

December 19, 2013


HBC Compensation Committee Meeting


Attended: Robert Jones (Chairman of Elder Board); Joe Martin (Treasurer); Dan Tolbert (Chairman of Audit Committee); Greg Griffin (Capin Crouse); HBC's auditor and Fred Adams (Executive Business Pastor)

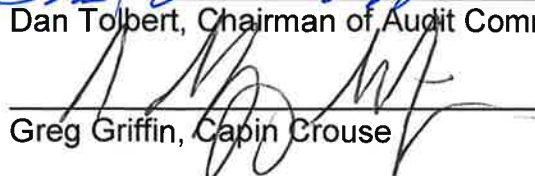
Greg Griffin reviewed the results and details of a report prepared by Capin Crouse on Executive level Pastoral Compensation for churches of similar scale and focus as Harvest Bible Chapel. **After reviewing the report and discussion, the independent auditors confirm that current and proposed executive compensation, including the compensation (and deferred compensation) paid to the Senior Pastor, Assistant Pastor, Executive Business Pastor, Executive Ministry Pastor and Executive Media Director are well within the range of total compensation paid to executive staff working at other churches with similar congregation size and responsibilities. The Committee approved all executive compensation, housing, deferred compensation and the housing allowance to be paid to all Harvest Bible Chapel's pastoral staff in 2014.**

In order to maintain strict confidentiality of compensation and housing information, the signed (by Compensation Committee members) original of the approved housing allowance allocations and the executed payroll action forms of the Executive Staff are in a secure file kept by the Executive Business Pastor. The independent auditor will verify that all appropriate documentation is in place and in full compliance with IRS guidelines.

 Chairman HBC Elder Board
Robert Jones, Chairman of Elder Board

 Treasurer
Joe Martin, Treasurer


Dan Tolbert, Chairman of Audit Committee


Greg Griffin, Capin Crouse