

ROLLING HILLS COVENANT CHURCH
Elder Council – Meeting Minutes
November 30, 2020 (Approved 12/07/2020)

MEETING ATTENDANCE

Name	Position	Present	Absent
Mike Cochrane	Chairman	X	
Mike DiLustro	Vice Chairman	X	
Sam Evans	Interim Senior Pastor	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	
Bob Cubillos	Business Administrator	X	
Sam Tabari	Director of Communications & Strategy		X
Jane Wallin	Secretary	X	

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

ADOPT AGENDA

The meeting agenda was adopted as is.

DEVOTIONAL

Pastor Sam gave a devotional from John 10:11-15. He first reminded us that in the book of John Jesus made seven “I am” statements. In Exodus 3, Moses meets God in the burning bush, who says to tell the Israelites “I am that I am” has sent you. So when Jesus made His statements (I am the bread of life; I am the light of the world; I am the door of the sheep; I am the resurrection and the life; I am the good shepherd; I am the way, the truth, and the life; I am the true vine), the Pharisees knew exactly what He meant and that is why they picked up stones to stone Him. In John 10:11, Jesus says, “I am the good shepherd.” Now, sheep are helpless. Without a shepherd, they would starve. They need a shepherd – a good shepherd – even when the sheep bite. Verse 12 says that our good shepherd lays down his life for his sheep. This describes who you, the elders, are. Verses 12-13, on the other hand, tell about the hired hand that lets the sheep be caught by a wolf and then he runs away. He cares nothing for the sheep. This does not describe the elders. This could perhaps describe those in ministry who have wrong motives. Perhaps those pastors that fall had wrong motives from the beginning. You elders on the other hand want to do your best at shepherding. In verses, 14 and 15 Jesus says He knows His own. As elders, it is important that you/we know our sheep. And the sheep should know us, which is an area that we elders can work on – to make ourselves known to the congregation.

ELDER PRAYERS

The EC prayed for health concerns of members and staff, for unity and healing for our church, that our church would bring glory to God, and that God would show us the next steps that we may shine the light on and of Jesus.

APPROVE PRIOR ELDER MEETING MINUTES

The minutes from the 11/9/2020 and 11/16/2020 EC meetings were approved by acclamation.

CHURCH PLANT UPDATE AND CBM BEHAVIOR GUIDELINES AND PROCEDURES

RHCC is a congregational church and is guided by a Constitution and Bylaws document that has been in place (with revisions) since our start in 1957. The bylaws direct that Robert's Rules of Order govern RHCC meetings. The congregation approves the annual budget prepared by the staff, commissions, and elders; elects the church officers, elders, deacons and deaconesses; affirms the calling of new Pastors and changing of Pastor's job descriptions; affirms teaching statement additions; and approves the buying and selling of real estate. The Elder Council members are elected by the Congregation and manage the day-to-day business on behalf of the Congregation. The Elders have legal and fiduciary responsibility for the finances of RHCC. Since the circumstances involving the start of a New Church Plant were of unusual merit and required expediency in solidifying a plan and coming to an agreement over that plan, it was agreed by all parties involved to pray over the plan, reflect on it, and in reliance on God, to move ahead as quickly as possible.

Therefore, the Elder Council selected a sub-team to work out all the details that had been discussed with Pastors Hurley and Hanger, and to capture them in the form of Separation and New Church Plant Agreements for RHCC to financially support the Church Plant and its Pastors. The first sub-team was made up of Bob C., Mike D. and Gene. The final sub-team was made up of Gene, Sam E. and Craig. The final sub-team was directed to work out the final details and have the Separation Agreements and the Church Plant Agreement finalized by December 7, 2020.

What RHCC is used to doing at CBMs is no longer a wise way to continue. The 'open mic' that has been provided over the years has changed from a 'family conversation' to protests and yelling and booing from the congregation. This behavior is not pleasing to the Lord. We must have guidelines in place so as to remove any stumbling blocks during the CBM. We must also explore options for voting, since it is not safe nor healthy for many members to meet in the tent; and we don't know how long it will be before we can meet together indoors. While informational items are not 'open for comment,' questions about them could be submitted to the Church Chairman on notecards beforehand to be answered at the CBM. On the other hand, when there is a motion on the floor, there can be discussion. To keep the discussion moving in a timely manner, several ideas are being considered: 1) have 2 lines – one pro, one con – perhaps with back-and-forth comments; 2) limit the comments to 5 from each side; 3) have the Vice-Chairman (or an appointee) enforce the 2-minute time limit of each comment; 4) have several elders answer questions, as well the Pastor, Church Chairman, and Business Administrator. These ideas will hopefully help everyone act and speak with respect and grace.

GIVING FORECAST FOR FY 2020-2021/CASH FLOW MGMT. REPORT

Bob reported that Misty's update for November so far indicates that no help from the HES will be needed. However, the cash flow could change dramatically in December depending upon how much of our \$1.8 million giving goal is achieved. Misty's forecast indicates that if our current rate of giving and expenditures continue throughout the duration of the fiscal year, we could be \$789K short at fiscal year-end, even with the 16% to 18% of the total budget that usually comes in December. In that case, we will use the rest of the \$500K we set aside and take the remainder out of the HES (Home Equity Sharing). Bob stated that, in January, two financial analysts (Tom Bostelaar and Ken Johnson) will complete another forecast. Their data will be very helpful in identifying where our giving will end up at fiscal year-end. In addition, as part of the upcoming budget process, the data will also be reviewed at the annual joint Stewardship and F&P Commission meeting to forecast income for the 2021-22 fiscal year.

PERSONNEL POLICY REVIEW AND AFFIRMATION

Bob presented a one-phrase change in the 'Employment of Close Relatives' policy that adds that "and the relative is not related to a Pastor or Director." A short discussion clarified that exceptions could be made as is reflected in the final statement of the policy. The EC unanimously affirmed this change.

CLOSING PRAYER

Vice Chairman Mike DiLustro concluded the meeting in prayer at 9:29 pm.

ACTION ITEMS RECAP

N/A

STAFF ROUNDTABLE – See Appendix A

ELDER ROUNDTABLE – See Appendix B

Next ECM Dates – (Meeting virtually or safely in-person following LA County guidelines):

December 7, 2020; and January 18, 2021.

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

Next CBM Dates:

~~December 13, 2020;~~ February 28, May 2, September 19, and November 14, 2021.

[In accordance with the directive from LA County we are going to announce that the CBM and all other on campus ministries (Students, Women's events, etc.) are canceled.]

s/Jane Wallin
Secretary

APPENDIX A – STAFF UPDATES

INTERIM SENIOR PASTOR (Sam Evans)

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)