



Spring All Church Gathering Agenda MARCH 30, 2019 | 9AM - 2PM

Time keeper: Violet

Attendance: Debbie

Minutes/notes: May & Mary -- it will be recorded on audio as well

Facilitator: Chrisi -- Introduce Pastor Peter & mention that Cindy had reunion plans with her 3 sisters in Chicago this weekend.

PRAYER & WORSHIP

WHAT IS A WELLNESS CHECK

- A FAMILY GATHERING
 - Why we are here = Wellness Check
Three phases: 1st met with the LC, 2nd staff & then congregation - 1st step of phase 3 -- now is the time the body is going to participate in the wellness check of the church
 - Covenant Conference Coach, Pastor Peter Sung present

APPRECIATIVE INQUIRY

- What's going well -- presence of body at this meeting
- KINGDOM KIDS!
- Prayer & testimony time leads to deeper connectedness, connect groups, men's & women's groups, diversity (ethnic, cultural, financial), freedom to come & go - acceptance,
- Open to discussion, transparency, community outreach, organism is stronger than the organization, gifted community, children's ministry,
- Pride in coming to church, urban impact, small groups foster relationships, doing our best to improve, known in the community, ECBF has positive reputation in the community
- OK to not be OK, Ok to ask for help, body as a whole part of CCD, vision for community, appreciative of worship time, openness to HS, flexibility to hear HS in worship, gathering place for servants vs consumers, ability to handle conflict in many arenas, we care for people well beyond Sunday AM, people serve in a variety of roles, leadership takes large steps of faith, great depth in leadership, leadership abilities in the body, seasoned leaders come to ECBF to be part of our community, finances are transparent, people are financially generous, wisdom in

- how finances are handled, embrace seasons well, season of prayer, Holy Spirit at work, fasting, Sunday mornings feed and restore us
- Welcome anyone as family, dynamic HS filled body, inward & outward balanced focus, welcome discomfort to welcome our differences, take risks for the kingdom, use our resources
- We're so blessed to have pastors that love God, their family & are spirit filled, not intimidated to have others share the pulpit, ECBF loves people -- members & visitors
- Has a strong foundation of love -- for each other, the community, strong connect groups, diversity, financial responsibility (public postings of finances) -- body is informed, care for people who come for financial help, Kingdom Kids - parents and children discipleship are being fostered
- Men's Tijuana trip, people welcomed at the door, we're not a show church (can dress & act freely) small church mentality, atmosphere of vulnerability
- 30 year history; a light in our community, , a church that anyone can attend no matter your color, love the lost, draw people in to share the gospel, build up the body, affirm in love

STAFF SUMMARY REPORT FROM P. PETER

- **Thomas Robinson:** How did you feel about the process and what were your takeaways? Mary Means - Process went well, Pastor Peter is great facilitator, all had opportunity to share feelings. He made himself available to everyone to address ongoing issues between staff members. Staff felt heard and ready to move on and continue to better communication, less talking behind people's backs.
- **Gregory Davis:** What are the elements of a Pastor oriented vs. Team-based decision making church? Pastor Peter - Can send an article and podcast to send out. Describing a life stage. When an organization is starting out, good to be benevolent dictatorship to respond when necessary. But eventually every organization needs structure to survive. Life stage but also a culture.
- **Beverly:** Suggestion - feels left out as member of the body. Didn't have chance to give input or be a part of the process, not knowing what process was. Difficult time buying into process without being a part of it. Hard to go forward without knowing where I fit into the process. How do I get my concerns heard? people put questions/ issues in tithing boxes.
- **Sandra Nance:** What's the process, how can my voice be heard? There is lack of communication and trust. On who's part? Can you be more definitive about the lack of communication and the trust piece? Mary - sounds like you haven't been communicated with therefore lack of trust also.

