

MX Elder Meeting: 12/13/2021

Attendees: Jon Earnhardt, Wole, Brad S., Lane Hamm, Michalie Brown, Steve Awtrey, Jeremy Picker, Bret Blackford, Don Fitzgerald, Steve Walker, Keaton Jones, Steve Haupt, Lois West & Dave Weiler (on-line)

Agenda:

1. **Ministry Update** – Barb Eickele: Food Pantry 6:00-6:15
2. **Family Concerns** – Discuss Needs of the Congregation 6:15 – 6:45 a. Member Review Process b. Ted Crigler
3. **Minister/Staff Update** – Michalie Brown 6:45 – 7:15
4. **Old Business** 7:20 – 7:35 a. Sermon Series b. Elder Office Days c. Fellowship – 1/2/22
5. **New Business** 7:35 – 8:35 a. Vision Elders Priority Recommendations i. Priorities ii. Budget b. Staff Reviews – Lane
6. **Assign Follow-up / Communication Items** 8:35-8:40

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1. Ministry Update:

Barb (Charles) Eickele: see email at [Attachment A](#)

Family Needs:

Jerry Mickey concerned about safety committee. There may be 12 on the team and 5-6 reliable. Mostly Jerry Mickey fills in. He is burnt out and wanting to step down. He misses worship and does not feel safety is affected. Jerry thinks we need 3-5 people on a Sunday to make it work.

Q: Is the safety team a good idea or a vulnerability/liability?

- Jon Earnhardt: With reopening after COVID not the same need as before. May need to recalibrate teams.
- Jon Earnhardt: Will contact Jerry to discuss the ministry and get a recommendation on what this ministry needs given current state of MX.

Ministries:

Q: Do we have a list of the various ministries and who is involved, or at least the ministry leader? Jeremy Picker to get this list together. **done** – see [Attachment D](#)

Q: What about tape at the building on pews? Don Fitzgerald will discuss with the committee. Don will email a recommendation to the Road to Reopening Committee. **done** – in weekly wed email see [Attachment C](#)

Can we allow people to self-select? Have pews with tape and allow separation and have pews where we can pack in all pews. Possibly take tape down in middle rows.

2. Family Concerns:

Connie Smith - has a mass on her lung. She was tested and *NOT* cancer !!

Brian Hannell's dad passed away Friday.

Thomas - Jeremy's buddy - his wife is keeping their daughter from him. Daughter is 1 year old. Thomas has been impacted by MX (and the recent sermon) but Thomas is going through some hard times.

Chuck Helt - health doing well and able to sing!

Chris & Sherifa White - have been out of pocket for a while. If you are a member of this family we need you.

Tornados - can MX do anything to help? A special contribution? The thought is to wait for things to settle and see what is needed.

Jerry and Lana Fox - have been attending regularly lately. They will be lighting the advent candle.

Tim & MarryAnn Nicholson - new members

- a. Member Review: Jeannie, Jeremy & Elizabeth have been updating the member list. Brad will share more with Elders only

- b. Ted Crigler - will do Communion on the December 26th. Steve Awtrey shared Ted's background. We should set up a table for Ted and have cards, etc. for Ted. This could be a day when we are able to honor the work Ted has done and his desire to be a minister. Ted will start working with Highland on January 1, 2022. Steve will work on communicating this (via email and announcements). Steve will also draft something for Jeremy to put on Facebook.

3. Ministry/Staff Updates:

Michalie Brown - will resign in Late May 2022. Michalie thinks to tell congregation in Feb 2022

- Much discussion on when and how to communicate to the Youth Group and the congregation.

