

**ROLLING HILLS COVENANT CHURCH**  
**Elder Council – Meeting Minutes**  
**April 22, 2019 (approved 05/06/19)**

**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 7:07 PM, Chairman Cochrane asked Craig to open the meeting in prayer and then continue with the devotional.

**DEVOTIONAL – PSALM 119:57-64**

Craig reflected on each verse in this section with a question in mind: When I look in the mirror, what do I see? Do I see someone whose life reflects these things?

- v. 57 – We need to make God our choice, our portion. Have we done that by keeping/obeying His word?
- v. 58 – Have I looked for God with my whole heart?
- v. 59 – Have I humbled myself before Him and discovered my wrong ways?
- v. 60 – And did that cause me to make haste to correct these things?
- v. 61 – I need to be careful to not let the world tie me up with temptations and “little” evil things.
- v. 62 – Even in the dark of night, I can thank the Lord that my relationship with Him is quiet and personal and I can come to Him at any time.
- v. 63 – It is good to have sweet fellowship with other believers.
- v. 64 – We need to remain teachable.

**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 4/01/2019 meeting were approved by acclamation, upon inclusion of three requested additions/corrections.

**PRESENT RESULTS OF CHILDREN’S COMMISSION CURRICULUM REVIEW**

Richelle Bergley, Director of Children’s Ministries, reported on the process and considerations in selecting new curriculum. Of particular note were two of the six non-negotiable points: that the curricula have a strong gospel connection with a Christ-centered presentation in the OT, and that it be a chronological study through the Bible, instead of topical. A desired preference was that it have enough content to be used for both weekends and Tuesday Night Live. The five programs being considered were first narrowed to 3; and then finally, with feedback from the weekend volunteers, the CM staff, and the Tuesday Night Live volunteers, along with input from Emily

Tabari, the 3 were narrowed to one – the Gospel Project. This curriculum was then presented to the Children's Commission, which gave their 100% approval. The Gospel Project goes through the Bible – Genesis to Revelation – in 3 years, so that children could potentially have gone through the Bible 3 – 4 times by the time they get to Pastor Lloyd. Besides having enough material to be used for both Sundays and Tuesdays, it lends itself to use in the small group model; and the 4<sup>th</sup> grade teachers especially liked that the discussion questions dive deeper than the current curriculum. The EC closed Richelle's presentation with prayer for her and the whole Children's Ministries Department.

### **RHCC TRANSITION SURVEY PRESENTATION**

Sam Tabari reported on the responses to the church-wide survey. There were over 1,000 responders, of which 700 – 800 answered the open-ended questions. As such, all the responses were different, but lent themselves to certain themes/key words. Of those responding, the majority have attended RHCC for 10+ years, are 55+ years, two-thirds female/one-third male, and attend church regularly. (NOTE: Responses to questions will be given in descending order of number of responses. The number of responses in the different areas below often represent 10% or less of the 800.)

The top ten words selected to represent how responders feel about RHCC today are Thankful, Concerned, Hopeful, Grateful, Optimistic, Connected, Encouraged, Belonging, Expectant, and Engaged.

Answering what characteristics are important for a new SP produced the following: leadership, relational, a certain preaching style, strong biblical knowledge, pursue internal candidates/external candidates.

The answers to the question re: what they hope will be different/expanded/changed after the new SP arrives fell into 5 categories: general unity, strong biblical teaching, no change, a relational SP, and generational unity.

Areas that responders envision our church in 5-7 years are growth in attendance, more focus on local outreach, spiritual growth, unity, and growth in general.

The top three areas of weakness that responders feel RHCC could improve on are unity, ministries/programs/classes/events, and weekend service experience.

Many responses will be of great use to the Vision and Pastoral Search Teams.

Upon hearing the breakdown of responses, the EC expressed their appreciation and give their heartfelt thanks to those who took the time to respond.

One elder who had already read through all the responses encouraged the whole EC to do so as well – for their own sake, as well as fulfilling their role as shepherd.

An important idea regarding use of the survey was presented: that the responses be used to create questions to be asked of potential SP candidates. This is putting the voice of the congregation where it needs to be heard.

The EC thanked Sam for his time and work in creating a thorough presentation and concluded in prayer for him.

### **STATUS REPORT ON PERSONNEL RECONCILIATIONS & INVESTIGATIONS**

Christina, Human Resources Director for RHCC, reported on the interviews for the investigations being conducted. The second of the three investigations is complete, again concluding that there is no hostile work environment nor is there any basis for claiming harassment. Letters will be issued to the complainants and to those accused for full exoneration. The third investigation is continuing, but should be concluded very soon. Information re: these claims and the results will be communicated to the congregation at the CBM on May 5.

Christina felt that both closed claims boiled down to miscommunication and misinterpretation. As a result, it was recommended that HR be notified immediately if any staff member encounters similar complaints again, with the hope that it can be resolved without going to the extent of these claims. Updates will be made to the Personnel Handbook and staff will be educated that frivolous and unfounded claims will not be tolerated and could have serious consequences. The EC concluded this report praying for Christina – for all she has done and still needs to do over and above her regular duties.

### **ADOPT AGENDA**

With so many items on the agenda, the EC agreed to delay reports on the Vision & Transition Leadership Teams and the San Pedro Job Training and Community Center, and discussion on the WIL Action Plans. The adjusted agenda was adopted by a show of hands.

### **CONFIRM FORMATION OF MINISTERIAL SEARCH COMMITTEE AT THE 9/22/2019 CBM**

Chairman Cochrane identified that they were a little ahead of our by-laws as to the formation of a SP search committee. Such a committee is to be formed when the position is *vacant*. Currently, it is more honoring to Pastor Byron and Lynda to wait to form the committee at the September CBM. This date move was confirmed by acclamation. This change will be communicated to the congregation before the May 5, 2019, CBM.

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

Pastor Byron will present the budget and vision at the CBM, for which the EC is most grateful. Bob reported that regular giving is still at a lower level. [Guy informed the EC that the membership process is going on the website. Also, he will give a membership process report at the CBM.]

### **STATUS REPORT ON WOMEN'S MINISTRIES DIRECTOR SEARCH TEAM**

Pastor Garrick gave a quick update on the search for a WMD.

[Giving a quick update on Gateway, Pastor Steve informed the EC that they still want to continue on their own, but they lost their lease at the school and will need to find a new venue. Also, at the end of May, Gateway is no longer under the RHCC 501C3.]

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

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

### **CLOSING PRAYER**

Vice Chairman Anthony closed the meeting in prayer, ending at 10:50 pm.

### **Next ECM Dates:**

**May 6**, May 20 (?), June 3, July 1, August 5, September 16, and October 7, 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, and November 10, 2019 at 6:30 pm.

s/Jane Wallin  
Secretary to the Council

## **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)**