

ROLLING HILLS COVENANT CHURCH
Elder Council – Meeting Minutes
June 17, 2019 (Approved 07/22/19)

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		
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 7:00 PM, Chairman Cochrane opened the meeting in prayer.

Rosie Chia acted as Secretary for this meeting.

BEST CHRISTIAN WORKPLACE- SURVEY RESULTS

Giselle Jenkins from Best Christian Workplace reported on the surveys conducted with RHCC staff and leadership.

STAFF SURVEY. There seems to be a high number of disengaged employees, which does not allow the church to function at a high level. This is a tough place for a church to be, but Giselle related that there is hope. She has observed that working to repair relationships helps to bring healing and improvement in *all* areas that are lacking. According to the survey, staff appears satisfied with pay and compensation, but are concerned with the work environment. There is a lack of trust, which seems to arise from poor two-way communication. In addition, there is a lack of defined direction, along with wide strategy differences, which severely hinder effective communication. Positively, there was a strong response that, although there is lack in several areas, people still desire to work hard and perform well at their jobs.

ELDER SURVEY. The elder engagement results were approximately 30% higher than the engagement of employees. The elder council has shared experiences and qualifications, which may explain the higher percentage. The survey shows the elders are concerned about how the church runs. Although the results are higher, there is a correlation with the staff responses regarding engagement and satisfaction. The source of conflict needs identification and, possibly through an outside source, mediation of that conflict to bring resolution. Clarity of the role and responsibility of elders may be necessary.

Chairman Cochrane will distribute complete copies of the surveys for elder review.

DEVOTIONAL – 1 Peter 5:2-3, Romans 14:19

Chairman Cochrane gave the devotional on the elder’s job as shepherds. There is no distinction between pastors and elders when it comes to shepherding - do what is necessary to make peace in the body and mutually edify each other. He encouraged the elders to make every effort to bring peace and resolve conflict.

ELDER PRAYERS

The elders spent time in prayer for peace and for the needs of those in the church.

MINUTES

Meeting minutes from the 06/03/2019 meeting were approved by acclamation.

ADOPT AGENDA

The agenda for this meeting was adopted by acclamation.

LOCAL OUTREACH APPOINTMENT

Hoon Dokko made the motion, seconded by Craig Knickerbocker to appoint Lourdes Mireya Alvarado to the Local Outreach Commission and increase the size of the commission by one. The motion passed unanimously.

VISION TEAM & INTERIM LEADERSHIP TEAM (ILT) – UPDATE

Chairman Cochrane reported that the Vision Team affirmed the hallmarks of RHCC in honoring the great commission to make disciples and the great commandment to love the Lord. We need to improve in the area of loving our neighbor with the second touch and third touch of visitors. The Vision Team wants to know if there is a need to offer some vision statements. All recommendations of the Vision Team will come to the Elder Council for approval. The elders unanimously voted to ask the Vision Team to bring some vision statements.

Pastor Shawn reported that the teaching schedule has been adjusted a little to allow Pastor Jon McNeff to speak in August. He reported on the guest speakers currently scheduled for the next several months. If the Senior Pastor Search Committee identifies a potential candidate, the schedule will be cleared to accommodate the candidate.

Pastor Shawn reported that Best Christian Practice suggested one staff person and one elder to drive their recommendations forward. Once the elders have reviewed the full results of the survey, the elder and staff person will be identified.

CLOSING PRAYER

The meeting adjourned at 9:30 PM.

Next ECM Dates:

July 22, August 5, August 19, September 16, and October 7, 2019.

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

CBM Dates: September 22, and November 10, 2019; February 9, March 1, September 20, and November 8, 2020 at 6:30 PM.

Respectfully submitted,

p. p. Rosie Chia
Jane Wallin
Church Secretary