

ROLLING HILLS COVENANT CHURCH
Elder Council – Meeting Minutes
April 1, 2019 (approved 04/22/19)

MEETING ATTENDANCE

Name	Position	Present	Absent
Mike Cochrane	Chairman	X	
Anthony Galante	Vice Chairman	X	
Byron MacDonald	Senior Pastor	X	
Shawn Hurley	Executive Preaching Pastor	X	
(Anthony Galante)	Elder – Children’s Commission	√	
Jerry Rilling	Elder – Congregational Care	X	
Guy Forest	Elder – Connect Commission	X	
Tom Miller	Elder – Finance & Property Commission	X	
Craig Knickerbocker	Elder – Global Outreach Commission	X	
Mike DiLustro	Elder – Life Group Commission	X	
Hoon Dokko	Elder – Local Outreach Commission	X	
Jim Walter	Elder – Personnel Commission		X
Richard Smith	Elder – Stewardship Commission	X	
Rod Lenders	Elder – Student Commission	X	
Ben Eroen	Elder – Worship Arts Commission	X	
Steve Bunyard	Associate Pastor – Outreach	X	
Lloyd Gilbert	Associate Pastor – Student Ministries		X
Garrick Hanger	Associate Pastor – Adult Ministries	X	
Bob Cubillos	Business Administrator	X	
Jane Wallin	Secretary	X	

At 7:07 PM, Chairman Mike Cochrane opened the meeting explaining that, with the length of the agenda this meeting, the EC will delay the devotional till the next ECM.

ELDER PRAYERS

The elders prayed for the needs of those in the congregation, for specific needs of those on the council, and for the church in general.

MINUTES

Meeting minutes from the 3/18/2019 meeting were approved by acclamation

DISCUSS WOMEN IN LEADERSHIP ACTION PLANS

This agenda item will be delayed to the 04/22/2019 ECM in light of the great number of items on this meeting’s agenda.

DISCUSS THE CONCEPT OF RHCC JOB TRAINING & COMMUNITY CENTER IN SAN PEDRO

Chairman Cochrane reported to Pastor Steve that the presentation of the idea of this center at the 03/18/19 ECM was received with favor by all. Pastor Steve added more details and comments to give more validation to the opening of such a center: the community will be supported in tangible ways; the city is very much in favor of and backs the idea; provides opportunities for partnership/help from Life Groups; etc. Research still needs to be done to determine the top 3 trades that would best serve the community to be taught at this site. Welding will not be one, as that will remain reserved for the Gardena site. Chairman Mike called for a vote of confidence for Steve and Hoon to move forward with more exploration and planning; the vote was unanimous.

DISCUSS RECOMMENDING TO CONGREGATION AT MAY CBM TO ALLOW SPACE & TIME BEFORE THE FORMATION OF MINISTERIAL SEARCH COMMITTEE FROM MAY 5 TO NOVEMBER 10, 2019

As this discussion began, the EC was reminded that, while there have been favorable outcomes regarding certain identified relationships, there is still a need to identify other relationships and areas requiring healing and reconciliation – and that this process will take more time. There are also positive financial reasons to allow more space and time. Many on the EC surmise that there will be a “natural” delay because of all that the search committee has to do as part of the search process. The Stewardship Commission had discussed the delay and

recommended to the EC that more time and space be taken. It was also noted that this “delay” could resonate favorably with Senior Pastor candidates, as well as show the congregation what it “looks like” to seek the Lord (giving them tangible opportunities, like a month-long all-church prayer time, etc.).

The discussion resulted in the recommendation that the Elders recommend to the congregation at the May 5th CBM to allow space and time, and to allow for prayer and seeking the Lord prior to the formation of a Ministerial Search Committee. Chairman Mike took a hand vote for presenting this at the May 5, 2019, CBM, results of which were 9 to 1 in favor with 2 abstentions.

It still stands that the congregation has to vote on this, so there may or may not be a change. Elders recommended giving the Biblical reasons and basis for taking extra time, which Chairman Mike could easily lay out in his devotional at the CBM. He could also make a video email to present this to the congregation in advance of the CBM.

FY 19-20 BUDGET STATUS & OPTIONS

Pastor Byron began this discussion, noting that the anchor points/core ministries of the use of the budget are as follows: weekend worship with excellence in music and Word; discipleship/shepherding of adults; discipleship of children and students; and outreach, both global and local. To do our best with these core ministries, we need communications suited to 2019. Some ministry and staffing questions to consider in regard to the budget were also presented. Of special note was to *maintain* services and ministries, making Senior Pastor the *only change* for the next fiscal year.

