



WINTER

CHURCH CONFERENCE

FEBRUARY 23, 5PM

WINTER CHURCH CONFERENCE

FEBRUARY 23, 2025

5:00 PM

CALL TO ORDER

Moderator - Deacon Bill Craig

PRAYER

Rodney Cathey, Deacon Chair

MINUTES

Summer Church Conference (August 25, 2024)

Business Session (October, 6, 2024)

COMMITTEES REPORT

Stewardship Committee Report: Ciara Sowell

- *Committee Members: Ciara Sowell (chair), Todd Adkins, John Foster, Ben Shockey, Butch O'Neal, Jim Whatley.*

Constitution and Bylaws Revision Report: Deacon, Phillip Hardy

- *Committee Members: Bill Craig (chair), Patti Baker, Linda Bruce, Ron Davidson, Alison Collier, Phillip Hardy, and Rusty Howell.*

ABUSE PREVENTION TASK FORCE REPORT

Team Leader: Pastor Jeremy Echols

- *Team Members: Jeremy Echols (chair), Stephanie Henley, Tara Baker, Bridget Scott, Alex Perrigo, Erica Tucker, Kimberlee Franklin, David Watkins, Morgan Johnson, Jeremiah Scott, and Stephen Branch.*

VISION REPORT: "MULTIPLYING THE WORD"

- Vision Review: Pastor Mark Satterfield
- Strategy Team Updates:
 - Evangelism, Discipleship, & Leadership Development: Pastor Michael Eubanks
 - Campus Development: Butch O'Neal

MISCELLANEOUS BUSINESS

ADJOURNMENT

THE GLADE CHURCH ("TGC")
SUMMER CONFERENCE
August 25, 2024 @ 5:00 p.m.

- Welcome – Bill Craig, Moderator
- Prayer – Pastor Mark Satterfield – Proverbs 16:9
- Open the Conference – Bill Craig
 - o Bill Craig asked those present to review and approve the Winter Conference minutes held January 28, 2024. There were no questions/comments.
Motion made to approve minutes and seconded – minutes were approved.
 - o Bill Craig asked those present to review and approve the Business Session minutes held July 21, 2024. There were no questions/comments.
Motion made to approve minutes and seconded - minutes were approved.
- 208 present (counted by Mike Carey and verified by video on 8/26/2024 by Telena Martin)

Recommendations:

Committee on Lay Leadership – Michelle Wynne

2024-2025 Committees

Constitution & By-Laws Review Team

Recommendation to approve. There were no questions/comments.

Weekday Early Education (WEE) Program Update – Stephanie Henley, Director

Update - 83 new students

Recommendation by Stewardship Committee to approve WEE budget.

Question – Eric Wehmeyer – **I'm not sure of Eric's exact question**

Response – Telena Martin, Business Administrator – TGC typically funds a mercy fund for special additions to the program throughout the year.

Question – Doe Dayton – How many personnel are in Wee?

Response - Stephanie Henley, 18.

Recommendation approved.

Vision work in partnership with Auxano Consulting - Pastor Mark Satterfield.

Pastor Mark shared the vision of the Auxano Vision Team (TGC members) via slides and detailed information. TGC currently has between 1,300 to 1,500 people on any given Sunday. There has been an increase in giving by 10%. There has been a 47 ½% growth in Wilson County since 2010. The estimated population by the year 2040 is between 275,000 to 300,000 people.

Personnel Committee Update – Rodney Cathey, Chair

TGC staff have seen positive changes in:

- (a) pay, (b) retirement (TGC did not previously have a retirement program), and (c) the addition of two staff positions.

Staff positions:

Jeremy Robertson will transition to the Director of Arts & Communication (new role) from Worship Director; and there is an internal candidate for the role of Worship Director.

No recommendation. No questions/comments.

Stewardship Committee – Butch O'Neal, Chair

Budget approval for 2024 – 2025 Ministry Plan.

