

ROLLING HILLS COVENANT CHURCH
Elder Council – Meeting Minutes
May 18, 2020 (Approved 06/01/20)

MEETING ATTENDANCE

Name	Position	Present	Absent
Mike Cochrane	Chairman	X	
Anthony Galante	Vice Chairman	X	
Clyde LaGue	Elder – Children’s Commission	X	
Jerry Rilling	Elder – Congregational Care	X	
Gene Chou	Elder – Connect & Equip Commission	X	
(Anthony Galante)	Elder – Finance & Property Commission	√	√
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	
Sam Evans	Interim Senior Pastor	X	
Shawn Hurley	Executive Preaching Pastor	X	
Garrick Hanger	Associate Pastor – Adult Ministries	X	
Bob Cubillos	Business Administrator	X	
Jane Wallin	Secretary	X	

Guests to the meeting: Mike Cooley, Peter Knickerbocker, Garth Edwards, and Sam Tabari.

At 7:03 PM, Chairman Cochrane opened this virtual meeting with prayer.

ADOPTION OF AGENDA

The meeting agenda was adopted with the addition of an executive session at the end.

DEVOTIONAL – LUKE 15: 8-10 – THE LOST COIN

Ben began the devotional by reading the three verses. He pointed out that the sinners and Pharisees gathered around Jesus were blinded to why Jesus was there, who He actually was, or what the path to holiness really was. In this parable, Jesus is again looking at the ‘lower’ part of society (woman, son), which the Pharisees don’t relate to at all. The woman has 10 silver coins, which are perhaps her dowry or, at least, her hope and security. The one lost coin is a physical possession that is lost in the house – lost perhaps by carelessness or ignorance. This depicts those who are lost in sin by ignorance. In addition, it is lost in a ‘dark’ house, so the woman needs light to find it. (Jesus is that light, and He came to find the lost ones that belong to Him.) She does everything she needs to find it. She doesn’t complain or wallow in self-pity; she simply gets to work. This parable is similar to the parable of The Lost Sheep in that the woman ‘leaves’ the 9 coins to ‘find the one that is lost.’ The woman rejoices when she finds it and asks her friends and neighbors to rejoice with her. This explodes this earthly story into the spiritual realm. The coin is now a ‘soul’ and her rejoicing neighbors are like the angels that rejoice in heaven when a lost soul is found! As elders, we want to become more like Jesus (and the woman) – we might have 9 coins in our possession, but we need to keep looking and searching for the ones that need to be found.

ELDER PRAYERS

Richard, Bob, and Hoon led the elders in prayer.

MINUTES

The minutes from the 05/04/2020 meeting were approved by acclamation.

FUTURE WORSHIP SERVICE SCENARIOS TEAM UPDATE

Pastor Shawn and Sam Tabari worked together to come up with a 4-phase plan for coming back together according to the information at their disposal now. (Some of the group numbers may change as restrictions are lifted or restated and things begin to reopen.)

Phase 1 – this is our current phase. All services and ministries are virtual through online various means. Non-essential staff are working from home.

Phase 2 – allows for gatherings of 10 – 250 people. Services are still online, but Life Groups are encouraged to meet together for Home Church. Staff will return to campus in shifts at first and then back to normal schedules; and some ministries will be able to meet in-person again. Pre-recorded services will transition to live-stream at specific times, including two new service times. No childcare yet in this phase.

Phase 3 – on-campus services begin with increased group size. In *Phase (3.1)*, we might have 5-6 shortened on-campus services provided to ensure social distancing and safety; registration will be required. All on-campus ministries will be able to meet; after 30 days, childcare will begin to open to those children able to social-distance. Live-stream services will continue. In *Phase (3.2)*, perhaps group size will increase, allowing us to drop to 5 services, with registration still required. There could be live-feed to the 290's and to Carlson Hall; and all childcare and classes could reopen. Health protocols such as masks and hand sanitizer used by all attendees, increased janitorial services between services, no physical greeting or papers or collection plates, and safe distribution of information. Again, live streaming will continue. The use of a semi-permanent tent would provide a safer space for groups to meet outdoors. Parents of Junior High and Senior High students say they like the idea of having their kids back at church, but outside. Pastor Shawn looked into all options for the same size tent we use at Easter – buy vs. rent, setup, storage, sound equipment, etc. Some questions to consider and answer for this phase are how to do choir, how to arrange seating, how to clean the seats, what to do if another outbreak occurs, and to keep one voice for all six services or split among multiple pastors.

