

## Elders Board Minutes – February 13, 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 Report (EB Reps, David, Bob): A draft of the February Minutes for Directors Board were provided. There were no immediate questions from the board, so David and Bob provided a few quick highlights.

### B. Information or Consent Agenda Items:

- Approved by Consent:
  - **Membership Changes**  
One family unit from COV: Temp Away to NA: Former COV; one family unit from COV: Regular Worshipper to NA: Former COV; one family unit from COV: Drifted to NA: Former COV  
New Members: From Discovery Class just completed: Four family units (six adults, three children) as COV: Regular Worshipers (*Goal: welcome them in March.*)
  - **Endorse Campus-wide Small Group Studies:** April - "Learn the Gospel"; Fall - "Share the Gospel"  
(*Sponsored by the Discipleship Leadership Team*)
- **Information:**
  - **Status Reports:**
    - **November Action Steps:** All were listed with completion status
  - **Shepherding Contacts** - We are halfway through this quarter. We should all have made two-way contacts with at least half of our flock by this time.
  - **Lent Wednesday Dinners:** 5:45pm start time; transitioning from the Fellowship Hall to the Worship Center for a 6:30pm service for 2 reasons: Perspectives is meeting at 6:30pm in the Fellowship Hall, Worship Center will serve MUCH better for our Lent plan
  - **March Growth Session** - Canceled (Spring Break week)
  - **Sermon Series & Preaching Calendar** - *Vicar Zac Kreitler to preach on 2/25*
  - **Pastor Absences** - *PK - expected to be out 2/19-2/25 (Baby #3) | PJ - out 2/22-2/24 (Best Practices Conference)*

### Prayer Time

### C. Discussion/Action Items:

#### 1. February Topic: Elder sharing > Contact with staff assigned to their flock: How is everything going for the staff member? (Transparency on any supervision issues)

The elders assigned to staff members (in their flock) each shared what they learned in their one-one sessions with those staff members: Mike with Pastor Kevin, Brian with Pastor John, Chuck with Alyxis Demilio, and Brad with Kathy Ikola. This included what is going well in their roles, any areas of concern, and their relationship with their supervisor. Both pastors stepped out for elder sharing so there could be total transparency if there were any concerns about them in their supervisory roles. After the sharing of about 35 minutes, the pastors rejoined the Elders Board. Those who shared, then provided a brief summary to the pastors. The pastors shared a few comments/thoughts on this subject.

#### 2. Alternative worship service

January: Pastor shared the idea of a secondary service for those who find it difficult to attend the Sunday morning service. Elder agreed to examine this possibility at future meetings.

Pastor Kevin gave an overview of the intent - to connect with those for whom the Sunday morning service is not working well. The intent would be that the service would include the components of the service, but as a less traditional one with more two-way participation during the service. It would be a shorter service, would incorporate volunteers as they would be available, but it would be much simpler than our current service. It might include a simple dinner, hosted by a family or two. In the discussion that followed, Elders raised several questions and shared several comments.

**EB Decision:** Unanimous support for continuing to develop this idea

### 3. Review storage of hymnals, EB decision, July 2021

**July 2021 Decision:** When pews are restocked with resources, fill the holders with the new Bibles that have been purchased (with donations from the congregation) for that purpose. Restock a few dozen of the hymnals at the Connect Center, having them out and available for those who want to use them when we are singing a hymn, with the original lyrics and arrangement.

**2024 Status & Proposal:** Since the 2021 decision, none of the TLH hymnals have been used; those selecting hymns have nearly exclusively chosen from *The Celebration Hymnal* (CH) and *Lutheran Service Book* (LSB), which both include similar hymns to *The Lutheran Hymnal* (TLH), but sometimes with more updated lyrics and slightly different arrangements.

It is recommended that the number of hymnals retained be reduced even further (maybe keep a handful of them) and that they be moved from the Connect Center to Fellowship D, the Library, the Usher Closet, or the Music Room. Further discussion could be had as to whether even a handful of them need to be kept, since, as was noted above, they have not been used since the previous decision was made in 2021.

Pastor Kevin shared the background as shown above; there was brief discussion.

**EB Decision:** Unanimous approval to retain 5 copies in the library, donating the rest.

### 4. EB Ministry Plan, Mid-year Status - Develop priorities that are not on track

- **Priority/Goal (in brief): Identify/mentor future leaders (e.g. elder, director, small group leader, usher, greeter)**

Elders, at the next meeting of their assigned ministry team, will request discussion of how they might develop future leaders/volunteers for their area of ministry and report back at the next EB meeting.

- **Priority/Goal: Explore and research the addition of a social media/communications position/pastor**

It was agreed that financially we are not ready for this yet; put this priority on hold until the financial situation would support it (or utilize another structure for meeting this need, such as contracting it out).

### 4. Impromptu Items:

- Complaint: Someone was asked to move by someone because they were sitting in “their pew” or at “their table” in the Fellowship Hall. Rather than us “handling it” by going to the person for them, we should ask if we can go with them to talk with the person who asked them to move. Bobby will identify both parties and the elders of those members and will support a face-to-face discussion between both parties.
- Needed: Help from elders for March 6 or March 20 Wednesday meal prep. Elders agreed to do March 6.

**Next Monthly Topic:** Annual Elder Election Process Begins – Nominations; review timelines and roles