4. Old Business

- a. Sermons - see preaching schedule on-line [here](#)
- b. Elder Office Days - see on-line [here](#)
- c. Fellowship 1/22/2022 - Steve Awtrey will ask staff to assist with the fellowship snacks/coffee

5. New Business

- a. Vision Elders – see [Attachment B](#)
 - i. Priorities
 1. NextGen
 - a. 1) Children’s Ministry
 - b. 2) Youth Ministry
 2. Community
 3. Healthy Staff
 - a. 1) Children’s - a need but not as high a priority as Youth
 - i. a) Start-up CIO mentality
 - ii. b) Passion for ministry, children & families
 - iii. c) Education background
 - iv. d) Real world experience, not fresh out of school
 - v. e) A preschool directory
 - b. 2) Youth - 1st Priority
 - i. a) Find out if Michalie has potential options/leads on a replacement. Steve Awtrey and Lane Hamm will talk with Michalie about possibly extending beyond May 2022 (work through the summer with a couple interns). Also ask if Michalie wants to make the announcement.
 1. i) Paul Stone? He still has another year to finish his degree.
 2. ii) Once we start looking for a replacement the word is out on Michalie retirement.
Q: How do we communicate to congregation re Michalie’s retirement? Possibly early January?
Don Fitzgerald: We need to nail down a time to make an announcement. It is already mid-December. January 9, 2022 would be a good day for the announcement.
Q: Where does Jeremy fit?
Q: What about Matt Earnhardt? At least temporary during summer. Jon Earnhardt will talk with Matt and gauge interest as a possible summer intern.
 - c. 3) Growing the Family
 - d. 4) Pulpit
 - e. 5) What is Jeremy Picker’s role? What about Jeannie’s role? Staff needs to be more cooperative and pick up the slack where needed.
 - a) Dave Weiler indicated Jeremy was willing to pick up the slack where needed.
 - ii. Budget
 - b. Staff Reviews - Lane Hamm

Senior Pastor on sabbatical. Youth Minister resigned. Children’s Minister resigns - is there a problem? Staff is not toxic but dysfunctional. They do not talk much to each other and work behind closed doors. Don Fitzgerald.: he attended staff meeting and found it to be shallow. Staff meeting was more of a business meeting.

As elders we need to decide what we want/need Jeff Kryder to do when he returns. How do we build a team of the office staff?? Can Jeremy Picker help build a team? The NextGen meetings seem similarly shallow. Jon Earnhardt: How do we put some structure in place? How do we engage in team building that can continue? Questions for staff: What are you working on? Where are you stuck? What gives you problems?

Question: If we wanted to hire a new full-time Youth Minister and a Children's Minister would the budget support the expense?

Dave Weiler: Yes.

Dave Weiler reviewed ***draft* 2022 budget**. [Separate Excel spreadsheet attached to this email](#).

Steve Haupt and **Steve Walker** will chair the committee looking for a Children’s Minister. Elder sponsor for committee to interview and hire. Responsible for:

- Getting committee together
- Possibly talk with Erick McPherson
- Talk with Valerie Creech if she has contacts

Dave Weiler: 3 big hiring opportunities. An opportunity to hire a minority, at least be deliberate in looking for diversity.

Brad Stevens: we need more training on giving. We have a surprisingly large number who do not give. We need to teach the members and teach our children. Brad recommend we punt this discussion until the next shepherd meeting.

Don Fitzgerald: Dangerous to tie specific people to who is/isn't giving. We should increase teaching at church and at home.

Keaton: God's word is clear that we are intended to give. It is blessed for the Christian and for the individual on the reviving end. Jeremy: ministries and how involved Jon Earnhart : Safety committee Don Fitz 1

6. Assign Follow-up:

- Jeremy Picker – get list of Ministries and people involved – **done** See Attachment
- Steve Awtrey – assist in moving partitions to the Food Pantry
- Steve Awtrey – draft something to be added to MX email (announcement re Ted Crigler graduation and new job.
- Steve Awtrey – ask staff to assist with the Jan. 22, 2022 fellowship after worship
- Steve Awtrey & Lane Hamm: see if Machalie is willing to extend through summer, at least part-time.
- Jon Earnhart – will contact Jerry Mickey to discuss the Safety Team.
- Jon Earnhart – talk with Mat Earnhart about possibly working with Youth Group over summer (along with 2 interns) **started conversation**
- Don Fitzgerald – ask Road to Reopening team if we can open a few pews (take off blue tape) and allow people to self-select where they feel comfortable sitting on Sunday. **done** See **Attachment C**
- Steve Haupt & Steve Walker – put together and chair a team to help look for a new Children's Minister.

