

SHEPHERDING BOARD MINUTES

December 8, 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 ^S	x Barry Plassman	x Chad Syhlman	x Peter Salmon ^C
Alex Newmaster ^{VC}	x Graham Lytch	x Andy Conger	x Steve Bailey ^{NV}

I. MONTHLY REPORTS

- What has God been teaching you?* Several shared what God is doing in their personal lives and situations.
- 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? We had a nice discussion about discipleship over dinner and several shared personal experiences from the chapters we read in *Down To Earth Discipleship* book.
- Pulse Report:* An updated version of this report will be made available for December
- Financial reports:* Chad Hertz gave a summary of the newer reports from our new financial systems. There was a Q&A.

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 741, 122 more than we were at the same time last fall.
 - Staffing Strategic Plan
 - Identify what adequate staffing levels and areas look like at different attendance thresholds.
 - Next Step:** Retreat in January
 - 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. **DONE!** The handbook has been completed and distributed to the team!
- 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. **Next Step:** 21 Days of Prayer initiative will roll out soon. Staff has put together a booklet with daily guides and invitations to prayer gatherings throughout this focused time.
- 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:** We have already had several people use the Gospel Care Counseling resource.

III. CURRENT DISCUSSION ITEMS

- a. *Board Approved Minister's Housing Allowance* (Every December, we approve MHA amounts for the coming year.)
 - a. Jeremy \$20,000
 - b. Kalen \$21,000
 - c. Steve \$22,000
 - d. Peter \$36,000
- b. *Celebrating the end of EveryOne EveryDay Campaign*
 - a. We will take time to celebrate the end of this campaign during our first two Sundays in January. Several Shepherds offered to help with this. Pastor Peter is going to work with the team to tighten ideas to celebrate!
- c.

<i>Board</i> Russ Tami Randy Phillips	<i>Approved</i> and	<i>New</i> Molly	<i>Members:</i> Graves McClintock
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- d. *21 Days of Prayer*
 - a. In preparation for the 21 Days of Prayer launch, the board spent time praying through one of the daily prayer guides for 21 Days of Prayer.

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

V. IMPORTANT DATES

December 23 & 24 – Christmas Eve Services

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