

Elders Board Minutes – February 11, 2020

Elders present (Absent): Bob Hinze, Bobby Merritt, Brad Owens, Chuck Tomac, Gary Watkins, John Rondema, Hugh Bennett, Lee Lugibihl, Mike Sheets, Rolf Christensen; Pastor Mark

Growth Session: Pastor Mark led the growth session, focusing on chapters three to five of The Reluctant Witness, with each elder sharing something from his reading. This led to the topic of Evangelism Leadership Planning.

A. Regular Business Items

- Approve minutes for last month: Approved via email
- Directors Board Elder Representatives: Representative shared briefly on a few items: One of the furnaces needs replacing – Trustees working on it. Examining active shooter protocols. Financial reports – has been a few months without due to CPA firm that took over this area not following through.

B. Information or Consent Agenda Items:

- **Approved by Consent:** All membership change recommendations by elders
- **Information:**
 - Summary, Ministry Plan, Mid-year Assessment of Progress (see pg. 2); Report online and printed
 - Pastor Hoelter will preach on February 23 in Pastor Mark's absence from February 17-24.

Prayer Time

C. Discussion/Action Items:

1. Monthly Topic - Mid-year staff performance check-up

Pastor Mark shared his plan for working with staff on transitioning, prior to his departure. He will conduct reviews in April so they are completed for this BSLC fiscal year (usually done in June). Questions arose regarding coverage while Arlen is out for medical treatment.

2. Evangelism Leadership Planning

Pastor Mark shared his plan for Sunday Adult class, 5 Sundays in March and first Sunday in April. Details added to the elders planning/implementation document. (See pg. 4)

3. Membership Changes

The board reviewed it prior agreements on membership changes, adopting those as well as new recommendations (see p. 2)

4. Marriage Policy, BSLC Statement on Marriage, Gender, and Sexuality

- Adopted unanimously - BSLC Marriage Policy (see pg. 3) This document will be turned over to the Directors Board for formatting as a policy
- There was strong support as written for the Statement on Marriage, Gender, and Sexuality. There was a suggestion to add language about this type of sin not being greater than any other. Lee will write a draft for consideration next month.

5. Worship Committee Proposal

The worship Committee proposed that the board consider bringing a proposal to the congregation to remove the hymnals from the pews. This would make room for new pew Bibles; the hymnals have not been used for years, with one or two exceptions. There was much discussion on this issue and plenty of emotion underlying it. Some discussion included that there is so much doctrine and theology in the hymns, that they should be utilized, even by worship teams on occasion. If approved by elders, intent would be to take it to the congregation for a vote. This topic will be tabled until a further date.

Next Monthly Topic: Annual Elder Election Process – Nominations

Other Topics: BSLC Statement on Marriage, Gender, and Sexuality

SUMMARY: Ministry Plan, Mid-year Assessment of Progress
(Quantitative not Qualitative)

Ministry	Elder	# Priorities	# w/ Progress	% with Progress	Comments
COMMUNITY	Lee	3	3	100%	
DISCIPLESHIP	Lee	2	2	100%	
ELDERS	All Elders	4	4	100%	Did not count priority subject to new pastor
FAMILY & CHILDREN	Chuck	6	4	67%	
HOSPITALITY & FELLOWSHIP	Bobby	7	5	71%	
MEN	Mike	6	4	67%	
MISSIONS	Bob	8	6	75%	
SAINTS ALIVE	Rolf	5	3	60%	
SHEPHERDING & CONGREGATIONAL CARE	Brad	6	2	33%	
SMALL GROUPS	Chuck	4	4	100%	
WOMEN	Brad	4	1	25%	
WORSHIP	Mike	3	3	100%	Did not count priority subject to DYM
YOUTH	Gary	6	1	17%	With no DYM
ALL MINISTRIES	N/A			70%	With no DYM
ALL MINISTRIES except YOUTH	N/A			75%	Not counting Youth (No DYM)

Membership Changes - Agreements:

- The current elder can make a recommendation for a change in membership status.
- A change in status requires agreement of the board (unless specifically requested by the member).
- If we change from COV:Regular Attender to COV:Drifted:
 - This is an internal change.
 - "Drifted" is intended to be a six-month holding place.
 - No notification to the member about the change is shared or sent.
 - The member continues to be in CCB, receiving congregational communication.
 - The elder continues shepherding contact with encouragement to reconnect and to get any clarification as needed; the goal is restoration.
 - Status is revisited in 6 months, with elder input.
- If we decide to change from COV:Regular Attender to Former COV:
 - A letter first goes to the member stating intended change
 - The member can accept the change (no response needed)
OR... Request no change be made
- No one would be changed to "Former COV" if they are still contributing in some manner (financially or other participation); they should be COV: Drifted
- If the member is away at college, we do not change status; we continue to make contact, providing shepherding.
OR the status could be changed to COV: Temp away; either way we continue shepherding contact.