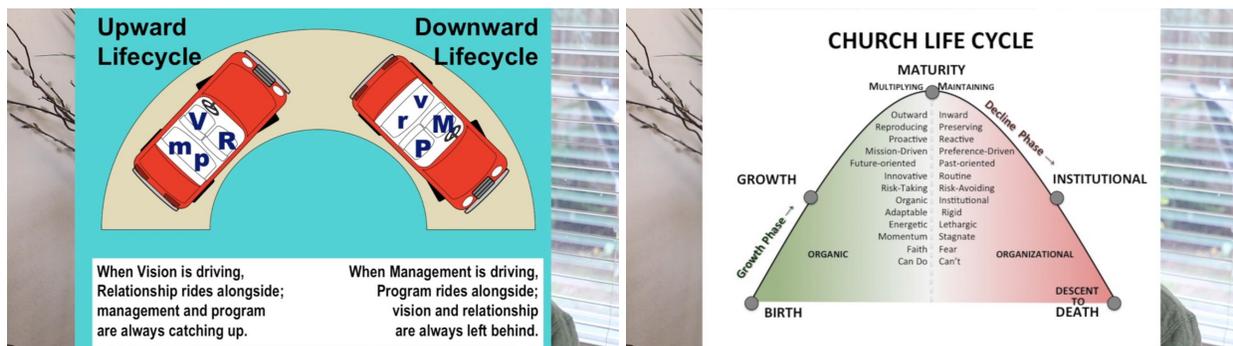
PHD's INSIGHTS ABOUT ISSUES AT ECBF

- Reminded folks of the 3-step process Luke first spoke about. Started with the LC, Pastor Peter's meetings with staff and now how do we bring the church into this. Mentioned at the 10.10.19 meeting.

- 61 people came to the 10.10.10 meeting addressing Bell Pres decision and how he felt he did not have to ask anyone their permission. A number of people were upset about it. Doing it on off day, how can we take care of ourselves? Do not want to take away from my first love. Supt Yee came. Two things came out in PHD's perspective: Strong feelings about meeting and the church was broke and not doing well. Let's work on doing things that are not working well. Since then have been in number of meetings with staff. Felt blindsided.
- Today is a first step about what needs to be fixed at ECBF. Not afraid of conflict. Time & management part of the problem. Pastor says he has listened more than spoke. Pastor feels we've been team based versus hero. He has let his leadership make decisions good & bad.
- Pastoral care: PHD cannot do it all
- Lack of follow through: Erin started smart goal process but it did not continue when she left
- Follow through on surveys. Time available to staff is a problem.
- Slow connecting with new people -- many new people to our church -- yes, some old timers have left for a variety of reasons
- Lack of commitment for members -- ie: sporadic attendance
- How many people have we led to Jesus this year?
- Inconsistency -- worship team, member's attendance at church, RSVPing to church functions
- Gossip, slander, back biting needs to end
- Missteps:
 - I should have asked Louie to stay in the Youth Pastor role until a new one had been hired. Confession by PHD
 - Worship Director -- should have been allowed to retire last July.
 - Should have communicated more about Louie's transition. Louie is a licensed pastor who his studying to be ordained.
 - Not enough Accountability -- PHD hires capable, competent staff - monthly work plans, time sheets - future accountability

CHURCH LIFE CYCLES

- Pastor has 2 slides to share; then feedback & response. Where are we as a church. Open up for dialogue and questions.



- Pastor has 2 slides to share; then feedback & response. Where are we as a church. Open up for dialogue and questions.
- Where is ECBF in the cycle? We the church need to do some work. We are a relational church -- our family may have problems but they can be addressed
- PHD is a visionary & relationship leader -- he needs Admin help -- we need the management & program balance. The church needs all four parts! It is a collective vision casting process -- more than just one person in each role

RESPONSE TO VISION GATHERING: SURVEY

- **Phil Manzano:** Acknowledging the work that the staff & LC did with Pastor Peter - the relationships & how strong they are is what will carry us forward. Encourage leadership to pray for body and put everything on the table to stick with each other, love one another
- **Gregory Davis:** Who is here versus who's not here -- There is an age set our body is lacking - Where are the 21-32 year olds. "Not getting fed." "Then serve." Should the LC have "coffee meetings" with members? Role of leadership council & pastor: LC is the governing body of the church. Is LC above the Pastor? How are we living into that, how does that function, how do we support that?
- **Gregory Davis:** PHD is sharing with Bell Pres what he's learned at ECBF; PHD has a license to push against boundaries because of his history & years of experience. Do we need to look at this?
- **PHD response:** cultural difference; we are a congregational decision church: DECISION TREE -- who makes which decisions ---- People who have been asked to be on the council and declined; they should not criticize the LC
- Yvette: thanks Daphne for pointing out all ECBF does in the community -- she thanks Beverly thanks Pastor for his taking responsibility for missteps --- she was feeling unsettled because the staff is unsettled
- **Thomas Robinson:** declined request to join the LC but has contributed to the housing fund plan. LC in the past has "rubber stamped" decisions -- he doesn't feel the current LC is rubber stamping.
- **Connie Fields:** God has given us different gifts to use to go forward -- in order to correct what is wrong it must come out in the open -- clear the air /// New convert class? /// Connect groups -- have order & be accountable -- to move towards change
- **Ben Rice:** Bell Pres -- position -- Why didn't he share his decision prior to accepting the position -- 10/10/18 PHD would have done it differently looking back at the impact.
- **Sheila Edwards:** ethnic issues/problem? -- we're divided in vision --diversity -- reconciliation group -- discussion from all groups -- not just black & white -- Everyone speak up -- say what is on your mind /// Missteps are PHD choice of words ///
- **Beverly Fletcher:** Moses' father-in-law -- Moses was trying to everything alone! Everyone's life cycle changes -- What can ECBF learn from PHD's work at Bell Pres? What can you bring back to us grow and be better.
- **Sandy Tunis:** when leaders & members make a move/decision it does impact the body. Intent vs. impact. How does this impact on me instead of looking at the intent of the action.. Impact -- may be hurt, angry. How can we investigate the impact of an intent to move forward?

