

The Church in Aurora
Board Meeting FINAL
December 20, 2021

Present: Laura Holman, Mike Esposito, Ken Liang, Pastor Derek Hickman, Liz Sutter, Danielle Sprague, Denny Mervis, Lance Bell, Karen Mitchell, Muriel French, Jay Perez, Nancy Gallik, Betty Marlar, Staci Reardon, Bethany Schmittel, Russ Piazza

Laura Holman, Moderator, called the meeting to order at 7:04 pm and a quorum was determined to be present. Laura then asked Pastor Derek to share his devotion and prayer.

Devotion: Pastor Derek referred to the book Candles and Conifers by Ruth Burgess, which is a resource book for Advent. He used some of her advice as he prepared this devotion. He said that as we continue to suffer with the pandemic, benchmarks for success are moving or have disappeared. The pandemic has caused so much pain. He gave the statistic that one in four people have lost a loved one to Covid. These are dark days. But, Pastor Derek said, we can live with the message of Christmas. While we can't celebrate in false comfort, we have the Holy Spirit. It invites us to let go, to be still, and to listen to God, to center ourselves, and be present in the moment. Pastor Derek reminded the board that there are no quick fixes, and that these days are long, hard and dark. But God shows up in our suffering with encouragement from others, a meal provided, prayers offered, or a gift sent. We can welcome Christmas by "letting go and let God."

Pastor Derek then closed his devotion with this prayer:

Father God, may our souls be rested this Christmas, not in flight, not in struggles, as we share, laugh, and love with our friends and families. Amen.

Review and Approval of October 2021 Minutes

Laura then asked if there was any discussion about the October 2021 Board minutes. Seeing that there was none, she asked for a motion to approve the October minutes. Lance Bell moved to approve the minutes and Karen Mitchell seconded the motion.

The minutes were then unanimously approved.

Long Range Planning Report: Mike Esposito reported:

Work continued in two veins since the last report – communication and planning/execution of the four Wave 1 strategies.

For communication, draft icons, key words and templates were created in anticipation of collaboration with our communications contractor to share the plan and progress in a more engaging way.



The Church in Aurora Strategic Plan

Purpose

Invite all people to experience the love of Christ through engaging worship and education, participation in impactful outreach, and the growth of relationships inside and outside the walls of our church



Spiritual Growth

Provide meaningful and relevant worship, education, and spiritual growth/discipleship opportunities for various phases of life.

- Explore, design, propose, and implement worship formats and delivery platforms (e.g. streaming) that match the desires of various cohorts
- Create Discipleship and Spiritual Growth programming



Outreach

Increase impact in the community through outreach, sharing of our facilities, and effective communication of who we are and what we do.

- Explore providing childcare in the form of Before and After Care and eventually a preschool
- Update website and increase social media presence