The budget draft does not include Gateway, because the goal had always been for it to be self-sustaining. The reality is that the church is not growing and, although the Gateway congregation strongly desires to stay together, the practicality is that they need to be shepherded back into the main RHCC fold. Dennis Fevegeon is committed there till May 19, 2019, so there is time to work with their leadership to do this with great care.

Diverting to consider the current budget, Bob reported on some specific \$ details, noting several areas that need to be watched closely and contingencies planned for in order to manage the increases and decreases. Bob noted that contingencies have been managed well in the past, therefore we can do it again. Promptly, staff will be asked to curtail spending to offset the current gap. Each Commission was asked to look at their own practices and expenses and find areas that could be cut as well. One elder proposed that potential cutbacks be shared with the congregation in order to get their help – ‘we have not because we ask not.’

Returning to discussion of FY 2019-2020 budget, Tom and the F&P Commission determined that continuing at the current level of giving will result in a \$300,000 shortfall. The reality is that this difference in budget would impact 3-4 staff people and both lives and ministries would be affected. With this in mind, the EC was presented with a reforecast of expenses for the next fiscal year, which came to \$7.62 million, down from the first draft of \$7.93 million. Discussion ensued as to whether or not to change the \$7.93 million budget amount. With regard to next fiscal year’s budget, there was some discussion of trust funds. Bob notified the Elder Council that \$140,000 of the \$471,000 trust gift would be used to fund the Rabbi Trust for the next fiscal year. Discussion concluded with protecting the trust funds for as long as possible, so that they would be available for use in the most crucial situations.

Pastor Byron then moved that the \$7.93 million budget be approved. In a vote by show of hands, all were in favor with 1 abstain.

STATUS REPORT ON PERSONNEL RECONCILIATIONS & INVESTIGATIONS

In Jim’s stead, Bob reported on the status of the 3 identified situations. In the first, there has been complete restoration and absolution; the slate is wiped clean. The second is halfway done and quickly approaching completion. The third is still in process and will be done by April 22. Regarding the Best Christian Workplace employee survey that has been conducted with staff – Jim recommends that a subset survey be conducted with the elders, with the intent of it revealing areas of disconnect and disunity so that those areas can then be addressed/rectified/healed.

STATUS REPORT ON WOMEN'S MINISTRIES DIRECTOR SEARCH TEAM

Pastor Garrick reported that the team is now full and complete at 10: Garrick, Mike D., Guy, and 7 women. Meetings are planned to get things underway.

STATUS REPORT ON TRANSITION LEADERSHIP & VISION TEAMS

After some discussion, Chairman Mike moved that point 5 – Strengthening staff/elder relationships, headed by Pastor Steve and Mike D. – be added to the duties of the TLT. All were in favor by a show of hands; the motion passed.

The VT report is moved to the next ECM.

FINAL NON-AGENDA ITEM

Bob reported on the church-wide VDB surveys and how Sam Tabari is capturing all the info in a way that represents all the data/answers/comments. Bob, Christina, and Sam will come back to the next ECM with a report that filters/condenses the results into a narrative. It was recommended that Jim and Personnel Commission get included on this summarization, because this information will need to be shared with the congregation at the May 5 CBM and points of congregational concern that might arise need to be considered beforehand.

STAFF ROUNDTABLE – See Appendix A

ELDER ROUNDTABLE – See Appendix B

CLOSING PRAYER

Vice Chairman Anthony closed the meeting in prayer, ending at 10:04 pm.

Next ECM Dates:

April 22, and May 6, 2019.

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

CBM Dates: May 5, September 22, & November 10, 2019 at 6:30 pm.

s/Jane Wallin
Church Secretary

APPENDIX A – STAFF UPDATES

Byron

Shawn

Steve

Lloyd

Garrick

APPENDIX B – ELDER UPDATES

CHAIRMAN (Mike Cochrane)

CHILDREN’S MINISTRIES (Anthony Galante)

CONGREGATIONAL CARE (Jerry Rilling)

CONNECT (Guy Forest)

FINANCE & PROPERTY (Tom Miller)

GLOBAL OUTREACH (Craig Knickerbocker)

LIFE GROUP (Mike DiLustro)

LOCAL OUTREACH (Hoon Dokko)

PERSONNEL (Jim Walter)

STEWARDSHIP (Richard Smith)

STUDENT MINISTRIES (Rod Lenders)

WORSHIP ARTS (Ben Eroen)