

**ROLLING HILLS COVENANT CHURCH**  
**Elder Council – Meeting Minutes**  
**March 4, 2019 (APPROVED 03/18/19)**

**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 7:03 PM, Chairman Mike Cochrane opened the meeting in prayer.

**DEVOTIONAL – Psalm 119: 49 – 56**

Before Vice Chairman Anthony delivered the devotional, he also prayed for the meeting. Anthony then commented on the passage, verse by verse:

- v. 49 – our sources of HOPE are found in God, in His word, and in prayer; and hope produces peace, comfort, reliance, and self-assurance, as well as hope in our eternal salvation
- v. 50 – there is comfort in affliction; affliction drives us to God who gives us comfort
- v. 51, 52 – God’s word comforts us even when we are mocked
- v. 53 – we can have a righteous indignation toward those who break God’s law
- v. 54 – we can sing God’s work to Him in praise even if we don’t sing well
- v. 55 – God’s word comforts us even in the dark of night
- v. 56 – God’s word becomes ours, when we practice His word

**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.

**REFLECTIONS ON FEBRUARY 10 CBM**

The EC will present a slide at the May 5 CBM which clearly states that, “After talking and praying together over the course of months, Pastor Byron and the Elders worked out a mutual agreement regarding Byron’s transition.”

**STATUS REPORT ON PERSONNEL RECONCILIATIONS & INVESTIGATIONS**

Jim reported that there has been a positive outcome for those involved. Chairman Mike apologized for poor handling of the circumstances the EC was presented with and the incidents that occurred. From here forward, he and the EC know what to do as per Matthew 18 and the church by-laws, etc. Jim also reported that the investigation conducted led to the conclusion that there is no hostile work environment at RHCC and the elders associated to the incidents have been totally vindicated. He acknowledged that, while the Personnel Procedure Manual has very good procedures to follow for these kinds of things, the Employee Manual will get much needed modifications, which the Personnel Commission will be working on. In the meantime, Jim will be meeting with the staff to educate them on how they need to handle unfavorable work situations. Also, information needs to be

communicated to the staff and the congregation (at the next CBM) which explains that the elders named have been totally exonerated.

### **GLOBAL OUTREACH**

Craig informed the EC that the GO Commission will add one more member. Mike D. will do likewise, adding another member to the Life Group Commission.

### **RECONFIRMATION OF EC RECOMMENDATION FOR THE FORMATION OF A MINISTERIAL SEARCH COMMITTEE AT THE MAY 5, 2019, CBM**

Some discussion and presentation of information on previous SP transitions brought forth the idea of allowing a longer period of time to allow the church to grow and do some “business that needs to be done” before the next SP. Further discussion on this is tabled till the next ECM.

### **CONFIRMATION OF REPRESENTATIVES ATTENDING ECC MEETING JUNE 27-29, 2019**

Chairman Mike nominated Safy Jacobs and Pastor Mel Ardon to attend both the annual ECC meeting in Omaha and the PSWC in Walnut Creek, with Jerry Rilling joining them, as delegates representing RHCC. He called for a vote by show of hands and they were confirmed by acclamation. They will have Safy report on the ECC Meeting at the ECM following the conference.

### **MINUTES**

Meeting minutes from the 2/04/2019 meeting were approved by acclamation.

### **FY 19-20 BUDGET STATUS & OPTIONS**

Bob Cubillos reported that the budget is still in process; they do not have totals yet. Some things to consider that the EC brought up are cost of living increase, Workers’ Comp and healthcare increases, deferred maintenance costs, and HES.

### **STATUS OF WOMEN’S MINISTRIES DIRECTOR**

Mike D., Guy, and Pastor Garrick have established a list of potential women to be on the search team for a new Women’s Director. The 3 men will be meeting, praying about, and deciding on which of these women to appoint/recommend.

### **STATUS OF TRANSITION LEADERSHIP & VISION TEAMS**

When Pastor Shawn and the TLT met, they all agreed and recommend that there should be no changes in the interim term between SPs. They also recommend in-house rather than out-of-house preaching during the summer. Referring to experiences between SPs in the past, it was noted that having out-of-house preachers can be a rich time and a blessing to the congregation.

The first 2 meetings of the VT were great. At this time, they are simply finding out what the questions are, which they will then bring to the EC.

### **WOMEN IN LEADERSHIP – DISCUSS ACTION PLANS**

Tom brought a compilation of recommendations for the EC to read over and then discuss at the next ECM.

### **INITIAL DISCUSSION OF VANDERBLOEMEN CONSULTING REPORT**

Generally speaking, the EC determined that the VDB report did not seem to “match” who RHCC is as a church – they didn’t really get to *know* us. VDB did do a great job with helping us with succession communication. However, the EC wanted to have VDB help us to *remove bias* for or against our internal candidate; instead, *they were very biased* towards Shawn as “the front-runner SP candidate.” The VDB report also broad-brushed the EC as being *against* Shawn being the next SP. As we closed this portion of the ECM, the EC clearly affirmed to Pastor Shawn that they reject the VDB statements made about them in relation to him.

### **COMPLETE MINISTERIAL CONFIRMATION TEAM FOR HUNTER BABCOCK**

To the four team members elected at the last CBM, the EC nominated Rod, Keith Rowan, and Andrew Faris to complete the team. Chairman Mike called for a vote by show of hands. They were unanimously confirmed.

### **STAFF ROUNDTABLE – See Appendix A**

### **ELDER ROUNDTABLE – See Appendix B**

## **CLOSING PRAYER**

Vice Chairman Anthony closed the meeting in prayer ending at 11:18 pm.

### **Next ECM Dates:**

**March 18**, April 1, and May 6, 2019.

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

**CBM Dates:** **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)**