

TRINITY BIBLE CHURCH SHEPHERDING BOARD MEETING

MINUTES

December 14, 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	Exc 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 ^N	

I. Prayer – Doug Keiser opened & led in prayer.

II. REPORTS

- Ministry Wins*: A few of the several wins shared: Advent in a Box being shared with friends/neighbors; new couple who are new believers invited to a small group; in student ministries, senior high students spontaneously sharing bridge illustration with junior high students who have not yet made a commitment; encouraging pulse coming out of Parenting in a Pandemic with several families having an intentional discipling focus with their kids
- Accountability for “Our one”*: We divided into groups to do our monthly check-in/updates on sharing life with our one’s.
- Pulse Report*: Reviewed prior to the meeting and report received at the meeting.
- Financial reports*: Reviewed prior to the meeting & report received at the meeting. Pastor Peter highlighted that we are making budget with a current \$17K surplus. Giving is 10% down from last year. Pastor Peter shared that giving trends across all churches in the country are also 10% down during COVID-19 this year.

III. UNFINISHED DISCUSSION ITEMS

- Initiative Teams update*

Communications Team (*Marty Colwell, Trina Landmesser, Brian Bremner, Sarah Good, Sandra Flikkema*)

 - Brian shared that the team has finished their report identifying what they accomplished, what staff will continue to own the updates, and what items could be handed forward to a new team.
 - Discipleship Team (*Steve Bailey, Doug Keiser, Rick Bremner, Ginny Brown, Merry Merrill, Amy Salmon*)
 - Pastor Steve shared that some team members will do ongoing work to follow up with the Beta group that is doing 1-1 discipleship with the Xchange curriculum. The team will develop & ask questions to assess pulse in January. Amy Salmon is working on a sample Introduction Letter that can be used going forward.
 - Launch new initiative teams: Process Champion Brian gave us an update on what teams we anticipate starting. They are 1) Leverage the New Building & Outreach & 2) Community Presence. Brian sent out details of what each team’s purpose & scope would be. Review before our January meeting when we will identify people to lead & be members on these teams.
- Statement of Faith*
 - 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. *Availability of Clinical Counseling services*

- a) April Plassman is wanting to restart her counseling practice, and has some affiliation with Trinity. Although her practice will be separate, there would be some arrangements with us on a contract basis.
 1. Church members who go to her for counseling would get a certain number of sessions for free, or something like that. Trinity would compensate April's practice for these initial sessions, then after that church members who are clients would pay April directly.
 - a. Considering a budget of \$3000-5000 for this coming fiscal year.
 2. April would have her office in our building.
 3. April would take outside clients, and they would pay her practice directly.
 4. Staff would be able to refer people to April easily.
- b) The SB met with April to discuss this possibility. Some of the questions we asked April:
 1. What are your qualifications/training/experience? How would confidentiality & boundaries be maintained?
 2. What is your approach in counseling? How do you incorporate biblical truth and psychology in your practice?
 3. What would your clinical supervision look like for your client cases?
 4. What liability insurance will you carry for your practice?
 5. Pastor Peter & staff would need to identify office space/location
- c) Discussion, motion & approval for next steps:
 1. The SB identified a need for clinical counseling & that April would be a good fit practicing in affiliation with Trinity.
 2. We identified a \$3-5K precommitment for next fiscal year's budget to cover initial sessions that could be available for Trinity members if financial assistance would be needed.
 3. Pastor Peter & Pastor Steve will meet with April to discuss next steps, including liability & supervision coverage & clarifying expectations, philosophical alignment & communication pathways with staff/pastors.
 4. Pastor Peter & Pastor Steve will identify an assessment process to measure overview fit after one year & report back to the SB the assessment of this service & arrangement.

b. *Residency*

- a) We have a potential Worship Resident who is interested in starting next Fiscal year, Sylvia Brown. Before we interview Sylvia and potentially invite her to the residency...
 1. What do we think about precommitting before next fiscal year's budget?
 2. After much discussion & potential motions, we moved & approved to table this decision to offer a potential Worship Residency program in the upcoming budget year. Factors influencing this decision: It's difficult to predict how God will direct giving through our members in this uncertain budget year. We want to ensure our commitment to our current resident, Brian Bremner, is fully funded into next year especially as our budget will add building interest payments in latter 2021.

c. *Receiving Members*

- a) Pat Simmons, Caleb and Olivia Andrews shared their testimonies to SB members from 6:30-7:00pm, & they seek membership to Trinity Bible Church. The SB motioned & approved to accept their membership request. It was a joy to hear their testimonies & how God has drawn them to Trinity Bible Church.

We were unable to get to last 4 Agenda items (d.-g.) due to time constraints. Pastor Peter sent out these 4 agenda items to SB members by email on 12/15/20 to vote on these time sensitive items.

The Closing Fees agenda item is a new one whereas the last three are items we vote to approve every year.

d. *Closing Fees*

- a) Pastor Peter proposed that we take WIF loan closing fees (which are around \$13500) out of our Operating Fund Surplus as our operating fund is well in the black right now. (Rationale: Our operating fund has a good surplus this year and there was never an assumption that this would come from our building fund, and it would be one less thing to have to adjust in our building fund budget.) By email, SB members voted & approved this item.

e. *Commissioned Lay Ministers*

- a) Proposal to approve giving Jeremy, Kalen, Brian, and Steve the status of Commissioned Lay Ministers this coming year (we do this every year for ministry staff who aren't licensed in the Wesleyan Denomination or ordained). By email, SB members voted & approved this item.

f. *Housing allowances for ministry staff*

- a) Proposal to approve annual housing allowances as identified in our 2020-21 budget for our ministry staff: Peter Salmon, Jeremy Good, John Miller, Steve Bailey, Trent O'Vell, Brian Bremner, and Kalen Eckenrod. By email, SB members voted & approved this item.

g. *Bonus for Tim and staff*

- a) Proposal to approve giving our customary year-end bonus to staff members that aren't a part of pastor appreciation (Jeremy & Sarah, Kalen, Trina, Caroline, Heidi, Anna) as well as Tim Purcell, District Superintendent. By email, SB members voted & approved this item.

Respectfully submitted,

Marty Colwell, Shepherding Board Secretary

Pastor Peter Salmon, Shepherding Board Chair