

# SHEPHERDING BOARD AGENDA

January 16, 2023

*“We make disciples who make disciples.”*

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

Until '23  
Steve Riggs<sup>VC</sup>  
Doug Keiser

Until '24  
Dana Shaver<sup>S</sup>  
Guy Groves

Until '25  
Kathleen Schmidt  
~~Dave Shirk~~

Staff  
Peter Salmon<sup>C</sup>  
Steve Bailey<sup>NV</sup>  
Josh Coulson<sup>NV</sup>

## I. REPORTS

- a. *Ministry Wins*: How are you seeing God work through us to make this kind of disciple? Let's spend some time celebrating together! Dana, Peter, Doug, Josh and Steve B. shared.
- b. *Accountability for “Our one”*: Josh, Peter and Kathleen shared.
- c. *Pulse Report*: Discussed Brian Bremner's transition, and a new social media team of volunteers.
- d. *Financial reports*: December giving was strong and building fund surpassed 2 million. The operating budget is in the black with a surplus around 5k.

## II. CURRENT DISCUSSION ITEMS

- a. *Deconstruct Series Overview*
  - a. Peter shared an overview of the upcoming sermon series that will look at key challenges that cause people to deconstruct their faith. Discussed how to apply the sermons to small group discussions.
- b. *Production Assistant*
  - a. Discussed hiring someone to assist Jeremy with production on Sunday mornings. This would include overseeing all aspects of the Audio, Visual, and lighting systems during the services 3 Sundays a month. They wouldn't recruit or schedule volunteers, but their role would be to direct volunteers on Sunday mornings.
    1. This position would be paid \$100/Sunday, so \$300/mo. The board approved the addition of this position.
- c. *Annual Review and Raises Proposal*
  - a. Steve and Josh stepped out for this discussion, as they are staff members.
  - b. Discussed the possibility of a new system for Annual Reviews of staff.
    1. It would be curated by an outside consulting group called The Center and it would involve a more structured process than what we do now. It would cost a few thousand a year, but it would include:
      - a. Annual Reviews for every employee
      - b. Two “360 Reviews” each year, with feedback from consultants at The Center.
      - c. Peter will provide additional information about this program at a later meeting.
    2. The board agreed a structured annual performance review process would be beneficial for the staff.
  - c. Discussed a proposal to award raises differently. Peter is working out the details with the stewardship team, but raises could have two parts, a COLA and a performance-based raise that would be at my discretion.
    1. For example, all staff might get a 4% COLA, but then staff may get an additional raise of 0%, 1%, 2% or 3% based on performance.
    2. The board agreed a COLA raise would be appropriate, but discouraged an additional raise based on job performance.

d. *Prayer* – Steve closed in prayer.

Respectfully submitted,

Dana Shaver – TBC Shepherding Board Secretary

Peter Salmon – TBC Shepherding Board Chair