



ROLLING HILLS COVENANT CHURCH
Annual Congregational Business Meeting
APPROVED Minutes
Sunday – May 5, 2019

Present: 322

WORSHIP MUSIC

Tavia Grubbs opened the meeting with the music devotional and worship at 6:34 pm.

DEVOTIONAL

Chairman Mike Cochrane opened the meeting at 6:45 pm by looking at “Our Season Ahead for RHCC.” With Senior Pastor Byron MacDonald retiring, our church will enter a season of transition. Change is often a challenge for many people and churches. Being pushed out of your comfort zone can feel like a trial. RHCC has had 4 seasons of major change in the transition between Senior Pastors, listed as follows with their years and length of service: Allen Wickman (1958–1962 /4 yrs.) to Robert Honnette (1962–1969 /7 yrs.) to Burt Swardstrom (1971–1981 /10 yrs.) to Gordon Kirk (1983–1991 /8 yrs.) to Byron MacDonald (1992–2019 /27 yrs.). We are grateful for God’s faithful provision and preservation throughout RHCC’s history. In this season of change and transition, your church leadership believes that God has something for us to do. The Bible provides us with great reminders about the experience of God’s people in transitional times.

First, we know from James 1:2-8 that we are to be joyful and trust God in times of trial. James gives us four key ways to respond: Joy, Trust, Pray, and Receive Wisdom.

1) Choose Joy. Control your attitude.

While happiness is a feeling, joy is an attitude. Joy is not dependent on having or not having things. It is an attitude of the heart. Habakkuk says it well at the end of his prophetic book:

*Though the cherry trees don't blossom
and the strawberries don't ripen,
Though the apples are worm-eaten
and the wheat fields stunted,
Though the sheep pens are sheepless
and the cattle barns empty,
I'm singing joyful praise to GOD.
I'm turning cartwheels of joy to my Savior God.
Counting on GOD's Rule to prevail,
I take heart and gain strength.*

His kingdom is not at risk. He is in control and will provide for us, RHCC, His church.

2) Guard your heart. Choose to trust God and His provision.

God wants us to look at the trial we are in the midst of as an opportunity for growth. Every trial comes through the gracious and loving hands of our God who is in control of His universe and sits on His throne in heaven. In the trial, we simply need to say, “God’s got this!” So, let us guard our hearts and choose to be expectant and genuinely anxious to see what God is going to do next in our church.

3) Pray. Ask and choose to believe that He will provide.

Ask God to show you His purpose in the trial and how He is going to mature you in this experience. What is He going to build into *your* character and behavior that He wants to use for His kingdom? How is he going to build *RHCC* so that it is a better instrument for His kingdom work in the South Bay?

4) Receive Wisdom. Ask in faith believing that He will give you wisdom in the midst of your trial.

James assumes that we all need more of God's wisdom, because he states that God "gives generously to all without finding fault." And this is one prayer that God is always guaranteed to answer, "Yes." James says that if you pray and ask God for wisdom with a heart believing that He will give, "it will be given." Paul, in 1 Corinthians 1 & 2 clearly tells us that God's wisdom is very different from the world's wisdom. Fundamentally, the divided Corinthians needed a renewing of their minds. They were trying to live their Christian lives on the basis of unsanctified common sense that has self-preservation as its ultimate goal. This kind of life is self-seeking, self-serving, and, ultimately, self-destructive. The message of the cross is God's ultimate wisdom and cuts to the heart of self-centeredness. God's plan was for His righteous Son to humbly suffer and die as a substitute, the just for the unjust, that we might have eternal life and relationship with a holy God. The message of the cross for us is the way of self-giving and self-renunciation. We give our lives away in love. And, in losing our lives for Jesus' sake, we find our life again (Matthew 10:39).

So, in this transition time that is a trial we will all face together, **we will choose joy as we trust God; and we will pray for and receive His wisdom to act according to His way of self-giving love, and not the world's way.**

Second, we learned from my devotional at the last CBM from the story of the Rich Young Ruler that God demands our reliance be on Him alone and that we find our identity in him.

