

CCC Board of Elders

October 11, 2011

Agenda

6:00 – 6:30	Food & Fellowship	Hosmer
6:30 – 6:40	Devotions	Boes
6:40 – 7:00	Prayer and Praise Time	All
7:00	Call to Order	
7:00 – 7:05	Approval of minutes of previous meeting	
7:05 – 7:30	<u>New Business</u>	
	Endorsement Guidelines	Shanklin
	Other New Business	All
7:30 – 7:45	Staff Reports	Staff
7:45 – 8:00	Finance / Ad. Team report	Hoppe
8:00 – 8:15	Sr. Pastors Report	Helms
8:15 – 8:30	Break	
8:30 – 9:00	Old Business	
	Care Ministry Team	Shanklin
	Alternate Elder Proposal	Shanklin
	Other old business	All
9:00 – 9:10	Communications from the congregation	Shanklin
9:10	Closing Prayer/Adjourn	

Executive Session ??

CARLSBAD COMMUNITY CHURCH
Board of Elders Minutes for September 20, 2011

Present:

Elders: Jim Beachler, Mark Hoppe, Bill Hosmer, Todd Kiker,
Rich McDowell, Fred Mitchell, Ron Rusch, Chuck Shanklin

Pastors: Alvin Helms, Phil Hoyer

Directors: Saskia Van Leeuwen, Bill Nix, Arv Trostrud

Ministry Leaders: Alan Bergstedt

Absent:

Elders: Eric Boes

Ministry Leaders: Justin Hill, Jane Hoppe

6:15 PM: Praise & Prayer

6:40 PM: Chuck Shanklin opened in prayer

Devotion – Ron Rusch gave primarily a book review on “When Helping Hurts: How to Alleviate Poverty Without Hurting the Poor and Yourself” by Steve Corbett & Brian Fikkert. A couple of key points covered: 1) the 3 distinct phases of poverty alleviation are relief, rehabilitation and development and the importance of determining which phase is appropriate to focus on. 2) focusing first on the God given talents, abilities and resources rather than on needs.

Meeting called to order at 6:55 PM by Chuck Shanklin.

Minutes of August 16, 2011: A motion was passed to accept the minutes as presented.

Ministry Reports:

1. Women's Ministry - Jane Hoppe - See written report.
2. Membership Services & Personnel Committee - No report for this period.
3. Children's Ministry - Saskia Van Leeuwen - See written report.
4. Men's Ministry - Alan Bergstedt - See written report.
5. Missions & Outreach Ministry - Arv Trostrud - See written report.
6. Administration Team Ministry - Mark Hoppe - See written report.
7. Senior Pastor Alvin Helms - See written report.
8. Associate Pastor Phil Hoyer - See written report.
9. Business Administration Ministry - Bill Nix – See Written report.
10. Financial Report – Mark Hoppe / Bill Nix – See written report.

New Business:

- 1) Homeless Support: Ben White shared a specific need that led to discussion of how we at CCC can help. Several steps including help were agreed upon that seemed appropriate. Ben to study more in-depth of what is needed and come back to the BoE with a model to consider.
- 2) Meeting Date Change: To accommodate an evening meeting with John Kimball from 4C's on Oct. 18, the next BoE meeting has been changed to Oct. 11. The BoE meeting scheduled for Dec. 20 will remain unchanged.
- 3) Thanksgiving Dinner: This outreach will be held Thursday, Oct. 24 for the 3rd year at CCC. Chuck Shanklin will serve as the director and get team leaders.
- 4) Ministry Team Structure: Chuck Shanklin talked of the need to re-organize ministries according to activities rather than name. For example, Outreach should be separate from Missions. Chuck to work on designating new groups for ministry teams, of which we now have 14. Food Ministry Allowance Increase: A motion was approved to increase the food allowance for the Bread of Life Outreach from \$150/mo. to \$300/mo.
- 5) New Administration Team Member: In keeping with a recommendation by the Admin. Team, a motion was approved that Nick Melillo becomes a member of the Administration Team Committee for a term through 12/31/2013.
- 6) Accounting Principles Deviations: In keeping with a recommendation by the Admin. Team, a motion was approved as follows: Due to our church's requirement to generate cash requirements for the General Fund, we recommend two deviations from General Accepted Accounting Principles. These are: Charge capital expenses a fixed monthly amount so funds will be partially available for major repairs and fixed asset replacement. In addition, subject to BOE approval, transfer surplus funds to a Capital Expenditure Reserve account. And secondly, charge expenses that equal the monthly lease payment to Xerox.
- 7) Sanctuary Lease: In keeping with a recommendation by the Admin. Team, a motion was approved that CCC considers offering the Sanctuary for lease to another church that is compatible with CCC needs and requirements, and subject to BOE approval.
- 8) Telephone System Expenditures: In keeping with a recommendation by the Admin. Team, a motion was approved to increase expenditures for replacing of the telephone system to include paging capability and new digital phones from \$7,000 to a "Not to Exceed" amount of \$8,500.
- 9) Cub Scout Pack: In keeping with a recommendation by the Admin. Team, a motion was approved that CCC sponsor Cub Scouts Pack No. 740. This Pack is financially self-sufficient but needs an Executive Officer. Gary Steck has offered to be named on the pack charter as Executive Officer. Carol Greene will provide administrative support.

