical” means a period during which a Qualified Minister is relieved of all routine and emergency duties. Prior to the commencement of sabbatical, the Qualified Minister will develop plans for covering the duties of the Qualified Minister during his or her sabbatical.

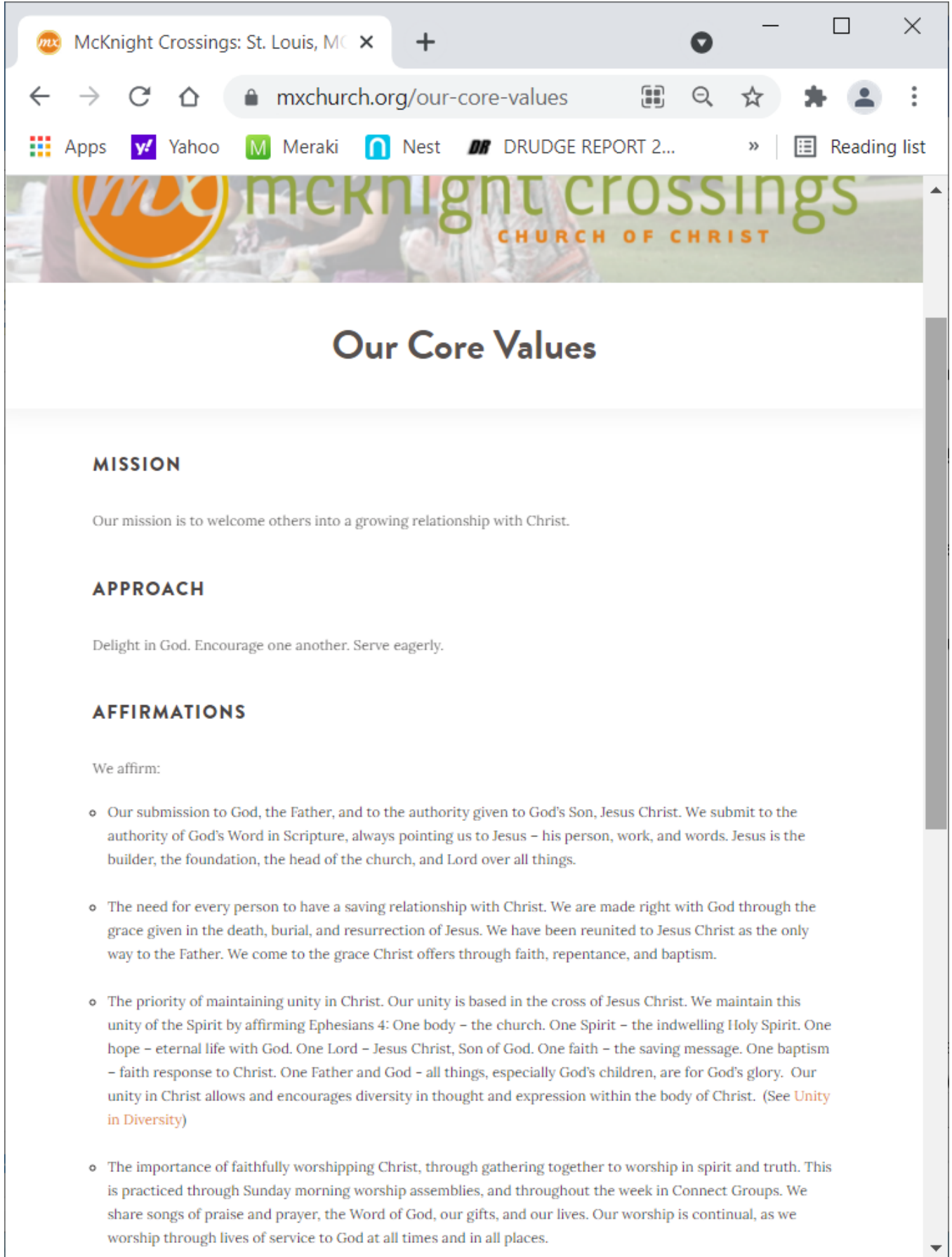
Process for a sabbatical leave:

1. The minister will submit a written request to the elders a minimum of three (3) months before outlining general information about goals and objectives during the sabbatical leave.
The request will include:
 - Beginning and ending dates.
 - Plans for the sabbatical.
 - Possible effect on other ministers and staff members workload.
 - How job responsibilities will be handled in the absence.
 - Physical location and contact information while on leave.
2. Once approval is received by the full eldership, staff will be informed of the sabbatical leave.
3. An announcement will be made to MX Church one month in advance of the sabbatical leave through all of the communication avenues (e.g. bulletin, congregational announcement, website, etc.) assuring the congregation that plans are in place to cover the ministry area while the minister is away.
4. Within one month of the return from the sabbatical leave, the minister will submit a written or oral summary of the lessons learned and value gained to the elders.
5. The minister will work with the admin elders to determine potential expenses related to the sabbatical leave and its impact on the annual budget, e.g. securing speakers, worship leaders, volunteer coordinators, etc.

Other factors when looking at the sabbatical:

- The sabbatical is not vacation, sick time, or personal days. The minister has his/her full complement of “days off” during the sabbatical year. The minister should schedule vacation time at a mutually agreeable time not to burden the congregation.
- Sabbatical leave will not become vested nor does it accrue. It is not to be divided into segments, but taken continuously. Unused leave or approved but unused leave may not be taken later. No compensation will be given for any unused leave.
- The minister will receive full wages, benefits, and retirement contributions during the sabbatical period.
- The elders, on a case-by-case basis, will address exceptions to this policy. The elders reserve the right to add, delete, modify, or discontinue individual provisions of these guidelines or the guidelines in their entirety at anytime without prior notification.

Below are the Core values of McKnight Crossings per [website](https://www.mxchurch.org/our-core-values) as of November 2, 2021



The screenshot shows a web browser window with the URL [mxchurch.org/our-core-values](https://www.mxchurch.org/our-core-values). The page features a header with the McKnight Crossings logo and the text "mcknight crossings CHURCH OF CHRIST". Below the header is a large heading "Our Core Values". The content is organized into three sections: "MISSION", "APPROACH", and "AFFIRMATIONS".

MISSION

Our mission is to welcome others into a growing relationship with Christ.

APPROACH

Delight in God. Encourage one another. Serve eagerly.

AFFIRMATIONS

We affirm:

- Our submission to God, the Father, and to the authority given to God's Son, Jesus Christ. We submit to the authority of God's Word in Scripture, always pointing us to Jesus – his person, work, and words. Jesus is the builder, the foundation, the head of the church, and Lord over all things.
- The need for every person to have a saving relationship with Christ. We are made right with God through the grace given in the death, burial, and resurrection of Jesus. We have been reunited to Jesus Christ as the only way to the Father. We come to the grace Christ offers through faith, repentance, and baptism.
- The priority of maintaining unity in Christ. Our unity is based in the cross of Jesus Christ. We maintain this unity of the Spirit by affirming Ephesians 4: One body – the church. One Spirit – the indwelling Holy Spirit. One hope – eternal life with God. One Lord – Jesus Christ, Son of God. One faith – the saving message. One baptism – faith response to Christ. One Father and God – all things, especially God's children, are for God's glory. Our unity in Christ allows and encourages diversity in thought and expression within the body of Christ. (See [Unity in Diversity](#))
- The importance of faithfully worshipping Christ, through gathering together to worship in spirit and truth. This is practiced through Sunday morning worship assemblies, and throughout the week in Connect Groups. We share songs of praise and prayer, the Word of God, our gifts, and our lives. Our worship is continual, as we worship through lives of service to God at all times and in all places.