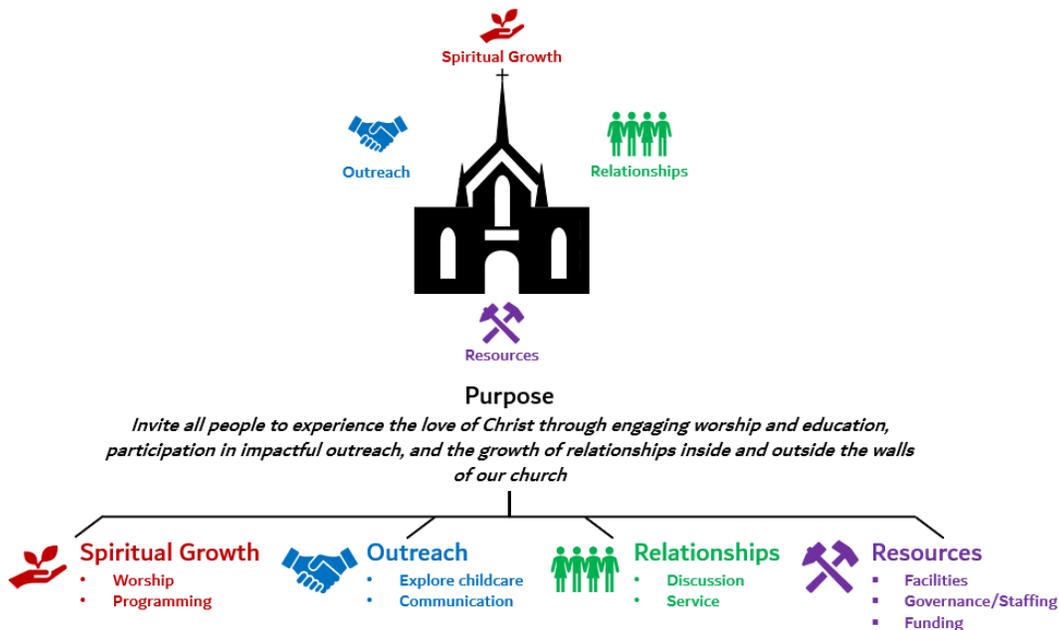
Relationships

Build relationships between people and engage them with faith-building social and service opportunities.

- Develop a discussion series that is open to the public and covers a wide range of topics that are relevant and accessible to various cohorts
- Offer service projects that allow/encourage participation in a variety of ways, days of the week, and times of day to accommodate individual preferences and availability



Develop and maintain the resources needed to accomplish our purpose in ministry.



Notably, the 3B team (Ryan Anderson, Wanda Himmel, Courtney Polcar and Audrey Winkler) made progress on planning mission and event-based projects with Liz Sutter. The next project is planned for January and details are forthcoming.

TCIA Strategic Plan Wave 1

Purpose

Invite all people to experience the love of Christ through engaging worship and education, participation in impactful outreach, and the growth of relationships inside and outside the walls of our church.

Wave 1 Goals and Strategies

1. **Provide meaningful and relevant worship, education, and spiritual growth/discipleship opportunities for various phases of life.**
 - A. Explore, design, propose, and implement worship formats and delivery platforms (e.g. streaming) that match the desires of various cohorts
 - B. Create Discipleship and Spiritual Growth programming

2. **Increase impact in the community through outreach, sharing of our facilities, and effective communication of who we are and what we do.**
 - B. Update website and increase social media presence

3. **Build relationships between people and engage them with faith-building social and service opportunities.**
 - B. Offer service projects that allow/encourage participation in a variety of ways, days of the week, and times of day to accommodate individual preferences and availability

Treasurer: **Staci Reardon reported:**

Revenue and Expense Budget:

November's actual Year to Date (YTD) revenue of \$592,890 was 20.4% or \$100,659 above budget. Total Revenue for November 2021 as compared to November 2020 increased \$32,048. There were no sizeable donations received in November to make mention of.

The actual YTD expenses of \$515,841 were 8.96% or \$50,805 below budget at the end of November. The budgeted expenses are mainly divided evenly over 12 months. Each committee is responsible for reviewing and maintaining their expenses within their yearly budget allowances.

As the outside renovation project has now been completed and all payments made and cleared, The Directed Exterior Restoration fund had a balance left of \$326.42. We will no longer have to make mention of this particular project/funding going forward.

At the end of November, there was an overall surplus of \$77,049.31 which is \$151,464 over budget. This large increase can be attributed to a 2020 faith promise received in January 2021. This is noted in Revenue Faith Promises- Prior Year.

Attached are YTD revenue and expense comparison sheets, which detail this year to last along with percentages to budget through the end of November 2021.

Board Directed Reserve:

As a monthly reminder, our office moved \$91,636 from the Board Designated Reserve to the Board Balanced Budget Directed Funds as approved by the board in January 2021. This carry forward money was needed to balance the 2021 budget and will be isolated and used if needed during 2021. If the 2021 Operating Fund ends in a deficit at 12/31/2021, then the amount needed to balance to zero will be transferred from this account. The Board will decide the use of any remaining balance.

Directed Funds:

Nothing to make mention at this time.

Savings Account/Bank Balances:

The bank balances as of the end of November were \$835,160.45. This was an increase of \$8,575.38 as compared to the end of October 2021. Bank balances fluctuate from month to month based on receipts and disbursements. Please review the attached balance sheet information and let me know if you have any questions.

Other Comments from the Treasurer:

Our department is continuing to work through budgeting for 2022 and thanks to everyone for their efforts.

