

10.23.2021 MX Elder Mtg - notes

From: M Bret Blackford (bret_blackford@yahoo.com)

To: steve.awtrey@gmail.com; bret_blackford@yahoo.com; rglen88@hotmail.com; donaldfitzgerald@att.net; lane_hamm@yahoo.com; steve@rotolite-stl.com; keaton.jones@sbcglobal.net; alokunade@wustl.edu; bstevens@shandselbert.com; srainey6@yahoo.com; dave-n-amy-weiler@juno.com; joycedickersonwest@gmail.com; jonathanearnhart44@gmail.com; jkryder@mcknightcrossings.org

Cc: bret_blackford@yahoo.com

Date: Sunday, October 24, 2021, 07:55 PM CDT

All,

Attached are notes from our meeting yesterday. My notes follow our conversation, meaning they bounce around somewhat :-). I think it was helpful to capture some of the dialog and not just the summary results, which would be:

1. All agree on current Mission and Vision
2. The following were considered key values:

1. Spirit-led
2. **Diverse**
3. Next-Gen
4. Adaptable
5. Family
6. Mission
7. **Generous**

3. Sub-Group will meet to discuss staffing (and next steps like priorities and projects and frequency of elder mtgs?). Sub-group composed of Steve Awtrey, Lane Hamm, Steve Walker, and Jeff Kryder.

Enjoy the last week of October.

---- Bret



AGENDA ELDERS OCT 24 -notes- .docx
31.1kB



AGENDA ELDERS OCT 24 -notes- .pdf
888.4kB

AGENDA – ELDERS’ MEETING (OCT 23, 2021 8:00am-noon)

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

1. Vision – *Creating a contagious culture eager to DELIGHT in God, ENCOURAGE one another, and SERVE eagerly.*

a. What values will shape our future?

- Spirit-led.
- Multicultural.
- Next-Gen.
- Adaptable.
- Family.
- Missional.

b. What geographical area is our focus?

2. Priorities and Projects.

a. What priorities and projects flow from our vision and values in the next 1-3 years?

- Multicultural, intergenerational worship.
- Auditorium technical and lighting upgrade.
- Next Steps with QR Code.
- Monthly video testimonies.
- Champion and team to encourage body life.
- Hire Next Gen Kids Minister to reach out.

3. Staff and Elders.

a. What staff is needed to accomplish these?

- Current.
- New.
- Realigned.

b. What are our elder needs?

- Current.
 - New.
 - Realigned.
-

MINUTES

Attendees: All shepherds except Louis West. Brad Stevens joined via video feed. Also attending was Jon Earnhart, elder in training.

[“Canoeing the Mountains”](#)

Explorers Lewis and Clark had to adapt. While they had prepared to find a waterway to the Pacific Ocean, instead they found themselves in the Rocky Mountains. You too may feel that you are leading in a cultural context you were not expecting. You may even feel that your training holds you back more often than it carries you along. Reimagine what effective leadership looks like in our rapidly changing world. If you're going to scale the mountains of ministry, you need to leave behind canoes and find new navigational tools.

Jeff Kryder started with a discussion of the above book, making the point that we at MX need to understand what tools might be needed to navigate the church body in our current terrain/ environment to achieve our mission and vision.

Prior MX Focus was Next Gen ministry

Q: Do we need to layer on components to Next Gen Ministry?

Some discussion around a Matthew 6:34 approach to ministry vs a Matthew 25:16 approach.

Matthew 6:34 is “Therefore do not worry about tomorrow, for tomorrow will worry about itself. ... Each day has enough trouble of its own.”

Matthew 25:16, NIV: “The man who had received five bags of gold went at once and **put his money to work** and gained five bags more.”

How do we operationalize the assets of the church? We have a number of projects and priorities. Let's start from the top and look at all our efforts based on the vision & mission.

All agree we have good mission and values.

Q: What are our values?

After much discussion we settled on the following:

a. What values will shape our future?

1. Spirit-led.
2. ~~Multicultural~~. Diverse
3. Next-Gen.
4. Adaptable.[i.e. technology]
5. Family.
6. Missional.
7. **Generous**

Much discussion on if MX should intertwine our vision with culture. Should we have a culturally driven vision (or just “Gospel” based, however that is defined).

Steve Walker – sometimes culture is ahead of where we, the church, are. As the Body of Christ how should we respond? What would Christ do here and now?

Lane Hamm – How do we effectively move forward? Story telling: We must present the Gospel in a story that people can connect to today. This could potentially trigger people but should we do it anyway? Do words like “multicultural” have baggage?

Jeff Kryder – “multicultural” can/should mean that “there is an important place for all of us.”

Brad Stevens: Agrees with diversity but worried about aligning with Critical Race Theory, which he feels is problematic.

Dave Weiler: Our values need to come from the Gospel, and they do. “Multicultural” means accepting the outsider.

Steve Walker: “Multicultural” is a loaded word be WE loaded it up. Do we make the different feel welcome? Are we truly inclusive?

Keaton Jones: The mission of this church is to take advantage of the area around the church building.

Steve Haupt: We may be doing everything right. However, how many people are actually looking for Jesus?

Din Fitzgerald re **values**: We at MX may have a different definition for words also used by the world. The words used don’t bother Don. But, hw do we go from an inward focused church to an external focus? Look at Youth Group. They are inviting people but the rest of us are not. Why?! How do we move to a relational model where how we relate to one another is important? What is the best way t impact people, etc.?