Jesus wanted the Rich Young Ruler (Mark 10:17-22) to take his eyes off of his wealth, possessions, and position and place his full trust in God alone. Jesus wanted him to give up his worldly identity that was wrapped up in his wealthy position and find his identity in God alone. Of course, finding our identity in Christ alone is a key theme in several of Paul's letters. Paul also talks about finding our identity in the church. He talks about how the Holy Spirit gifts each one of us and places us into the church body exactly according to His will. And each of us is vital to the church's healthy operation. But what imagery does Paul most often use when he speaks about the saint's role in the church? Family. Our identity in the church is to be a brother or a sister. I am your brother. You are my sister. You are my brother. We are family.

We simply must choose hope and love and family - and care for each other.

We cannot be like the Israelites coming out of Egypt and beyond. The Israelites kept choosing fear, blaming and trying to take control. We must believe the best about our brother's heart. We must see into the future how God is going to use our sister in a mighty kingdom way. We can't write off a brother or sister and hope they don't stay on the journey with us to the Promised Land. We must reach out to others in the church and build relationships. We cannot trust or respect someone we do not know. Again, you cannot trust or respect someone you do not know. We must force ourselves out of our *friend comfort zone* at church. I suggest that each of us take on an assignment to reach out to someone new each month and have breakfast or coffee or lunch. Get to know someone different from you. Get out of your comfort zone. We must look past people's skin or style, and our hang-ups. We must look into our brothers' and sisters' hearts for God. We must begin to see each other as siblings at the foot of the Cross. I believe this is the only way we get to unity.

And while I'm on the subject of looking past the skin of my brother or sister, I've got to report that we've experienced some very foolish behavior by some at RHCC. It is so embarrassing and hurtful that someone at our church would make comments or say something in jest about someone's ethnicity or nationality. I thought we left that all behind in Alabama in the 60's. We don't tolerate that behavior in our church body. Would everyone please redouble your efforts to speak the truth in love by the power of the Holy Spirit and never hurt your sibling because he or she is different from you?

Third, who knows a little bit about Matthew 18?

As you may or may not know, the key thought in Matthew 18:15-17 is that **we have a motive of love and repairing of relational damage when we go to a brother or sister who has fallen into sin.** Our purpose must be to restore our brother or sister relationship by helping them to see something in their blind spot and repent of it. In the Spirit's wisdom and strength, we gently meet with our brother or sister to restore them in their walk with

God (Galatians 6:1). We want to help our sibling to reconcile with God. We want to reconcile with each other and move forward together in God's forgiving and cleansing love. Isn't that what a high-functioning, loving family of God is all about? Caring about each other and helping each other when they need it, so that we can move on forward together?

Fourth, I would like to be transparent with you because this is family time at RHCC.

You may or may not be aware that we've had a rough couple of years as a church. We've had struggles; some people have been hurt; some people have left the church. We have not always led well among senior staff and elders. For that we want to apologize. We want you to know that we are all—staff & elders as a united team—committed to doing better in leading this church in the Lord's strength, courage, and wisdom. I ask and encourage each of you to join us in following the Lord and helping this church to become all it can be.

Fifth, I want to give you a practical step in how you can help your church leadership and make RHCC the best it can be.

When you see an issue with a person or persons at RHCC and, meaning well, you want to talk *about* that person at the church. Please don't. You are dead wrong and you are killing your church. You are gossiping; you are spreading rumors; and you are slandering your brothers and sisters. Here is a chilling quote I got from Steve Bunyard this week:

"I am more deadly than the screaming shell from the howitzer. I win without killing. I tear down homes, break hearts, and wreck lives. I travel on the wings of the wind. No innocence is strong enough to intimidate me; no purity pure enough to daunt me. I have no regard for the truth, no respect for justice, no mercy for the defenseless. My victims are as numerous as the sands of the sea, and often as innocent. I never forget and seldom forgive. My name is gossip." (Morgan Blake)

So, the next time you see an issue with a person or persons at RHCC and you are well meaning, you must *go and speak with that person* instead of about them. Choose to speak with people, not about them. The church needs everyone's help and participation in talking *with* each other. This is what family love is all about. Please join me in stamping out gossip, rumors, and slander at RHCC.

In closing, Pastor Steve is going to come up later in this meeting and describe the next steps we as Staff and Elders are going to take to build unity and trusting relationships, so we can lead you in the way you deserve.