Old Business:

- 1) Elder Nominations: Bill Hosmer reported that candidates have volunteered to fill all 5 positions needed to begin January 2012. Bill suggested we consider having alternate elders (that would be approved like the regular elders) to serve in place of an elder not completing his term of office.
- 2) Kitchen Permit: Discussion occurred on the pros and cons of upgrading the CCC kitchen to be certified by the County Health Dept. to allow cooking in the kitchen and deliver of the food offsite (like Bread of Life). The cons included possibly needing a paid food safety manager, kitchen modifications, and constraints on current kitchen use. This will be re-evaluated in Feb. 2012 to see if it fits in our budget.
- 3) Added Library Entrance: This request was deemed not feasible from a structural standpoint.

Communications from the Congregation: Pastor Alvin reported a very positive feedback from a couple attending here for the summer.

Fred Mitchell closed in prayer at 9:28 PM.

Submitted in His Service,
Ron Rusch, Secretary

Proposed addition to the Bylaws

Concerning

ALTERNATE ELDERS

The Committee shall select two (2) additional nominees, who shall be referred to as "ALTERNATE ELDERS". ALTERNATE ELDERS are nominees who have gone through the entire nomination process and have been approved to serve on the Board of Elders if a vacancy occurs. If such a vacancy occurs, an Alternate Elder will fill the vacancy for the remainder of the year. If there are any remaining years left in the vacancy, those years shall be filled through the normal nomination process. ALTERNATE ELDERS may not succeed themselves as ALRENATE ELDERS, but may be nominated as elders the following year.

Senior Pastor's Report for the October Elder's Meeting

Primary Duties:

- Led staff meetings each week to evaluate the ministry activities of CCC
- Work with Pastor Phil to plan our Sunday Worship Gathering
- Met with and coached staff and team leaders
- Continue to make time for study and sermon prep for teaching duties here at CCC
- Continue to teach the Sat men's bible study each week (Sep-May)

Other Activities at CCC for September included:

- **Pastoral Care Ministry (hospital, home visits, counseling, etc.) 12**
- Met with Women's Ministry Team leaders to discuss plans for the fall
- Met several times with BH to discuss elder search process
- Met with SH to discuss new church plant in Oceanside
- Worked with BN on new website ideas and progress
- Helped to lead 2 memorial services for CCC members
- Led new members class
- Hosted CCCC SoCal area pastors meeting
- Met with youth ministry leaders to discuss plans for the fall
- Met with an area pastor who is looking for a ministry job

FAITH & VALUES

NC.TIMES.COM/FAITH | CONTACT JIM TRAGESER AT 760-740-5408 OR FAITH@NCTIMES.COM

OCEANSIDE

Grace Anglican grand opening set for Sunday

By TOM PFINGSTEN
For the North County Times

Five years after splitting from the national Episcopal Church, the members of Grace Anglican Church will celebrate their return to Oceanside on Sunday with a grand opening of a rented church space off Oceanside Boulevard.

The congregation had met every week at Carlsbad Community Church for more than a year when it held its first services in the new building near the intersection of Oceanside and College boulevards on Sept. 4.

Now that three months of

renovations have been completed, officials said the new facility is ready for its close-up, and are opening the doors for a special service at 9:30 a.m. Sunday.

"I think the key is to see this worshipping community come together with such joy and such inspiration — the journey they've been on has given them perseverance, a sense of being safe on the road," said the congregation's rector, the Rev. Joe Rees. "This is what it means to overcome."

