

ROLLING HILLS COVENANT CHURCH
Elder Council – Meeting Minutes
July 20, 2020 (Approved 08/17/20)

MEETING ATTENDANCE

Name	Position	Present	Absent
Mike Cochrane	Chairman	X	
Mike DiLustro	Vice Chairman	X	
Clyde LaGue	Elder – Children’s Commission	X	
Steve Bunyard	Elder – Congregational Care	X	
Jerry Rilling	Elder – Connect & Equip Commission	X	
Gene Chou	Elder – Finance & Property Commission	X	
Craig Knickerbocker	Elder – Global Outreach Commission	X	
Mike Curtis	Elder – Life Group Commission	X	
Dan Murdoch	Elder – Local Outreach Commission	X	
Terry Wheeler	Elder – Personnel Commission	X	
Mark Fredrickson	Elder – Stewardship Commission	X	
Rod Lenders	Elder – Student Commission	X	
Rich Tamble	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: Richelle Bergeley and Ensley Morgan.

Between this ECM and the 06/01/2020 ECM, some important matters arose, which were handled by email.

- 1) In preparing for the reopening, funds were designated for the purchases of a tent, plus the necessary speakers, as well as for updating our technology infrastructure – improvements to firewalls, Wi-Fi, cloud servers, and other important components. However, the need to upgrade our camera system so we can digital (live) stream our worship services was discovered. Streaming our services is a high priority, so we began to price out a camera package and control system that will not only work in the tent, but will be able to move into the Worship Center when we transition back. Since the tent is coming in under budget, we will be able to use some of these funds to offset the cost of cameras, but it will not cover all of it. By God’s grace, another payment from the large estate has come into the church, and the reopening team would like to recommend to the elder council to use a portion of these funds so that we can digital stream our worship services all over the globe for Christ. Given the new Elder Council will not meet until July 20 and the time restrictions we are currently operating under, we are hoping to have this approved by email as quickly as possible.

On June 14, 2020, Chairman Mike moved that we to proceed with the purchase of the higher resolution digital cameras to enable a clear live streaming signal to our new infrastructure into the internet for people to view from our neighborhoods and around the world.

The voting took place by email, concluding on June 17, 2020. The motion passed unanimously with a couple abstentions.

- 2) On June 20, 2020, Chairman Mike moved that the Elders ask Bob Cubillos to complete the PPP loan process on Monday 6/22/2020, with the following stipulations: a) if we receive the funds, they will be temporarily sequestered while F&P carefully reviews all the terms and conditions with people in our congregation who work in the banking industry; and b) if it is concluded that this is favorable to RHCC, we will use the funds; if not, we will return the funds.

(F&P had already passed a motion 4-2 with 1 abstention for accepting PPP funds as per the above.)
Some challenges the EC had previously discussed remained the same:

- Using these funds will reduce the pool of available funds for other churches who are in greater need than we are

- Issues of separation of church and state
- The potential for currently unknown repercussions for using government funds (using the funds may trigger some involvement or requirements imposed upon us in the future by the government)

Again, the voting took place by email, concluding on June 22, 2020. The motion was defeated: 4 – Yes, 9 – No, and 2 – Abstain.

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

ADOPT AGENDA

The meeting agenda was adopted with the addition of an update from Craig on Vision Team 2.0 after the update on the Preschool, as well as the removal of the Nominating Committee Policy Update.

DEVOTIONAL – EPHESIANS 3:14-21

Chairman Mike Cochrane said that he was inspired for this devotional from reading a book called Dangerous Calling. He began his devotional on this passage by noting that everyone is hardwired to live in awe of God as depicted by Paul kneeling before the Father in verse 14. Verse 16 shows that we need to allow God into every part of our lives, so that our inner being will be strengthened. Verse 18 reminds us that we have been filled with spiritual riches through Christ and that God's love dwells in us and then flows through us to others in humility, tenderness toward others, passion, confidence, etc. The last two verses tell us that God wants to do more for us than we can ask or think! Finally, Paul gives God all the glory. Psalm 145 lends itself to glorify God.

ELDER PRAYERS

Gene, Rod, and Craig led the elders in prayer, praying for the needs of the elders, for the church in the midst of all it is in right now, and for the new elders joining the Elder Council, and praising God for blessing Chairman Mike with a job!

APPROVE MINUTES

The minutes from the 06/01/2020 EC meeting were approved by acclamation.

