

GREENWELL SPRINGS BAPTIST CHURCH
9.13.20 QUESTION & ANSWER SUMMARY

Q 1: Is there something within the workings of our church that prevents us from retaining a Pastor?

No. Pastor Jeff and Bro. Brian were called by God to other churches. No Elder, Deacon or Staff asked them to leave.

Q 2: Does the pastor feel harassed, overworked, underappreciated, powerless, underpaid?

We debriefed with Pastor Jeff and Bro. Brian prior to them leaving GSBC and neither indicated any of that any more than any other pastor experiences at any other church.

Q 3: Is there a tension existing within our staff?

At present, there is no tension that we have observed nor have we been informed of within the staff.

Q 4: Why aren't the other pastors being prepped to be able to step in as SR Pastor when we lose a Pastor? I understand that when you take one from his position that it leaves a hole to be filled. That hole is easier to fill than a Sr Pastor's hole.

Per the constitution to become Senior Pastor, a candidate has to be chosen by the Pastor Search Team (PST) and voted on by the congregation. GSBC has not historically had a Mentorship Program for developing a Senior Pastor.

Q 5: Why did we quit honoring oldest Mom/Dad, one with most kids etc. This sorely missed. Why aren't we honoring our veterans like we used to? I'd like to see more Display of Patronis like we used to. After this pandemic is over, I'd like to see greeting others like we used to do.

This is a practice that is left to the discretion of the Senior Pastor and is not a constitutional requirement or biblical mandate.

Q 6: What happened to the original search team after Pastor Jeff Left?

This topic was covered during the 9.13.20 Q&A Session Video posted on the GSBC website.

Q 7: What were the circumstances of Bro Dennis Terry's departure?

Bro. Dennis stated from the pulpit that he was called to another church. This Elder Body asks any questions concerning Bro. Dennis Terry's departure be directed to him.

Q 8: Why are we not utilizing the minsters on staff to preach on Sunday Mornings?

All pastors on staff are leading and working within their respective ministries and roles. We have and will continue to utilize them on occasion to preach.

Q 9: Why do you say that most commonly asked questions will be answered? All questions must be answered in order to avoid us feeling like they questions have been censored or cherry picked to the Elders advantage. I do not think that install trust in our Elders.

All questions have a written response within this document. Questions were arranged into topical areas and themes and were answered in the most efficient manner during the 9.13.20 Q&A Session.

Q 10: Many of us feel you say you want to hear form all of but it seems that is not true. At least it appears you are doing what you want to do regarding decisions. If you are not listening to GSBC who are you listening to? I certainly hope it's not BAGRA. How do they know what's best for us? If you are not taking our counsel then who?

The Elders have sought and listened to the advice of church members and external trusted men of God. There is safety in a multitude of counsel. Decisions requiring a church vote are done so per the Constitution.

Q 11: Can you assure us that the decision to not require mask at church did not come about

because some of you, possibly the majority of you, personally do not /will not wear one? What do you say to Philippians 2:3 and Romans 13:1-2? Where is our Christian witness? Churches all around obey the mask mandate. Because it makes us hot, makes it ok not to? And those not wearing masks have reign on Sunday, telling us who wear masks to stay home. Non-mask wearers should stay home since they are not abiding by the mandate.

The Mayor of Central who has local jurisdiction did not/has not mandated the requirement to wear a mask. We leave that personal decision to the discretion of each member/visitor. All are welcome to worship at GSBC in person or via online services, whichever they prefer.

Q 12: How can the Elders who do not have experience working in/running a church (except Marty) feel they are competent to make all decisions without taking wise counsel from others, i.e. Andy Stafford, Tony Perkins, Guy Jenkins, Dale Dunham etc.? This shows a lack of spiritual maturity.

Every man nominated by the Senior Pastor for consideration as an Elder is evaluated by the Senior Pastor to have the necessary skills and abilities to fulfill the role. The four men listed in the question have, at times, been asked for insight and wisdom. Other men who are not listed in the question have also been sought for input as well.

Q 13: Is the church Library available to everyone, if we wanted to view the records?

