

**ROLLING HILLS COVENANT CHURCH**  
**Elder Council – Meeting Minutes**  
**March 2, 2020 (Approved 03/16/20)**

**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 7:02 PM, Chairman Mike opened the meeting with prayer.

**ADOPTION OF AGENDA**

The meeting agenda was adopted as is.

**DEVOTIONAL – ROMANS 1:8-15**

Having had a dream of studying Romans when he retired, Mike D. shared what he found from Chapter 1. First, he found that some call this section of chapter 1 “true spiritual leadership.” The Romans were persecuting Paul at this time – similar to Jesus – similar to Christians today. Reflecting on Paul’s example of leadership, one can see that Paul seeks to serve – again, just like Jesus. Paul also displays a thankful spirit for each individual in this Roman church and for reports of their faith going out to the world. And that is something we can aspire to in our lives.

**ELDER PRAYERS – PRAYER WITH PRAYER GROUPS**

The elders prayed in groups for each other’s needs and for needs of the congregation.

**MINUTES**

The minutes from the 02/18/2020 meeting were approved by acclamation.

**ILT STATUS REPORT**

Mike D. reported that he and the team would do the next round of meetings with each department. The Elder over each must attend at the respective meeting.

**DREAM TEAM 2.0 – DRAFT PRESENTATION**

Craig stated that this Vision Team 2.0 will seek God’s direction for the Kingdom investment of a cash gift of almost \$5 million that is currently on deposit and ready to go to work for the Great Commandment and the Great Commission. He is suggesting a Master Vision Team of 6 – 8 members, which will propose up to 7 sub-teams, and corresponding budget amounts. Each sub-team will create a vision and budgeted ministry plan for their specific ministry area. The Master Vision Team will also discuss and recommend the possibility of creating a matching fund so that the congregation can participate by investing matching dollars into any one or all of the sub-teams’ plans. The Master Vision Team will be facilitated by Craig and consist of 3-4 staff members and 3-4 elders. Ideally, the MVT will have recommendations for the sub-teams and their corresponding budgets by the second EC meeting in April. Each sub-team will have an appointed leader with at least 3 additional members appointed

by and accountable to the MVT. These teams will be given the goal to have a draft vision plan for their area of ministry and given budget ready for presentation to the EC by mid-July.

#### **CURRENT AND NEXT YEAR BUDGETS UPDATE**

Bob reported that the first draft of the budget should be ready for review by the March 17 ECM. The team is still considering how to handle the higher personnel costs, areas where departments can shave down expenses, etc. Draft 1 will reveal the exact needs; and the best ways to handle them will become clear. The HE account has increased a bit as a result of staff leaving, and the cash management account is fully funded.

Bob also reported on the development of a few new personnel policies, including one on the use of RHCC computers and internet access.

#### **NOMINATING COMMITTEE MEMBERS AND BALLOT NOMINATIONS**

The Nom Com is in a difficult position this year because of those on the committee who were nominated. Those now on the ballot have subsequently stepped down from the committee to eliminate any conflict of interest. However, by doing so, the work force of the committee has shrunk considerably. The EC determined that in order to prevent this situation in the future, it is best to set precedent when choosing the Nom Com and to be forward looking so that no elder who *might* be nominated is on the committee. Along with that, the Nom Com will be instructed *not* to nominate someone on the committee.

#### **EXECUTIVE SESSION – DISCUSSION OF PERSONNEL ISSUES**

The EC held Executive Session for the remainder of the meeting.

#### **ACTION ITEMS RECAP**

Elders will coordinate with ILT in order to participate in departmental meetings.

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

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

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

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

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

#### **Next CBM Dates:**

**May 3**, September 20, and November 8, 2020.

s/Jane Wallin  
Church Secretary

## APPENDIX A – STAFF UPDATES

### Shawn

Hello Elders. Here is a brief update of what happened on campus this week:

February 21, 2020

**High School Ministries had an incredible camp:** The High School camp was, according to students and staff, one of the best in recent memory. David Krall was the speaker, and took the students through the book of Daniel, focusing on how to be faithful in a faithless culture. Rachel Gonzalez led the worship time with a group of RHCC musicians, and the kids loved them. The camp also occurred without major injury, conflict, or incident. My own son, Liam, on his way to school said, "I just wish I could go back to camp for another day".