UPDATED PLANS FOR RHCC PRESCHOOL & NEED FOR FINANCIAL HELP

Clyde first wanted to thank Richelle and Ensley for all their hard work, diligence, and perseverance through all of the difficulties of this season. The following is their Preschool statement:

“Our desire is to keep Jesus at the forefront of everything we attempt to accomplish. We want every child to feel loved, to grow in their development so they are prepared for their academic future, and most importantly, understand their God-given identity.

Jesus said, “Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these.” Matthew 19:14

We believe that play is the work of children, and it is through play that we can most effectively connect with children and build secure and trusting relationships. We also believe the family is the first and most important teacher in a child's life, and we do all we can to partner with parents as we help their child grow in their academic and spiritual development.”

Upon completion of our RHCC Preschool Parent Survey, they found that a majority of RHCC Preschool parents wanted their child to participate in a summer school program (40 approvals out of 55 responses).

Therefore, Clyde moved that the church utilize the week of August 3-7 to run a summer school program in order to better understand how we will operate in the fall by testing on a smaller scale of only 30 children. No funding is necessary. The motion was seconded. After minimal discussion, the EC voted and the motion was approved by acclamation.

Next, Clyde shared budgeting and funding requests for Preschool year 20/21. Given the financial impact of COVID-19 and current regulations regarding a reduction in class sizes, it is inevitable that the preschool will need financial assistance for recovery and sustainability for the next school year. He explained that COVID-19 has thrown many curveballs, which makes the 20-21 school year unpredictable. Without the assistance of the church, it is possible this ministry will not recover from COVID-19. The Preschool ministry has a population of RHCC members, other Christians in the South Bay, and unbelievers in our area. More than half of our students do not regularly attend RHCC. Being one of the only businesses and ministries deemed essential by the state, it is imperative the school reopens, so children can gather and continue to grow in their understanding of the Gospel

message. While these children may not be able to participate in weekend services, they will still have access to in-person spiritual development by attending school.

While budget cuts were made in many areas along with staffing reductions, it was decided to place a tuition freeze on current rates for the duration of the upcoming school year. There is a chance the school will need to close for a second time, which will limit its opportunity to bring in funds. Additionally, should someone within the preschool community contract the virus, the school could see a dip in student enrollment. Without the replenishment of funding, the preschool may need to come to the Elder Board for assistance should there be another drop in income.

Therefore, Clyde moved that the EC accept the proposal of \$26, 567.55 for preschool programming and institutional expenses and for the Restored Earnings account. The motion was seconded. There were no questions or comments. The elders voted unanimously for the proposed funds. (See the attached Preschool Proposal for further details.)

Chairman Mike asked Clyde to pray for Ensley and Richelle at the conclusion of this presentation before leaving the meeting.

VISION TEAM 2.0 UPDATE

Craig reported that he and the other 11 members of the team (Rosie, Ben, Keith, Dan, Pastor Garrick, Ensley, Richelle, Mike DiLustro, plus three more) had to revamp and revisit how to use the remaining \$4 million. (Whereas there was \$5 million to start with, approximately \$1 million has gone to subsidizing payroll for this year, along with acquisition of the tent, speakers, etc.) The hope is to have 40-50 more people give their input on the application and use of this money.

INTRODUCTIONS – NEW AND OLD ELDERS

Each “new” elder (Dan, Mark, Steve, Rich, and Mike Curtis) shared ministries they have been involved in and how they see God using them in their time of service on the EC. In conclusion, Vice Chairman Mike D. prayed for the five new elders.

UPCOMING PREACHING SCHEDULES

Pastor Sam reported that next week Shawn will preach on Joshua 1, which has a good correlation to coming out of Covid. Then 2 Chronicles 7 is set for the first meeting in the tent, followed by two vision weeks: the first will be Sam and Shawn preaching on Discipleship from Matthew 28:18-20, and the second will be Nate preaching on Evangelism/Missions from Acts 1: 6-10. After these, the 1 Peter series will begin with one guest speaker per month approximately.

FUTURE WORSHIP SERVICE TEAM UPDATE (HOME CHURCH / TENT)

Pastor Shawn stated that all purchases (tent, speakers, monitors, etc.) have been made. The Fire Marshall has approved everything. We are waiting on sign-off from the City Council. We estimate that the tent will allow 700 – 800 to meet. However, in planning for what returning church attendance will actually be, other churches report approximately 20% of their regular pre-Covid attendance. Some of the equipment in the tent will be stationary. The all-night on-campus security will guard it. Other items will be brought in for storage. Brian is handling that.