MEETING RESPONSIBILITIES

Chairman Cochrane appointed Mike Curtis, Richard Smith, Andy Grieco, and Carlos Brito as tellers.

Chairman Cochrane appointed Myron Steves as the meeting's guest Parliamentarian.

MEETING AGENDA

The meeting agenda was adopted.

MINUTES

Minutes from the Quarterly Congregational Business Meeting of February 10, 2019, were approved by acclamation.

MEMBERSHIP UPDATE

Pam Seide, deaconness on the Connect & Equip Commission, first invited those in attendance that were not yet members to become members, explaining that the forms are now available on the RHCC website. Also, she invited the new members from tonight's meeting and from the February meeting to pick up their 'new member's gift' in the foyer. Pam then reported on the membership updates (new members added and members removed by request or home-going). Total membership after tonight's meeting is 1849. Details of the membership changes are as follows:

Members to be added

1. Abel, Necole
2. Bombback, Daniel James
3. Bowman, Ashley
4. Bowman, Tyler Michael
5. Boyd, Jocelyn
6. Brown-Hallet, Stephanie
7. Chai, Yongjun
8. Cohen, Reagan
9. Curtis, Tracy L.
10. de la Peña, Hannah
11. de la Peña, Lianne
12. Edmiston, John
13. Edmiston, Minda
14. Fletcher, Julie
15. Fletcher, Keith
16. George, Jeff
17. Hallet, Chris
18. Hawkins, Diane
19. Hawkins, James
20. Hipkins, Chip
21. Jones, Jean
22. Ke, Huirong
23. Lee, Alice
24. Lee, Timothy
25. Lum, Jill G.
26. Lum, King P.
27. Nuzzolese, Diane
28. O'Brien, Patricia
29. Robles, Humberto (Bert)
30. Robles, Mary Jo
31. Shearing, Patricia
32. Snead, Robin
33. Wang, Yiting
34. Wheeler, Austan
35. Wolff, Christy

Members to be reinstated:

1. Stucker, Bruce
2. Stucker, Juanita

Members to be removed due to requests, transfers, or inactivity:

1. Baklenko, Aleah
2. Baklenko, Brian
3. Cook, Carol A.
4. Schroeder, Linda

Members to be removed (through home-going)

1. Anderson, Violet M. (Vi)
2. Carnegis, George A.
3. Hathaway, Lori
4. Leonard, Paul J.
5. Prophet, Verlin E. (Gene)
6. Schutzenberger, Louis F. (Lou)

Chairman Cochrane called for a vote, and the new members were welcomed by acclamation.

CONFIRMATION COMMITTEE UPDATE

Pastor Lloyd Gilbert reported that, since its formation in February, this committee walked with Hunter, met with him, and vetted him – all of which further affirmed their choice. Lloyd then moved that we extend the call to Hunter for Pastor of High School Ministries. Chairman Mike asked for affirmation of this confirmation and call; the ayes have it. Hunter and his wife Meagan were invited onstage for prayer.

CHILDREN'S MINISTRIES UPDATE

Richelle Bergley, Children's Ministry Director, gave an update on what the Children's Commission has been working on for the past 6 months in finding a new curriculum. It had been found that the current curriculum was not serving Children's Ministries in the way they had hoped. It had caused division, rather than unity. Therefore, it was important to find a curriculum that would be unifying. She 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. Five programs were considered. With feedback from the weekend volunteers, the CM staff, and the Tuesday Night Live volunteers, along with input from Emily Tabari, the 5 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; the 4th grade teachers especially liked that the discussion questions dive deeper than the current curriculum; and families will find it easy to talk about the lessons at home with their children.

