

TRINITY BIBLE CHURCH SHEPHERDING BOARD MEETING

MINUTES

September 14, 2020

“We make disciples who make disciples.”

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

Until '21
X Jeff Sutton
X Eric Hruby

Until '22
X Paul Herring^{VC}
X Marty Colwell^S

Until '23
X Steve Riggs
X Doug Keiser

Staff
X Peter Salmon^C
X Steve Bailey^{NV}
X Brian Bremner^{NV}

I. LIFE STORIES: Paul Herring shared his faithwalk story. Steve Riggs prayed after Paul shared.

II. REPORTS

- a. *Ministry Wins:* Pastor Steve shared about recent meeting with a new attender who prayed to receive Christ. Pastor Peter shared about a young man he is discipling who has recently began discipling a sibling.
- b. *Accountability for “Our one”.* Board members broke into groups of two and shared updates on doing life with our ‘one’s’.
- c. *Pulse Report:* Pulse Report sent out beforehand for SB to review.
- d. *Financial reports:* Financial Reports sent out beforehand & reviewed. Giving continues to be stable & we are meeting budget. We praise God for this blessing & provision.
- e. *Recent Votes:* N/A

III. UNFINISHED DISCUSSION ITEMS

- a. *Initiative Teams update*
 - a. Communications Team (*Marty Colwell, Trina Landmesser, Brian Bremner, Sarah Good, Sandra Flikkema*)
 1. Websites updates from the Team Initiative Gathering feedback are being completed. Target date to launch Phase 1 is in early October. Ongoing updates for the website, guest communication & the style guide will be likely handed over to the staff in October.
 - b. Discipleship Team (*Steve Bailey, Doug Keiser, Rick Bremner, Ginny Brown, Merry Merrill, Amy Salmon*)
 1. Pastor Steve and Doug gave an update. After a comprehensive & prayerful review of many discipleship models, the Shepherding Board motioned, voted & approved the recommendation of the Discipleship Team to use the Xchange curriculum (from Small Circle ministry) & the philosophy behind it. It is a 1-1 disciple maker focused curriculum. Testimonies & interviews with other churches using it found it to be comprehensive but clear, simple & reproducible. A disciple maker & disciple meet every other week for about 90 minutes. It has 24 studies that include a strong scripture foundation while fostering authentic relationships. The curriculum also includes an option for a 12 week study for new believers called ‘Next’. It is not meant to replace small groups but to complement them.
Now that the SB has approved, next steps will be for the Discipleship Team members, Shepherding Board members & staff (spouses can be included) to personally invite someone to go through the curriculum with them. Since the next year will be a beta test, the Team & SB members will ask mature believers

to go through the 1-1 curriculum with them. Start dates will begin in mid-October.

- b. *Worship Statement Update (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.
- c. *Branding/Identity Discussion TABLED*
 - a. We will plan on taking this up again in an upcoming meeting.
- d. *Statement of Faith*
 - a. Pastor Peter shared the revisions he had made to the Statement of Faith. Feedback was supportive.

IV. CURRENT DISCUSSION ITEMS

- a. *Terms of WIF Loan*
 - a. Ryan Riggs, Treasurer, joined the meeting to share the option for a 20 year or 15 year loan with Wesleyan Investment Foundation. Monthly payment for 15 year loan is \$10609; \$8677/ month for a 20 year loan. There is no pre-payment penalty. There is also an option for a future mortgage clause which would help us avoid a second closing for any further loans. Loan fee is .005% point. Pending verification that the 2 different loans have same/similar interest rates, the Shepherding Board motioned, voted & approved that TBC pursue the 20 year loan. This gives us flexibility & allows us to pay extra payments as we are able.
Addendum 9/22/20: Ryan verified that the interest rate for both the 20 & 15 year loan is the same. Therefore, the SB vote to pursue the 20 year loan is finalized.
- b. *Elect Board Officers- SB motioned, voted & approved that Paul Herring will continue as Vice Chairman & Marty Colwell as Secretary for the coming year.*
- c. *Membership – SB motioned, voted & approved Jim and Deb Stephens for membership at Trinity Bible Church. They plan to get baptized on September 20th.*
- d. *Concern for Staff, Layers of Difficulty over the last few months*
 - a. It is important for our Shepherding Board to be aware of the immense stress on church staff the last 6 months.
 - b. Series of 3-4 week cycles.
 1. COVID hit, then everything accelerated. We can't meet, how do we get online.
 2. Figuring out digital content, transitioning everything online.
 3. Maybe we will be back by Easter, nope not Easter. Figuring out how to do Easter online
 4. Trying to figure out who is watching and who is still connected.
 5. Trying to figure out regathering, and as the rest of society was debating opening up the economy, this all became extremely political
 6. George Floyd. How do we react to this injustice?
 7. Pastor Tony transitioned to another church.
 8. Regathering, but numbers WAY down.
 9. Building project (do we move forward, do we hold)
 10. Planning, cleaning, demolition, relocating for prep as building project begins.
 11. Mask debate. Highly political now.
 12. Now settling into the idea 'this will be a long trek'
 13. Around the corner is the election.
 14. Building project has begun with limited available building space for ministry.

- c. 2020 was Pastor Peter's scheduled year to take sabbatical which allows a pastor & his family to re-energize & rebound for ministry. With this being delayed, the SB encouraged Pastor Peter to take a 2 week time of vacation/ be-away-from-work yet in 2020. He was unable to do so this summer but Pastor Peter agreed to look at the remaining 2020 calendar to do so yet this year.
- e. *Evaluate Staffing at Trinity.*
 - a. We will distribute the Org Chart and do a cursory evaluation our current staff layout.
TABLED
 - b. NextGen Assistant
 - 1. This is a role that has been very helpful in the past & would support both Kids & Youth ministry. The SB motioned, voted, & approved to support Pastor Peter's recommendation to hire Anna Clark for a \$3500 contract (8 hrs/week) to be an assistant for NextGen for the school year.
- f. *Closing Prayer*

V. FUTURE SHEPHERDING BOARD MEETINGS

October 5, 2020
November 9, 2020
December 14, 2020
January 11, 2021
February 8, 2021
March 8, 2021
April 12, 2021
May 10, 2021

Respectfully submitted,

Marty Colwell, Secretary

Pastor Peter Salmon, Chair