Spanish Church update – Pastor Melvin said he will wait until the tent services begin to have his in-person services. While they have the go-ahead to do so now, he prefers to wait.

GIVING FORECAST FOR FY 2020/2021 / CASH FLOW MANAGEMENT REPORT

Bob stated that the Financial Secretary Report shows a decrease of approximately \$131,000 in giving, but our expenses are down even more than that, so we are managing well. We are forecasting for July that our cash account will go into the red about \$8000, but we have \$350,000 in a cash management account to offset occurrences like this.

NEW SENIOR PASTOR SEARCH TEAM UPDATE

Rod and other team members reported on the New Senior Pastor website that they began the search by heeding the wisdom in Proverbs – to seek counsel from many wise advisors. They consulted with leadership from our denomination (the Evangelical Covenant Church) and completed a training that they provided. They interviewed other church leaders and pastors who have gone through a senior pastor change or who have guided churches through such a change. They prayed and sought how best to apply all they learned. They asked their wise advisors how best to care for our internal candidate and do the job as faithfully as possible. The consistent response was to hire an outside search firm, which they did. This provides the most unbiased process, allowing

for accountability, as well as wisdom and perspective from experienced voices. The goal for the search firm is to find the best candidates for our church. The outside firm chosen is Agora Search Group, because of their emphasis on relational development and deep character discernment on all candidates. Their process has begun. Agora has had conversations with RHCC staff leaders, the Elder Council, and Pastors Sam Evans and Shawn Hurley, while the Search Committee has met with representatives from all over the congregation. In these meetings, the team has consistently heard that RHCC is a family – and the desire is that this family be united while strengthening and utilizing its attributes, such as our multicultural and multigenerational qualities. The team heard that RHCC loves and reveres the Bible and desires to have the opportunity to deepen their faith. They heard the desire that every person at RHCC be valued no matter what their differences. They heard the deep conviction to care well for the communities surrounding RHCC, and to go to the ends of the earth proclaiming the Gospel to the lost and the least.

Besides a dependency on the Word of God, RHCC desires a Senior Pastor who has vision and humility – and who is an excellent communicator, a servant-leader, a unifier, and a shepherd of high moral character. The team heard that RHCC has a deep desire for someone who values the diversity of age, culture, and worship style; who will unify us; and who is faithful and authentic with a very evident love for Scripture. With all this information, Agora has completed a church bio with an opportunity profile that potential candidates will see to get an understanding of who we are as a church. In addition, the team and Agora developed a candidate profile detailing what it is our church is asking for in our next Senior Pastor.

In June, Agora officially launched our search. As candidates are gathered and assessed, our search will be refined. Pastor Shawn is going through the relational development and deep character research process with Agora. The Search Committee is continuing in prayer for unity and is seeking God's will and not their own – that God may be glorified.

BEST CHRISTIAN WORKPLACE PROJECTS STATUS REPORT

Clyde will be sending all the worksheets to the teams. He will connect with all the project leads for any needs they have. Overall, the teams are making great progress. For the new elders, Clyde recapped that these teams are working to improve in three specific areas: Leadership, Strategic Vision, and Communication.

ADULT MINISTRIES TEAM REORGANIZATION

Pastor Garrick shared that there will be a huge gap when David Krall leaves in the fall and he presented a plan for "filling the gap." Garrick will step into the role of leading and implementing the Life Group Ministry. This includes, leading the Life Group team, and re-joining the Life Group Commission in partnership with Elder Mike Curtis. In accepting these added responsibilities, the following shifts will be made: Pastor Garrick will step-off the EC during this season and will rejoin once the position is rehired. (It seems prudent to wait until the new Senior Pastor is hired before rehiring this position to ensure that the new hire shares his vision. This also is less taxing on our 20/21 budget.) However, Garrick will need help and requests that a part-time, interim coordinator position be created, which will be eliminated when the new Senior Pastor is in place. The responsibilities of the interim coordinator include creating and maintaining new groups, implementing ministry events, daily administration that needs congregational connection.

