

**ROLLING HILLS COVENANT CHURCH**  
**Elder Council – Meeting Minutes**  
**May 20, 2019 (approved 06/03/19)**

**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	

Chairman Cochrane opened the meeting in prayer promptly at 7:00 pm.

**DEVOTIONAL**

Mike C. then proceeded with the devotion, beginning in Gen.13 where God promises the land to Abram. Then in Numbers 13, God reminds Moses of the Promised Land. Then, after the land was explored, it was found to be very good, a land flowing with milk and honey. Caleb told the Israelites that they should surely take possession of this land. He said that, if the people have eyes of faith, they could move ahead without fear, because God is doing the giving. Applying this to our church, we can move forward without fear, because God is going to give RHCC what it needs to make it what He wants it to be. Let us band together as brothers and view “the land” we are about to enter in faith.

**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.

**UPDATE ON CHURCH RELATIONSHIPS INTERVIEWS**

Pastor Steve has a praise report and update on healing of church relationships. He is handling the staff and beyond - the administration, etc. – and Mike D. is handling the elders. Steve said that the staff are thankful that someone cares enough to ask how they feel. In general, they are very blessed to work here. He expressed kudos to Pastor Lloyd, as many – and only positive – comments were made by several people about serving with him. Steve asked three broad questions in his interviews in order to let them share broadly. Overall, the responses were positive. Almost everyone spoke about (without prompting) (1) not being divided generationally, which happens somewhat because of the differing preaching styles; (2) poor communication across the board – 2 examples: someone’s budget was cut, but rather than being told about it, they learned about it at the CBM; and the all-staff bowling day did not include the administration; (3) the hope that the survey results get shared with everyone; (4) nervousness regarding their job security, because so many people have been let go or have gone without any explanation and that has left them with feelings of “I could be next;” (5) longing for closer relationship with Pastors Byron and Shawn, but not feeling that’s available; (6) in the same way, wanting closer relationships with the Elders; and (7) feeling like everyone is in their “own lane” without anything unifying them. The above points were not given as criticisms, but rather as *wishes*.

## **UPDATE ON “THE GATHERING”**

Pastor Byron noted that when The Gathering began it really had a distinctive with Cliff and company leading the worship. With Cliff gone, that unique quality is gone. Now, with Byron and Tavia leaving about the same time, there is a question about what will happen with the 11:15 am/290's service. Perhaps the Spanish service could be held there at that time. Byron noted that The Gathering funds had been put into Contemporary. He also mentioned that contract musician expenses were actually higher over the last few years – and this year's budget reflects the actual amount being spent.

## **BCW UPDATE**

Bob reported that the results of the survey will be presented to the staff at the 5/29 SLT with Jim, Mike C. and Mike D. The Elder surveys are now complete and he will get those results to the EC soon. The church's attorney reported on the final claim, again finding no basis for harassment nor for a hostile work environment.

## **MINUTES**

Meeting minutes from the 5/06/2019 meeting were approved by acclamation.

## **ADOPT AGENDA**

The agenda for this meeting was adopted by acclamation.

## **BRIEF DISCUSSION AND VOTING ON 12 COMPLEMENTARIAN CHURCH PRACTICE ITEMS**

The 12 CCP recommendations are summarized as follows:

### **1. Develop training in 3 areas:**

- a. Learning how to respect and hear differences
- b. Facilitating meetings removing unintentional bias
- c. Infusing meetings with Christ-like mutual submission

### **2. Add a ~~user-friendly~~ *limited* preamble to the Complementarian Teaching Statement addition which adds a**

**celebratory tone towards the roles of women.**

### **3. Fund and develop a robust Men's Ministry parallel to our current Women's Ministry.**

4. Hold meetings to discuss and improve job titles and processes within RHCC to improve communication and value of our women staff.

5. Create a team to explore the biblical basis for women baptizing at RHCC.

6. Include women in praying for the communion elements in ~~the blended~~ services.

### **7. ~~Create a team to~~ expand women's presence on stage and testimonies during services.**

8. ~~Create a team to~~ determine how best to get the voice of women into the sermon preparation process

### **9. Teaching Statement “roll-out”**

10. Create Leadership Advisory Council of 4 men and 4 women to hear women's voices.

11. Include 2 non-voting women attendees at Elder meetings.

### **12. Create task force to roll out the items approved by the Elder Council.**

Discussion of the above items produced wording changes in #'s 2, 6, 7, and 8. Some other comments were made: the funding required for #3 will need to be discussed; implementation of #4 may result in current pastors and current female directors having the same title. (These will only have merit if the items pass.)

As determined at the last meeting, a 2/3 majority will be needed to pass (10 out of 14 votes). Votes were done by written ballot and given to Chairman Mike to tally. The results of the votes are as follows: **(1) passed**, 13:1; **(2) passed**, 11:3; **(3) passed**, 12:2; (4) failed, 3:11; (5) failed, 7:7; (6) failed, 8:6; **(7) passed**, 14:0; (8) failed, 9:5; **(9) passed**, 14:0; (10) failed, 4:10; (11) failed, 6:8; and **(12) passed**, 14:0.

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

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

## **CLOSING PRAYER**

Vice Chairman Anthony closed the meeting in prayer, ending at 8:30 pm.

**Next ECM Dates:**

**June 3**, July 1, August 5, September 16, and October 7, 2019.

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

**CBM Dates: September 22**, and November 10, 2019 at 6:30 pm.

s/Jane Wallin

Secretary to the Council

**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)**