

ELDER MEETING MINUTES

9/7/25

Present:

Elders: Joe, Jon, Chris, Mike, Blair

Pastors:

Elder Advisors:

Others: Billy Dunn from the Center

Meeting began at 5:00pm

1. Prayer
2. Discussed with Billy Dunn the roles of Elders and Pastors
 - a. The primary focus has been on clarifying what is meant by “Elder governed and staff led.”
 - b. Elders will need to be less involved in staff decisions and more focus on caring for people.
 - c. Allow pastors to make ministry decisions in line with the vision and direction of the church that the strategic plan will help to provide.
 - d. Elders are responsible for the “big picture” things related to vision of the church, its theology, as well as give support and accountability to the pastors.
 - e. Pastors shape how that will be accomplished and provide vision for their areas of responsibility.
 - f. We had extensive discussion about what kind of leadership model would be best for us that would create greater clarity on the roles of pastors and elders.
 - g. Staff led means pastors, in cooperation with the Elders, lead the various ministries of the church either directly or through equipping and empowering other staff and volunteers.
3. Discussed with Billy Dunn the first draft of the strategic plan.
 - a. The Center compiled all the input from the interviews and surveys done early this year and combined it with the input from two brainstorming sessions with the Elders, Staff, and key leaders in the church along with individual input from the pastors.
 - b. We reviewed the 3 key priorities Billy developed from all the input.
 - c. We reviewed the key strategies and made some changes to streamline it.
 - d. We reviewed some of the ideas to accomplish the various strategies.
 - e. Billy will work on creating a pastoral job description to give to the Elders for their approval.

- f. Chris will work to complete an initial draft of the timeline and responsibilities for the strategic plan.
 - g. The plan will be shared with the other pastors for their input and begin to talk about what the rollout would be.
- 4. Meeting with the Finance Committee at 8pm (Chris excused)
- 5. Closed in Prayer at September 7... at [time]