Attached are current Financials, along with the above-mentioned Revenue and Expense Sheets for your review. Should you have any questions concerning the church finances, your budget or actual church expenditures, please let me know.

Senior Pastor Report: [Pastor Derek Hickman reported:](#)

Here are some of the things I've been working on in the last month, in various ministry/program areas of the church:

Administrative:

- Continuing to assimilate new staff members
- Drafting a personnel policy, in consultation with the Elders
- Working with Lance Bell to ensure all of our Stewardship communication and responses are visible.

Worship:

- Planning with Kevin for Advent, including recruiting readers, preparing the liturgy, and writing sermons.

Discipleship:

- Finished both small groups I was leading
- Sending small group participation surveys out to all
- Assisted Membership Committee to create a new Membership Covenant

Communication:

- Worked with Elders to contract a new website to be developed

As we look ahead, I'll be working on the following:

- Next semester's small group offerings, beginning in January
- Advent and Christmas Eve worship services
- Getting the website launched
- Worship/Sermon planning beyond Advent

As always, I am grateful for each board member's prayer support, leadership, and dialogue as we move into the future God has in store for us.

Christian Education and Missions Director Report: [Liz Sutter reported:](#)

- Messy Christmas on December 12 was a great event. A big thank you to Pat Singelyn for organizing. We had 93 people in attendance (including volunteers) and a nice family pasta dinner to following supplied by the Fellowship Committee. There were some new families who saw our sign and registered. A great evening all around.
- Sunday morning CE attendance has continued to increase as we have entered the month of December. Lance just hosted his youth group Christmas sleepover on December 11 where they went bowling and stayed up most of the night.
- The Refugee Drive held on November 19 and 20 was a great success. Thank you to Gloria Donnelly for all her hard work. We were able to take a 27' box truck full of supplies to the USCRI to help assimilate refugees into the NE Ohio area. Over 50 volunteers came together to make it happen.
- With support from the Missions Committee, the Caring Tree just concluded its biggest year yet. We were able to supply gifts to 205 people this year (up from 130 last year) – 20 to the Salvation Army, 82 to Safer Futures, and 103 to Aurora families. Thank to Paul Bizjak for donating an extra carload of toys, which also went to Safer Futures.
- We took a visit to Haven Home on December 15. I was fortunate enough to speak at the Aurora Rotary about our ongoing outreach on December 8. Our December 23 food distribution for Aurora families will include a Christmas ham and all of the fixings thanks to their donation.
- The Aurora City School District ran a series of fundraisers between Thanksgiving and Christmas that they called *Aurora for Others*. Our outreach program was chosen as one of the organizations to receive their generous gift of \$3140.00.

- The newly formed Outreach team (Audrey Winkler, Ryan Anderson, Courtney Polcar, Wanda Himmel, and myself) have met a few times to plan new events and projects for 2022. Our first event will be a church wide service project on January 23 after the one worship service that morning. We will be making kits for the homeless. This activity will be open to all ages and activity levels in the church. We will end with a lunch together provided by the Fellowship Committee. More details to come.
- Please see the assistance breakdown for the month of November below:

Food Distribution

Week #	Date	Households	Total People	Spent per Person	Total Spent
84	11/5/2021	43	156	\$4.36	\$679.82
85	11/12/2021	43	156	\$4.99	\$778.38
86	11/19/2021	42	154	\$3.23	\$498.04
87	11/24/2021	44	157	\$5.87	\$921.18
					\$2,877.42

Financial Assistance

Case#	Category	Description	Approved	Date Approved	Amount
DM-2021	Utilities	Water	Y	11/2/2021	\$396.68
FP-2021-MT	Clothing	Winter wear	Y	11/2/2021	\$99.17
SD-2020-MT	Clothing	Winter wear	Y	11/2/2021	\$45.99
JS-2021-MT	Clothing	Winter wear	Y	11/18/2021	\$75.00
					\$616.84

Elders Report: [Ken Liang reported:](#)

The Elders met on December 5th at the Church. Elders Ken Liang, Tom Shrout, Chad Calder, and Ingrid Cuppige along with the Moderator, Senior Pastor, and Associate Pastor.

