



West Shore Evangelical Free Church
Elder Board Meeting Minutes
December 2, 2025
6:00 PM

Attending: Andrew Caudill, Ned Davis, Brock Heller, Matt Krise, Ty Miller, David Mills, John Nesbitt, Tim Ryan, Trent Thompson, Wendell Witter

Not in Attendance: Dave Baechtle

Call to Order: 6:06 PM

Prayer: Dave Mills

Approval of Minutes:

Motion: *That the regular minutes and confidential addendum of the 11/11/25 Elder Board Meeting be approved as proposed.*
Brock Heller / Ty Miller 2nd

Action: **Approved by voice vote**

Membership Interviews:

Bud Hostler

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

Action: **Approved by voice vote**

Heather Hostler

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

Action: **Approved by voice vote**

Board Advisory Team Reports:

Finance Advisory Team (Dave Mills)

- \$240k ahead of last year's giving
- Currently have \$62k given for Wycliffe translation project

Facilities Advisory Team (Ty Miller)

- Met on 11/12/25
- Reviewed document outlining the use of our facility



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Human Resources Advisory Team (Tim Ryan)

- No new updates

Security Team (Ned Davis)

- No new updates

Human Resources: (Tim Ryan)

New Hires:

- None

Departures:

- Terry Allison (Children's Ministry Pastor), last day 12/31/2025
- Lisa Gregory (Library Coordinator), last day 12/31/2025

Operations:

ChurchOS 1st Quarter Metrics

- Reviewed ChurchOS 1st Quarter Metrics

Staff Potluck Lunches

- Elders invited to join monthly Staff Potluck Lunches starting in January

Elder Nominations

- Matt and Brock gave updates on the people that we have contacted thus far

Discipleship Pastor/Director Update

- Provided a brief update on conversations with individuals under consideration
- Reviewed Adult Discipleship Director/Pastor position description
- Trent will send more information to the elder board regarding the implications of the Men, Women, and Gospel Ministry position paper on the titling of the position as Director / Pastor or as Pastor only

2026 Housing Allowances

- Reviewed proposed housing allowances for WSFC ministers of the gospel

Motion: To approve the proposed housing allowances
Ned Davis / John Nesbitt 2nd

Action: **Approved by voice vote**



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EFCA "Fair Share" Contributions

- Tim requested that the board set a target percentage that WSFC would contribute to the EFCA district
- Our current contribution level is \$20,400 (District) + \$2040 (National) = \$22,440 Total (0.4% of our \$6M church budget)
- We have not increased our support in proportion to our own annual budget increases
- Sister EFCA churches in our area all give above 1% of their annual budgets (with some as high as 3%)

Motion: To set a target of 1% annual budget to be given to the District EFCA and a target of 0.1% to the National EFCA. Our goal would be to move towards these targets over a prudent timeframe.

Andrew Caudill/ Ned Davis 2nd

Action: **Approved by voice vote**

Employee Compensation Audit

- Board began to review some general approaches to addressing gaps highlighted by the compensation audit

Closing Prayer: Ned Davis

Adjourned: 10:06 PM

Respectfully Submitted: Wendell Witter, Secretary