Yes. Please contact the Office to set up an appointment to view records. Note- personal or sensitive information is not available for review.

Q 14: I have observed /noticed we have the same people each Sunday doing the following: passing out and collecting SS Bags, counting, sound booths, welcome center, greeters, parking, usher coffee shop. To help we may need to ask for volunteers to sign up and have weekly schedule so they know what week they need to help, OR: the Deacon/Elders who have weekly duty may be able to assist, to allow the few to able to be in church and or Sunday School.

Unfortunately in most churches, the majority of the work is done by a small number of members. If anyone wants to serve, please pray and seek God's will to serve. Speak to those involved in the ministry you feel led to join. There are many areas of ministries that need help. Also, the Nominating Ministry Team is being re-established and more ministry opportunities will become available in the near future.

Q 15: The Dennis Terry era at GSBC ushered in everyone that did anything at the church got paid. We now have so many people getting paid for everything -What happened to the talents God gives to us in service to Him at church. Are you not able to get workers unless they're paid?

This practice may have been done in the past but for the last several years, we have limited expenses greatly. The Elder Council continually reviews and monitors all expenditures. We are currently only paying staff and necessary support personnel.

Q 16: Many folks blame the Elders for the high turnover rate our church has seen the past 4 years. What is your rebuttal?

Church membership decline was discussed in detail during the 9.13.20 Q&A Session. The Video can be found on the GSBC website for viewing. Since the inception of the Elder Council, no Pastor has left because of the church governance and leadership structure. Pastor Jeff and Bro. Brian knew our church policy before accepting the call. Neither Pastor Jeff nor Bro. Brian stated the Elder Body had any reason for their departure. The Elders have been given liberty by Bro. Brian to direct church members to him for further discussion should our answer not be sufficient. We believe Pastor Jeff would offer the same lines of communication should it be requested as it relates to this topic.

Q 17: What plans do you have to get more people in our church involved?

This Elder Body has directed the Deacon Body to re-establish the Nominating Ministry Team which will establish many of the ministry teams

and functions that have been overlooked for many years.

Q 18: Is there a working relationship between the Elders and Staff?

Yes. The Elders have and continue to attend staff meetings and on a daily basis, work with and support our staff, other members of church leadership and the church family as a whole.

Q 19: Why should everyone who serves in a position on church service days be paid for their services?

This may have been done historically but we are currently only paying staff members or necessary support staff. The Council of Elders reviews all expenses and only necessary expenditures are being made.

Q 20: No one ever holds a Question & Answer Meeting. We don't like the Elder ran church. I believe if a vote was held, the Elders would be voted out. We want out church back before we lose more members.

This is a statement not a question.

Q 21: Is the interim pastor allowed to make decisions that will affect our church?

The Interim Pastor will not make decisions on his own. Decisions will be made with the consent of the Council of Elders and where applicable with the support of the Executive Pastor and/or other Church Staff.

Q 22: Why are we concentrating so much on making sure we have the perfect interim pastor and looking a different Interim every 3 weeks?

We are seeking God's will and trusting his timing for filling the Interim Pastor position. Based on the current condition of GSBC, the role of the Interim Pastor is critically important. We are not looking to find the perfect man but we are praying to call a man God that has the relevant pastoral experience, spiritual maturity, preaching ability and overall right fit with our current staff and church family.

Q 23: If the Elder body can't make a decision on interim pastor, how can the Church trust you with any other decision? God's people need a shepherd. Someone that is called by God to a life of ministry. If you feel lead to ministry, please take you family and step out in faith and surrender everything you have to live that life, like all the staff members at GSBC have done. If not please step out of the way and let God move.

We are seeking God's will and trusting his timing for filling the Interim Pastor position. Based on the current condition of GSBC, the role of the Interim Pastor is critically important. We are not looking to find the perfect man but we are praying to call a man God that has the relevant pastoral experience, spiritual maturity, preaching ability and overall right fit with our current staff and church family.