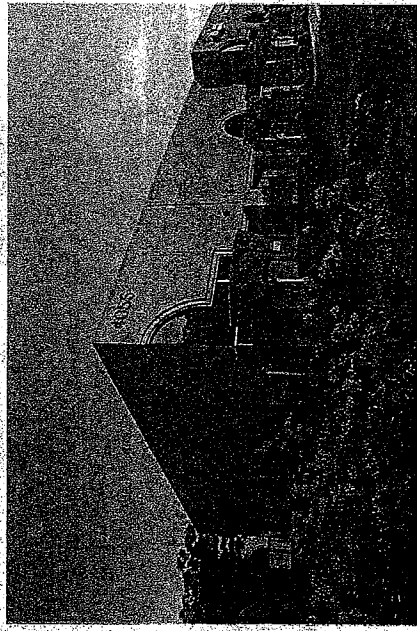
"It's not so much about the four walls as it is the journey," he added.

Rees' congregation left

the Episcopal Church USA in 2006, citing numerous theological and practical grievances, and last year lost the subsequent lawsuit with the Diocese of San Diego over the use of the original St. Anne's property at 701 West St. near Coast Highway.

After the diocese won its court battle, a smaller Episcopal congregation — the remnant loyal to the denomination, plus new members recruited since the split — moved back into the St. Anne's building in July 2010, and Grace Anglican began looking for a new home

See **Opening, D5**



Grace Anglican Church, the breakaway congregation that was forced to leave the old St. Anne's building in Oceanside, will this fall occupy a storefront in this business park near the intersection of College and Oceanside boulevards. North County Times file photo

John Kimball's Itinerary – Michigan/California Trip

October 14-19, 2011

Friday, October 14

- Delta 881 (MSP-DTW) Departs MSP 10:20am, Arrives DTW 1:06pm
- 2:30pm – Pilgrimage Training with Todd Evans and Team (New Haven, MI)
- Overnight with Mom in Royal Oak, MI

Saturday, October 15

- 12:00noon-3:00pm – Todd Evans and Team (New Haven, MI)
- 5:00pm – The Dedication Service of Millei Grace Derkevorkian
- Overnight with Mom in Royal Oak, MI

Sunday, October 16

- Worship at Emmanuel Bethel Church (Royal Oak, MI)
- Day with Family
- Overnight with Mom in Royal Oak, MI

Monday, October 17

- Delta 833 (DTW-SAN) Departs DTW 8:40am, Arrives SAN 10:35am
- All Day – Mentored Ministry with Chris & Sam Harrell (Oceanside, CA)
- Hotel: Quality Inn Oceanside

Tuesday, October 18

- Morning: Staff Meeting at Carlsbad Community Church (Carlsbad, CA)
- Afternoon: Pastoral Vista Assessment of Alvin Helms (Carlsbad, CA)
- Evening: Elders Meeting – LifeFlow Overview and Church Vista Assessment (Carlsbad, CA)
- Hotel: Quality Inn Airport

Wednesday, October 19

- Delta 1864 (SAN-MSP) Departs SAN 6:30am, Arrives MSP 12:15pm

STAFF/ELDER REPORT

Pastor of Worship and Congregational Care

October 2011

Prepared by: Pastor Phil Hoyer

Ministry in September

1. The Celebration Choir began again this month with six new or returning members. Praise the Lord! We held our Choir Retreat to get a "jump start" on Christmas. I continue to assist in leading the Contemporary Team on Sunday mornings. Orchestra begins in October. The sound system repairs are almost completed.
2. This has been a busy month visiting several of our members in the hospital and nursing homes. My shepherding ministry includes: I made a several visits to the hospital/nursing homes during the month. I also made about 20 phone care calls. I also made a few home visits as well with some shut-ins. I led in Bunny Anderson's memorial service and assisted at Lina Spalding's graveside and service. I attended a GG picnic at the Webbs.
3. I continued to be involved in several meetings, including the Elders' meeting and staff meetings.
4. Our Men's Care ministry continues to be a blessing to those who are being visited along with our WINGS ministry for women. I attended the first WINGS meeting with JoAnn Brandon leading the meeting.
5. The Prayer Teams for the church are functioning well. We still need leadership in several areas of our care ministry. I am looking to start GriefShare again in January. I attended the Ambassadors luncheon.

