

FELLOWSHIP OF GRACE BRETHREN CHURCHES**Fellowship Council Minutes** Grace Brethren Church, Simi Valley, Florida**Thursday – January 29**

The Fellowship council met for dinner, and a time of prayer, worship and sharing.

Friday – January 30 (all day is for the Fellowship Council and leaders of Cooperating Organizations)

PRESENT: Dan Allen (05-Moderator Elect), Nathan Zakahi (07-West), Mark Saunders (05-Central), Ed Waken (06-West). Jerry Young (04-East), Ted Kimbauer (05-West), Keith Shearer (06-Second Moderator-Elect), Terry Taylor (04-Central), Bob Combs (04- Past Moderator), Mike Jentes (06- Central), Jim Brown (07-East), Joel Richards (04- West), Larry Edwards (07 - Central), Tom Avey (Fellowship Coordinator), John Teevan (04-Moderator).

ABSENT: Dave Ogden (05-East), Vic Young (06-East)

COOPERATING ORGANIZATIONS: Jeff Gill (Dean - Grace Seminary), Jay Bell (GBIM), Ron Manahan (President -Grace Schools), Terry White (Executive Director - Brethren Missionary Herald Co.), John Haller (President - Grace Brethren Men), Jeff Carroll (Executive Director - Grace Village), Janet Minnix (President - Women of Grace USA), Helen Miller (President - SoCal/Az Dist. WOGUSA), Ken Bickel (President - AGBM), Larry Chamberlain (Executive Director - GBNAM), Dave Lawson (President - Internationals USA), Ed Lewis (Executive Director - CE National).

Devotions/Prayer - After snow stories, John Teevan led the meeting. We are members of a family, 1 Cor.12:7, 13 etc “composed” not just assembled (compost pile). In cooking—the sauces blend things together. Our individuality is secondary to the composition. Cf. Rom. 12. Because of Christ, we are members of His body and members of one another. The goal is that we will compose ourselves into a united group in order to accomplish greater Great Commission endeavors as a fellowship than the sum of our individual efforts.

013004-01 Introductions of New Fellowship Council Members – John Teevan

Jim Brown

Larry Edwards

Nathan Zakahi

013004-02 Vision and Strategy – Review - Grow – Go – Lead – Tom Avey

Vision is a picture of a need met. GrowGoLead seeks to influence not control. GrowGoLead champions multiple strategies. It is different than core values (what we will NOT give up for our vision). Grow: By 2010 the FGBC will be experiencing (conversion) growth. Go: By 2010 every Grace Brethren Church will be on mission. Lead: By 2010 Grace Brethren will train, equip and deploy more than enough leaders to take us into the next decade.

Celebrate04/06/08/10 and Equip05/07/09 overview – Tom Avey

Conference is a major resource of the Fellowship Council. Our strategy for conference programming is one of many strategies (Multiple Strategies) that are a part of GrowGoLead.

013004-03 Reports from Cooperating Organizations How will your Organization will help advance the FGBC towards the vision statement? (with Q/A):

- Jeff Gill (Grace Seminary): \$100,000 gift (1/2 from Lilly) at end of year, potential of 200 students in Columbus. The goal is to be a resource to the FGBC. Many pastors do not want to pursue a degree, but want something the seminary can provide. Grace Seminary is considering options of what that can be.
- Jay Bell (GBIM): --BHAG's, lingo shift from talking about continents, and countries to NATIONS (7 continents, 237 countries). The heart of Lord is targeting NATIONS (if we focus on people in language groups we are focusing on NATIONS).
- Ron Manahan (Grace Schools) - responded to questions from report, prison education expanding to two more locations: largest women's prison in Indianapolis, men's prison because a student was transferred and asked the superintendent about Grace. Grace is jumping through the hoops to get extension campuses at Columbus. Grace is pursuing an Hispanic initiative on campus.

