



SENIOR ELDERS' MEETING

Telephone Meeting of January 22, 1988

Members Contacted: Jack DuBois, Jack Hicks, Scott Hartley

1. Request by the Accounting Department to amend an accounting error to Don Barnett's 1984 and 1985 federal income tax and to approve payment of \$7,918 (amount in arrears plus penalties and interest) to the Internal Revenue Service.

Approved

Respectfully submitted,

E. Scott Hartley
E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

Telephone Meeting of December 23, 1987

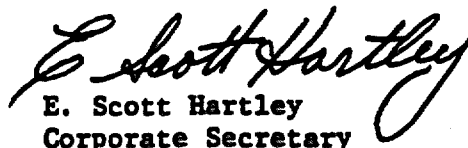
Members Contacted: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Request to review and establish the Parsonage Allowance for each of our ministers listed below. The numbers by each name is set by this board for the 1988 calendar year.


Approved


Alskog, Ralph	\$11,000
Anderson, Roger	12,000
Barnett, Donald	4,600
Bergin, John	7,500
Bowker, George	8,400
Casello, Ezra	11,000
DuBois, Jack	3,000
Harold, John	14,500
Hartley, Scott	11,000
Hicks, Jack	11,000
Lockrem, Don	13,000
MacKenzie, Russell	12,000
Mathews, Chris	12,000
Mensonides, Louis	13,500
Motherwell, David	12,000
Mundy, Robert	3,000
Myrick, Ron	8,500
Peterson, Lanny	8,000
Simpson, Gene	7,200
Slaminski, Gerry	17,000
Thiel, Greg	14,000
Walkemeyer, Larry	15,000
Weidner, Merv	6,000
Yokers, Mark	8,500

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

ROUTE TO:

 Jack Hicks
112 Don Barnett

 Jack DuBois
Please return to Scott Hartley

SENIOR ELDERS' MEETING

December 17, 1987

Members Present: Jack DuBois, Don Barnett, Jack Hicks, Scott Hartley

1. To make a clear and absolute distinction between the Seattle church and all its satellite churches and fellowships as to each being completely self-governing, and not an extension of the Seattle church in an legal form. We are therefore approving changes to the By-Laws reflecting this distinction.

Approved

2. To offer as an out of court settlement to Wayne Snoey of \$2,000. This is approximately what we would have to pay an attorney if we responded to his lawsuit.




Approved

Respectfully submitted,



E. Scott Hartley
Corporate Secretary

ROUTE TO:

 Jack Hicks
 Don Barnett
 Jack DuBois

Please return to Scott Hartley

SENIOR ELDERS' MEETING

Telephone Meeting of August 19, 1987

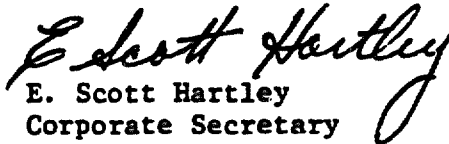
Members Contacted: Jack DuBois, Don Barnett, Jack Hicks, Scott Hartley

1. Establishing and adjusting parsonage allowance for the following ministers (from today through the end of the year):

- | | |
|---------------------|---------|
| 1. Don Barnett | \$4,600 |
| 2. Louis Mensonides | \$5,160 |
| 3. Robert Mundy | \$1,750 |
| 4. Eugene Simpson | \$4,200 |

Approved

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

Telephone Meeting of August 19, 1987

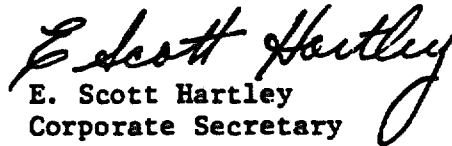
Members Contacted: Jack DuBois, Don Barnett, Jack Hicks, Scott Hartley

1. Establishing and adjusting parsonage allowance for the following ministers (from today through the end of the year):

1. Don Barnett	\$4,600
2. Louis Mensonides	\$5,160
3. Robert Mundy	\$1,750
4. Eugene Simpson	\$4,200

Approved

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

August 19, 1987

Members Present: Jack DuBois, Jack Hicks, Scott Hartley

1. Authorization of payroll bonus for the pastor of \$5,000.

Approved

Respectfully submitted,

E. Scott Hartley
E. Scott Hartley
Corporate Secretary

MINUTES
SENIOR ELDER BOARD MEETING
February 27, 1987

The meeting was called to order with all Directors present. The matter of authorizing the signing of the sale documents for the sale of the Diamond Point property, Lots 41 and 42, located near Sequim, Washington, was discussed.

The following resolution was proposed:

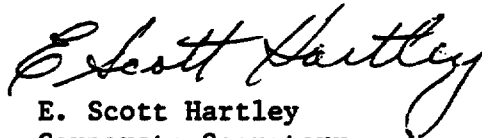
BE IT RESOLVED THAT the Directors of Community Chapel & Bible Training Center, also known as the Senior Elders, do hereby authorize the signing of the deed and other closing documents for the sale at a price of \$20,000 total of Lots 41 and 42 at Diamond Point, near Sequim, Washington, to Walter H. and Rona B. Newman. The legal description of the above referenced real property is:

Lots 41 and 42 of the Plat of Diamond Point First Addition as recorded in Volume 6 of Plats, pages 2 and 3, records of Clallam County, Washington.

The resolution was unanimously adopted.

The meeting was adjourned.

Respectfully submitted



E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

January 19, 1987

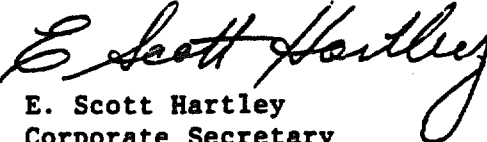
Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Parsonage Exclusions were reviewed for the following ministers and were set as noted for the 1987 calendar year.

Alskog, Ralph	\$20,000	Motherwell, David	\$12,000
Anderson, Roger	14,000	Myrick, Ron	8,500
Barnett, Donald	3,000	O'Brien, Dan	1,000
Bergin, John	7,500	Peterson, Lanny	11,000
Bowker, George	8,500	Slaminski, Jerry	16,000
Casello, Ezra	11,000	Snoey, Wayne	10,000
DuBois, Jack	3,000	Thiel, Greg	14,000
Harold, John	13,000	Tuggle, Don	7,500
Hartley, Scott	11,000	Walkemeyer, Larry	15,000
Hicks, Jack	11,000	Weidner, Merv	7,000
Lockrem, Don	13,000	Yokers, Mark	9,000
MacKenzie, Russell	12,000	Zwack, Jerry	9,000
Mathews, Chris	18,000		

Approved

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' AND DEACON BOARD MEETING

November 10, 1986

Senior Elders Present: Jack Hicks, Don Barnett, Jack DuBois, Scott Hartley
Deacon Board Members Present: Ralph Alskog, Wayne Snoey, Don Pack, Jack Hicks,
Scott Hartley
Visitors Present: Drake Pesce, Wyman Smalley, Charlotte McGaughey

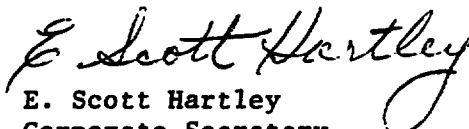
1. Request that we not pay off the Debt Retirement Fund in 1988 as previously agreed upon but stop making the extra \$13,000/mo. payment and move the pay off of this debt to the original terms of the contract in May 1993.

Senior Elders Approved
Deacon Board Approved

2. Request to approve the 1986-87 church budget estimated at \$2,586,241.

Deacon Board Approved

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

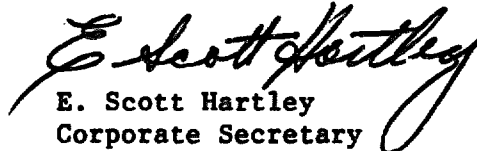
November 4, 1986

Members Present: Don Barnett, Scott Hartley, Jack Hicks

1. The board felt that an appreciation gift to Jack DuBois and Wyman Smalley was appropriate in light of their continued extensive volunteer service to our corporation. It was authorized that \$1,500.00 each be presented by the vice-president to them.

Approved

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

August 25, 1986

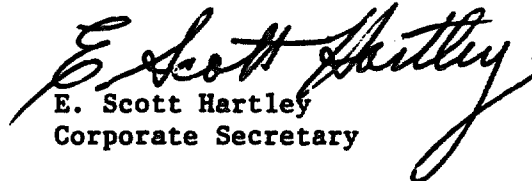
Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Newly ordained ministers need to have their Parsonage Exclusion set for the 1986 calendar year. Request submitted for approval.

Ezra Casello	\$4,000
Chris Mathews	\$7,000
David Motherwell	\$5,500
Wayne Snoey	\$2,500
Greg Thiel	\$5,000
Jerry Zwack	\$4,500

Approved

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

May 1, 1986

Members Present: Don Barnett, Jack Hicks, Scott Hartley

1. Due to the many years of volunteer time, effort, and personal financial sacrifice, we the senior elders, wish to grant an appreciation gift to Jack DuBois and Wyman Smalley of \$1500.

Approved

Respectfully submitted,

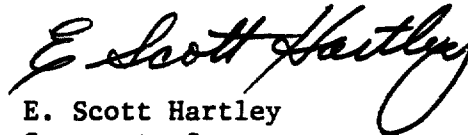
E. Scott Hartley
E. Scott Hartley
Corporate Secretary

SENIOR ELDER BOARD MINUTES

March 13, 1986

All of the members of the Senior Elder Board were polled by phone to consider the question of authorizing two additional check signers: Wayne Snoey and Wyman Smalley.

All members unanimously approved adding the above two names to our list of authorized check signers.



E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

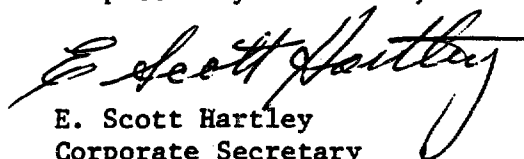
February 25, 1986

Members Present: Don Barnett, Jack Hicks, Jack DuBois, Scott Hartley

1. Request to approve Ralph Alskog as a check signer.

Approved

Respectfully submitted,

A handwritten signature in cursive script that reads "E. Scott Hartley". The signature is written in dark ink and is positioned above the printed name and title.

E. Scott Hartley
Corporate Secretary

DUPLICATE

CORPORATE RESOLUTION OF AUTHORITY

RESOLVED that the PUGET SOUND NATIONAL BANK is hereby selected as the bank of and the depository for funds of this corporation, which may be withdrawn on checks, drafts or advices of debit given or signed in the corporate name by any* 2 of the following:

- 1 Jack A. Hicks _____ or
- x Donald Lee Barnett _____ or
- x John H. DuBois _____ or
- x E. Scott Hartley _____ or Ralph Alskog _____

each of whom is also authorized to draw and accept drafts and execute contracts and other agreements between the bank and the corporation, and to make, collect, discount, negotiate, endorse and assign, in the corporate name, all checks, drafts, notes, and other paper payable to or by this corporation; and all such paper, signed as aforesaid, including checks payable to the order of any one or more of said persons or to bearer shall be honored by the bank and charged to our account. Endorsements for deposit may be made by rubber stamp and shall bind the corporation to the same effect as though signed by the properly authorized officer(s). This authority shall continue in force until notice in writing of its revocations shall have been given to and received by the bank. All transactions aforesaid which have taken place heretofore are hereby confirmed and ratified.

RESOLVED FURTHER, that the persons herein authorized to act with respect to said account are empowered on behalf of this corporation to execute said bank's signature card binding this corporation to the rules and regulations of said bank governing accounts, and to any changes, modifications or additions thereto.

We, 1 Jack A. Hicks _____, Vice-
the President
and, x E. Scott Hartley _____, the Secretary
of x Community Chapel and Bible Training Center _____

TAX IDENTIFICATION NUMBER 91-0854901

hereby certify that the foregoing is a full, true and correct copy of a resolution adopted by the board of trustees of said corporation at a meeting duly and regularly called held on _____ and that said resolution is duly recorded and appears in the minute book of said corporation, and has not been altered, amended nor revoked.

It is agreed that, if said account checks, obligations and orders for the payment of money referred to in the preceding paragraph are signed by the use of the facsimile signature(s) of the authorized signer(s), the undersigned assumes full responsibility for any and all payments made by the Puget Sound National Bank in reliance upon said facsimile signature(s) and agrees to indemnify and hold harmless said Bank against any and all loss, cost, damage or expense suffered or incurred by said Bank arising out of the misuse or unlawful or unauthorized use by any person of such facsimile signature(s). It is further agreed that if use of facsimile signature(s) is now or is adopted in the future that the undersigned will furnish the Bank with a specimen of said facsimile signature(s) and all changes thereto, but the Bank shall have no responsibility for the failure of the undersigned to supply such facsimile signature(s).

The undersigned agrees to be bound by the rules and regulations governing accounts in the PUGET SOUND NATIONAL BANK, and any amendments, modifications or additions thereto and further acknowledges receipt of a copy of said rules and regulations and notice that such rules and regulations with current amendments, modifications or additions thereto are posted at all times in the lobby of the bank.

In witness whereof we have hereunto set our hands and seal of said corporation this 25th
day of February, 19 86.

(Seal)

x *Jack A. Hicks*
Vice- PRESIDENT
x *E. Scott Hartley*
SECRETARY
* Indicate above number of signatures required.

COMMUNITY CHAPEL & BIBLE TRAINING CENTER ALSO
D/BA FULL GOSPEL WORLD MINISTRIES AND D/B/A NEW LIFE MINISTRIES
38-819-058

SENIOR ELDERS' MEETING

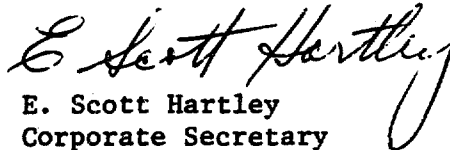
January 13, 1986

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Establish the Parsonage Exclusion amounts for the ministers on our church staff for the calendar year 1986.

Approved

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

George Alberts	\$12,500	Ron Lowrie	\$11,000
Roger Anderson	6,000	Russ MacKenzie	12,000
Don Barnett	3,000	Ron Myrick	8,500
John Bergin	9,000	Dan O'Brien	12,000
Craig Bluemel	5,000	Lanny Peterson	12,000
George Bowker	8,500	Gerry Slaminski	17,000
Mike Ehrlich	9,000	Don Tuggle	7,500
Kristian Erickson	10,000	Larry Walkemeyer	12,000
Earl Faylor	5,000	Merv Weidner	6,000
John Harold	9,500	Marvin Williams	10,500
Scott Hartley	21,000	Mark Yokers	9,000
Jack Hicks	11,000	Bill Scull	4,000
John Jenott	12,000		
Don Lockrem	13,000		

SENIOR ELDERS MEETING

June 27, 1985

Members Present: Jack DuBois, Don Barnett, Jack Hicks, Scott Hartley


1. Set John Jenott's parsonage exclusion at \$4800.00 for this calendar year.

Approved

2. Remove Greg Thiel from the eldership.

Approved

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

BUSINESS CARD APPLICATION AND AGREEMENT

Type of Account Desired

- Special Edition gold MasterCard
- MasterCard
- VISA Card

FINANCIAL TRANSACTION SERVICES

A department of Seattle-First National Bank

PLEASE COMPLETE THIS APPLICATION AND THE AGREEMENT ON THE REVERSE, AND RETURN IT TO FINANCIAL TRANSACTION SERVICES P.O. BOX 12920, SEATTLE, WA 98111, ALONG WITH A CURRENT COPY OF YOUR FINANCIAL STATEMENT.

COMPLETE BUSINESS NAME Community Chapel & Bible Training Center			DOING BUSINESS AS		
BUSINESS ADDRESS 18635 8th Ave. S.		CITY Seattle	STATE WA	ZIP 98148	BUSINESS PHONE (206) 431-3100
TYPE OF BUSINESS Church/School/College/Publishing		NO. OF LOC 2	YRS IN BUS 17	TYPE OF OWNERSHIP <input type="checkbox"/> SOLE OWNER (Authority Req.) <input type="checkbox"/> PARTNERSHIP (Ptnrshp. Agrmt. Req.) <input checked="" type="checkbox"/> CORPORATION (Gen. Guaranty Req.)	
OWNERS OR OFFICERS	NAME Donald L. Barnett		TITLE President		RESIDENCE ADDRESS 416 S.W. 192nd, Seattle, WA 98166
	NAME Jack A. Hicks		TITLE Vice President		RESIDENCE ADDRESS 430 S. 188th, Seattle, WA 98148
	NAME E. Scott Hartley		TITLE Secretary		RESIDENCE ADDRESS 1208 S. 140th, Seattle, WA 98168
PRINCIPLE BANK OF DEPOSIT Citizens Federal Savings & Loan		BRANCH Burien		ACCOUNT OFFICERS NAME	DATE 06/05/85
NO. OF CARDS DESIRED 3	1) CARD(S) TO READ (ATTACH LIST IF NECESSARY) SEE ATTACHED LIST		CREDIT LINE	3) CARD TO READ	
	2) CARD TO READ		CREDIT LINE	4) CARD TO READ	
		CREDIT LINE	5) CARD TO READ		CREDIT LINE
		CREDIT LINE	AGGREGATE CREDIT LINE REQUESTED		

CORPORATE RESOLUTION

RESOLVED that any one of the following named persons: Donald Barnett, the President, or Jack Hicks, the Vice President, or E. Scott Hartley, the Secretary, or Wyman Smalley, the Treasurer of this Corporation, or _____ is hereby authorized and empowered for and on behalf of this corporation to execute and deliver to Seattle-First National Bank, a Financial Transaction Services Business Card Agreement, and supplemental agreements amending or revising said agreement or agreements, all of which shall set forth the conditions under which credit cards may be issued to the Company for use by its employees and under which the Company shall be obligated for charges made by the use of such Cards; and to perform all acts and execute and deliver all instruments in writing which Bank deems necessary to carry out the purposes of this resolution. This authority shall continue in force until notice in writing of its revocation shall have been given to and received by Bank.

We, Jack Hicks and Scott Hartley the Vice President and Secretary, respectively, of Community Chapel Bible Training Ctra corporation, hereby certify that the foregoing is a full, true and correct copy of a resolution adopted by the Board of Directors of said corporation at a meeting duly and regularly called and held on the 20th day of June, 1985 and that said resolution is duly recorded and appears in the minute book of said corporation, and has not been altered, amended, or revoked.

