

**ROLLING HILLS COVENANT CHURCH**  
**Elder Council – Meeting Minutes**  
**September 15, 2020 (Approved 10/05/20)**

**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	

Pastors Mel and Nori are also present, as well as Sam Tabari.

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

**ADOPT AGENDA**

The meeting agenda was adopted with the addition of a Vote to Approve Use of RHCC Logo on Reignite Hope Mobile Training Facility, Dream Team 2.0 Update, and SET Update after Mel and Nori’s updates, an SLT Chapel Update after Preaching Schedule Update, and moving the CBM Prep to Executive Session.

**DEVOTIONAL – PHILIPPIANS 4:4-7**

Mike Curtis reflected on these verses, saying that, while some may think of them as commands and emotions we should have, they actually indicate what Christ has done for us. Moreover, this gives us the reason to rejoice. We would be hopeless without what Christ has done for us. Our reasonableness is grounded in what Christ has done for us. And our reasoning is different from the world’s. The world reasons by feelings, which always change. This way is “sinking sand.” However, we as believers stand firm on what Jesus has done. We as elders need to model this reasonableness to the church to shepherd them well. How do we do that? We need to have joy and peace. “And the peace of God, which transcends all understanding, will guard your hearts and minds in Christ Jesus.”

**ELDER PRAYERS**

Terry, Mark, and Jerry prayed for the church, specific needs of the church, certain members, and the elders, and for the meeting.

**APPROVE MINUTES**

The minutes from the 08/17/2020 EC meeting were approved by acclamation.

**CELEBRATE OUR SPANISH AND JAPANESE SERVICES**

First, Pastor Mel reported that pre-Covid there were 160-200 people attending the Spanish services. Covid took away a core part of their church ‘identity’ – staying after church for sharing a meal and fellowship. After the shutdown, he did one video-only service, because, although it was received well, he knew it just wasn’t going to ‘work.’ He began a combination of Zooming and YouTube videos. He actually preached on Zoom on Sundays and had videos for Thursdays. The Sunday before Easter, they started a Zoom service for the kids. Recently they added a Youth service, which is mostly High Schoolers. They have people logging on from all over – Guatemala, Panama, New York, Mexico City, etc. When it was okay to open, Mel decided to meet in person on Saturday evenings on the North Campus. About 50-60 people came to ‘live’ services on Saturdays and another 40-50

people still met on Zoom on Sundays – plus the children’s and youth Zoom meetings. Pastor Mel started a Bible school using a curriculum from where he went; nine people have signed up so far! He also has two people doing internships with him. He asked for prayer for the children’s and youth ministries, as those are both new to the Spanish church since Covid began – and especially for the youth to be more connected with the ‘mainstream’ RHCC youth ministries. Connection and inclusion has been lacking in that area. Pastor Sam prayed for Mel, his ministry, and the youth ministry concerns.

Next, Pastor Nori shared that, since Covid, all Japanese church meetings went online, which actually made it easier for people to meet! They have four Life Groups now, plus prayer meetings and Bible studies. When it was okay to open, he decided to meet on Sunday mornings on the North Campus patio. Nori does the live service on Zoom at the same time! Similar to the Spanish church, they also have many that ‘attend’ on Zoom from other states and countries – and they miss the live fellowship after the Sunday services, too. He asked for prayer that they can maintain unity, stay well grounded in the Word, and stay motivated to reach out to unbelievers.

#### **VOTE TO APPROVE USE OF RHCC LOGO ON REIGNITE HOPE MOBILE TRAINING FACILITY**

Chairman Mike stated that Reignite Hope is ready to launch their 18-wheeler training facility – and they would like to put an RHCC logo wrap-around on it. Steve said they have about 500 people on a waiting list for the class, so community need is very high. Happily, a Korean church is very excited about the Reignite ministry and is partnering with them, giving them much needed help.

Steve moved to approve the use of the RHCC logo on the Reignite Mobile Training Center. The motion was seconded and passed unanimously.