Other Comments worth Noting:

Congregation may want to know if there is a problem with our staff: We have our Senior Minister on sabbatical, our Children's Minister has resigned, our Youth Minister will resign.

- Shepherds need to craft a response. We may not need to add this to an announcement but we need to have something ready in our back pocket should question come up.

Staff Cohesiveness:

How can we encourage greater comraderie amongst the staff? How can we put structures in place to encourage team building and cooperation?

New Staff Opening:

- We have the funds to hire two new staff positions – Youth Minister and Childrens Minister
- We have three possible opening – we should be deliberate in looking for diversity.

Giving:

- Many in congregation do not tithe regularly or at all
- We need more teaching on giving
- Should not tie membership to giving but we should see a lack of giving as spiritual immaturity.

12/17/21, 6:37 PM

Yahoo Mail - Re: MX Food Pantry

Re: MX Food Pantry

From: Charles Eickele (chas.babs@sbcglobal.net)

To: bret_blackford@yahoo.com

Cc: steve.awtrey@gmail.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

Date: Friday, December 17, 2021, 11:22 AM CST

Thank you for the opportunity to come and share with you about the food pantry ministry. I appreciate the support I have received from the elders since taking on leadership of this ministry.

The invites to the Christmas Eve service are beautiful! Thank you to whoever created them and made them available for us to hand out. We did start giving them to the clients this past Wednesday. Going forward I will work with Dolores to be more proactive to create invites for events at the church.

The room dividers we already have would be great to use in the large classroom.

One more thing I would like to ask is that in your connect groups to periodically promote the list of food pantry needs that are in the weekly email. Even though we just had the food drive, several of those items have already been all given out. We have a large stock of some items, while others frequently need to be restocked. Thank you.

The food pantry is open every Wednesday from 11-3. You all have an open invitation to come and check it out, even for an hour or two, see how we operate and meet our clients.

Thanks,
Barb Eickele

On Dec 14, 2021, at 7:04 PM, M Bret Blackford <bret_blackford@yahoo.com> wrote:

Barb,

Thank you for making time to share with the shepherds the work that is going on with the Food Pantry. This has always been an important ministry and we are appreciative of your willingness to step in and lead.

It was good to hear that you (and the volunteers like Keaton Jones and many others) are trying to do more than just transfer food but that you are trying to use the time to connect with the clients. You mentioned that soon you hope clients can come in to the building where there might be better opportunities to talk and get to know the people and their current needs. You also mentioned plans to print invitations to special church events that you can hand to clients or put in their bags. This is a great idea!

You also brought up wanting to improve the looks of the pantry. One idea offered would be to use some of the portable folding partitions we have in the gym. A few of these could be used, if you thought it would help, to block off some of the piles and stacks of cans and boxes. Let us know if you are interested and we will make it happen.

Again, THANKS!

--- Bret (on behalf of the shepherds)

Deuteronomy 15:7-8 When you are living in the land the Lord your God is giving you, there might be some poor people living among you. You must not be selfish. You must not refuse to give help to them. You must be willing to share with them. You must lend them whatever they need.

Attachment B: Vision Elder Meeting Notes

Vision Elders

12/06/21 Meeting

MX Priorities

Attendees:

- Dave Weiler
- Jeff Kryder
- Steve Awtrey
- Lane Hamm

Opened the meeting with an exercise in which each individual wrote down their own view of priorities individually.

