

COMPENSATION COMMITTEE MINUTES - October 9, 2014

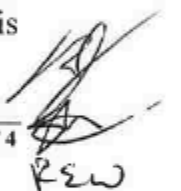
In attendance:

Elders - Robert Huston, Steve Jones, Randy Williams

Legal Counsel - Matt Anthony, David Middlebrook

Recused: James MacDonald, Fred Adams, Scott Milholland

The Committee then undertook discussion and deliberations of overall total compensation of Senior Pastor James MacDonald as it currently is paid and as it compared to the data contained in the Report. Committee also discussed implications of Pastor James voluntary sale of his home, to satisfy concerns outside of the church of him having too large of a house. The sale of Pastor James' house addressed a perceived risk to the church, so Committee discussed the best way to restore the loss of equity. Pastor James took a \$500k equity loss & Committee discussed a plan to recoup that loss over 10 years through \$50k deferred compensation allocation for 10 years. In addition, Committee Member Randy Williams pointed out that if a bonus were to be considered for the Senior Pastor in 2015, the Committee should consider designating some portion of it for the payment of travel expenses for Pastor MacDonald's vacation travel with his



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family and felt such payment would be one way to show appreciation for Pastor MacDonald's devotion and tireless commitment to his job and to the Church. All Committee members agreed with this concept.