

LEFC Elder Meeting Summary

October 3, 2025 – 8:30 AM

Lake Wynonah

Elders Present: Kurt Zimmerman, Tyler Ranck, Eric Wenger, Corey Mitchell, Dave Cox, DJ Weaver, Blake Herr, Phil True, Dan Heller, Matt Sowada, Tony Hunt, Joel Lingenfelter, Gary Hoover, Dave Cox

Guests: N/A

Elders Absent: N/A

AGENDA ITEMS	Type	Key Messages
Session 1- Share a personal experience of where you were led by the Holy Spirit to do something out of our comfort zone. What did you learn?	Decision	The elders each shared a story where they were led by the Holy Spirit. There was a common theme of submission to God's leading.
Session 2- What philosophical and practical "plumblines" should guide our decision-making regarding multiplication? Would some answers differ for a plan vs a revitalization?	Discussion	<p>The emphasis should reflect the church's role as a teaching church and serve as an effective introduction for broader multiplication.</p> <p>LEFC's internal guiding principles serve as a foundational plumb line, while the guiding principles document is intended as a framework for the new church. Anticipating campus capacity challenges in the coming years, the elders are focusing on multiplication as a strategic response. Terminology should be chosen carefully to ensure clarity and longevity of understanding.</p> <p>Advance preparation for church members is recommended, with clear intent behind each strategic initiative. The goal of multiplication should be clearly articulated, with a vision cast to engage the congregation.</p> <p>There are three categories of multiplication discussed including church planting, revitalization, and collaboration. Church plants are likened to births, and partnerships with other churches, while complex, may be considered. For church plants, the group emphasized the importance of defining theological non-negotiables. Revitalization is compared to adoption, with full revitalization involving deeper partnership, whereas partial revitalization (collaboration) may involve mentoring or coaching.</p> <p>Two key documents are required: one for communication with the church body and another as a technical guide for church planting, revitalization, and/or collaboration. There is a sense of urgency in communicating these plans. Visual aids, such as a rendering that integrates symbolic rock elements, may be beneficial in explaining concepts.</p> <p>The group discussed criteria for revitalization opportunities, including the potential for mutual benefit, existing debt, and EFCA affiliation. The discussion raised questions about whether to participate in revitalizing churches under other denominational authorities, with concerns about maintaining biblical integrity and church autonomy. They noted that while they could potentially work with other denominations on a case-by-case basis, independent churches would be easier to align with the EFCA. A rubric should be established for evaluating opportunities, with each case assessed by the elders. The approach should be structured yet flexible and led by spiritual guidance.</p> <p>The desired outcome is for revitalized churches to achieve health and independence within three to five years, with their own elder boards and ongoing relationships, but no continuing authority from LEFC. Financial support should decrease progressively as maturity increases.</p> <p>Financial considerations were discussed, emphasizing that budgets should not be compared to other ministries. A task force will be created to develop the evaluation rubric, and a team will be formed to design visual models. The possibility of appointing an administrative assistant to each project was raised, as well as future financial support for multiplication in parallel with debt reduction.</p>

		The risks of pursuing multiple scenarios simultaneously were noted, particularly regarding staffing and equipment costs.
Session 3- Multiplication: Moving towards action. In the area of multiplication, where do we hope to be in 5 years? To get there, is there any area that is lacking that requires our attention?	Decision	<p>Where do we hope to be in 5 years?</p> <p>With current auditorium capacity at 1,200 and attendance nearing this limit, urgent action is needed as growth continues at approximately 10% per year. Leadership development and preparation for sacrificial service are key priorities, including the implementation of an apprentice program covering leadership and teaching. The vision should be communicated clearly to the congregation, with ongoing identification and preparation of future leaders.</p> <p>Tony discussed the urgency of church revitalization and multiplication, suggesting it could happen sooner than the initially proposed 5 years. He emphasized the importance of setting faith-based goals and praying for specific outcomes, such as church plants and revitalizations, over the next 5 years. Tony also proposed developing a two-year residency program for ministry candidates, which would include theological training, practical ministry experience, and leadership development. This program aims to equip the next generation of ministers and prepare them for various ministry roles, potentially in-house, aligning with the vision of multiplication and revitalization.</p> <p>Financial strategies were reviewed. The meeting focused on fundraising strategies for a \$7 million project, which includes a \$5.5 million building and a \$1.5 million parking lot. Tony emphasized the need to shift messaging away from debt payoff to focus on ministry goals and multiplication. The group discussed potential timelines for raising the funds, with a target of reaching the \$7 million goal by the end of 2026 or early 2027. They agreed to reduce messaging about paying down existing debt and to clarify that any funds raised beyond the \$7 million goal would be used to pay down debt.</p> <p>What needs to be acted on to be ready?</p> <ol style="list-style-type: none"> 1. Leadership development to prepare us to become sacrificial and to be ready to go. Decide how we impact the culture to have this mindset- rising leaders' program, new elders- communicating this message right away. 2. Informing the body of the vision. Modeling it (for example with a new launch of ABF or by starting a Mobilization group). Weave the messaging in where possible. 3. There is a need to start to identify potential leaders that could go. (Matt) 4. There is a need to form a group who can create a plumb lines document and to define what needs to be communicated to the body. 5. Form a team to create the rubric. (Tony) <p>The vision was proposed that we should pray for future multiplication events. This is important to cast a vision to the communicate to the church body.</p> <p>A decision was made that the approach to debt and fundraising should be integrated and not viewed as mutually exclusive.</p>
Other Business	Decision	<p>Proposal from Joel to prepare for launch of a new church database (Rock). This is seen as a high priority by the staff due to the current database not functioning the way it was expected. Issues include attendance, event planning, event monitoring of calendar, and is causing issues within the staff.</p> <p>The proposal was to release \$25k to start the project. The implementation fee is less than this, but we will need to run both databases at the start.</p> <p>Due diligence has already been done. There are no questions about the product selection.</p> <p>There was a motion to authorize \$25k to start the funding for the new database, and this motion was seconded. The motion was approved without objection.</p>
Session 4- How do we build a sustained movement that lasts: Tony	Discussion	Tony shared insights from his sabbatical meetings with various leaders that he met. Tony shared his reflections on the various conversations and how it helped to shape his thoughts for elements to come in the future.

shared conversations he had with other church leaders during sabbatical		The group discussed the importance of building and releasing leaders, with a particular emphasis on developing the next generation of church leaders. The conversation ended with a prayer for guidance and wisdom in navigating these elements, with a focus on equipping others and serving God's kingdom.
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Next Elders' Meeting: October 21, 2025