



THE GLADE CHURCH

# 2024 SUMMER

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## CHURCH CONFERENCE

**SUNDAY AUGUST 25**

CHURCH CONFERENCE | WORSHIP CENTER | 5:00 PM

# SUMMER CHURCH CONFERENCE AGENDA

## AUGUST 25, 2024

- Welcome
- Time of prayer
- Moderator - Open the Business Meeting
- Review and approve the minutes ..... 2-4

### **RECOMMENDATIONS:**

- Committee on Lay Leadership - Michelle Wynne  
2024-25 Committees ..... 5  
Constitution & By-Law Review Team ..... 6
- Weekday Early Education (WEE) Program Update - Stephanie Henley, Director  
Stewardship Committee - Weekday Early Education (WEE) budget approval ..... 7-8
- Vision work in partnership with Auxano Consulting - Pastor Mark  
Auxano Vision Team:  
Rhonda Archie, Todd Adkins, Sara Davidson, Jeff McGee, Bill Craig, Mark Satterfield,  
Jeremy Echols, Kerri-Tracy Safaian, Mark Taylor and Telena Martin ..... 9
- Personnel Committee Update - Rodney Cathey-Chair
- Stewardship Committee - Butch O'Neal  
Budget approval for 2024-25 Ministry Plan ..... 10
- Stewardship Committee & Trustees (Butch O'Neal, Jeff McGee)  
Recommendation for Visioneering Architect (Revised Campus Masterplan) ..... 11-14

THE GLADE CHURCH (“TGC”)

WINTER CONFERENCE

JANUARY 28, 2024 6:00 p.m.

- . Call to order---Butch O’Neal
- . Prayer---Pastor Mark Satterfield
- . 91 present (counted by Telena Martin/verified 1/29 by video)

Minutes. Butch asked those present to review the minutes from the Summer

Church Conference, August 27, 2023. No questions/statements. Minutes approved. Bill Davidson made a motion to accept and Troy Jennings seconded.

Committee Reports

- . Stewardship Committee---Butch O’Neal, Chair
  - . At December 2023, income was up over 14.56% over December 2022. 2023 YTD 2023 income January through December was up 9.96% over 2022 income.
  - At the end of December 2023 (end of first quarter of new fiscal year) we were underspent to income \$270,984.
- . Stewardship challenges---42 HVAC units steel need to be replaced, aging facilities, looking for more preschool space.

Staff Presentations

Children’s and Preschool Ministry–Jeremy Echols, Bridget Scott

Student Ministry---David Watkins (middle school) Eric Warren (high school)

Mark Taylor---Groups and Missions

- . Pastor Mark’s Report/Challenge

The Glade Church had growth in 2023 in all areas. Based on quarterly meeting with financial advisors he and Telena Martin met with, they were told to expect giving to decline somewhat by 2023 year end. While there were a couple of months with decline, December 2023 finished strong. We ended with a year of good attendance and baptisms. With this comes growing pains. TGC currently runs with 68 groups, he would like to see 100. New Children’s Ministry leader candidate is forthcoming.

There’s focus on campus expansion and updates starting with The Café getting revamped currently. He’s currently putting together a committee made up of some staff and some church members to brainstorm

long term planning for the church's future in relation to using our entire church property. Hopefully some plans will be ready to present at our next church conference.

. Miscellaneous Business

Open mic-Butch asked if there were any questions based on all information presented.

*Question:*

*Sue Farber-Will the congregation have the ability to submit suggestions/questions to the committee*

*In relation to campus changes?*

*Answered by Mark Satterfield-yes, that is the plan.*

Motion to adjourn made by Troy Jennings, seconded by Telena Martin

Closing prayer—Butch O'Neal.

**The Glade Church ("TGC")**  
**Business Session**  
**Sunday, July 21, 2024**

- 9:00 a.m. first service after announcements Trevie Dean called TGC into a Business Session.

Rodney Cathey, Chair, Personnel Committee, read recommendation - Jeremiah Scott (Pastor) as the Director of High School and College. This does not require a second.

Trevie asked for discussion and/or questions from those in attendance. There were none.

Ballots marked and deacons collected ballots. Ballots were taken by Telena Martin, Business Administrator to her office and counted by Alison Collier, TGC Clerk and Toni Jennings, TGC Assistant Clerk.

First service Business Session – entered a recess period and adjourned.

- 10:30 a.m. second service after announcements Trevie Dean called an end to the recess period entered into after first service.

Rodney Cathey, Chair, Personnel Committee, read recommendation - Jeremiah Scott (Pastor) as the Director of High School and College. This does not require a second.