- **Ocean Williams:** Bell Pres Supported Pastors opportunity to serve at Bell Pres -- the privileged people are getting more -- how do we go forward as an organization? Who has power & authority to make decisions? Generational differences how decisions are made? Founding Pastor is our pastor. He has perspective -- how much authority should he have? Who has the authority and power to make decisions? We all have biases. We all can contribute & be heard.
- **Lauren Terry:** Grateful for the church to go through this process. Protective of & grateful for our pastors -Harvey, Andrea, Louie & May - thank you for our church home. Take a look at our own missteps.
- **Molly Mana'o:** Hurt by PHD words of lack of commitment of worship team members. Confusion of who is in charge? Molly had a conversation with Lucia. What are the problems she sees. Pastor did talk to Molly & apologize.
- **Sandra Nance:** These issues are not new -- surfaced on 10/10. Little hurts that building up. Address them. What are the issues the body sees? Not just the pastor, we have responsibility too. We need to be transparent, honest, loving & supportive. Speak your truth.
- **PHD:** acknowledging the impact of his decision about Bell Pres; his heart is at ECBF -- he didn't anticipate the impact -- He takes ownership. He feels this is God's plan for him.
- **Sheila Edwards:** service starts at 10:15! Can we all work on that
- **Gregory Davis:** we as a body are there at Bell Pres with Pastor. What license does PHD and Andrea have to push leadership boundaries?
- **Ashley Nienaber:** hiring processes -- transparency -- who is on the hiring team? Leadership has been in a vulnerable position since 10/10. Leaders need to reconcile with each other. Everyone doesn't have to know everything; body has a right to be heard; start with prayer! Why do we have to make suggestions anonymously -- we need to stand by our words
- **Vic Roberson:** Pastor is in a new season -- looking forward. What is the season for the LC/staff/church body? Mission & vision -- a season of change? How do we address all the changes going on in our community as a church? How do we support the vision? Opportunity, apprehension, anxiety, Col 3:12
- **Steve Bury** - What resource is given to church staff to "let it go, forgive, move on"?
- **Nathan Klug** - "elusive millennial" Who is listening to the staff and caring for them? Conflict in church is not an if but a when ... We do care & love each other; let's reflect God's love. How the church has handled conflict gives him hope.

PASTOR PETER, COVENANT CONFERENCE COACH SHARES

- **Pastor Peter Sung** -- How we work may kill us; not the work we do. He comes to us as an outside person, no skin in the game. Here as an outside coach. Spiritual & ministry culture: Positives of ECBF culture: staff heart, sacrificial / welcoming culture/ serving & giving culture, humble, authentic, diversity embraced, risk taking, gracious, gifted people, positive reputation in the community, testimony based culture, people focused & loving culture, Harvey & Andrea used by God to foster this culture. He brought humor to the meeting.
- **Pastor Peter:** Structure of meeting lends itself to divisiveness. Select number of people speaking officially on behalf of church and others voting with their comments. Got to be better way of doing meetings with better outcomes. Net outcome is divisiveness. A lot to

pay attention to. There is THE truth, the defining truth. Lots of viewpoints are truths but you'll never leave the room. Reason to gather is ask what is the defining truth so we know the true north. Speaking on behalf of conference, speaking with Pastor Greg Yee. **Primary symptom** is fact that there is pronounced conflict between Pastor Harvey, Staff & LC. You have to understand why this is happening. Response of the body is the symptom -- What is the defining truth for today? Marching orders for the day. Stress on the whole system. What is going on? Where is the stress coming from. Can fix weak link but they will keep breaking. Get to what's creating problem. Symptom to pay attention to is conflict at highest level of leadership. Every meeting with staff and LC had a report, then wrote a culminating final report, then at the request of the LC Chair (Cindy), wrote a more sharper diagnosis and recommendation. Not straying from it now. It is the authority of the church to do what you will with that. If you are member of the church, would want to know at least summary of it. Asking to preserve neutrality of room as much as possible. Can't apply band aids, Advil and lower class medicine to fix symptoms. Is not what's helpful if have more serious diagnosis. A church like every organization has a life cycle that runs its course. Embrace the state of the church and live into that. **Cause:** Life stage of ECBF: Preservation = focus is survival, focus on keeping from people leaving, -- celebrate this! Means we've gone through all life stages of church. Now let's acknowledge and honor. Rally PHD and Andrea to best honor and celebrate them and simultaneously put together a plan on where ECBF is at. "Jumping the S-curve". Baton has to be passed. Should be focus of ECBF's work. Honor past and live into the future. If doing one without the other, not doing it right. Jumping off the honoring moving to the future. Letter has list of symptoms. Erosion of trust is there. It is normal and natural to go through this. Bell Pres was a symptom of a larger cause. Better to be truthful and honest and lay things out in wisdom than maintain my own rights. PHD must answer to the LC because they exist as final authority of covenant church. Any member is allowed to bring anything to the floor and ask what is going on with our church. If you invite the conference, we will come help you.



