



West Shore Evangelical Free Church
Elder Board Meeting Minutes
September 10, 2024
7:00 PM

Attending: Dave Balinski, Ned Davis, Brock Heller, Matt Krise, David Mills, John Nesbitt, Rob Pepper, Tim Ryan, Trent Thompson, Tim Jones, Wendell Witter

Absent: Dave Baechtle

Guests for ChurchOS Installation Review: Ken Thompson, Ryan Randolph, Alicia Ewer

Call to Order: 7:10 pm

Prayer: Rob Pepper

Approval of Minutes:

Motion: *That the regular minutes of the 08/13/24 Elder Board Meeting be approved as proposed.*

Brock Heller / Tim Jones 2nd

Action: **Approved by voice vote**

Board Advisory Team Reports:

Finance Advisory Team (Dave Mills)

- Did not meet

Facilities Advisory Team (Dave Balinski)

- Did not meet

Human Resources Advisory Team (Tim Ryan)

- Met on August 29th
- Generated ideas for filling open positions
- Possibility of splitting a full-time HR person with another local EFC church
- Upcoming Priorities
 - Input for ministerial search guidelines
 - Development of ministerial staff licensing policy
 - Compensation and benefit comparison (post hiring HR manager)

Security Team (Ned Davis)

- Nothing new to note



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Human Resources: (Tim Ryan)

New Hires:

- Brandon Holder, Custodian
- Avery Swartz, Communications Intern
- Kelsey Waardenburg, Missions Intern

Departures:

- Alecia Ewer, Women's Ministry Coordinator
- Sam Edwards, Student Ministry Intern (internship ended 8/31/2024)

Operations:

Report on initial ChurchOS 2-Day Installation

- Ken, Alicia, and Ryan presented a review of the major components of ChurchOS

2023-24 Surplus Considerations

- Reviewed proposed recommendations prepared by Tim Ryan and Greg Lindemuth for the \$62,000 surplus

Motion: *Pay staff a 1% bonus out of the current unspent personnel budget*

John Nesbitt / Dave Balinski 2nd

Action: **Approved by voice vote (Tim Ryan & Trent Thompson abstained)**

Motion: Approve budget surplus allocations with revisions to the proposed recommendations.

John Nesbitt / Brock Heller 2nd

Action: **Approved by voice vote**

Position Paper Women, Men, & Gospel Ministry

- Discussion on Wedding and Funeral Officiating (since the current paper does not address these functions)
- Reviewed proposed changes to WMGM paper and Wedding Officiant policy
- Board will prayerfully review options before the October elder meeting

Closing Prayer: John Nesbitt

Adjourned: 10:00 PM

Respectfully Submitted: Wendell Witter, Secretary