

ROLLING HILLS COVENANT CHURCH
Elder Council – Meeting Minutes
March 18, 2019 (approved 04/01/19)

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, Chairman Mike Cochrane opened the meeting explaining that, with this being an extra meeting, the EC will devote themselves to more prayer time in lieu of the devotional.

ELDER PRAYERS

The elders, joined by a group of women – staff and otherwise, 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 3/04/2019 meeting were approved by acclamation

DISCUSS THE CONCEPT OF RHCC JOB TRAINING & COMMUNITY CENTER IN SAN PEDRO

Chairman Cochrane presented detailed information regarding this Center that Pastor Steve had compiled. The idea is that it would be financially self-sustaining, but Mike C. wanted to make sure the EC had it in mind when considering next year’s budget and the use of any Trust funds.

DISCUSS WOMEN IN LEADERSHIP ACTION PLANS

Tom and team (Susan, Esther, Chris, and Jeannine) came to discuss the CCP/Elder Initial Recommendations, dated 03/03/2019 (document attached) that he had been distributed at the last ECM. (Chairman Mike and Mike D. had already attended a 3-hour meeting/discussion with the team, which revealed that this topic is quite complex for both the WIL team and the EC.) The recommendations given are just that – recommendations. How and when and if any are implemented will need prayer and waiting on the Lord. The sermon at the end of March will be a beginning or an “introduction” to many of the ideas and recommendations of the WIL team and how they “look and act.” The launch will start slow and with the basics. Of great importance is for women to have a voice at the EC meetings, yet maintaining the sacredness of the EC as according to 1 Timothy, as their voice is so valuable and can complete discussion, perspective, etc. in so many ways. How this is to be implemented in a way that will not be perceived as going against what Scripture teaches is the challenge.

DISCUSS RECOMMENDATION TO DELAY OF THE FORMATION OF MINISTERIAL SEARCH COMMITTEE – MAY 5 TO NOVEMBER 10, 2019

This discussion went several directions:

In order to “say what we mean and do what we say,” keep the date set at May 5;

Wait to form the committee to allow more of the healing process between the EC and the staff;

Do both of the above – create the committee and within that there will be a “natural” delay;

There are both valid Scriptural and financial reasons for delaying the formation of the committee.

As a result of these varied viewpoints/topics, all Elders will come to the next ECM with reasons to create space to heal and to seek the Lord’s will before the creation of a SP search committee.

FY 19-20 BUDGET STATUS & OPTIONS

Pastor Byron noted the challenge to keep the annual budget \$ the same and still deal with several increases in different areas; therefore, the budget is still a work-in-progress – and will be discussed in more detail at the next ECM. He also reminded the EC to not apply any name with funds/trusts that have been given to the church, so as to maintain an attitude of humility surrounding the gift.

STATUS REPORT ON PERSONNEL RECONCILIATIONS & INVESTIGATIONS

Bob reviewed updates (RHCC Personnel Commission Updates: *Workplace Culture Updates to EC*, dated 03/18/2019 document attached) as Jim was not in attendance. The discussion brought an assortment of results:

The EC determined that Christina and Bob need to get involved with the compilation of the data, etc. from the BCWI church-wide survey, as Sam is still rather “new” and may not realize the importance of certain things.

A copy of the raw data will be kept with Bob Cubillos under lock and key, so that it can be viewed if desired.

The EC would like to understand better what it is that Jim is working on, and why – and where he wants to “land” at the end of it.

The EC is pleased that Jim has built a good rapport and credibility with the staff throughout the investigation processes.

There is a need to solidify hiring processes for staff, directors, and even pastors – and to make sure that HR is involved.

Finally, the EC agreed that the next Personnel Elder should be a current elder.

STATUS REPORT ON WOMEN’S MINISTRIES DIRECTOR SEARCH TEAM

Pastor Garrick reported that all search team members have been chosen and appointed, consisting of himself, Mike D., Guy, and 6 women.

STATUS REPORT ON TRANSITION LEADERSHIP & VISION TEAMS

Mike D. spoke for the TLT, explaining the breakdown of who will fill the pulpit, and how often, come summer. He also related the sermon topics under the banner “Anchors of Faith.” The EC noted that those elders that are “terming out” has some significance within the transition of leadership. Finally, there was some discussion of doing some all-church events during the transition. The VT will give an update at the next ECM.

STAFF ROUNDTABLE – See Appendix A

ELDER ROUNDTABLE – See Appendix B

CLOSING PRAYER

Vice Chairman Anthony closed the meeting in prayer, ending at 10:23 pm.

Next ECM Dates:

April 1, April 22, and May 6, 2019.

(EC meetings are typically held either on the 1st or 3rd 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

Attachments:

CCP Initial Recommendations to EC 03/18/2019

RHCC Personnel Commission Updates for EC 03/18/2019

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)