- **Brenda:** response: Did Bell Pres cause the prob? Pastor Peter: No, it was a symptom of a life stage that was already upon the church.
- **Thomas Robinson:** can you make the information available to us. The letters being sent.
- **Pastor Peter:** Allow for privacy -- not for secrecy what should be submitted to church Private vs public. If privacy is seen as secrecy there is an erosion of trust. Staff need to

feel safe to work through issues of conflict without different versions if those details are aired to the public.

- **Tony:** Body needs to make a choice -- what are we going to do? Wheels have been spinning without progress. We need to push forward.
- **Tyronne:** New LC members are still learning. How can we train staff & leaders? Can we have classes where there needs progress.
- **Ocean Williams:** When can we make the jump? Can it made be public?
- **Yvette:** If we are not part of the solution we are part of the problem.
- **Sandra:** Can't stay where we are or we'll move to life support. Letter: People are in different stages -- what are they ready to hear?
- **Pastor Peter:** Veratos: Covenant: truth -- most uncomfortable for Senior Pastors because they are the leaders of the church.
- **Rick & Rebecca Newell:** Without vision people perish Eph.4, Western culture puts it all on the Senior Pastor; the gaps need to be filled in - Submit to leadership of the church; body wants a voice but wants to honor the leaders; need healthy structure in leadership
- **Lori Brown:** It's been an amazing run -- thank you Pastor Harvey & Sister Andrea -- a gift to the church and families; How do we jump the S curve? Honor our founders. We want to build the church, do more ministry, fellowship with the family:
- **Pastor Peter:** what does a timeline look like (from Lori). Self diagnosis: we've been feeling the symptoms for a while. Change is always difficult; we have nothing to lose -- the pain of not changing is greater than the pain of going through the change. Could be emotional but could be senior leadership change. If church revitalizes, most of ECBF you haven't even met yet.
- **Mary:** church is going to want to go through a process. Veratos = conference office
- **Peter:** SYMPTOMS - erosion of trust -- that's why there's a conflict between PHD, staff & LC -- this happens as churches age (not unique to us). Bell Pres: wisdom to share information proactively to dodge questions, Pastor Harvey is accountable to the LC; the authority of the church; members have a right to know what is going on! Are we living into that structure.
- **Pastor Belton:** Speaks appreciation for Pastor Peter's words /// He's feeling optimistic about the change; the HS desires the church to progress; Let us move in our gifts;
- **Chrisi Dotson:** the LC with support with NW conf explored possibility of church merger. Now no longer being considered. This has not been common knowledge because doing preliminary work. We are not mentioning church, which that church supports. We know that some at ECBF know and ask you keep details to yourself and not share info. No Youth Pastor is in part of the exploration of church merger.
- **Sheila:** clarification: Church merger was initiated by Pastor Harvey.
- **Curtis Brown:** Clarifying about being a part of two camps - those defending PHD and those who have a problem with PHD - how do we acknowledge we are part of the problem when we join camps? Be learners.
- **Pastor Peter:** divisiveness in room, is symptom of conflict and division in leadership between PHD, staff and LC. Meeting should not have been this way. It's not the rooms fault, wouldn't place blame there. There needs to be unity amongst the leadership of the church. Identified patient. Response of congregation is symptom. Tracing conflict back to leadership of the church

MOVING FORWARD, DIRECTION, NEXT STEPS

- **Harvey:** Where do we go in the future? PHD- clarified that he initiated the idea of a merger as he was thinking about the future of ECBF. That's the visionary in him. He is a visionary leader; How do we move the church to the next level. Who does God want to lead ECBF next? What is our future? Bring down the "side chatter" in camps.
- Next steps: please submit thoughts to leadership

MEETING ADJOURNED AT 2:00PM