Elder Board Report
Children's Ministries for September 2011
From: Saskia van Leeuwen

Activities:

- Sunday school classes for infant to 8th grade and infant to 4th grade during the worship service.
- Child care was provided for all church activities and meetings needing it.
- Awana and MDO are in full swing
- Over sight for Junior High, the Salt & Light table and Women's ministry team.
- Kept Child Safety screening and requirements up to date
- Worked with Military Ministry Team for parents to see Courageous

Outcome:

- Children continue to be equipped through Bible lessons and Bible memory work on Sunday mornings and Wednesday evenings.
- Carol and her team provide loving child care for Bible Studies and other ministries and meetings offered by CCC. We assisted the military ministry and our families with childcare on September 3^{0th} for parents to see the movie "Courageous". Eight families took advantage of this having 18 children combined. Our families would like to have this type of service provided for them again.
- MDO has started the year with 86 children. They had a great first day without tears and with lots of excitement.
- AWANA is off to a great start as it has never started the year with as high an attendance as this year. The highest number register at the end of a year (its highest number) has been 72. In the first month of this year we have 76 registered clubbers with 5 who may register in the next week or so and 3 in November when their sports are over.

Current Numbers:

- Sunday Morning we have 29 regular families representing 56 children (some have junior or senior high children as well, but they are not in this count. We currently have 44 Sunday workers.
- Worship Service average for January is 388, February 381, March 387, April 405 (w/o Easter 393), May 391, June 418, July 421, August 412, September 407
- Sunday School Middle School attendance for June 4, July 8, August 7, September 8 and 2 guests
- Junior High Awana on Wednesdays September
- Sunday School hour – the average for January is 26 with 2 guests, February 32 and 5 guests, March 32 and 1 guest, April 31 and 3 guests, May 30 and 3 guests, June 29 and 3 guests, July 30 and 5 guests, August 26 and one guest, September 30 and 3 guests
- Children's Worship Service hour – the average for January is 47 with 29 guests, February 47 and 23 guests, March 48 and 17 guests, April 48 and 24 guests, May 43 and 18 guests, June 52 and 14 guests, July 45 and 25 guests, August 44 and 31 guests, September 46 and 25 guests

Growth:

- VBS brought in 15 children to Awana, there are 8 children who are in MDO and Awana. This shows that our summer ministries and MDO do attract people to our church.
- Our Junior High group is reaching out and they are bringing friends. There were 12 in Awana on September 14. There were also 12 on Sunday September 25 so we're excited about that growth.

**Women's Ministries Team Report – October 2011
For the Elder Board**

Prepared by Jane Hoppe, Member of Women's Ministry Team

- **CCC Women's Ministry Team**, women@3c.org, is as follows:
 - Brenda Nelson** - (760) 439-7517, lysias2@gmail.com
Coordinator of Women's Bible Studies
 - Carol Greene** - (760) 729-3226, bacgreene@yahoo.com
Coordinator of storage (closets)
 - Debbie Hill** – (760) 729-9311, djhill5@sbcglobal.net
Co-coordinator for the Women's Retreat
 - Jane Hoppe** – (760) 753-7447, jane@hoppe.net
Coordinator for the Christmas Brunch
 - Janelle Statzer** – (760) 434-1937, dstatzer@roadrunner.com
Co-coordinator for Women's Retreat; Food Coordinator for Christmas Brunch
 - Joyce Smith** – (760) 729-2779, joycehubie@roadrunner.com
Coordinator for Women's Circles,
 - Kimberly Nelson** – (760) 268-0025, knelsonca@hotmail.com
Coordinator for Summer Coffees

Activities/announcements September 2011:

- **Brenda Nelson** continues to work out of the Women's Ministry office, answering e-mails and telephone messages. Our e-mail address is women@3c.org.
- **Ron Rusch** is the **Women's Ministry Elder**, for the year 2011.
- **Janelle Statzer** serves as our representative to the weekly **Staff Meetings** and **Jane Hoppe** represents Women's Ministry at the monthly **Elders' Meetings**.
- **Wings and GEMS** meet on a monthly basis year round. **Dorcas Circle** meets twice a month to work on their Heavenly Handicrafts.
- **All other Circles** – meet monthly, with a summer break in July/August.
- **Six Fall Bible Study Groups are as follows:**
 - **Wednesdays (one afternoon and one evening study):**
 - **Book of James**, followed by **I Thessalonians** led by **Chris Jones**, 1:00 –2:00pm in Room 201
 - **David, Seeking the Heart of God**, a **Beth Moore** study led by **Debbie Hill/Janelle Statzer**, 6:30-8:30pm in the Dyer Room
 - **Thursdays 9:15-11:15am:**
 - **Old Testament Characters, an Insight for Living Study** led by **Ellen Parker** in Room 202, and by **Helen Braswell** in Room 201
 - **Here and Now... There and Then, a Beth Moore Study on the Book of Revelation** led by **Nancy Willard** in the Dyer Room
 - **One in a Million: Journey to the Promised Land, a Priscilla Shirer Study** led by **Julie Sammons** in Rooms 5 & 27
- **September 6** - the **Women's Ministry monthly meeting** was held at 1PM in the Women's Ministry office. September Bible studies, the Beth Moore Simulcast planning progress and final preparations and the upcoming Christmas Brunch were the topics discussed.