Summary of Discussions

- A fair amount of discussion was had on our continued considerations and decisions related to safety measures during the pandemic.
- A proposed Personnel manual was shared with the Elders with some changes proposed. This manual was then approved for use with the Church staff.
- Staffing items were discussed, including the resignation of our Communication contractor. A proposal from a resident in Aurora was shared as a replacement. The contracts were shared with the Elders and were approved post the meeting.
- Additional discussion around some feedback from staff took place.
- The Elders budget was reviewed for any final edits. Minor adjustments were made with the final version being shared with Stewardship after the meeting ended
- Given the Communion format, the Elders will take the responsibility to notify Deacons of when communion supplies are low and need to be re-ordered. This did not happen for the December 5th services, resulting in temporary changes to the communication steps to accommodate the shortage. Pastors and Deacons adapted very well to ensure all attendees were able to share in the bread and juice. Thank you all!
- Final selections for new Elders are to be reviewed at the next Board meeting. We will invite them to attend our next meeting on 1/9/2022

Announcements

- Nothing to announce at this point

Actions for Board review

- None at this time

Trustees Report: Denny Mervis reported:

December Activity

Only activity in December was the repair of two furnaces. One had the motor quit and the other needed the igniter replaced. The furnace that needed the motor replaced was scheduled replacement in 2022. Having replaced the motor and after discussing with our contractor we may now decide to move the proactive replacement of this furnace (1995) out a few more years.

Trustees Approve Rebuild/Restoration of damaged area and the Library Project

At the December Trustees meeting we met with architect Mark Gilles and reviewed the plans and prints for the rebuild and restoration of the area damaged in July and the prior board approved Library project. These new plans include changes to these areas to make them multi-use so they can be used for various other purposes and by various groups. These areas are now called the Pre-school room, the Toddler room, the Eldridge room (library), the kitchen and the area in front of the kitchen as you go into the library. These areas will be equipped with a Technology center so they can be used as meetings rooms, bible study rooms, for committee meetings etc. A “technology center” is defined as a large screen monitor and cabinet, wired and connected with the recommended cables. T.C.I.A IT committee gave plans for the technology centers to the Trustees.

A summary of the restoration and changes are as follows:

Pre-school/Toddler room-

Damaged dry-wall will be replaced, totally re-painted, and carpeted with carpet squares. A “technology center” will be installed on south wall of the Pre-school room and the inside wall of the Toddler room. The wall between the two rooms will be opened (8 ft opening) so the two rooms could be used as one large room for meetings etc. A door will shut this opening so the Toddler room can be used as a small meeting room separate from the larger Pre-school room. A storage room will also be established off of the Toddler room for storage of tables, chairs, and other items to be used for the various functions of these new areas. The small bathroom now under the stairs off the great hall will also be changed to a storeroom for furniture and materials used for these areas.

Eldridge Room/Library-

A library project was schedule to begin in 2020 but was stopped when covid hit. We will now complete this project making this room a very nice library and conference room. Existing bookshelves will be removed. Some will be re-installed in a room off of Hanson Hall for the librarian. New bookshelves will be built on the west wall of this room and down four feet on each of the sidewalls. The ceiling grids will be replaced. Lighting in this room will be changed to reflective lighting over a conference table and small can lighting around the edges of the room. A “technology center” will be installed on the east wall of this room. The room painted and papered. The carpet will be replaced. The room will be furnished with a conference table to seat 10-12. Existing chairs in the church will be used. The room will also have a seating area with two chairs and a small table. We believe this room as designed will serve as a beautiful

conference room and library for the church and be able to be used by various groups for many purposes.

Kitchen and Kitchen Area

This area will be remodeled to serve as a Café area for the church. The kitchen will be opened up into the area in front of the kitchen. The kitchen itself will be totally redone with cabinets, counter tops, appliances, and a sink. The existing electric panel and plumbing will be put in cabinet. The kitchen, the area outside the kitchen, some of the great hall and into the auxiliary bathroom will be floored with a nice tile. The auxiliary bathroom will be refurbished. A “technology center” will be installed on wall as you look to the left of the library door. A cabinet with storage will be built on that wall with a countertop that can be used as a serving area. The goal is to make this an area that can have many uses. It can be used as the area to serve coffee after church services. Used as an area for servings attendees after memorial services. This can be a meeting area where coffee can be served for bible studies, committee meetings etc.