- 1 • Terry White (BMH): thanks for warm welcome back into Fellowship. Working on book publishing
- 2 again.
- 3 • John Haller (GBMen): GBM has been gathering responses from laymen and is endorsing Bob
- 4 Arnold's leadership program
- 5 • Jeff Carroll (Grace Village): told of the fire where a nurses-aid was rescued. He also noted that GV is
- 6 contributing \$5000 in discounts to FGBC pastor residents
- 7 • Janet Minnix (WOGUSA): adopting a re-worded purpose statement to represent new shift toward
- 8 being a catalyst organization, *Women of Grace USA exists to challenge Grace Brethren women to be*
- 9 *radically in love with Christ and actively engaged in God's mission to reconcile a lost world to Himself.*
- 10 (Mark 12:29-31; 2 Corinthians 5:19-20)
- 11 • Dave Lawson (Internationals USA): the IUSA vision is to raise the eyes and vision to reach the world
- 12 God has brought to us. They are within our borders, on our college campuses, working in our
- 13 businesses. Internationals are dying to make relationships in their new country. We need to welcome
- 14 them to the US.
- 15 • Ken Bickel (AGBM): AGBM is working on future vision and plans. The new AGBM will not be the
- 16 Ministerium we have known and loved. AGBM is getting out of the death gratuity business, working
- 17 toward how to minister to the members. Jerry Young has a 2 year assignment to research and
- 18 develop guidelines for the position of Pastoral Ministries Director. Q: Is there anything happening
- 19 with the Licensure/Ordination alternatives? A: This is part of what Jerry is working on.
- 20 • Larry Chamberlain (GBNAM): appreciated support through the long ordeal of the suit, settled by the
- 21 end of the year.
- 22

23 **013004-04 The Gathering** – John Teevan— The Leadership Team has met with George Bullard in a

24 phone conference. The format is to invite some of the Fellowship Council, Cooperating Organization

25 executives and board chairs and selected pastors-at-large, March 9-11, to brainstorm “what are our options

26 for the future?” We are expecting these will be very strong meetings. Q: How will it be reported? A: That

27 depends on what happens.

28

29 **013004-05 Cameroon Fellowship** John Teevan read excerpts from the Cameroon Fellowship of GBC

30 letter, “We want to be in this family” we are one of the Fellowships being written to requesting “adhesion” to

31 the FGBC. The Cameroon fellowship stated that they currently have 18 churches with 12 more seeking

32 membership soon. The letter was addressed to the “Global Fellowship of Grace Brethren Churches”.

33 Discussion included that we acknowledge their relationship with us as brothers and equals.

34

35 **MOTION:** A motion prevailed that we extend our warm greetings to our newly found brethren the Grace

36 Brethren Fellowship of Cameroon. 2/p

37

38 **013004-06 Prayer requests**—Pastor Marion Forrest's wife, 7 yrs incapacitated. Carla Trenner—brain

39 tumor, Mark Saunder's grandson, Branden, Don Julian - pastor at San Diego, Blaine Horst's son - sled

40 accident, Bob Bechtol - last days of cancer. Season of prayer, with Jeff Gill closing.

41

42 Lunch – Grace Village Treat @ Senor Gomez

43

44 **013004-07 Ed Lewis— State of the Fellowship Assessment:** Ed shared a history of CE National

45 (Sunday School Board, GBC CE, Pop Etling, etc) He has been with CE for 30 years (started when he was 5

46 ☺) CE's Mission statement: To impact the church by serving as a catalyst for biblically accurate, culturally

47 relevant ministries to children, teens, and adults.

48 CE Update: Constantly asking what can we do to help the local church with its ministries. Now working with

49 GBIM in the arena of short-term missions opportunities to see how participants can bring the experience back

50 home to their home churches. CE is located in Winona Lake, but has full time employees not residing there.