Therefore, Pastor Garrick moved that a part-time interim Life Group coordinator be hired for 16 hours a week/4 half days a week at a cost of \$18 – 20,000/year. The motion was seconded and it passed unanimously.

CLOSING PRAYER

Vice Chairman Mike DiLustro concluded the main meeting in prayer at 8:59 pm.

EXECUTIVE SESSION

The Elder Council continued the meeting in executive session to discuss personnel issues.

ACTION ITEMS RECAP

- Sam E. has composed cover pages for budget, folding in department inputs, and will present at the next CBM along with the detailed budget packet.

STAFF ROUNDTABLE – See Appendix A

ELDER ROUNDTABLE – See Appendix B

Next ECM Dates – Meeting Virtually:

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:

September 20, and November 8, 2020; February 28, May2, September 19, and November 14, 2021

s/Jane Wallin
Secretary

Attachments:
RHCC Preschool Recovery Proposal

APPENDIX A – STAFF UPDATES

Sam

June 19, 2020 Update

The staff offices are once again open. We are enforcing the protocols required by the State of California including, temperature check upon reporting for work, masking when outside of offices, masking in meetings, use of hand sanitizer, sanitizing copiers after use, etc. Employees are welcome to come to the office however, at this time it is not mandatory. We are leaving room for those with underlying health conditions, who are at higher risk of COVID or do not feel safe to continue to work from home. The following are the ministry highlights for this week:

Adult Team: We have moved into Phase 2, which includes Home Church for Life Groups. Protocols, procedures and suggestions for study were transmitted to the Life Group leaders. Nikki Hernandez continues to produce high quality content, written and video, for our women.

Students: Wednesday night kicked off another important Phase 2 activity. Our Junior High and High School ministries met on campus for the first time since the lockdown. As you might imagine a tremendous amount of logistical planning was required. Between the two ministries we had over 150 students signed up, many of whom had not been on campus for some time prior to COVID. We believe that this represents a hunger not only for community but also for the Christian experiences of Bible study and prayer.

Children’s: For Mother’s Day, a drive through celebration was conducted. It was so well received that we will be offering the same for Father’s Day. This event will be on Saturday from 10:00-2:00. As with Mother’s Day, there will be a craft for the kids to complete and give to dad. Planning continues for the eventual return of children to the campus. The last night of Tuesday Night Live will be 6/30. Recording for summer VBS will begin next week and VBS will be the week of 7/20. The theme is the Rocky Mountain Railroad highlighting the ups and downs of life.

Communication: Actively engaged in campus reopening particularly as it relates to the tent: signage, service order, volunteer sign-ups, creating a system for congregant service registration, and communication to the congregation regarding progress to Phase 3.

Tent: The tent has been ordered and we are moving forward with the purchases of support equipment: sound, cameras, etc.

Shawn

Hello Elders.... Here is a brief update on what is happening in ministry this week:

June 4, 2020

Sam Evans wrote a statement addressing the death of George Floyd, the protests, and the looting: You can find the text of that statement here:

<https://www.rollinghillscovenant.com/urgentprayer>

We are making progress on the purchase of the tent: We have received over 10 different bids for tents of different sizes and structure to identify what best fits our needs. So far, we have found Choura to have the lowest prices and the best service for our needs of storage and set up. We are hoping that a final bid will be submitted by the end of the week that will meet our needs and expectations. Once we purchase the tent, we will transition to the purchase of sound equipment, long-term lease of chairs, and proper procedures for temperature checks, etc.

We are preparing to re-open the campus for work on Monday, June 8: Plastic shields have been purchased for cubicles, sanitizer stations are set up throughout the campus, and offices have been moved to ensure social distancing guidelines for both County and State can be followed. Staff who have compromised immune systems, fall into a vulnerable age demographic, or are the primary caregivers for those who are vulnerable will be provided alternative work from home arrangements, as mandated by the State. Everyone is ready to see one another and find some semblance of normal in crazy times.

We are revisiting the ministry calendar with Operations to create policy for ministries to return to campus: Our campus is heavily used, but COVID will likely require us to space out that usage so that we can meet attendance caps placed by the state and allow for proper cleaning. Our first focus will be to return Student Ministries, Celebrate Recovery, and Life Group ministry to campus, and then slowly expand to other groups.

Sam Evans will be preaching this weekend.