Q 24: Are you making decisions based on God's word and not strictly the manmade bylaws and constitution (put in place under the leadership of a man accused of fraud)? If you are you would realize that a group of men that are appointed by man are not equipped to lead the church and an interim pastor, who is called by God, should be appointed.

Yes. The second sentence is a statement and not a question.

Q 25: How are we to trust that God's will be done when the Elders hold all authority (given by man, not God)? Based on the announcement made last Sunday, it appears the Elders are giving directions to the staff (a group of men and women called by God). How does this make sense? The Elders also appoint the search committee. That is a lot of responsibility placed on men that were appointed by man. I do hope that you realize that you will be held accountable for stepping in and preventing God's man from completing His work. It is crippling the church.

The church votes, as defined by the Constitution, on numerous issues including who is elected as an Elder. The Elders are selected by the Senior Pastor based on biblical principles and qualities, interviewed by the existing Elder Council for recommendation to the Church members for vote and confirmation. Adhering to this process, exercising the faith by the body of believers at

GSBC, God has set the Elder Council in place to function within the authority granted by the Constitution.

Q 26: Which Elder is in charge of what? In other words when we have a question related to a certain function, who do we contact?

No one Elder is over any one particular ministry or specific area of church work or business. Any Elder can be approached with any question at any time.

Q 27: When you meet and before you speak, do you ask the Holy Spirit to come in and do you pray for our church and staff?

Yes. Every decisions is prayed over by Elders and prayed over often as well as discussed with Church staff when appropriate.

Q 28: Who is in charge of benevolences?

Senior Pastor/Elders. Small amounts are allocated by the Executive Pastor on a case by case basis. Larger amounts are discussed and approved by Elder Council.

Q 29: In an Elder-Led church is there no systems of checks and balances?

The church votes on numerous decisions such as budget, staff members, and Senior Pastor. The Elder Body acknowledges that they under the authority and leadership of the Senior Pastor and ultimately answer to God for all.

Q 30: It seems our church has been going downhill ever since we installed an Elders System of church government. Isn't time to entertain the idea of doing away with the Elders?

Factually and numerically incorrect. Please see 9.13.20 Q&A Session Video found on the church website.

Q 31: Isn't harder to find a pastor who is willing to come to GSBC knowing he will have to share control with the Elders.

No

Q 32: What is the role of the Elder board?

See Constitution and answered in great detail during 9.13.20 Q&A Session. Video can be found on church website.

Q 33: [Regarding Q 32] How does it differ when there is no senior pastor?

In absence of a Senior Pastor, the Elder Council collectively assumes the role and responsibilities of the Senior Pastor.

Q 34: As Bro. Andy is the Executive Pastor, is he the chairman of the Elders when there is no Senior Pastor?

No. The Vice Chair of the Elder Council assumes that responsibility during the time when there is no Senior Pastor.

Q 35: What is the duties of Elders and deacons? How are these men appointed? The pastor search committee should be approved by the Church, not by their friends. And brought to the attention of the Church who they are. Ushers need to have a week to week schedule. Ushers are hard to find every Sunday. It should not be this way. They should have monthly meetings to plan for absenteeism or sickness.

See Constitution and answered in great detail during 9.13.20 Q&A Session. Video can be found on church website.

Q 36: Which of the Elders has the experience and expertise to keep an eye on church finances?

All current Elders have a variety of professional backgrounds but all possess years of financial and business management experience. We have inactive Elders with financial expertise that assist the Elders with finances as well.

Q 37: INTERIM PASTOR -- As I understand... The Elders will be having candidates come on Sunday Am services to preach (Clarification to members). Is it the intention of the Elders that the church members vote on their preference or will the Elders make the decision?

After much prayer, interviews and discussion, the Elders will present an Interim Pastor

candidate to the church to approve by confirmation vote.

Q 38: During Sunday school today 8/30 it was asked by someone, what do the Elders do, how do their names get suggested to become an Elder, etc. Can you please tell the church the who, what, how and why of the Elder board. It became clear that some do not understand how a church functions including the bylaws, and constitution that you follow

Please see the Constitution, Section VII. A. Council of Elders which defines the who, what and how. Also, see 9.13.20 Q&A Session Video found on the church website.