51 CE organizes cabinets to plan and carry out extension ministries (Big Retreat, Josiah Weekend—“tag-you're-

52 it”, Seniors Half-time Cabinet, Youth net, Children's Cabinet). The CE National resource library is about to

53 triple as CE acquires another lending library that is closing. Luke 10: Sent out 2 by two - came back with joy

54 and power. We need to be careful so that we don't fall off the edge on either biblical accuracy or cultural

55 relevancy. Everyone can be involved in outreach/evangelism—children to children, teens to teens, adults to

56 adults.

57

58 Ed's assessment of the State of the Fellowship—Ed declared himself as a product of FGBC-

We are strongest, most united, on mission we have ever been, but his concerns are

1. Weakening in knowledge and understanding scripture,
2. Very weak at equipping people (though strong at teaching-facts) - Eph 4 (theory & practice - certain things you must learn by doing)
3. Weakness in identifying and nurturing leaders. Need to target kids (children and youth) and give them those ministry opportunities
4. Few churches seem to have clearly defined strategies. (What does new convert do next? - alla Purpose Driven)
5. Believers seem to be lacking boldness. A lot of people not being strong anymore in sharing their faith or bold in giving scriptural answers.

013004-08 Equip05 – Details – Tom Avey: - Equip05 is one week for Grace Brethren influencers to be equipped for continued leadership. A rough-draft schedule with course descriptions was handed out. Jerry Young is working on Continuing Education criteria. Costs will be set to include breakfast and lunch so that we to keep people together. Child Care will be provided and charged at cost. The possibility of proxy votes... may need to revisit. Learners have to choose one track for the whole week and those within driving distance can pick a day or two.

013004-09 Celebrate06 -- Details – Keith Shearer – Keith discussed general ideas of theme and direction: Focusing on our passion for God. He referring to Ed Lewis's observation about needing to be more bold. There have been lots of good things that have happened during the past decade (ie: Kinder and Gentler Fellowship, Establishing and Strengthening relationships), --but where's the fire? We need to generate passion.

There will be three sections to the conference:

1. Celebrating 20th Century
2. The Present
3. The Future—on the platform leading the session (maybe no one older than 30)

Some possible details - John Piper as one of the speakers

Indian Wells, CA July 29-Aug 6, 2006, we will be the only group there

013004-10 Equip 07—Details--Dan Allen - 1 Tim 4 "people see your progress" The main issue in leadership is, "Do the people see your life and doctrine and growing in Christ?" "Do you enjoy ministry more now than you did 5 years ago?" "Are you more grateful?" Possible Theme: *Guard Your Hearts* - Col 3 "Let the Word of Christ Dwell in you Richly" Dinner at McIntosh's with game time.

Saturday – February 1 (Fellowship Council and Leadership team only) 8:00 AM

PRESENT: Larry Edwards, Mark Saunders, Ed Waken, Jerry Young, Keith Shearer, Jim Brown, Ted Kirnbauer, Terry Taylor, Mike Jentes, Joel Richards, Nathan Zakahi, Ken Bickel, Tom Avey, John Teevan, Greg Howell. Dan Allen

Devotion/Prayer – John Teevan: Wisdom--prudence="Knowing and doing the right thing" best of the 4 virtues [justice, prudence, courage—passion, zeal, temperance-true temper, good temper]. He used *Lord of the Rings* illustrations to define wisdom. Want to have these virtues in order Wisdom, justice, courage, passion. The Hero is Sam, knew his place, humble. In Christianity the cross is symbolism. In pagan symbolism it's the ring. We must be people who renounce the power of the world, pick up the spiritual weapons and we need to walk in wisdom.

Comments: Abuse of power is as devastating to Christianity and pastors falling to immorality

Season of prayer – John closed

Commission Meetings

Structures: Joel Richards (chair), Vic Young, Ted Kirnbauer, Nathan Zakahi (new)

013104-01 Change in moderator and fellowship council member terms: The structures commission lead in the consideration of the following term changes:

- The moderator serves as moderator for 2 years (currently 1 yr).