NOMINATION OF CHURCH LEADERS

Matt Butler, Nominating Committee Chairman, confirmed the slate of Nominees for Church Leadership for the 2019-2020 church year:

Chairman –	Mike Cochrane (Incumbent)
Elders –	Gene Chou, Clyde LaGue, Terry Wheeler, Jim Walter (Incumbent)
Children's Commission –	Emily Tabari, Joyce Wagner, Desi Webster, Kristen Michaelian (floor nomination)
Congregational Care Commission –	Barb Rankin
Connect & Equip Commission –	Lily Tsau (Incumbent), Brooke Lykins
Finance & Property Commission –	David Wallin (Incumbent), Peter Knickerbocker
Global Outreach Commission –	Ted Holdeman (Incumbent), Rosie Chia, Cathy Smith (floor nomination), Alice Barsegian
Life Group Commission –	Jamie Houck (Incumbent), Julio Sical (floor nomination)
Local Outreach Commission –	Ron Kong (Incumbent), Richard Tamble (Incumbent)
Personnel Commission –	Don Lanzinger (Incumbent), Phil Hodges, Jr.
Stewardship Commission –	Tracy Curtis
Student Commission –	Necole Abel
Worship Arts Commission –	Brian Smith (Incumbent), Steve Keith

Ballots will be available beginning Tuesday, May 7, 2019; and voting will close promptly at 4 pm on Tuesday, May 21, 2019.

CURRENT FINANCIAL STATUS – TREASURER'S REPORT

Garth Edwards, Church Treasurer, presented the Treasurer's Report. As of April 30, 2019, the revenues are \$7,189,000 and the expenses are \$7,004,000 – which results in a difference of \$185,000. Staff and ministries were asked to cut back on spending and expenses, which will help to close the gap. Garth happily reported that attendance is up 1.7%!

Richard Smith, Elder to the Stewardship Commission, reported on the projected income. The \$7,930,000 budget amount for this fiscal year was kept without change for next year. They felt that no change was important and that would make it easier for staff to budget. Although we may not reach this amount by the end of this fiscal year, we anticipate that we will in 2019 – 2020. In 4 to 6 weeks we will have the new website, which will generate

new folks coming, and in turn, increase giving. We will also make needs known to the congregation, so that all will have the opportunity to respond.

2019-2020 MINISTRY VISION AND SUPPORTING BUDGET

Pastor Byron, Senior Pastor, began this presentation by stating that back in 1989 there were still 18,000 people groups yet to be reached; now, in 2019, there are only 500 left! RHCC has taken part in that achievement over the years with goals to reach people in the South Bay, Jerusalem, the 10/40 window, and to the ends of the earth. These remain the church's goals and are represented in this budget. As Richard just pointed out, the budget amount will remain the same, with the only "change" being my (Byron's) leaving. The \$7.93 million is a very robust budget to meet our stated goals. The money will be used to continue providing excellence in music (Michael and Tavia have developed 4 new songs for our REVIVE series), in discipling children (it's exciting to anticipate what this new curriculum as presented by Richelle will do in the growth of the children), students (Lloyd has been and continues to be such a seasoned teacher and leader to our students), and adults (Support Groups have ministered to so many niche groups - divorce, cancer, grief, etc.; Life Groups are providing relationship and discipleship through the excellent and stunning Revive series developed by David and Vance, as well as partnering with Local Outreach for groups to minister/serve together). Within Global Outreach we've been shifting monies to help those who are sharing the gospel and developing churches. Relgnite Hope has become a profoundly transformative ministry, taking gang members and others off the streets, giving them a skill and teaching them the gospel which really makes a life-change possible. What if this were expanded? That is not in this budget, but shades of things to come. Also, communications have been elevated with help from Sam Tabari, Patty Shearing, videos, etc.

Pastor Byron made the following motion, seconded by Craig Kelford:

"I move, based on the recommendation of the Elder Council, that the Ministry Plan and Budget for Fiscal Year 2019-2020 be adopted."

The floor was then opened for discussion. It was noted -

- that there seems to be a significant increase in Pension and Retirement. Byron said that number comes directly from ECC.
- that while Camilla Croxton has retired from ministry in Romania, she will be supported through the summer in her transition.
- that the reason Gateway is no longer on the budget is that it didn't bear the fruit we had hoped. The community was not truly engaged and it ended up being more of a transfer of people from RHCC main to Gateway. Also the facility expenses increased and could only handle 80 people, so there was no room for growth. It is truly a hard loss.
- that the funding for Grants was increased from \$75,000 to \$125,000. This fund was increased because of retirements of those on the field.
- that the maintenance and repair budget may need bolstering to adequately address current and future issues. Byron said that besides the \$90,000 from LOTH going towards this part of the budget, they are paying attention to these issues. Perhaps some special stewardship campaign will be needed in the future. In general, over the next 12 months there will be more robust discussion around capital funds.
- that CEF is supported in Los Angeles, but not in the South Bay. Byron said that this switch will be considered.
- that there was a major reduction in the Outreach budget. Pastor Byron said that this won't eliminate anything; everything will be covered.
- that for the Contemporary Worship, we had been spending, not budgeting. So this budget reflects what we've actually been spending. Having 2 bands per weekend has increased the money paid to hired musicians.
- that the amount under Children's sends about 30 counselors to camp in the summer.