Dave	Jeff	Steve	Lane
Bible (Back to Basics)	Children's (Welcoming/New People/Growing)	Community Building	NexGen (Youth/Children)
Prayer (Back to Basics)	Fellowship / Community	Reason to Come Back	Family/Involvement /Community
NexGen: Youth/Children	Staff Clarity	Youth Ministry	Outreach / Local Missions
Plan for Healthy Staff	Renovation (Tech/Auditorium)	Young Couples	
		Unity (Diversity Included)	
		Discipleship	
		Develop Strong Staff	

After Reviewing and Discussing our thoughts the following priorities were determined.

1. NexGen
 - a. Children's Ministry
 - b. Youth Ministry
2. Community
3. Healthy Staff

We used these priorities to clarify our staff priorities which we propose are as follows.

1. Children's
2. Youth
3. Growing the Family (Internal & from external) / Worship
4. Pulpit

As we move forward with new hires, we will view each opening as an opportunity to build a diverse ministry team.

Our first stated hiring priority is to find a **full-time children's ministry leader**.

This individual would ideally have the following:

1. Start-up CEO mentality – Creative, flexible, visionary, willing to do the admin tasks required to support the work
2. Passion for ministry, children and families
3. Education background
4. Real world experience, not fresh out of school
5. (A preschool director)

We propose the following steps.

1. Form a Search Committee
 - a. Identify Elder sponsor
 - b. Identify Leader
 - c. Recruit committee of invested members/parents
 - d. Refine Job Description
 - e. Kick off search in January
2. Find a part-time temporary resource to continue class scheduling and ministry maintenance

Other steps to be taken were discussed.

1. Fortify Youth Ministry
2. Fully Develop Job Description and Role of Family/Worship role (Lane & Jeremy)
3. Capture Technology drags fueling Jeff's concerns (Lane & Jeremy)
4. Begin search for Pulpit Ministry transition candidate Q3/Q4 of 2022
5. Understand staff needs beginning with Review process (Lane)

Attachment C: Weekly Wed. email with note about pew seating

Auditorium Seating Changes

Due to an increasing number of members and guests returning to the building for worship services the current seating arrangements are being revised. Beginning this Sunday, December 19, two of the four sections of pews will have open seating (not sectioned off with blue tape). We invite those who are comfortable with an open seating arrangement to take advantage of this area. We continue to suggest everyone wear masks while inside the building for the safety of everyone, especially our young children and other unvaccinated members and guests.

The remaining two sections of pews will continue to have rows taped off to provide the social distancing between rows we have had over the past several months.

We will continue to monitor the ever-changing status of this COVID environment and continue to seek the safety of all our members and guests.

Don Fitzgerald
for the Road to Reopening Committee

Attachment D: MX Ministries

(also on-line [here](#))

Ministry	Desc.	Lead	Members
Christian Formation	> Classes > Library		
Boundless Room		Jodi Mitchel	
Building & Grounds		Bret Blackford	
Fellowship			
Finance/Budget		Jeannie Britzmann	Dave Weiler Brad Stevens Ben Merhringer
Hospitality		Becky Kryder	
Kids Crossings	> Nursery > Kids Worship > Kids Classes	Heather Goff	
Praise Team		Jeremy Picker	
Prayer Ministry		Wole Okunade	
Safety Team		Jerry Mickey Rick Sally	
Senior Ministry		Janice Davania	
Teen Ministry		Michalie Brown	
Technology & Audio Visual		Jeremy Picker	
Unity & Diversity		Joyce & Louis West Todd & Beth Mayberry	
Video		Jeremy Picker	
Website		Elizabeth McPherson	
Worship		Jeremy Picker	
ACTS		AJ Bennet	
Camp Ne-O-Tez		Steve Jones	
Connect Groups		Dale Simpson	
Greeting		Fredy Griffith	
Benevolence			
Missions			Jeff Fogarty Jeff McGlawn Jim Griffith
Local/ Urban Missions/ Outreach			
Food Pantry		Barb Eickele	

Attachment D: Elder Contact Info.

Elder Contact Info.:

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