

ROLLING HILLS COVENANT CHURCH
Elder Council – Meeting Minutes
February 4, 2019 (approved 03/04/19)

MEETING ATTENDANCE

Name	Position	Present	Absent
Mike Cochrane	Chairman	X	
Anthony Galante	Vice Chairman	X	
Byron MacDonald	Senior Pastor	X	
Shawn Hurley	Executive Preaching Pastor	X	
(Anthony Galante)	Elder – Children’s Commission	√	
Jerry Rilling	Elder – Congregational Care	X	
Guy Forest	Elder – Connect Commission	X	
Tom Miller	Elder – Finance & Property Commission	X	
Craig Knickerbocker	Elder – Global Outreach Commission		X
Mike DiLustro	Elder – Life Group Commission	X	
Hoon Dokko	Elder – Local Outreach Commission		X
Jim Walter	Elder – Personnel Commission	X	
Richard Smith	Elder – Stewardship Commission	X	
Rod Lenders	Elder – Student Commission	X	
Ben Eroen	Elder – Worship Arts Commission	X	
Steve Bunyard	Associate Pastor – Outreach	X	
Lloyd Gilbert	Associate Pastor – Student Ministries	X	
Garrick Hanger	Associate Pastor – Adult Ministries	X	
Bob Cubillos	Business Administrator	X	
Jane Wallin	Secretary	X	

At 7:05 PM, Tiffany Adams and David Krall prayed over the EC, the meeting, and the church transition, after which Tiffany left.

DEVOTIONAL – Psalm 119: 41 – 48

Before beginning the devotional, Elder Jerry Rilling also prayed for the EC meeting. He then read all eight verses before giving his insights/comments on each: in vs.41, David realizes that all he has, especially salvation, comes from God’s grace and mercy; in vs. 42, David knows that he can face anyone who reproaches him because of God’s word; in vs. 43, David realizes he needs to control his tongue, which God’s word can help him do; in vs. 44, David sees that obedience to God’s law keeps us going where we need to go; vs. 45 shows that a believer’s liberty or freedom is *true* freedom; in vs. 46, David states he will never be ashamed of God or His word before anyone; vs. 47 shows that the more service we can do for God, the nearer we come to Him; and lastly, in vs. 48, as we reach up to God, God reaches down to us, closing the gap – and we love Him for that.

ELDER PRAYERS

The elders prayed for the needs of those in the congregation, for specific needs of those on the council, and for the church in general.

MINUTES

Meeting minutes from the 1/07/2019 and 1/21/2019 meetings were approved by acclamation.

REVIVE SERIES UPDATE

Pastors Vance Hartzell and David Krall gave an update on the REVIVE series and it’s “roll-out.” Vance hopes that God will use it to remind all that He is *here, with us* and *for us* – especially during this time of transition, which for some is painful. David reported that, after working on developing the series for the past 10 months, they are ready now to do a trial in chapel, beginning Feb. 5th.

After the REVIVE update, Chairman Cochrane initiated a short discussion re: the departures of both Shari Campa and Nandi Roszhart and a letter received regarding such. He also announced that a meeting will be held in the main sanctuary on Sunday before the CBM to answer questions, etc. in order to keep open and positive communication with the whole church over the next months.

MINISTERIAL CONFIRMATION COMMITTEE FOR HUNTER BABCOCK

Chairman Cochrane stated that Hunter Babcock, upon completion of his Master's degree at Talbot in the spring, will be eligible to become Pastor of High School Ministries. Pastor Lloyd and Rod recommended that a Ministerial Confirmation Committee be created for Hunter and Chairman Cochrane called for a vote on this recommendation. All were in favor of this recommendation by a show of hands.

CONFIRMATION OF TIGER TEAM'S INITIAL BUDGET PLAN FOR FY 19-20

Elder Richard Smith presented the target budget number of \$7, 930,000 for fiscal year 2019-2020. This is the same as the current budget. Richard stated that the team felt it was important to not change the budget number in light of all the other changes in the church in this season. Tom reminded the EC that there are some trust funds to consider. Tom then moved that the budget number of \$7,930,000 be confirmed, with Mike D. seconding the motion. By a show of hands, the EC confirmed that target amount.

RECOMMENDATION OF PLAN FOR WOMEN'S MINISTRIES

With Shari Campa's departure on February 7, Pastor Garrick, Guy, and Mike D. all determined the need is too great to *wait* to begin a search for a new director of WM. The EC needs to send and affirm the message that women are important in the life of RHCC. The men presented both "now" and "later" search scenarios, offering the strengths and weaknesses of each. Assertively, the "now" scenario is being recommended. The WM leadership team (Margaret Grieco, Ginny Xepolis, Brenda Stipa, Pam Seide, Brooke Lykins) will be more than able to keep the ministry going through the end of the summer, with Nikki Hernandez running point as their staff representative. Nikki's involvement in this manner will be best for now, as past Interim Director appointments have not worked out very well. Discussion followed regarding how and when to form the search committee for the vacant position, using the Employee Handbook as a guide. The EC concluded the discussion with the decision to put a team together as soon as possible. This will be announced at the CBM on Sunday, February 10. Bob injected that it might be time to reconsider the part that "congregational affirmation" might play in all of this. Richard moved that Pastor Garrick put together a statement of the plan to fill Shari's position (search, WM leadership team, Nikki, etc.) in time to be presented at the 2/10 CBM. The motion was approved by acclamation.