- 1 • The moderator-elect serves as vice moderator for 2 years (currently 1 yr).
- 2 • Fellowship Council members serve for 5 years (currently 4 yrs).
- 3 • 5 Fellowship Council members are elected from each region (currently 4).
- 4 • The Fellowship Council forms a leadership team with the 2 moderators and 2 at-large fellowship
- 5 council members (currently 4 moderators serve on the Leadership Team).

6 Possible benefits:

- 7 • Increased continuity in the moderator position and on the leadership team
- 8 • Better Fellowship Council participation on the leadership team
- 9 • The opportunity to balance the style and giftedness of members of the leadership team.
- 10 • More people can serve on the Fellowship Council for longer terms.
- 11 • Moderators have two national conferences to influence the FGBC.
- 12 • If alternating purpose conferences become standard, the moderator can lead an equipping
- 13 conference and a celebration conference.

14 Discussion:

15 Q: Will this increase the workload of the moderator?

16 A: John Teevan— The term remains the same, 4 years either way. And the moderators would not be a “lame

17 duck” during 4th year. Jerry Young—Moderators were elected in advance to give time to prepare for their

18 term. How the leadership team at-large members are chosen (by FC) should be to continue the “high energy”

19 character of moderators that come on to the leadership team.

20 Q: What is pushing the change?

21 A: John Teevan - The alternating conference idea gave rise to the idea. However he would favor the change

22 even if we resumed a celebration conference each year. It provides continuity and helps keep qualified men

23 in the pool for moderator, not thrashing around to find moderators. This change joins the Leadership Team

24 and Fellowship Council making the Leadership Team a true executive committee of the Fellowship Council.

25 Tom Avey: The change would help continuity. It puts more people on FC and allows the leadership team to

26 have members who have experience on FC. If moderators happen to be elected from the same region, we

27 could balance the representation by at-large selections from the FC. It is likely that the at-large LT member

28 would not be freshman. He could be elected annually and could serve consecutively. Moderator then is not

29 as honorary, is less administrative, more strategic, and will have more opportunity to have influence. In

30 recent years the job description of moderator has really changed to be more strategic in nature.

31 Q: How does local church deal with the impact of pastor being moderator?.

32 A: Dan Allan: Dan chose to do one thing at a time, on CE for a while, then see where else he can be used.

33 He is not gone on Sunday. Staff guys are the ones who suffer. Keith Shearer: The leadership of his church

34 agreed to tithe K's time to outside ministries, wouldn't care where as long as in balance. John Teevan: The

35 church pretty well agreed with whatever he asks.

36 Q: Is the change motivated by it being hard to find qualified moderators?

37 A: Not necessarily, but seen as a visionary person, rather than as an honorary selection. Tom Avey: The

38 Fellowship Coordinator has three bosses, needing to be on track with each mod simultaneously. Conference

39 used to be National Organizations driven and directed but now is much more lead by the leadership team.

40 We've come a long way toward streamlined and improved leadership and continuity in planning. This new

41 change will increase local church involvement since we are a conference of churches.

42 Q: Will this create a problem of guys changing personal location and thus being unqualified and thus nullifying

43 the continuity we think we are fixing?

44 A: Not as much of a problem as might seem only a couple of times in past. It helps that there is experience

45 and continuity on the Leadership team. If we are constantly rotating, we will lose the continuity we are

46 striving for.

47 General Discussion: This would require delegate approval. It could be perceived that we are changing the

48 constitution to reflect alternate conference schedule before we have even tried or evaluated it. Might be best

49 to hold suggested change for a couple of years. Might want to go to the five from each region first, because

50 there is not a connection to the alternative conference and good because it gives more guys opportunity.