Chairman Mike then called for the vote to pass the budget. The motion passed by unanimous acclamation.

DISCIPLESHIP PATHWAY AND REVIVE UPDATE

David Krall, Life Groups and Young Adults Pastor, reported on the beginning of the Revive series: 955 people signed up to participate; 19 new Revive groups began, which totals over 80 groups doing Revive; over 750 people attended the kick-off. This really shows God is at work!

Pastor Vance shared that he had prayed for 14 years for someone like David Krall to have the vision and passion to do something like this. He and David wanted to do a follow up to Rooted; they asked at Saddleback if they had developed anything, but found they had not. So last summer, Vance and David decided to write their own. Their desire is to move from being a church “with” small groups to a church “of” small groups.

LOCAL OUTREACH REPORT

Pastor Steve Bunyard, Associate Pastor of Outreach, reported on Reignite Hope. It was birthed on Skid Row 8 years ago with just five men, with the focus – then and now – on Careers and Christ. Although they moved to a bigger facility in Gardena to accommodate larger classes, they still have to turn people away. Approximately 250 will go through the program this year. Similar facilities were begun in Philadelphia and the Philippines – and perhaps another will open in Orange County soon. In three weeks, the first class of veterans will begin!!

The hope is to take this model of Reignite Hope and train people in other types of vocations, creating a new San Pedro Job Training & Community Center. Pastor Steve showed some buildings that are being considered for this new facility.

(Pastor Byron earlier gave an update on Gateway during the Vision and Budget presentation, so Pastor Steve did not repeat it here.)

CONGREGATIONAL CARE MINISTRIES UPDATE

Susan Johnson, Director of Care Ministries, gave the Care Ministries update using a “Medical Care Model.” The “First Responders” consist of the Prayer team, the Connect Cards, and the Life Group leaders. They are the ones that “identify the need.” The “Primary Care Physicians” consist of the Pastors and the LG leaders. They are the ones who provide biblical support and referrals. The “Specialists” consist of the leaders of all the different Care Ministries – Celebrate Recovery, Career/Job Support, Divorce Care, Grief Share, Faith & Finances, Widows Support, Kidbridge, Cancer Support, and Christian Grandparenting). The Congregational Care philosophy is to give Christ-centered care provided in community, to be proactive and preventative, to be provided by all members of the church by listening to and praying for each other, to have respect for limits (for example, we cannot as a church provide medicine or on-going transportation, etc., but we do partner with agencies that do), and to include both giving and receiving.

REPORT ON PERSONNEL ISSUES

Bob Cubillos, Business Administrator, began the report on the HR investigations by stating that we need to be mindful of the right of privacy that extends to all persons involved in the investigations mentioned by our Chairman at our last meeting. Therefore, we must maintain a high degree of confidentiality for any person who asserts a claim and any person who is the subject of that claim. We cannot go into any of the details. When a Christian attorney helped us update our Employee Handbook and policies in March 2007, we included all the applicable labor law changes made since the prior revision. The handbook lists all the types of unlawful harassment and it encourages all employees “to report any incidents of harassment forbidden by this policy immediately so that complaints can be quickly and fairly resolved.” During the last five (5) months, the Human Resources Department within the Business Office received three (3) complaints. Each contained words that alleged a hostile work environment at RHCC and contained words alleging harassment from staff or from elders. To be clear, there were no claims of sexual harassment, nor any type of physical or verbal harassment or types of harassment listed in the RHCC Employee Handbook. Nonetheless, these allegations were taken very seriously. A meeting with select members of the elder council and the personnel commission agreed that there were both biblical and legal issues involved here, and both needed investigation. While some of the members at the meeting worked on the biblical side toward reconciliation of the parties, the Business Office and Personnel Commission elder contacted the Christian attorney. He recommended RHCC consult with another attorney who is expert in these matters.

