



West Shore Evangelical Free Church
Elder Board Meeting Minutes
February 8, 2022
6:00 PM

Attending: Dave Baechtle, Dave Balinski, Joel Gordon, Brock Heller, Erik Lindquist, Tony Lucido, Dave Mills, John Nesbitt, Tim Ryan, Nate Shuff

Absent: Matt Krise, Trent Thompson

Call to Order: 6:03 P.M.

Prayer: Brock Heller

Approval of Minutes:

Motion: *That the minutes of the 1/11/2022 Elder Board Meeting be approved as distributed*

(John N / Erik L 2nd)

Action: Approved 10-0 by voice vote

Team Reports / Team Chairs

Finance Team / Dave M

The Finance Team met on January 25th. The team reviewed the E-Giving process, and discussed the possibility of returning the offertory to worship services. The team also began discussion of a possible investment process.

Facilities Team / Nate S

The Facilities Team did not meet this month.

Human Resources Advisory Team / Tony L

The Human Resources Advisory Team met January 26th and reviewed revisions to one-half of the proposed employee handbook.

The Human Resources Advisory Team presented two nepotism policy revisions to the Elder Board for approval:

Nepotism Policy Employees

Effective February 8, 2022, no two members of the same Immediate Family may be regularly employed by the church in a direct line of report. For purposes of this Policy, the qualification “regularly” refers to ongoing employment (exclusive of temporary, seasonal, interns, ministry residents). In addition, Immediate Family members of serving members of the Board of Elders may not be employed by the church on the ministerial staff and Immediate Family members of ex officio Elders may not be employed on the church staff. For purposes of this Policy, “Immediate



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Family” shall mean child, stepchild, parent, stepparent, spouse, sibling, father/mother-in-law, son/daughter-in-law, or brother/sister-in-law.

This revision supersedes all previous versions and revisions.

Nepotism Policy Board of Elders

Effective February 8, 2022, the Nominating Committee shall not select, nor should the Board of Elders present to the congregation for approval, any nomination which would result in two or more members of the same Immediate Family serving on the Board of Elders at the same time. For purposes of this Policy, “Immediate Family” shall mean child, stepchild, parent, stepparent, spouse, sibling, father/mother-in-law, son/daughter-in-law, or brother/sister-in-law.

No nominated or serving elder may have an immediate family member concurrently serving on ministerial staff.

This revision supersedes all previous versions and revisions.

Motion: *That the Human Resources Advisory Team nepotism policy revisions be approved as recommended
(Eric L/ Tony L 2nd)*

Action: Approved 10-0 by voice vote

First Wednesday Elder and Staff Prayer / Joel G and Nate S

Joel and Nate reported the February combined prayer team of elders and staff prayed for one individual in person, and one individual via a phone call. In addition, prayers were offered for one member of the team experiencing physical ailments.

Missions Leadership Team / Eric L

Matthew Soerens, of World Relief, spoke at our church on February 4th on the role of the church in welcoming refugees. Representatives from many local churches attended the event.



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Human Resources Updates / Tim R

Update on Administrative Director Search: The search team has completed the first round of candidate interviews. The second round of candidate interviews will begin this week.

Elder Nominating Committee / Tony L and Brock H

Tony and Brock reported candidate and spouse interviews have been completed for two elder candidates.

Budget Process / Tim R

Tim requested Elder Board feedback on the budget strategy for FY 2022-23 prior to starting the budget process.

Debrief of Sermon Series & Question-and-Answer Session on Ethnicity, Race and Justice /John N

Elders shared feedback received on both the Sermon Series and the Question-and-Answer Session on January 30th. Many positive and encouraging comments had been received on both. Personal conversations were held with some attendees asking further questions. Elders expressed appreciation for all those who shared they were praying for Pastor Trent and the elders during this time.

Elders agreed to remain available to answer any additional questions that may arise on Ethnicity, Race and Justice.

Closing Prayer: Tim Ryan and Nate Shuff

Adjourned: 8:42 P.M.

Next Meeting(s):

Business Meeting (March 8, 2022)

Shepherding Meeting (March 19, 2022)

Respectfully Submitted:
Joel Gordon, Secretary