

RHCC REORGANIZATION

Frequently Asked Questions #1

This FAQ is to provide general information to the New Organizational Structure and the Reduction In Force plan that RHCC is implementing to meet the new vision and budgetary goals and objectives. Future FAQs will be published as this process progresses.

1. Who is the Sr. Pastor?

Bill Towne has been selected by the Board of Elders to be the new Senior Pastor effective 11/08/2009.

2. Why is RHCC changing its ministry philosophy?

Our mission has not changed. For several years we've stated it as Forming Focused Faithful Followers of Jesus Christ. These words were chosen to express our responsibility as followers of Jesus to make reproducing disciples of Jesus. Recently we've been restating our mission as 'learning to think and live like Jesus and to reproduce ourselves in the lives of others'. We've done this because it's clearer to understand.

3. What were the results of the Listening Process?

We plan to make summaries available of the key insights gleaned from the listening process within the next month. A few areas that helped inform the reorganization process were confirmation in selecting our new Sr. Pastor; enthusiasm and commitment to more effectively serve our community with the love and grace of Jesus; the need to help prepare and train our church family to reach our un-churched community for Christ; to more effectively reach, equip and give ownership to the younger generations.

4. What are the new budgetary goals for RHCC?

Budgeted income for the 2009-2010 fiscal year is anticipated to be \$6.0 million, which is down \$1.3 million from the previous fiscal year. This eighteen percent reduction is comparable to the decrease in taxable income across the United States. In order to achieve the reduction on the spending side, we were required to make a number of cuts, including cutting retirement pay for all employees, canceling cost of living or other salary increases, and reducing or eliminating discretionary budget items such as seminars, travel, capital equipment purchases, etc. In addition, we will need to lay off 17 employees, representing 22% of the total employees of the church.

5. Does the reason that giving has dropped have anything to do with Dale's transition in leadership?

We believe this has not been the primary reason for the drop in giving. We saw the decline several months before Dale's announcement to step down. In our conversations with churches in Oregon and consultants across the country, our giving trends are the norm. However, we do believe Dale's departure may have contributed to the decline in giving at least temporarily.

6. What will the new organizational structure look like?

Copies of the new organizational structure will be available at the informational meeting on November 15th. After that time, copies will be available upon request at the church office.

7. Why are positions being eliminated?

Due to the economic condition of our country, the giving to the operational fund has significantly decreased. Although there had been a drop in giving since the beginning of the fiscal year, we were able to cover that with not filling vacant positions and reduced spending. Beginning in May, we saw a very significant drop, which caused the Elders, with the advice of the Stewardship Committee, to reduce our \$7.3 million budget down to \$6.0 million. The staff looked at what could be done to meet this deficit. Ministry budgets were reduced, giving to staff retirement was cancelled for this year and other things were considered. The remainder of the deficit needed to be addressed through staff reduction.

8. How were people selected to be laid off?

The decisions of who we employ moving forward were based on the new organizational structure. In some cases people will no longer be employed because their positions are not part of our new organizational structure. In other cases, people were laid off due to the fact that after interviewing for an open position, they were not the selected candidate.

9. Is it biblical to lay off people?

As paid ministers, our identity is not in our paycheck but in our devotion to Jesus and the advancement of His kingdom. Being paid allows us to invest more time and energy into the ministry to which God has called us. Ultimately, how we financially support ourselves is secondary to our calling. Paul himself was a tentmaker which helped provide for his needs and his ministry.

Why lay people off now when God is really moving and there seems to be such wonderful opportunities just ahead? We ask ourselves the same question, but this is what we know. The battle is not ours; it's the Lord's. We're reminded of Gideon in Judges when charged with battling the powerful and oppressive Midianites. Gideon had 30,000 men under his command but God said that was too many and eventually pruned the number down to 300. As it turned out, God didn't even need the 300 to defeat the Midianites, because God was and is the one who brings the victory.

It is biblical to manage the resources God allows us to have and to leverage those resources for His kingdom in the most effective way possible. It's not aligned with God's will to regularly spend money we haven't received but rather we should live within our means (2 Cor 8:10-11).

