

# SHEPHERDING BOARD AGENDA

February 13, 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:* Guy, Doug, Dave, Kathleen and Pastor Steve shared.
- b. *Pulse Report:* No Pulse report this month.
- c. *Financial reports:* We will review financial reports, again, feel free to ask questions.

## II. CURRENT DISCUSSION ITEMS

- a. *Parking Lot Proposal*
  - a. Parking is a glaring issue.
  - b. Gary Moyer shared a proposal that will involve:
    1. Securing bids in the next couple months and refining the parking lot plan.
    2. Congregational Vote at the Annual Business Meeting (May 2023) to move forward with the parking lot plan.
    3. Laying down the gravel base this summer
      - a. This would temporarily fix our parking issues.
      - b. We would need permission from the city to do this, but we are optimistic based on previous conversations that they would allow us to put the gravel down first as long as we promise to pave it the next year. Since paving contractors are booked until 2024, and we would have a congregational vote approving the plan, we would have good reason to think the city would approve this.
    - c. The cost of the dirt work and gravel for this summer could be covered out of Operating Fund.
  4. Holding a capital campaign in February/March 2024 (24 month campaign)
  5. Pour concrete in Summer 2024.
- c. Peter will provide updates in the coming months.
- b. *Setting Salaries for the 2023-24 Fiscal Year*
  - a. Discussed the performance review program from The Center Consulting. This program was discussed in previous meetings. Doug suggested we vote to approve the program, the motion passed.
  - b. Chad Hertz joined the meeting to share a proposal for salaries for full-time staff for next year that will make a big one-time adjustment to get all of our salaries up to the median salaries for churches like ours.
  - c. Steve and Peter stepped out for this discussion, as they are staff members.
  - d. Dana proposed that the annual business meeting no longer include individual salaries in the budget review. Instead lump together salary groups (Pastors/Ministry Directors, Office Staff) for the coming budget year compared to the previous year.
- c. *Prayer* – Steve closed in prayer.

Respectfully submitted,

Dana Shaver – TBC Shepherding Board Secretary

Peter Salmon – TBC Shepherding Board Chair