51 Fellowship Council members are not really reps of region or district. Reporting back is done through the

52 Fellowship Coordinator's office. Nothing wrong with announcing to districts and churches in region that

53 Fellowship Council member elected by region if they have business/questions to Fellowship Council. All this

54 assumes decisions that need input from the congregations. When really we are vision casters? Because we

55 are not a Denomination, we have no real structure and authority. All we really do is plan conference and help

56 churches catch vision. So you report back about being “fired up” at what you see happening in other parts of

57 the Fellowship. **The Gathering** will possibly be the first time in the history of the fellowship when everyone

58 (pastors especially) sit down equally sharing what future should look like without the National Organizations

59

1 having to drive vision (as Grace did first 30 years). Representation is not the same as authority. We have
2 churches that feel powerless—not having a voice/format to express their need and to whom would they
3 express it. Keith Shearer: There is a concern that we are not perceived as a listening body Dan Allan: We
4 are not the same as a politician keeping constituents happy enough to get reelected Our job is to do what we
5 can to lead the fellowship, so we've got to listen and process it together with the rest of the Fellowship Council
6 to accomplish what is best for the Fellowship. FOCUS retreats are a good place to listen. A couple of years
7 ago we targeted leaders at national conference to specifically get their input. The Fellowship Council is not
8 designed as a Representative body, but we have folks who perceive it that way. It is very important to listen.
9 The Equipping Conference will generate lots of feedback. Maybe we will add too many red flags if change in
10 Fellowship Council and Leadership Team happens as the Equipping Conference hits the fan? Maybe best to
11 wait. Timing is crucial. How long has it taken for us to get on board—equally long time out there. We are just
12 a microcosm of the Fellowship. Even GrowGoLead hasn't quite caught on yet.

13
14 **Consensus that leadership team changes be TABLED** because though we (Fellowship Council) like the
15 idea, but now is not the time with equipping conferences not yet even tested.

16
17 **013104-02 Sunset clause for cooperating organizations** Suggest Beginning in 2006, Recognition as a
18 cooperating organization must be renewed every 5 years by a simple majority of the delegates present,
19 entitled to vote and voting. The Fellowship Council shall establish a schedule to stagger the renewal dates for
20 cooperating organizations. Tabled

21
22 **013104-03 Need to clean up Constitution.** RE: location & timing of conference. tabled

23
24 **Membership** - Ed Waken (chair), Dave Ogden, Terry Taylor, Mike Jentes, Jim Brown (new)

25 **013104-04 Delinquent Churches**

26 **013104-05 4 year delinquent – Boswell, PA** -- recommend that Laurel Mt GBC be removed from
27 membership.

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29 **MOTION** – A motion prevailed that we recommend to the Conference that Laurel Mt GBC be removed from
30 membership. 2/p

31
32 **013104-06 Awakening Chapel** – Ed Waken will talk with Neil

33
34 **013104-07 Grace Chapel** – Mike will talk with Paul

35
36 Discussion about need to be part of and benefit of being part of FGBC/family.

37
38 **013104-08 Benefit of Belonging to FGBC Task force** will report to FC. There is a task force assigned
39 to look at this issue of membership in the FGBC, it's purpose and membership fees. Phone meetings have
40 been set and a report will come to the Fellowship Council.

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42 **013104-09 New Churches**

43 Daystar, Union City Ohio, Randy Todd, Pastor

44 Solid Rock, Chambersburg PA, Keith A Bowers, Pastor

45
46 Discussion: accepted by their District? Yes

47
48 **MOTION:** A motion prevailed to recommend to Delegates the admission of Daystar, Union City Ohio, Randy
49 Todd, Pastor and Solid Rock, Chambersburg PA, Keith A Bowers, Pastor into FGBC. 2/p

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51
52 **013104-10 Certificate of Good Standing**— We are developing a certificate of membership to be sent to
53 churches after their return their stat reports and pay their membership fees. A sample passed around: needs
54 logo.

55
56 **013104-11 Reinstatement policy**—The Membership Committee recommends following change to the
57 Manual of Procedure:
58

Section Three: Procedure for the Re-Instatement of Dismissed Churches
Should a church that was previously dismissed from the Fellowship of Grace Brethren Churches desire to become a member again of the FGBC, the following procedures should be followed:

1. The Church seeking re-instatement should comply with all of the procedures for membership as outlined in Section 1 of the Manual of Procedure.
2. The only additional requirement of a church to be re-instated is that along with the application for membership there must be a written statement signed by at least three local church leaders/members that:
 - a. Describe the resolution to any past issues that lead to the dismissal.
 - b. Explain the church's reasons to become faithful members again with the FGBC.

