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## Minutes for Elder Meeting – February 25, 2020

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**Purpose:** Elder Board Meeting

**Location:** Rolling Meadows – Upstairs Location

**Date:** 02/25/2020

**Elders:** David Cryder, Jasen Day, Karl Jackson, Kent Jaeger, Brian Laird, Al Miranda, Dave Smoot, Tim Stoner, Darrin Weidman

**Attending Elders:** David Cryder, Karl Jackson; Kent Jaeger, Al Miranda, Dave Smoot, Tim Stoner, Darrin Weidman

**Electronically Attending Elder(s):** Brian Laird, Jasen Day

**Not Attending Lay Elder(s):** N/A

**Acting Chairman:** David Cryder

**Acting Secretary:** Kent Jaeger

**Attending Staff Elders / Staff Members:** Greg Bradshaw, Roger McCoy, Dr. Vanlaningham, Ed Ollie

**Electronically Attending Staff Elders / Staff Members:** None

**Attending Guests:** None

**Electronically Attending Guests:** None

**Administrative Support:** Diane Birkenstock

### Normal Agenda

1. Open in prayer – Devotional - Kent – (7:08)
  - Ps 34:8-10
2. Review the draft minutes from last meeting provided by Diane – Tim
  - Minutes were not reviewed and will be put on Slack to be approved
  - Discussion about minutes – what to do going forward
3. Review of action items (*not already addressed in another topic*) – Brian (7:29)

#	Task	Assigned	Status
1	Roger to share his 2020 goals	Roger	Closed
2	Roger to share the pros/cons of combining HCA and Westminster	Roger	Closed
3	Staff to provide the process for someone gets licensed as a pastor at Harvest – post on Slack	Roger	Closed
4	Kent to review past minutes to see when we said Greg was coming on as an elder	Kent	Closed
5	Finance committee to send a copy of the 2019 budget (actuals) vs 2020 Budget to the elders to review	Tim or Darrin	Open
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4. Discussion on counter claims issue – Brian / Cryder (7:32)
  - Received a legal motion to pay James' legal fees. Because of the wording of the bylaws, our attorneys feel they may have a strong case, and our chance of winning is small.
  - Two options – drop the counter claims and don't pay his fees or proceed preparing a defense and pay his fees from when we filed until the rule comes
  - If we drop the counter-claims, we can bring the evidence back into the case, but we will not get anything owed to us on a legal basis. We can't force anyone to pay us.
  - Outside of arbitration we can present to James what we feel we're owed.

**HBC produced a list of ludicrous counter claims.** See above where they discuss in an elder meeting – 'oops, James was our CEO, we have to pay the cost of his legal defense against any claims we make,' then immediately they dropped ALL COUNTER CLAIMS, stating they would ask for what they were owed outside arbitration. It never happened. When we did meet, they brought none of these frivolous or false things. At the end, COO and CFO agreed I was the one not reimbursed and it was over.

Note just a couple of their "counter claims" against me, below. Alcohol – I never saw anyone drink alcohol, other than maybe a guest or donor at a cubs game. Elgin construction as a counter claim against me – seriously?? Violation of HBC trademarks – WITW owns those. Sabotage Vertical Worship – how? VW renegotiated their contract to exclude me, yet I founded it and did not have to give all the revenue to HBC, but still I did. I started ministries and gave the majority or all the revenue to Harvest, but that's not enough? Security upgrades – WITW paid for half and all were approved, but apparently after the fact, protecting the life of someone you're trying to destroy does seem like a waste. The 'unauthorized removal of Walk in the Word Social media accounts'– you mean MY social media? Case law says it belongs to the individual. But Carl Barkow tried to hack me more than once, even fraudulently using my private email. I could have used my FB page with a million followers to blast HBC, but said nothing contrary for 21 months. Imagine how HBC would have used those accounts given their actions? They fired Sharon Kostal, who refused to give up the passwords, and threatened to call the police on a faithful 15 year employee? Disgusting behavior.

**interests instead of with the requisite loyalty owed to HBC:**

- a.) **Alcohol and tobacco purchases in clear violation of HBC's policy manual;**
- b.) **\$20 million overage on the Elgin construction project;**
- c.) **Violation of HBC's trademarks (WITW, etc.);**
- d.) **Unauthorized removal of WITW social media accounts;**
- e.) **Unrealistic promises obligating HBC to significant liabilities (no-cut clauses for certain employees);**
- f.) **Lawsuits filed against ECCU and against Mahoney, Bryant and Roys;**
- g.) **Lock-up of Fidelity assets and inability to use funds;**
- h.) **Overfunding of deferred compensation;**
- i.) **Attempting to sabotage a relationship with Vertical Worship record label Provident;**
- j.) **Interfering with lending relationship with ECCU by directly contacting ECCU President;**
- k.) **Improper investment into Daystar TV against the advice of WITW CFO;**
- l.) **"Security" upgrades at personal residence paid by HBC;**
- m.) **Improper investment into Gavin Stone film;**
- n.) **Overpaying for HBC Aurora campus;**