



West Shore Evangelical Free Church
Elder Board Meeting Minutes
November 7, 2023
6:00 PM

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

Absent: Dave Baechtle, Wendell Witter

Call to Order: 7:09 pm

Prayer: Brock Heller

Approval of Minutes:

Motion: *That the minutes of the 10/10/2023 Elder Board Meeting be approved as distributed*

Tim R / Tim J 2nd

Action: Approved by voice vote

Team Reports / Team Chairs

Finance Team / Dave Mills

No Report

Meeting planned for December

Human Resources Advisory Team / Tim Ryan

The team has been reviewing the final draft of the employee handbook.

No further report.

Facilities Team / Dave Balinski

No Report

Planning to meet in December

First Wednesday Elder and Staff Prayer

There were no attendees this month.

Human Resources Updates / Tim R

New hires / departures: None



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Operations / Tim Ryan

Correction to Minutes:

There was a clerical recording error in the August 14th meeting minutes regarding the motion related to church holidays for 2024.

The previous motion read: *"That the church office holidays for '23-'24 be approved as presented, with the addition of 12/26 and 12/27."*

A motion was made to record the following correction here as well as a notation in the August minutes.

Motion: *"That the church office holidays for 2024 be approved as presented, with the addition of 12/26 and 12/27."*

Tim R / Brock H 2nd

Action: Approved by voice vote

Sabbatical Policy:

Tim Ryan presented a revision to the Sabbatical policy related to changing the eligibility to be 7 years from the first day of the previous sabbatical rather than the last day. This revision was affirmed by the board, however questions were also raised concerning taxable vs. non-taxable reimbursements. The discussion and vote was tabled until December pending answers to the questions raised.

Employee Handbook:

A final draft of the employee handbook was presented to the board for review. A number of edits were suggested. The human resources team will make the edits to re-submit to the board for approval in December.

Church Life Assessment Results Review:

The board finished reviewing the results and recommendations from NL Moore. Staff will also be reviewing and responding to the results and recommendations over the next few weeks. Trent and Tim will then compile all feedback to propose any next steps, changes or action for the board to consider.



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Closing Prayer: Tim Jones

Adjourned: 9:26 PM

Respectfully Submitted:
Nate Shuff, Secretary