



West Shore Evangelical Free Church
Elder Board Meeting Minutes
November 11, 2025
6:00 PM

Attending: Dave Baechtle, Andrew Caudill, Ned Davis, Brock Heller, Matt Krise, Ty Miller, John Nesbitt, Tim Ryan, Wendell Witter

Not in Attendance: Trent Thompson, David Mills

Call to Order: 6:15 PM

Prayer: Dave Baechtle

Approval of Minutes:

Motion: *That the regular minutes and confidential addendum of the 10/7/25 Elder Board Meeting be approved as proposed.*

Ned Davis / Tim Ryan 2nd

Action: **Approved by voice vote**

Membership Interviews:

Lyall Lehman

Motion: That the above candidate be approved for membership.

John Nesbitt / Matt Krise 2nd

Action: **Approved by voice vote**

Michelle Lehman

Motion: That the above candidate be approved for membership.

John Nesbitt / Brock Heller 2nd

Action: **Approved by voice vote**

Jay Bollinger

Motion: That the above candidate be approved for membership.

John Nesbitt / Matt Krise 2nd

Action: **Approved by voice vote**

Kerri Bollinger

Motion: That the above candidate be approved for membership.

John Nesbitt / Ned Davis 2nd

Action: **Approved by voice vote**



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Logan Ledebohm

Motion: That the above candidate be approved for membership.
Andrew Caudill / Wendell Witter 2nd

Action: **Approved by voice vote**

Regan Ledebohm

Motion: That the above candidate be approved for membership.
Andrew Caudill / Brock Heller 2nd

Action: **Approved by voice vote**

Patrick Lysaght

Motion: That the above candidate be approved for membership.
Andrew Caudill / Matt Krise 2nd

Action: **Approved by voice vote**

Katherine Lysaght

Motion: That the above candidate be approved for membership.
Andrew Caudill / Brock Heller 2nd

Action: **Approved by voice vote**

Jeb Buehler

Motion: That the above candidate be approved for membership.
Brock Heller / Matt Krise 2nd

Action: **Approved by voice vote**

Lauren Buehler

Motion: That the above candidate be approved for membership.
Brock Heller / Dave Baechtle 2nd

Action: **Approved by voice vote**

Thomas Kapp

Motion: That the above candidate be approved for membership.
Matt Krise / Tim Ryan 2nd

Action: **Approved by voice vote**



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Wesley Bookamer

Motion: That the above candidate be approved for membership.
Matt Krise / Andrew Caudill 2nd

Action: **Approved by voice vote**

Louise Bookamer

Motion: That the above candidate be approved for membership.
Matt Krise / Brock Heller 2nd

Action: **Approved by voice vote**

David DeCamilla

Motion: That the above candidate be approved for membership.
Matt Krise / Dave Baechtle 2nd

Action: **Approved by voice vote**

Carrie DeCamilla

Motion: That the above candidate be approved for membership.
Matt Krise / Ty Miller 2nd

Action: **Approved by voice vote**

Board Advisory Team Reports:

Finance Advisory Team (Dave Mills)

- No updates (Dave Mills absent)

Facilities Advisory Team (Ty Miller)

- Downstairs project is 95% complete

Human Resources Advisory Team (Tim Ryan)

- Looking at compensation review later in the meeting
- Personnel reviews and development is the next thing for the board to address
 - Tim recommends to have this be a VIP through ChurchOS (proposes launch in 2026 and finish by end of summer to be implemented in the fall 2026)

Security Team (Ned Davis)

- Had advisory team meeting on 10/21/25
- 2 people rolled off and no new people joined the team



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Human Resources: (Tim Ryan)

New Hires:

- Zach Daron, Grounds & Maintenance Technician, Start Date 10/20
- Jessie (Fisher) Walker, Worship & Hospitality Administrative Coordinator, Start Date 11/3 (Formerly in Children's Ministry Volunteer Coordinator role)
- Anna Goss, Children's Ministry Special Needs Coordinator, Start Date 11/9

Departures:

- Amy Shea, Resource Coordinator, Last Day 10/30
- Michael Miller, Seasonal Groundskeeper, Last Day 10/31

Open Positions:

- Children's Ministry Volunteer Coordinator
- Resource Coordinator

Operations:

Update from EFCA East Conference (Oct 21-22)

- Several elders commented on the value they experienced through attending the conference (Dave Baechtle specifically drew attention to the elder breakout track)

Funding Reallocation

- The board previously allocated \$10,000 for the 50th Anniversary
- Recommendation to reallocate the unspent balance to ChurchOS initiatives (BLESS VIP team would like to order books for the congregation launch)

Motion: That the remaining monies unspent from the \$10,000 allocated for the 50th Anniversary be reallocated to ChurchOS initiatives
Tim Ryan / Dave Baechtle 2nd

Action: **Approved by voice vote**

Elder Nomination Update

- Reviewed the prioritized list submitted by the nominating committee and selected initial candidates to contact

Next steps for the Discipleship Pastor role



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- Tim presented a potential model for reorganization that would shift the scope of this role
- Reviewed the following position descriptions:
 - “LifeGroup Pastor/Director”
 - “Adult Discipleship Pastor/Director”
- The board affirmed the need to shift toward a more layered organizational chart model as the church and staff team continues to grow

Closing Prayer: Dave Baechtle

Adjourned: 10:06 PM

Respectfully Submitted: Wendell Witter, Secretary