Phase 4 – services return to pre-Covid form – no registration required; transition to 4 on-campus services; all ministries resume to pre-Covid form; health protocols will remain in place. Continue live-stream services for a period or permanently. (The pre-recorded services have actually been helpful overall for people who are homebound even before Covid19, for people who are hospitalized for a time, etc.)

As Sam T. concluded, Pastor Shawn asked the EC to affirm the 4-phase plan, which they did unanimously.

Sam T. stated that it will easily take 4-6 weeks to acquire the equipment, supplies, etc. needed to roll out the phases. During this time, we can watch the opening of other churches and learn from them. To consider the use of a tent, Pastor Shawn studied the details of the same kind of tent we have used for Easter – the costs, setup, and storage, etc., which he presented to the EC.

After some discussion, Shawn moved “**that we designate funds up to \$300,000 for the purchase of a tent and other equipment needed for the use of reopening worship services.**”

The motion was seconded and passed unanimously.

GIVING FORECAST FOR FY 2020/2021

Bob stated that we will actually finish up with \$1845 more than expenses. In addition, he reported that we never had to touch the \$350,000 set aside for possible use. It looks like our year-end giving will end at about \$7.638 million and the forecast for the next fiscal year shows a budget shortfall of \$300,000. In view of these slightly lower projections, our expected giving for FY 2020-2021 will be in the \$7,500,000 range. Therefore, the EC appointed a Blue Ribbon Committee of Sam Evans, Shawn Hurley, Bob Cubillos, Mike Cochrane, Craig Knickerbocker, Terry Wheeler and Anthony Galante to go over Vision and Mission and come back to the EC with a recommendation for a spending budget.

NEW SENIOR PASTOR SEARCH TEAM UPDATE

Rod reported that the team is still conducting meetings with the previously mentioned departmental groups. In addition, the meeting with Rob and Malcolm of Agora is pending.

NOMINATING COMMITTEE UPDATE – BALLOT

Anthony reported that the ballot is complete. The EC discussed possible scenarios to conduct the voting process ASAP. The EC approved a plan to mail to members the FY 2020-2021 Officer/Elder/Deacon/Deaconess Election ballots, with a cost not to exceed \$1800. Donna with the help of some staff folks will get it done by the middle of this week. The members will then return the ballots by mail or to ballot boxes at the Welcome Center by June 5, 2020.

NEXT SERMON SERIES -- 1 PETER OUTLINE

First, Pastor Sam summarized the context of 1 Peter:

The book of 1 Peter was a letter that was written to the different churches in Turkey who were suffering under Roman oppression. It would have been read to one church, then passed on to other nearby churches who were experiencing similar trouble. The recipients of the letter were Gentiles who had converted to Christianity and their suffering came at the hands of fellow citizens. This made their suffering unique, as they were suffering for following a Jewish Messiah and, as a result, refused to worship the Emperor. At times, they must have wondered

if this was worth it. Peter writes to encourage them and to show them that they have become a part of God's promised people, Israel, through faith. Peter wants them to understand the depth of this change to their identity, believing that it will help them to endure the suffering and live through suffering in the same manner Jesus did.

Next, he explained the timeliness of preaching 1 Peter:

For the first time in generations (and perhaps ever), the entire world is suffering at the exact same moment. The COVID-19 is an invisible enemy that has caused us to live in a constant state of fear and alertness. Increasingly, we know of people who have been affected by the disease. This pandemic has caused emotional turmoil as well, as we have struggled with being so isolated from our loved ones, outdoor activities, and freedom. There has been economic struggle as we have seen businesses impacted and people have experienced layoffs. People have also been affected spiritually as churches have been closed and fellowship has been limited to online services. In every conceivable way, people are suffering.

In addition, many are not suffering well. We do not have an adequate theology for suffering, or understanding of the way that God uses it in our lives. As a result, this moment for witness may become lost amidst panic, fear, and anger. We need to hear Peter's words again, and place our hope not in our work, health, or finances, but in the living hope of Jesus (1 Peter 1:3).

Sam divided the book/letter into three sections: 1) Identity in Jesus, 2) A Theology of Suffering, and 3) Practical Thoughts on Suffering. The sermons on these three sections will span 11 weeks.

EXECUTIVE SESSION

At 9:00 pm, the Elder Council continued the meeting in executive session to discuss Vision and Mission and the handling of the projected FY 20/21 budget shortfall.

ACTION ITEMS RECAP

- Sam E. is composing cover pages for budget, folding in Department inputs, which he will present at the next CBM.
- Shawn (and others) will negotiate tent costs and make the purchase.
- The Blue Ribbon Committee will write a recommendation for spending budget.
- Ballots will be mailed out.