10. What benefits will laid off employees receive?

a. Severance

Employees who are laid off are eligible for the RHCC Severance Plan. This plan provides one week's pay at the employee's current rate of pay for every year of service with RHCC. Part-time employees' severance will be pro-rated.

b. Outplacement Services

Outplacement services will be provided for those who are laid off. RHCC enlisted Career Makers to provide a six hour workshop to help those who are laid off with their employment transition. In addition, there will be two hours of individual counseling available to employees who are laid off with a Career Maker's counselor.

c. COBRA

COBRA will be available for employees who elect to continue their RHCC medical benefits. Employees who choose this option normally pay 102% of the cost, but due to the recent American Recovery and Reinvestment Act (ARRA), employees may be eligible to pay only 35% of the cost of their benefits if they are involuntarily separated by December 31, 2009.

d. Counseling Services

It is always difficult when an employer has to lay off employees. Therefore, RHCC has provided counseling services for all RHCC employees. The first four sessions are covered by RHCC.

11. What is the time frame for laying people off?

The change from the existing organization to the new organization will be in effect January 1, 2010. If someone finds new employment or chooses to leave before 12/31/09, they will be released with our blessings. They will still be eligible for the same severance privileges as those who stay till 12/31/09.

12. How is this reorganization going to impact the ministries?

We believe the new organizational structure more effectively supports the focus of developing us as Christ followers outside the walls of the church. It focuses more of our efforts on incarnational ministry (people reflecting Christ to others in our community) versus a primary dependence on the un-churched community somehow being compelled to want to come to church. We believe we will be able to do the primary ministries that happened 'on campus' (weekend services, children's, youth, etc) very effectively while at the same time help us reach the hundreds of thousands in our community who do not know Jesus.

The ministry of God through Rolling Hills cannot be one that is just carried out by the 'paid professional'. As followers of Christ we are all His ministers on the same mission. Several ministries will no longer have a 'paid staff' person leading them, but we still consider them valuable. We believe God has and will continue to raise up gifted ministers who will volunteer to advance these works without needing to be compensated financially.

13. Who can I talk to about my concerns with this process?

You may contact any member of our Elder Team or any member of the team who facilitated the re-organization process.

The Elder Team is: Bill Towne, Gregg Ramona, Paul Osborn, Don Carter, Dave Boehr, Dale Hoogestraat, Bob McGill, Rob Marvin, and Steve Catts

Re-org Team is: Bill Towne, Monte Schmidt, Gary Strudler, Don Carter, Bob Bauer, Chris Lu and Janna Sondenaar.

14. How can I keep informed of this process?

We plan to keep communicating through updates during the services, in our monthly newsletter, and on our website. We've really benefited from the listening opportunities we've shared over the last four months (barbecues, tailgate, survey, one-on-one interviews and focus groups). We plan to continue to provide regular opportunities for dialogue and feedback. In addition, if you do have a question, feel free to ask any staff person or elder for updates.

15. Where can I submit questions that are not answered in this FAQ?

You can submit questions that are not answered in this FAQ by delivering them directly to the front desk at RHCC, submitting them on the visitor cards in the Worship Center, or online by going to the link on the website under Transitions and clicking on the “Questions?” link.

16. What can I do?

It is critical that everyone be praying for God to bring His strength and peace to all of our staff. For those who are being released, pray that God would be their provider and bring about gainful employment. For those who are still employed, ask the Lord to give them guidance as to how effectively implement the ministries with less staff. Pray for everyone to receive His comfort and hope as the transition moves forward.

For Employed Staff: Be a listener to those who are being released. You don't have to have an answer for all their questions but direct them to those who would. Collaborate within your specific ministry and with other ministries to determine what things are critical to continue, how things can be done differently, and where the people in our body can use their gifts to fill in the gaps.

For Released Staff: There are several things you can consider during this transition:

There are several staff positions that are new or have been significantly changed and you can apply for them.

Discuss with your supervisor what things can be done to put the ministry, you and fellow staff members in a good position for a successful transition.

Make sure all your questions are answered as to the severance package that is available to you.

Congregation: There are many in our church family that have not been as impacted by the economic down turn. Do you have positions in your company for which some of our staff could apply? Do you have some economic resources that could assist staff and other members in our body that are in need of financial support? For some, you have talents and time that can further the ministry here at Rolling Hills. Contact the church office to let us know of your availability.