Trevie asked for discussion and/or questions from those in attendance. There were none.

Ballots marked and deacons collected ballots. Ballots were taken by Telena Martin, Business Administrator to her office and counted by Alison Collier, TGC Clerk and Toni Jennings, TGC Assistant Clerk.

Total votes: 496 – yes, 1 – no. Majority vote approved. Confirmation was sent out via email Sunday, July 21 afternoon to the church membership.

Business session – Adjourned.

## 2024 COMMITTEE ON LAY LEADERSHIP RECOMMENDATION

**From:** Lay Leadership Committee

**Members:** Kevin Pigg, Shelia Weathers, Lisa Harrell, Michelle Wynne-Chair, Patti Baker, Amy Hardy

**Recommendation:**

The Committee on Lay Leadership recommends the following persons to serve on the assigned committees.

2024-2025 CHURCH OFFICERS		
CHURCH OFFICE	STAFF LIAISON	OFFICER
Treasurer	Telena Martin	Ciara Sowell
Assistant Treasurer	Telena Martin	Todd Adkins
Clerk	Telena Martin	Alison Collier
Assistant Clerk	Telena Martin	Toni Jennings

2024-2025 COMMITTEE MEMBERS					
COMMITTEE	STAFF LIAISON	2025 ROTATION	2026 ROTATION	2027 ROTATION	CHAIR
Stewardship Committee	Telena Martin	Butch O'Neal Jim Whatley	Todd Atkins Ciara Sowell	John Foster Ben Shockey	Ciara Sowell
Committee on Lay Leadership	Telena Martin	Lisa Harrell Michelle Wynne	Patti Baker Amy Hardy	Michael Eubanks Emily Anthony	Patti Baker
Mission Action Team	Melissa Eubanks Mark Taylor	Rick Prall Chad Streeter	Gloria Sanford Bill Mueller	Austin Floyd Meredith Shelton	Austin Floyd
Personnel	Mark Satterfield	Alison Collier Rodney Cathey	Troy Jennings Sara Davidson	Shelia Weathers Sam Mummert	Troy Jennings
Scholarship Committee	Telena Martin	Rachel Nehus Janelle Logan	Jessica Streeter Mary Piercey	Elle Mummert Nancy Jones	Rachel Nehus
Trustees	Telena Martin	Ron Davidson Jeff McGee	Rusty Howell Austin Garrett	Brittan Jones David Liddle	David Liddle
Weekday Education	Stephanie Henley	Brandi Dickson Helene Prall	Debbie Perry Lacy Jo Hodges	Linda Bruce Cassie McNutt	Brandi Dickson

## 2024 COMMITTEE ON LAY LEADERSHIP RECOMMENDATION

**From:** Lay Leadership Committee

**Members:** Kevin Pigg, Shelia Weathers, Lisa Harrell, Michelle Wynne-Chair, Patti Baker, Amy Hardy

**Recommendation:**

The Committee on Lay Leadership recommends the following persons to serve on the Constitution and By Laws Review Committee

## 2024-2025 CONSTITUTION & BY LAWS REVIEW COMMITTEE

**Chair:** Bill Craig

**Deacon Fellowship** – Rusty Howell

**Trustees** – Ron Davidson

**Personnel Committee** – Alison Collier

**Committee on Lay Leadership** – Patti Baker

**Constitution Review Committee previous year (2021)** – Bill Craig

**Two at Large Church Members:** Phillip Hardy, Linda Bruce

# 2024 STEWARDSHIP COMMITTEE RECOMMENDATION

**From:** Stewardship Committee

**Members:** Johnnie Ricketts, Craig Cornelison, Butch O’Neal-Chair, Jim Whatley, Todd Adkins, Ciara Sowell

**Recommendation:**

The Stewardship Committee recommends approving the 2024/2025 Budget for The Glade Church Weekday Early Education (WEE).

2024-2025 WEEKDAY EARLY EDUCATION INCOME			
A/C	DESCRIPTION	2023/2024	2024/2025
40010	Income	\$138,777	\$203,061
40030	Registration Fees	\$4,575	\$7,055
TOTAL INCOME		\$143,352	\$210,116