Thank you everyone,

Shawn

.....
Hello Elders.... Here is the ministry update for

June 22-26, 2020:

We are targeting the end of July for our first worship services in the tent:

Craig Knickerbocker and Donna Artino have been instrumental in helping the tent pass through the city for permits. The Fire Marshall has given his initial approval, and we have been told to target the middle of July to receive a green light to meet. Once we receive the green light, we will schedule a mid-week prayer meeting to test run all of our seating, worship, temperature scans, video capabilities, and registrations. If all goes well, our worship services will occur the week after the prayer meeting in the tent. The most likely date for our first service is either July 26 or August 2. This is later than we hoped, but it is advantageous in many ways. In networking with other South Bay churches, many who had planned to open on July 5 are now pushing back their services due to the COVID outbreak. We are praying the later date may end up being a safer date.

On July 1st, All Employees Will Return To Some Form of On Campus Work: In March, Rolling Hills Covenant Church closed its campus due to the stay-at-home order issued by the State and County. As the closure lingered on, the elders voted twice to extend employees full salaries, first through May, later through June, and later still through the end of FY 2020-2021. With June coming to a close and the campus reopening, we are returning to regular work schedules and expectations. On July 1, employees will be expected to return to the previous time keeping that was familiar before the shutdown.

State and County guidelines also ask that we provide accommodations for staff who are unable to return to work at this time due to being at risk or caring for someone who is. The exact language is the church should "offer accommodations whenever possible". This language is not very specific, and has placed the church in the unique position of needing to create guidelines that mutually benefit employees and the church. As a result, we have asked all employees to return to on campus work for at least 50% of their allocated hours. Any work from home must be documented and approved by their supervisor. Human Resources is prepared to work with any employee who finds this requirement burdensome.

Jr. High Hosted Their DC Celebration in the Parking Lot, and Impact Welcomed the New Freshman Class: Our DC Celebration has always been a sacred time at the church, but so much had to be changed and rethought this year. Lloyd's team did an excellent job adjusting, and still gave the students a memorable experience on Wednesday evening. Both High School and Jr. High have thoughtfully created socially distanced youth groups that we are watching closely. The lessons they are learning are hugely influential for how we will gather the church in the tent later in July.

Children's Ministries Has Spent the Week Filming an Online VBS Program: Since a physical VBS program is not possible at this time, Children's Ministries is recording all sessions, games, worship, and lessons to be posted on the Church Website. Children will be able to log in and view the lessons, hear about Jesus, and connect to many of the leaders who they have not seen throughout a season of quarantine. Our online sermons have had a profound reach in this season; please pray that our online VBS be the same.

Two New Online Life Groups Have Been Formed: Since we began streaming services online, we have offered life group meetings over zoom for new online attenders. We have steadily launched groups online, but this week we launched both life group for single adults, and a second for young marrieds. A huge thanks to David Krall for his work in developing and launching these groups.

Local Outreach is Continuing To Build In-Roads With The City Of Lomita: Last weekend the mayor of Lomita reached to Marcia, asking for help for a resident who was just released from the hospital. Marcia was able to gather 35 people, including elders Mike DiLustro, Clyde LaGue, and Dan Murdoch to help the woman re-enter her home.

The Mobile App is Done, And Will Be Launched With The Tent: You can find it in the Apple and Android App stores. Through it, you can give, watch sermons, learn what is happening, and soon, be able to register for service.

Ray Ortlund will be preaching this weekend in our worship services.

Thank you everyone,

Shawn

Hello Elders.... here is an update of the ministry that happened on campus this week.

July 3, 2020

Blended worship recorded two worship services this week: To date, David Halverson has been hesitant to lead given his age and the potential risk that comes from COVID. Now, after four months, David felt ready to return to leadership and brought a small ensemble from the choir to help lead for this weekend's worship service. Michael Barker joined them, and spirits were high as they returned to the stage.

Garrick, Sam Evans, Mike Cochrane and Mike DiLustro are working on interim and long term plans for Life Group leadership: With David Krall's resignation, we have a staff opening in an incredibly important role. They are looking at temporary solutions including shifting workload of existing pastors until a long-term plan can be developed.

Purchasing and planning continues for the tent services: Daily shipments are coming in of speakers, screens, and supplies to be able to pull off the tent service. We are working with the city to meet all of permitting needs to get their approval. We have been told to expect news on the permit the week of July 13th. Susan Johnson is working on a prayer meeting, which will happen in the tent one week before our first worship service. This would give us a chance to test all of our technology, our registration system, and ushering. This week our focus has been on seating, as we need to find chairs which are comfortable and cleanable.

