

SHEPHERDING BOARD MINUTES

November 14, 2022

“We make disciples who make disciples.”

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

Until '23
X Steve Riggs^{VC}
Doug Keiser

Until '24
Dana Shaver^S
X Guy Groves

Until '25
X Kathleen Schmidt
X Dave Shirk

Staff
X Peter Salmon^C
X Steve Bailey^{NV}
X Josh Coulson^{NV}

I. REPORTS

- a. We shared recent ministry wins and checked in on our personal ministries to our “ones”.
- b. We reviewed financial reports. Our operating fund monthly giving is now back around pre-Covid levels.

II. UNFINISHED DISCUSSION ITEMS

- a. *Pledge Campaign wrap-up*
 - a. We will send out a final campaign update letter at the end of Nov/beginning of December.
 - b. We will plan to celebrate the end of our campaign in our services on December 11.

III. CURRENT DISCUSSION ITEMS

- a. *Approving New Members*
 - a. **We unanimously approved the following individuals** for membership:
 1. Roger and Diane Woock
 2. Mike Allison
 3. Tessa Wildeboer
 4. Erin and Erik Rohde
 5. Paul and Janine Knapp
 6. Chad and Danielle Syhlman
- b. *Staff Inflation Bump*
 - a. Pastor Peter motioned to give a \$125 monthly pay raise per full-time salaried staff member starting in January.
 - b. Discussion: times are challenging with inflation and many of our staff have only received very small raises over the past few years. Next Budget year we will need to make some significant salary adjustments. Recommended by Stewardship Team.
 - c. **Motion carried unanimously.**
- c. *Public Relations*
 - a. Pastor Peter motioned to increase our Public Relations budget for this year.
 1. \$3000 for Christmas promotions + \$3000 for new merchandise.
 2. Recommended by Stewardship Team.
 - b. **Motion carried unanimously.**