

SHEPHERDING BOARD MINUTES

March 9, 2026

VISION: *Shepherd a movement of Disciples who Make Disciples by hearing from God in order to guide, provide for, and protect what God has entrusted to us.*

Proverbs 27:23 *Know well the condition of your flock, and pay attention to your herds*

1 Corinthians 4:2 *Now it is required that those who have been given a trust must prove faithful.*

Matthew 25:14-30 *"Parable of the Talents"*

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

<u>Until '26</u>	<u>Until '27</u>	<u>Until '28</u>	<u>Staff</u>
x Ron Morlan ^S	x Barry Plassman	x Steve Riggs	x Peter Salmon ^C
x Alex Newmaster ^{VC}	x Graham Lytch	x Andy Conger	x Steve Bailey ^{NV}
			x Kalen Eckenrod ^{NV}
			x Josh Coulson ^{NV}

I. MONTHLY REPORTS

a. *Votes Since the Previous Monthly Meeting*

a. February 21: We approved exploring a church merger, or Kingdom Partnership with Cedar Valley Church in Waterloo. If Cedar Valley members approves the proposal on April 12, it will then go to Trinity members for a vote on April 26. As a final step, the District Board will be required to review and approve the vote. More details of this proposal are outlined in upcoming FAQs.

a. Approved 4-2. Yes: Peter Salmon, Barry Plassman, Graham Lytch, Ron Morlan. No: Chad Syhlman and Alex Newmaster. Andy Conger was unable to attend, but voiced support for the merger exploration.

b. March 2: Chad Syhlman submitted his resignation from the Shepherding Board. He stated: *"aspects of this merger are what I believe to be doctrinally incorrect. That being said, there are places in scripture that can be interpreted more than one way, both are based in scripture. After many hours in the Word and in prayer I feel very convicted in my soul and do not feel I can lead adequately in the direction this church is going. This has been one of the hardest decisions, but I am resigning from the shepherding board effective immediately."* The specific doctrinal concern was regarding the role of female pastors in the proposed future merged church.

c. March 3: We appointed Steve Riggs to fill the remaining 2 years and 2 months of Chad Syhlman's term on the Shepherding Board, in accordance with the governance protocols of the Wesleyan Discipline. Vote was unanimous.

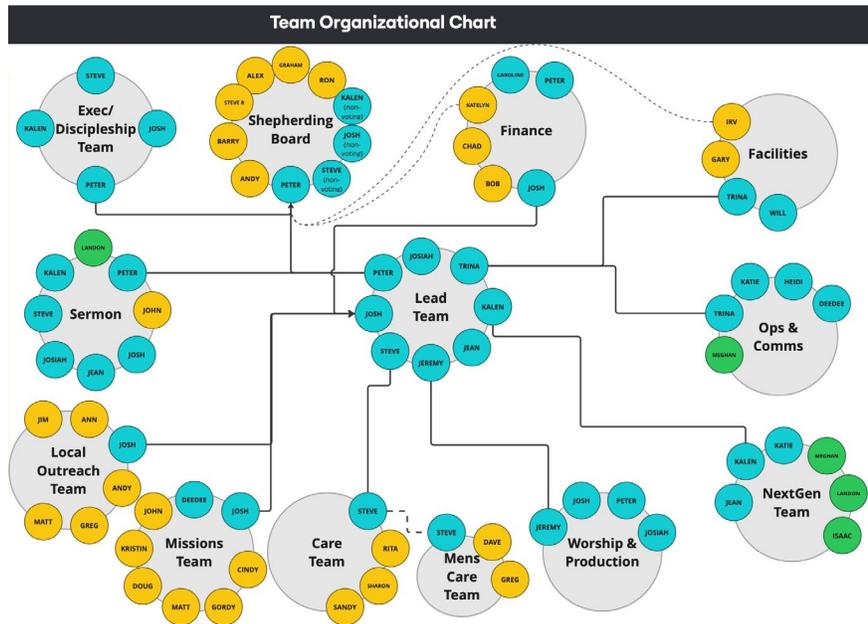
b. *What has God been teaching you?* Several shared what the Lord was showing them in their time with Him over the last few weeks.

