

EXECUTIVE COMMITTEE MEETING MINUTES

DRAFT | JANUARY 14, 2019

EXECUTIVE COMMITTEE ELDERS PRESENT: Steve Huston, Robert Jones, James MacDonald, Bill Sperling

ADDITIONAL PRESENT: Luke MacDonald, Trei Tatum, Kathy MacDonald, Paul Inserra

ABSENT: Ron Duitsman, Jeff Smith

ADMINISTRATIVE SUPPORT PRESENT: Sharon Kostal

MEETING START TIME: 5:07p

DISCUSSION POINTS:

1. James overwhelmed, reviewed historical and current contributing scenarios, extreme damage
2. Offered to resign / retire / extended sabbatical, with only preaching in Naples till end of March, then off until EC/XLT revisit
3. Wind down WITW to zero, transfer it to him; determine employee continuance/severance
4. Consideration of EC/XLT to restructure multi-campus into separate campuses
 - a. Don't try to restructure around what it was; complexity makes it unworkable
5. Peacemakers - if proceeding, consider retaining Sharon or Dan Sumpter or both to administer process
 - a. James to participate in process but not influence it
6. Consider keeping James on payroll in full through Naples, significantly reducing pay through end of sabbatical, then determine lump sum and completing his service.
7. Suggestion to hire interim Senior Pastor, possibly Dave Stone
8. EC to consider whether sabbatical or resignation
9. Whether/when to empty his office under EC/XLT advisement

COMMITMENTS REQUESTED:

1. Ensure asap transfer of Rabbi trust to James
2. Ensure transfer of everything in WITW to James
3. James to only preach in Naples through March, will continue if EC/XLT desire
4. Church to give same amount of support to WITW until end of March or WITW in separate bank account to James. to be placed under new WITW board of directors
5. James to work to sell TV airtime and yield proceeds to EC for allocation
6. Remove all email from server from history tomorrow
7. Take care of Rick and Sharon
8. Written letter signed by EC confirming all
9. Paul Inserra oversee fulfillment of commitments, sit in on EC meetings while James is out

ACTIONS/COMMUNICATIONS:

EC meeting agenda - 3p

1. David Schlachter / Peacekeepers guy - Steve to connect
2. Plan Elder meeting
3. Plan rollout strategy

Elder meeting agenda - invite campus pastors

1. New EC
2. Approve budget
3. Inform
 - a. Extended sabbatical: James reached end of capacity to bear up under stress, he asked to go on sabbatical, we feel that is best for him, possibly best for church, looking at interim plans for him under care of EC and Paul Inserra...
 - b. Interim help
 - c. Peacemakers process
 - d. WITW wind down / hand off

Rollout strategy - congregation this weekend

MEETING END TIME: approx 7:15p



Secretary of the Executive Committee of elders