



**West Shore Evangelical Free Church**  
**Elder Board Meeting Minutes**  
**June 10, 2025**  
**6:00 PM**

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

**Guests in Attendance:** Greg Lindemuth, Ty Miller, & Andrew Caudill

**Call to Order:** 6:08 PM

**Prayer:** Brock Heller

**Approval of Minutes:**

**Motion:** *That the regular minutes of the 5/6/25 Elder Board Meeting be approved as proposed.*

*Tim Ryan / Brock Heller 2<sup>nd</sup>*

**Action:** **Approved by voice vote**

**Motion:** *That the addendum of the 5/6/25 Elder Board Meeting be approved as proposed.*

*Tim Jones / Dave Balinski 2<sup>nd</sup>*

**Action:** **Approved by voice vote**

**Motion:** *That the minutes of the 6/8/25 Congregational Meeting be approved as proposed.*

*Brock Heller / Tim Ryan 2<sup>nd</sup>*

**Action:** **Approved by voice vote**

**Board Advisory Team Reports:**

**Finance Advisory Team** (Dave Mills, Greg Lindemuth, & Matt Krise)

- Greg and Matt provided an update on mortgage refinancing options including a new offer provided by Link Bank
- Board discussed ways to provide support to the church finance team in the midst of a transition to Link Bank (including other church banking functions)

**Motion:** To refinance the church mortgage with Link Bank based on the terms as presented and understood

*John Nesbitt / Dave Mills 2<sup>nd</sup>*

**Action:** **Approved by voice vote**



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- Tim Ryan provided a brief summary of the visit by the consultant from Generis and we will be provided a summary report from Generis in the near future

**Facilities Advisory Team** (Dave Balinski)

- Provided update on upgrades and reviewed architect's concept board

**Human Resources Advisory Team** (Tim Ryan)

- Tim Ryan brought information and questions from the team for input from the board (as noted below in the Operations section)

**Security Team** (Ned Davis)

- Ned Davis provided a proposed advisory team of:
  - Greg Lindemuth, Co-chair (ex officio)
  - Ned Davis, Co-chair, (ex officio)
  - Pete Cervi
  - Troy McNair
  - Dan Womer
  - Katie Dingeldein (pending completion of the application process)

**Motion:** To appoint the Safety and Security Advisory Team slate as presented

*Ned Davis / Tim Ryan 2<sup>nd</sup>*

**Action:** **Approved by voice vote**

**Human Resources:** (Tim Ryan)

**New Hires:**

- Tim Smith, Disabilities Ministry Director- 5/16/2025
- Jonathan Gerber, Custodian- Previous custodian filling in temporarily while we are in the hiring process of a regular, part-time custodian.
- Becky Schreiber, Community Engagement Coordinator- 6/24/2025

**Departures:**

- Joyce Godwin, Custodian- 5/31/2025
- Leah McMaster, Worship Ministry Coordinator- 6/6/2025
- Kristen Barnett, Accounting Assistant (Electronic)- 6/6/2025 (Will help out once a week while we search for her replacement)
- Scott Fickes, Accounting Assistant- Scott will be retiring in the next couple months



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**Operations:**

**ChurchOS - Thinking Wavelengths Exercise**

- Elders participated in the ChurchOS Thinking Wavelengths exercise to better understand how each other think and approach problems and opportunities.

**ChurchOS Update from Tim Ryan**

- Reviewed update document provided by Tim Ryan covering first year of working with ChurchOS and VIP updates

**Guidance Documents and Questionnaires – Revisions/Updates**

- Elders provided feedback on the following documents:
  - WSFC Min Staff Search Process Info & Guidelines REVISED May 2025.docx
    - Board provided affirmation of the proposed revisions
  - Elder Questionnaire and Ministerial Staff Questionnaire
    - Board provided feedback on revisions to elder and ministerial staff questionnaires
  - WSFC Compensation Philosophy Purpose & Strategies.docx
    - Board provided feedback on factors to consider in an organizational compensation audit
    - Board expressed desire to try to at least meet regional compensation levels and consider slightly leading averages

**Closing Prayer:** Ned Davis

**Adjourned:** 10:02 PM

Respectfully Submitted: Wendell Witter, Secretary