

Note: attach any docs referenced in meeting

EXECUTIVE COMMITTEE MEETING MINUTES

DRAFT | JANUARY 11, 2019

EXECUTIVE COMMITTEE ELDERS ON CALL: Ron Duitsman, Robert Jones, James MacDonald, Jeff Smith, Bill Sperling

ADDITIONAL PRESENT: Rick Donald

ABSENT: Steve Huston

ADMINISTRATIVE SUPPORT PRESENT: Sharon Kostal

CALL START TIME: 4:05p

MISC UPDATES

- 1) ECCU appears to be willing to do entire refinance with us and cover costs incurred
- 2) Harvest and HCA are on list of "Best Christian Workplaces"

DISCUSSION POINTS

- Fallout of difficult seasons, lawsuit, all result in difficult past few days
- Pastor James proposed careful, gracious letter, concluding with putting James' continuance into hands of EC and recusing self from process that EC would announce; sent to congregation, posted online
- Start with congregational meeting Jan 20, live-streamed, text questions; promise written answer to each question provided w name
- Problem with all external verification sources know they will be aggressively attacked
- EC to prescribe Step 1 of process; written announcement
- Reconciliation proposal coming from Ken Sande/360Degree Ministry, with objective outside team and Elders
- Goal to parallel answers to substantive grievances
- If James' willingness to put his continuance into the hands of EC is in best interest of good result, he is willing to do this
- EC consensus is it is not time for James to resign; would harm not help church and kingdom
- Suggestion to recuse himself from process decisions, but not tender resignation
 - Instead, add to process questions 'Is it in best interest of process for James to continue in current role? Do Elders have any private reservations that have not felt free to speak?'
- James read his letter draft
- Need clear timeline to plan response, communications, and closure timeline for process.

ACTIONS

- James to revise letter draft per EC feedback; draft process plan
- Draft announcement for posting: *The Executive Committee of Elders is in final stages of designing an extensive process of verification, restoration, and reconciliation involving outside counsel. That plan will be sent in detail to entire congrega-*

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tion early this week, subsequent to any adjustments made in securing the approval of the entire Elder Board.

- Send letter, process plan, announcement to EC tonight
- EC to review, pray overnight
- Call at 8a tomorrow morning

CALL END TIME: 5:23p

A handwritten signature in black ink that reads "Sharon Kostal". The signature is written in a cursive, flowing style.

Signature of Secretary of the Executive Committee

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EXECUTIVE COMMITTEE CONFERENCE CALL MINUTES

DRAFT | JANUARY 12, 2019

EXECUTIVE COMMITTEE ELDERS ON CALL: Ron Duitsman, Steve Huston, Robert Jones, James MacDonald, Jeff Smith, Bill Sperling

ADDITIONAL ON CALL: Luke MacDonald

ABSENT:

ADMINISTRATIVE SUPPORT ON CALL: Sharon Kostal

CALL STARTED: 8:06a

DISCUSSION POINTS:

- 1) Significant concern for health and welfare of XLT, due to continual crisis of pressure resulting from critics, 18h days, carrying weight of leadership without ultimate authority.
- 2) Attackers' continual shredding is entrapping regarding decision making and personally, emotionally destructive to James and XLT.
- 3) Next steps re statement content and delivery, congregational meeting, James communication to church, possible return to pulpit next weekend.
- 4) Strong recommendation not to continue to listen/respond to cyber-bullies outside our church and give them credibility; focus on flock.

CONSENSUS ON ACTIONS:

- 1) No live announcement
- 2) Clean up statement, remove apology, clarify process/plan
- 3) All church email with link to statement on *In the News*, possibly include video in email
- 4) No congregational meeting between ALM/women's events Sunday; consider mid-week
- 5) James/Rick video to church this weekend
 - a) year end financial update
 - b) commend team back home for Best Christian Workplace
 - c) return to Chicago next weekend to preach

CALL ENDED: 8:35a



Signature of Secretary of the Executive Committee