Christina Dake, Human Resources Director, continued the report informing that the attorney guided them through the process he uses to investigate allegations of harassment and hostile work environments. It involved using specific questions for the claimants, the persons who were the subject of the claims, the eyewitnesses, and everyone mentioned in the claims. After using the questions to interview everyone involved, I sent all my transcribed notes of the responses to him for his review and for him to render a final determination. At the time of this meeting, we have received his determination on two of the three cases. He found that no facts were

presented to support the claim of harassment or a hostile work environment other than feeling hurt or distraught. He said that the problems experienced appear to have been related to poor communication between the individuals and misunderstandings, including of one another's roles and responsibilities. In order to ensure that these types of misunderstandings do not occur in the future, I have outlined the following HR Action Items for the Business Office and Personnel Commission:

1. Determine if our policies relating to these issues need to be updated in our employee handbook and have a mandatory policy review meeting with all staff
2. Conduct the mandatory all-staff training program in June/July 2019 to comply with California harassment prevention training requirements

In addition to these action items, the Elders have charged Elder Mike DiLustro and Pastor Steve Bunyard to work with Elders and Staff to bring relational healing to our leadership body. In a moment, Elder Jim Walter will present how we plan to use the services of the Best Christian Workplaces Institute to also help us grow closer as staff and elder ministry partners.

In closing, Bob stated that these matters should have been brought to the attention of our Human Resources Director, Christina Dake, or the Personnel Commission much sooner. Doing so could have resulted in a much better outcome. Speaking on behalf of the church leadership, he stated that, "We are grieved that we were unaware of what was going on. We also believe that the reconciliation process outlined in Matt. 18 should have occurred much sooner, preferably even before having to involve our outside legal counsel. A new policy is being reviewed that requires church leaders to become involved much sooner and to decide next steps in the reconciliation or investigation process. We know these events have brought much heartache to all involved. We, too, are burdened with that heartache. Our hearts go out to the staff and to the elders involved in these investigations. We are sorry for the many sleepless nights this has caused you and for the disruption this has brought to your families. I especially apologize to those directly involved and to their spouses. We are consoled, however, by the fact that, in the cases where reconciliation has taken place or where we have been told that there was not a spiritual need for the parties to meet, God's Spirit has been at work. This has been beautiful to see. Brothers and sisters have been able to forgive one another because they know that God has forgiven them of their sins. Since God's love absolves us of all guilt and restores us to right relations that are integral to the gospel and kingdom living, we believe that the staff and elders are absolved and remain above reproach."

Finally, Bob recommended to Chairman Cochrane that "we keep the church body informed of these and other similar matters to the extent required by Scripture, referring specifically to Matt. 18:17 – 'and if a brother or sister sins and they refuse to listen to you, tell it to the church.' We are told that such things are to be brought to the congregation only when the other steps have failed; and that otherwise, such matters will be handled as the Scriptures and law requires."

Jim Walter, Elder to the Personnel Commission, reported on the staff and elder surveys conducted by the "Best Christian Workplace." These surveys were done, because we have our congregants and our communities in our hands to bring the gospel to in the best way possible, and because we desire to make RHCC the best work environment possible. We are doing well for both; but we have our issues, so we can do things better. These surveys help us see how we are doing related to other comparable places, as well as revealing areas where we can improve. These improvements will happen over the next months.

RHCC TRANSITION SURVEY RESULTS SUMMARY

The RHCC Elder Council engaged the services of one of the most sought-after Pastoral Search firms in the U.S. Two primary purposes are to help with communications to the church during the transition and to perform an all-church survey. Bob Cubillos reported on some of the results of the survey. He began by thanking Sam Tabari, Director of Communications, and Christina Dake, Director of Human Resources, for their work on their respective parts of the analysis of the survey. Sam is diligently working to produce an Executive Summary of the contents and comments from the open-ended questions, while Christina will look at the responses relating to RHCC staff. Also, currently, the Elders are reading through all the comments to obtain a sense of where, or on what issues, the congregation is concerned, where they are thankful, and what they, as the Elder Council, may need to work on, or assist with, during this interim time.

