

Communication from Council
April, 2007

We have had three meetings since the last set of notes I sent to you – April 7th, April 2nd and April 28th.

April 7th

- 1) We discussed and offer advice to the management team on a Performance Improvement Plan they are developing. It would be for situations that need to be addressed outside the normal goals and performance reviews the entire staff goes through regularly. It would be used in extraordinary situations to address the needs of individual staff members for guidance and direction in particular critical performance areas.
- 2) Jeff updated us on upcoming events including the Valley Pastors' work day, the Hillside ministry fair, the Parkmead work day and the Hillside Community Retreat.
- 3) We finished the meeting with a discussion of what it means to be a missional church. We used a set of ten questions developed by the Evangelical Covenant Church in its efforts to help churches find renewal. We agreed we are carrying out many of the aspects of a missional church.

April 22nd

This meeting focused entirely on the situation with Mike Loretto. You have received a letter informing you of the council's unanimous decision and explaining our concern for the Loretos as well as for Hillside, and why the action was taken.

April 28th

- 1) We reviewed the decision we made on April 22nd and held a debriefing session to evaluate both our process and our communication.
- 2) The staff updated us on the plans for summer worship during Jeff's sabbatical.
- 3) We agreed we would put off until Jeff's return any steps to address the staff vacancy created by Mike's release. The staff has formulated a detailed plan for worship leadership in the interim, relying mainly on people already involved in that ministry.
- 4) We received an update on our financial situation. While giving is moderately under budget, spending is significantly under budget as a result of diligent and aggressive economizing by the staff. As a result, we have avoided coming up short of our actual expenses.
- 5) We reviewed the Ministry Fair. The consensus is that it went well and helped create a sense of excitement about the myriad of ministries we participate in at Hillside. We were also happy that people had an opportunity to meet our new Director of Business and Administration Dave Doering.

- 6) We spent time praying for Hillside, the Loretos, our many ministries and for a sense of excitement and full participation during Jeff's sabbatical. We also prayed for God to renew and inspire Jeff and his family during his time away.

Please pray for the staff and for the council members as we seek God's leading in all we deal with at Hillside.

As always, if you have any questions or comments about council and what we're doing, please feel free to contact me at craig.heaps@comcast.net or any of the other council members. You will find our pictures as well as our phone numbers and email addresses on the Hillside website <http://www.hillsidecovenant.org/resources/councilupdates.htm>