2024-2025 WEEKDAY EARLY EDUCATION EXPENSES			
A/C	DESCRIPTION	2023/2024	2024/2025
OPERATIONS			
50100	Automated Services	\$4,200	\$1,530
50110	Benevolence	\$100	\$0
50120	Copier Agreement	\$1,550	\$1,884
50130	Class/Craft Supplies	\$500	\$1,050
50140	Curriculum	\$75	\$163
50150	Equipment	\$250	\$300
50160	Food Supplies (Children)	\$1,000	\$450
50200	Office/Kitchen Supplies	\$150	\$1,000
50180	Postage	\$100	\$65
50190	Professional Services (Audit)	\$3,000	\$3,000
50200	Utilities	\$4,000	\$4,500
50180	Graduation	\$0	\$150
50240	Teacher (special events/meals)	\$0	\$1,550
50140	Training	\$0	\$675
50190	Miscellaneous	\$100	\$0
54100	Gifts	\$250	\$0
TOTAL OPERATIONS		\$15,275	\$16,317



A/C	DESCRIPTION	2023/2024	2024/2025
PERSONNEL			
TOTAL SALARIES		\$116,371	\$157,359
BENEFITS			
54130	Health Insurance	\$3,500	\$0
54150	Support FICA Tax	\$7,700	\$12,044
54160	Workers Comp	\$500	\$500
54120	HSA Plan	\$1,000	\$0
TOTAL BENEFITS		\$12,700	\$12,544
TOTAL PERSONNEL		\$129,071	\$169,903
TOTAL EXPENSES		\$144,346	\$186,220

# 2024 VISION WORK IN PARTNERSHIP WITH AUXANO CONSULTING

**From:** Pastor Mark

**Auxano Vision Team:**

Rhonda Archie, Todd Adkins, Sara Davidson, Jeff McGee, Bill Craig, Mark Satterfield, Jeremy Echols, Kerri-Tracy Safaian, Mark Taylor and Telena Martin

## CHURCH VISION

*THROUGH 2030, OUR PRIORITY IS TO EQUIP AND EMPOWER DISCIPLES WITH A DEEPER AND WIDER TRANSFORMATION IN GREATER WILSON COUNTY, MULTIPLYING THE CALLED AND STARTING CHURCHES TO REACH THE LOST*

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### BACKGROUND STRATEGIES (3 years)

AMPLIFY  
GOSPEL  
IMPACT

ACCELERATE  
INTENTIONAL  
DISCIPLESHIP

ACTIVATE  
LEADERSHIP  
GROWTH

ADVANCE  
CAMPUS  
DEVELOPMENT

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### MID-GROUND VISION (1 year)

*OVER THE NEXT YEAR, THE GLADE CHURCH IS CALLING EVERY MEMBER TO DEEPEN AND EXPAND THEIR FAITH, EMBRACE SERVANT LEADERSHIP, AND SHARE THE GOSPEL*

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### FOREGROUND INITIATIVES (90 days)

STAFF  
ALIGNMENT

CAMPUS  
MASTERPLAN

BACKGROUND  
STRATEGY  
DEVELOPMENT

LEADERSHIP  
GATHERING



# 2024 STEWARDSHIP COMMITTEE RECOMMENDATION

**From:** Stewardship Committee

**Members:** Johnnie Ricketts, Craig Cornelison, Butch O’Neal-Chair, Jim Whatley, Todd Adkins, Ciara Sowell

**Recommendation:**

The Stewardship Committee recommends approving the 2024/2025 Ministry Plan\* for The Glade Church.

2024/2025 PROPOSED MINISTRY PLAN SUMMARY	
MINISTRY PROCESS	
ADULT GROUPS AND CONNECTIONS	\$185,901.00
CAMPUS ADMINISTRATION	\$321,438.00
CAMPUS OEPRATIONS	\$566,181.00
CREATIVE AND WEEKEND EXPERIENCE	\$371,139.00
MISSIONS	\$259,120.00
FAMILY MINISTRY	\$544,586.00
PASTORAL CARE	\$151,635.00
2024-25 MINISTRY PLAN TOTAL	\$2,400,000.00

\* See 2024-2025 Ministry Plan Booklet

## 2024 STEWARDSHIP / TRUSTEE RECOMMENDATION

**From:** Stewardship Committee and Trustees Committee

**Stewardship Committee Members:**

Johnnie Ricketts, Craig Cornelison, Butch O'Neal-Chair, Jim Whatley, Todd Adkins, Ciara Sowell

**Trustees Committee Members:**

Marty Madewell, Marvin Lee, Ron Davidson, Jeff McGee-Chair, Rusty Howell, Austin Garrett

**Recommendation:**

The Stewardship Committee and Trustees recommends the church approve the Architect Visioneering to develop a masterplan. Cost - \$36,000

# ▲Basecamp

PREPARED FOR THE GLADE CHURCH

**The Glade Church**

**9000 STEWARTS FERRY PIKE  
MOUNT JULIET, TN 37122**

*Visioneering Studios Architecture, Inc. ("VSA" or, the "Architect", TN architecture firm license # 102069), a Nevada corporation, is pleased to submit this Letter Agreement (the "Agreement") to The Glade Church (the "Owner"), a TN a non-profit corporation, to provide consulting services to the Owner utilizing some of the Architect's unique ENVISION.DESIGN.BUILD processes.*

*Based on our understanding of the required scope, please accept the following as our proposal for these services:*



# LETTER AGREEMENT

The Architect will provide The Glade Church (the "Owner") the design and consulting services as set forth in this Letter Agreement (the "Agreement").