RHCC Transition Survey Results:

- 2,836 email invitations sent
- 1,399 invitations opened (49%)
- 1,042 responded (75%)
- 25 Questions
 - Qs 1 – 21 selected responses
 - Qs 22 – 25 open-ended responses

Bob divided the 1,042 congregational responses into four tiers.

- Tier 1 ≈ 75% responded similarly on –
 - Q8, 76% (768) grew up in a church setting
 - Q2, 74% (754) have attended RHCC 10+ years
 - Q5, 73% (739) attend a service 4X per month

As you look at the high percentages in this tier, we conclude that the respondents (1) share a strong loyalty to RHCC, (2) have a long-term commitment to the ministry, and (3) are heavily invested here. Therefore, this tier of information tells us that we ought to carefully assess what those of you who responded to the survey are saying.

- Tier 2 ≈ 66% responded similarly on –
 - Q1, 67% (702) feel thankful / grateful
 - Q3, 65% (656) are age 55 and over
 - Q4, 63% (641) are female

This second tier revealed some demographic data and the general disposition of this large segment of the congregation. Question 1 (Q1) asks respondents to select up to 6 words that best represent how he or she feels about RHCC today. Two thirds of you feel thankful and/or grateful.

- Tier 3 ≈ 50% of respondents –
 - Q10, 57% (572) love the teaching
 - Q 1, 56% (591) feel hopeful / optimistic
 - Q10, 50% (494) like the worship experience
 - Q 1, 47% (372) feel concerned / sad
 - Q10, 46% (461) like the fellowship / community
 - Q 7, 44% (449) are involved in a small group

Tier 3 represents approximately one-half of the respondents' similar sentiments or views.

Q10 received high enough responses from the respondents to place it in this tier three times.

Q10 asks, "Why do you attend RHCC (choose top 3)." This question goes to what motivates the respondents to attend and what attracts and retains them.

Q7 appears only once and asks, "Are you involved in either Sunday school classes or in a Small Group?"

Q1 appears twice. While we are thankful for the fact that 56% are hopeful / optimistic, we need to work on the fact that 47%, that is, 372 of you are concerned and / or sad about your church. I am certain this will be prayed about and looked into by the Elder Council during the interim time.

- Tier 4 ≈ 33% of respondents –
 - Q16, 37% (293) expect increased / renewed vision for RHCC
 - Q12, 29% (291) improvement in building community

Q16 reflects the hopeful expectation of the new pastor in his first 12 months and expect that the church vision /focus will be increased or renewed by him within his first year.

Q12 relates to where the respondents feel RHCC could use the most improvement.

On Q17 (New Pastor Leadership Qualities) –

- 86% (680) of respondents desire an Inspiring & Challenging Preacher and Teacher
- 43% (338) of respondents desire a Mentor & Intentional Discipler
- 40% (318) of respondents desire a Well-loved Leader / Vision-caster

Q17 represents the highest percentage of similar responses of all the questions on the survey; it is something on which respondents agreed. Therefore, it is statistically significant. The question asks, "What are the most important leadership qualities our new pastor must possess? (Choose your top 3.)"

While 86% similar responses are statistically noteworthy, it is also not that surprising, since RHCC has always had a strong pulpit ministry in its history.

Next in importance (and notice that it is half of the 86% of respondents) are the Pastoral qualities of being a mentor and an intentional discipler.

The significance of your responses to Q17 is that you, the RHCC congregation, are telling us what leadership qualities you expect in the next Senior Pastor. This congregational data will be of tremendous importance to the Senior Pastor Search Committee and their questionnaire for candidates to the position. A detailed questionnaire will undoubtedly be given to the final 10 or 5 or 3 candidates. It is especially important to assess how the candidates respond to the questions we design for them based upon your expectations, which were identified in the congregational survey.

