

**ROLLING HILLS COVENANT CHURCH**  
**Elder Council – Meeting Minutes**  
**July 22, 2019 (Approved 08/19/19)**

**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	
<del>Jim Walter</del>	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 Cochrane welcomed everyone and opened the meeting in prayer.

**DEVOTIONAL – PSALM 119:81-88**

Rod shared his devotional thoughts and reflections on this passage in Psalm 119.

Vs. 81 – This verse caused him to consider his own salvation and all that God has saved him from known and unknown things. As Christians, we have a certain hope.

Vs. 82, 83 – Am I comfortable with my place in the world? Do I long for the Lord? What are my eyes on? Do I invite correction?

Vs. 84 – Do I long for God’s judgment of others? Or, do I long for God’s mercy?

Vs. 85 – Do the sins of others take my eyes off Jesus? When does the sin of others make my sin greater?

Vs. 86 – Do I say, “I wish the Bible didn’t say that?”

Vs. 87, 88 – A very good ending to this section: Your unfailing love preserves my life.

**ELDER PRAYERS**

The elders prayed for needs of those on the council, for needs of those in the congregation, and for the church in general.

**MINUTES**

Meeting minutes from the 6/17/2019 meeting were approved by acclamation.

**ADOPT AGENDA**

The agenda for this meeting was adopted, with the option of moving items to another time if needed.

**DISCUSSION OF REPLACEMENT OF JIM WALTER AS PERSONNEL COMMISSION ELDER**

Jim Walter had to resign suddenly as elder of PC to minister to his wife, Becky, in the best way possible. (See Jim’s resignation letter attached.) Phil Hodges, Sr. has offered to step into the position vacated by Jim. Clyde LaGue was also suggested, as he received the next highest number of votes for elder positions in May and he did an excellent job on Nom. Com. the past 2 years. The continuation of the BCWI survey results and follow up is of utmost importance, as it will be a long, on-going process. There are also many items the Personnel Commission is dealing with right now (rewrites of policy, budget, BCWI, etc.), so whoever steps in needs to be someone already familiar with these things to provide the continuity needed at this time. For that reason, Terry Wheeler was considered for PC elder as well. The discussion lead to favoring Phil Hodges coming in as consultant, especially because he is well-known and has been Church Chairman, which gives him the knowledge and experience

needed for BCWI continuity, as well as other PC business, and Clyde LaGue coming in to fill the open elder position. (Later, it was determined that Terry would be moved to Personnel Commission, Clyde would come on board as Children's Commission elder, and Phil would come in as consultant.

### **DISCUSSION OF DREAM TEAM SPENDING SUGGESTIONS**

A "Dream Team" was formed with members from each Commission, who then worked together to make recommendations on how a Trust gift might be utilized. The team was given 90 days to prayerfully consider the possibilities and then make specific recommendations to the Elder Council for its review and approval. (These recommendations are in the Dream Team Final Report dated June 19, 2019 document attached.) Bob Cubillos presented the recommendations to the EC, noting that the team had focused on six items to address now and the amounts for each: children's classroom renovations/\$100K; Melanie Center, Mozambique/\$35K; security cameras/\$25K; staff retreat/\$7K; deferred maintenance/\$128K; and worship and tech equipment/\$36K. Several elders brought attention to the need for permits, etc. in order to properly do the renovations requested. The EC approved these recommendations by acclamation, along with providing the extra funds (\$200K) to do everything needed in the children's classroom renovations.

### **INITIAL DISCUSSION OF PROCESS FOR LARGE GIFTS**

With another recent substantial gift given, the EC again needs to consider how these funds will be best used. The elders were reminded that they had already addressed this, determining that this process need to be done slowly as we are in this season of transition, vision development, etc.

### **DISCUSSION OF PLAN WITH PEACEMAKERS FOR REPENTANCE & RECONCILIATION**

Chairman Mike bought Peacemakers books for the elders to read whether they have Peacemakers Ministries assist in the reconciliation process. The recommendation of help from Peacemakers came from BCWI. Phil Hodges was suggested as an excellent in-house source to help the EC in this process using the principles of servant leadership from his book and his intimate knowledge of and experience with RHCC.