Q 39: If we would like to dismiss the Elder board and elect a larger number of men to lead the church how would the members get this passed? We would have trustees and men of all ages and experience involved in leading our church and these men would be chosen by church members.

This can be done by formally amending the Constitution. Current Constitution outlines the process by which an amendment can be proposed then voted upon.

Q 40: Why do experienced Elders get rotated off?

This is a requirement per the Constitution.

Q 41: Why don't members get to nominate Elders like we did when we started the Elder board?

The Elders are nominated by the Senior Pastor as outlined in the Constitution.

Q 42: Why are most Elders so young and have no deep roots in church? Should be a member at least 10 years

The average age of the current Elder Council is 56 years. The Constitution requires an Elder or Deacon to be a church member for at least 1 year.

Q 43: Even though we voted in the past on Elders System, Some believe this system no longer suits the current congregation. How will this be addressed?

This can be done by formally amending the Constitution. Current Constitution outlines the process by which an amendment can be proposed then voted upon.

Q 44: [Regarding Q 43] Since the Elders have not ministry experience why would we not be a staff led church?

Our Constitution defines our church governance and polity. One current Elder was formerly a Minister of Music. All Elders have and are serving in a variety of Ministries such as: Deacon Body, Student Ministry, Music Ministry, College and Career, Sunday School, Children's Church, Men's Ministry and Homeless Ministry.

Q 45: Why is the vacant Elder Position not being filled and why have you not asked for recommendations?

Per the Constitution, the Senior Pastor nominates the Elder candidates.

Q 46: When was the Elder Body Formed?

In 2008

Q 47: How many Elders were originally picked to serve?

8

Q 48: Were they voted on by the church?

Yes

Q 49: Are any original Elders still serving as Elders?

No

Q 50: Please explain process for picking pastor search committee

See the Constitution, Section VI.C.1 Summary: Five Pastor Search Team (PST) Members will be selected by the Council of Elders to be approved by a majority of the membership present. The selection of the Pastor Search Team will be conducted in a morning service, following a two (2) week notice of intent, from the pulpit. Senior Pastor Candidates are obtained from a variety of sources such as

online and newspaper ads (Baptist Builder from the Seminary). The PST reviews resumes, prays, and then narrows the candidate pool list down to a short list for consideration. Sermons are watched/listened to and candidates are ranked via a scorecard. Candidates submit detailed answers to doctrinal positions, pastoral vision, ministry experience, and personal/family topics. A Senior Pastor candidate is ultimately unanimously selected by PST then presented to the Elder Council for review/consideration. See 9.13.20 Q&A Session Video found on church website.

Q 51: Why does it take so long to find a Pastor? Why hasn't this process started?

We are following God's direction and timing.

Q 52: We have some good Pastors on staff already, why are we paying someone else to fill pulpit When we have men that are already being paid that could do a good job?

All Pastors on staff are leading and working within their respective ministries and roles. We have and will continue to utilize them on to preach occasionally. Currently, guest speakers are paid \$200 per pulpit time. Interim Pastor will be paid significantly less than a Senior Pastor.

Q 53: Why is there a delay in coming up with a Pastor Search Team?

We are following God's timing. Historically, Pastor Search Teams (PST) take months to develop. The role of the PST is critical so a considerable amount of time is spent praying and reviewing candidate to gain insight on their experience, spiritual maturity, and character.

Q 54: When is there going to be a Search Committee for a pastor and worship leader? This interim preaching for a 3 week period does nothing for leadership and the feeling that you feel safe when there's an interim pastor until we find our pastor. We need a pastor with a fresh vision that can help us with a new start in this difficult time. This 3 week preaching thing does nothing to hold our church together.

See previous responses. In regards to the Worship Pastor, the Elders believe it is best to

wait for the next Senior Pastor at GSBC to assist with this decision. The Elders will follow the direction the Senior Pastor lays out for the church as the will of God.

Q 55: Why is there no search committee for a pastor and worship Pastor?