IN WITNESS WHEREOF we have hereunto set our hands and the seal of said corporation this 20th day of June, 1985



Jack A. Hicks
Vice President
(Office Held)

E. Scott Hartley
Secretary
(Office Held)

BANK USE ONLY	PREVIOUS EXPERIENCE (INCLUDE LOAN HISTORY AND COPY OF FORM 1022 ON FILE)	ACCOUNT NUMBER	DATE	CL	INITIAL
	LOCAL REPUTATION	BY	S/C	BRANCH	

SENIOR ELDERS' MEETING

April 15, 1985

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley
Visitors Present: Wayne Snoey

1. Remodel Publications' offices (Editorial, Production, Art and Lab) and hire two new secretaries. Approximate cost: \$60,000. Deacon Board has not approved this project yet.

Approved

2. Purchase a new Motorola radio system in the 800 MHg band for Operations. Approximate cost: \$24,000. Deacon Board has already approved this project.

Approved

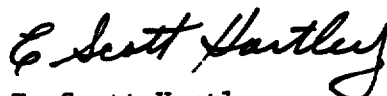
3. Set Roger Anderson parsonage exclusion at \$6,000 for the 1985 calendar year and Ralph Alskog at \$11,500.

Approved

4. Victoria Fellowship is applying for a satellite church relationship with us. They would be called Community Chapel and Bible Training Center of Victoria, B.C.

Approved

Respectfully submitted,



E. Scott Hartley
Corporate Secretary

SENIOR ELDER MEETING

January 21, 1985

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Request from Gil Olson, our missionary in the Philippines, to receive \$7500 in additional funds to the foreign corporation over and above the monthly working capital funds.


Approved

2. Request from Gil Olson to purchase property and house to set up a church in Bacnotan through the domestic corp.

Approved

3. Approve By-Law Revisions.

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDER MEETING

January 2, 1985

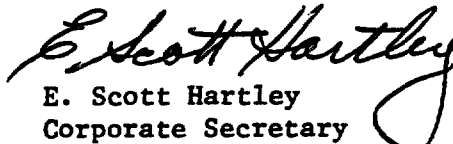
Members Present: Jack DuBois, Don Barnett, Jack Hicks, Scott Hartley

1. Request to approve the 1985 parsonage exclusion for ordained ministers listed below:

George Alberts	\$14,500
Don Barnett	3,000
Craig Bluemel	5,400
George Bowker	8,500
Mike Ehrlich	13,000
Kristian Erickson	13,000
Earl Faylor	5,000
Scott Hartley	20,500
Jack Hicks	9,000
Don Lockrem	13,000
Ron Lowrie	11,000
Russ MacKenzie	12,000
Ron Myrick	7,500
Dan O'Brien	7,500
Lanny Peterson	12,000
Mike Sabourin	10,500
Gerry Slaminski	20,500
Greg Thiel	8,000
Earl Thurner	7,500
Larry Walkemeyer	11,500
Merv Weidner	6,000
Marvin Williams	10,500
Mark Yokers	9,000
David Floyd	6,000
Bill Scull	3,600

Approved

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

September 18, 1984

Members Present: Jack DuBois, Don Barnett, Jack Hicks, Scott Hartley

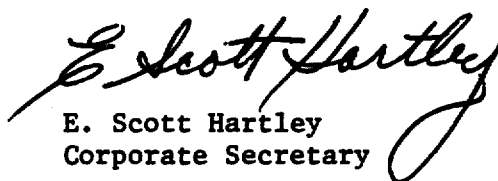
1. Voted to file Form 8274 with the Department of the Treasury exempting our church from governmental Social Security.

Approved

2. Since the employees will be incurring a 4.6% cut in salary, it was voted that the church cover this amount of loss with a raise sufficient to also cover the effect of that raise on F.I.T. Therefore, a raise of 5% is requested and all of the SECA effect will be paid out to the employees quarterly.

Approved

Respectfully submitted,



E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

April 18, 1984

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley
Visitors Present: Kristian Erickson

1. Request to establish a missionary outreach from Seattle to Switzerland, initially under the leadership (pastorship) of Dan King, and support this outreach up to \$20,000. Dan King, Max Hossmann, Daniel Weiss, Erich Riem, Hans P. Weiss, and Gerhard Stettler to receive a temporary license.

Approved 4/0

Respectfully submitted,

E. Scott Hartley
E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

January 12, 1984

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Request to approve the dormitory project up to \$900,000 and to obtain financing that will meet the income criteria to satisfy the mortgage. Also to put the project to a vote of the congregation.

Approved 4/0

2. Request to approve the increase in scope and cost of the Christian School/Sunday School Building program. Total cost = \$1,738,800 (plus tax); (total = \$1,870,926.20). Additionally, request to accept a 10-month mortgage after building completion of \$466,000 to pay off this remaining balance at 6%.

Approved 4/0

3. Request to approve the 1984 parsonage exclusion for the ordained ministers listed below:

George Alberts	\$10,200	Ron Myrick	\$7,300
Don Barnett	3,000	Dan O'Brien	8,500
George Bowker	7,500	Lanny Peterson	13,000
Kristian Erickson	13,000	Mike Sabourin	10,700
Earl Faylor	4,000	Greg Thiel	7,000
Scott Hartley	24,500	Merv Weidner	6,300
Jack Hicks	9,000	Mark Yokers	11,500
Don Lockrem	14,000	Gerry Slaminski	17,500
Ron Lowrie	16,000	Marvin Williams	9,000
Russ MacKenzie	12,000	Craig Bluemel	4,200
Mike Ehrlich	6,000	Earl Thurner	6,000
		Larry Walkemeyer	12,000

Approved 4/0

Respectfully submitted,



E. Scott Hartley
Corporate Secretary

2011
original sent 3-30-84

BORROWING RESOLUTION

**CERTIFIED COPY OF RESOLUTIONS ADOPTED
BY COMMUNITY CHAPEL AND BIBLE TRAINING CENTER,
A WASHINGTON CORPORATION**

The undersigned, secretary of Community Chapel and Bible Training Center, a Washington corporation, does hereby certify that the following is a full, true, and correct copy of a resolution duly and regularly adopted at a meeting of the Board of Directors of the corporation, duly called and held in the manner provided in the bylaws of the corporation on the 12 day of January, 1984, at which meeting a quorum was present, to wit:

RESOLVED: That this corporation borrow money from time to time from Citizens Federal Savings and Loan, in such amount and upon such terms as may be agreed upon; and be it further

RESOLVED, That any two of the following officers, Donald L. Barnett (the President), Jack A. Hicks (the Vice President), E. Scott Hartley (the Secretary), and John H. DuBois (the Member-at-Large), are hereby authorized and empowered to execute and deliver in the name of the corporation, its promissory note or notes therefor to said Bank for all such sums so borrowed, upon such terms in respect to time, amount, rate of interest, or otherwise as may be agreed upon, to discount, assign, and transfer and to execute contracts of endorsement and guaranty on account and bills receivable and other contracts and instruments of which this corporation is the owner, or in which it has an interest, this resolution constituting a continuing authority therefor on behalf of this corporation, and the persons hereinbefore authorized to execute and deliver such note or notes, endorsement, or guaranties, are hereby authorized and empowered to deliver and pledge as collateral security for the payment of any or all such notes, endorsement, or guaranties, such assets of this corporation as may be required and agreed upon between them and the said Bank, and to enter into such agreement with said Bank as it may require in relation to the collection or sale of such collateral assets, with the further power to execute and deliver in the name of said corporation real property mortgages, chattel mortgages, bills of sale, conditional sales contracts and other instruments, in writing, which shall be expedient or necessary in the pledging as collateral security for the payment of any or all such notes, endorsements, or guaranties, any of the assets of this corporation, and the several powers and authorities hereby given shall continue until formal written notice of revocation shall have been given to said Bank.

RESOLVED, that the Secretary of this corporation be and he is hereby authorized and directed to deliver to said Bank a copy of these resolutions, properly certified by him, in evidence of the authority of said persons to make said loans and execute and deliver the notes as above specified and secure payment therefor as above provided.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of said corporation this 29 day of March, 1984.

E. Scott Hartley
Secretary

SENIOR ELDER/DEACON BOARD MEETING


December 15, 1983

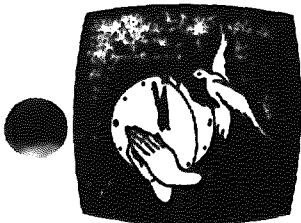
Senior Elders Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley
Deacon Board Present: Don Pack, Jack Hicks, Ralph Alskog, Wayne Snoey, Scott Hartley
Visitors Present: Joe Sanford, Jan Leyde

1. Request to perform a feasibility study on Bible college dorms (apartments) to be located on the northeast corner of the west campus property, to obtain financing by contract for no more than 12 years that would generate rental payments no greater than \$115/mo/person. Study to be completed before January 12, 1984. Joe Sanford will be retained as architect who will obtain contractual bid from Elder Equipment Co. of Oregon.

Senior Elders Approved 4/0
Deacon Board Approved 5/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary



Community Chapel & Bible Training Center

18635 Eighth Avenue South, Seattle, Washington 98148-1973

Phone (206) 246-3778

Pastor Donald Lee Barnett

Sanctuary located at First Avenue South and South 192nd

CORPORATE RESOLUTION

December 12, 1983

Community Chapel and Bible Training Center, Inc., is a non-profit, non-member corporation in the State of Washington, incorporated in 1967.

According to the Bylaws of Community Chapel and Bible Training Center, the Board of Directors has the authority to conduct the affairs of this corporation, and it has the authority to enter into contractual obligations on behalf of the corporation once the resolution to do so has been passed at legally called meeting of the Board of Directors by a minimum two-thirds majority of the same. Once such a resolution has been adopted, any two members of the Board of Directors may sign the papers obligating the corporation to the conditions of the contract.

THE BOARD OF DIRECTORS OF COMMUNITY CHAPEL AND BIBLE TRAINING CENTER, INC., AUTHORIZES THIS CORPORATION TO ENTER INTO AGREEMENT(S) WITH THE ELDER EQUIPMENT CORPORATION OF OREGON FOR THE PURPOSE OF BUILDING A "NEW CLASSROOM BUILDING FOR COMMUNITY CHAPEL AND BIBLE TRAINING."

I, E. Scott Hartley, Secretary of Community Chapel and Bible Training Center, Inc., certify that the foregoing is a true copy of a resolution adopted by a unanimous vote of the Board of Directors in a legal meeting of the same on December 12, 1983.

E. Scott Hartley 12-12-83
Signature Date

On this the 12th day of December, 1983, before me, the undersigned Notary Public, personally appeared E. Scott Hartley known to me to be the Secretary of said corporation.

IN WITNESS WHEREOF, I hereunto set my hand and official seal.

STATE OF WASHINGTON
County of King

Bonnie L. Martin
Notary Public

SENIOR ELDERS' MEETING


December 12, 1983

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Be it resolved that the Board of Directors authorizes this corporation to enter into agreement(s) with the Elder Equipment Corporation of Oregon for the purpose of building "A New Classroom Building" on the west campus site.

Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

COMBINED SENIOR ELDERS AND DEACON BOARD MEETING

October 4, 1983

Senior Elders Present: Don Barnett, Jack Hicks, Jack DuBois, Scott Hartley
Deacon Board Present: Ralph Alskog, Wayne Snoey, Don Pack, Jack Hicks,
Scott Hartley

1. Request to go ahead with the Christian School/Sunday School program to be in operation by 1984 for about \$1.4 million.

Senior Elders Approved 4/0
Deacon Board Approved 5/0

Respectfully submitted,



E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

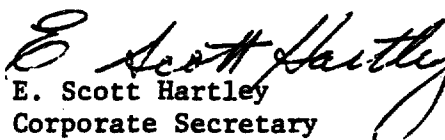
Telephone Meeting of September 13, 1983

Members Contacted: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Request to set the parsonage exclusion for Kristian Erickson at \$13,000, for Gerald Slaminski at \$22,300, and for Don Lockrem at \$16,500, and Jack Hicks at \$14,250.

Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

June 24, 1983

Members Present: Don Barnett, Jack Hicks, Scott Hartley

1. To put up for sale the Diamond Point property and to list it with Peninsula Land and Homes, Inc. in Sequim, Washington at \$25,000.00/lot.

Approved 3/0

Respectfully submitted,

E. Scott Hartley

E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING


April 27, 1983

Members Present: Jack Hicks, Don Barnett, Jack DuBois, Scott Hartley

1. The Board of Senior Elders sets the parsonage exclusion for Marvin Williams at \$8500.00 for the calendar year 1983.

Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

April 21, 1983

Members Present: Don Barnett, Jack Hicks, Scott Hartley, Jack DuBois

1. Request to support the Bill of Rights Legal Foundation at the rate of \$100/mo.

Approved 4/0

2. Request to put Bill Scull in Lemoore, California to be interim pastor to that fellowship.

Approved 4/0

3. Request to approve the Deacon Board request to purchase, build, and install in the sanctuary 1) sound equipment package, 2) lighting below canopy, 3) HVAC, 4) canopy, 5) plaster walls and columns. Cost: \$249,000.00

Approved 4/0

Respectfully submitted,



E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

Telephone Meeting of January 5, 1983

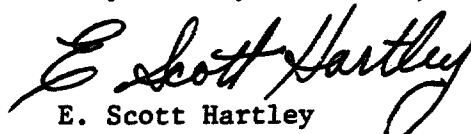
Members Telephoned: Don Barnett, Jack Hicks, Jack DuBois, Scott Hartley

1. The Board of Senior Elders approves the following ministers
Parsonage Exclusion amounts for the year 1983.

George Alberts	\$10,200
Don Barnett	3,000
George Bowker	7,500
Kristian Erickson	12,000
Earl Faylor	8,000
Scott Hartley	20,500
Jack Hicks	11,250
Don Lockrem	10,000
Ron Lowrie	9,200
Russ MacKenzie	11,000
Ron Myrick	7,300
Dan O'Brien	8,500
Lanny Peterson	10,000
Mike Sabourin	10,350
Greg Thiel	6,500
Merv Weidner	6,300
Mark Yokers	8,500

Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

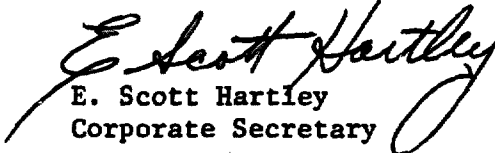
Telephone Meeting of December 14, 1982

Members Present: Jack Hicks, Scott Hartley, Don Barnett

1. Request for ratification of Deacon Board vote to acquire the Dimension 400 PBX system; also for paying the up-front money of \$102,000.

Approved 3/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

Telephone Meeting of October 22, 1982

Members Present: Don Barnett, Jack Hicks, Jack DuBois, Scott Hartley

1. Request for Community Chapel fellowship of Bozeman, Montana to become a satellite church (Community Chapel and Bible Training Center of Bozeman) of Community Chapel and Bible Training Center of Seattle and to ordain Allen McManus into the full-time ministry as their first pastor.

Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

Telephone Meeting of September 28, 1982

Members Present: Don Barnett, Jack Hicks, Scott Hartley

1. Request to approve parsonage exclusion at \$525.00 per month, October through December 1982, (total = \$1,575.00) for Merv Weidner.

Approved 3/0

Respectfully submitted,



E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

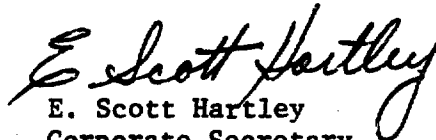
August 30, 1982

Members Present: Jack DuBois, Jack Hicks, Scott Hartley
Don Barnett -- Present by telephone

1. Request for Community Chapel Fellowship of Spokane to become a satellite church (Community Chapel and Bible Training Center of Spokane) of Community Chapel and Bible Training Center of Seattle and to ordain Bob Shaw into the full-time ministry as their first pastor.

Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

COMBINED DEACON BOARD/SENIOR ELDERS' MEETING

August 11, 1982


Deacon Board Members Present: Ralph Alskog, Don Pack, Jack Hicks, Scott Hartley
Senior Elders Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley
Visitors Present: Wayne Snoey, Wyman Smalley, Kristian Erickson, Dan Langdon

1. Pacific Learning Institute wants to provide through Donation Management Services three boats and some furniture to us. Estimated minimum resale value = \$120,000. The cost to us to get the merchandise to cover DMS management fees is \$55,000 plus \$4,000 maximum (storage and mortgage fees).
Approved D.B. 4/0
Approved S.E. 4/0

2. The corporation vice-president is authorized to sell all the equipment received from DMS at the best possible price as soon as possible. We will also try to sell the large 41-foot sailboat up through next June 1983; and then if we cannot sell it at the price we want, we will have a broker do it for us.
Approved D.B. 4/0
Approved S.E. 4/0

3. Request for additional tuition waiver (scholarship) money for the Christian School in the amount of \$45,000.
Approved D.B. 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

April 29, 1982

Members Present: Don Barnett, Jack Hicks, Jack DuBois, Scott Hartley

1. Request to set parsonage exclusion for the following ministers at:

Approved 4/0

Ron Lowrie	\$6,300
Kristian Erickson	\$13,000
Jack Hicks	\$11,000

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

COMBINED SENIOR ELDER/DEACON BOARD MEETING

April 7, 1982

Members Present:

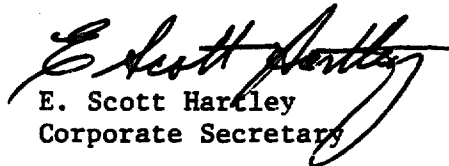
Senior Elders: Jack DuBois, Jack Hicks, Scott Hartley, Don Barnett
Deacon Board: Jack Hicks, Cal Freden, Ralph Alskog, Don Pack,
Scott Hartley

Visitors Present: Rosemary Alskog, Marc Drake, Wyman Smalley, Wayne Snoey,
Don Lockrem, Ron Myrick, Kristian Erickson

1. Request to increase Christian School tuition by 6%, total salaries by 8%, support tuition assistance by \$50,000, and subsidy by \$65,300.

