



West Shore Evangelical Free Church
Elder Board Meeting Minutes
September 12, 2023
6:00 PM

Attending: Dave Baechtle, Dave Balinski, Ned Davis, Brock Heller, Tim Jones, Matt Krise, Dave Mills, John Nesbitt, Tim Ryan, Nate Shuff, Trent Thompson, Wendell Witter

Absent: None

Call to Order: 7:12 pm

Prayer: Tim Jones

Approval of Minutes:

Motion: *That the minutes of the 8/8/23 Elder Board Meeting be approved as proposed.*

Brock H / Ned D 2nd

Action: **Approved by voice vote**

Board Advisory Team Reports:

Finance Advisory Team (Dave Mills)

The team met in early August to review possible scenarios regarding our Mortgage rate change that will be coming in August of 2025.

Human Resources Advisory Team (Tim Ryan)

The team met at the end of August and has been working on updating the WSFC HR handbook. They are looking to have a final draft completed for the board to review next month in hopes of distributing to all staff in January. The team will also be evaluating what changes may need to be made to our employee benefits package in light of the upcoming policy renewal which will include significant increases in cost. The team will present a recommendation to the board in the near future.

Facilities Advisory Team (Dave Balinski)

The team will have one more meeting with the design architect on September 27th to finalize the design in order to begin soliciting for bids. The full scope of the plan including estimated cost will be presented to the board in November.

1st Wednesday Prayer:

The team met and prayed with one couple who are facing various life challenges including some persistent health issues.



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Human Resources:

New Hires / Departures:

Hires:

Chloe Wester, CRC Coordinator 8/21

Hannah Witter, Student Intern 8/21 – rehired, primarily helping Quay

Jonathan Gerber, Custodian 8/22 - rehired to help on Saturdays

Departures:

Isaac Feister, Custodian last day 9/1 – was helping us temporarily cover custodial hours

Operations:

2022-2023 Budget Surplus Considerations:

Tim Ryan brought a recommendation for allocation of the 2022-2023 Budget Surplus. After discussion and some minor revisions, the following motion was brought forth.

Motion: *That the 2022-2023 Budget Surplus be allocated as revised.*

Ned D / Matt K 2nd

Action: **Approved by voice vote**

Policy and Guideline Review

The board reviewed, provided feedback and made recommendations concerning the following policies and guidelines:

Whistleblower Protection Policy

Ministry Leave Policy

Alcohol and Drug-Free Campus Policy

Wedding Officiant Guidelines

The revised documents will be presented to board for a vote in the October business meeting.



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NL Moore Findings and Recommendations

The board received two reports and will be reviewing and discussing the results over next few business and shepherding meetings.

Closing Prayer: Wendell Witter

Adjourned: 10:00 PM

Respectfully Submitted:
Nate Shuff, Secretary