Jon Earnhart: Big factor in visiting MX and driving the distance to worship here was diversity. “Diversity” is more broad than “multicultural”. It covers more than race, ethnicity, and culture. [note: it was decided that “inclusive” was already appropriated by groups in favor of LGBTQ, etc., and best to avoid]

Steve Walker: The definition for the values need to come from the MX leadership.

1.b What geographical area is our focus?

Lane Hamm: Q: Greater St. Louis area or McKnight area?

Steve Awtrey: Acts 1:8 – Start at MX and grow via small groups, etc.

Steve Haupt: Connections more important than geography

Q: “How do I share my faith?” was mentioned several times. Being missional locally.

Q: How do we get young people in the building?

Dave Weiler: People are finding their way here [MX], often through touch-points like friends, or Facebook. Goal is to get people committed to this MX body. Geographically we stick close to MX building. We are regional [MX members live all over], but missional efforts should be close to building.

Brad Stevens: Great Commission is “... *as you go* ...” We should minister where we are, everywhere we are. It is not about us. Are we willing to stretch and compromise our preferences to do God’s will? MX building is hub and small groups reach out from there.

Return-on-Investment: how do we best use our resources to impact our community ?

Keaton Jones: 56+ families connect with the Food Pantry. How do we connect with these families? Can we have a meal for them 1x month? Perhaps put a note in the food bags inviting them to a meal at the building where we can talk with them and share with them.

Lane Hamm: We are who we are. We want to use our entry points to reach people and have a dialog. Some entry points: Facebook, Room at the Inn, Food Pantry, Winter Wonderland, Block Party, etc.

Don Fitzgerald: People know us from these various events (trunk-or-treat, winter wonderland, ACTS garage sale, batteries and bulbs, etc.)

Dave Weiler: There is also value in having the church body work together on these various events. It is good for those searching but also healthy for the body to do these things together.

Dave Weiler: Do we need to equip people to share their faith?

1. Priorities and Projects.

- a. **What priorities and projects flow from our vision and values in the next 1-3 years?**
 - i. Multicultural, intergenerational worship.
 - ii. Auditorium technical and lighting upgrade.
 - iii. Next Steps with QR Code.
 - iv. Monthly video testimonies.
 - v. Champion and team to encourage body life.
 - vi. Hire Next Gen Kids Minister to reach out.

Priorities above also regrouped and rephrased as below:

What priorities and projects flow from our vision and values in the next 1-3 years?

1. Maximize Sunday Mornings

1. Multicultural, intergenerational worship.
2. Auditorium technical and lighting upgrade.
3. Next Steps with [QR Code](#).
4. Monthly video testimonies.

2. Community and Body Life

- a. Champion and team to encourage body life.

3. Focus on 0 thru 6th Grade

- a. Hire Next Gen Kids Minister to reach out.

1. **Maximize Sunday Mornings:** Often this is the main interaction people have with the church body. Is this hour so important? Yes!!
3. **Focus on 0 thru 6th Grade:** How do we encourage parents to bring kids in? We need to take the initiative to reach new families. **Q:** How do we make disciples out of young parents with kids? (Not, *how do we have Sunday school*)

1.2 Auditorium technical and lighting upgrade: we have an old old lighting system that is both inadequate (in terms of lumens) and frail. We should not be surprised if some Sunday the lighting board stops working. Cost to upgrade lighting and front stage area about \$150,000¹.

2.a. Champion and team to encourage body life: This could possibly be accomplished with individuals at MX who are naturally outgoing, such as Kari Ferguson, Peggy Hope, Erich McPherson.

¹ Planning on updating the old lighting control panel, modifying the stage and fixing the back wall by baptismal, and adding cameras (3) for live/recorded on-line sermons.

3. Staff and Elders.

a. What staff is needed to accomplish these?

- a. Current.
- b. New.
- c. Realigned.

Jeff Kryder talked about his conversations with Dave Weiler and Steve Walker about transitioning out of the pulpit in 2 or 3 years (looking at 3 years due to benefits until he reached 65 years old).

Questions on how to align staff. It should be based on Priorities and Projects, so may be early to make any adjustments. Direction should be in place before a new minister is brought on. It seems unfair to have a new minister make a big directional change which will cause friction. The individual will have enough head-wind dealing with a new body, etc. without also the burden of setting priorities.

Q: [Lane Hamm] Should we also consider if elders need to take ownership of some of the subsequent meeting re direction and staffing? Possibly have meetings with just the elders and no staff (including no Jeff Kryder).

Action Item:

It was decided a sub-group of elders should look into staffing along with priorities and projects. The group will be composed of: Lane Hamm, Steve Awtrey, Steve Walker, and Jeff Kryder.

Elder Contact Info.:

Steve Awtrey	steve.awtrey@gmail.com	(314) 374-3276
Bret Blackford	Bret_Blackford@yahoo.com	(314) 402-7086
Glen Devania	rGlenn88@hotmail.com	(314) 822-0321
Don Fitzgerald	donaldFitzgerald@att.net	(314)791-5038
Lane Hamm	lane_hamm@yahoo.com	314-269-4049
Steve Haupt	steve@rotolite-stl.com	
Keaton Jones	keaton.jones@sbcglobal.net	(314) 270-9632
Wole Okunade	alokunade@wustl.edu	(314) 429-8832
Brad Stevens	bStevens@shandselbert.com	(314) 962-5370
Steve Walker	srainey6@yahoo.com	
Dave Weiler	dave-n-amy-weiler@juno.com	(314) 729-0327
Louis West	joyceDickersonWest@gmail.com	(314)308-5284
Jon Earnhart	jonathanearnhart44@gmail.com	636-485-6289
Jeff Kryder	jKryder@mcknightcrossings.org	314-537-6912