See previous responses.

Q 56: PERMANENT PASTOR -- Where does the Elder board stand on selection of the Pastor Search Team? Have there been any members selected?

We are praying and working through when God would have us initiate the Pastor Search Team (PST) member nomination process. We are following God's timing and have been praying about this since Bro. Brian informed the Elder Body that he had been called to another church. Historically, a Pastor Search Team (PST) takes months to develop. The role of the PST is critical so a considerable amount of time is spent praying and reviewing candidate to gain insight on their experience, spiritual maturity, and character. It is a priority for the Elders to get the PST established in due time but selecting the Interim Pastor is priority prior to establishing a Pastor Search Team.

Q 57: It will take a search team at least a year to pick a pastor that may stay 2 years or so. Don't quote the constitution or by-laws to me they are just more legalism (my opinion)

This is a statement not a question.

Q 58: When were the constitution and by- laws written? The church may have voted on them, but if they are outdated, it may be time to revisit them.

The current Constitution and By Laws have been in effect since 2008 when voted on and approved by the church body.

Q 59: When was constitution and bylaws as we know them today put into effect?

2008

Q 60: When will a new Constitution and By Laws be written and how can church members be able to submit changes that we would like to see made?

The Council of Elders has begun reviewing and notating changes needed to be made to the current Constitution. This review and revision process will take considerable time due to the importance of this document detailing how our church is organized and operates. Once a draft version of the Constitution is complete, it will be presented to the church members for a review and comment period. After comments are reviewed and addressed, a new proposed Constitution will be voted for approval or rejection by church members.

Q 61: Explain how "In light of a call" works. Where do the other churches hear or our Pastor? Is it strictly from resumes they send in?

Each church utilizes their respective process on searching for and selecting a Pastor.

Q 62: Where do we go first in our search for a new Pastor? Why don't we get to hear others and Have a Choice?

See previous answers as well as 9.13.20 Q&A Session Video posted on the church website.

Q 63: Our church needs to vote to go back and let the pastor and deacons run the church

This is a statement not a question.

Q 64: Wouldn't it be better to have a normal system of church government like other Baptist churches have where the church body has a say instead of Elder body in control?

Many Baptist churches have an Elder-led governance structure. While we are an Elder-led church, the church body votes on major decisions. See 9.13.20 Q&A Session Video found on the church website.

Q 65: Bro. Terry also established Elders in the church for his benefit and changed the constitution. This hasn't been working at all. What Process do we need to use to get us back to the way it was when members had a voice and a vote?

This Elder Body has directed the Deacon Body to re-establish the Nominating Ministry Team which will establish many of the ministry teams

and functions that have been overlooked for many years.

Voting will continue to be done per Constitution.

Q 66: Why can't we have open meetings to change the constitution and do away with the Elders and give the church back the voice and vote that we used to since the Elder rule has been one failure after another?

An open meeting can be requested by any church member. The Senior Pastor and Council of Elders will consider any and all requests.

Q 67: Why can't we do away with the Elders? Since we've installed Elders we can't keep a Pastor, we can't keep a Music Director. No one knows what's going on.

Our Constitution and church polity requires the Council of the Elders. Jason Easley was Worship Pastor for 7 years. Jeremy Dailey was Worship Pastor for 9 years. If you have additional questions not answered in this document or found on the 9.13.20 Q&A Session Video, please contact any Elder.

Q 68: Why can't we go back to the deacons & committee system? Our deacons have no job, just a name. If we went to deacons someone would know what is going on?

The role of the Deacons at GSBC is one of a servant as defined in the Bible and outlined in the Constitution. If you have additional questions, please see an Elder.

Our church GSBC has gone down since an Elder system. We have ran off several members since Elders. They have not put the church group first. No one knows what's going on. Just a few.

Factually and numerically incorrect. Please see 9.13.20 Q&A Session Video found on the church website.