### **STATUS REPORT ON VISION & INTERIM LEADERSHIP TEAMS**

Chairman Mike reported that the VT was in 100% agreement on the hallmarks of/what we love about RHCC as follows: - Biblical preaching, - Global and Local Missions, - Student's & Children's ministries, - Worship ministry, - Love of diversity/Inter-generational/Multi-ethnic/etc., - Variety of perspectives, - Unity in essentials/Sway in nonessentials, - Community & Discipleship, and – Following the Bible in all that we do. They also had 100% agreement on the issues that the church must address moving forward: grace, love and prayer. The team also identified distinctives that we currently exhibit and ones that we aspire to:

Current – multi-generational/ multi-ethnic/ multi-cultural/ multi-socioeconomic; high value on children, students, & families along with singles & mature adults; high value on global & local outreach; growing faith in lasting relationships/discipleship groups

Aspire – welcoming, caring, and loving church ("the most loving place in town"); desire that people feel like we go out of our way to welcome, greet, & include them; culture of the compassionate love of Jesus (each one to each one); do less / love more (whatever we do, do it with love for others)

Using these distinctives, the team produced several possible Vision Statements. (Details can be found in the Vision Team Report dated 7-22-19 attached.) Mike C. asked for two elders to guide Rod and Mike in narrowing down these Vision Statement choices; Gene and Craig volunteered.

Updating on the ILT, Pastor Shawn presented a list of guest speakers coming over the next 9 months. Several people helped to schedule these men, either because of their personal contact or because of relationship with them. The EC and their spouses will have the opportunity to meet and have dinner with the speakers after the Saturday evening services. With the departure of both Pastor Byron and Tavia, Pastor Shawn noted that some extra attention be given to that service. While unification among all service times and preachers is important to church health and growth, the WAC will examine and pray about the Saturday night service time and report back to the EC or ILT.

(The EC was reminded that a SET – Stewardship Evaluation Team – has not been formed nor done the biennial review of all the commissions since 2015-2016. It is time to do this process. Bob C. will send out those documents and report so that the EC can adjust the process if needed and get it underway soon.)

### **SELECT TASK FORCE TO WORK ON PREAMBLE FOR COMPLEMENTARIAN TEACHING STATEMENT ADDITION, LONG STATEMENT AND TEACHING ROLL OUT, MEN'S MINISTRY AND LEADERSHIP TRAINING**

Chairman Mike needs two elders to join him in getting this going; Mike D. and Craig volunteered.

## **INFORMATIONAL REPORT ON ANNUAL MEETING & PASTOR'S CHAT UPDATE**

Pastor Shawn reported that it was an excellently run meeting throughout the days. The strict use of Robert's Rules of Order allowed for thoughtful opinions/debates without out-of-control emotions taking over. The outcome was difficult to arrive at only because of the heartache, as the ECC has never had to vote a church out of the denomination. So sad, but necessary to remain in alignment with God's Word.

Regarding the Pastor's Chat, it was a communication tool unique to Pastor Byron and, therefore, it will be not be used in the same way, but will be used as needed in coming months.

### **DECISION ITEMS**

The documents that Pastor Byron signed creating a Rabbi Trust Fund for himself stated that he would pay all costs. However, since the actual cost of \$15,000 may be quite unexpected, the EC will discuss this with him before any decision is made to hold him to pay it or to arrange to share the cost with him in some way.

A substantial donation was made to Alpine CCC for Chapel building maintenance, which Alpine has now put on hold for now. They wondered if the use of the funds was restricted. We will have a discussion with them about what other uses they have in mind before a decision is made about how the funds are used.

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

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

### **CLOSING PRAYER**

Pastor Steve closed the meeting in prayer at 10:30pm.

#### **Next ECM Dates:**

**August 19** (Labib), September 16 (regular), September 23 (special), October 7 and 21, November 4 and 18, December 2 and 16, 2019, and January 6 and 20, 2020.