**Jr. High Camp Leaves This Weekend:** This is an exciting camp for the ministry, as they will be hosting all of their own programming. This is always a huge increase in work for the team, but also produces a higher quality and more personalized camp. Pray for the weather: Blue Jay is predicted to receive significant rain throughout the day on Saturday. Nothing is harder at a camp than rain. Please pray the weather will drop a few degrees, and that rain will become snow. Michael barker led worship this week at DC, helping students get ready for camp.

**Budget Discussions Are On Hold This Week:** We had scheduled to have the first discussion of budget on Tuesday, then Thursday, but both meetings were cancelled due to an illness for Bob Cubillos. Pray for him! He is battling his second round of the flu, and can use God's mercy and grace. We will continue our budget discussion on February 25th.

**We had a number of staff attend a seminar at Biola on spiritual warfare:** Tim Muelhoff, Clint Arnold, and Tom Sappington hosted the conference, and they are amongst the best scholars in the world on this topic. The staff who went were really blessed and excited to share what they learned.

**The Missions Conference is this weekend:** We are really excited to host Alan Schlemmon from Stand to Reason, missionary Marcos Gamez, and Doug Birdsall for the conference. The conference begins Saturday at 9:00 am, and there will be a staff and elder dinner that night, after the 5:00 service.

**We are working on Easter Plans:** David Halverson and I have been working on service and speaker options for Easter, and have identified two options that would serve our needs. We have presented those options to the WAC staff, and will go next week to WAC, SLT, and then perhaps the Elders.

**We are writing a short preaching series:** There will be three weeks between the Gender series and Easter, and so we have written a brief three week series, following Jesus through Holy Week to the cross, looking at the stories of Blind Bartimeus, the anointing of Jesus by the sinful woman, and the cleansing of the Temple. It is attached, if you would like to review it.

**We are working with Suzie on the memorial for Chip Hipkins:** This is taking coordination as the stage is being prepped for Pageant of our Lord, but we will likely have a date set next week. Cathie is, as usual, a gift.

**Doug Birdsall will be preaching in all services this weekend, and there will be joint worship as well.**

See you this weekend,

Shawn

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Hello everyone. Here is a brief update of campus ministry this week.

February 28, 2020

**We are putting together a transition plan for Global Outreach:** Although Steve has shown a willingness to stay as long as he is needed in his role, his next session of Reignite Hope begins April 4th. If possible, we would like to have an Interim Plan in place within the next two weeks, so that Steve is able to move forward in his new call. We are currently reviewing Steve's job description, sending it to Global Commission for approval, and then approaching an internal candidate about a potential fit. If we can, we would like to fill Steve's position through a reorganization so that we can reduce our Personnel budget. Craig, the ILT, and others are all involved in the creation and development of this plan. We anticipate being able to share more at the next Elder Meeting.

**Our Easter Plan is finally set:** Sam Evans and the Choir will be in the Worship Center at 8:00 and 9:30, and I will be preaching in the tent with contemporary worship at 9:30 and 11:15. We looked at five different options, but this made the most sense numerically and where we are in this season of transition. Thanks to WAC, SLT, and ILT for their review and recommendations. Sam and Nori will also be leading the afternoon Good Friday service, and Garrick and team will be leading the evening services.

**SLT met to continue to discuss budget parameters:** After taking into account medical insurance increases, potential COLA for staff, and other fixed costs, SLT is tasked with reducing \$204,000 from the budget. All of this will change as estimates become firmer, but we are hoping to finalize our budgets in the next two weeks.

**Short Term Missions have been finalized for the summer, and promotion and interviews have begun.** We will be sending out ten teams between April 16th and late October. These are incredible opportunities for spiritual growth and salvation fruit, so please be praying for each team.

**Chip Hipkins memorial will be held April 23rd at 1:00 in the Worship Center.** Sam Evans will be officiating.

**Please be praying for the sermons this weekend, as we will be covering Gender Confusion.** This topic will cover both same sex attraction and gender dysphoria. It is a heavy topic. Pray for grace in the preaching and the hearing. I will be in contemporary, and Garrick in blended.

Thanks everyone,

Shawn  
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**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)**