Cost of the project is as follows:

Total cost: \$140,000

Project build:	\$100,000*
Architect:	10,000
Fixtures/Furnishings:	15,000
Technology:	2,500
For Change orders:	12,500

*Budgetary Number

Recommended funding for the project as follows: **

Existing Library funds:	\$13,000
Insurance:	34,300 (Received)
Additional Ins.	11,200 (Part or all of this will be received)
Endowment Request	85,000 (This request is for up to this amount based on final insurance settlement)

**Funding plan as was discussed with the Endowment Chair and others before the Trustee meeting.

After reviewing the plans and prints with the architect and the recommended funding plan for the project a motion was made by Al Conners and seconded by Bill Boyd to proceed with the project and to submit it to the Church Board for approval. The motion was approved.

The Trustees thank many who were involved in giving input for this project including Ruth Tuttle, Matt Sprague, the church staff, the Pastors, Laura Holman, Mike Esposito, Jay Perez, and Staci Reardon.

Stewardship Report: [Lance Bell reported:](#)

For 2021, we received 187 Faith Promises for \$428,978. As of December 18, \$422,942 has been booked against those pledges. Also as of December 18, we have received 179 Faith Promises totaling \$453,562. 100 of the 179 Faith Promises represent increases over 2021. While we have lost several high-capacity givers, a number of givers are stepping up significantly their annual pledge. I do not believe we will hit the \$525,000 target or the 225 pledges. We'll probably land

somewhere between \$460,000 to \$475,000. Note that there are some individuals who did not make a 2021 Faith Promise but are giving to the 2021 Faith Promise Campaign. There are also several members who choose not to make Faith Promises but give regularly. I continue to make follow up contacts and also would like to thank Bob Harris, who volunteered to help make calls. Bob has provided me with valuable feedback as well as advice from his experience.

Follow up calls, e-mails, and texts are generating feedback and information, which is being shared and documented. Some member contact information is no longer correct. Several members have indicated that they are looking for a new church home for various reasons. Any feedback is being shared with the Moderator and Senior Pastor.

Jeff Emrick submitted a draft 2022 budget worksheet for review and participated in the first review meeting on December 12. Additional reviews are scheduled as we gain more clarity around projected promised and non-promised revenues and 2021 annual spend against budget.

Comments at the Meeting

Lance expressed his appreciation to the shepherds at TCIA who he said have “been working overtime.” Lance recently lost his father and his brother-in-law. He was grateful for the many cards that have been sent to his family during this time of loss.

Christian Education Report: [Danielle Sprague reported:](#)

We were happy to assist with Messy Christmas and enjoyed its success for the families who attended.

Fellowship Report: [From the Weekly Spire 12/15](#)

We have scheduled an event at The Blind Squirrel Winery, (7918 Pettibone Rd. Bainbridge); on Thursday 12/30/21 from 6-8pm. Fellowship will provide appetizers, entertainment by “Sommertime”, with wine or soft drinks available for individual purchase. Please go to the sign up link and register so we can plan to have enough appetizers to share. The event is limited to the first 20 reservations. Look forward to your company at this event!

Endowment Report: [Jay Perez reported:](#)

Endowment committee met on Thursday 12/9 at 7:00 via Zoom. In attendance was Carl Liu, Kris Radzanowski, Ward Crane and Jay Perez a quorum with attained. Brought committee up to date with interior restoration project. First floor had scheduled project with private donations to remodel library. Church experienced water/sewage back up that destroyed infant/kids rooms. Trustees working with Church staff plans to combine insurance money, private library donations along with funds from the endowment to remodel part of the first floor. Plans to add a cafe and update rooms that are more functional for everyday use with technology and storage. Rooms will be convertible for child and infant care use during services. Adding a Cafe will allow receptions on the first floor vs stair complexity and the need to consider adding an elevator, which appears cost prohibited.

