



West Shore Evangelical Free Church
Elder Board Meeting Minutes
June 2, 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, Wendell Witter

Guests in Attendance: Jeff Hahn

Call to Order: 6:10 PM

Prayer: Dave Baechtle

Approval of Minutes:

Motion: That the regular minutes of the 5/5/26 Elder Board Meeting be approved as proposed and amended
Trent Thompson / Andrew Caudill 2nd

Action: **Approved by voice vote**

Membership Interviews:

Andy and Karen Priego
Will Aberle
John and Teddi Condon

Tyler and Catherine Long
Paul and Samantha Mariano
Jeff and Trisha Niemitz

Motion: That the above candidates be approved for membership.
Various Elders who performed the interviews / Dave Baechtle 2nd

Action: **Approved by email vote on 5/18/2026 (done via email due to need for presenting to members prior to the 6/7/2026 congregational meeting)**

Board Advisory Team Reports:

Finance Advisory Team (Dave Mills)

- Giving YTD 5/24/26 is \$5,405,000 or \$136,000 or 2.5% above Plan. Last year YTD giving was \$4,863,000. So we are \$542,000 ahead of last year or by 11%.
- Expenses through April are lower than budget by \$266,000. Led by personnel costs which are \$220,000 lower than budget due to open positions.
- Current forecasted surplus would be \$402,000.



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Facilities Advisory Team (Ty Miller)

- Regarding the water leaks – we are still evaluating options and a vendor (Aqua Treatment Services) who attends our church (member of the ownership team) has approached us about providing the water softener equipment at cost. We have connected them with our preferred vendor (Martin Water) and they are reviewing the specified equipment and whether ATS can provide comparable equipment.
- Board needs to vote to approve Facilities Usage Philosophy policy (on agenda)

Human Resources Advisory Team (Tim Ryan)

- Greg Lindemuth worked with Nate Demaris for clarification and direction on the items the Board discussed in May. Greg and Molly incorporated their recommendations in edits affirmed by the HR Team for the Board's consideration--and final approval of the Handbook as revised.

Security Team (Ned Davis)

- No update

Human Resources: (Tim Ryan)

New Hires:

- Brianna Helton, Custodian- Start date June 1
- Declan Hsieh, Communications Intern- Start date early June

Departures:

- Joyce Godwin, Custodian- Last day May 31
- Cooper Henseler, Student Min Intern- Last day mid-May
- Chloe Wester, Community Resource Center Coordinator- Last day May 31
- Nate Winters, Marriage & Men's Pastor- Last day June 30

Changes:

- April Forster transitions to part-time at end of June (releasing Student Ministry administrative support); She will continue to support Trent, Tim, Elder Board and Marriage & Men's Ministry
- Hannah Witter transitions to full-time (taking on Student Ministry administrative support)



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Open Positions:

- Adult Discipleship Pastor
- Communications Coordinator
- Community Resource Center Coordinator
- Missions Pastor/Director
- Worship Director/Pastor

Operations

Ministry Staff Transitions

- Nate Winters: Update on current status and discuss path forward. Nate, Tim and April are working on specific interim coverage plans and point persons for each area of Nate's responsibilities. We plan to review the structure of Nate's position after we have hired the Adult Discipleship Pastor.
- Tim Smith: Update on conversation with Tim regarding an opportunity to move into a full-time role as Care & Disabilities Director upon Ken Thompson's retirement in Spring 2027.

WSFC Employee Handbook Revisions

- The board reviewed the revisions proposed by the HR Advisory Team and proposed additional revisions

Motion: To approve the revisions to the Employee Handbook as amended.
Andrew Caudill / Ned Davis 2nd

Action: **Approved by voice vote**

Facilities Usage Philosophy Policy

- The board reviewed the revisions proposed by the Facilities Advisory Team

Motion: To approve the revisions to the Facilities Usage Philosophy Policy as amended.
John Nesbitt / Ned Davis 2nd

Action: **Approved by voice vote**

2027 Church Office Holidays

- The board reviewed the proposed 2027 Church Office Holidays

Motion: To approve the 2027 Church Office Holidays
Andrew Caudill/ Matt Krise 2nd



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Action: **Approved by voice vote**

Update on Generis recommendations and Generosity VIP

- Tim Ryan shared the current plan for implementation, acknowledging that there are limits to what we can currently implement due to staff vacancies. The plan is to be able to fully move forward with the Generosity VIP in the fall.

Closing Prayer: John Nesbitt

Adjourned: 8:10 PM

Respectfully Submitted: Wendell Witter, Secretary