Approved 7/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

December 14, 1981

Members Present: Jack Hicks, Jack DuBois, Don Barnett, Scott Hartley

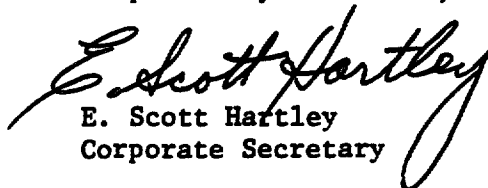
1. The following Parsonage Exclusion amounts are established for our ministerial staff for the 1982 calendar year: Approved 4/0

George Alberts	\$10,200	Ron Lowrie	\$4,800
Don Barnett	\$3,000	Russ MacKenzie	\$11,000
George Bowker	\$7,500	Ron Myrick	\$4,500
Kristian Erickson	\$11,000	Dan O'Brien	\$8,000
Earl Faylor	\$4,500	Lanny Peterson	\$12,000
Jack Hicks	\$10,500	Mike Sabourin	\$13,500
Scott Hartley	\$18,000	Greg Thiel	\$6,300
Don Lockrem	\$8,700	Mark Yokers	\$8,000

2. Request for concurrence with the Deacon Board authorization to set up two money market funds to handle our savings account and our debt retirement fund. Approved 4/0

3. Request for concurrence with the Deacon Board authorization to buy Treasury bonds for debt retirement fund. Rejected 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

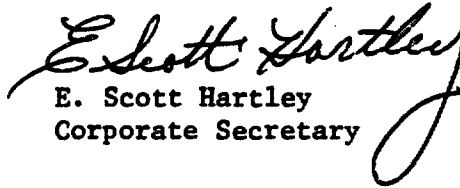
November 16, 1981

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Request from Pastor Nicky Limbo for the fellowship to become a satellite church of Community Chapel and Bible Training Center of Seattle, Washington with the name Community Chapel and Bible Training Center of Ulysses, Kansas.

Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

COMBINED SENIOR ELDER AND DEACON BOARD MEETING

November 11, 1981

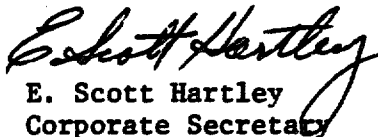
Senior Elders Present: Jack DuBois, Don Barnett, Jack Hicks, Scott Hartley
Deacon Board Present: Don Pack, Cal Freden, Jack Hicks, Ralph Alskog,
Scott Hartley
Visitors Present: Kristian Erickson, Marcus Drake, George Bowker,
Wayne Snoey

What Music Ministry Needs

1. Request to purchase a Baldwin 640 organ for \$15,000.
(6 equal payments) Approved 7/0

2. Request to obtain an acoustical engineering design
proposal for the Sanctuary. Limit \$10,000. Approved 7/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

August 25, 1981

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

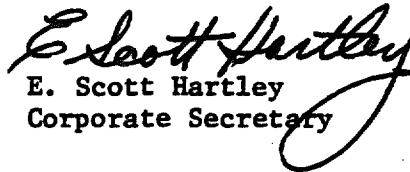
1. Request to set up a special education classroom for the severe learning disabled child up to a cost of \$18,000 to support the parents who attend this church. This is to be handled as a scholarship fund to those in greatest need.

Approved 4/0

2. Request to approve the Articles of Amendment to our Articles of Incorporation.

Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

COMBINED SENIOR ELDER/DEACON BOARD MEETING

May 28, 1981

Senior Elders Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

Deacon Board Present: Don Pack, Ralph Alskog, Jack Hicks, Scott Hartley

Visitors Present: Wayne Snoey

1. The Board of Senior Elders and Deacon Board resolves that all direct financial assistance be terminated by July 1, 1981, for John Lukyamuzi and his family. Emigration is to be notified of his new status as a non-student of our college.

Senior Elders Approved 4/0

Deacon Board Approved 4/0

2. Request to cancel the building of storage room C907 and use that money to be put into parking stalls at the West Campus, and to put the storage into Room C903.

Senior Elders Approved 4/0

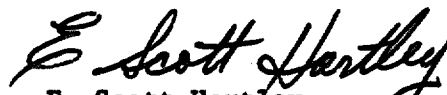
Deacon Board Approved 4/0

3. Request to build up to 180 parking stalls on the north driveway on the West Campus property by this September, 1981. Cost \$100,000.

Senior Elders Approved 4/0

Deacon Board Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

May 7, 1981

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

Visitors Present: Kristian Erickson

1. Request to affirm the policy regarding inter-racial dating and/or marriage. (See attached policy statement as approved February 24, 1981)

Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

April 16, 1981

Members Present: Jack Hicks, Don Barnett, Jack DuBois, Scott Hartley

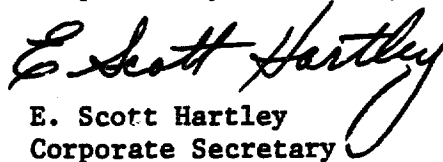
Visitors Present: Karl Martin, Ralph Alskog

1. Continue site development with modular classroom design as primary design structure at west campus. Approved 4/0

2. Start work on a new, complete Home Economics room, a couple of modular classrooms, a playground and covered court at the west campus. Approved 4/0

3. Request to put in driveway and approximately 90 car stalls on the south side of the north driveway of the west campus. Also provide a sidewalk to the main sanctuary and sidewalk to the east campus parking lot from 4th Avenue South. Cost \$50,000+. Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS' MEETING

March 3, 1981

Members Present: Don Barnett, Jack Hicks, Scott Hartley

Visitors Present: Karl Martin, Ralph Alskog

1. Request to authorize Karl Martin, Architect, to start preliminary planning and site development for future classrooms on West campus using modular construction concept.

Approved 3/0

2. Request to complete NC4, Phase 3, by the end of summer, 1981. Cost \$300,000.

Approved 3/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING

January 28, 1981

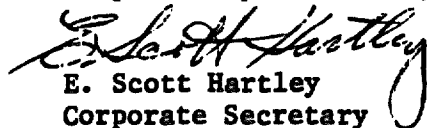
Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

Visitors Present: Wayne Snoey, Ralph Alskog

1. The following Parsonage Exclusions will apply to our Ministerial Staff as follows:

Tom Alberts	\$ 4,000	
George Alberts	9,000	
Don Barnett	3,000	
George Bowker	7,500	
Kristian Erickson	10,000	
Earl Faylor	4,000	
*Jack Hicks	10,500	
Don Lockrem	8,500	
Ron Lowrie	6,500	
Russ MacKenzie	12,000	
Ron Myrick	3,500	
Danny O'Brien	7,000	
Lanny Peterson	15,000	
Mike Sabourin	16,000	
Greg Thiel	6,500	
Mark Yokers	8,000	
*Scott Hartley	11,000	Approved 4/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

SENIOR ELDERS MEETING/DEACON BOARD MEETING

January 21, 1981

Senior Elders Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley.

Deacon Board Members Present: Jack Hicks, Ralph Alskog, Scott Hartley.

I. Request to build, modify or remodel the following:

1. Complete Phase 2 of NC4. Cost \$20,000.

2. Remove and relocate shipping and receiving to Room 301C. Cost \$2000.

3. Remove and relocate Christian School Room 301C to Room 304C. Cost \$500.

4. Complete Phase 3 rough-in and electrical. Cost \$18,000.

5. Build tape check-out office in foyer of Chapel. Cost \$5000.

6. Remove and relocate AV Room 410C to Room 302C. Cost \$1500.

7. Remove and relocate Christian School Room 302C during summer. Cost \$500.

8. Remodel Bible College office into Room 410C. Cost \$1000.

....continued

9. Remodel Room 407C.
Cost \$1500.

10. Remodel Rooms 204C and 205C to accommodate
full size Home Economics Room. Cost \$10,000.

11. Build new Room 907C for Christian School
Library. Cost \$17,000.

NOTE: All of the above are to be completed by August
of 1981, except for Item #4.

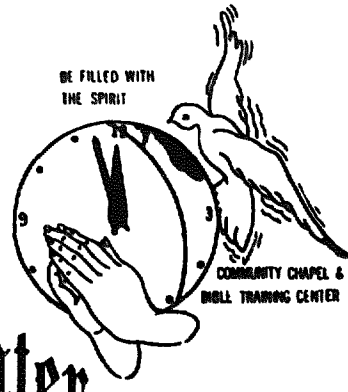
Approved (S.E.) 4/0
(D.Bd.) 3/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

OK FOR
SCOTT
BACK TO SEND
OR DECISION ON
BOARD IN
W.K. ABOUT A

Community Chapel Bible College



Community Chapel & Bible Training Center

18635 8th Avenue South
Seattle, Washington 98148 Tx 4-2886

Administrator: Donald Barnett

Address Reply To: 649 S. 194

Seattle, Washington 98148

May 8, 1973

Roy, return back to Cal Freden
consideration has been made.

TO: The Board of Deacons, c/o Cal Freden
The Board of Elders, c/o Cal Freden

NOTICE: Donald Barnett hereby authorizes Cal Freden to officiate as Chairman of the Steering Committee, in joint-action with the Deacon Board, in his absence (and without Scott Hartley) for this case only. Roy Seibold shall be present.

SUBJECT: Salaries of Scott Hartley, Roy Seibold, and Amy Hegna.

SCOTT HARTLEY:

Scott has indicated a need for a raise from \$700/mo. to at least \$800/mo. On a 40 hr/wk basis (172 hr/mo), \$700/mo. = \$4.07/hr; \$800/mo. = \$4.66/hr. Attached is a breakdown of expenses made by Scott to back up his request. He indicates that he is falling way behind on his current salary.

His estimate may be high in some respects but it totals \$880/mo. instead of the \$780/mo. indicated. Due to the cost of living increases, an increase to \$800/mo. (\$4.66/hr) certainly seems reasonable to me and I therefore advance this figure as my recommendation for Steering Committee ratification.

NOTE: Scott's salary as Christian School Administrator is set by the Director and ratified by the Steering Committee. The Deacon Board is notified for information purposes only.

As Director, I welcome comments and suggestions as to Scott's salary. You will approve the final figure. If I accept your recommendation, you have by your action approved this wage. If I do not accept your suggestion, you still must approve the final figure.

OK
E Seibold

Roy
Cal Freden

OKAY CASH SALARY
RECOMMEND Providing free
tuition for his immediate family
& whatever schooling we provide
in addition to salary is
this will help alot.
Heick

ROY SEIBOLD:

Roy has indicated that he does not need or wish a raise — in fact we turned down his request for a cut in salary. He feels that his free rent (\$145/mo.) plus his wife's pay of \$100/mo. at the apartment he manages totals nearly \$1000/mo. which he indicates is satisfactory for him.

The College will pay him \$125/mo. for teaching next year. This is my determination. The balance will be split up between the office work for the college, Christian school, and church. Roy determines this percentage. I must ratify the college portion, Scott the Christian school portion. The Deacon Board must set the total salary and approve the church portion.

I will accept whatever percent of the college portion that Roy states of whatever salary the Deacon Board sets (between \$750 and \$825/mo.).

I suggest that we accept Roy's decision to leave his salary at \$750/mo. for another year (as long as he is getting \$245/mo. outside help) but the determination is the Deacon Board's. The Steering Committee is notified for information purposes only.

Roy Seibold *OK Hicks* → *OK Scott Barnett*

AMY HEGNA:

Amy indicates that Jim is considering a second job which will keep him out until after 10:00 P.M. every night in order to meet their debts. Their difficulty is caused by:

- a) Jim commuting long distances (now that they have moved).
- b) The cost of a second car (now needed).
- c) Increased cost of housing (now \$200/mo.). They have looked for another house.

I suggest to the Deacon Board that they write Amy a note saying:

- a) Due to her increase of Music Ministry classes, her college salary will increase from \$75/mo. (for 3 hrs) to \$150/mo. in the Fall (5 hrs) and \$175/mo. in the Spring (7 hrs). These figures include a cost of living raise.
- b) During the summer, the church will put her on salary for \$150/mo. for Music Ministry to tide her over until Fall.

She spends an enormous amount of time with this ministry outside of the classes she teaches.

Item a) is my determination; item b) is the Deacon Board's responsibility.

Thank you.

Donald Lee Barnett
Donald Lee Barnett

P.S. You should get Scott's approval (as a member of the Deacon Board) for Amy's salary if he is not at this meeting.

Recommend no action by Deacon board for Amy's salary request pending outcome of present situation - Hicks

*discuss in
at 7:00
with
E.S.
Fall*

- 15) Patten, Donald W., A Symposium on Creation II, Baker Book House, Grand Rapids, Michigan, 1970)

Comments: A collection of articles by different authors. Interesting discussions of the "greenhouse effect", carbon-14 dating, and other forms of radioactive dating. (Paperback, 151 pages, retail price \$1.95)

- 16) Ridenour, Fritz, Who Says?, Regal Books, Glendale, Cal., 1967.

Comments: Written in a semi-humorous style with cartoon illustrations. Covers apologetics in general, as well as evolution. Arguments are not strongly documented, and at times author lacks commitment. (Paperback, 186 pages, retail price \$.95)

- 17) Rushdoony, Rousas John, The Mythology of Science, Craig Press, Nutley, New Jersey, 1967.

Comments: A very revealing and challenging book. Shows the use and misuse of science, the difference between science and "scientism", the motivations behind evolutionists and religious liberals, and gives some clues as to what to expect in the future.

- 18) Whitcomb, John C. Jr., and Morris, Henry M., The Genesis Flood, Baker Book House, Grand Rapids, Michigan.

Comments: The best book available on Flood geology. Documented, detailed refutation of uniformitarianism in geology. This book should be read before coming to a conclusion on what to believe about the flood and the age of the earth. (Hardbound and paperback, 500 pages, retail price \$6.95 (Hardbound) \$3.95 paperback)

- 19) Whitcomb, John C., The Origin of the Solar System, Presbyterian and Reformed Publishing Co., Philadelphia, 1964.

Comments: An excellent treatise showing the absurd fallacies of every theory of cosmogony yet proposed except special creation. (Paperback, 34 pages, retail price \$.50)

STEERING COMMITTEE/DEACON BOARD MEETING

January 13, 1981

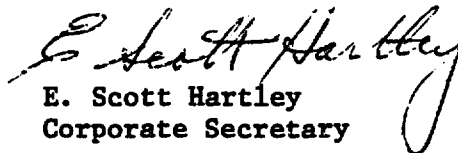
Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley
(Steering Committee)

Members Present: Don Pack, Jack Hicks, Cal Freden, Ralph Alskog, Scott Hartley
(Deacon Board)

1. Request to be co-signer for a first mortgage on the Pangburn property at a value of \$85,000. We would hold a second mortgage for \$37,000 on what they owe us. We will assume the monthly payment of \$1000/month to the bank from the money we are currently paying the Pangburns.

Approved 7/0

Respectfully submitted,


E. Scott Hartley
Corporate Secretary

STEERING COMMITTEE MEETING

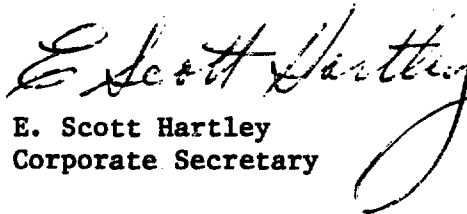
October 8, 1980

MEMBERS PRESENT: Don Barnett, Jack Hicks, Scott Hartley

VISITORS PRESENT: Wayne Snoey, Ralph Alskog, Karl Martin

Request to authorize Karl Martin, Architect, to develop a master plan for our West Campus site for Christian schools, Sunday schools, playfields and parking lots based on our sanctuary having an operating capacity of 10,500 people with a 7,000 seating capacity at any one service.

Approved 3/0

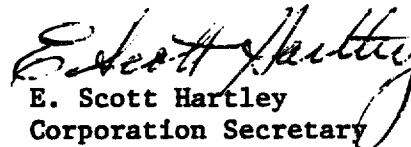

E. Scott Hartley
Corporate Secretary

STEERING COMMITTEE MEETING

September 29, 1980

MEMBERS PRESENT: Don Barnett, Jack Hicks, Jack DuBois, Scott Hartley

1. Request to ordain Ron Myrick, Don Lockrem, Kristian Erickson into the oversight of the church. Approved 4/0
2. Request to approve the agency authorization agreement of Donation Management Services, Inc.; to pay their fees for work done on our behalf. Approved 4/0
3. Request to approve Phase 2 and Phase 3 construction of New Construction 4 as money is available. Approved 4/0


E. Scott Hartley
Corporation Secretary

STEERING COMMITTEE/DEACON BOARD MEETING

August 25, 1980

MEMBERS PRESENT:

STEERING COMMITTEE: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

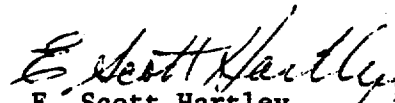
DEACON BOARD: Cal Freden, Don Pack, Ralph Alskog, Jack Hicks, Scott Hartley

1. Request to install phase III N.C. 4 glu lams and decking, roof and put siding on Phase II & III.

Cost: \$113,000

Steering Committee - Approved 4/0

Deacon Board - Approved 5/0


E. Scott Hartley
Corporation Secretary

STEERING COMMITTEE/DEACON BOARD MEETING

July 17, 1980

Steering Committee Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

Deacon Board Members Present: Jack Hicks, Ralph Alskog, Don Pack, Scott Hartley

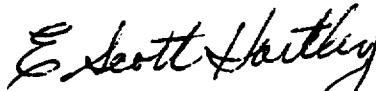
Visitors Present: Wayne Snoey, Barbara Barnett

1. Request to set up a scholarship account for John Lukyamuzi and if the scholarship does not come in then he will be given a benevolence to cover his costs of living and going to Bible College for the 1980/81 fiscal year. Deacon Board Approved 4/0

2. Request to buy additional glue lam beams for NC4 Phase 3. Cost \$33,000. Deacon Board Approved 3/0
Steering Committee Approved 4/0

3. Request to complete the sound installation package for all 5 bays plus the curtain to cover it. Cost \$33,500. Tabled

Respectfully submitted,



E. Scott Hartley
Corporate Secretary

STEERING COMMITTEE/DEACON BOARD MEETING

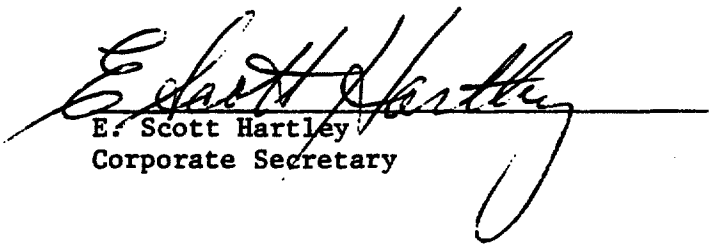
June 3, 1980

Steering Committee Members Present: Don Barnett, Jack DuBois, Jack Hicks
Scott Hartley

Deacon Board Members Present: Jack Hicks, Cal Freden, Ralph Alskog, Don Pack,
Scott Hartley

Visitors Present: Karl Martin, George Bowker, Wayne Snoey

1. Request to acoustically treat the upper 3/5 of the rear wall of the sanctuary. Cost \$18,000
Approved S.C. 4/0
D.B. 5/0
2. Request to authorize funds for master planning of new educational building on West Campus. Starting July 1980. Cost \$4000/month
Approved S.C. 4/0
D.B. 5/0
3. Request to hold off double payment on N.C. 3 (.3) loan of \$6500/month from July - September 1980
Approved S.C. 4/0
D.B. 5/0
4. Request to purchase glulams with installation. Cost \$36,000
Approved S.C. 4/0
D.B. 5/0


E. Scott Hartley
Corporate Secretary

STEERING COMMITTEE MEETING

April 14, 1980

MEMBERS PRESENT: Jack DuBois, Jack Hicks, Scott Hartley

The Pastor was not present since this meeting was to only discuss and determine any changes in his salary.