Other topic on agenda, plans at the board level on how the Endowment should be utilized moving forward. Initial plan being considered will be to draw annually 3% of Endowments three-year average balance. Funds will be divided between Trustees special projects and balance for outreach and missions of the Church. Endowment withdrawals are not being placed into the

annual budget for any regular expenses or operations. All withdrawals will be within unrestricted funds and in accordance with the Endowment Bylaws. The Moderator, Treasurer and Elders have meeting on Sunday 12/12 with Stewardship on the state of 2022 FP campaign.

Church board meets 12/20, which I will attend to represent Endowment. We will have our next meeting early January upon receipt of year-end statements from UBS. Meeting will be to perform annual review of funds within IPS and to prepare the year-end report.

Missions Report: [From the Weekly Spire 12/15](#)

The Missions Committee is pleased to share that in the month of December, two donations were made on your behalf...

Providence House—your generosity provided for at least 20 little ones' snuggly beds, full tummies and 24/7 loving care.

Gathering Place—your gift will support efforts such as support groups, exercise and nutrition classes, legal and financial help, and even a wig salon to empower individuals and families coping with the impact of cancer.

The Caring Tree was a rousing success! Last year, COVID guidelines determined that there would be no tree erected in Fellowship Hall, but with your loving participation, we still were able to service 130 individuals through computer sign-ups alone!

In 2021 the tree was back, and together with more computer sign-ups, 202 babies, toddlers, tweens, teens and adults in our area will have a Merry Christmas where perhaps there would have been none. Once again, our compassionate and concerned members have stepped up to the plate. Thank you to all who sponsored individuals and families. Many thanks to Liz Sutter who happily gave of her time and knowledge in working with the Missions Committee.

Deacons Report: [No report](#)

Membership Report: [Nancy Gallik reported](#)

The Membership Committee met in person on November 9. We reviewed the success of our recent Discover TCIA event, which had three interested participants. The three had the opportunity to meet both pastors, have their questions answered, and receive a tour of the church building. We were grateful that the pastors joined the membership committee members to help lead our conversations.

We reviewed the updated TCIA Information Brochure that is shared with visitors. We also reviewed the letter that was recently sent in the mail to those who have attended different TCIA events. Twenty copies of this letter were sent out in mid-October with the intent of contacting any potential members.

We revisited the recently presented Membership Covenant to consider any further edits. A few suggestions were made and these will be presented to the pastors for consideration. We also noted that the covenant would be a part of the Membership Request Form. Copies of these are shared with the office, the pastors and the membership committee. We will give new members a copy of the signed Membership Covenant when they are inducted.

We then reviewed our plans for New Member Sunday, November 14. Four new members have completed the Membership Request Form and will be inducted on this day. We worked on

identifying their host persons, planned for their gift bags, and their name tags for their special day. Arrangements have been made with Audrey Winkler to attend New Member Sunday as our official photographer. We look forward to another successful induction of new members!

The Membership Committee met in person on December 14. We discussed our New Member Sunday event that was held on November 14. We inducted four new members that Sunday and assigned each one a host person. They all received gifts from the church, including a new study Bible. At this meeting, we reviewed the positive feedback we got, as well as notes of appreciation from some of the new members.

The final edits have been made to the Membership Covenant. (See attachment to this report, showing the final copy.) It will now be included on the back of the Membership Request form so people who apply for membership will be aware of the promises that are made between the church and the new member. Future new members will receive a signed copy of the covenant in their gift bags.

The Greeter Schedule is complete through the end of January 2022. We will now be recruiting greeters for the later winter months. A sign-up table for greeters will be set up in mid-January during worship services.

We discussed the changes to our committee for 2022, and have reached out to the two ladies who are nominated for Membership Committee. We also discussed our plans for three Discover TCIA events and three New Member Sundays in 2022.

Also coming in 2022, the Membership Committee plans to conduct Hospitality Training for people interested in greeting visitors and leading them down the pathway to membership. This training, led by Pastor Derek, will be held for a half day at the end of February. The training is based on the book Fusion: Turning First Time Guests into Fully Engaged Members of Your Church. The goal of the training will be to set up techniques for how to welcome visitors and how to encourage them to return to our church. There will be more discussion on this in the next few months.

We ended the meeting by writing Anniversary Cards to the three couples that became members last December. We also wrote Christmas cards to the thirteen people who joined our membership in 2021.

