

ROLLING HILLS COVENANT CHURCH
Elder Council – Meeting Minutes
January 18, 2021 (Approved 02/15/2021)

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	
(Vacant)	Elder – Personnel Commission	---	
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	Interim Executive Director	X	
Jane Wallin	Secretary	X	

At 7:01 PM, Chairman Cochrane opened this virtual meeting in prayer.

ADOPT AGENDA

The meeting agenda was adopted as is.

DEVOTIONAL (Ephesians 4:11-16)

Steve began this devotional stating that Ephesians is the “Alps” of the New Testament. In this book, Paul talks about the body, the temple, the mystery, and the bride. In Chapter 4, Paul turns a ‘corner’ from theology and doctrine to how we live it out in our lives. Without practical application, theology and doctrine are worthless.

In verse 11, Paul tells us the different gifts given to the church, which gives us the categories of leadership. Why? The answer is found in the next two verses. In verse 12, these gifts are to equip God’s people for works of service. This is important as stated by Greg Laurie, “If we train Christians to be *consumers instead of communers*, we’ll end up with *customers instead of disciples*.” And in verse 13, the gifts are to help us mature so that we look more and more like Jesus every day. “Being blown here and there by every wind of teaching” in verse 14 suggests the need for proper, biblical discipling and teaching. This will help prevent such things as someone being taught to believe in reincarnation from “you must be born again.” Next, verse 15 tells us that both truth and love are important when speaking/teaching. “All truth” can be unloving, while “all love” can be disingenuous. This contrast can be seen in the account of Abraham and Isaac, where Abraham knows the truth of what is about to happen, but shares it with love. Finally, in verse 16, the whole body is built up in love as each part does its work. It is easy to love as long as things are going ‘our way.’ However, some may be caught in a pattern of thinking – I’ll be loving until --- the elders do something I don’t like; or they play the wrong kind of worship music, etc. etc. A recent study shows 6 reasons causing division in churches:

- the way the money is spent
- who makes the decisions (Pastor? Elders? Congregation?)
- worship styles
- roles of women in ministry
- charismatic vs. non-charismatic
- gay marriage

When these things are not well defined and the people have not been discipled, then divisions arise. Let us strive to get out in front in these six areas, especially now as we have a chance at a ‘fresh start.’ Let’s get our congregation well founded with a Biblical worldview, so they are not “tossed around by every wind of doctrine” (v.14).

ELDER PRAYERS

The EC prayed for the prison ministry, for various personal needs and health issues, for Children's Ministry as they 'open up,' and for the country.

APPROVE PRIOR ELDER MEETING MINUTES

The minutes from the 12/07/2020 EC meeting were approved by acclamation.

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

First, Bob reported on the congregational giving at calendar-year-end. His 10-year columnar chart compared the giving for each December and showed that, in 2020, \$1,328,025 was received toward our goal of \$1,827,145. Overall, the congregation did pretty well in giving, considering the current situation in which the nation finds itself. We are truly grateful. The shortage of \$499,120 was 27% short of the goal, and 18% short of the 5-year average. He emailed the staff updating them on the need to follow the cash management guidelines that are followed when cash is tight. Second, he presented the annual year-end analysis of the total donor base. This report revealed a drop in 177 donors compared to 2019. Finally, he shared various expense scenarios at 10%, 15%, and 20% reductions for Fiscal Year 2021-22 in order to demonstrate how the ministry would be impacted if the giving for next fiscal year were to be at the \$6 million level. A brief discussion ensued on the advantages of constructing a zero-based budget approach for the upcoming fiscal year. Gene interjected that utilizing more lay leaders can help to reduce expenses, which can only help in budget planning. The annual Stewardship and F&P Commission joint meeting will be held on January 27, at which time they will discuss the income projections of Tom Bostelaar and Ken Johnson and construct a budget recommendation for the Elders consideration.

FORM SUB-TEAM TO EXAMINE/DISCUSS TIMING & METHOD OF ELECTING NEXT CHURCH OFFICERS

Chairman Mike stated that we must somehow get back on track with our Constitution's timeframe for CBM's. This is difficult to do in this Covid time. For this reason, we need a sub-team to design something that will work – and to explain 'why' and 'how.' The sub-team members are Mike DiLustro, Steve Bunyard, and Sam Tabari.

DISCUSS ELDER ON-BOARDING PROCESS

Bob presented an updated Elder Position Description and moved that "we approve the RHCC Elder Position Description to assist with on-boarding new elders." The motion was seconded. This motion spurred the elders to consider how to educate the congregation as to our Constitution and its authority structure. The elders also discussed some of the wording in the Elder Position Description to be true to the Constitution and for clarity of the working relationship between Elders and their Commission members. Furthermore, they must teach Biblical worldview to their Commission members to ensure that their first thought is 'we can absolutely trust our elders.' Chairman Mike called for a vote on the motion, which passed by acclamation.

WORSHIP DIRECTOR SEARCH UPDATE

Before beginning this update, Sam Tabari stated that two more positions need to be filled: Ensley Morgan's position as Preschool Director (she and her husband will be moving out of state), and the High School Director position. The Preschool Director position needs to be someone State Compliant to keep the Preschool running. Sam and Rod are meeting and discussing the possibilities for HS Director. Regarding the Worship Director position, that is a need coming up quickly as Pastor David steps down in June. An excellent search team has been assembled – Laura Savitz, Susie Hipkins, Sam Tabari, David Halverson, Brian Johnson, Rich Tamble, Dana Bisignano and Colonya Calhoun. This position needs to be filled by someone who can teach people the theology of worship – that not all hymns are outdated, but are rich with doctrine and truth, and that not all contemporary songs are evil. This position needs someone who is both classically and contemporarily trained, who can bring generations together, and who is able to continue the Pageant of Our Lord. We will be hiring a director rather than a pastor, since we cannot have a CBM to properly form a search committee to hire a pastor per the Constitution. A new Worship Arts leader is such a major position comprised of so many facets of church life that it must be carefully handled, so as to meet all the needs of the congregation, while also being extra careful for budget considerations at this crucial time. As requested, Sam T., Rich, and the team will keep the EC well informed and updated in a more timely manner as to how this search is moving forward.

Pastor Sam made some final comments. He informed the EC that he asked Sam T. to sit as a voting member of the EC, because of the reduction of voting members. He did this with Chairman Mike's approval. Sam also reminded the EC of their commitment to take a love offering for our new church plant, Coastline Covenant, in January.

CLOSING PRAYER

Vice Chairman Mike DiLustro concluded the meeting in prayer at 9:16 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):

February 15, March 1 & 15, April 5 & 19, 2021.

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

Next CBM Dates:

In accordance with the directives from LA County beginning at the end of November 2020 and ongoing, we announced that the CBMs 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 (*Vacant*)

STEWARDSHIP (Mark Fredrickson)

STUDENT MINISTRIES (Rod Lenders)

WORSHIP ARTS (Rich Tamble)