PLANS FOR TRANSITION LEADERSHIP AND VISION TEAMS

Chairman Mike presented team definitions for each of the above-mentioned teams.

The **Transition Leadership Team** will serve as a decision-maker/leadership forum in place of the Senior Pastor(SP). Their duties will include:

1. All decision-making duties & responsibilities of the SP as outlined in the Church Constitution and By-Laws;
2. Answering all questions posed by the Ministry Team that would normally come to the SP;
3. Determining which pastor or guest speaker will speak in each of the weekend worship services under the direction of the Chairman and the EC along with key input from the new SP search committee;
4. Collaborating with the Staff Leadership Team (SLT) and the Preaching Team.

Team: Chair: (Mike Cochrane), Vice-Chair: Anthony Galante, Steve Bunyard, Shawn Hurley, Tom Miller, and (Sam Tabari)

Duration: Formation of beginning in February 2019 and existing until a new SP is called and installed

Frequency: Bi-weekly meetings; must be available at a moment's notice

The **Vision Team** will sense from the Lord the outworking of our RHCC "DNA" to develop refined vision, distinctives, and direction. Their duties will include:

1. Praying and seeking the Lord for His wisdom and vision for RHCC
2. Processing all the information from the all-church online survey
3. Identifying our RHCC "DNA", calling, and distinctives – and bringing them to the surface
4. Creating a unique profile that distinguishes RHCC using what was learned in #3 above (this is different from and not related to the many Mission statements adopted over the years)
5. Developing a *Preliminary Job Description* for the new SP to be used by the SP search team
6. Collaborating on all the above with the EC

Team: Chair: Mike Cochrane, Richelle Bergley, Susan Brown, Anne Dokko, Garrick Hanger, Susie Hipkins, David Krall, Rod Lenders, Pam Seide, Sam Tabari, Julio Sical, and Nancy Thomason

Duration: Formation of beginning in February 2019 and existing until July 2019

Frequency: Bi-weekly meetings or as the team decides

Chairman Cochrane noted that the members of the Vision Team provide a good representation across all peoples and facets of RHCC, which is of utmost importance.

DISCUSSION ON COMPLEMENTARIAN CHURCH PRACTICES COMMITTEE REPORT

Tom reviewed and summarized the 12 recommendations listed in the CCP team's report previously distributed, requesting that the EC act upon #'s 1 – 5 along with #12 asap. The implementation of Recommendation #1 was discussed with respect to the by-laws of the church. For now, certain women "could" be invited by the SP to attend the ECM with the purpose of obtaining their input on certain matters. Finally, it was decided that a task force is needed to work on implementation of the CCP report recommendations. Elders Rod, Mike D., and Richard, along with Pastor Steve, volunteered to take part.

EXTRA BUSINESS

Richard presented a change in the implementation of web posting that will be less expensive and, therefore, free up money to used elsewhere.

EXECUTIVE SESSION

At 10:27 pm, the EC entered executive session, ending at 11:27 pm.

STAFF ROUNDTABLE – See Appendix A

ELDER ROUNDTABLE – See Appendix B

CLOSING PRAYER

Vice Chairman Anthony closed the meeting in prayer ending at 11:28 pm.

FUTURE AGENDA ITEMS:

1. Possible Sub-Teams to review commission structure:
 - a) Consideration of uniting Stewardship and F&P Commissions, and
 - b) Review of the three commissions that oversee adults

Next Elder meetings are on:

March 4, March 21, April 1, and May 6, **2019**.

(EC meetings are typically held either on the 1st or 3rd Mondays of the month and sometimes both.)

CBM Dates: February 10, May 5, September 22, & November 10, 2019 at 6:30 pm.

s/Jane Wallin
Church Secretary

APPENDIX A – STAFF UPDATES

Byron

Shawn

Steve

Lloyd

Garrick

APPENDIX B – ELDER UPDATES

CHAIRMAN (Mike Cochrane)

CHILDREN’S MINISTRIES (Anthony Galante)

CONGREGATIONAL CARE (Jerry Rilling)

CONNECT (Guy Forest)

FINANCE & PROPERTY (Tom Miller)

GLOBAL OUTREACH (Craig Knickerbocker)

LIFE GROUP (Mike DiLustro)

LOCAL OUTREACH (Hoon Dokko)

PERSONNEL (Jim Walter)

STEWARDSHIP (Richard Smith)

STUDENT MINISTRIES (Rod Lenders)

WORSHIP ARTS (Ben Eroen)