Jamie Niere resigned her position as Assistant to Local Outreach: Jaimie has been an excellent help throughout all levels of ministry at the church, but her own health issues have made her hesitant to return to full time work given COVID. We will not be re-hiring her position, but will be broadening the responsibilities of Hannah De La Pena to support all of Outreach Ministries.

Worship Arts has released the final song by The Awake Project: All music can be found and streamed through all online streaming services.

Staff continues to work hard, with many putting in over 60 hours a week to support their ministries. Ray Johnston of Bayside had a fantastic quote to describe the role of Elders in this season: The level of internal support by elders needs to be at the same level of obstacles faced by staff. Please, reach out to your staff this week and encourage them. Many are physically tired and mentally exhausted by the numerous challenges they face each week during the pandemic.

I will be preaching this weekend, with worship being led by David Halverson.

Shawn

Hello Elders, here is a brief summary of on campus ministry at RHCC this week:

July 11, 2020

Susan and team have been reviewing our calls to the congregation: In the early days of quarantine, we assigned a number of staff who needed hours to begin systematically calling all congregants over the age of 65. Many of the people who were called originally believed that we were calling and asking for donations, but once they realized that we were simply calling out of care, they were blessed. We are now calling through all congregants between the ages of 50-65. I have attached Susan's summary and lessons learned for your review.

Tuesday Night Live completed their programming for the summer: This program has been such a blessing for the children in the church, including mine. They have continued to meet every Tuesday night on zoom to teach, mentor, and pray with the children of our church who often wrestled with significant loneliness for missing their friends. It stretched all of the volunteers, but there was so much fruit from the stretching. Richelle and her team did a fantastic job.

We are managing the fallout from the resignation of Bob Lopez and Brad Barez as Commission Members: This has taken significant time from Garrick, David Krall, Sam Evans and I as we have met with Brad and Bob, discussed the options with Mike Cochrane, Mike DiLustro, and Mike Curtis, and found replacements for their commission.

We are cleaning up the church membership roster: One result of the mass mailing of ballots is that we received a number of mailings returned from congregants who have moved or deceased. Donna is in the process of updating the membership roster, and these changes will be presented at the CBM when it is scheduled.

We are continuing to prepare for the tent, and expect an update on our permit next week: We continue to speak with Choura almost every day, and all of the purchasing of technology is completed. The final step is for us to make a decision on the bids we have received for chairs. We also are watching the lawsuit filed against the state of California and their restrictions on singing. We anticipate that an update to that policy may very likely come in before our first meeting, and we are praying that we can sing.

The Spanish Ministry is celebrating their 5 years anniversary: What a gift Melvin and the Spanish service has been at RHCC. Across the last 5 years, they have been one of the fastest growing ministries at RHCC.

Ministries are remaining creative: Hunter and Lloyd are working on options for Jr. High and High School since they do not have summer camps. Children's is launching an online VBS program in the coming weeks. Susan is preparing another Drive-Through Prayer event. Garrick continues to shepherd the Life Group leaders, helping them manage their groups and the complications come in this season.

Sam Evans is preaching this weekend.

Thank you everyone!

Shawn

Hello Everyone... here is a brief summary of all that happened on campus this week:

July 17, 2020

The campus has gone quiet.... again: On Monday, Governor Newsom required all non-essential businesses to close due to COVID-19, forcing us to return to working from home. Our staff has learned how to do this well, and although there was sadness, there was also a sense of resolve. Ministry has gone on and hasn't skipped a beat due to the lessons learned from last time.

The Blood Drive was a huge success! We filled all possible registration spots across two days, and had to turn people away due to capacity. Marcia and team did a fantastic job coordinating with the Red Cross to work to help refill the blood banks.

We are still awaiting the permit from the city for the tent: We have received approval from a number of the needed city departments, and we are just waiting for a physical inspection. We had hoped to receive word yesterday, but we believe the city is being affected by the shut down as well. The last time we were shut down, the planning department was only open 2-3 days a week. We are prepared to move quickly once we receive the green light, but we still do not know when that will be. We are still hoping to launch the tent service on the weekend of August 2.