1. Change the Pastors base salary to \$3,300 per month Approved 3/0
2. Weekly Pastors car checkups and topping of all fluid levels will be continued with the cost to be church paid but the amount to be shown as added pastor income by inclusion on his ~~W-2 form~~ Approved 3/0

1099 form

Respectfully Submitted,

E. Scott Hartley

E. Scott Hartley
Corporation Secretary

STEERING COMMITTEE MEETING

April 9, 1980

Members Present: Don Barnett, Jack DuBois, Jack Hicks, Scott Hartley

1. Request to approve Deacon Board authorization to buy another truck for construction. Cost \$5900. Approved 4/0

2. Request to approve Deacon Board authorization to buy a mini-bus. Cost \$21,000. Approved 4/0

3. Request to approve Deacon Board authorization to give Christian School teachers increase in wages and a bonus. Cost \$14,000. Approved 4/0

Respectfully submitted,

E. Scott Hartley
E. Scott Hartley
Corporate Secretary

STEERING COMMITTEE MEETING

February 13, 1980

MEMBERS PRESENT: Don Barnett, Jack Hicks, Jack DuBois, Scott Hartley

VISITORS PRESENT: Wayne Snoey, Ralph Alskog

1. Request for approval of \$15,000 for landscaping at West Campus at recommendation of Deacon Board. Approved 4/0
2. Request approval of the 2/11/80 configuration of the 2nd floor classroom additions. Approved 4/0
3. Request to build Phase I to the 2nd floor classroom addition at a cost of \$336,000. Approved 4/0


E. Scott Hartley
Corporation Secretary

STEERING COMMITTEE MEETING

December 13, 1979

Members Present: Jack Hicks, Jack DuBois, Don Barnett, Scott Hartley.

1. Received request from Mike Oas to become a satellite church of Community Chapel & Bible Training Center in Kalispell, Montana.

Approved 4/0



E. Scott Hartley
Corporate Secretary

STEERING COMMITTEE/DEACON BOARD MEETING

December 5, 1979

Members Present: Cal Freden, Ralph Alskog, Don Pack
Scott Hartley, Jack Hicks, Don Barnett, Jack DuBois

Visitors Present: Wayne Snoey, Ron Myrick, Maureen Sabourin

1. Request to change slightly the requirements for use of the Church lodge and let variations be judged by General Manager. Raise the rental rate to \$3 for singles, \$4 for families.

D.Bd. Approved 5/0

2. Request to remodel the Parsonage office.
Cost \$2500.

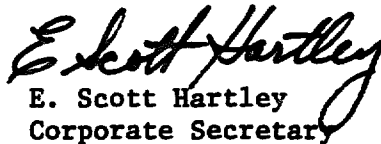
D.Bd. Approved 5/0

3. Request to approve the contract with Karl Martin, Architect, to use his services for at least the next 7 months.

D.Bd./S.C. Approved 8/0

4. Request to buy 4' partitions for the foyer area classrooms at the Sanctuary for \$1050.

D.Bd. Approved 5/0


E. Scott Hartley
Corporate Secretary

STEERING COMMITTEE/DEACON BOARD MEETING

July 23, 1979

Members Present

Steering Committee: Don Barnett, Jack Hicks, Jack DuBois, Scott Hartley
Deacon Board: Cal Freden, Don Pack, Jack Hicks, Ralph Alskog,
Scott Hartley

Others Present

Wayne Snoey, Ron Lowrie

1. Request to accept \$10,000 loan at 8% simple interest
paid semi-annually. Deacon Board Approved 5/0

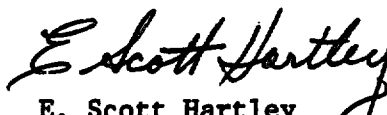
2.

RESOLUTION FOR APPROVAL
BY THE BOARD OF ELDERS (BOARD OF DIRECTORS)
AND PRESENTATION TO THE MEMBERSHIP

Resolved, that Article II of the Articles of Incorporation of Community Chapel and Bible Training Center, as originally approved by the Secretary of State on November 2, 1967, be amended in the following respects:

- A. That the present terms of Article II be deleted in their entirety.
- B. That Article II henceforth read as follows:
"This corporation shall have no members. All decision-making authority for this corporation shall be hereafter vested in the Board of Elders (Board of Directors) except as specifically limited by the corporation bylaws."

Board of Directors Approved 4/0


E. Scott Hartley
Corporate Secretary

STEERING COMMITTEE/DEACON BOARD MEETING

RE: Discussion of purchase of the Albert W. Hintz property adjacent to our east campus site. Fencing of remaining portion of north side of parking lot as per specified in "conditional use permit."

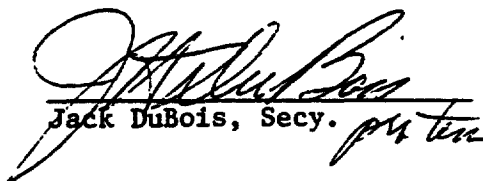
DATE: 6/26/79, 9:30 am.

THOSE ATTENDING: Don Barnett, Jack Hicks, Jack DuBois, Ralph Alskog,
(Ron Lowrie ---non board member).

Agreed that Ron Lowrie in concert with Jack Hicks or other representatives of the Corporation would have the authority to offer Mr. Albert W. Hintz \$20,000 for approximately 2 acres of adjoining land. This would be the opening offer and the ceiling would be \$30,000.

Our opening negotiations would be conducted through a letter outlining our position and basis for the present offer in addition to a rough draft copy for his review which was recently put into basic legal language by Ken Cornell of the Northgate Christian law firm. We would relate to Mr. Hintz that we would allow him two weeks to review the basic agreement and then would like to visit with him personally to discuss any changes/alterations that he would like to make.

It was further agreed that if Mr. Hintz would not immediately agree to some type of arrangement to lease or sell the desired property to us that we would install the remaining portion of the fence called for in the conditional use permit--that portion at the northern boundary of our existing B.C. parking lot. Ron Lowrie was instructed to communicate our activities to the county in the event of either a signed lease, or construction/installation of the fence.

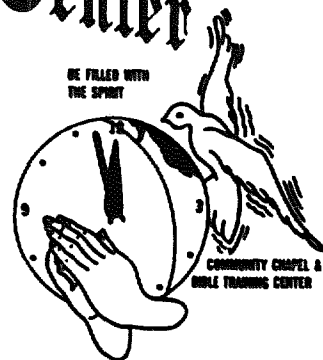

Jack DuBois, Secy. *per ten*

Community Chapel & Bible Training Center

18635 8th Avenue South
Seattle, Washington 98148

206-246-3778

Pastor: Donald Barnett



RESOLUTION OF STEERING COMMITTEE

May 25, 1979

RE: Ministerial Status of Ordained Elders

By this resolution, the steering committee (corporate board of directors) hereby affirms that ordained elders of this church have authority to perform all ecclesiastical and sacerdotal duties required of our ordained ministers.

Signed:

Donald Lee Barnett
Donald L. Barnett, Corporation President & Pastor

E. Scott Hartley
E. Scott Hartley, Corporation Secretary

H. DuBois
H. DuBois, Board Member

Jack A. Hicks
Jack A. Hicks, Corporation Vice President & Board Member

STEERING COMMITTEE MEETING

May 8, 1979

Members Present: Jack DuBois, Don Barnett, Jack Hicks, Scott Hartley

Others Present: Albert Reese

RE: Dismissal from this church

The meeting was held at the request of Albert Reese. Allegations of improper conduct including having been a substantial harrassment to the pastor and other members were presented by Don Barnett.

Albert Reese was offered opportunity for rebuttal and allowed to make any defenses to the charges presented that he desired. He did not display an acceptable attitude toward his previous conduct, would not agree to change his ways and the board, after due consideration, voted to sustain his dismissal from the church.



E. Scott Hartley
Corporate Secretary

STEERING COMMITTEE MEETING

March 13, 1979

This meeting was held without the Pastor (Steering Committee Chairman) present so that we might consider a change in his salary.

Resolution: Retroactive salary adjustment - \$1,000
New rate of \$2,750/month
Effective March 5, 1979
Service Pastors Car

Approved 3/0


E. Scott Hartley
Secretary

When members receive a copy of the minutes of the last meeting, they are to make corrections on that copy and to return it to the Secretary. If there are no corrections, then initial the copy and return it to the Secretary.

STEERING/DEACON BOARD MEETING

March 5, 1979

Request to members of both boards to obtain their written approval to set up a Pay-Back Agreement with the Southwest Suburban Sewer District for the sewer lines we installed on 1st Avenue South in 1978. We would receive approximately \$2,700 per hook-up the first year of this contract and approximately \$3,000 per hook-up each year thereafter.

All seven members of the boards approved.

E. Scott Hartley
E. Scott Hartley
Corporate Secretary

When members receive a copy of the minutes of the last meeting, they are to make corrections on that copy and to return it to the Secretary. If there are no corrections, then initial the copy and return it to the Secretary.

STEERING COMMITTEE MEETING

January 15, 1979

All members present.

1. Request that we take out a lease with Sea First Leasing to cover costs of new equipment for the new sanctuary, not to exceed \$65,000.

Approved 3/1


E. Scott Hartley
Secretary

When members receive a copy of the minutes of the last meeting, they are to make corrections on that copy and to return it to the Secretary. If there are no corrections, then initial the copy and return it to the Secretary.


STEERING COMMITTEE MEETING

December 19, 1978

Meeting held without the Pastor (Chairman) present to consider any changes to his salary.

Resolution: To continue Don Barnett's salary at present rate and to set his parsonage exclusion at \$2500 for the 1979 year.

Approved 3/0

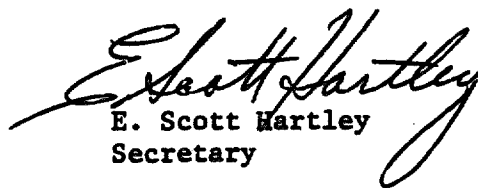

E. Scott Hartley
Corporate Secretary

MINUTES OF STEERING COMMITTEE MEETING
October 11, 1978

Members Present: Jack Hicks, Jack DuBois, Don Barnett, and Scott Hartley.

Others Attending: Wyman Smalley, Don Pack, Wayne Snoey, and Ralph Alskog.

1. Authorization to set up a transmatic savings account with
Citizen's Federal Savings and Loan. Approved 4/0
2. Authorize Jack Hicks to accept and sign for a \$300,000. loan
from Citizen's Federal Savings and Loan. Approved 4/0


E. Scott Hartley
Secretary

MINUTES OF STEERING COMMITTEE MEETING
(by phone)

August 2, 1978

Members contacted: Don Barnett, Jack Hicks, Cal Freden, Scott Hartley.

RE: Replacement of Roy Seibold as Steering Committee Member.

1. Jack DuBois was selected and voted unanimously to become the fifth member of the Steering Committee.

E. Scott Hartley
E. Scott Hartley
Secretary

MINUTES OF STEERING COMMITTEE MEETING

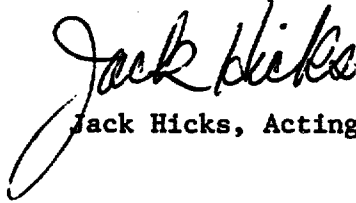
July 25, 1978

Telephone call to:

Jack Hicks, Don Barnett & Cal Freden

1. Shall Scott Hartley be made Corporate Secretary to replace Roy Seibold?

Unanimous approval

A handwritten signature in cursive script that reads "Jack Hicks". The signature is written in black ink and is positioned above the typed name.

Jack Hicks, Acting Secretary

MINUTES OF STEERING COMMITTEE MEETING

June 6, 1978

Members Present: Cal Freden, Jack Hicks, Don Barnett, Scott Hartley.
Don Pack was present as an advisor. Fred Langford was also present.

ITEM I: Shall the Kirkland Fellowship become a Satellite Church and purchase a building in Kingsgate?

Unanimous Approval (with the following stipulations):

1. The Kirkland Fellowship to sign an agreement to become a Satellite Church of CC&BTC (Seattle) and to incorporate as such.
2. Install Fred Langford as permanent pastor.
3. Satellite Church to pay and cover Fred Langford's salary up to \$1300/mo. except that which he may earn at a part time job.
4. Satellite Church purchase building for \$160,000.
5. Satellite Church to make \$15,000. down payment.
6. Satellite Church to make own monthly payments.
7. Satellite Church to be responsible for all overhead costs.
8. Satellite Church requested by Pastor of CC&BTC (Seattle) to give offerings to Seattle Church in proportion to number of times they attend each church.
9. Satellite Church requested to give to the Seattle Church any funds available over and above funds needed to meet their normal monthly expenses until the end of the construction project.
10. Pastor of Seattle Church requests all those who have been members of the Seattle Church to keep on attending at least once a week, especially the Pastor and Elders.
11. Satellite Church to set up all necessary officers and develop by-laws within the framework of the Seattle by-laws for Satellite Churches.
12. Satellite Church is expected to move with all vigor to evangelize the entire area and community in all ways possible.

ITEM II: Shall the Bible College be authorized to incur a loan of up to \$50,000 to build the motorhome? College to repay the loan on a monthly basis.

Unanimous Approval

ITEM III: Shall we add another member to the Deacon Board to replace Roy Seibold for congregational vote?

Unanimous Approval

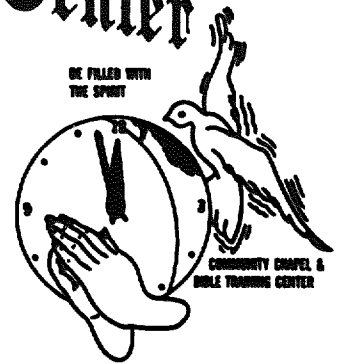

Acting Secretary

Community Chapel & Bible Training Center

18635 8th Avenue South
Seattle, Washington 98148

206-246-3778
206-824-0680

Pastor: Donald Barnett



April 26, 1978

To: Chairman of Steering Committee

From: Roy Seibold

Brethren:

Since my ministry is moving from this assembly to the assembly in Chippewa Falls, Wisconsin, it is expedient that I resign from the Corporate Office of Secretary, Member of the Steering Committee and the elective office of Deacon.

My resignation should be effective on or before June 1, 1978.

God bless you. I covet your continued prayers.

A handwritten signature in cursive script that reads "L. E. Seibold".

L. E. Seibold

MINUTES OF STEERING COMMITTEE

April 30, 1978

The minutes of April 26, 1978, were approved.

Members present were Don Barnett, Jack Hicks, Scott Hartley, and Roy Seibold. Cal Freden was absent. Terry Riley, a business consultant, was also present.

A proposal to retain Jim Perrie to give an independent estimate of completion costs of the sanctuary was presented. Cost: approximately \$500. Approved.



L.E. Seibold
Secretary

MINUTES OF STEERING COMMITTEE

April 26, 1978

The minutes of March 24, 1978 were read and approved.

Roy Seibold submitted his resignation as Secretary of the Corporation, member of the Steering Committee, and Deacon. His resignation was accepted to be effective June 1, 1978.

The officers of the Corporation were authorized to sign a loan agreement with Citizens Federal Savings and Loan in the amount of \$1.7 million.



L.E. Seibold
Secretary

Minutes of Steering Committee

March 24, 1978

Members present: Don Barnett, Jack Hicks, Scott Hartley, Roy Seibold.

The minutes of March 15, 1978 were approved.

Roy Seibold formally submitted his resignation as Vice President of the Corporation. Resignation accepted.

Jack Hicks was nominated for the office of Vice President. Nomination approved.

The Steering Committee voted 4 to 0 to approve a corporate borrowing resolution for Seattle-First National Bank authorizing any two of the following officers of the corporation to sign and borrow against the credit of the corporation

Donald L. Barnett, President
Jack A. Hicks, Vice President
E. Scott Hartley, Member, Board of Directors

except that this resolution shall not extend the authority to pledge or mortgage any personal or real property of the corporation. The above named officers are by this resolution appointed to deal on behalf of the corporation with the bank and to sign notes of indebtedness as required in the course of corporation business.

The Steering Committee voted 4 to 0 to approve the attached corporate resolution to lease personal property from SeaFirst Leasing Corporation, authorizing any two of the following officers of this corporation to enter into leasing agreements:

Jack Hicks, Vice President
E. Scott Hartley, Member, Board of Directors.



L.E. Seibold
Secretary

Minutes of Steering Committee

March 15, 1978

The minutes of January 17 and January 27 were read and approved.

All members present.

Citizens Federal Savings and Loan has agreed to loan the church \$1.7 million to complete construction. Terms: 10.5% note, 20 year amortization rate with a balloon at 15 years, no penalty for early payoff, loan fee 3.5%.

Jack Hicks is empowered to negotiate the terms of the loan and conclude the contract after final approval of the Steering Committee.

Vote 5-0 in favor.

Proposal to tell Timber Components to go ahead with beam construction.

Vote 5-0 in favor.



L.E. Seibold, Secretary

Steering Committee Action

February 8, 1978

Assoc. & Br. 17000065-1 Account No. 91-0854901 Tax I.D. Number 3/13/75 Date Opened \$1,500.00 Amount

We, the undersigned officers of

Community Chapel & Bible Training Ctr., a corporation whose address is
18635 8th Avenue South Seattle, Wash. 98148
Street City Zip

pursuant to proper authorization as set forth on the reverse hereof, hereby apply on its behalf for a savings account in CITIZENS FEDERAL SAVINGS and LOAN ASSOCIATION of SEATTLE subject to the laws of the United States, the rules and regulations of the Federal Home Loan Bank Board and the charter and bylaws of the Association as they now are or as they may be hereafter amended. Receipt is hereby acknowledged of a copy of the charter and bylaws of said Association. Specimens of our signatures are affixed below and the Association is hereby authorized to act without further inquiry in accordance with writings bearing 2 of such signatures unless and until it has been notified of any change of officers and of further authorization for other individuals to sign, together with a specimen of the signatures of each such individual.

