

TRINITY BIBLE SHEPHERDING BOARD MEETING MINUTES

November 9, 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 ^{VC}	X Steve Riggs	X Peter Salmon ^C
X Eric Hruby	X Marty Colwell ^S	X Doug Keiser	X Steve Bailey ^{NV}
			X Brian Bremner ^{NV}

I. Devotional & Prayer – Pastor Peter led devotion focusing on abiding in Christ (Col 2:6 & John 15:5), highlighting the importance to remain in Christ as we can do nothing without Christ. We broke into triads to share how we are personally abiding in Christ & to check in with each other on how our ‘ones’ are doing.

II. REPORTS

- a. *Ministry Wins*: We had a joyful time sharing how God is at work at Trinity. Multiple stories: an unchurched UNI student prioritizing Trinity Sunday service because ‘great Biblical teaching’; strong, positive starts with SB members discipling family members through the 1-1 Xchange curriculum; the Next Steps class opening avenues for newer attenders to serve.
- b. *Pulse Report*: SB acknowledged & received this report.
- c. *Financial reports*: Received these reports from Caroline as well as a spreadsheet from Pastor Peter that gives a good picture of the trends in our operating fund giving since Covid started. Giving is still in the black for meeting budget; giving trend is down \$8K/month, though November 1 was one of our largest Sunday offerings (at \$24K). We are doing a good job of keeping expenses down; giving is 92-95% of 100% budget. While Covid has brought some uncertainty, the recent Next Steps class was a great opportunity to invite new attenders in to giving & serving opportunities. Pledges to the Missions budget from the recent Missionary Conference was very positive - \$122K pledged so far for a proposed \$136,500. We decided to give a Mission One building project update in December to celebrate the congregation’s faithfulness to give & also share the need for continued giving for the building. The earlier building pledges come in, it will lower our eventual interest costs for when we need to initiate our building loan next August. Paul Herring volunteered to do the December update with Pastor Peter. Pastor Peter will continue to provide a giving trend spreadsheet for the SB.
- d. *Recent Votes*: On October 28, the SB voted unanimously to accept the terms of a \$2.4m construction loan with WIF. After all the pledges have come in starting in January 2023, this would ideally be transitioned to a \$1.3m long-term mortgage.

III. UNFINISHED DISCUSSION ITEMS

- a. *Initiative Teams update*
 - a. Communications Team (*Marty Colwell, Trina Landmesser, Brian Bremner, Sarah Good, Sandra Flikkema*)
 1. Marty and Brian shared that the team is meeting Nov 10 to prepare final report to the SB. They will identify accomplishments, what & who will maintain ongoing updates with communication platforms, and signal what they assess to be done yet. A team celebration has been postponed until we can meet in person again.
 - b. Discipleship Team (*Steve Bailey, Doug Keiser, Rick Bremner, Ginny Brown, Merry Merrill, Amy Salmon*)

1. Pastor Steve and Doug shared the launch of the 1-1 discipleship Xchange & Next curriculum has had a great start with 33 participants. The team has been very vested in follow through for those participating.
- b. *Statement of Faith*
 - a. While the Statement of Faith has been mostly honed at this point, Pastor Peter is still working at implementation across all ministries.

IV. CURRENT DISCUSSION ITEMS

- a. *Hiring Practices*
 - a. Greg McClain joined us to share some ideas for ways we can seek out a more diverse pool of applicants in our recruitment & hiring processes. Suggestions included: Add a non-discriminatory statement to all recruitment materials; be willing to go beyond our traditional outlets for recruiting – i.e. where we place advertisements to find candidates. Greg challenged us to find agreement as a SB on the importance of seeking a more diverse pool of women & people of color. While it is good to ‘grow our own talent’ & hire from within, it’s also important to go outside traditional sources we’re used to & reach out to sources like KBBG, Eastside Ministerial when recruiting. Greg encouraged us to check with the Wesleyan District for other ideas. Also, we discussed as members we need to consider expanding our friendships so that we are more likely to invite a more diverse group of people. We know that God does not show partiality, and we will need to continue to wrestle with how we might pursue non-traditional hiring practices.
- b. *Branding/Identity Discussion*
 - a. We have been spending time in fasting and prayer since our last meeting over this issue and for our church in general. We each took time to share what God has been showing us about our current name, Trinity Bible Church. After discussion with everyone’s input, we voted and approved a motion to table the idea of considering any name change for the next few years.

V. FUTURE SHEPHERDING BOARD MEETINGS

December 14, 2020
January 11, 2021
February 8, 2021
March 8, 2021
April 12, 2021
May 10, 2021

Respectfully submitted,

Marty Colwell, Shepherding Board Secretary

Pastor Peter Salmon, Shepherding Board Chairman