This is a 10.7% increase or \$2,400,000.00.

Recommendation approved. No questions/comments.

Stewardship Committee, Butch O'Neal, Chair and Trustees, Jeff McGee, Chair

Recommendation for Visioneering Architect (Revised Campus Masterplan). The cost is \$36,000.00.

Due diligence included calling and speaking with Long Hollow Church (work completed), Green Hills Church and Forest Hills (currently working with Visioneering Architect). All seemed very pleased in working with Visioneering Architect.

Questions:

Steve Ford – What does the \$36,000.00 include? Reply – a campus masterplan.

Question: Does TGC have the option to actually own the plan without using Visioneering Architect? Reply – no.

Question: – Is there a way to own the plan? Reply – no.

Donald LaValley – Sounds like an accommodation plan?

Erica Lee – comment. Relooking at space and to see how space would work better is important.

Mark Farber – Is there a timeframe, i.e. do we move at our pace or Visioneering Architect's pace? Reply – TGC and Visioneering Architect work together.

Question: – In regards to the capital expenditures, i.e. new air conditioners, etc. where does

Doe Dayton – comment and question.

Has the committee had a discussion on expanding TGC footprint?

Reply by Butch O'Neal – the committee has held many discussions of many areas of TGC and its masterplan.

Phil Baker – comment. Has witnessed the growth over many years of TGC.

Bobby Wood – comment. Bobby and his family have visited Legacy Park at Long Hollow Church with extended family members and found it to be very inviting and fun for all ages.

Jeannie Wood – Will future space be part of the masterplan.

Reply – yes.

Recommendation approved.

Open floor for miscellaneous and new business – there were none.

Adjourn – motion made and seconded.

The Glade Church (TGC)
Business Session
Sunday, October 6, 2024

- 9:15 a.m. service Bill Craig, Moderator, called TGC into a Business Session.
 - For each of the three (3) votes listed below, ballots were provided to TGC members to mark (yes or no). Ballots were collected by deacons and given to Telena Martin, Business Administrator. Telena, along with Alison Collier, TCG Clerk took the ballots to Telena's office for counting. Counting was done by Telena and Alison.

1. Deacon Selection:

Nine (9) persons to serve a three (3) year term were confirmed.

Count: 158

2. Jeremy Echols to be ordained as Family Pastor.

Count: 158

3. Rodney Cathy, Personnel Committee Chair made the recommendation:

Michael Eubanks as the new Adult Discipleship Pastor at TGC.

Count: 160

First Service Business Session – entered into a pause period and adjourned.

- 10:45 a.m. service Bill Craig called an end to the pause period entered into after 9:15 service.

1. Deacon Selection:

Nine (9) persons to serve a three (3) year term were confirmed.

Count: 190

2. Jeremy Echols to be ordained as Family Pastor.

Count: 194

3. Rodney Cathy, Personnel Committee Chair made the recommendation:

Michael Eubanks as the new Adult Discipleship Pastor at TGC.

Count: 187

Business Session – Adjourned.

Total votes:

1. Deacon Selection – Yes: 347 / No: 1. Majority vote approved.
2. Jeremy Echols – Yes: 351 / No: 1. Majority vote approved.
3. Michael Eubanks – Yes: 342 / No: 5. Majority vote approved.

Confirmation was sent via email Sunday, October 6 to TGC membership.

2024 Year-End Financial Report

Reflecting on God's Provision and Looking Ahead to 2025

Record-Setting Milestones in 2024

- 1. Annual Giving Total:** From January through December, total giving amounted to \$2,406,816. This represents a 7% increase over the previous year (+\$147,188) and marks another record-setting achievement. Praise the Lord for His provision!
- 2. December 2024 Record-Breaking Giving:** December was a significant month, with \$451,157 in giving—an incredible 24% increase compared to December 2023. This strong finish has laid a firm foundation for our upcoming ministry efforts.

