



Board of Elders Meeting Special Meeting to Discuss New Pastoral Position August 25, 2014

Opening & Prayer: Shawn Sommons opened our meeting with prayer.

Roll Call: All of the elders were present: Wayne Batten, Andy Brimer, Dick Bickings, Mark Culton, Tim Gibson, Scott Holwick, Byron Roth and Shawn Sommons.

Hiring a Worship Pastor

- Vision & Timeline – The elders began by discussing the timeline and where we are in the process of hiring a new pastor. The pastors presented a vision that has been developed recently. This vision was discussed, which included a rough job description, rationale for a Worship Pastor, and how this position fits the vision of Ebenezer.
- Title & Duties
 - The elders discussed the title of “Associate Worship Pastor,” and making sure that this reflects the 75% focus on Worship and 25% focus on other pastoral duties in areas where he is most gifted. This position has some flexibility based on the needs of Ebenezer and the gifting of the individual.
 - This individual needs to be called to pastoral ministry, and 25% of his time will be given towards other pastoral duties based on his giftedness and the needs at Ebenezer.
 - Byron mentioned that it would be nice to have more consistency where one leader is tying in the theme of the sermon and the flow of the service.
- Philosophy of Worship Ministry
 - The elders then discussed the philosophy and direction of the worship ministry. We are not talking about a radical change to anything we are doing now, but a tightening of the vision and implementation of the vision.
 - One thing we may want to do is contact a couple churches (i.e. “Sovereign Grace”) and see if we can learn from their written philosophy of worship.
- Vote – The elders voted on the vision for the position of Associate Worship Pastor. A motion was made, seconded and approved unanimously.
- Next Steps
 - The elders will have a job description and a budgeted salary by the next Elders Meeting on September 8. At that time we will also decide on the members of the search committee.
 - The elders will present to the church the vision and job description on September 14th.

New Member

The elders voted and approved Nancy Sterner for membership.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Mark Culton". The signature is fluid and cursive, with the first name "Mark" and last name "Culton" clearly distinguishable.

Mark Culton

Secretary to the Board of Elders