Signature Jack A. Hicks Title Vice Pres.
Signature Calvin E. Freden Title Board Member
Signature L. E. Seibold Title Secretary
Signature Donald Lee Barnett Title PRE.S.
E. Scott Hartley Board Member

OF the Community Chapel & Bible Training Center

RESOLVED,

That the hereinafter designated officers are hereby authorized to open a savings account for this institution and to invest its funds from time to time with

CITIZENS FEDERAL SAVINGS and LOAN ASSOCIATION of SEATTLE

and that said institution is hereby authorized to act without further inquiry in accordance with

writings bearing the signature of 2 such officers, unless and until it has been notified of any change of officers and of further authorizations for other individuals to so sign, together with a specimen of the signature of each such individual.

Donald Lee Barnett Title Pastor/President
Print or Type
Jack A. Hicks Title Vice-President
Print or Type
E. Scott Hartley Title Board Member
Print or Type
Calvin E. Freden Title Board Member
Print or Type

IT IS HEREBY CERTIFIED that the above named officers have been duly elected to the offices set opposite their respective names, that they hold such titles at this time, that their true signatures appear on the reverse hereof, and that the above resolution is not a violation of our articles of association or bylaws

and was duly adopted at a meeting of the Board held on the 8th day of February, 19 78.

IN WITNESS WHEREOF, I have hereunto affixed my name as Secretary of this institution this

14th day of February, 19 78.

L. E. Seibold Secretary

7/69

L. E. Seibold

L. E. Seibold
Secretary

Minutes of Steering Committee

January 27, 1978

The Pastor contacted Roy Seibold, Scott Hartley, and Jack Hicks concerning the following business. Cal Freden was not available. This constitutes a quorum so the decisions will be entered in the minutes.

The Pastor has appointed Jack Hicks as Business Manager and Vice President of the Corporation at a salary commensurate with his present salary.

Roy Seibold will be terminated effective February 10, 1978. He will be given severance pay equal to one month's salary.

The first decision was approved by a vote of three to zero with Jack Hicks abstaining.

The second decision was approved by a vote of three to zero with Roy Seibold abstaining.

L. E. Seibold

L.E. Seibold
Secretary

Minutes of the Steering Committee

January 17, 1978

All members were present.

The minutes of December 20, 1977, were read and approved.

The Committee upheld the decision of the Deacon Board to purchase a mini computer.

All members expressed great pleasure and confidence in receiving all the members of the Church of the Narrow Way into this assembly with full fellowship.



L.E. Seibold
Secretary

Minutes of Steering Committee

December 20, 1977

All members present.

The minutes of December 13, 1977 were read and approved.

The question was raised whether we should stop construction for a time. By unanimous consent the Board decided to continue construction at least through January with these restrictions:

1. Hold up on heat, electrical except as necessary to provide heat and lights, and all other non-structural items that can wait.
2. Stop masonry at the 14 foot level between the sanctuary and the foyer.
4. Get the building roofed.

The Board also approved continuing engineering, etc. on the trusses through Building Permit approval but hold on actual ordering until further approval.



L.E. Seibold
Secretary

Minutes of Steering Committee

December 13, 1977

All members were present with their wives.
Also present were George and Diana Alberts and Mike and Maureen Sabourin.

One proposal was discussed.

Should we move toward the establishment of a satellite church in the Kirkland area?

The vote was four to zero in favor with one abstention.



L.E. Seibold
Secretary

Minutes of Combined
Steering Committee and Deacon Board

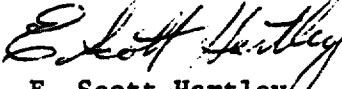
October 25, 1977

All members present except Roy Seibold.

Also present were Wayne Snoey, George Bowker, and Doug Gibson to discuss television facilities in the new sanctuary.

Another proposal was approved for the Hintz property as follows:

1. \$10,250 per acre.
2. \$10,000 down.
3. 8½% interest over 15 years.
4. 318 feet x 430 feet.
(Leaves 1.46 acres: 318 x 200 feet approx.).
5. We have right-of-first-refusal.


E. Scott Hartley
Acting Secretary

Combined Meeting of the Steering Committee
and Deacon Board

October 12, 1977

All members were present.

The minutes of September 13, October 3, October 4 (two meetings), 1977 were read and approved.

Our present financial condition was examined together with the pledges made in the Sunday morning, October 9, service. It was decided to order the beams for the new sanctuary and to proceed with construction limited to the projected income.

The proposal to Mr. Hintz for the purchase of his property was rejected by him. The Board decided to make another offer to buy clear usable acreage at the current market value and purchase an option on the land that Mr. Hintz occupies.

The pastor left at this point and the meeting of the Deacon Board continued.

Marc Drake requested two IBM Selectric II typewriters. Request was approved for \$1655.

Another \$5000 (approximate) is needed to complete new construction #6. Cost approved.

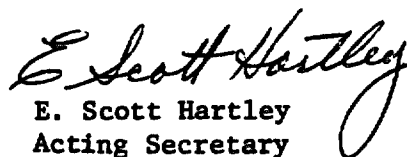
An isolated area is needed for use of those desiring to pray during class hours. A plan approved by the pastor costing approximately \$850 was approved on a vote of 4 to 1.

The publications department requested a subsidy of \$18,100 for the months of September through November. Subsidy was approved.



L.E. Seibold
Secretary

Roy Seibold was excused from the meeting to discuss his request for financial assistance for his wife's medical needs. It was proposed that the Church loan Roy \$1,000 with no interest to be paid back in monthly installments beginning no later than August 15, 1978. It was further proposed that the Church pay all medical bills over \$1,000 up to a maximum of \$2,000 additional. This payment will be made directly to the clinic and hospital. The proposals were unanimously approved.



E. Scott Hartley
Acting Secretary

COMBINED STEERING COMMITTEE AND
DEACON BOARD MEETING

October 4, 1977

All members present.

Also present: Bob Leonard, Karl Martin, and Wyman Smalley.

The minutes of previous meetings were dispensed with until next meeting.

There was a discussion of direction for the new sanctuary. Roy Seibold was directed to get more data from the bank. Don Barnett will go to the congregation to present the current need. The Steering Committee will meet again Tuesday, October 11, to decide on direction.

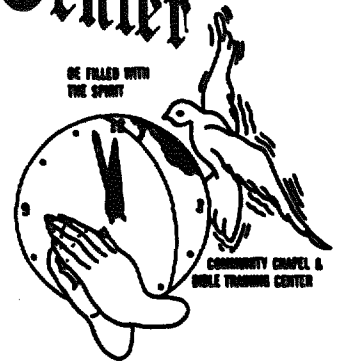
The proposal to negotiate with Mr. Hintz for the purchase of his property was approved. The offered price is to be \$70,000.

Community Chapel & Bible Training Center

18635 8th Avenue South
Seattle, Washington 98148

206-246-3778

Pastor: Donald Barnett



STEERING COMMITTEE MEETING
TELEPHONE CONVERSATION

August 29, 1977

Members Contacted: Don Barnett, Cal Freden, Scott Hartley, Jack Hicks, and Roy Seibold.

Wy Smalley requested permission to allow more than the minimum Petty Cash request of \$9.99 (as determined by the By-Laws) for construction projects. The Steering Committee approved changing the By-Laws to allow increasing the Petty Cash requests to \$50.00 for construction projects only.

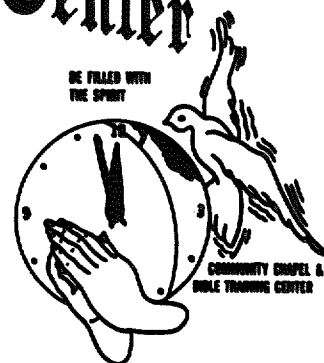
L. E. Seibold
L. E. Seibold
Secretary

Community Chapel & Bible Training Center

18635 8th Avenue South
Seattle, Washington 98148

206-246-3778

Pastor: Donald Barnett



STEERING COMMITTEE & DEACON BOARD
COMBINED MEETING

August 1, 1977

Members Present: Don Barnett, Cal Freden, Scott Hartley, Jack Hicks,
Don Pack, and Roy Seibold.

Also present were Bob Leonard, Karl Martin and
Wayne Snoey.

The minutes of 7/19/77 and 7/27/77 were read and approved.

QUESTION: Shall we begin new sanctuary construction now?

All members voted in favor.

The credentials of a potential contractor, Robert Leonard, were presented. The Board voted in favor of hiring Mr. Leonard as Construction Supervisor and Luther Davis as Foreman. Proposed salary for Mr. Leonard \$2080/mo. plus \$100/mo. for use of vehicle. Effective date is August 29, 1977.

Karl Martin was instructed to proceed with dormitory plans as finances permit.

A handwritten signature in cursive script that reads 'L. E. Seibold'.

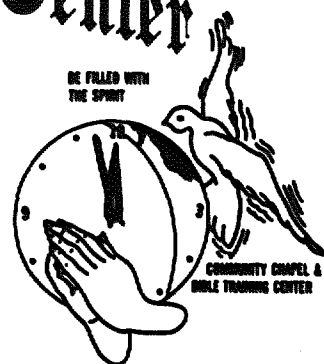
L. E. Seibold
Secretary

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18635 8th Avenue South
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Pastor: Donald Barnett



STEERING COMMITTEE & DEACON BOARD COMBINED MEETING

June 21, 1977

Members Present: Don Barnett, Cal Freden, Scott Hartley, Jack Hicks,
Don Pack, and Roy Seibold.

Wayne Snoey was also present.

The minutes of 6/6/77 were read and approved.

Decisions:

Disposition

- 1) The Deacon Board decision to build a 18' x 12' shed was returned for reconsideration. Pastor recommended that we rather buy a shed as originally requested and add storage room to new construction. Cost of shed approximately \$325. Cost of storage room approximately \$7,000. Approved
- 2) Proposal to increase subsidy to Christian School enough to increase teachers salary to a reasonable level as recommended by the Pastor. Approved
- 3) Proposal to hire Karl Martin to begin drawings on dorm units. Approved

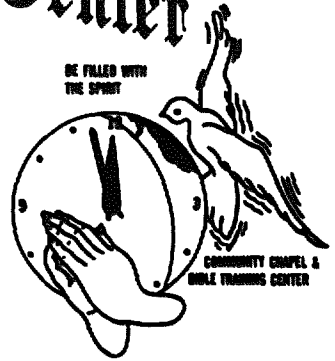
L. E. Seibold
Secretary

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18635 8th Avenue South
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206-246-3778

Pastor: Donald Barnett



STEERING COMMITTEE & DEACON BOARD COMBINED MEETING

March 21, 1977

Members Present: Don Barnett, Cal Freden, Scott Hartley, Jack Hicks,
Don Pack, and Roy Seibold.

Also present were Karl Martin and Wayne Snoey

The minutes of 3/7/77 and 3/10/77 were read and approved.

Decisions:

Disposition

- | | |
|---|--------------|
| 1) Request to approve the following new money counters:
Roger Anderson, Ezra Casello, Bruce Cromwell, Ron
Lowrie and Roy Seibold. | Approved |
| 2) The proposal to hire a Loomis truck. | Not Approved |
| 3) Request to investigate financing for new construction. | Approved |
| 4) The proposal to upgrade the Music Room to studio
quality. Cost \$15,000. | Approved |
| 5) The proposal to buy equipment and organ for studio.
Cost \$30,000. | Approved |

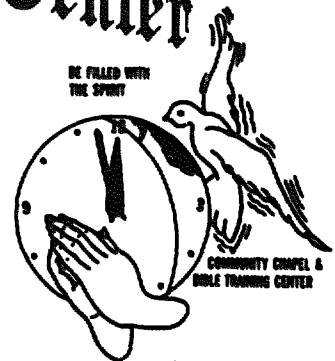
L. E. Seibold
Secretary

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18635 8th Avenue South
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Pastor: Donald Barnett



STEERING COMMITTEE & DEACON BOARD COMBINED MEETING

February 2, 1977

Members Present: Don Barnett, Cal Freden, Scott Hartley, Jack Hicks, Don Pack, and Roy Seibold.

Also present were Karl Martin, Wayne Snoey and Marc Drake.

The minutes of 1/10/77, 1/11/77, 1/18/77, and 1/19/77 were read and approved.

The maximum expenditure for broadcast equipment was increased to \$5,000.

Decisions:

Disposition

- | | |
|---|--------------------------|
| 1) The plan to expand the office and publications complex was presented for consideration. Approximate cost \$30,000. | Approved
1 Abstention |
| 2) The plan to add two Christian School classrooms above the new complex. Approximate cost \$20,000. | Approved
1 Abstention |
| 3) The ordination of Greg Thiel and Russell MacKenzie. | Approved |
| 4) Subsidy of \$14,000. to Publications through May. | Approved |
| 5) Expenditure of approximately \$100. to put carpet on the walls of the Parent's View Room to decrease sound level. | Approved |

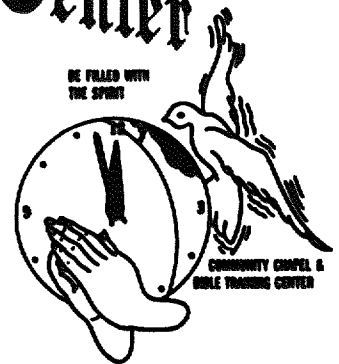
L. E. Seibold
Secretary

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18635 8th Avenue South
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Pastor: Donald Barnett

206-246-3778
206-824-0680



STEERING COMMITTEE & DEACON BOARD COMBINED MEETING

January 10, 1977

All members were present to hear recommendations of the Radio Committee. The minutes of the 12/14/76 meeting were read and approved.

It was decided that:

- 1) We will start a 15 minute program on KBLE in the next few weeks. PTL
- 2) George Bowker will be appointed Program Director working under the direct supervision of the Pastor.
- 3) Stuart Hanson will be temporary M.C. working for George Bowker.
- 4) Expenditure of funds will be spent as necessary to purchase equipment for broadcast recording. Maximum of \$4,000.

It was also decided that Monday nights will be kept open for meetings as needed.

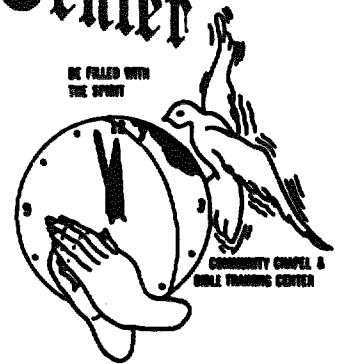
L. E. Seibold
Secretary

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STEERING COMMITTEE & DEACON BOARD COMBINED MEETING

December 14, 1976

Members Present: Don Barnett, Cal Freden, Scott Hartley, Jack Hicks,
Don Pack, and Roy Seibold.

Also present were Wayne Snoey and Ron Lowrie.

The minutes of 11/16/76 and 12/11/76 were read and approved.

Wayne reported on the meeting with the county officers with
reference to the decision of the zoning adjuster.

Decisions:

- | | <u>Disposition</u> |
|--|--------------------|
| 1) To publish a legal notice with reference to E.I.S. as required by law. | Approved |
| 2) To proceed with the building of the dormitories as soon as legally feasible. | Approved |
| 3) To proceed with the building of the sanctuary immediately. | Approved |
| 4) The Deacon Beard was asked to rent a hall for the Eastside Fellowship at \$35/week. | Approved |

L. E. Seibold
Secretary

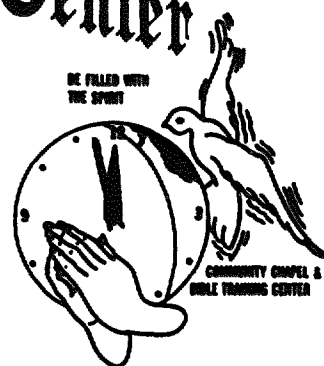
LES/ra

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STEERING COMMITTEE & DEACON BOARD COMBINED MEETING

November 16, 1976

Persons Present: Don Barnett, Roy Seibold, Jack Hicks, Don Pack, Scott Hartley, and Cal Freden.

- | | <u>Disposition</u> |
|--|--------------------|
| 1) Covered area for Petra's hot pool to cost about \$500. | Approved |
| 2) Amend By-Laws as attached. | Approved |
| 3) We voided the Amendment to the Articles of Incorporation as signed and dated March 6, 1974. | Approved |
| 4) Roy is requested to investigate the Articles of Incorporation to make sure they are in conformity with our By-Laws. He is to report back to the Steering Committee at the next meeting. | Approved |


E. Scott Hartley, Secretary

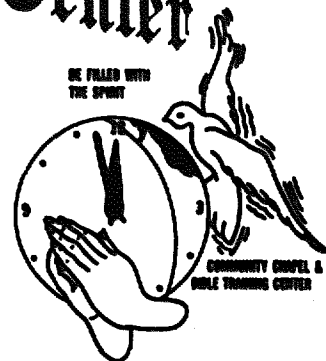
ESH/ra

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STEERING COMMITTEE MEETING

September 10, 1976

Persons Present: Don Barnett, Scott Hartley, Jack Hicks, Roy Seibold,
Cal Freden

Visitor: Don Pack

	<u>Decision</u>
1) Request made by Keith Gunn for us to co-sign a \$50,000 loan for them to start building a church in Chippewa Falls.	No
2) To ordain George Alberts into the Eldership.	Yes

E. Scott Hartley, Secretary

ESH/ra

Steering committee, deacon board meeting of 12-17-75.

--All members present except Don Pack.

1. It was decided to pay cash for the 36 acres.
2. The decision was made on positioning the various buildings on our property. The new sanctuary is to be placed on the southwest portion of the 36 acres. The northeast section is to be reserved for dormitories. The remaining two sections will be mainly parking lots and play fields. The college is to remain where it is and to take over the present Christian school buildings as the Christian school moves over to the buildings adjacent to the new sanctuary. Future college expansion will be adjoining our present buildings and then onto the 3 acre wooded area west of our present parking lot.

--- Cal Freden

Steering Committee Meeting, 11/19/75. All members present.

1. It was decided that the size of the new sanctuary would be built to seat a minimum of 1,800 or maximum of 2,000.
2. The revised agreement with Maureen Pangburn was agreed upon. This has been changed to the total amount received being a non-interest loan with payments of \$2,000 per month.
3. It was agreed that a letter would be sent to the residents of Whispering Pines, letting them know that we intend to sell our property there.
4. Other items concerning the construction of the new sanctuary were discussed and several decisions were made. The pastor will give this information to our Architect to implement in a proposal drawing.

-- Cal Freden

Joint Steering Committee and Deacon Board meeting 11/5/75. All members present except for Don Pack.

1. There were 3 corrections of the 10/7/75 minutes.
 - a) Item #1 should include the word "book" after the word song.
 - b) Item #1 at the bottom of the page should be corrected to be two items at \$150 each.
 - c) Item #2 at the bottom of the page: A correction of Ron Lowrie's salary should be \$411.67 per month instead of \$550.00.
2. Conditions of a grant plus a loan from Maureen Pangburn were discussed and a contract agreement was agreed upon. The conditions of this agreement have not yet been discussed with Mrs. Pangburn.
3. The method of paying for the 36 acres was discussed but no final decision was made.
4. Thelma Savage let us know that she was in need of \$100 this month for living expenses and the Deacon Board agreed to give her this amount.