We are preparing to have the Spanish service return to Sunday Morning worship: Since the Spanish service is a smaller congregation, they can meet easily, outside, in the North Campus amphitheater. We are hoping to use this launch as a way of testing registration, temperature scans, giving boxes and stations, and other required regulations. Hopefully the lessons learned will translate into the tent.

We have cancelled Art of Worship for the year: Art of Worship typically occurs in November, but at this point, it seems highly optimistic that we would be in the worship center by that time. We are disappointed, but we are trusting that this is the season for us to refocus our energy on ministries that can reach people digitally in this season.

I am preaching this weekend, closing out the Sermon on the Mount Series. Our text will be Matthew 7:24-29.

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)

Program Proposal: RHCC Preschool COVID-19 Recovery

Proposal date: 7/20/2020

TOTAL ASK: 26,567.55

Financial Support of Programming and Institutional Expenses

Given the financial impact of COVID-19 and current regulations regarding a reduction in class sizes, it is inevitable the preschool is in need of financial assistance for recovery and sustainability for the next school year. Although our budget is based on current registrations, it is likely student enrollment will fluctuate during the COVID-19 pandemic. We are requesting assistance in funding the following:

	'19-'20	'20-'21	Reduction
*Programming Expenses:	\$8,320	\$5,700	\$2,620
*Institutional Expenses:	\$19,116	\$4,946.28	\$14,169.72

Total	\$27,436	\$10,646.28	\$16,789.72

Rationale: RHCC Preschool is ministry of RHCC, and has always been responsible for funding its ministry. With smaller class sizes, we will be operating on razor thin margins.

*Attached you will find these figures in the '20-'21 budget under programming and institutional expenses. Compared to the '19-'20 budget, these expenses were cut by (\$16,789.72) to balance the new fiscal year budget.

Restore the Retained Earnings Acct.

Our '19-'20 school year was in the process of restoring our Retained Earnings account. In the past, this safety net was set at \$10,000, but was increased to \$20,000 after a surplus from the '17-'18 school year. This account has dropped to \$4,078.73. COVID limited the Preschool's ability to replenish this account when it needed to close from April-June, ending the opportunity to accrue income. We are asking for the restoration of this account by asking for a gift of \$15,921.27 to bring this account back to its original amount of \$20,000.

Rationale: COVID-19 has thrown many curveballs, which makes the 20-21 school year unpredictable. There is a chance the school will need to close for a second time, and limit it's opportunity to bring in funds. Additionally, should someone within the preschool community contract the virus, the school could see a dip in student enrollment. If the preschool experiences a drop in income, without the replenishment of this account, we may need to come back to the Elder Board for assistance.

Program Budget

In preparation for the '20-'21 school year, we have made budget cuts in areas such as personnel hours, programming, and institutional needs. After communication with other preschools, we have decided to place a tuition freeze on current rates for the duration of the upcoming school year. *Unfortunately, we will not be able to provide monthly tuition discounts for this school year (50% staff, 25% military, \$75 sibling).

Rationale: Due to the current economy, raising tuition rates creates an even greater burden on families during the statewide closure.

Staffing Changes: When comparing the 19-20 and 20-21 budgets the personnel expenses do not make a drastic change. However, the 20-21 personnel expenses reflect a COLA increase of 1.9%, which is consistent with all other RHCC employees. After reviewing state recommendations and observing how other preschools are limiting exposure, we have chosen to keep 2 teachers in our younger 3s classrooms (1 Lead Teacher + 1 Assistant Teacher) and reduce our older classrooms to 1 Lead Teacher. Lead Teachers and Assistant Teachers are under different pay bands. We have kept one Floater staff member to assist in the additional hours that will be needed to consistently clean and disinfect high touch points.

Fiscal Implications

Without the assistance of the church, it is possible this ministry will not recover from COVID-19. The Preschool ministry has a population of RHCC members, other Christians in the South Bay, and unbelievers in our area. More than half of our students do not regularly attend RHCC. Being one of the only businesses and ministries deemed essential by the state, it is imperative the school reopens so children can gather and continue to grow in their understanding of the Gospel message. While these children may not be able to participate in weekend services, they will still have access to in-person spiritual development by attending school.

Evaluation

The Preschool Director and Children's Ministries Director will continue to examine other preschools and surrounding school districts to gauge how they're financially responding to COVID-19. Additionally, the preschool will constantly evaluate the health and safety of it's members.