

Elder Leadership Team Meeting August 15, 2011

Elders present were Jerry Foote, Clark Pantel, Marty Kistler, Rick Nielsen, and Rich Hartsock. A member submitted an issue by email, though she couldn't attend the meeting: how can we reduce the noise from the foyer once the worship service has started? Every time someone opens the door to enter, the noise of people talking in the foyer interrupts those preparing their hearts for worship during prelude or prayer. We discussed the use of reminders to people, having the speakers on in the foyer, asking ushers to announce in the foyer that the service has begin, specifying times when late-comers can be seated. Marty will ask the Worship Team to take action and will speak to the ushers and sound techs.

1. Financial Report: We looked at the giving and expenses through 33 weeks. We are running behind the budget in both giving and spending. This is a matter for prayer. Projections indicate that we don't need to make cuts in ministry, other than leaving unused allocations unspent.
2. While Pastor Henry's last official Sunday was August 14, he continues to work to finalize his ministry and hand off ministries to those who will lead them. The last week in August will be Henry's remaining week of paid vacation. Therefore, the Elder Team has decided that he will receive full salary and benefits through the end of this month.
3. We reviewed staffing needs in light of Pastor Henry's leaving. Can these ministries be maintained under the leadership of lay volunteers? Yes, temporarily, but long-term at least some of them will require staff leadership. The Elders committed themselves to prayer about this matter and will discuss it along with compensation issues at their workshop in September. Possible dates are September 10 (Saturday morning) or 12 (Monday evening).
4. The scheduled Elder Leadership Team meeting on the first Monday of September will not be held, because of Labor Day. The next regular Team meeting will be September 19. A special meeting will be called if anything urgent comes up.
5. We looked at non-elected leaders who need to be appointed to serve in 2012. Some will need to be replaced because of term limits, or because of asking people to serve in elected offices. Of course, candidates have the option of declining appointments at any time. All appointments will be listed in the church bulletin for two weeks for member comments before becoming official. Appointments will not be formally made until the Nominating Committee's work is farther along.

The meeting closed with a time of prayer.