--Cal Freden

Joint Steering Committee, Deacon Board meeting at Hartley's, 10/28/75.
All members except Don Pack present.

1. The decision was made to sell the Lake Wanatchee property as the church cannot legally own it due to zoning restrictions.
2. Roy Seibold was made a member of the steering committee.
3. The following men will be ordained into the ministry:
 - a) Dan O'Brien
 - b) Earl Faylor
 - c) Steve Nordholm
 - d) Lanny Peterson
 - e) George Alberts

Candidates for ordination are chosen by the pastor and ratified by the remainder of the steering committee.

4. Publications department at this time is running in the red at the rate of about \$1,500 per month. The deacon board okayed a loan to that department of \$20,000 up to the 1st of 1976. At this time the needs will be re-evaluated.

--Cal Freden

3. Adjacent Church Property:

- : Decision made to go ahead and buy the adjacent property.
 - Max. of \$30,000 established for wooded property.
 - Cal and Roy were delegated to drive to Oregon and make a proposal in person.
- Probable contact date: Wed. March 5, 1975

4. Sewers:

- : Ron Lowrie to be put to work on sewer proposal immediately. (Necessity for new sanctuary).

5. Flyers for Rev. Grasely, and Proposed T.V. ministry:

- : Decision made that Church will cancell order taken for more flyers for "Golden Harvest Hour", nor will Church take future orders.
- : Board concurred to not accept offer for future television broadcasts in connection with "Golden Harvest Hour".

6. Security Booth for Balcony P.A. System:

- : Decision made to go ahead with security booth in present sanctuary for P.A. and taping equipment.

7. Security System for offices and print shop.

- : Decision made to install security system to cover offices, print shop, and balcony taping booth.

8. Church Logos:

- : Decision was made to keep Church Logos exclusively for our church. It will not be used by satellite churches for stationary, printed material, nor anything else.

9. Name for Satellite Churches:

- : Decision made that all satellite churches will carry full name of church (with location), to keep them from being confused with other "Community Chapel's".

I.e. - Chippawa Valley Community Chapel & Bible Training Center

10. Necessary letter from Keith's Church:

: Decision made to have Scott contact Keith Gunn and have them send us a letter with the necessary signatures from their board saying they have adopted our by-laws. It will not be necessary to have it notarized.

11. Steering Committee meeting (men only), scheduled for next Tuesday night, (3-4-75) at 7:30 p.m. at Scott's house.

12. Offering at Gospel in Song:

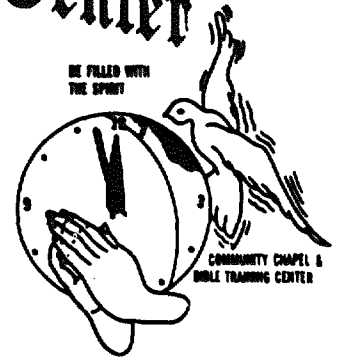
:Discussion.
Don will make final decision.

Community Chapel & Bible Training Center

18635 8th Avenue South
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Pastor: Donald Barnett

206-246-3778
206-824-0680



January 17, 1975

TO: Cal Freden, Jack Hicks, Roy Seibold, Scott Hartley

SUBJECT: Salary of Roy and Scott

ACTION: Letter sent to Steering Committee for new vote due to question on interpretation of past vote.

Three options were offered:

- a) \$1100/mo.
- b) \$1100/mo. + 10% of 900 = 900 + 200 = \$1190/mo.
- c) other

The votes came to me:

- (1) \$1100/mo.
- (1) \$1190/mo.

The vote for \$1190 was willing to change to \$1100/mo. to agree with majority vote. Rather than to decide either way by my vote, I chose to split the difference as being closer to both votes.

I thereby direct the Office Manager to pay a salary of \$1145/mo. as authorized by the fact that my vote, being the deciding vote could go either way. This salary is effective the first pay period after the church is in the black but not later than September 1, 1975.

For information to Scott Hartley, some interpret the 10% general raise to be without effect on the \$1100 salary proposed for mid 1975 inasmuch as the proposed being made close to the time the 10% raise was decided and being projected to the future, took into consideration probable inflation and/or past inflationary trends.

The salaries will be re-investigated in January 1976.

Sincerely,

Donald Lee Barnett
Donald Lee Barnett

P.S. Please get your studied, marked up copy of the By-Laws to me as soon as possible.

Community Chapel & Bible Training Center

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December 16, 1974

To the following Steering Committee members:

Cal Freden
Jack Hicks
Don Barnett

Roy Seibold (Business Manager) has been directed to increase the salaries of Roy Seibold and Scott Hartley by 10%, effective January 15, 1975 to be in line with the 10% raise granted the rest of the church, college, and Christian school staff, as agreed to by the Steering Committee.

My letter to Scott, signed by the Steering Committee, was to authorize a \$500 bonus for Scott to be received in 1974; the \$1100/mo. salary proposal was not necessarily agreed to by the Steering Committee.

This letter is, therefore, a formal letter for the Steering Committee vote for the salary of Roy and Scott effective the first pay period after the church is free and clear of all debts, but not later than September 1, 1975, regardless.

The \$1100/mo. figure was arrived at by taking Scott's salary of \$900/mo. and adding \$200/mo. increase.

It becomes a question as to whether the \$1100 is to be interpreted to take into account inflationary increases that prompted the 10% raise (the \$1100 figure was a recent proposal for a raise to be received next Spring or Summer), or whether the \$200 raise should be added to the 10% raise.

Inasmuch as this was only a proposal, and inasmuch as the responsibility will shift from the Director of Schools (for Scott) etc. to the Steering Committee, I am asking for a new vote. Six considerations should be kept in mind:

- 1) The original proposal was seen by Scott and Roy and may have been interpreted as authorization.
- 2) Salaries of our Administrative staff members.
- 3) Salaries of our other staff members.
- 4) The current cost of living.
- 5) The wages of our church members.
- 6) The ability of our church members to pay these salaries.

I vote for Roy's and Scott's salaries to be:

- _____ \$1100/mo. (as proposed).
- _____ \$1190/mo. ($\$900 + 10\% = \$990 + \$200 = \1190).
- _____ other. I propose \$ _____/mo.

Signature

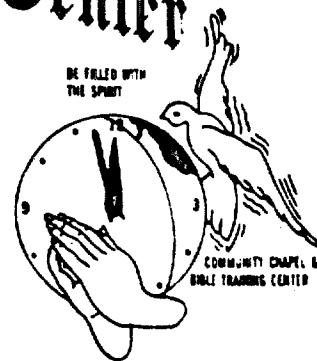
DLB/ra

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206-246-3778
206-824-0680



December 5, 1974

Dear Steering Committee,

A 10% cost of living raise is being granted to the college teachers, office employees and Christian school employees, starting at the beginning of the Spring semester. Is it your pleasure to grant the same to Roy and Scott?

I intend to readjust a limited number of salaries upwards, in addition to this raise, in the college and Christian school to overcome some excess financial strains and to make for more compatible salaries to our updated position.

In as much as Scott is involved as one of the parties standing to gain from this decision, he will not be asked to vote on this matter.

My vote is "yes" with a decision to raise the salaries again to \$1100/mo. when the church is free and clear of debt, as suggested in the reply to Scott's request for a raise.

Sincerely,

A handwritten signature in cursive script that reads "Donald Lee Barnett".

Donald Lee Barnett

DLB/ra

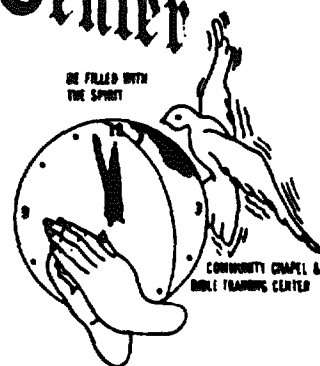
cc: Cal Freden
Jack Hicks
Don Barnett

Community Chapel & Bible Training Center

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206-246-3778
206-824-0680



October 11, 1974

TO: Scott Hartley

SUBJECT: Request for raise in salary

As Director of the Christian Schools, it falls within my responsibility to set your salary, subject to approval of the Steering Committee. In as much as none of your salary comes from the church books, the Deacon Board is not involved; the subsidy from the church will be assumed to not be involved in your wages unless the matter be questioned and brought before the Steering Committee for decision.

Please bear in mind that:

- 1) This letter is informal and goes into detail that is not usually found in a departmental letter because I want you and the Steering Committee to see my thinking and the factors involved — and because the letter is addressed to you alone.
- 2) No employee has the right to require the corporation headquarters to discuss their decision on his request for salary increase in person. The subject is not up for arbitration and the corporation headquarters elect the method they wish to exercise. The employee does have a right to ask for an opportunity to ask questions and to clarify his position in this corporation.
- 3) The final decision was not based on any judgment of any detail of the budget request submitted.
- 4) The conclusions, or facts, of the letter are not to be considered arguments against granting the full amount requested, but are listed as "facts of consideration" in order to reach a fair decision in this matter.

dental work, etc., etc. And we don't buy everything we want, we are going without a stereo set to listen to gospel music. We feel that these vacations are absolutely necessary for us with our schedule and with our lifestyle. Bad shape, budget-wise, yet we are getting along — I am requesting no more.

- 5) Survey of wages of full time college teachers show an average of about \$550/mo. with 3.3 total dependants each.
- 6) Survey of six families in church at random show an average of \$800/mo. with 4.3 total dependants.
- 7) The top Administrative salaries, with your suggested raise would show you to be the highest paid member of the corporation, the President of the corporation second, the Business Manager at \$850/mo. to be \$525/mo. below you. His apartment managing (with his wife) adds to his salary but this is a second job and still falls \$225 below your requested salary. This would be untenable.
- 8) Corporation salaries must be in proportion to the administrative level (temporary volunteer time is an exception). For example, you, as an Administrator, would not condone a pay scale such as follows:

Janitor	(9 children)	(\$20,000 debt)	- \$2,000/mo.
Teacher Ave.	(3 children)	(\$ 4,000 debt)	- \$1,000/mo.
Vice Principle	(2 children)	(\$ 0 debt)	- \$ 700/mo.
Principle	(0 children)	(\$ 0 debt)	- \$ 500/mo.

- 9) The church is \$22,000 in debt to the college (\$9,700 of this amount in behalf of the Christian School). The offerings the last few weeks have not been in excess of our operating costs. We will make more appeals to get the debt paid off — but remember, these payers are living on budgets far less than we are.
- 10) CONCLUSIONS:
Before we could increase your pay \$475/mo. to \$1375/mo.:
 - a) There would have to be substantial increases of pay to the other departmental heads and staff, as well, to be fair to all.
 - b) Our church indebtedness will have to be well on the way to disappearing.
- 11) RECOMMENDATION TO STEERING COMMITTEE:
 - a) We grant Scott a \$500 one-time salary bonus to get him some immediate relief.
 - b) We increase Scott's salary from \$900/mo. to \$1100/mo. as soon as the church is out of debt.
 - c) We increase Roy's salary from \$850/mo. to \$1100/mo. as soon as the church is out of debt. He needs to get out of the Apartment Manager position.

12. THE FINAL CONCLUSION OF THE STEERING COMMITTEE IS TO:

- Approve \$500.00 salary bonus now plus a \$200.00/mo. raise when the church is out of debt and all other salaries can be raised.

We are sorry that we cannot grant you the amount requested — we sympathize with your position and would love to be able to grant you this amount if we could. We are hoping for better days ahead before they get worse.

Sincerely,

Donald Lee Barnett

Donald Lee Barnett

DLB/ra

Chart of salaries and copy of Scott's request attached.

P.S. The Director of Schools has initiated the following which should be of help in the future:

1. He is raising the salaries of all College teachers.
2. He is requesting that the Deacon Board raise the salary of the Office Manager to a par, when the church can afford it.
3. He is suggesting that the Office Manager raise the salaries of the office help when the church can afford it.
4. He is suggesting that the Office Manager consider hiring Bonnie Hartley to program our new computer which will add to the salary of the Hartley household.
5. He is suggesting a raise for the Christian School teachers that are dependant on their salaries to live on.
6. He is requesting the congregation to increase their giving on a permanent basis. Last Friday and Sunday's offerings were larger than they had been.

Don Barnett

SURVEY OF FAMILY WAGES

1974

FAMILIES EMPLOYED
OUTSIDE CHURCH

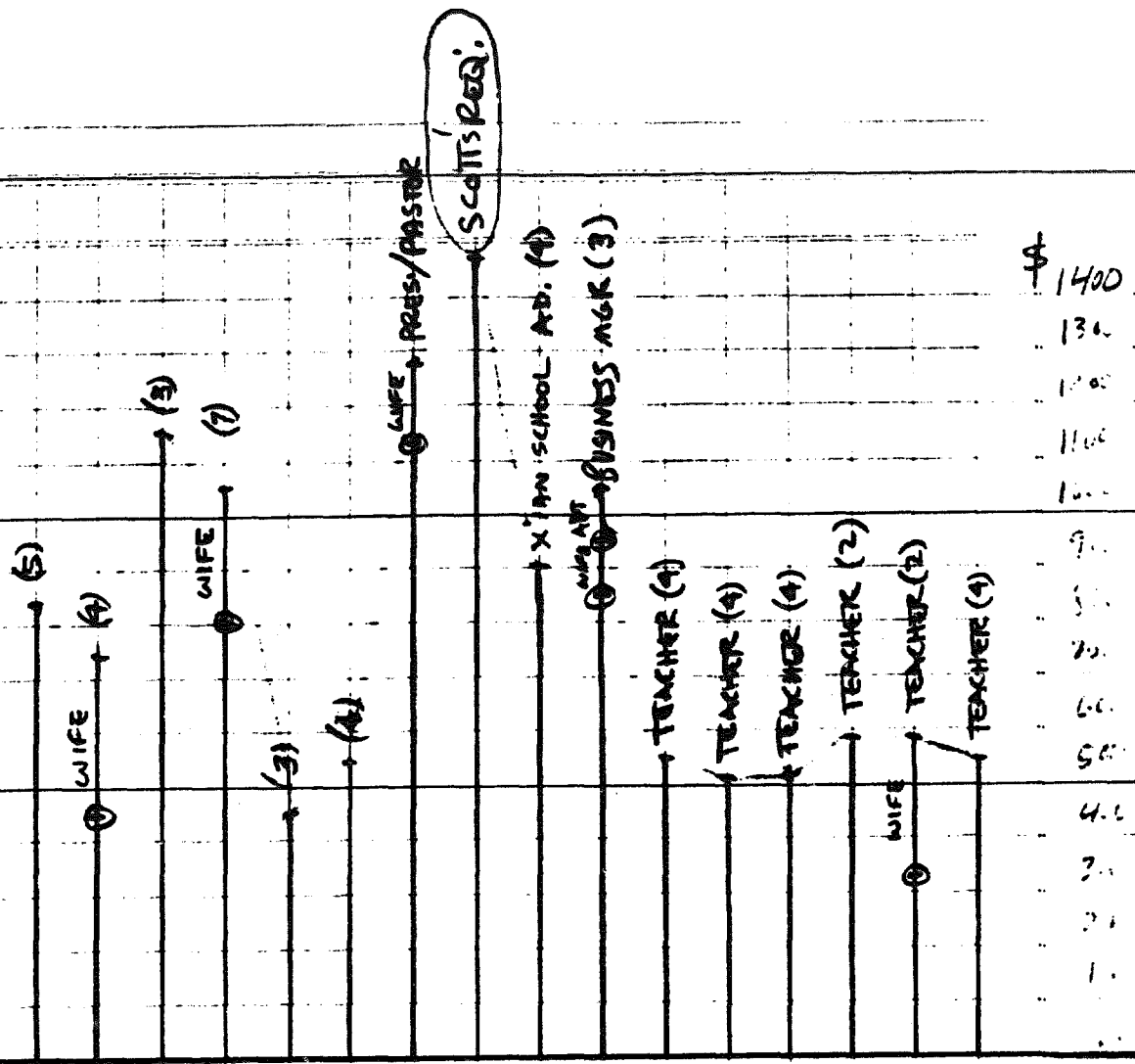
RES. OF COFF.

REQUESTED

NOW

SCHOOL AD.
OFFICE MGR

FULL TIME TEACHERS
(MARRIED)



SCOTT'S REQ.

\$1400
1300
1200
1100
1000
900
800
700
600
500
400
300
200
100

Sept 11, 1974

Dear Christian School Director & Steering Committee:

My financial situation is in a most deplorable state at this time. Attached you find an itemized list of what I consider a realistic salary for my family and I to live on. The number may appear high from a number standpoint, but that's what it costs these days to keep yourself afloat. You may ask what I am doing now, and I would say "drowning". I've come to the end of my rope in that I cannot continue putting off buying things that are necessary for the well being of my family any more, and therefore my indebtedness is beginning to build up rapidly. Even then there are many hundreds of dollars worth of things that need to be done in and to my home and car. You can only push off the inevitable so long. I cannot sacrifice this way & in this manner any longer.

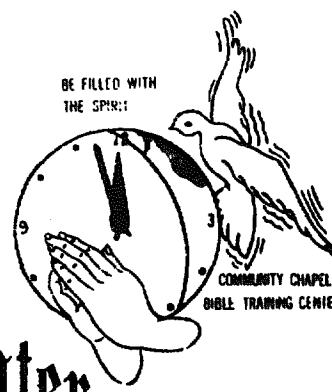
I have spent months and months praying about this situation and considering what to do. As you know, I am vitally interested in the success of the Christian School. I realize my ministry and my new work requires much sacrifice, and I have tried to do my part so as not to unduly burden the financial

Re: OK FOR SCOTT
BACK TO BOARD
FOR DECISION ON
ANY IN ABOUT A
WK.

Community Chapel Bible College

of

Community Chapel & Bible Training Center



18635 8th Avenue South

Seattle, Washington 98148 Tel 4-2886

Administrator: Donald Barnett

Address Reply To: 649 S. 194

Seattle, Washington 98148

May 8, 1973

*Roy, return work to school
consideration has been made.*

TO: The Board of Deacons, c/o Cal Freden
The Board of Elders, c/o Cal Freden

NOTICE: Donald Barnett hereby authorizes Cal Freden to officiate as Chairman of the Steering Committee, in joint-action with the Deacon Board, in his absence (and without Scott Hartley) for this case only. Roy Seibold shall be present.

