

**ROLLING HILLS COVENANT CHURCH**  
**Elder Council – Meeting Minutes**  
**June 3, 2019 (Approved 06/17/19)**

**MEETING ATTENDANCE**

Name	Position	Present	Absent
Mike Cochrane	Chairman	X	
Anthony Galante	Vice Chairman	X	
Shawn Hurley	Executive Preaching Pastor	X	
Terry Wheeler	Elder – Children’s Commission	X	
Jerry Rilling	Elder – Congregational Care		X
Gene Chou	Elder – Connect & Equip 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 7:01 PM, Chairman Cochrane opened the meeting in prayer.

Rosie Chia acted as Secretary for this meeting.

Prior to this meeting, Chairman Cochrane asked for an E-vote of the elders to approve sending seven delegates to the ECC Conference. The vote was unanimous.

**DEVOTIONAL – PSALM 119: 73-80**

Ben Eroen gave the devotional on the large universal truth of who God is and then an individualization of the psalmist. The psalmist is seeking an understanding of the proper way to respond to the command he has been given. We don’t choose our circumstances but we do choose our responses. He referenced 2 Corinthians 1:3-7. God comforts us so that we can comfort those in need when the time comes. Ben read Isaiah 55 to the council as a benediction for the start of the new council year.

**ELDER PRAYERS**

Chairman Cochrane led a time of praise to the Lord and welcomed Gene Chou and Terry Wheeler to the Elder Council. By unanimous consent, the elders gave a vote of acclamation for Gene and Terry to serve on their various commissions.

**MINUTES**

Meeting minutes from the 5/20/2019 meeting were approved by acclamation.

**ADOPT AGENDA**

The agenda for this meeting was adopted by acclamation.

**BEST CHRISTIAN WORK PRACTICE**

Jim Walter gave a brief introduction to the presentation for Best Christian Work Practice. It was suggested that going through it better instead of faster is preferable. SLT will be advised.

## **DISCUSSION - Transition Team and Vision Team definition update**

Chairman distributed copies of the charters for the teams. The team definitions are:

### ***Transition Team Definitions Update***

**6-3-19 Rev B**

#### **Interim Leadership Team (ILT)**

*Charter: We will serve as a decision-maker/leadership forum in place of the Senior Pastor (SP) while maintaining coordination with the Elder Council, the Ministry Team, SLT and the Preaching Team.*

*Duties:*

- 1. Assume all decision-making duties & responsibilities of the SP as outlined in the Constitution and By-Laws in a shared-leadership and shared-authority model with the Elder Council.*
- 2. Answer all questions posed by Ministry Team that would normally come to the Senior Pastor.*
- 3. Determine which Pastors or Guest Speakers will speak in each of our Weekend Worship Services under the direction of the Chairman and the Elder Council with key input from the New SP Search Committee.*
- 4. Collaborate with SLT (Staff Department Leaders) and the Preaching Team.*
- 5. Promote Elder & Staff Unity (Steve B. & Mike D.).*

***Frequency:*** *Twice a month meetings, Wed at 4pm. The team must be available at a moment's notice.*

***Duration:*** *Started to form in February 2019 and will exist until the new RHCC Senior Pastor is called and installed at RHCC.*

***Team:*** *Chair: Mike Cochrane, Anthony Galante, Steve Bunyard, Shawn Hurley, Mike DiLustro.*

#### **Vision Team**

*Charter: We will sense from the Lord the outworking of our RHCC DNA to explore our refined vision, distinctives and direction.*

*Duties:*

- 1. Praying and seeking the Lord for wisdom and His vision for RHCC.*
- 2. Process all the information from the All-Church Survey.*
- 3. Identify and bring our RHCC DNA, Calling and Distinctives to the surface.*
- 4. Explore our unique Vision that is distinct for RHCC as a church and allow it to inform how we develop the Preliminary Job Description of the New Senior Pastor.*
- 5. Develop a Preliminary Job Description of the New Senior Pastor (SP) for the RHCC New SP Search Team.*
- 6. Develop suggested questions for behavioral interviews of candidates.*
- 7. Send Vision materials, Preliminary New SP Job Description and suggested behavioral interview questions to the Elder Council for approval.*

***Frequency:*** *Twice a month meetings, Wed at 5pm.*

***Duration:*** *Started to form in February 2019 and goes until July 2019*

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

Chairman Cochrane moved for a vote to approve the charter. The motion was approved.

