

# 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	x Steve Bailey <sup>NV</sup>

## I. REPORTS

- What has God been teaching you?* Several shared learning they did through their time 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? **Ministry updates** were shared by staff; Review, Assess, Pray, Prioritize (RAPP Sheets)

## 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 for **Jan 16-17**.
  - 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.
    - UPDATE:** We had time to do a first read of the Staff Policy Manual. More time to review and provide feedback will be coming.
  - Local Outreach Team*
    - 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 time after service is gaining some traction with perceived uptick in participation.
  2. **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. The goal is to create a replicable process for an event like this and then to offer some follow-up support after the event (Christian counseling, etc)

### III. CURRENT DISCUSSION ITEMS

- a. *Gospel Care Collective Counseling Partnership*
  - a. We are exploring a counseling partnership with Gospel Care Collective, a virtual Christian counseling organization. Gospel Care Collective is a team of certified Christian counselors who provide biblically-based, clinically-informed care for a wide range of life challenges, including anxiety, depression, marriage issues, grief, and more. As part of this partnership, we would cover the cost of the first three counseling sessions with a Gospel Care counselor (around \$125 per session). Someone would sign up for this by:
    1. Emailing one of our pastors and let them know they'd like to meet with a Gospel Care counselor. That's all you need to say.
    2. Our pastors will then notify Gospel Care Collective that they are eligible for the three complimentary sessions by filling out a google form.
    3. That individual would then find a counselor and schedule their first session by visiting the [Gospel Care Collective website](#) to browse their team of counselors and find one who is a good fit.
  - b. This would involve allocating budget resources, which we could do this year from some unused funds. I'm not sure how many people would use it, but it could be something that our pastors and staff use for referral purposes as well.
  - c. Vote to create a fund of \$5000 was approved to start a pilot.

- b. *Coaching Lay Leaders* – discussion around how to we most effectively coach lay leaders. What are the roles of staff? Roles of the lay leader? How to create a culture of working together to troubleshoot issues and ask for help, identify goals, how often to touch base, when to give feedback, when to ask questions, etc.
- c. *Policy Manual Review*
  - a. First review of the Policy Manual led to a few minor changes or notes made for more research. This process will take multiple months, and we will lean on our Stewardship Team for this review as well. There are some areas that need more work.
- d. *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.

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

**V. IMPORTANT DATES**

Sept 14 – Next Steps Class  
Sept 21, 28, Oct 5 – DiscipleMaker Launch  
Sept 21 – Small Group Launch  
Oct 12 – DiscipleMaker Lunch  
October 19 – Worship Night

**VI. FUTURE BOARD MEETINGS**

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