2024 Financial Overview

- **1st Quarter Income:** \$795,980
 - **1st Quarter Expenses:** \$601,893
 - **Underspent to Income:** \$194,086
- This financial surplus allows us to approach ministry in 2025 with increased flexibility and the ability to respond to opportunities and challenges as they arise.

Reserves (As of January 31, 2024)

- **Unrestricted Reserves:** \$218,743
 - **Capital Reserves:** \$322,773
- These balances demonstrate that we have both operational stability and resources set aside for future projects, maintenance, and unexpected needs.

Ministry Impact in 2024

Throughout 2024, God worked through The Glade Church in ways that only He could orchestrate. From equipping families to grow in faith, supporting missionaries, and providing tangible care to those in need, every ministry was fueled by the church's unified commitment to the gospel. The resources God provided were used to lead people to treasure Christ and make Him known locally and globally.

Looking Ahead to 2025

As we step into 2025, we are excited to dream big together as a church family. Let's continue to pray for expanded ministry opportunities, deeper spiritual growth, and greater kingdom impact. May God use The Glade Church to bring even more lives into His saving grace this year.

Thank you, church family, for your faithfulness, prayers, and dedication to the mission and vision. As we move forward, let's trust in God's continued provision and guidance, knowing that He is able to do immeasurably more than all we ask or imagine (Ephesians 3:20).

Together, we celebrate what God has done in 2024 and look forward with anticipation to what He will accomplish in 2025.

Constitution and Bylaws Revision Team

The Constitution and Bylaws Revision committee has been meeting monthly since being elected at the August 2024 Church Conference. Our charter of work is to *"study, revise, and amend, as necessary, the Constitution and Bylaws."* (CBL 16.1) This work includes correcting typos, omissions, etc., updating to reflect changing and current practices of The Glade Church, and considering changes to the Constitution and Bylaws to meet the needs of the church.

During our early meetings we met with Pastor Mark Satterfield to receive his requests that the committee consider the following items for revisions to the constitution and bylaws:

- Changing his title from Senior Pastor to Lead Pastor
- Revising the Deacons' term of service
- Adding Elders to The Glade Church leadership structure
- Strengthening church members' commitment

During our subsequent meetings the team has completed a review of most of the constitution and bylaws for editorial revisions. We have discussed the requests from Pastor Mark and are working on recommending language and revisions in response to his requests.

A significant amount of time has been spent studying and discussing the issues surrounding adding Elders to The Glade Church leadership structure. With the goal of maintaining a congregationally-ruled church polity, the committee is crafting a recommendation to add Elders to the constitution for the purpose of providing Spiritual leadership, support, and accountability for the church.

The Constitution and Bylaws Revision committee hopes to complete its work by early Summer 2025. We will make our work available to the congregation for review and informational meetings several weeks prior to the August 2025 Church Conference, at which time we will recommend revisions to the Constitution and Bylaws.

Constitution and Bylaws Revision Committee: Bill Craig (chair), Patti Baker, Linda Bruce, Alison Collier, Ron Davidson, Phillip Hardy, and Rusty Howell.

Abuse Prevention Task Force

Over the last couple of years, Southern Baptist leaders invested time and research into creating resources to better equip churches for abuse prevention. One result is a free curriculum that is available for any church - The Ministry Toolkit <https://sbcabuseprevention.com/ministry-toolkit/>

Starting in Fall 2024, Jeremy Echols led a small group of staff members and key leaders through this curriculum to audit and enhance The Glade Church policies, procedures, training, and awareness related to preventing sexual abuse:

- **WEE Program:** Stephanie Henley, Tara Baker
- **Preschool Ministry:** Bridget Scott, Alex Perrigo
- **Children's Ministry:** Erica Tucker, Kimberlee Franklin
- **Middle School Ministry:** David Watkins, Morgan Johnson
- **High School Ministry:** Jeremiah Scott, Stephen Branch
- **Family Ministry:** Facilitator — Jeremy Echols

Over the course of several months, this team prayed for the Lord's protection of our kids, leaders, and ministry as a whole.