Chairman Cochrane wants RHCC to be an even more welcoming church. He stated that we are doing a good job on the backdoor, and now it's time to do a better job on the front door.

He reviewed the duties, responsibilities and expectations of the Interim Leadership Team (ILT) and Vision Team. In particular, he stressed that ILT will be available to the ministry team. We will follow the constitution on the search process for the next Senior Pastor. The search committee is expected to be put in place in September.

### **SERMON SERIES**

Pastor Shawn gave an update on the teaching series "The Anchors of Faith" based on RHCC's Teaching Statement and the gender series. He asked for strategic clarification on the timing of the gender series and RHCC's complementarian position. The EC concluded "The Anchors of Faith" series is for summer 2019 and the gender series is for spring of 2020.

The vote on the Teaching Statement will be at the March 2020 CBM.

### **RELATIONSHIP BUILDING**

Pastor Shawn suggested that elders and pastors come once a month to the Saturday night service and stay for dinner with staff and the guest speakers. There was general agreement that this is a good idea. It will allow for building and strengthening of relationships between staff and elders. Tentatively, these dinners are planned to take place every month except December.

Chairman Cochrane will distribute the revised Teaching Statement to Terry and Gene.

Mike DiLustro made the motion, seconded by Ben Eroen to adopt the ILT and Vision Team charters. The motion passed unanimously.

### **WAC UPDATE- The Gathering**

Ben gave an update on the meeting with leaders from The Gathering. With the departure of Pastor Byron and Tavia, it was discussed to end The Gathering. The response was disappointment, as the congregation would like to continue as a community. There has been no final decision on the status of The Gathering. It is encouraged that, as an option, those in The Gathering attend and worship on Saturday night.

Pastor Shawn asked for some of the elders to participate in the discussion on the direction of The Gathering. The general feeling among the council is to discontinue The Gathering and perhaps have the Spanish service on Sundays at 11:15am in the 290's. Based on CM Director Richelle Bergley and CM staff input, the change would be after Labor Day.

The vision is to have one worship service at each service time to lessen the variety of service option to allow the congregation to worship together.

### **SERVICE OPTIONS**

Ben Eroen reported that he has been presented with four different service options. The options are:

1. Change Sunday 9:30 AM contemporary service to Worship Center. Choir will only be at 8:00 AM service.
2. Remain status quo but video into the 290s. The live pastor will always be in the WC.
3. Same worship times all in the WC. Sunday's 9:30 AM service would be a truly blended mixture of contemporary and choral music.
4. Only 9:00 AM and 11:00 AM service on Sunday. Eliminate 8:00 service and have singular preaching voice with the live pastor only in the WC.

All of the options maintain the Saturday night service.

Ben will present these options to WAC and bring their feedback to the council. Chairman Cochrane suggested perhaps Michael Barker try some of these options during August.

### **PERSONNEL RECONCILIATION AND INVESTIGATIONS**

Bob Cubillos, Jim Walter, and Christina Dake from HR reported that, based on the independent investigations, the report concluded there is no evidence anyone on the council contributed to harassment or a hostile work environment. There are no other claims on these issues; however, there were claims of religious limitations which may need to be addressed - primarily the issues of spiritual formation and women in leadership.

### **DIRECTOR OF WOMEN'S MINISTRIES SEARCH UPDATE**

Pastor Garrick Hanger reported that Gene Chou will serve on the Search Committee for the Director of Women's Ministries. The committee has finalized the candidate profile and has solidified a job description. The job posting will be in the next few weeks and the committee will start gathering and grading potential resumes.

Bob Cubillos reported that we have received another undisclosed estate gift.

### **CLOSING PRAYER**

The meeting adjourned at 9:10 PM

### **Next ECM Dates:**

**June 17**, 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: September 22**, and November 10, 2019 at 6:30 pm.

Respectfully submitted,

p. p. Rosie Chia  
Jane Wallin  
Church Secretary