MOTION: A motion prevailed that we recommend to Delegates at 2004 that MOP be amended Conf 2/p

013104-13 Boswell--Mike Govey -, waiting for return phone call, rumor has it wanting to be a part Ed will try to follow up. If we have not heard by Conference, proceed with plan. Four years is very gracious. Ed will get name of check writer from church.

Finance - Mark Saunders (chair), Jerry Young, Larry Edwards (new)

013104-14 Recommend approval of Budget as printed.

MOTION: A motion prevailed that we approve budget detail as printed 2/p

The auditor noted that the Fellowship Council needs policies to be spelled out to cover situations that Tom has been doing:

013104-15 Recommend that the Fellowship Council **authorize the Fellowship Coordinator to spend funds** given to the FGBC for designated purposes, providing the designation is consistent with the purpose of the Fellowship of Grace Brethren Churches and relevant tax laws, even if the expense is not included in the budget.

013104-16 Recommend that the Fellowship Council **authorize the Fellowship Coordinator to disburse pass-through funds** relating to National Conference for the advertised purpose of the funds.

013104-17 Recommend that the Fellowship Council **authorize the Fellowship Coordinator to revise the conference income and expense budget** when actual registrations rise above budgeted projects. That the Fellowship Council authorizes the Leadership Team to revise the conference income and expense budget when the Leadership Team believes that it is reasonable to assume registrations will rise above the budget projections.

MOTION: A motion prevailed that all three recommendations by the Finance Committee be approved as presented (Fellowship Coordinator to: Spend designated funds for designated purposes, Disburse pass-through funds, and revise the conference income and expense budget when registrations warrant). 2/p

013104-18 Recommend a treasurer be appointed from the membership of the Fellowship Council and that there be a designated signer who resides in Winona Lake. Suggestion: Larry Edwards (for his term-next 3 years) and that Tom designate a local signer. Tom has talked with Tom Abbott, but has not heard back yet

MOTION: A motion prevailed that Larry Edwards be appointed treasurer for the balance of his Fellowship Council term. And authorize the Corporate Secretary and Moderator to designate a signer who resides in Winona Lake

STRUCTURES RECOMMENDATIONS:

013104-19 Nominating Committee:

- 1 Terry Taylor
- 2 John McIntosh
- 3 Don Eshelman
- 4 Neil Cole
- 5 Dave Marksbury
- 6 Doug Lee
- 7 Tom Hocking
- 8 Jesus Munoz
- 9 Dan White
- 10 Jeff Gill
- 11 Ron Boehm
- 12 Jim Brown (Phila)
- 13 Joel Richards

MOTION: A motion prevailed to recommend the preceding names for nominating committee 2/p

013104-20 recommend Dr. Mark Soto be appointed to the parliamentary committee 2/p

MOTION: A motion prevailed to recommend Mark Soto to the Parliamentary Commission and Bob MacMillan as backup. 2/p

013104-21 Membership Committee - Two new names are needed. Present Committee is Charles Thornton ('04), Bill Snell ('04), Andy Wirt ('05), Charles Ashman ('05), Steve Shipley('06), Brad Kelley('06). We need to replace Charles Thornton and Bill Snell.

MOTION: A motion prevailed to place the first two of the following three names on the membership committee 2/p

- Cecil O'Dell
- Dave Rosner
- Tony Webb

013104-22 Pastoral Connections Coordinator - Greg Howell has served

MOTION: A motion prevailed to appoint Greg Howell as Pastoral Connections Coordinator – 2/p

013104-23 Secretary - Tom Avey is the present corporate secretary. Appointment requires delegate ratification.

MOTION A motion prevailed to recommend Tom Avey as corporate secretary.

