

## Elders Board Minutes – January 9, 2024

**Elders present (Absent):** Bob Hinze, Bobby Merritt, Brad Owens, Brian Salvey, Chuck Tomac, David Lane, Jonathan Payne, Mike Sheets, Steve Schmidt, Tom Hester; Pastor Kevin, Pastor John

### A. Regular Business Items

- Approve minutes for last month Approved through email and posted
- Directors Board Elder Representatives: Report (David, Bob): The board was provided a draft of the Directors Board minutes. David and Bob responded to questions from the elders.

### B. Information or Consent Agenda Items:

#### • Information

##### • Status Reports:

##### • November Action Steps

- Quarterly Livestream Attendance Report - October-December

- **Requests to stand in worship:** Always add, “As you are able.” Pastor will communicate this to other volunteers, e.g., scripture readers..

There was discussion about communicating this early in the service rather than repeating it.

- **Elder Flock Contact - Quarterly Report:**

Year	Quarter	# Family Units	# Family Units Contacted	% Contacted	% Range Contacted	% 2-way contacts	% Range 2-way
2022-2023	Year-Ave	159	154	97%	76%-100%	83%	31%-100%
2023	Oct.-Dec.	150	149	99%	94%-100%	87%	65%-100%

- **Growth Session**, Jan. 30: Flock Contact Status - Follow up > Growth and Obstacles, ways to encourage members to reach out (All in attendance - In-person or Zoom)

- **Link to EOD Responsibilities**

- **Sermon Series & Preaching Calendar** (Ongoing information item)

- **Pastor Absences** - Need: Coverage for Lent mid-week, Feb. 21

- **Pastoral Call** - Pastor Kevin shared confidentially that they will be declining the call. He will announce it to the congregation on Sunday. Elders expressed relief and joy upon hearing this.

- **Pastor of Family Ministries - Quarterly Report:**

Pastor John reviewed the following items and responded to any questions.

1. Preschool Leadership Team – This team is functioning well, and we have already achieved many of our goals we set for this year. Enrollment is up, parents are engaged on our team, and my supervision of Alyxis has been going very well. You may have noticed she has been more involved in worship too. This spring we hope to have the kids sing in worship.
2. Trinity Lutheran Oregon City – This month I will begin serving monthly at Trinity. This partnership is designed to help them retain pastoral leadership while they begin their call process. The schedule has been made for the entire year and we await the final agreement to be signed before sharing it with the congregation.
3. Sunday School numbers have gone back to normal. The higher attendance we had seen in the fall decreased in the winter particularly with youth age group often falling to 1-3 students. We will seek to train 1-2 new teachers for the children’s age group because we have less consistency with our current teachers. I have taught that group 5 times since the fall and it has been a joy. My most recent class 12/17 had 14 students from K – 5<sup>th</sup> grade plus 5 students in the pre-k group.
4. We are hosting a parenting seminar on 2/10 which should allow us to connect with some preschool parents.
5. I am leading a group to attend the Best Practices Conference in Phoenix AZ from 2/22-2/24. Kath Ikola, Alyxis Demilio, Mike Sheets, and I will plan to bring back a report to share with congregational leadership

### Prayer Time

## C. Discussion/Action Items:

### 1. December Topic: Lead Pastor's mid-year review of staff performance

Pastor Kevin provided an overview of staff performance as a mid-year check in.

### 2. January Topic: Assessment of congregation's active ministry plan (Mid-year check-up)

#### [Mid-Year Status Files](#)

Every Ministry had completed a mid-year status of the priorities/goals for its ministry plan. The purpose of these reports is for each ministry to assess how it is doing and make adjustments as necessary to meet the majority of its goals by August, the end ministry plan cycle. The board was provided these status reports in an online format. Each elder provided a brief overview of the report for his assigned ministry. **On the average, across the ministries, status of priorities were: 46% On track, 41% Partially on track, and 13% Not on track**

### 3. January Topic: Review of membership status (flock members identified by assigned elder)

The board reviewed membership for six family units who were currently listed as "Drifted," with a recommendation from each elder as to changing that classification to Regular Worshipper or Not Active; the board approved the recommendation to keep them all as Drifted. One family unit was changed to Homebound. Another family has moved out of state and are worshipping at a church there; a change of membership status is pending.

**EB Decision: All recommendations approved**

### 4. Christmas Season Review

Pastor Kevin facilitated a review of the church services for Christmas and New Years. Overall, the times of services and the structure were successful.

Thoughts on each:

- Lessons & Carols: Positive comments received; 9am attendance was 150
- 4pm Christmas Eve Service: Successful; was the highest attendance yet. Also, it got dark in time
- New Year's Eve Service: Remembering those who passed on during the year was a first; Next year, it could be more intentional with a name tag on each rose. The names of some who had been submitted were missed, per Brad and Mike; it was uncertain if there were others.

### 5. Alternative worship service

Pastor shared the idea of a secondary service for those who find it difficult to attend the Sunday morning service. This was just a "teaser" without time to process; it will be addressed in a future meeting. Submit questions through email.

**EB Decision: Continue to examine this possibility.**

### 6. Item moved from Consent - Internship Proposal

Pastor Kevin proposed providing an internship at BSLC for a student who is studying for his Master of Divinity at Multnomah Bible College. His end goal is to go through the colloquy program and become an LCMS Pastor. The internship would be for one term, this year, and would include opportunities to preach/teach and/or run meetings. Elders raised some questions, including the load on Pastor Kevin, who is comfortable with that responsibility. There was support for developing pastors in this manner and for this action as a good discipleship opportunity.

**EB Decision: Full support**

**Next Monthly Topic:** Elder sharing > Contact with staff assigned to their flock: How is everything going for the staff member? (Transparency on any supervision issues)

**Possible Additional:** On-line Ministry Task Force; Benevolence Fund revised guidelines/procedures (December); Review storage of hymnals, EB decision, July 2021 (December); (also see Pending Topics, below.); Elders Ministry Plan Priorities Not on Track

**Growth Session Topics (Jan. 30):** Flock Contact Status - Follow up > Growth and Obstacles (All in attendance - In-person or Zoom)