

SHEPHERDING BOARD AGENDA

August 8, 2022

“We make disciples who make disciples.”

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

<u>Until '23</u>	<u>Until '24</u>	<u>Until '25</u>	<u>Staff</u>
x Steve Riggs ^{VC}	x Dana Shaver ^S	x Kathleen Schmidt	x Peter Salmon ^C
x Doug Keiser	x Guy Groves	x Dave Shirk	(Sab) Steve Bailey ^{NV}
			x Josh Coulson ^{NV}

I. REPORTS

- a. *Accountability for “Our one”*. Going forward, each of us will be actively pursuing one person who is not a believer. We will check in monthly on how it is going.
 - a. Several board members shared updates about their “Ones”.
- b. *Pulse Report*: We reviewed this internal report.
- c. *Financial reports*: Financial reports are close to being up to date.

II. UNFINISHED DISCUSSION ITEMS

- a. *Building Fund* - Future campaign possibilities.
 - a. Peter spoke with Aaron Asay (our campaign coach from Amplio) and as we talked we discussed a few options.
 1. We will need to do a “phase 2” of our campaign to add and replace parking lots. This phase 2 would also involve paying down existing debt.
 2. He suggested that we do this campaign as soon as Fall 2023 so that we aren’t overburdened with debt.
 3. In the meantime, we need finish out well the current campaign (Still \$200,000 in pledges to go), and we need to continue to point people to:
 - a. The need to replace and add parking
 - b. The need to be aggressive in paying off debt
 - c. The likelihood of another campaign in Fall 2023.
 - b. **UPDATE**: The Wesleyan Investment Foundation is offering us an extension on our current interest rate of 4.75%. The way things are now our interest rate would be scheduled to adjust in December 2023, but they are willing to lock us in at our current rate until December 2025. We will just need to pay a \$2500 fee. This is an incredibly generous offer, but we need to take it up officially as a board to move forward.
 1. Steve Riggs motioned to approve the proposal and Dave Shirk 2nded the motion, motion carried.
- b. *Policy Manual*
 - a. Amend Section 4, I, H
 1. ~~The vacation benefit cannot be cashed in for reimbursement except in the case of termination of employment, whether by initiative of the employee or by TBC. An employee who has given at least a two (2) week notice of resignation may request payment for vacation days earned but not taken.~~
 - b. **UPDATE**: At our last meeting there was concern over if it was even legal to not pay out for vacation. Peter spoke with his legal team ☺ (sister-in-law Kirsten Juhl, an attorney who teaches business law at UNI) and according to Iowa law, it is only when vacation is given *pro rata* that these legal requirements apply. For example, if you get .05 days of PTO for every hour worked, then yes, that is considered legally part of your pay and payout is required. But if you just get a certain number of allocated days of vacation every year, then that wouldn’t be considered part of your pay.

1. Steve Riggs motioned to accept the proposed change to the manual (see above)
Dave Shirk 2nded the motion, motion carried.
2. The text that is crossed out will be omitted from the policy manual.

III. CURRENT DISCUSSION ITEMS

a. *Receiving New Members*

- a. Logan and Abby Fong shared their testimonies with the group. Doug Keiser made a motion to approve them as members and Dana Shaver 2nded the motion. Motion Carried.
- b. Kathleen Schmidt and Dana Shaver met with Andrea Carlock and Lisa and Alan Dailey on Sunday August 7th to discuss their membership testimonies. Kathleen and Dana both recommended to accept them as members and the board approved their membership.

b. *Discipleship at Trinity*

- a. We reviewed Discipleship: Small Group Coaches, Small Group Leaders, 1:1 Discipleship
 1. Some of the main thoughts were that, we have come a long way, with 76 people involved in some aspect of these leadership roles, but we still have a long way to go to get more leaders involved, more groups started and more people personally discipled.

c. *Prayer*

Respectfully submitted,

Dana Shaver – TBC Shepherding Board Secretary

Peter Salmon – TBC Shepherding Board Chair