

ROLLING HILLS COVENANT CHURCH
Elder Council – Meeting Minutes
February 18, 2020 (Approved 03/02/20)

MEETING ATTENDANCE

Name	Position	Present	Absent
Mike Cochrane	Chairman	X	
Anthony Galante	Vice Chairman	X	
Shawn Hurley	Executive Preaching Pastor	X	
Clyde LaGue	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	
Terry Wheeler	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 Mike opened the meeting with prayer.

ADOPTION OF AGENDA

The meeting agenda was adopted as is.

DEVOTIONAL – TALKING WITH PEOPLE, NOT TALKING ABOUT PEOPLE

Chairman Mike began his devotional stating that Scripture emphasizes the importance of talking *with an individual*, rather than talking *about him or her* to another person. In Matt. 18: 12-14, Jesus tells the parable of the Lost Sheep. This parable shows true kingdom greatness – going beyond what is expected to reach the “one.” Then in Matt. 18:15-20, Jesus shows us how to deal with one who sins against us – that we must reach out from our heart and forgive. We begin the process by *going to the brother/sister* – if they repent, you forgive – and you move out as restored brothers/sisters. It’s a win – win – win situation! Gal. 6:1-3 gives another picture of dealing effectively with sin: sin is discovered – we *go to the one* and restore them. 2 Corinthians 2:5-11 shows the following pattern: one has caused grief – forgive that one – comfort him/her – reaffirm your love for them. Titus 3:10-11 shows us again that we are to *go to the one* who has sinned – in this case, not just once but twice – for the purpose of repentance and restoration. We must deal with our brothers/sisters *directly* as is shown all throughout Scripture – not only in the above referenced verses, but also in all the “one another” commands in Scripture. *Talking about someone* can be slander – speaking evil of, grumbling about, malicious talk – and is very serious in God’s eyes, as can be seen in the following Scriptures: Ps. 101:5; Prov. 10:18; Eph. 4:31; 1 Cor. 5:11; 1 Cor. 6:10; Jas. 4:11; Jas. 5:9; Titus 3:2; 2 Tim. 3:1-6; and 1 Tim. 6:4. While *talking about a brother/sister* seems to be a generational sin within our church, this Elder Council can break it off by dealing with sin – or even just differences – according to the above-referenced Scriptures.

EXECUTIVE SESSION – DISCUSSION OF PERSONNEL ISSUES

Next, the EC held Executive Session for the first part of the meeting.

ELDER PRAYERS

The elders prayed for the needs of those on the council and for needs of the congregation.

MINUTES

The minutes from the 02/03/2020 meeting were approved by acclamation.

ILT STATUS REPORT

SERMON SERIES UPDATE – SERMON ON THE MOUNT

Shawn reported that a 12-sermon series on the “Sermon on the Mount” will begin in April after Easter. With the guest speakers each month, this will bring us up to about July/August, when the “Go!” series will begin. There will be no guest speakers during this series in order to maintain the schedule with the Life Groups. Rather, there will be two guests in each of the months before and after the series.

BIBLICAL VIEW OF VISION

Pastor Steve began with a statement that, according to a George Barna survey, only 2% of pastors could articulate the vision of their church. He said that it our task to *learn* what God’s vision is for the church – not to *create* a vision. What is our vision? What is our goal? For companies, there will be different visions because of their answers to those questions. For churches, the vision for them all should be the same, which can be found in the Bible. Following are three distinctives: 1) Vision—what do I want to become; 2) Mission—how do I get there; 3) Purpose—does it glorify God.

The word “church” is the English translation of the Greek word “ekklesia,” which means “gathering” or “called out ones” – referring to ones called out of darkness into the light. There are five foundational pillars of any Ekklesia (local gathering of believers):

- 1) Prayer – Mt. 21:13
- 2) Worship – Col. 3:16
- 3) Fellowship – Heb. 10:24-25
- 4) Growth in faith – Col. 1:10
- 5) Sharing their faith – Mt. 28:19

Regarding prayer, it seems our church can do better. We need to have vision to strive for excellence in the area of prayer. Steve sees that our church could have a better view of what real worship is. The practice of so many people arriving late, perhaps thinking that getting there in time for the sermon is “good enough,” shows lack of understanding of worship as a whole. Next, can we improve in fellowship? Are we an ekklesia – gathering of believers – who love and care for one another? Are we being disciplined, so that we are growing in our faith? If we are a House of Prayer, a House of Worship, a House of Fellowship, and a House of Discipleship, then from these will flow being a light to the world and sharing our faith. Finally, vision is not about growth in our gathering; rather it’s about the health of our gathering, for a healthy church will naturally grow.

DREAM TEAM 2.0 UPDATE DISCUSSION

Craig shared a plan for the use of a \$5 million undesignated gift. Roughly, a Dream Team would be formed comprised of a Lead Vision Team with sub-teams from the following seven commissions: Children’s, Students, Local Outreach, Global Outreach, Discipleship, Worship Arts, and Finance & Property. All the elements of Steve’s presentation above on vision for the church fit directly into this rough plan for the Dream Team. In addition, the idea of engaging the congregation in a matching gift incentive was proposed.

