

Elders Board Minutes – November 14, 2023

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 via email and posted
- Directors Board Elder Representatives: Report (David, Bob): David and Bob responded to any questions from the elders regarding the draft Directors Board minutes.

B. Information or Consent Agenda Items:

- Approved by Consent:
 - Welcome into membership: Three family units
Unanimously approved.
- Information
 - **Elder Flock Contacts:** This is the halfway mark for this quarter. Have you had two-way contact with at least half of your flock? If not, please double your efforts to do so.
 - **Nov. 28 Growth Session:** Shepherding techniques/ideas for two-way contact; “Theology to consider” Requested by member
 - **Reminder - Sunday Elders,** greet after service at sanctuary doors; determine which doors w/EOD
 - **Trinity OC Support –** Review draft proposal; December agenda item
 - **Office Closure -** December 25-January 1: (Similar to last year) Pastors will be available through a phone relay, if someone calls the office, but the doors will be closed.
 - **Worship Team/Sound input:** If someone shares with you a concern for worship, especially to do with sound, ask them to speak directly with a Worship Team member, specifically Michelle Kurzhals or Pastor Kevin. This allows two-way dialog with the person in order to accurately identify the issue and respond to it.
 - **Critical Care Procedures –** Adopted latest version as no further input was received from elders
 - **Elder Baptism Blessing** (revised by pastors); will be printed in the baptism handout

Prayer Time

C. Discussion/Action Items:

1. **November Topic: Assessment of spiritual care of the congregation** (small groups/shepherding: review, update, how to best support and encourage)

2023 Synopsis

- **Small groups:** Doing well with a huge influx coming out of Covid; foster relationships in the long-term groups and offering short-term group studies (learn the Gospel in Spring; Share the Gospel in Fall). There is a desire to have women and men-specific groups for families. Need to determine which elders are available to lead some of these. *Input: It would help to see concretely the % of the congregation engaged in long-term and short-term groups.*
- **Shepherding:** Good focus recently upon this area of ministry; think we are doing a pretty solid job on the care side of this; need to develop the discipleship side. *Input: Need to continue to commit to striving for 100% of two-way contact, with a minimum of 90-95%; if needed, elders should reach out for support for success in this area.*
- **Discipleship:** The team has continued through the Vine Project and has started to see the pieces coming together in designing a more attainable pathway for people to jump in with as they feel led. Specifically, we’re excited to introduce *Learn the Gospel* and *Share the Gospel* as two ministry wide studies to take place this Spring and Fall. This combined with a new focus on Huddles and men’s/women’s ministry is beginning to create a bit of excitement within the team and we hope to see some fruit from these upcoming studies as we develop a more concrete pathway for folks to engage with.
- **Outreach/community connections:** We have relationships with other churches and offer community-engagement events, e.g., Trunk or Treat.
- **Discovery Classes:** Small classes, but new interest whenever we have a class. Need to develop new, practical ways for members to connect to areas of service.
- **Bible Classes:** Excited about where we are going. There is new momentum for Huddles with Kathy’s leadership. Grief Release by Kathy D. was greatly attended. More people are jumping in to facilitate/lead classes for which they have a passion...good attendance on these special classes. If elders have an area of passion to teach/lead, let Pastor Kevin know.
- **Prayer:** There has continued to be strong support for prayer through the Sunday Connection Card, with publishing needs to the Pray-ers, as well as the Prayer Chain with Jeannie’s faithful support. The recent prayer time at kneelers on Sundays has gone well with strong and growing participation.

2. Ministry assignments for two new elders

Tom - Discipleship Ministry (already serving); Steve - Missional Living/Social or Community Outreach

Tom would continue to serve with the Discipleship Team. Steve would provide support to kick off the Missional Living/Social or Community Outreach ministry, to determine if there is enough volunteer support to lead it. After leadership is established, he would then be elder rep as we are for other ministries. If there is not enough volunteer interest, this ministry would remain on hold as a separate, funded ministry.

Elders unanimously supported these assignments.

3. Prayer Kneelers - Buddy system for the hearing impaired

An elder who is hearing impaired expressed the need in this area, with a suggestion to have buddies support those who have the need. It may not be necessary to set up a detailed process, but those who would benefit could reach out to find a buddy.

Elders supported this approach.

4. Communion for Shut-in/Homebound Members

Consider offering communion to members who are shut-in or homebound, as a pastor/elder team.

We could be more intentional about providing communion to those who have difficulty attending worship, including the pastors in the elder visits.

Elders are asked to email Pastor Kevin the names of members who are shut-in or have difficulty attending worship for health reasons.

Elders unanimously supported implementing this and creating the list for pastor.

5. Church Lockup, Sundays

On Sundays, we need to lock the **North** and **Upper (east) doors** before we vacate the building. This has been an EOD duty, but has not been consistently done. Who should do this: Trustees? Hospitality?

Proposal: Continue to have the locking of doors be an EOD duty. Re-publish the list of EOD duties and distribute to elders. Post list of duties in the Ushers' Room.

Elders unanimously supported this proposal.

6. Impromptu Items: (5 min)

- We need to determine who will move the kneelers after prayer time. Some ushers may struggle with this. Elders could support doing this, if Mike Leonard organizes it and reaches out.
- Should we do Christmas Cards from Elders this year? Yes, ask Kathy to again develop a card; Elders will let Kathy know if they want them. Elders have the option of mailing the cards or putting them into mailboxes.

Next Monthly Topic: Lead Pastor's mid-year review of staff performance

Possible Additional: Benevolence Fund revised guidelines/procedures (December); Support for Trinity OC (December); Review storage of hymnals, EB decision, July 2021 (December).

Growth Session Topics (Nov. 28): Shepherding techniques/ideas for two-way contact; "Theology to consider" – Requested by a member