Men of Encouragement Team Report – October 2011
For the Elder Board
Prepared by Alan Bergstedt

- **MOE Ministry Team, abergstedt@3c.org**
Ed Andrews – MOE Advance
Alan Bergstedt, Chair
Don Statzer- BBQ Kickoff
Jerry Farrow
Terry Statzer
Mike O'Connell

Activities/announcements September/ October 2011:

- **Bill Hosmer** is the **MOE Elder**, for the year 2011.
- **Alan Bergstedt** is our representative to the weekly **Staff Meetings** and monthly **Elders' Meetings**.
- **Six Battles Every Man Must Win** (a six week series) for September and October meets on Wed nights in room 202 led by Alan Bergstedt (2 Awana fathers participating plus 9 others.)
- **Saturday Morning Bible Studies** led by Pastor Alvin
- **Core Accountability Groups** – uncertain as to how many are meeting. A brochure explaining the program has been printed and is distributed from the Men's Cart.
- **Next MOE Fellowship Breakfast** – November 12
- **October 4 – MOE Leadership monthly meeting** was held at 4PM in room 25. Bible studies, 2012 Advance, BBQ Kickoff, Debrief of the September 24th breakfast were the topics discussed.
- **Advance** – After considering alternatives to the one day 'advance' and new leadership from the younger men of the church we are going ahead with plans for another Green Oak Ranch advance in May or June next year.

Carlsbad Community Church
MISSIONS & EVANGELISM
Staff Report: September 2011
 Director: Arv Trostrud

DIRECTOR'S ACTIVITIES:

- Attended 4 Tuesday Pastoral Staff meetings
- Led Prayer & Praise 4 Wednesday evening prayer meetings (using "Devotions and Prayers of John Wesley") and the Sunday evening prayer meetings.
- With my wife, prepared 4 Missionary Moments for the Worship Folders.
- Prepared and presented the Black Forest & Kosovo Short Term Mission report to the congregation and to the Ambassadors luncheon.
- Created the updated Mission Directory to be published for the Mission Conference.

MMT PLANS:

- **October Mission Conference:**
 - CCC missionary, Don McCurry, Director and Founder of Ministries to Muslims, will be the featured speaker on October 23rd.
 - 4C's Conference Pastor, Dr. Ron Hamilton, will be featured on October 30th to highlight 4C's Church Multiplication Strategy as Mission and highlight the new church planting effort by Sam Harrell.
 - The Mission Banquet on Oct 21st, hosted by the Ambassadors and the Mariners will feature Sam & Chris Harrell and their core group to educate and entertain.
- **February Mission Conference:**
 - Arranged for Rev. Thomas Wang, widely respected International Director of the Lausanne Committee for World Evangelization, to be the featured speaker on February 12th, 2012.

MISSIONARIES:

- Received an Application, prospectus and presentation to the MMT for support from Sam & Chris Harrell for their *greenhouse project* church planting effort in Oceanside CA.
- Barry Jones traveling to Micronesia, Oct 4th through the 23rd to teach Morning Star Institute classes on Pohnpei (after 3 year absence) and Chuuk at Logan church.
- Ben & Erin Bergen announced their second daughter (Abigail Lorelei) was born on August 27th.

MISSION FINANCIALS: September 2011:

- Current cash reserve at the end of July was at \$ 52,907.99. This represents the 3rd month in a row that the Faith Promise income has been below the approved budget for missionary direct support; more than three months of cash reserve is available.