DISCUSS SIMPLE BUDGET VS. DUAL BUDGET: SIMPLE & ASPIRATIONAL

After discussion of the two ways to formulate the budget, the EC agreed that the “simple budget” is still the best and most clear way to present the budget. The “Aspirational” part of the budget is actually contained within the Dream Team efforts.

RETREAT DEBRIEF

While the retreat lessons and applications were a “good start” to building trust among staff and the EC, some type of follow-up is needed to continue on this good path. Chairman Mike mused that he may engage Brian from Peacemakers a few more times to help with the process.

ACTION ITEMS RECAP

N/A

CLOSING PRAYER

Anthony closed the meeting in prayer at 9:54 pm.

STAFF ROUNDTABLE – See Appendix A

ELDER ROUNDTABLE – See Appendix B

Next ECM Dates:

March 2 & 16, April 6 & 20, and May 4 & 18, 2020.

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

Next CBM Dates:

March 1, May 3, September 20, and November 8, 2020.

s/Jane Wallin
Church Secretary

APPENDIX A – STAFF UPDATES

Shawn

Hello Everyone.... here is a brief update of what happened on campus this week.

January 24, 2020

The staff and Elders met to discuss the short paper: We served lunch, worshipped, and took questions from the staff over the content and implementation of the short paper. The tone of the meeting was really positive, and they really felt honored having Rod and the ILT with them to cover the content. There were many questions, though, on the practical every day interpretation of the paper. Specifically, with baptism, communion, baby dedication and other formal ceremonies, women can "participate but not officiate". The line, for many, was very vague and left them concerned of accidentally crossing it. Rod and the team expressed a spirit of grace as we work through the early stages of implementation. The short paper will be given out this weekend after services.

Steve Bunyard announced his transition to Reignite Hope: The staff were both "not surprised" by the announcement, and totally caught off guard. To everyone this feels right, and yet they really will feel the loss of Steve's leadership. Specifically, Steve embodies a kindness and a gentleness that can be lost in churches, and he has helped to set a culture of friendship amongst our staff. There were a lot of tears and joy as we prepare to say goodbye.

Employee reviews finished this week: In past years, we scheduled the reviews for the same week as the retreat. This allowed us to cancel meetings and to give the sermon to a guest speaker so reviews could have our full focus. Since they were not on the same week this year, we were busy, insanely busy, trying to finish reviews while running all regularly scheduled programs. I think everyone is glad to have the weekend upon us.

Sam Tabari has been promoted: To accomplish the approved pay raise for Sam, we have changed Sam's job title from Director of Communication and Story to Director of Communication and Strategy. This recognizes the excellent work he has done throughout all departments to bring clear process and communication.

We are keeping close eyes on giving for Easter: When the budget has become tight in the past, the Easter tent has usually been the first thing to be placed on the chopping block. Although we finished the year end in good shape and have had excellent giving in January, SLT is developing options for Easter in case the tent must be released.

Sam is preaching in the Saturday night and choir services, and I will be in contemporary.

I will be in Chicago next week for the Covenant Midwinter Conference, and so there will not be an end of week update.

Shawn

Hello Everyone! Here is an update of what happened on campus this week.

February 14, 2020

We are working on a leadership transition plan for Student Ministries- There have been a number of meetings this week between Lloyd, Rod, Hunter and I to transition the departments leadership. Lloyd has already functionally taken a step back, and we are working through his job description, delegating tasks, and trying to anticipate future points of tension. Lloyd is personally doing well, although the weight of it all has really hit him as the week has gone. Personally, I think he is wrestling with a lot of shame and regret. The department is struggling as well, as they are deeply empathetic to Lloyd, and it hurts them to see him in pain.

We are also working on transitioning Children's supervision- The biggest challenge in this is bringing Richelle up to speed on Pre-School. I have met with Richelle and Ensley, and we are getting caught up on existing projects, attendance, and future funding opportunities. Richelle and Ensley have an easy working relationship, and I am confident that both will be up to speed shortly.

In both departments, Lloyd remains engaged for any and all information and consultation that is needed.

High School Ministries leaves for camp this weekend: Hunter and team seem ready, and they are expecting to take just under 200 kids to camp at Alpine. The theme for camps is Against The Current, and will be encouraging our students to holy living in a secular world. Also, if you missed the updates on Skye, please check your inbox for emails from Mike and Hunter.

The Missions Conference begins February 22-23: Our speaker for the weekend will be Doug Birdsall, who was the former President of Asian Access and has been involved with the Lausanne conference. You should have an invite in your inbox for dinner with Doug, so please RSVP quickly as we will be having additional guests with us that weekend.

Pageant of Our Lord Tickets are officially on sale: The first shows begin March 20th, and rehearsals will begin shortly.

Nate Aanderud will be preaching Saturday Night and in Blended, and I will be preaching in Contemporary.

Shawn

Steve

Lloyd

Garrick

APPENDIX B – ELDER UPDATES

CHAIRMAN (Mike Cochrane)

CHILDREN’S MINISTRIES (Clyde LaGue)

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 (Terry Wheeler)

STEWARDSHIP (Richard Smith)

STUDENT MINISTRIES (Rod Lenders)

WORSHIP ARTS (Ben Eroen)