

## All Souls Shepherding Team Minutes 12/2/14

Meeting held at 4MS, Chapel

Shepherds Present: Laurens Tullock, Brad Carter, Joe Morelock, Marie Alcorn, Kate Brimer, Mary Baldrige, Jesse Watkins, Doug Banister, Jill Branson

Absent: Daniel Odle

### I. Prayers for the Body and the Work of the Shepherding Team

A) Time in prayer, led by Mary Baldrige

### II. Business Meeting

A) Approved minutes from the 11/4/14 meeting.

B) Shepherding Team Transition / Orientation Retreat

1. Laurens presented a proposal for the meeting agenda (see attached) to be held on Dec 13. He proposed 4 one hour blocks:
  - a) Founding and history led by Doug, with John Wood participating
  - b) Roles and Responsibilities – led by Laurens and the past ST chairs
  - c) Operations – led by Jill Branson
  - d) Ongoing ministries – led by Doug
  - e) Long term growth strategies (instead of ministry priorities) – Doug will present some of the areas which the new ST might be called to look at in the coming year.
2. An updated ST handbook is being put together and church ministries/teams are asked to submit updates on any handouts.
3. Since there will be no returning ST officers for the next ST meeting in January, Laurens proposed that the ST select a “Chair Pro Tem” to lead the meeting. One of the first objectives of this January meeting will be the selection/election of ST officers for the 2015 year. Those present decided to ask Daniel Odle if he will serve in this role for the January meeting.
4. Doug said that he and Jesse would abstain from voting for the ST officers at the January meeting.

C) Financial Issues and Operations

1. 2015 Proposed Budget – Bruce Charles was not able to attend but Jill passed on the final proposed budget for 2015.
  - a) The budget made the changes discussed at the last ST meeting. This included adding a third new children's/nursery worker (will make 6 workers total).
  - b) The 2015 All Souls budget will come to \$427,007 which is an approximate 6% increase over last year's budget. (this is \$2000 less than the printed budget since Jesse says he will not need the \$2000 for staff development (under 7000 group))
  - c) *All present voted in favor of approving the 2015 budget.*
  - d) Laurens reported that after talking with Bruce Charles, we are about \$30 thous projected under budget for the year. Laurens is leading pastoral prayer on Dec 14, and he will update the congregation on this as people look at end of year giving.
2. Spiritual Direction Retreat
  - a) Jill reported that plans for the retreat are going well, however only 20 people have signed up. (see Jill's update attached)
  - b) The ST discussed the need for more outreach to encourage those in our body to

- attend and remind them of available childcare.
- 3. Update on Children's Ministry Space Solutions
  - a) The ST heard that Daniel met with 4MS and got approval to do most of the room adjustments we were interested in during service time for the children. (The visiting artist's room will not be available for us.)
  - b) It was reported that several new people have signed up to help with the children's ministry on Sundays.
- 4. Update on Membership Roster
  - a) People signing up for the membership information Google doc has gone well, and Jill is developing a good database. She still encouraged us to talk to people to be sure everyone is signing up.
- D) Personnel Issues – Joe Morelock
  - 1. The Personnel team is finishing up the staff performance reviews and members of the team will be meeting and doing annual reviews with their staff members in the coming weeks.
  - 2. It was decided that Laurens will do Doug's review, and it is suggested that the ST chair/president do Doug's review annually.
  - 3. Daniel may become the ST representative to the Personnel team next year.
- E) New Shepherds Update
  - 1. Kate reports that all the newly elected Shepherds have been told about the likely orientation retreat on the 13th. She will contact them to give final details.
  - 2. She reported that it was felt that the nominations and election process overall went well this year, but the ST might still want to discuss early in 2015 if there should be any other changes for next year. Some people have asked if the nominated Shepherds might talk to the congregation a few weeks before the congregational vote.

### III. Ministry Updates

- A) Pastoral Ministry – Doug Banister (see Doug's attached email update)
  - 1. Mere Christianity Series
    - a) Doug is planning to begin the series the third week of January.
    - b) He has spent much of the last year preparing the series and he got some feedback on the series with present and former Shepherds at the dinner meeting 2 months back.
  - 2. Update on Church Growth Ideas
    - a) Doug and the ST discussed that ideas on church growth will be a topic to pray over and discuss among the ST and our body in the next year.
    - b) Some of the changes in the children's classrooms and additional teachers will help us for now, but we will need to discuss in the coming year how God is guiding our church to grow. We will need to discern if we need to have an organized plan of growth or more organic growth led by the spirit through church plants/small group movements.
- B) Worship Ministry – Jesse Watkins
  - 1. Jesse has the services for Advent set up this month.
  - 2. All Souls will again have a Christmas Eve service at 5pm outside on Market Square, weather permitting.
- C) 10 to the City Ministries – Marie Alcorn
  - 1. Marie said the 10 to the City tithes for this year will be given out to organizations before the end of the year. She has met with Jill and Bruce on what remaining funds need to be given. Several organizations are planning on giving offertory updates

early in 2015.

2. Marie recommends that the body do another 10 to the City discernment process, since we have finished the 3rd of our 3-year commitments. She thinks we should form a new 10 to the City Team early in 2015 and begin the congregational process early in the 2015 year.
  3. There was discussion about how to help one family the church has been faithfully walking with through the Emerald Youth Swim Team and the Amachi Program. There has been a request for some funds to help the family renovate a room in the house to help a guardian/family member live there.
  4. It was discussed that instead of giving directly from the All Souls budget, it would be better to try and meet this need through current funds and budget line items, such as small group grants and possible board discretionary funds.
  5. It was reviewed that the church benevolence fund may be at zero. This fund does not have an annual budget contribution and comes from surplus and donations. The ST would need to approve any funds for this if it were to come from the budget.
- D) Medical Fund Ministry – Brad Carter
1. The medical fund approved 3 fundings for the last quarter.
    - a) Dental - \$1000
    - b) Dental - \$400
    - c) Medical/behavioral - \$1000
  2. The medical team decided at the last meeting to allow a bill to be submitted only once for help with assistance.
  3. Ginger Kielarowski would be a likely representative from the ST to the medical team when Brad rotates off the ST.
  4. Before this last quarter, the Medical Fund was at \$21,729.06

The meeting was adjourned. Submitted by Brad Carter