Bank	Comment	Date	Amount	Total
B of A	Ending August Balance	8/30/11		\$ 56,375.47
Income	August Faith Promise		\$ 12,483.50	
	Designated Gifts: Missionaries		\$ 390.00	
	Total Revenues			\$ 12,873.50
Expense	Missionary Monthly Support		\$ 15,214.00	
	Mission Conferences		\$ 126.98	
	4C's Informational brochure Mailing Expense		\$ 1,000.00	
	Total Mission Expenses			\$ 16,340.98
Change	Net change			\$ (3,467.48)
B of A	Ending September Balance	9/31/11		\$ 52,907.99

EVANGELISM EXPLOSION:

- No firm plans to begin another training session at this time.
- One Team meeting on 1st & 3rd Tuesday evenings; making phone calls to church visitors, requesting opportunity to visit.

Date: October 6, 2011

Subject: Administration Team Ministry Meeting – Carlsbad Community Church

Present: Lou Furrer - Chairman, Bill Nix (Bus. Mgr), Ken Johnson, Lynn Maddox, Nick Melillo and Mark Hoppe (Treasurer). Absent: Carol Greene.

Lou opened the meeting with prayer at 1:30 PM.

Ken Johnson recommended that the Meeting Minutes of September 15th be approved; Motion was seconded by Nick Melillo. Motion APPROVED.

Bill reviewed the September monthly financial report. Income for the month of September was \$71,758.64 and expenses were \$85,878.09 with a negative balance of \$14,119.45. Our cash available is \$115,819.87.

For the first three months of the fiscal year 2011-2012 total income was \$219,475.96 and total salary and expenses were: \$250,872.96 for a negative balance of \$31,397.00 which is \$10,239.56 under budget.

Bill Nix presented a budget analysis for the first quarter; July – September for Fiscal Year 2011 – 2012.

Bill reviewed the updated: “Priority list for Capital Improvement and Replacement”

Items completed:

- Replace two computers for office staff members
- Replace telephone system
- Installed protective door locks various locations

Items in progress:

- Video sound system repair and upgrade in Worship Center
- Prayer room renovation and new furnishings

Obtaining bids for:

- Additional bids for rain gutters and down spouts on the East side of the W/C
- Paint stucco and railings on the South side of the W/C
- Paint anodized aluminum on the South side of the W/C
- Replace chiller, blower and boiler in the Sanctuary
- Replace carpet in the W/C

Ken Johnson made a motion that the church reimburse Justin Hill travel expenses at the rate of \$20.00 per round trip to attend Student Ministry meetings and events he leads at CCC. Seconded by Nick Melillo. Motion Approved.

Lou Furrer made a motion that the church purchase five portable signs to be placed outside in strategic spots to provide directions for people coming to the church service or special functions, such as memorial services. Cost Not to Exceed \$1,000.00. Motion seconded by Nick Melillo. Motion Approved.

ELDER BOARD REPORT
October 2011
Bill Nix, Director of Business Administration
September Activities

Continue to support, provide oversight and consult with Jessica Jones and Mark Smith for the activities in their departments.

FINANCIAL

- Prepared monthly financial reports for General Ministry, Restricted funds, Missions, and Women's and Men's Ministries.
- Approved invoices, reviewed accounts for accuracy, reconciled bank balances and provided reports for offerings and benevolence.
- Sent a completed audit work book with detailed reconciliations of each Balance Sheet account to Leaf & Cole, CPA's for the 2010-11 audit compilation.
- Prepared a quarterly budget analysis for the Admin Team.

PLANT OPERATIONS (work accomplished by maintenance staff, volunteers and outside contractors)

- Worked with mechanical contractor for replacement of the Chiller and Boiler that services the Sanctuary & Children's Educational Building.
- Met with SDG&E and provided them operating values for the A/C cooling towers.
- Windows were washed in both the Worship Center and Sanctuary.
- Repaired water damage in children's area room 6 .Hot water heater and carpet replaced and sanitized.
- Covered skylights and windows for the Simulcast.
- Installed Wi-Fi in the worship center for wireless internet use.
- Refurbished and painted Sam Harrell's office for the new Care Ministry Team.
- Installed protective double door locks on all downstairs children's classrooms.
- Installed new telephone system with paging capabilities.
- New plants, ground covering and drip irrigation system was installed in the Sanctuary flower beds.

Other

- Completed and sent website directives to our website designer/consultant.
- 165 pictures were taken of our membership and facilities for our new revised website.
- Completed a new membership church directory with pictures and addresses.
- Researched old derogatory remarks and sent to our website consultant for possible removal.
- Pulled hardwire from the CE Building server to the Worship Center and installed a new computer for Junior high and 2 routers for Wi-Fi use.
-

Meetings

- Elders, Admin Team, Staff, Care Ministry Team and Energy committee