#### **DREAM TEAM 2.0 UPDATE**

Craig reported that the team began with 12 members comprised of staff – some women and some men – plus Craig, Sam Tabari, and Mark Fredrickson, for a total of 15 members. More ‘dreamers’ were added, bringing the number up to between 50 and 60 now. This group has been ‘dreaming’ all summer. In about two weeks, they will look at all the dreams, and the team of 15 will whittle them down and present them to the EC. One dream in particular has to do with a collaboration between Reignite Hope and Local Outreach to reach the 80% of lost people in the County strip. Their dream includes buying a building to house the Reignite Hope Ministries and to expand to other types of training that would increase out local outreach.

#### **SET UPDATE**

Mark stated that he needs each elder to write a summary from their respective commission members and staff so he will have the information needed to support placement of resources. He would like those summaries by September 30. In addition, Pastor Sam and Bob C. went over all the details needed on the SET reports.

#### **BEST CHRISTIAN WORKPLACE PROJECTS STATUS REPORT**

Clyde reported that 4 out of the 6 projects have been returned to him. He encouraged the two remaining that their rough drafts would be sufficient to be able to close them up by the end of next week.

#### **UPCOMING PREACHING SCHEDULES**

First, Pastor Sam reported that Phillip DeCoursey was well received on September 13. As of now, the schedule for preaching the next three weekends will be Shawn, Shawn, and Sam. Then, Erik Thoennes is scheduled as guest speaker on October 25.

#### **SLT CHAPEL UPDATE**

Pastor Sam reported that the SLT Chapel was held live in the tent today (9/15). The entire Sr. Pastor Search Committee came to share and answer questions. It was a positive exchange regarding the decision about Pastor Shawn.

#### **GIVING FORECAST FOR FY 2020-2021 / CASH FLOW MANAGEMENT REPORT**

Bob presented the financial recommendations from the Finance and Property Commission and a couple of explanatory graphs. Thanks go to Peter, Mike, and Gene for compiling and refining the recommendations and for constructing the graphs. A deficit of (1.4 million) – (1.6 million) is forecasted. However, with all the mitigating measures, it seems that only \$500K will be needed – the amount the elders already approved to be used for staff salaries from the trust account. He stated that they deem it okay to move forward with presenting the \$7.8 million budget to the congregation. He expressed thanks to God for what He has done and is doing. COVID has had an impact in our church ministries. However, our active and increasing efforts to return to corporate worship (tent) and the concurrent return to community through life groups, youth, and other ministries make us hopeful in His faithfulness through giving toward the year’s end. The church has historically done a fantastic job of reducing

expenses significantly when needed. This year's expenses will be reduced even more with the forced cancellation of large events. The business office, F&P, and the elders will continue to track giving/expenses closely and take emergency action if required. Bob particularly recognized Misty's careful monitoring of all the circumstances. Bob noted if December's giving is not as fruitful as hoped, we may need more than \$500K. If a dire situation presents itself, the church has options (trust account, cash management account, HES, etc.). Peter and Gene will deliver the Treasurer's report at the CBM.

### **PERSONNEL POLICY DISCUSSIONS**

Terry and Bob presented the updated Alleged Harassment, Discrimination ...Policy to the EC for approval. (This is the first of four policy updates.) Our original policy had some Scripture in it. However, our Christian Labor Attorney counseled that we remove the Matthew 18 guidelines and other Biblical references in order to demonstrate RHCC's clear compliance with legal requirements for employers. He advised we situate Matthew 18 in other places within the larger personnel policies manual addressing the lifestyle and beliefs of the church. Thus, the Matthew 18 guidelines are an addendum.

Bob moved on behalf of the Personnel Commission that the Alleged Incidents of Harassment, Discrimination, Hostile Work Environment, and Retaliation Prevention and Investigation Policy be approved as updated. The motion was seconded and passed, with one opposed.

### **CLOSING PRAYER**

Vice Chairman Mike DiLustro concluded the main meeting in prayer at 8:30 pm.

### **EXECUTIVE SESSION**

Congregational Business Meeting preparations will be discussed.

### **ACTION ITEMS RECAP**

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

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

#### **Next ECM Dates – Meeting Virtually:**

October 5 & 19, November 2 & 16, and December 7, 2020; and January 18, 2021.

