



West Shore Evangelical Free Church
Elder Board Meeting Minutes
March 3, 2026
7:00 PM

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

Not in Attendance: Brock Heller

Call to Order: 7:02 PM

Prayer: John Nesbitt

Approval of Minutes:

Motion: That the regular minutes of the 2/3/26 Elder Board Meeting be approved as proposed

John Nesbitt / Tim Ryan 2nd

Action: **Approved by voice vote**

Board Advisory Team Reports:

Finance Advisory Team (Dave Mills)

- Giving is flat compared to budget. Expenses as of the end of January were favorable by \$201K due mainly to compensation and our open positions.

Facilities Advisory Team (Ty Miller)

- Roof update/maintenance work has been completed. Plan to meet in April.

Human Resources Advisory Team (Tim Ryan)

- Have not met. Will schedule the next meeting now that the compensation audit discussion has been completed.

Security Team (Ned Davis)

- No update



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Human Resources: (Tim Ryan)

New Hires:

- Will Aberle- Custodian, first day 3/2/2026
- Christine Faro- Library Coordinator, first day 2/16/2026

Departures:

- George Romanacce, Worship Pastor, last day 3/1/2026
- Ania Shepler, Marriage & Men's Ministry/Clearance Coordinator, last day 2/27/2026

Open Positions:

- Worship Director/Pastor
- Adult Discipleship Pastor

Org Chart Changes:

- Note that Ania Shepler's responsibilities are being permanently divided among existing coordinators to increase hours of current employees
- All staff have been informed of the coming changes to the Adult Discipleship team and Next Gen Discipleship team (as of March 3).

Min Staff Search Updates:

- Adult Discipleship Pastor
 - NLM consultants visit March 1-2 to interview staff and lay leaders.
- Worship Director
 - Applications have started coming in and search team will meet soon to begin processing interviews and candidates.

Operations:

Elder Nomination Process

- Matt Krise gave an update on the elder nomination status

LDT Nominations (for September 2026 start)

- Ty will give elders access to nomination form for elders to submit nominees

Missions Director/Pastor Search

- Approve search process for Missions Director/Pastor
- Board would like to move forward with a focused search



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2026-27 Budget Prep

- Reviewed budget, giving, & attendance trends
- Determined a preliminary target for salary increases
- Provided guidance on budget growth percentage

Shepherding Updates

- Pastor Terry
 - Received feedback from Pastor Terry on restoration process

Administration Updates

- Generosity VIP
 - Tim & Trent are forming the VIP team (and making invites to prospective team members) to begin work on the Generis recommendations.
- 26-27 Budget
 - Staff have completed all department input. Tim, Greg & Trent will finalize personnel costs and prep recommendation for the Board in April.

General Info & Reminders

- Mar 14 - Shepherding Meeting at Tim Ryan's
- Mar 17 - Staff Potluck Lunch
- Mar 22 - Child Dedications

Closing Prayer: Dave Baechtle

Adjourned: 9:47PM

Respectfully Submitted: Wendell Witter, Secretary