

SHEPHERDING BOARD MINUTES

October 13, 2025

VISION: Shepherd a movement of Disciples who Make Disciples by hearing from God in order to guide, provide for, and protect what God has entrusted to us.

Proverbs 27:23 Know well the condition of your flock, and pay attention to your herds

1 Corinthians 4:2 Now it is required that those who have been given a trust must prove faithful.

Matthew 25:14-30 "Parable of the Talents"

Lay Shepherds and Pastors: (C=Chair, VC=Vice-Chair, S=Secretary, NV=Non-voting member)

<u>Until '26</u>	<u>Until '27</u>	<u>Until '28</u>	<u>Staff</u>
Ron Morlan ^S	x Barry Plassman	x Chad Syhlman	x Peter Salmon ^C
x Alex Newmaster ^{VC}	x Graham Lytch	x Andy Conger	x Steve Bailey ^{NV}

I. REPORTS

- What has God been teaching you?* We will take 5 minutes for people to share what they are learning from the Word.
- Ministry Wins/Updates on our "ones":* Our definition of a disciple: "Someone who follows Jesus, who is being changed by Jesus, and who is on mission with Jesus." How are you seeing disciples make disciples?
- Pulse Report:* Report is attached
 - Highlights: Drummers, Kalen; young leaders group, 116 students in Treehouse (most ever).
- Financial reports:* We will review financial reports that will be coming from Caroline sometime this weekend.
 - Did not review.
 - Internal "audit" currently in process.

II. UNFINISHED DISCUSSION ITEMS

- Key Priorities for 2025*
 - Strategic Plan for Growth*
 - We continue to evaluate what our options are for future attendance growth. Our emergency point is averaging low 700s. We are averaging 733, 113 more than we were early fall last year.

8/25/2024	682	8/24/2025	760
9/1/2024	643	8/31/2025	722
9/8/2024	603	9/7/2025	720
9/15/2024	638	9/14/2025	777
9/22/2024	600	9/21/2025	734
9/29/2024	633	9/28/2025	718
10/6/2024	585	10/5/2025	747

2. Staffing Strategic Plan
 - a. Identify what adequate staffing levels and areas look like at different attendance thresholds.
3. **Next Step:** Retreat January
- b. *Integrity Plan for Staff and Review of Policy Manual*
 1. Create a more holistic and cohesive set of policies for staff in areas of conduct and crisis. I would like us to do some “ahead of time” work on crisis management.
 2. **UPDATE:** We have one more final review of our manual this month!
- c. *Local Outreach Team*
 1. Create a subteam in our missions team that would focus on local outreach ministries, with liasons for each ministry.
 2. **UPDATE:** This team is putting together some key deliverables, soon to be shared with the Shep Board.
- d. *Responsiveness during services.*
 1. How can we give more and better opportunities to respond during or after worship services.
 2. **UPDATE:** We are seeing much greater responses to prayer partners on Sunday morning.
- e. *Marriage & Family Focus*
 1. How can we equip people in marriage and parenting? This should dovetail well with other ministries, not compete with our primary discipleship structure of Small Groups & 1on1.
 2. **UPDATE:** Our staff has worked hard to put together a marriage retreat concept that could be held on an annual basis. The focus will be on *connecting and having fun as a couple*, along with some breakout sessions that will provide practical teaching. We also are working to put together a marriage and family toolbox with resources for small groups and couples.

III. CURRENT DISCUSSION ITEMS

a. *21 Days of Prayer*

- a. January 4-25th. The vision is to dedicate the first part of our year to seeking God first through prayer and fasting. We will join together in prayer to seek God's presence, to seek God's direction, and to seek God's power.
- b. Week three will be the week of Missions Conference, so that will focused on seeking God's power and will be specific to missions.
 - Impossible prayer list, Alex's theme of talk on January 19th.
- c. We are still considering what events to hold during this.
 1. Daily Prayer Gathering at noon on weekdays and 6p on weekends?
 - Feedback:
 - a. Morning may be better – Alex
 - b. One of the days outside? – Graham
 - c. Probably not able to attend all 21 days, but likely a couple of days each week – Andy
 - d. Likely asking staff and shepherding board to lead a day.
 2. Prayer guides for families?
 3. Asking small groups to devote a meeting to prayer?

b. *Membership Votes:*

- a. Nathan and Gracie Graves
- b. Garret Geisler
 - Barry and Graham met with them. Thought their testimonies were great, didn't have any concerns.
 - Unanimous vote to approve.

c. *Policy Manual Review*

- a. I have attached our Policy Manual. Much has been done in the last month and it is ready for a final review.
 1. Please take extra time to review the Sabbatical policy. What should it be for the Lead Pastor? For other Ministry Staff?
 - Discussion around separating eligibility for sabbatical
 - Peter interested in methods of rewarding team or using creative alternative sabbatical methods.
 - Discussion around maternity and paternity leave.
 - Discussion around vacation time.
 - Performance review discussion, methods for SB to start performance review with Lead Pastor.
 - a. SB to develop review process for Lead Pastor. What questions should we be asking to support and hold accountable.
 - Discussion around classifications of employees.
 - Discussion around at-will terminology.
 - Discussion around "Sharing Contact Information"
 - Update on mileage section
 - Review of supplemental documents
 - a. Meal guidelines

- b. Educational assistance
 - Vote to move forward with changes as discussed.
 - a. Unanimous vote for approval to move forward.
- d. *DiscipleMaker Lunch*
 - a. Debrief
 - Good feedback from participants and staff.
 - CID (conventional income disciplemakers) vs DMT (Disciple maker teams) attendance strategy.
 - *Discussion on possible shifting of strategy to get variety of participants speaking up.*

IV. FUTURE DISCUSSION ITEMS (Agenda items can be added upon request)

V. IMPORTANT DATES

October 16-17 – DiscipleShift Training

November 1 – Next Steps Class

November 7-8 – One Team Marriage Conference

January 4-25 – 21 Days of Prayer

January 16-17 – Shep Board Retreat, Fri 5:30-8:30, Sat 8:30-2:30.

January 18-25 – Missions Conference

VI. FUTURE BOARD MEETINGS

2nd Mondays @ 6-9pm