(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:**

September 20 (in the tent), and November 8, 2020; February 28, May 2, September 19, and November 14, 2021.

s/Jane Wallin  
Secretary

## **APPENDIX A – STAFF UPDATES**

### **Sam**

#### **AUGUST 21, 2020 WEEKLY UPDATE**

All,

**Tent:** As you know we had our first tent service this past weekend and from both an operational as well as spiritual standpoint it was outstanding! I had a concern that we might get complaints from the neighbors. We only received one call - and they wanted to know if anyone could come! We will be welcoming a new family to the church this weekend. We changed our preregistration for services to Planning Center and are finding it is much more functional than the previous system.

**Children's Ministries:** Conducting a prayer walk on campus with the kids on 8/29. There will be various stations with prayer activities around the campus parking lot.

**Life Groups:** Sign-ups will be taking place this Sunday. Tents will be in place and it will be an opportunity for existing groups to check in as well as for new people to sign up.

**Students:** The PV school system starts this week. At church the Junior High and High School will start on 9/9. College met last night to say goodbye to Jason. They start up again on 9/16. Jason's last day will be this Sunday and he will depart for Texas immediately following the 11:00 service.

**CBM:** We are currently planning for the CBM on 9/20. This will be a combined quarterly / annual meeting given that we missed the May meeting due to COVID-19.

**Worship Arts:** David Halverson's retirement announcement was rolled out this week. On Tuesday he informed the choir, orchestra, and POOL participants in person at a gathering in the tent. An email was sent to staff and a video / email went to the congregation and was posted on social media.

**Japanese Ministries:** They will be having their first service this Sunday at 9:00 on the North Campus. The service will also be live-streamed on Face Book.

**Administrative:** Donna and Patty will be working on the Long Range Planning calendar this week. Shawn will be returning from vacation on Monday but will be in services this weekend.

Sam

## Shawn

Hello Everyone... here is a summary of this week's ministry:

August 28, 2020

**We Begin A New Teaching Series This Week:** The name of the series is "Thinking Right When Things Go Wrong", and will take us through the book of 1 Peter. I am preaching this week, Sam Evans will preach next week, and Garrick Hanger the following week. This will also coincide with the launch of Life Groups online.

**The LED Wall Is Installed In The Tent:** This large, 18 foot screen has finally arrived and been installed in the tent. This will allow us to show the congregation announcement videos, worship lyrics, bible verses, or a video for the speaker for those in back. Also, security cameras have now been installed and are online. The only final thing that we are waiting for is a backdrop curtain for the back of the stage, a permanent wrap around the base of the stage, and an open wifi network for inside the tent so congregants can access the mobile app while on campus.

**We Are Working Through Bookings For The Tent and Outdoor Spaces:** Our thirty room campus has essentially become a one room campus now with the tent. SLT is working through a process for booking the tent for meetings, and also designating other outdoor spaces for groups to meet.

**Staff Are Beginning The Stewardship Evaluation Process:** The forms for Stewardship Evaluation have been sent out to departments, and we are awaiting a completion date and instructions from the Stewardship Commission for the next step. This will certainly involve every elder and commission, so please work closely with your pastoral partners so that the process can be completed quickly.

**Children's Ministries Rooms Are Completed, Moved In:** The Children's rooms have undergone a renovation, and the Children's ministries is now cleaning all furniture and toys, and moving them back into rooms. They also have created a number of small events on the weekend so that families can play together and children can have a Sunday Ministry experience.

**Thank you everyone. See you in the tent.**

Shawn

Garrick

## APPENDIX B – ELDER UPDATES

**CHAIRMAN (Mike Cochrane)**

**CHILDREN'S MINISTRIES (Clyde LaGue)**

**CONGREGATIONAL CARE (Steve Bunyard)**

**CONNECT & EQUIP (Jerry Rilling)**

**FINANCE & PROPERTY (Gene Chou)**

**GLOBAL OUTREACH (Craig Knickerbocker)**

**LIFE GROUP (Mike Curtis)**

**LOCAL OUTREACH (Dan Murdoch)**

**PERSONNEL (Terry Wheeler)**

**STEWARDSHIP (Mark Fredrickson)**

**STUDENT MINISTRIES (Rod Lenders)**

**WORSHIP ARTS (Rich Tamble)**