- c. *Ministry Wins/Updates on our "ones"*: Our definition of a disciple: *"Someone who follows Jesus, who is being changed by Jesus, and who is on mission with Jesus."* How are you seeing disciples make disciples? **A few shared progress with their "ones" and celebrated some success!**
- d. *Pulse Report*: No update this month.
- e. *Financial reports*: We reviewed financial reports and celebrated generosity of our church!

II. UNFINISHED DISCUSSION ITEMS

III. CURRENT DISCUSSION ITEMS

- a. *Josh Housing Allowance*
 - a. Josh has requested that we designate a housing allowance of \$2000/mo. **The Shepherding Board approved unanimously.**
- b. *Stewardship Team Structure*
 - a. We reviewed a new structure for the Stewardship Team and the role of Trustee and Treasurer. ***This model was approved unanimously.***
 - b. The Trustee and Treasurer would sit on the Facilities and Finance Team as volunteers, with a Dual Hat role of volunteering for assignments and responsibilities on that time, but also having a dotted line reporting relationship with the Shepherding Board to inform them of board level decisions that are needed and report on team goals and achievements.
 - c. The Facilities + Finance Team would still meet at the same time every month right before the Shepherding Board Meeting for a Stewardship Meeting. They would compare notes, collaborate, and define decisions that are needed by the board.
 - d. The Trustee and Treasurer would share a short report (5 minutes or less) during the combined 6p-7p time period with the Shepherding Board, Facilities + Finance Team.



c. *FAQ Review*

- a. We discussed a part 2 of the Kingdom Partnership FAQs. Below is one of the FAQs that Alex and Peter have worked on. We looked at several questions that came in via the online form.
- b. ***Cedar Valley Church has female pastors—how does that fit into the staffing of this combined church?***

Trinity and Cedar Valley are both Wesleyan churches that have had women in a variety of leadership roles, but Trinity has not had female pastors on its staff team. There is much debate between biblically faithful Christians on this topic. Some point to instances of women as prophets in the New Testament (*Luke 2:36-38, Acts 2:17-18, Acts 21:9, 1 Cor 11:5, 1 Cor 12:7-11*), reasoning that if women can be prophets, then they can also be pastors and teachers (*Eph 4:11-12*). Others point to passages that restrict women from speaking or teaching in the church (*1 Corinthians 14:34-35; 1 Timothy 2:11-12*) or passages that associate the role of elder with qualified men (*1 Timothy 3:1-7, Titus 1:5-9*). It is difficult to reconcile all of these passages, and it is important to hold Scripture in tension with itself. After weighing this tension, we believe women may serve in pastoral/shepherding roles, supported by the biblical examples of women exercising leadership and speaking gifts. From a practical standpoint, any women serving as staff members will function under the authority and direction of our Lead Pastor in a unified ministry team.

Because of the tension between these biblical passages, it's understandable that faithful Christians have reached different conclusions on the roles of women in the church. In fact, a group of noteworthy biblical scholars with varying viewpoints expressed this well in the book "2 Views on Women in Ministry": ***"We believe one can build a credible case within the bounds of orthodoxy and a commitment to inerrancy for either one of the two major views."*** We recognize that people in our churches hold a variety of personal convictions on this topic (as well as many other issues). This does not prevent us from moving forward, recognizing and respecting the different biblical perspectives that people have. For those who want to explore this further, we recommend Pastor John Miller's [sermon on women in leadership](#),

which offers an overview of Wesleyan biblical teaching and history on this topic.

d. *Budget Review*

- a. We reviewed staff compensation draft with more conversations to come.
- b. We reviewed Health Insurance recommendations from the Stewardship Team. **The Shepherding Board unanimously approved raising insurance cap and including family members of Medicare recipient.**
- e. Board approved Membership for **Landon Nehring** (G. Lytch and R. Morlan listened to testimony on 3-8-26).

IV. FUTURE DISCUSSION ITEMS (Agenda items can be added upon request)

V. IMPORTANT DATES

VI. FUTURE BOARD MEETINGS

2nd Mondays @ 6-9pm