SUBJECT: Salaries of Scott Hartley, Roy Seibold, and Amy Hegna.

SCOTT HARTLEY:

Scott has indicated a need for a raise from \$700/mo. to at least \$800/mo. On a 40 hr/wk basis (172 hr/mo), \$700/mo. = \$4.07/hr; \$800/mo. = \$4.66/hr. Attached is a breakdown of expenses made by Scott to back up his request. He indicates that he is falling way behind on his current salary.

His estimate may be high in some respects but it totals \$880/mo. in tead of the \$780/mo. indicated. Due to the cost of living increases, an increase to \$800/mo. (\$4.66/hr) certainly seems reasonable to me and I therefore advance this figure as my recommendation for Steering Committee ratification.

NOTE: Scott's salary as Christian School Administrator is set by the Director and ratified by the Steering Committee. The Deacon Board is notified for information purposes only.

As Director, I welcome comments and suggestions as to Scott's salary. You will approve the final figure. If I accept your recommendation, you have by your action approved this wage. If I do not accept your suggestion, you still must approve the final figure.

*OK
Roy Seibold*

*OKAY ASK SALARY
RECOMMEND Providing free
tuition for his immediate family
for whatever schooling we provide
in addition to salary given
This will help also.
Thanks*

ROY SEIBOLD:

Roy has indicated that he does not need or wish a raise — in fact we turned down his request for a cut in salary. He feels that his free rent (\$145/mo.) plus his wife's pay of \$100/mo. at the apartment he manages totals nearly \$1000/mo. which he indicates is satisfactory for him.

The College will pay him \$125/mo. for teaching next year. This is my determination. The balance will be split up between the office work for the college, Christian school, and church. Roy determines this percentage. I must ratify the college portion, Scott the Christian school portion. The Deacon Board must set the total salary and approve the church portion.

I will accept whatever percent of the college portion that Roy states of whatever salary the Deacon Board sets (between \$750 and \$825/mo.).

I suggest that we accept Roy's decision to leave his salary at \$750/mo. for another year (as long as he is getting \$245/mo. outside help) but the determination is the Deacon Board's. The Steering Committee is notified for information purposes only.

OK Dickles → *ch...*

AMY HEGNA:

Amy indicates that Jim is considering a second job which will keep him out until after 10:00 P.M. every night in order to meet their debts. Their difficulty is caused by:

- a) Jim commuting long distances (now that they have moved).
- b) The cost of a second car (now needed).
- c) Increased cost of housing (now \$200/mo.). They have looked for another house.

I suggest to the Deacon Board that they write Amy a note saying:

- a) Due to her increase of Music Ministry classes, her college salary will increase from \$75/mo. (for 3 hrs) to \$150/mo. in the Fall (5 hrs) and \$175/mo. in the Spring (7 hrs). These figures include a cost of living raise.
- b) During the summer, the church will put her on salary for \$150/mo. for Music Ministry to tide her over until Fall.

She spends an enormous amount of time with this ministry outside of the classes she teaches.

Item a) is my determination; item b) is the Deacon Board's responsibility.

Thank you.

Donald Lee Barnett
Donald Lee Barnett

P.S. You should get Scott's approval (as a member of the Deacon Board) for Amy's salary if he is not at this meeting.

Recommend no action by Deacon board for Amy's salary request pending outcome of present situation - Dickles

Collection
sent
...

Don,

After our conversation today I felt a bit of my real monthly expenses you should see. so that you know (am running on fact not feeling)

Rent

House \$205
Taxes
Insurance

UTILITIES

Phone 10.50 + 5 L.D.
Light 10.00
Garbage 5.70
Sewer 5.50
Water 9.50
Gas 20.00
66.20

LOAN \$50 (next 2 years)

Toys/gifts/presents

\$10

Schooling

P/N 12
K 25
Wife & el 10
47

Insurance

Home - noted above
Car - 2.50

Car

Gas 30
Upkeep 15
Payments (new car with min \$100 +)
45 + 100

Recreation

Amusement
trip to mtw
fishing
Hunting
society

Church & giving

2 1/2

Food \$225 +

Clothes

Men 35
Children

NET NEED

total available \$1750 + Recreation + Car

GROSS

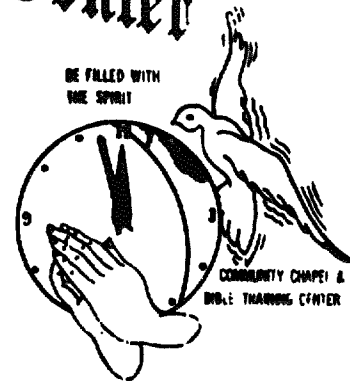
TAXES

Community Chapel & Bible Training Center

18635 8th Avenue South
Seattle, Washington Ta 4-2886

Address Reply To:
649 S. 194
Seattle, Wa. 98148

Pastor: Donald Barnett



June 28, 1972

TO: Cal Freden
Jack Hicks
Scott Hartley

SUBJECT: Increase in salary for Roy Seibold.

Dear Steering Committee,

Roy started with us at \$500/mo. which was very low as far as managing his family on, but was high as far as his immediate contribution to our church and college. The college paid all or most of his first wages.

When he got his feet on the ground and knew procedures, he was advanced to \$650/mo. (paid on a sliding summer-school period, church-college ratio basis).

Roy has continued to gain experience and value to us. The Christian school will increase his responsibility and staff.

I suggest that we increase his salary to \$750/mo.

I have approved this ratio increase at the college level. It is requested that you consider this matter at the Steering Committee level (one affirmative vote is in: mine).

If you approve this increase, it must be decided whether this salary will continue to be paid by the church and college alone, or whether part will come from the Christian school budget.

My feeling is that to maintain accuracy, everything should be accounted for accurately. Only in this way have we done our business properly and know how each division is operating. If we fail to keep honest reporting to ease a starting college or Christian school, or the book-keeper, or make unresearched estimates of costs we eventually lose control and the detailed treasurer's report becomes mean-

ingless and a waste of time. I feel that the accounting department should revolve around our corporation and not visa-versa. Our primary objective is accurate records, not simple bookwork.

I would rather see accurate records and a division in the red, given credit or subsidized on a temporary basis, than inaccurate accounting (I am looking ahead, as well as at responsibility).

Having made this recommendation and having cast my vote accordingly, I will accept the majority opinion vote of the committee on this matter.

Thank you for your consideration.

Christian love,



Donald Lee Barnett
Pastor

DLB/da

Steering Comm. Meeting
6/12/72

- Opened - HLB
- Shires asked to refrain from making value opinions.
- Decision: When to start

Re: Christian School
Shires also present.

A Christian Day School.

Bylaws

Name of School

to be covered
Ques. - Teachers - meet state law
- assigned (subject, etc.)
- agreed to hrs, salary, etc.

Bldgs. - meet state laws
- what req'd. to meet above.

School - \$ fees etc.

Research - what has been done
" is left to do.

Office integration.

Advantages & Dis. of starting this Fall.

Curriculum - time for prep. for teachers.

Policies of school

Playground

Pre-tuition income.

Min. stud. req'd.

Tuition fee.

How time for bks. & equip.

Groundwork of subject laid by Hlon.

Testimony by Scott - early Dec. - Jan.

- many involved in helping.

Ques. Warning re taking everything said by CC & BTC person as
absolute &
Double-check.

margaret
Scott
Marty
Scott - 6-8 hrs.
Carolyn - all the way

1. Get other teachers.
2. emergency certificate.

Discussion of accreditation

5. Are there teachers who have agreed to teach w/ salary of fund (K-8).
 - 7-8 - Chng. of teacher every hr.
 - 1-6 - numerous teachers.
 - better to have 1 teacher all day.

Discussion of philosophies - to be discussed later.

A: Yes - full schedule.

6. Will bldg meet state law?

\$150 + la

- a. fire codes - Yes. Ventilation fine. Heating - ^{Can be r} w/ his dim
- b. health? - ? Advise d by other principals to wait until school is to start.

Good to go by recommendation of other schools.

lavatories - good. Drinking fountains - good.

lighting - 3 rms. to get up to lighting. ^{2 fixtures.}

102-103-104 (incandescent)

150

+ labor.

\$150 heating mats.

150 lighting ?

300

+ labor.

\$600

7. Is school financially feasible?

QUESTION

1. What forms have been organized & typed ready for proof reading & authorization?

- ANSWER:
1. Tract: "WHY X'IAN SCHOOL?" (not yet written.)
 2. "The Bible & Elementary Education" (printed by another source).
 3. Student Reference Form.
 4. Objectives & Philosophy (not written yet - from S. W. L.)
 5. Student Application Form
 6. Abjuncted Statement of Faith
 7. Financial Policy
 - Straight tuition
 - Donations
 8. Parents' Handbook. - Enough info. for enrollment.
 9. Students' " - after enrollment
 - details:
 - (inc. Medical History)
 10. School Calendar.

Packet that parent will receive.

Ques: 2. Will there be a form re stand on Christmas, etc.

Answer: To be handled by teacher.

Ques: 3. Will there be word given out re discipline
A. No teacher will give any physical discipline. Up to administrator w/ witness(es).

Possibilities: Form re physical discipline.
Authorization given by parents.
No recourse but to expel for those who refuse.

ADD. FORMS

1. Teachers App. Form

Ques. What about kind. or 1st yr. as to non-Christians stud.

Answer: Parents must understand principles + desires of schools.
Influence in home constant factor.
ungodly homelife

Ques. Curriculum?

Ans: Evaluators
Pub. Co's.

Pub. School Tests.

Emphasis re academics. Reading
Writing
Spelling.

Conclusion:

Ques. Are there any negatives?
A. None that would hinder.

Ques. What about young couples leaving?
A. Not all will leave.

Q. Playground.
A. Ground above on hill.
Chainfencing.

Q. Are there zoning prob.

✓ on ZONING

A.
Q. What about winter time?
A. Being worked on.

Q. Is there time for all bks + equip. to come in.

Kindergarten

Kindergarten College

- 4-5 yr olds.

- Musically, morally,

22 hrs/daily - 3 days/wk.

\$20/mo./stud. - in house

30 " " - outside.

\$400/to buy program.

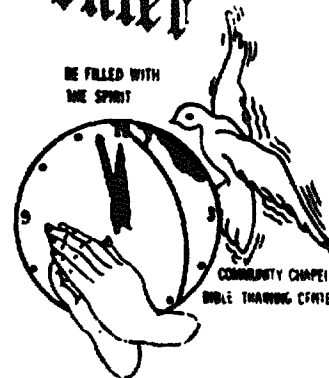
* Parents Handbk - Philosophy re grade level, etc.

Community Chapel & Bible Training Center

18635 8th Avenue South
Seattle, Washington Ca 4-2886

Address Reply To:
649 S. 194
Seattle, Wa. 98148

Pastor: Donald Barnett



April 25, 1972

TO: Steering Committee, Deacon Board, Treasurer and each manager mentioned herein (after ratification).

SUBJECT: Church-college building program, 1972.

AUTHORITY: The signing of this form by the pastor, Steering Committee, and Deacon Board ratifies this plan as constitutional authority and program.

The ARCHITECT (Don Barnett) shall have jurisdiction over the building program.

The OFFICE MANAGER (Roy Seibold) shall report to the Architect and shall give direction to all office staff, TREASURER (Charlie Pearce and associates) as required. The office staff shall assume the responsibility of paying wages, negotiating salaries, sending letters, and contacting sub-contractors, salesmen, etc. as required. He also shall be the general coordinator of the building program.

- a) The Office Manager shall not negotiate salaries or over-time wages without concurrence of the Architect, and shall confer with the Architect concerning all non-compliance items, major or unusual problems.

The BUILDING SUPERVISOR (Allen Opp) shall supervise all construction and be paid union-foreman wages, bi-weekly. The foreman shall not hire, pay wages, sub-contract or act as a contractor. He is responsible for compliance to the plans and reports to the architect. He shall manage all carpenters and give directions to the Office Manager to order materials, hire help, etc. within the framework of his supervisory responsibilities.

The "STRAW BOSS" (Robert Sackett) will report to Allan Opp and will supervise the volunteer crew. The strawboss will be the contact-point between the foreman and volunteer labor force. He will be responsible to see that the volunteer help is available when needed and that their workmanship is of satisfactory number and in compliance with the drawings. He will work with the volunteer crew in construction and/or with the foreman, as the foreman directs. He shall work a 40-48 hour week for \$3.00 an hour. Time spent over 8 hours/day or 6 days/week is volunteer unpaid work.

The ESTIMATOR (Tony Tamaccio) is an unpaid volunteer who reports to the Office

TO: Steerin Committee, etc.
re: Church-college building program.

April 25, 1972

Manager but is under the advise of the Architect and Foreman. He shall provide building material estimates as directed by the Office Manager.

ADDITIONAL REQUIREMENTS AND NOTICES

1. No changes shall be made to the building without the approval of the Architect, who will make such changes to the main print in red, and initial. The Architect may authorize the Office Manager or Contractor to mark such changes, but each change must be specifically approved by the Architect and initialed by the party making the change.
2. The Architect shall have the right to give directions to anyone in the work force without giving directions contrary to that of the Foreman or frustrating his authority or position.
3. Money shall not be drawn from the college fund to make building payments except on a short term basis (30 days max.) and only after advising the College Administrator. Instead, pleas to the church will be made for needed funds. The Office Manager will keep the Pastor advised of the balance in the building fund, regularly.

Architect and Pastor:

Donald Barnett
Donald Barnett

Steering Committee:

Donald Barnett
Donald Barnett

Calvin E. Freden
Cal Freden

Jack Hicks
Jack Hicks

Scott Hartley
Scott Hartley

Deacon Board:

Calvin E. Freden
Cal Freden

Jack Hicks
Jack Hicks

Scott Hartley
Scott Hartley

Roy Seibold
Roy Seibold

Note: Due to absence, Don Pack's name to be signed for him by Cal Freden, Chairman.
DLB/tm

Don Pack
Don Pack

Joint Deacon Board and Steering committee Meeting 2/10/72, all members present.

The matter of the exhaust fans in the sanctuary was discussed and it was decided that Roy would call Ron DeVore to see if he could get him out to fix this thing.

There was a long discussion about the heating of the sanctuary during services and college rooms during college. Everyone determined to try harder.

It was decided to extend our insurance coverage to cover liability at the dorms.

Scott was asked to check and see if we have payed enough on our property to obtain the deed on the next portion of land.

It was decided that we tear down the garage in the near future so that we can start with the excavation of land.

The board agreed to lend Clarence Fothergill \$100.

The board decided to write Willis Paden a letter stating that he had 7 days to correct his electircal hook-up to comply with the fire marshall standards.

It was also requested that we write Charlie Pearce a letter stating that the names of the people the church owes money to, the individuals, not be put in the quarterly report.

It was okayed that Roy purchase some no parking signs.

The purchase of the adjoining three acres of land was also discussed and it was decided to get three free estimates on the land so that we may have some bargaining power to get this land at a lower price.

We also decided to change the alternate checking account signature to Don Barnett & either Cal Freden or Roy Siebold.

--Cal Freden

Joint meeting of Deacon board and Overseers January 6, 1971.

The main discussion was on the matter of proper assessments of the Bible college to be paid to the church. It was determined that the cost of the new college building should be charged to the church instead of the college. The college will reimburse the church for their portion of the cost of the building. A large amount of this is to be transferred as of January 1, 1971 to the amount that the college would maintain approximately one thousand dollars in its account. The remainder to be transferred to the church fund which would also include back payment for utilities etc. which are owing to the church. The college will also continue to pay its share of utilities as well as an assessment for furnishings.

The action on this matter which took place at the last board meeting would be overridden by the decision at this joint meeting.

Blacktopping was discussed and determined that two bids should be taken and to go ahead with the job as soon as possible providing we have the finances.

Don Pack was asked to check on the cost of a sign which was designed by the pastor and also to check on the different materials for the sign to be made of.

Cal Freden said that he would be taking his organ out of the church shortly and there was no discussion on getting a new one at this time. (it wouldn't hurt to keep our eyes open, however)

It was decided to get three fire extinguishers, two 2½ gal. water and one 5# carbon dioxide or chemical. Cal was going to order these.

The meeting was closed with good fellowship and goodies.

Cal Freden

Nov. 13, 1970 (Friday)
7:45, P.M.

Members of the Steering Committee
Community Chapel and Bible Training Center

Ref: Your "Action Proposed" memo dated Oct. 28, 1970.

Since I as Treasurer have no power of decision in financial matters and am ignored in meetings considering matters that directly affect me, I feel that this letter is pure vanity.

I am preparing this letter only because of a personal request by the Pastor.

On three separate occasions I have prepared ledger entries to charge the College a portion of the wear and tear on the Church facilities (each time they were prepared in a different manner). These entries were prepared by agreement at three different gatherings. On three separate occasions my carefully thought out professional recommendations have been modified and disputed.

There is a generally accepted simple, and proven method of apportioning costs and I will repeat my recommendations once again:

- (1) The Deacon Board (or Steering Committee) will provide me an estimated life in years of buildings (I recommend 50 years).
- (2) The Deacon Board (or Steering Committee) will provide me an estimated life in years of furniture and equipment (I recommend 10 years).
- (3) The Deacon Board (or Steering Committee) will provide me a ratio of allocation of utilities ^{AND FACILITIES} between College and Church.
- (4) I will then apply the above sharing in the ledger and charge the College Fund with the amount determined each year (or month).
- (5) From time to time the above ratios may be revised by Board action.

In applying the above technique all elders are left free to pursue Spiritual matters rather than preparing complex, time-consuming cost analyses which in the long run will produce results little different from an educated guess.

As to the actions recommended, I will offer my opinions on them one at a time.

- (1) Separate bank accounts: (disadvantages).
 - a. Monthly reconciliation will be more difficult.
 - b. I will have to carry (2) money bags and keys.
 - c. It will be necessary to prepare (2) deposit slips.
 - d. To transfer funds it will be necessary to write a check and deposit it.
 - e. Expenses that could be apportioned (with one account) will require two checks.
 - c. Separate vouchers will be required making it impossible to share expenses that are in fact shared.
 - d. Monies can still get mingled by accidentally depositing to the wrong account, or picking up the wrong check book when writing a check.
 - e. When one organization has two accounts, the bank occasionally gets the funds mixed up. This causes a real mess.
- (2) Taxing of College to be apportioned.....:
Proposed method is excellent in theory, and the results would be real. In actual application there will be much time taken away from teaching and other spiritual activities for only a slightly different end result from a good educated approximation.
- (3) Assurance of operating procedures in accordance with by-laws.....:
 - a. I concur with requiring that fund transfers be in writing.
 - b. By-law to be amended to give Treasurer authority to make decisions in matters normally handled by treasurers. To include expenditure funds for items normally used in the accounting and bookkeeping; delegate bookkeeping and clerical duties to others; attend meetings involving decisions concerning finances and offer recommendations; make decisions in other Treasurer related matters.

