

TRINITY SHEPHERDING BOARD MEETING MINUTES

August 10, 2020

“We make disciples who make disciples.”

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

<u>Until '21</u>	<u>Until '22</u>	<u>Until '23</u>	<u>Staff</u>
X Jeff Sutton	X Paul Herring	X Steve Riggs	X Peter Salmon ^C
X Eric Hruby	X Marty Colwell	X Doug Keiser	Exc Steve Bailey ^{NV}
			Exc Brian Bremner ^{NV}

I. LIFE STORIES: Finishing up our retreat sharing time, Steve Riggs shared his faithwalk story. Jeff Sutton prayed for Steve and then opened our meeting with prayer.

II. REPORTS

- a. *Accountability for 'Our One'*: SB members broke into groups of 2's & 3's and gave updates on 'Our One' with each other.
- b. *Pulse Report*: None this month because of business meeting
- c. *Financial reports*: Pastor Peter shared that 40% of the building pledges have been turned in which is ahead of the 20% expected in the first year of church building campaign pledges. We are breaking even on our operating fund giving which is positive given this time of Covid. Missions giving is positive & above pace at this time in the budget year.
- d. *Recent Votes*: Shepherding Board email vote in late July recommended that we increase our Building Expansion debt limit to \$1.3m. The Congregation approved this on August 5, 2020 at the Annual Business meeting with a 95% 'yes' vote.

III. UNFINISHED DISCUSSION ITEMS

- a. *Initiative Teams update*
 - a. Communications Team (*Marty Colwell, Trina Landmesser, Brian Bremner, Sarah Good, Sandra Flikkema*)
 1. Marty shared the team is making steady progress on the Guest Centric communication. Trina continues to expand/refine the newly acquired Text in Church software to communicate with guests (online & in person). Sarah & Sandra are getting the website update ready to share with ministry leaders who are subject matter experts for the different content areas. Tentative goal to launch phase 1 in September.
 - b. Discipleship Team (*Steve Bailey, Doug Keiser, Rick Bremner, Ginny Brown, Merry Merrill, Amy Salmon*)
 1. Pastor Steve emailed information on the 1-1 Discipleship model, Small Circle to SB members for review. Small Circle is the primary model the Team is looking to use. Doug shared details & answered questions about the model. The team tentatively wants to make a decision by 9/4/20.
 - c. These teams will be presenting their progress to the Shepherding Board on Sept 4 at the report back meeting with Daryl Cripe.
- b. *Facilities Update*
 - a. Building Committee did a great job presenting to the congregation at the Annual Business meeting. They continue to work with the architect and Peters Construction, the selected General Contractor.
 - b. Vision Campaign
 1. We will send out a pledge update soon.

- c. *Worship Statement Update (from December 2019)* TABLED
 - a. As part of a desire to ensure unity in the body of Christ as we honor and respect both traditional and contemporary styles in our worship, the SB approved that Eric Hruby, Doug Keiser, and Jeff Sutton would draft a statement of worship that TBC supports for a Biblical, Christ-centered foundation at its core for all our worship. The draft statement will be reviewed by the SB and approved to be posted on our website similar to statements of clarity related to other TBC ministries.
- d. *Branding/Identity Discussion*
 - a. We will plan on taking this up again in our September meeting.
- e. *Statement of Faith*
 - a. While the Statement of Faith has been mostly honed at this point, Pastor Peter is trying to determining the best time to start slowly implementing it with volunteers in various ministries. Staff are all pretty overloaded right now so Pastor Peter wants to be sensitive with timing.

IV. CURRENT DISCUSSION ITEMS

- a. *Kalen Eckenrod & Student Ministry*
 - a. Kalen Eckenrod, Student Ministry Leader, joined the meeting to share his faithwalk story, his call to ministry and his readiness to become our Student Ministries Director. Kalen has been involved with TBC Student Ministries for over the past 2 years, starting in June 2018 as a summer intern & most recently as a ministerial resident. Kalen fielded many questions from the SB members regarding his model, vision, heart & character for ministry.
 - b. Kalen was excused & the SB discussed how to proceed with Kalen. With a recommendation from Pastor Peter, the SB made a motion & then approved each of the following decisions:
 1. Accepted Kalen into Trinity membership
 2. Recommended Kalen to begin ordination process with The Wesleyan Church
 3. Moved Kalen into the Student Ministry Director role. Annual salary will be \$36,000 with a \$4320 pension contribution.
- b. *Zero out Kids and Students Funds*
 - a. Our Kids and Students funds have been in the red for several years. As a new season of ministry begins, the SB made a motion & then approved decision to zero these out at the beginning of the fiscal year using our operating budget surplus & allocate \$8500 & \$5000 respectively for the Student & Kids annual ministry budgets next year. Pastor Peter shared that better tracking of expenses & fees has also been implemented. This tracking will give more accurate oversight to these ministry needs & costs.
- c. *Move Trina to full time*
 - a. Trina was hired for 32 hrs/wk over a year ago but she consistently has been working 40hrs/wk, Needing to address this situation, Pastor Peter approached her about her hours. She thought she would be able to continue working 40 hrs/wk with some of those hours being done from home (similar to what she has been doing during Covid). The SB made a motion & then approved moving Trina to full time. With the additional worked hours, her annual salary will go from \$38,800 to \$46,000 and her pension contribution from \$7040 to \$7686.
- d. *Request to reconsider singing in 1st Worship Service:* A member's request was shared with Pastor Peter & reviewed with the Regathering Task Force on 8/10. With Covid cases rising again in Blackhawk County (& Iowa), with Covid cases not following the pattern of other viruses to decrease during warmer months, with no herd immunity established at this time, with more elderly population attending 1st worship service & with recommendations/research from the Christian Medical & Dental Association, the Regathering Task Force will continue decision to wear masks & avoid singing out loud in 1st Worship Service. Singing in 2nd & 3rd Services

where younger members primarily attend, singing will be allowed & mask wearing encouraged. A guiding question has been, “What will we regret most?” The Task Force readily acknowledges not singing is spiritually deflating & frustrating, but the potential of Covid infection spread & possible death of a member would be irretrievable. Members are asked to support making 1st service vulnerable-friendly – to think of supporting this decision for others, even if it’s not needed for you.

V. Next SHEPHERDING BOARD MEETINGS
September 4, 2020 Initiative Teams with Daryl Cripe
September 14, 2020

Respectfully submitted,

Marty Colwell, TBC Shepherding Board Secretary