For example, our questionnaire will probably have a section on Pastoral Leadership. Some of the questions appearing there should be similar to the following:

1. Explain how do you inspire and challenge people as a preacher and teacher. (We need to ask this because 86% (680) expect him to be an inspiring and challenging preacher and teacher.)
2. Describe how you mentor and intentionally disciple people. (This ought to be asked because almost half of the respondents expect mentoring and intentional discipling.)
3. What are the specific indicators on which you and other church leaders at your church rely to indicate you are a well-loved leader and vision-caster? (The previous rationale applies to asking this question, since 40% expect this of the next senior pastor.)

On Q18, which asked what the New Pastor should spend his Energy / Time Focus / and Management on –

- 77% (610) of respondents chose Teaching & the Weekend Experience
- 43% (342) of respondents chose Implementing Vision
- 43% (339) of respondents chose Pastoral Care

Again, the candidates that answer the questions on the Sr. Pastor Search Committee's Candidate Questionnaire in ways that affirm that they spend their energy, time focus, and management on the above will align more closely with the RHCC congregation's expectations.

On Q19, which asked what Sermon Components are Most Important –

- 74% (583) of respondents chose Strong Biblical Knowledge / References
- 68% (535) of respondents chose Application to Everyday Life
- 58% (459) of respondents chose Spiritual Nourishment

Again, we will need to ask pastoral candidates specific questions that tie back to the RHCC congregation's expectations for the next Sr. Pastor. If our next Senior Pastor focused instead on being humorous or providing innumerable illustrations, or only focused on challenging our intellect, he *will not* "fit" with our expectations identified by the survey that he provide strong biblical knowledge & references, that his sermons provide us with applications to everyday living, and that they provide us with spiritual nourishment.

On Q14 (Desired Pastoral Character Traits) –

- 72% (569) of respondents chose Prayerful and Wise
- 66% (523) of respondents chose Honest and Trustworthy
- 57% (449) of respondents chose Faithful and Steadfast

If we do not require the above traits in our new Senior Pastor, and rather have someone who is a very Godly, gifted man who instead prefers to focus on entrepreneurial and new visionary initiatives, we may feel as if there is not as good a fit as we had hoped.

On Q13 (Desired Pastoral Strengths) –

- 56% (440) of respondents chose Teacher
- 52% (412) of respondents chose Pastor
- 37% (291) of respondents chose Relational

As you see, you are expecting that your next Sr. Pastor possess the strengths of being a teacher, a pastor, and relational.

In closing, we believe that, in addition to our diligent prayer and preparation for our next Senior Pastor, the RHCC congregation will be well served if the Sr. Pastor Search Committee makes diligent use of this important

survey data. By using this data in the Search Committee's questionnaire for Senior Pastor Candidates, it will:

- increase the likelihood of a good pastoral and leadership "fit" with the RHCC congregation, and
- increase the degree to which he is respected and valued, because he will reflect your pastoral expectations.

Finally, Bob concluded his report by saying that the Elders will not ignore the responses and that the funds used to collect this valuable information was money well spent. Chairman Mike concurred, stating that all elders read the survey responses and are paying close attention.

NEW BUSINESS

Chairman Mike Cochrane stated that we want to make a choice together to open up time for prayer and relationship building by moving the selection of the Senior Pastor Search Committee to the September 22, 2019 CBM for the following reasons:

- This will better honor Pastor Byron and Lynda
- This plan is also in accord with our RHCC By-Laws
- Most importantly, we want to take time to go before the Lord and seek His will in prayer before we start this important process.

Steve Bunyard, Associate Pastor of Outreach, presented a plan for prayer and relationship building. He expressed that we want to get better at working harmoniously. Yes, we have people who have been hurt, but we are going to work to find areas that need to be strengthened, repaired, etc. Mike DiLustro is meeting with the Elders and Pastor Steve is meeting with staff, in order to find those areas. He reminded us that Jesus chose 12 disciples, all of whom failed Him. But, when He arose and appeared to His disciples, He chose them again. We all will experience people who fail us, but we can choose to work things out with them, following Jesus' example.

OPEN FORUM

Roy Barile posed a question regarding Local Outreach. He is on the Board of Beacon Light Mission and asked if the church would please consider redirecting funds to them for expansion, because they are a local ministry.

Mike Mandel came up to pray.

Susan Johnson adjourned the meeting 9:15 PM, praying through a Psalm over the church.

s/Jane Wallin
Church Secretary