(EC meetings are typically 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, and March 1, May 3, September 20, and November 8, 2020, at 6:30 pm.

s/Jane Wallin  
Church Secretary

#### Attachments:

Jim Walter Resignation Letter dated July 12, 2019

Dream Team Final Report dated June 19, 2019

Vision Team Report dated July 22, 2019

## APPENDIX A – STAFF UPDATES

### Shawn

Hello everyone,  
July 11, 2019

I just wanted to send a quick update, letting you know what happened this week on campus.

**The atmosphere is lightening after Byron's departure:** At the start of the week, you could really feel his absence, and everyone seemed to be walking on egg shells. It was strange to see his office door open (it rarely was), and to see it so empty. His empty office communicated the finality of his departure in a way that nobody was really ready for. By the end of the week it felt like we had turned a corner, and we were beginning to move forward. There was a lot more laughter and lingering than I have seen in a while.

**We have almost all of our budget year booked with once a month guest speakers:** When I last presented our list to you, we still had 2-3 months that needed booking. Today, it is just down to May 2020. A huge thanks to Craig who was able to schedule both Jon McNeff and Ray Johnston. I will bring the updated schedule to the next elder meeting.

**We had a positive SLT meeting:** Much of our time was focused on evaluating the purpose of each staff meeting that we have, and re-visioning them for this interim season. I can present more on this at the next elder meeting.

**We are walking two staff through conflict:** We have had some relational issues come up within the staff, and I have been meeting with them to bring resolution. I am hopeful, but your prayers will make a huge difference.

**We are reviewing and re-thinking the Joshua series for the fall:** Although it would be a fantastic series one day, the sermon team is increasingly uneasy if it what we need right now. We are praying about it, but it is very likely we will propose preaching through Philippians at the next elder meeting.

**It is vacation season:** We have a lot of people out of the office, so please pray for rest and renewal for everyone. Also, please be praying for Vance, David Krall, and Lloyd who are all out on sabbatical.

**Marc Sonne passed away last week:** Please pray for Barbara (who is fighting cancer), and Kia and Kye. The memorial will be at RHCC on July 17th at 10:30 am. Everyone here is both grieving his passing, and grateful that he has finally been healed.

**Steve Bunyard will be preaching for Byron this weekend, and I will be in contemporary.**

Thanks everyone,  
Shawn

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July 18, 2019

I just wanted to send a quick update, letting you know what happened this week on campus.

**Staff Bonding Event:** We took all of the staff of the church out bowling today to laugh, connect, and move into a new chapter of ministry together with joy.

**Problem Solving Jim's Departure from Personnel:** There were a number of staff related items that Jim had been working on that need to be addressed in his sudden absence. We are working to identify all of the loose ends, and delegate them out until we have a new Personnel elder. The most important item that needs to be solved was Jim's role leading the BCW team.

**Conversations are occurring over Saturday Night:** Vision for the Saturday Night service was always directed by Byron and Tavia. With both of their departures we are having conversations about how to best support this service given it's rotation of preachers and also a new worship leader.

**The Preaching Team has reviewed a new Philippians series:** The consensus is that this is a better fit for the church at this time, and builds off of Revive really well. Due to the length of the document, I am attaching it here if you are interested in reading through it. It will continue to be edited for the next month or so.

**We communicated the results of the Covenant Church Annual Meeting vote to the Congregation:** Given the amount of press the vote had been given and the rumblings within our own church, we thought it best to address it through the Pastors Chat. We have received numerous emails from congregants thanking us for this.

**The Pastors Chat will evolve in the coming months:** The Pastors Chat was Byron's tool for communicating to the congregation, and in his departure, there was significant input to not use this forum in the same way. Instead of being monthly, it will be used on an "as needed basis" for congregational information. If you have an item that you would like to go in, Sam can help you do so.

**Garrick Hanger will be preaching in the Sunday morning contemporary services, and I will be in Blended and Saturday Night.**

Thanks Everyone,  
Shawn

**Steve**

**Lloyd**

**Garrick**

**APPENDIX B – ELDER UPDATES**

**CHAIRMAN (Mike Cochrane)**

**CHILDREN'S MINISTRIES (Terry Wheeler)**

**CONGREGATIONAL CARE (Jerry Rilling)**

**CONNECT & EQUIP (Gene Chou)**

**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)**