



West Shore Evangelical Free Church
Elder Board Meeting Minutes
February 3, 2026
6:00 PM

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

Not in Attendance: Wendell Witter

Call to Order: 6:20 PM

Prayer: Dave Baechtle

Approval of Minutes:

Motion: That the regular minutes and confidential addendum of the 1/6/26 Elder Board Meeting, the 1/17/26 Elder Board Meeting minutes addendum, and the 2/2/26 congregational meeting minutes be approved as proposed
Trent Thompson / Andrew Caudill 2nd

Action: **Approved by voice vote**

Board Advisory Team Reports:

Finance Advisory Team (Dave Mills)

- No update

Facilities Advisory Team (Ty Miller)

- No update

Human Resources Advisory Team (Tim Ryan)

- No update

Security Team (Ned Davis)

- Gave update on possible update of bollard installation.
 - To provide a sense of scale for the project: \$70,000 to do main entrance; Lower amounts for other entrances



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Human Resources: (Tim Ryan)

New Hires:

- None

Departures:

- Isaac Feister- Custodian

Open Positions:

- Library Coordinator (10 hours/week)
- Custodian (16 hours/week)
- Adult Discipleship Pastor (full-time)

Operations:

Elder Nomination Process

- Matt and Brock gave an update of latest invites to join the board

Employee Compensation Audit

- Dave Baechtler presented a proposal for guidance to church HR staff on implementing the results of the audit

Generis Report

- Discussed 3 options to implement the Report findings
 - Seek to implement Generis' initial recommendations ourselves or pay for Generis to assist with implementation
 - Elder board desires to implement the recommendations ourselves via a VIP/Church OS project

Shepherding

- Discussed Pastor Terry's advancement toward restoration
- Dave Baechtler to send communication to the church body with update

Ministerial Searches

- Ministerial searches for Adult Discipleship and Worship
 - Search team members have been selected for Adult Discipleship
 - Consultant to start in early March
 - Worship search team has been selected
 - George's last day is March 1st



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Informational Items

- Second quarter ChurchOS metric report
- Feb 18 Baptism services
- Feb 14 Shepherding meeting
- Feb 17 Staff Potluck Lunch. Elders invited.

Closing Prayer: Matt Krise

Adjourned: 8:40PM

Respectfully Submitted: Dave Mills (in place of Wendell Witter, Secretary)