

# SHEPHERDING BOARD MINUTES

August 11, 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>
x Ron Morlan <sup>S</sup>	x Barry Plassman	x Chad Syhlman	x Peter Salmon <sup>C</sup>
x Alex Newmaster <sup>VC</sup>	x Graham Lytch	x Andy Conger	Steve Bailey <sup>NV</sup>

## I. REPORTS

- Several shared what God has been teaching them in 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? Many shared their experiences with praying for family members, neighbors, and friends and trying to be intentional with conversations.
- Pulse Report:* Pulse Report was shared where ministry leaders shared personal and ministry updates.
- Financial reports:* We reviewed financial reports and other ministry data reports

## II. UNFINISHED DISCUSSION ITEMS

- Key Priorities for 2025*
  - Strategic Plan for Growth*
    - We continue to evaluate what our options are for future attendance growth.
      - Right now we are averaging a little over 600 people per Sunday in our worship service.
      - We believe that in our current format we will run out of space once we are averaging a little over 700 people per Sunday.
    - Staffing Strategic Plan
      - Identify what adequate staffing levels and areas look like at different attendance thresholds.
    - Next Step:** Shepherding Board Retreat that is yet to be scheduled.
  - Integrity Plan for Staff and Review of Policy Manual*
    - 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:** Alex N has taken the reins on this and has worked with Trina L to work through several version of it so far. Katelyn L will also be reviewing it.
- 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 has met 4 times, and it involves Andy C, Matt Salmon, Jim & Anne Horton, and Greg Packer.
- d. *Responsiveness during services.*
  1. How can we give more and better opportunities to respond during or after worship services. Prayer Partners continue to be a service element as well as other practical response opportunities.
  2. **Next Step?** Will continue to pray for next steps.
- 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. *Approve Auditing Committee*
  - a. Katelyn has organized an Auditing Committee: Brad Corley, CPA, Davis Darby, CPA, and Kyla Van Gorp (note that this is not an audit; rather a review of policy and procedures using an agreed upon procedures)
  - b. Davis and Kyla are members of Trinity. Brad is a regular attender who is pursuing membership. Katelyn will be serving as a client representative along with Caroline, so will not be appointed to the audit committee (though she is leading the project).
  - c. The board approved the formation of the committee with the people identified above.
- b. *DiscipleMaker Lunch*
  - a. We want to gather disciplemakers several times a year to celebrate and learn together. Anyone who has been part of DiscipleMaker Launch is invited along with other experienced disciplemakers! Kyle Nelson will be leading this. Oct 12 will be the first DiscipleMaker Lunch featuring an informal interview style guest speaker and facilitator.

**IV. IMPORTANT DATES**

August 24, Sunday 3-6p – Perspectives Class begins

Sept 14 – Next Steps Class

Sept 21, 28, Oct 5 – DiscipleMaker Launch

Oct 12 – DiscipleMaker Lunch

Sept 21 – Small Group Launch

**V. FUTURE BOARD MEETINGS**

2<sup>nd</sup> Mondays @ 6-9pm