013104-24 Discussion: Are Cooperating Organization reports to the Fellowship Council valuable?
Last year we started highlighting a specific National Organization leader to give his view of the State of the Fellowship: Dave Guiles (GBIM) last year and Ed Lewis (CE National) this year. 10-15 minutes would be good to hear from them what they are doing and learning. Not valuable to them unless they have other reasons to come to Calif. By consensus it was agreed that observations by Cooperating Organization Executives about the state of the fellowship is valuable but there needs to be time to ask questions to know how accurate this information is and what the leader thinks we can/should do with it. If they make statements, they need to back up or explain. We could have them give specific observations for 20 minutes and then have 40 minutes of Q and A. Updates about their organizations programs as not as valuable to the FC. Jerry Young: Cooperating Organization Executives should be given a more specific assignment like the big picture of FGBC or if they have a new initiative that they are launching, then we would like to hear it from the leadership.

What is the role of the Cooperating Organization Executives at the FC meeting? They are asked to report to us as an organization that is supposed to be cooperating with us (which they can and do in writing)—but there is value to having them present for connection and relationship. John Teevan: inclined to continue featuring one annually and refine per this discussion.

CONSENSUS—That we continue the annual highlight by a National Organization leader

013104-25 EQUIP05 Specifics

Costs including breakfast and lunch: (est)

– Degreed/Credit

- Masters – 3 hours

- Regular Price is \$300 per hour = \$900

- Special Equip05 Price: is \$125 per hour PLUS \$75 for breakfast and lunch PLUS \$40 reg = **\$490** (saving \$410)

- D. Min – 4 hours

- Regular Price is \$350 per hour = \$1400

- Equip05 Price is \$175 per hour PLUS \$75 for meals PLUS \$40 reg = **\$815** (saving \$585)

Discounts only for pre-registered attenders.

-- Basic \$40

Non-degree \$75—one day, \$150—2 day ½ spouse

Child care at cost approx \$100/child—with extra events (BB camp/Masterworks?)

Lodging—Alpha, Kent \$75/night

Costs are limited this conference, so volume is very much in our favor

Q: Minutes state that J. Gill was going to do massive research about what younger attendees might want - what research? What results? Need to ask Jeff.

Q: What offerings will there be for younger leaders

Q: What courses would be attractive?

Ed Waken: Would like specific polling stats, non-vocational folks

Tom Avey: Seem to have broad appeal, probably no research done

Terry Taylor: Have we thought about what will be offered in 07/09? Any theology courses as such?

Tom Avey: We need to listen after 05 and then plan 07

Keith Shearer: We began with a well laid-out grid to ensure balance. Jeff followed the grid well, some suggested courses didn't make it this year are already on 07 slate.

Mike Jentes: The offerings are very well structured for blending clergy & laity

Jerry Young: Our greatest concern will be marketing, part of the process may be going to younger adults, asking them to attend and evaluate so that we structure well for the next one.

Ed Waken: As we think of GGL(GoGrowLead) - conversion growth, we need to provide opportunities to expand and grow in those areas

Joel Richards: There are two or three things he'd like to take but can only take one module. The cost is not cheaper for wife & to attend \$1800+ without car rental, much more than regular conf.

John Teevan: We are going to publish the offerings in time for National Conference, 18 months until it starts, gives time to market. We are going strongly emphasize Equip05 at conference this summer.

013104-26 Tom Avey's contract—revised, distributed, approved by the Leadership Team, excellent model for churches—note to Ken Bickel to use for members of AGBM.

consensus was given to approve Tom Avey's contract

013104-27 John **adjourned** with prayer for Tom's gallbladder surgery to occur shortly after he arrives home.

Rocky Peak Saturday service and then dinner at Dave Miller's

Sunday – February 2 – Worship or participate in Southern California Churches

1 **Next meeting: July 30, Friday -- Lunch**
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Respectfully submitted,

Gregory M. Howell
Recording Secretary