STAFF ROUNDTABLE – See Appendix A

ELDER ROUNDTABLE – See Appendix B

Next ECM Dates – Meeting Virtually:

June 1, July 20, August 17, September 21, and October 5 & 19, 2020.

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

Next CBM Dates:

? (In June or July or August?), September 20, and November 8, 2020.

s/Jane Wallin
Secretary

APPENDIX A – STAFF UPDATES

Sam

Weekly Staff Update for Week Ending 05/08/20

Students: The Wednesday High School and Thursday College groups continue thrive, this is especially true of the college students who are connecting at a deeper level than before the shutdown. The cutoff date for deciding on whether Delta can happen this year is 7/1.

Children: Tuesday Night Live started a couple of weeks ago. Because it was such a success, the ministry has been extended from the normal mid-May cutoff to the end of June. They are partnering with the prayer team, under Susan Johnson to celebrate Mother's Day with drive up gifts of flowers and cookies.

Communication: In addition to the regular voluminous content on the website, they have been active in promoting the Day of Prayer and the Mother's Day celebration, which is near term. They recorded a video for the release of Michael Barker's new songs. They, along with Tech, are culling the archives for choir and orchestra videos for posting on our site.

WAC: See above on choir postings. Les & Linda are partnering with Michael Barker this week to record two services that will add a blended flavor to those services.

LO: Please see minutes from Monday's elder meeting for full report.

GO: We continue to receive and process needs from our global partners. RHCC has been able to bless many throughout the globe and to bring the Gospel to many more than might normally be expected. Our younger recently deployed missionaries (Andy Douglas, Annie Radinsky, et.al.) report on how coming up through the student ministries inspired them to answer their calling to the mission field.

CR: This ministry is now live: Friday nights as well as accountability groups during the week. They are exploring how they might expand to include those in the children's and adolescent programs that existed prior to the shutdown.

Spanish/Japanese: They are now broadcasting ministries live on Sundays. This has born new fruit, especially with the Japanese ministries where those who have rotated back to Japan are inviting their friends and neighbors to tune in.

Adults: Life Group leaders have been faithful to the twice-monthly check in. Groups are fairing well, but, like most everyone, are weary of Zoom, and long for face-to-face fellowship. The Women's Ministry continues to develop content, producing three devotionals a week as well as connecting individually through Zoom.

Care: National Day of Prayer planning is going well and we are looking forward to ministering to our people in a unique and powerful way. Currently researching on various means by which we might minister to people's needs as we come out of isolation.

Executive Pastor: Spending significant time with other larger churches to glean wisdom on their approaches to regathering.

Please continue to pray for innovation and for strength to minister through our own isolation.

Shawn

Hello Elders.... Here is what has been happening in and around ministry this week:

May 15, 2020

The National Day of Prayer was a huge success: Tiffany Adams felt like God placed community prayer on her heart, and Susan brought the entire thing to life. We had steady traffic throughout the entire day, and congregants, staff and elders all had a chance to pray with someone. Most of our traffic came from people who simply drove by and saw our signs. In addition, we received considerable media attention, and the Daily Breeze, ABC, CBS, and local radio carried the story.

Local Outreach is mobilizing our church for community outreach: This week, there are three ways that the church can support and minister to the needs of our community. We still have hospitals and organizations who are in need of masks, and congregants are being encouraged to sew them and bring them in. There are also hygiene bags being made for the homeless, and activity bags being made for the families stationed in the Air Force base in San Pedro.

Children's Ministries had a drive through care package for Mother's Day: These packages included flowers, cookies, craft bags, and encouraging messages for the mothers in our church. We gave out a little over 200 bags to families that weekend.

New Worship Music Is On It's Way: Michael Barker and Tavia Grubbs did a significant amount of writing and recording during the Revive series. Those songs are now being released to our church on all streaming services starting this week. Feel free to check our Facebook page for videos and links to some of their great work!

Staff Reduction Planning Has Begun: Sam and I have been partnering with the Personnel Commission and the Business Office to assess our budgetary and staff needs during this time. It is a difficult, emotional, and time-consuming process, but we hope to have a proposal for the Elders on Monday night.

Church Re-Opening Scenarios Are Being Developed: You have already heard about this, but Sam Tabari and I anticipate presenting you our four phase re-opening strategy on Monday night. The attached document below will give you a brief synopsis of our thoughts, and we will cover this in greater depth on Monday.

Pray for Melvin Ardon: Melvin has had an incredibly difficult season. As some of you know, Melvin's wedding has been delayed by Covid, his brother in law passed away from it, and now he is suffering from Bells Palsy. Pray for God's mercy and grace for our poor brother.

This weekend, guest speaker Chris Hilkin from North Coast will be preaching.

Shawn

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)