Women's Guild Report: Betty Marlar reported:

Circle 3-H prepared 23 Christmas bags containing a signed Christmas card, \$15 Gift card, toiletries and a prayer square for PARC, a homeless women's shelter. The ladies wrapped 90 pairs of warm socks with a prayer square and a signed Christmas card for the 30 residents of Valor home, a men's Veteran's homeless shelter.

Soft recyclable plastic for the APL was collected December 3 9:00-10:00 am.

Merry Christmas!! Happy New Year!

Old Business

Covid 19 Updates: The Crisis Response Team continues to meet frequently to look at the status of the pandemic in our community. Because of the current trends, the CRT has gone back to “Masks Required” while inside the church building. They are still planning to hold in-person Christmas Eve services with live streaming for both services. The CRT is attempting to keep everyone’s health and safety a priority. They also decided to hold just one service on December 26 at 10am, which will also be live streamed.

Nominating Committee: Laura shared that the nomination slate for the 2022 Board is complete. She will share it with the current Board for their review, but they do not have to approve this slate. It will be approved by a vote of the congregation at the Annual Meeting on January 30, 2022.

Membership Covenant: The revised Membership Covenant is now part of the Membership Request form for new members (see attached at the end of this report). Thanks to the Membership Committee for their hard work on getting this done and ready for future use.

New Business

Trustee Proposal: Denny Mervis was asked to share the proposal from the Trustees for the remodeling of the library/kitchen area of the church building. Denny said that this all started after the sewer backup and flood that occurred in July 2021. After the mitigation was completed, the Trustees were asked to consider changing the use of this area. As they began the process, they realized that their plan to build an elevator two years ago was cost-prohibitive. So with that in mind, they started thinking about how to better use this 1300 square foot area of the building. They knew that space was on the first floor and using it in a more flexible way might remove the need to build the elevator.

Denny then proceeded to share the blueprints for the planned remodel. It includes making the Nursery/Preschool areas of the church into more flexible space, used as classrooms on Sundays and meeting space during the week. There will be more storage for the classroom equipment and sliding doors to open and expand the spaces. There will be four technology centers with big screen TVs with access to the Internet. The library will be remodeled into a conference room with a large table and chairs, and a small upholstered seating area. There will be new lighting, a new ceiling and new flooring in the library. The kitchen will be remodeled into a café with granite countertops, large open doors, and new cabinets. The plan is to begin to have “coffee hour” in this space on Sunday mornings, eliminating the need to go upstairs to Fellowship Hall. There will also be a door to go outdoors to the patio during coffee hour. Denny said that the plan includes putting tile in the café area, taking away part of the carpeting in the Great Hall.

Denny then referred to the part of his report that showed the estimates for the cost of this project and how to fund it. The estimates are still fluctuating, so those numbers are not firm, and Denny called them “budgetary numbers.” So these could be modified later.

Laura then asked the board for any comments on the Trustees’ proposal. Muriel French inquired about the storage of the equipment for the babies and toddlers. She also asked how the project would be funded and she was referred to the Trustees report with the recommended funding. Muriel also offered that the Trustees should be aware that the four technology centers would

need frequent updates and maintenance. They will also require IT support and they need to be prepared for that.

Jay Perez reported that he has discussed this project with the Endowment Committee. They have agreed to the funding proposal requested by the Trustees. Jay said that the committee sees this project as an unexpected cost, but it is good for the future of the church building usage. They like the idea of making the first floor more accessible and better functioning.

So Jay's motion was to accept the first floor renovation project and to pay for it using funding from private donations, insurance reimbursement and up to \$85,000 from the unrestricted endowment funds with the endowment by-laws.

Laura commented that she appreciates seeing the endowment funds go into the church building usage in accordance with the endowment by-laws. She called for a vote on Jay's motion and there was no opposition.

The motion to approve the first floor remodeling project and the funding for it passed unanimously.

Annual Reports and Annual Meeting: Laura reminded the board members to turn in their committee's annual reports to Zelma Riddle as soon as possible. This will allow Zelma to collate all of the reports into one for the Annual Meeting on January 30, 2022.