Q 69: All (Members) of the Church (should) have a copy of the Constitution. Members should not be left out on what is going on in this church. Such as

constitution, Maintenance changes , Building Ideas, renovations and Elder Backgrounds

The Constitution and By Laws as well as the Minutes from the Monthly Elder's Meeting are found on the church website. In addition, hard copies of the Constitution and By Laws as well as the Minutes from the Monthly Elder's Meeting are located at The Welcome Center.

An Elder Page has been created on the church website. Elder bios will be included on this page.

Q 70: What is the role of the Executive Pastor? Can he not act as the interim Pastor?

See Constitution for detailed explanation.

Q 71: Does the pastor have autonomy or does every action have to be brought before the Elders and voted on?

Please see 9.13.20 Q&A Session Video found on the church website.

Q 72: Nowhere in the constitution is there an affirmation vote only. That is not a vote. There is no method for those folks that disagree or have a no vote!

Affirmation vote is outlined in Constitution, page 11, Section X Meetings.

Q 73: What does the constitution say about changing to be as it was before the change? We used to have a real choice of how our church is operated

Please see Constitution, page 13, Section XII Amendments.

Q 74: What can be done to go back to the original constitution and eliminate the Elder body?

This can be done by formally amending the Constitution. Current Constitution outlines the process by which an amendment can be proposed then made.

Q 75: Why do we have a family member of an Elder as our music minister when the constitution say

there should not be a family member of an Elder or staff member or as a minister/director?

Rebecca Schexnaydar has been filling the role of Interim Worship Leader. A meeting was announced on 9.20.20 from the pulpit stating that Rebecca Schexnaydar would be voted on by the church members present on 10.4.20 for the position of Interim Worship Leader.

Q 76: Are the deacon meetings open to the church members?

No, the meetings are not open; however, requests to meet and discuss church matters are always considered.

Q 77: Are the Elder Meetings open to the Church Members? If not, why not? I understand that there are some sensitive items at times but that is what executive session is for following the meeting.

No the meetings are not open; however, requests to meet and discuss church matters are always considered.

Q 78: Our music leader is an Elders daughter By-Laws and Constitution say no staff or Elder can Hire family members. I love Rebeca but ya'll choose what By-Laws ya'll want to follow.

The Constitution does not prohibit a family member from a position. Rebecca Schexnaydar has been filling the role of Interim Worship Leader. A meeting was announced on 9.20.20 from the pulpit stating that Rebecca Schexnaydar would be voted on by the church members present on 10.4.20 for the position of Interim Worship Leader.

Q 79: Can a constitution not be amended? Tell the church body how to do this.

Yes, per the Constitution; Section XII Amendments-The Constitution or Bylaws may be amended by a two-thirds (2/3) vote of those members present at a meeting called for that purpose. Notice of the meeting shall be given by the Senior Pastor from the pulpit at least fourteen (14) days in advance of the meeting. At the time of giving notice of the meeting, the Senior Pastor shall give a summary of the proposed amendment(s). The members

present at the meeting shall constitute a 10% quorum. To date there has never been a meeting called to take this action. Meetings are discussed in the Constitution in Section X. Subsection C specifies how a “special meeting” or “other meeting” is to be called.

Q 80: What are the duties of Deacons?

Deacons are ordained servants as outlined in the bible and the Constitution, Page 8 Sec VII C Deacons.

Q 81: Who is in charge of visiting shut-ins and those in nursing homes? I've heard complaints that they are being neglected. Of Course this pandemic prohibits visitors in Nursing Homes. Someone said that people have requested visits and no one came.

Deacons. See Chairman of the Deacons for any additional questions.

Q 82: Can we have an annual business meeting to share the financial status of the church, needs etc.

Annual business meetings are conducted to approve the budget for the following year per the Constitution, Section X.B.

Q 83: Can we have a quarterly business meeting to share the financial status of the church, needs etc.

Quarterly updates are provided to the church to discuss the business and spiritual condition of the church per the Constitution, Section X.C.

Q 84: Who besides the Elders oversee the financial situation of our church? Do we have an accountant, CPS or financial Professional on Elder Board?