Guiding agreement: We want to respond with love and grace, not with haste, judgement or legalism.

BSLC Marriage Policy **Adopted by Elders Board, 2/11/20**

The marriage policy of Beautiful Savior Lutheran Church, a member congregation of The Lutheran Church—Missouri Synod, is and always has been consistent with the Synod's beliefs on marriage. We believe that marriage is a sacred union of one biological man and one biological woman i.e. their gender as identified at birth (Gen. 2:24-25, Matt 19:4-6, Eph. 5:33), and that God gave marriage as a picture of the relationship between Christ and His bride the Church (Eph. 5:32). The official position of The Lutheran Church—Missouri Synod, as set forth in 1998 Res. 3-21 ("To Affirm the Sanctity of Marriage and to Reject Same-Sex Unions"), is that homosexual unions come under categorical prohibition in the Old and New Testaments (Lev. 18:22, 24; 20:13; 1 Cor. 6:9-10; 1 Tim. 1:9-10) as contrary to the Creator's design (Rom. 1:26-27). These positions and beliefs can be found on the LCMS website, along with other statements, papers and reports on the subject of homosexuality and same-sex civil unions and "marriage." Our pastors and staff will not participate in any official capacity in any marriage ceremony inconsistent with these beliefs, and our church property may not be used for any marriage ceremony, reception or other activity that would be inconsistent with our beliefs and this policy.

In addition, the following are our policies regarding the wedding itself:

- Because the Bible counsels us to act with care and all due consideration in matters of this kind, cautioning us that "It is a trap to dedicate something rashly and only later to consider one's vows" (Proverbs 20:25), we request that a minimum of two months advance notice be given to the pastor or staff person who will be officiating, as well as to the church's facilities manager [Patti], and even more if possible since reservations are taken on a first-come-first-serve basis.
- Because the Bible directs us that "all things should be done decently and in order" (1 Corinthians 14:40), each couple will have gone through a pre-marital counseling course prior to their wedding, regardless of prior marital status, whether with the pastor or through another program that meets his approval.
- Because a church wedding ceremony is first and foremost a worship service, and the Bible tells us that the activity of worship is a sacred task, saying "let us be thankful, and so worship God acceptably with reverence and awe" (Hebrews 12:28), all the elements of the service (music, guest speakers, etc.) are subject to the pastor's prior approval.
- Because the Bible warns us to "not be yoked together with unbelievers" (2 Corinthians 6:14), BSLC pastors and staff will only officiate marriages in which both the bride and groom are professing Christians.

**Elders Board
Evangelism Leadership Planning**

At the November Elders Board meeting, the board unanimously approved that the Elders Board would become the BSLC Evangelism Leadership Group, accepting that responsibility as one of the board’s key roles.

Task/Actions to implement this leadership role	Person responsible (Who)	When	Other Info/Status
Elders read <u>The Reluctant Witness</u> , by Don Everts	All Elders	Begin, January	John to get books - Completed
Utilize <u>The Reluctant Witness</u> for Elder Growth Sessions	Pastor Mark, Elders	Begin, January Continued, February	Discussed > p.60, discussed in January; Finished book and discussed in February
Pastor Mark to preach on evangelism/ witnessing (Elders Board request)	Pastor Mark	Between February	“Prime the pump” with the congregation
Sunday morning Bible class on witnessing	Pastor Mark	March – April (1 st Sunday)	Utilizing , LHM “Spiritual Conversation Workshops” videos

Discussion on topic:

Three-prong approach: Sermons, Bible Class, Book – Study Guide

Overall: Elders Disciple their flocks

Accountability is important – as in EE, ELIC > Report back as to what God is doing

When we plan, incorporate “congregational voice”, in the planning itself.

Need to plan how we will measure

Brainstorm implementation strategies/steps:

- Enfolding – have to plan this for those who come
- One month after class (May EB reporting) – report back from each elder – What done to implement this?
- Identify study for small groups
- Do role playing of sharing faith, “Reluctant witness training”
- Integrate Stephen Ministry for more visibility and activity