Endowment Funding Proposal: Jay will be leaving the Endowment Committee and joining the Stewardship Committee in 2022. He wanted to remind the board about the purpose and value of the church's endowment funds. These funds have a "restricted" side, which is only used for dire emergencies, and their use must be approved by a 75% vote of the church membership. Endowment is front and center in service to the church, Jay said, and for many years these funds have been kept dormant. They have grown in value and it is time now to make them more available for use by the Trustees and the Outreach team. So Jay proposed that it is time to take some of the burden off of the budget process, and use funds from the "unrestricted" side to be divided between the Trustees and Outreach.

Jay said the funds have never been used this way, and now he is referring to the Endowment by-laws, which allow for the money to be shown as a resource from the endowment funds. He was not making a motion, but rather was enlightening the board that the endowment funds are available to be put to good use. He also believes that this will allow more people to see we have a very successful endowment fund and it may attract more donations to our church.

Denny Mervis then commented that some of the endowment funds were used to pay for the exterior renovation project in 2021. Then Jay added that this use of the endowment funds would not be for routine maintenance, but for bigger renovations as they become necessary.

Budget: Lance Bell gave an update on the status of the Faith Promise Campaign for 2022. There have been 180 Faith Promises made by December 20 for a total of \$458,162. With the non-promised revenue expected, the total revenue for 2022 is expected to be \$508,662. The total budgeted expenses are \$627,606. That leaves a deficit of \$118,944. So Lance requested that the board approve \$120,000 from the Board Directed Reserve funds to give the board an "envelope" to balance the budget for 2022.

Lance motioned for the board to approve the draft version of the 2022 budget including the \$120,000 payment from the Board Directed Reserve. Denny Mervis seconded the motion.

The motion passed unanimously.

In further comments about the Faith Promise Campaign and the budget, Laura added that our church lost by death or moving away four large donors this year. She was happy to note that the congregation filled in the gap. Lance also added that over 100 of the faith promises were increases over last year's promises.

Lance also added that the Reserve Funds are like a "rainy day fund," so the Stewardship Committee was trying to expand the base of the Faith Promises to refill the Board Directed Reserve Funds.

Mike Esposito noted that the board is sitting on Directed Reserve Fund of \$91,000 and most of this will be brought forward for the \$120,000 needed for 2022. This will depend on how the budget ends in 2021.

There was no Unscheduled New Business. So Laura reminded the board of the next scheduled meeting, which is January 17, 2022. She also asked everyone to put the Annual Meeting date on their calendars: January 30, 2022 at 11:15am after the one service. Laura then asked Pastor Derek to give the benediction:

God, we love you. We are grateful for this time together. Thank you for your support of all the people around this table, as we continue to work together for the good of our church.

The meeting was adjourned at 8:39pm.

Respectfully submitted,

Nancy Gallik, Clerk

MEMBERSHIP COVENANT

Throughout the Old Testament and New Testament, there is a clearly defined community of God. God creates a covenant relationship with God's people. This covenant was first established with the people of Israel through Abraham, and then God established a new covenant with the church, through Christ. As members of God's covenant family at The Church in Aurora, we recognize that each one of us is in this church to serve Christ and to serve others.

As ministers, staff and lay leaders of The Church in Aurora, we will covenant to:

- Offer opportunities to nurture your faith
- Care for you through all seasons of life
- Consider your strengths and gifts to help you serve God and others
- Provide opportunities for you to build meaningful relationships with others in our community of faith
- Seek God's will for The Church in Aurora

as we share in the ministries of worship, education, fellowship and service alongside current members.

As a new member of The Church in Aurora, I will covenant to:

- Faithfully participate with my prayers, my presence, my gifts, my service, and my witness.
- Accept the government of the church and actively work to further its purity and its peace.
- Strive to keep unity in the church.
- Work to assist the church in fulfilling its purpose of *inviting all people to experience the love of Christ through engaging worship and education, participation in impactful outreach, and the growth of relationships inside and outside the walls of our church.*

I receive membership into The Church in Aurora as a gift, and I am humbled and honored to serve and to love others in this church. It is a blessing to be a part of something so much greater than any one person or member.

MEMBER NAME & SIGNATURE

(printed name)

(signature)

(date)

PASTOR NAME & SIGNATURE

(printed name)

(signature)

(date)