

1. The meeting was called to order by Todd Burns at approximately 6:30pm. Administrative Council members present: Todd Burns, Donnie Patrick, Scott Riggs, Tom Gorman, Donna Fonk, Teresa Gamsky, and Greg Cagle. Harvey Pennington and Brenda Chaplain were present to present financial information and other statistics. Other church members present included: David Burns, Wayne Stiles, Courtney Nanny, Bob Nevins, Jennifer Nevins, Kris Krake, Carol Krake, Doug Wingert, Dave Meredith, Lori Meredith, Craig Kidwell, Susan Kidwell, Becky Oldham, Steve McCarty, and John Finch.
2. Meeting was opened by Todd Burns who welcomed all in attendance. Scott Riggs opened in prayer. Devotional was led by Pastor Donnie Patrick citing Isaiah 9:6. Pastor Donnie spoke to how the child in the verse was the substitute for us all and a sacrifice unto God and how we as a church body are called to represent God well.
3. Donna Fonk made a motion to accept the November minutes. A second to the motion was made by Teresa Gamsky. The November minutes were approved.
4. Church treasurer Harvey Pennington provided a financial report that included:
 - Approximately \$50K short of budget through November 2015
 - Although giving is down \$50K the church's spending has not exceeded giving
 - Sunday giving for Nov 2015 was approximately \$137K
 - November 2015 weekly average for giving was approximately \$27K compared to \$32K needed to meet the approved budget giving
5. New Business: Pastor Scott Riggs stated that there is a need to fill volunteer positions for the current Upward basketball season. The largest need is for referees. There is also a need for concession stand workers. Tina and Ron Terry are the contact individuals for volunteers.
6. Old Business: Pastor Scott Riggs advised that the boiler is fixed at an approximate cost of \$15K that came in part from the budget line item for contingency carried over from last year and this year's budget for contingency which is had an annual budget at \$25K.
7. Administrative Pastor Report: Scott Riggs stated that the church is continuing to spend less than what is being taken in.
8. Pastor's Report: Pastor Donnie mentioned that the administrative council was missing two members that evening, Clint Elliott and Jaime Hillegonds and was hesitant to discuss some of the future plans without first discussing it with them. Pastor Donnie stated that he has taken seriously those that have communicated concerns to him over the past several weeks. Pastor Donnie stated that he understands three main areas from those concerns: leadership, giving, and communication.

Pastor Donnie stated that he and the administrative council believe that a large step has been taken with the call of Clint Elliott and Brandon Rose to the student ministry team. Pastor Donnie relayed that addressing the needs in the student ministry was an urgent and primary focus for the staff. Pastor Donnie stated that it was important to communicate the change in a way that celebrated what the Lord was doing for Pastor Ben and honoring his call to another ministry while also announcing the change to the students. Pastor Donnie asked for support with Next Generation with prayer and participation where possible. Pastor Donnie explained that with these two additional pastors on staff, the preaching team for the church will also be expanded.

Donnie stated that over the last couple of weeks he and Scott had met with ministry leaders, parents, and students to share what he believed to be the Lord's direction in student ministry.

Pastor Donnie explained that after the New Year the church would begin "Heart for His House" and asked all to sign up for one of 40 day slots for fasting and dedicate this first part of the year to the Lord. The beginning of the year would be a time to pray and fast and increase our love for one another.

Pastor Donnie expressed the desire to use Wednesday night as a time to educate our congregation on various aspects of the church such as what the Lottie Moon offering is, how M25 operates, what the role of a deacon is, etc.

Pastor Donnie explained that other areas being explored were:

- Prayer being heart of every ministry
- Donnie to be in prayer with Sunday morning worship team
- Quarterly membership classes
- Forming committees as ministry teams
- Examining church governance
- Forming pastoral team from congregation to assist Associate Pastor

Pastor Donnie stated that the Administrative council had an extra meeting in December to address concerns and asked that those in attendance pray for administrative council. Pastor Donnie stated that he had heard what those who spoke to him and had been looking at Scripture, pulling from different resources to see how the church can work to be more Christ-like as the New Testament church, building community outreach and spiritual disciplines.

Pastor Donnie stated that he was excited for what the Lord was doing in the church as seen in things like the Next Generation program that will build current relationships with our students but also expand to include parents, schools, and administrators. Pastor Donnie stated that Brandon and Clint's backgrounds were well-suited for the Next Generation ministry and that he wanted to celebrate what he and others believe God put together.

9. Todd Burns stated to the members in attendance that we appreciated their input and have been working on a plan to be better united and find places to serve without leaving anyone behind. Todd thanked everyone in attendance and opened up the floor for the members who wanted to speak.

Some expressed an urgency in addressing their concerns. Todd Burns stated that the student ministry was the most immediate concern and that has now been addressed. He further stated that the council is formulating other plans to involve more members in the ministries of the church, as well as other long-term plans that have not yet been finalized.

A concern was brought forth that some issues with leadership have not been addressed and a suggestion had been made a few weeks ago regarding the formation of an elder board. Pastor Donnie stated that our current Articles of Guidance do not address a board of elders. However, he is considering a team of volunteer leaders that will serve to support him as Pastor and serve as lay elders.

Some members expressed a desire to have an open conversation with the church at large in regards to the concerns that have been expressed. Others wish to be told specifically how the membership can pray for the church. Todd Burns stated that the Administrative Council is elected by the church body to

handle certain functions of the church and is prayerfully considering different ways to address concerns brought forth by church members. He also stated that the council is not going to make hasty decisions without sensing God's direction simply to satisfy time frames set forth by some of the members.

Courtney Nanny led the group in a time of prayer.

The conversation continued about how to improve communication, attendance, giving and seeking God's counsel for our church.

Pastor Donnie stated that he and the Administrative Council have taken the concerns seriously and that he always seriously considers concerns that are brought to him, whether through e-mails, one on one communications, letters, etc. While not all considerations have been put into place or accepted by the staff or Administrative Council, the most serious issue was the student ministry and new leadership has been put into place in that area, which will address the concerns of many. He also believes that the plans which were discussed and others still under consideration by the Council address the common themes brought forth by the members.

10. The administrative council went into closed session.

11. The council returned to open session. A motion was made by Donna Fonk to adjourn the meeting. Greg Cagle seconded the motion. Donna Fonk closed the meeting in prayer. The meeting ended at approximately 9:00pm.