We have an Accountant on staff as a Financial Administrator. Also, an External Financial Audit is conducted on an annual basis by a 3rd Party Certified Public Accounting Firm. In addition, an inactive Elder with an accounting background provides assistance with financial issues.

Q 85: FINANCES -- It appears that many Sundays we are significantly below our budget requirements.... Have we been able to pay our bills...Have any cuts been necessary and if so in what areas?

In addition to the Annual Meeting held to approve the following year's budget, Quarterly Financial Updates are conducted. In addition, please see the 9.13.20 Q&A Session Video found on the church website.

Q 86: The church today is essentially broke, this being known why would we be so irresponsible to pay anyone to do a job that the church already has a capable person on payroll that certainly can do it, at least in an interim capacity (free)?

Without a Senior Pastor, the money needed for his salary is now free to be used for the salary of an Interim Pastor. An Interim Pastor does not draw the same salary as a Senior Pastor. If anyone within the church would take over the Interim Pastor position, there current ministry role and responsibilities would suffer due to the extra work load requirements. A decision has been made and announced that The Interim Pastor will not be considered for the Senior Pastor at GSBC.

Q 87: Since all the committees have been disbanded, who is in charge of financial check and balances?

The Elder Body maintains oversight of the church financials. The church has an Accountant on staff as a Financial Administrator to help manage the financials on a day to day basis. Each Pastor is responsible to manage their Ministry Budget with oversight by Senior Pastor, Executive Pastor and Council of Elders.

Q 88: Why do we not have regular business meetings to keep the church informed?

In addition to the Annual Meeting held to approve the following year's budget, Quarterly Financial Updates are conducted. In addition, please see the 9.13.20 Q&A Session Video found on the church website.

Q 89: When can we have an open business meeting that allows anyone to be able to ask questions openly and freely and have them answered in public and honestly? This would help to let members have input in decisions of the church and know what's going on?

Open Business Meetings are being considered. Historically, Open Business Meetings have the potential to being contentious and not edifying to the church body. The most effective manner to discuss different viewpoints is one-on-one with church leadership.

Q 90: When can we have an open forum business meeting so all questions can be addressed in the open. We needs to be able to have this type meeting.

See previous response.

Q 91: If Bro. Andy Stafford is willing to accept the position as Pastor, why can't he be considered for position?

If Bro Andy submits his resume he would be considered like any other candidate. The Elders decided that the Interim Pastor will not be considered as candidate for Senior Pastor. This decision was made based on the recommendation of church members and external counsel.

Q 92: [Regarding Q 91] Is there something in the rules that prohibits it or is it the Elders are against it?

There is no prohibitions against Bro Andy or any other current Pastor on staff from submitting their resume for consideration.

Q 93: Why are the Elders so against Bro Andy being our Interim or Senior Pastor?

The Elders are not against Bro Andy. The Elders decided that the Interim Pastor will not be considered as candidate for Senior Pastor. This decision was made based on the recommendation of church members and external counsel.

Q 94: Of the church members I have spoken to there is an overwhelming majority that believe that Bro Andy is Pastor. How much influence do that have your decision?

We have heard from many members who do not support Bro Andy as candidate for Senior Pastor. We have also hear from other members

who do support him as candidate for Senior Pastor. We will follow the process outlined in the Constitution to find the next Senior Pastor.

Q 95: My question is why pick a search team (I really don't think it's fair that people get to pick the pastor) when we have the best pastor in our church. Bro Andy has been with us through 3 Pastors. Tony Perkins made us a great Interim

We will adhere to the process required by our Constitution.

Q 96: We used to have lots of groups or committees but it seems most have disappeared. WHY?

In the By Laws, the word "committee" was changed to "teams". The Teams were disbanded by a previous administration. However, this Elder Body is committed to re-establishing the ministry teams. The Deacon Body is presently working on re-establishing the Nominating Ministry Team. The Nominating Ministry Team will re-establish the Ministry Advisory Team.

Q 97: Who is in charge of funeral and family meals?

Executive Pastor/Deacons

Q 98: Is the Advisor Board a separate from the Elder Board?

Yes

Q 99: How many members serve on the Advisory Board?