## SCOPE OF SERVICES

The Architect will provide the Owner a concept design package ("BaseCamp Experience") related to the Owner's site located at 9000 Stewarts Ferry Pike (the "Site"), which may serve as the basis for a future design and construction project (the "Next Phase Development Project").

### Basic Services

The Basic Services provided under this Agreement include the Architect's Basecamp Experience as more fully described in this Agreement. The Architect will provide design consulting services that will include Architect's visit to the site for a full Basecamp Experience to create a concept design package that includes a phasing diagram, master planning site concept, and other renderings and imagery to help capture the vision for the future development of the Site and the Next Phase Development Project and provide the Owner with deliverables that can be used for vision casting and fundraising as further described in Exhibit "B".

### Recommended Services

**Environmental Graphics Concepts:** Provide preliminary environmental graphics concepts to identify potential locations and design style of various environmental graphics, signage, and theming elements as further described in Exhibit "B".

### Additional Services

Any Additional Services requested by the Owner in writing that are not otherwise covered under terms elsewhere in the Agreement will be provided by the Architect by way of an executed written amendment describing the scope and fees for the requested Additional Services.

### Future Services

The Architect and the Owner mutually agree that upon satisfactory completion of these services performed by the Architect under this Agreement, the Owner shall only pursue a Next Phase Development Project at the Site utilizing the Architect's deliverables provided under this Agreement by retaining either (1) the Architect for the completion of a complete set of architectural design drawings for the Next Phase Development Project, or (2) the Architect's affiliated construction entity, Visioneering Studios Construction, Inc. (the "Design-Builder", TN contractor's license # 00067470), for the completion of the design and construction of the Next Phase Development Project. If the Owner elects to proceed with the design and/or construction of a Next Phase Development Project on the Owner's Site, the parties will negotiate in good faith to execute either the new agreement with the Architect referenced above or an appropriate agreement with the Design-Builder. As more particularly set forth in the Other Terms and Conditions of this Agreement included in Exhibit "D," the Owner has no ownership of, nor any right to use, the deliverables provided by the Architect under this Agreement without the Architect's or the Design-Builder's involvement in the contemplated follow on agreement for the Next Phase Development Project without the express prior written consent of the Architect.

### Timeline For Basic Services

No timeline is established under this Agreement, but the Architect anticipates being able to complete the Basic Services within approximately two (2) months from execution of this Agreement assuming timely cooperation and communication by the Owner's team.

### Reimbursable Expenses

Reimbursable Expenses are defined in Exhibit "A." Any Reimbursable Expenses the Architect currently anticipates incurring in performing the Basic Services are included in the Architect's compensation for the Basic Services as set forth in this Agreement. If the Owner elects to engage the Architect to perform any of the Additional Services described in this Agreement, any Reimbursable Expenses the Architect reasonably anticipates incurring in performing such Additional Services will be included in the Architect's quotation for such Additional Services to be provided in accordance with the mutual agreement of the parties.



# YOUR INVESTMENT

The Architect's compensation for the Basic Services included in this Agreement, including Reimbursable Expenses (see Exhibit "A"), are a lump sum of \$36,000.00, plus Optional Recommended Services, as broken down below:

BASIC SERVICES	INVESTMENT
<p><b>Basecamp Experience</b> Provide design consulting services that will include the Architect's visit to the site for a full Basecamp Experience to create a concept design package.</p>	\$36,000.00
<b>Total</b>	<b>\$36,000.00</b>

An initial retainer payment of twelve thousand dollars (\$12,000.00) ("Retainer") shall be made by the Owner to the Architect in a lump sum upon execution of this Agreement. The Retainer shall be credited against the Owner's remaining sums due on account under this Agreement in one or more of the final payments. The Retainer may also be applied to overdue payments as needed to keep the Owner's account current. If the Retainer is used to make overdue payments the Owner shall replenish the Retainer to its original amount within three (3) business days after the Architect's written notice thereof to be later credited against the Owner's final payments as provided in this Agreement.

Payment terms and processes for all compensation due under this Agreement are shown in Exhibit "D," below.