(3) (Cont.) Assurance of operating procedures etc.:

- c. The best protection an enterprise has against problems caused by loss of the treasurer, is to have the treasurer delegate as many of the bookkeeping duties as possible to others so that the routine operations will continue in his absence. I have already started plans for sharing duties as we grow.
- d. Another good protection is to have books that are designed to comply with generally accepted accounting standards (preferably by licensed accountants) so that any person knowledgeable in bookkeeping can "step right in". Non-standard, complex systems should be avoided.

Lastly , I agree with and endorse the method proposed for apportioning the tax and insurance costs. They are both reasonable and practical.

Sincerely,

"Charlie" Pearce

COMMUNITY CHAPEL & BIBLE TRAINING CENTER

October 28, 1970

To: Cal Freden (Steering Committee; Deacon Board Chairman)
Don Barnett (Steering Committee; College Administrator)
Jack Hicks (Steering Committee; Deacon Board)
Scott Hartley (Steering Committee)
Charlie Pierce (Deacon Board; Treasurer)
Don Pack (Deacon Board)
Willis Payden (Deacon Board)

I. PURPOSE: Preparation for Steering Committee Action.

II. ACTION PROPOSED: 1) Separate Bank Accounts for Church and College.
2) Taxing of College to be apportioned on an actual cost basis decided by Deacon Board - College Administrator joint action.
3) Assurance of operating procedure in accordance with our By-Laws.

III. OUR CONSTITUTION:

The Constitution, By-Laws, and Incorporation laws of Community Chapel & Bible Training Center, as far as governmental authority is concerned, is as follows:

- 1) Our Corporation states that our total facility is governed by our Steering Committee, the Pastor being the Chairman of the Board.
- 2) The Deacon Board makes the financial decisions for the church within the framework of our By-Laws. These include:
 - a) Decisions to be made in accordance with the Steering Committee's general goals for the Church.
 - b) Notification of the Steering Committee and Pastor of action to be taken involving sums of money over stipulated amounts.
 - c) Written record of all decisions to be filed.
- 3) The Steering Committee has power to reverse any decision made by the Deacon Board that in their judgement veers away from the established goals.
- 4) The College Administrator is sole administrator of College funds and College Administration.
- 5) The Treasurer is to keep an accurate account, in his own way, of the finances, as directed by the Deacon Board, Steering Committee (in the event a Deacon Board decision is vetoed), or College Administrator; as applicable.
 - a) The Treasurer has no power of decision as to financial affairs-- only of methods of recording same (These must be acceptable to both boards).
 - b) The Deacon Board cannot rule on College funds.
 - c) No member of the Deacon Board has any power of decision, independent of all present Board members at any decision meeting. The only exception to this (and is not legally allowed), would be (unless the Steering Committee objects) that the Chairman could make minor decisions allowed him within the framework of a specific decision rendered by the Deacon Board.

IV. ANTICIPATED GROWTH PRECIPITATING ACTION:

- 1) The anticipated rapid growth of our College will result in large income of tuition and dorm fees and a large outgo for College expenses, such as: teacher and office salaries, library and text books, desks, supplies, dorm furniture and food allowances, and new College buildings.
- 2) The Church is nearing a point where expansion of Sanctuary seating, Nursery facilities, and Sunday School rooms will become necessary.

V. REASONS FOR PROPOSAL NO. 1:

- 1) To prevent our Treasury Bank balance from wild fluctuations that would accrue from joint Church-College action. As separated accounts, each would fluctuate with a rise or drop expected.
 - a) As in the case of the Church: with building expansion.
 - b) As in the case of the College: with early tuition income and buying, with building expansion, with dorm requirements.
 - c) Together, the balances cannot be scanned for a period of time to see a pattern or logical accounting.
- 2) To provide positive control that is workable with out present Treasurer, a change of Treasurer (we hope this will never happen), or an increase of Treasurers (one for each facility if expansion ever demands such). This control would insure that monies donated by the Church would not be diverted for College use, without Steering Committee and Deacon Board approval. It would likewise assure that fees charged to the students would not be used to build Church buildings without the approval of the College Administrator.

VI. PROPOSAL ACTION:

- 1) By January 1, 1971 a separate Bank account (with separate Bank account numbers) to be set up (in the same bank) for the Church and for the College.
- 2) Amendment to the By-Laws that monies cannot be transferred from the Church Fund to the College Fund without written consent of the Deacon Board and the Steering Committee. And, that monies cannot be transferred from the College Fund to the Church Fund without written consent of the College Administrator. Subject written consents to become a permanent record in the files of the Church, College, and Treasurer.
- 3) Separate payment vouchers to be made for Church and College accounts (College vouchers to be on colored paper).
- 4) More positive steps to be taken to keep an accurate and separate account of monies paid and refunded for books for Church use as opposed to College use. (This has been a real sticky problem to try to solve due to the methods of delivery and refunds by the book companies -- with our present system. We have only managed to estimate within reasonable limits in the past, but the large expansion of the College that is expected next year makes it mandatory that we solve this problem.)

POSITIVE ACTION TO BE TAKEN:

- a) Separate order to be sent to the same book company for College books than for Church books.
- b) A College secretary to keep a separate and accurate accounting of books ordered and received, and of refund checks. (Refund checks sometimes total as much as 60% of the order. Books received may be from back orders for ½ dozen mixed orders -- refunds come separately. No up to date billings are provided.

VII. REASONS FOR PROPOSAL NO. 2

- 1) To insure that the College students are not paying for Church facilities contracted for by the Church.
- 2) To insure that the Church is not paying for the College, as long as the College is capable of paying its own way.
- 3) To:
 - a) insure that the Church owns all buildings so that in the event we incorporate the College separately from the Church, and are sued as a College, the College owns no extensive properties.
 - b) reduce fire insurance rates.
 - c) To make certain the College never becomes a separate entity from the Church thru legal action or Government action.

VIII. PHILOSOPHY OF PROPOSAL NO. 2:

- 1) The Church agreed to build for their own use, the Sanctuary, Foyer, and attached Educational Wing, prior to any thought of a College.
- 2) It was by God's direction that we started a College 1½ months within occupying the church.
 - a) There was no time to build separate facilities.
 - b) There were no funds to build separate facilities.
 - c) There was no reason to build separate facilities.
- 3) The result was that the College added to the financial burden of the Church (although there is an increase in giving to the church by the fact that the College brings in more people who contribute).
- 4) It is the College's desire to reimburse the Church for the actual extra costs incurred by the College.
 - a) It should not be the intention that the Church or College to rent its facilities to each other at times when its facilities are not in use. This should be given (over and above extra expenses).
- 5) Subject reasons are for the purpose of being fair to Church, and College students, alike.
- 6) Actual costs incurred by the College, but paid for by the Church, include:
 - a) Heat, water, and lights.
 - b) Wear and tear on carpets, pews, linoleum, printing machine, light bulbs, and misc. hardware that has long-term life expectancy.

- 7) Items contracted and paid for by the Church that have not resulted in actual additional costs to the Church for College use, are:
 - a) Roofing costs (determined by weather, not people).
 - b) Concrete floors, wall, furnace ducts, windows, fixtures, etc.

---Therefore, a sq. ft. amortization is not an actual cost.

IX. METHOD OF ARRIVING AT ACTUAL COSTS & TAXING:

- 1) Change books, if required, to charge Church for all building costs (they will own them).
- 2) Calculate College time verses Church time for:
 - a) Heat (check heat button settings)

---Suggest this be done by Scott Hartley.
 - b) Lights - Suggest this be done by Jack Hicks.
 - c) "In building" time.

---This might be: 22 hrs/wk for College
18 hrs/wk for Church

---Suggest use these figures or take figures by Scott+ Jack
2

(These engineers tend towards careful analysis).
- 3) Prorate water by calculated use by number of persons involved and length of time facility is in use.

---Suggest to be done by Scott.
- 4) Prorate equipment, hardware, carpets, and pews by "in room time" of sanctuary and other rooms.

---Suggest this be done by Jack.
- 5) Calculate Church use of Addition (New bldg.)
 - a) Print Shop
 - b) Rest Room use (will increase with church expansion).

---New buildings rest rooms will be only legal excuse to allow Church expansion by Building Permit Office.
 - c) Sunday School use of Rooms.

---Addition was not designed for College use only but as a Church-College expansion.

---Obviously, addition is primarily for College use.
- 6) a) Figures to be furnished by Charlie Pierce.
 - 1- Average cost of lights per year.
 - 2- Average cost of heat per year.
 - 3- Average cost of water per year (separate from Rental house)
 - 4- Cost of original carpets and linoleum.
 - 5- Cost of original pews.
 - 6- Cost of offset machine.
 - 7- Cost of new building.
 - b) Prorating to be done by Jack and Scott.
 - c) Coordination and oversight by Cal Freden.
 - d) Deacon Board proposal by Nov. 21 to College Administrator.
 - e) Administrator's acceptance or request for joint-meeting by Nov. 28.
 - f) Joint-meeting (if required) by Dec. 5, 1970.
 - g) Final decision to Treasurer by Dec. 9, 1970.
 - h) Books corrected by Dec. 31, 1970.
 - i) Notice in Church bulletin that College is not being paid for by Church, by January 10, 1971.

- 7) An estimated miscellaneous catch-all figure should be added for misc. long-term items that extra college use, cost the church.
--suggest calculation by Jack Hicks.
- 8) The College and Church balances should be reviewed prior to taxing.
- 9) The College should pay the Church outright for all expenses owed up to an amount that will leave \$1,000 in the College fund. The balance should be taxed at a yearly rate of "recurring costs" plus "X" (stable building cost balance) to equal \$1000/yr. until paid.
 - a) After building costs are paid, payments to be adjusted to "estimated re-occurring costs", only.
- 10) All future College building to be paid for by College funds. An estimated Utility Tax to be added, as applicable.

X. SUMMARY

1. College to pay for all utilites on an estimated yearly basis.
2. College to pay for all future College buildings.
3. College to pay for actual costs that were added to the Church by reason of the College, (and pro-rated wear and tear) to original facilities, as calculated by item IX.
4. Church to own all buildings.
5. College to be taxed yearly for costs.
6. Separate Church and College funds.
7. Authority per By-Laws to be accepted and followed.

XI. THE GENERAL PERSPECTIVE

We want the Church to "have" a College (the College becomes a part of the Church in the sense that the total facility under "Community Chapel and Bible Training Center" is a Church). But, we want the College to be separate from the local government and finances of the Church as a worship service facility supported by offerings, so that those who do not attend College, will not have to support a College that may outgrow the Church in size.

The College students help support the Church because they are also a part of the Church. They pay their own way in College. The Church pays for their own building and allows the College to use its facilities without rent (the College pays for any additional costs that accrues from its use) because the College is an outreach ministry of the Church that has direct gain to the edification and increase of the Church.

The College pays for buildings it never owns because the two essential considerations are:

- 1) Total ownership by the Total Church (within jurisdiction of the Church Steering Committee) is desirable.

- 2) Separate payments of Church offerings and College fees for separate uses is desirable because those who donate to the Church have "free use" of what they have bought -- but not of the College which others have paid for.

Respectfully submitted,

Donald Barnett

Donald Barnett

P.S. All land should be paid for by the Church who bought it and owns it. Taxes likewise. (If our books show otherwise, it might put our Church ownership in doubt. As it is, the College is just paying a tax on the buildings paid for by the Church). The College is decreasing the Church's tax rate.

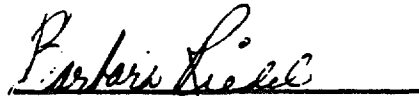
Insurance should be pro-rated by cost of replacement of facilities. For example, \$78,000 church building and \$20,000 College building = \$98,000. College pays 20/98 of insurance, as a tax. (I think this is close enough). New construction will alter this ratio.

DB:ms

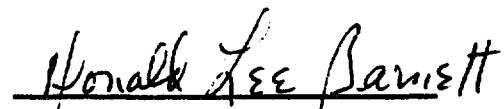
July 29, 1968

The Community Chapel Bible Training Center Steering Committee voted July 29, 1968 to add Cal Freden and Jack Hicks to the said committee.

The reason for this action was to fill in the vacancies that will soon be created when Lyle Bullinger leaves the area, and to compensate for Keith Gunn vacating the deacon area of the committee. Keith Gunn will continue to serve as one of the spiritual overseers.



Barbara Riedel, Secretary


Donald Lee Barnett, Pastor

MONTHLY EXPENSES RECAP

<u>Item</u>	<u>Amount</u>	<u>% Gross Budget</u>	<u>Dollar Value</u>
① Housing		19	\$ 265
② Food		19	262
3. Clothing		6	82
4. Transportation		8	106
5. Education		5	75
6. Contributions		10	135
7. Upkeep + replacement (household)		4	50
8. Personal Care		2	30
9. Recreation		3	40
10. Debt Reduction		9	120
11. Miscellaneous		1	15
12. Sub Total Net			\$ 1180
13. Withholding Taxes		14	195
14. Total Gross		100%	\$ 1375

Detail

<u>Item Breakdown</u>	
① house payment	145
taxes + insur	60
gas	23
lights	11
water	5
sewer	4
telephone	15
garbage	2
	265

Comments

Utilities based on a monthly average of total years cost..

~~Ray~~ Rosemary

I sent a letter concerning Scott's salary to the Steering Committee. They accepted my suggestion.

Please do the following:

1) Type in the space left for Steering Committee Decision:

"Approved \$500 salary bonus now - plus a \$200 pm. raise when the church is out of debt. & all other salaries can be raised."

2) Type as a P.S.

"The Director of Schools has initiated ~~some~~ the following which should be of help in the future:

1. He is raising the salaries of all college teachers.
2. He is requesting that the Deacon Board raise the salary of the Office Mgr. to a par, when the church can afford it.

3) He is ~~suggesting~~ ^{suggesting} that the Office Mgr. raise the salaries of the office help when the church can afford it.

4) He is suggesting that the Office Mgr consider hiring Bonnie Hartley to program our new-

computer ~~to~~ which will add to the salary of the Hartley household.

5) He is suggesting a raise for the Christian school teachers that are dependant upon their salaries to live on.

6) He is requesting the congregation to increase their giving on a permanent basis. Last Fri. & Sunday offerings were larger than they had been.

B

3) Send ~~some~~ ^{some} thanks to Scott Hartley.

Detail page 2

③ groceries + paper goods 150
dairy + bakery 25
meat, poultry + fish 75
meals out 12
262

- most fruits bought in season + canned
- day-old bread store
- beef bought by side for freezer
- at hamburger joint when schedules get tight or we get caught over mealtime unable to get back home
To Royal Fork on "special" occasion.

③ cleaning 10
purchase: Scott 20
Bonnie 22
Jeri 20
* June 10
82

- includes coats, weatherproofing
This sounds like a LOT for clothes, but when a person has enough money he usually just pays it when things come up and seldom realizes over a year's time what it all adds up to. For instance, take girls socks. At 69¢ per pair for 7 pair, which are worn out or outgrown in 1/2 yr. requires 14 pair per year x 2 children ÷ 12 for monthly average = nearly \$2.00 per month JUST for a clean pair of socks each day! Then there's Dad's socks, Mom's hose, shoes, boots, slippers, coats, underwear, pjs, dresses, play clothes, etc etc. We actually made out complete lists (we doubted our first estimate, ^{as being a little high,} but after we'd checked ^{we} were even too low on our estimate, all told). We have the lists, if you'd care to see them. And these figures presume Value Village as the

* She "inherits" about half her clothes from Jeri. Socks, worn out play clothes, etc. are not passed down.

Detail page 3

④ gas (40)
insurance (36)
maintenance (20)
repairs 10
106

⑤ Teri + Susannes
Christian School tuition.
\$ 75

⑥ to CCBTC.

⑦ interior maintenance (12)
exterior " (13)
household replacements 25

Car is 6 years old and has had a list of problems this past year. As soon as financially able, I'd like to trade it off (see item 10)

No allowance made if we take more B.C. hours bec. we won't probably have time to anyway. If we do, we'll pay it out of something else somehow.

We occasionally send \$5-10 to some other missionary group or give as we visit other places, but that is not a budgeted amount of regular giving.

- Includes painting, repairs, carpets cleaned
- painting house, yardcare, shrub/tree spray, lawn.
- Actually figured out this item came to quite a bit more, but we kept it, hoping some thing will last longer than we expected. Our stove + fridge are already 11 years old, washer + dryer 8 years, and getting spookily ^{leaky,} and independent. The garbage disposal + hair dryer quit and we haven't replaced them. The sheets have holes, and we have 4 unchipped plates that match. We aren't planning

Detail page 4

on getting rid of anything that works or can be fixed. But when they do give up, we will need to be able to make payments on the replacements. And numerous smaller items are needed now. (like finally hanging drapes in the office)

⑧ health - dental & personal hygiene needs 18
perms, haircuts, cosmetics 12
30

We avoided soap & even teeth cleaning for years, but it wound up costing us in the long run -

The perm sets for Bonnie are the only kind that she's found that can curl her hair.

⑨ fairs, films, vacations, outings - (mostly our vacations we camp out so costs are add'l gas, not motels or restaurants). Also includes tapes or records for personal enjoyment. Covers gas to drive to the folds (Rens) once a year to visit, a couple fishing trips and a couple deer/duck trips in the state -

This last year we had to limit our "getting away" to a trip to Spokane and a couple weekend fishing trips - Next year tho I know better! I'm going to have to take more time to "rewind" before school starts up again. And as we all know, unless you're not home, you can't really vacation.

Detail page 5

(10) Dad 850 (plus \$600 I can take my time in repaying).
dentist 160
Don P. 150
Bank of Montreal 320
Sears 260

(11) gifts 7
toys 4
office supplies 4
15

(12)

(13)

As these get paid off, and now the budget allows to live on what I make without going further in debt, I will then transfer this money over toward buying a new car

- Includes cards, wrap, ^{music or stationery} tapes to mail out, etc.
- Includes books, records, play equipment
- Stamps, check charges, paper, books, etc.

We've really squeezed here -
Actually, stamps and bank charges alone add up to 4⁰⁰ or more by themselves. And wrapping and postage for a gift sent back east almost doubles the cost of the gift!

I am sure many families live on less, but frankly I don't understand how. We've cut wherever we could see too (and a few extra). If you can suggest any further reductions, please discuss it with me.

This was my approximation to give the required \$1150 net figure.