This team completed the curriculum provided in the SBC's ministry toolkit. The toolkit provides the "Essentials" curriculum composed of 5 modules: Train, Screen, Protect, Report, Care. Each module contains videos and reading material followed by a quiz. **Everybody passed the quizzes!*

While working through the "Essentials" curriculum, this team also read, reviewed, and updated our own Glade Church safety guidelines for age-level ministries. This tedious task required them to work through several documents, some of which had not been refreshed in some time.

After completing this work over the course of 4 months, this task force was able to make several recommendations for ministry area leaders and contribute to enhancing abuse prevention training going forward.

While the subject matter is not easy or fun to discuss, we have several positive outcomes from the work of this team:

- ***NEW* Family Ministry Safety Manual**
 - The document unifies our polices and procedures across age-level
 - This can be found online at:
 - It has been reviewed and approved by our church insurance provider
- **Updated processes for onboarding volunteers and documenting the steps**
 - Screening (application and interview)
 - Background Check
 - Sexual Abuse Prevention Training

Vision Report: Background Strategy Teams

Following the August 2024 Church Vision Team report, guided by Auxano, strategy teams have been working diligently to recommend actionable steps to help achieve *The Word Multiplied 2030 Vision* at The Glade Church. This report highlights the ongoing efforts of three key teams focused on enhancing Gospel impact, deepening discipleship, and fostering leadership growth.

Amplifying Gospel Impact

Led by Mark Taylor, the Gospel Impact team has been focused on equipping the congregation with tools to effectively live out and share the gospel. Their efforts center on clarifying our mission, identifying those in need of the gospel, and developing practical strategies to engage in evangelism. A core component of this work includes foundational teaching resources that group leaders and ministries can use to foster a clearer understanding of the gospel message and its application in everyday life.

- **Team Members:** *Mark Taylor (chair), Phil Baker, Meredith Shelton, Austin Floyd, and Erica Tucker.*

Accelerating Intentional Discipleship

Led by Bill Craig, the Discipleship Team is assessing how the church can cultivate intentional and transformative spiritual growth among its members. As part of this initiative, the team developed *The Disciples' Journey*—a clear pathway to guide individuals in their spiritual development. This pathway includes structured opportunities for both new and mature believers to grow, engage in spiritual practices, and become disciple-makers themselves. Additionally, intensive training for group leaders has been designed to equip them to support others on this journey.

- **Team Members:** *Bill Craig (chair), Michael Eubanks, Rick Prall, Erica Pearson, Eric Wehmeyer, Sara Davidson, Brittan Jones, and Jeremy Robertson.*

Activating Leadership Growth

Led by Jeremy Echols, the Leadership Growth team is working on creating a leadership culture that goes beyond occasional training sessions. Their efforts include identifying and replicating effective group leaders and dissecting what makes these leaders successful. By focusing on spiritual gifts and leadership DNA, the team is working toward embedding leadership development as a core part of church life. The goal is to ensure that leadership growth is sustained and multiplied over time.

- **Team Members:** *Jeremy Echols (chair), Josh Savley, Linda Bruce, Lindy Wilds, Wade Conway, and Shawn McBrien.*

A Unified Vision for Growth

The work of these teams is reflected in a comprehensive visual model that illustrates how gospel impact, intentional discipleship, and leadership development work together to support the overall mission of The Glade Church.

Next Steps: Equipping the Church

As part of implementing this vision, several opportunities for equipping the congregation will be available in the coming weeks and months. One example includes structured learning environments, such as 4-week sessions on gospel sharing, discipleship foundations, and leadership development, which will be available on Wednesday nights starting in mid-March. These learning sessions are just the beginning of long-term efforts to embed these core strategies into the life and culture of the church.

The strategy teams will continue collaborating and refining their recommendations to ensure that The Glade Church remains on course toward *The Word Multiplied 2030 Vision*.