The Deacon Body is presently working on re-establishing the Nominating Ministry Team. The Nominating Ministry Team will re-establish the Ministry Advisory Team based on which and how many Ministry Teams are functioning.

Q 100: Is the Advisory Board hand-picked by the Pastor or the Elder Board?

The Deacon Body is presently working on re-establishing the Nominating Ministry Team. The Nominating Ministry Team will re-establish the Ministry Advisory Team. See Constitution, Page 9, Section VII.D.

Q 101: Who picks and select the people on these committees? Are these people really qualified to make decisions with even being experienced in fields where they have no clue what is going on?

The Nominating Ministry Team

Q 102: Ushers need to have a week to week schedule. Ushers are hard to find every Sunday. It should not be this way. They should have monthly meetings to plan for absenteeism or sickness.

Statement not a question. Note: The Deacon Body is presently working on re-establishing the Nominating Ministry Team. The Nominating Ministry Team will re-establish the Ministry Advisory Team.

Q 103: What is the process for hiring a Minister of Music? BTW we LOVE Rebecca

Rebecca Schexnaydar has been filling the role of Interim Worship Leader. A vote was announced on 9.20.20 from the pulpit stating that Rebecca Schexnaydar would be voted on by the church members present on 10.4.20.

Q 104: MUSIC PROGRAM -- Thankful that Rebecca has stepped in, she has done a great job. It has been almost 6 Months since the Music Minister left... Please bring the Church family up to date on the Elder search for a permanent Music Minister. How many people have sent in Resumes? How many have been interviewed? It has been announced that there is to be a Christmas Program. Since small group is such as SS Wed AM Joy Group etc. Are plans being made to start the choir, if so when?

Rebecca Schexnaydar has been filling the role of Interim Worship Leader. In regards to the Worship Pastor, the Elders believe it is best to wait for the next Senior Pastor at GSBC to assist with this decision. The Elders will follow the direction the Senior Pastor lays out for the church as the will of God.

Q 105: The Pastor Search Committee should be approved by the church body not by their friends and brought to the attention of the church and who they are.

The Pastor Search Team has always been voted by the church body and that same process will be followed this time as well.

Q 106: When is a Pastor and Music Minister search committee being formed and not have lapse in leadership that's very important.

See previous responses.

Q 107: I have been a long time member of GSBC, and I have always defended the Elders. Until now. You have taken too much authority from God's chosen leaders and His people.

This is a statement not a question.

Q 108: The Elders only use the church constitution when it benefits them. No one knows where the money goes until already is spent, no accountability.

We have an accountant on staff in the role of Financial Administrator. Also, an External Financial Audit is conducted on an annual basis by a 3rd Party Certified Public Accounting Firm. In additional, an inactive Elder with an accounting background provides assistance with financial issues.

[Regarding Q 110-116] We understand the following statements. If you have a question regarding these remaining statements, please see an Elder.

Q 109: I understand that when you take one from this position that it leaves a hole to be filled. That hole is easier to fill the Sr. Pastor's hole

Q 110: I think in hiring a new pastor it would be a good to hire local if available then they have ties to the community. This would make them want to stay more.

Q 111: Dennis Terry had the constitution changed and the Elders put in place in our church to do the things that he wanted to do and that cost our church dearly. Yet not one Elder or minister knew anything about what he did until after he was gone and our church had money problems. Yet according to the constitution are the board of directors and someone should have been able to follow the money trail. Failure #1

Q 112: Pastor Jeff and Elders got rid of two ministers with no real explanation to the church as to why it had to be done that way. Lost members and money. Failure #2

Q 113: Bro Brian came and Bro Jeremy left. Bro Brian and Elders select Bro Ryan as Worship Pastor then later with no real explanation let him go. Lost Members and Money. Failure #3

Q 114: The Church body should be able to participate in all decisions no matter what the subject. Ask around you will see, we have been left out of plenty because of poor communication.

Q 115: We need a pastor from the outside with fresh eyes and a fresh vision and plan to help get our church going in the right direction.