

Country Club Christian Church
Congregational Board Minutes January 11, 2022

Attending: Jennifer Austenfeld, E.J. Becker, Sara Christensen, Erin Feitz, Dana Flora, Mary McClure, Becky McElduff, Matt Moeder, Kay Moffat.

Not Attending: Tepring Crocker, Karen Gallagher, Phil Howes, Shelle Jensen, Nancy Lear, Jayson Parker and Tom Thornton

Staff: Rev. Carla Aday

Welcome and Meditation

Matt Moeder, Board Chair, called the virtual meeting to order at 7:07 pm. Erin Feitz gave an opening prayer centered on the continuing effects of the pandemic on families, those who are isolated, medical and other workers, the congregation and our nation.

Consent Agenda

Mr. Moeder asked the Board whether there were any amendments or corrections to the items on the consent agenda. There were none. The Board unanimously approved a motion to approve the consent agenda including the November 9, 2021 Congregational Board Minutes as amended.

Personnel Committee Report

Mary McClure reported the Personnel Committee approved the clergy housing allowance amount for the 2022 tax year. The Board unanimously approved a motion to approve the recommended clergy housing allowance for the 2022 tax year.

Finance Committee Report

Mr. Moeder gave an overview of the written Finance Committee report (Attachment 1). Ms. McClure updated the Board on the finance plan for the Centennial Campaign building project. Final bids and negotiation of the construction contract are lining up. The contractor is not requiring a signed loan before entering a contract, which releases some time pressure on the financing. Nevertheless, final negotiation on a construction line of credit is underway under the Finance Committee's oversight. The Board should expect to be presented with a donor-guaranteed loan and the construction line of credit in the next few months.

Centennial Campaign Update

Ms. McClure provided an update on preparations for the building project. Construction end date is planned for the middle of 2023. The latest bids are lining up to \$11M, in line with campaign pledges. Current construction decisions are the detail level. Professional designers and engineers have been involved in all stages. Feedback teams are in place for kitchen, landscaping and sustainability. Communications are coming together to support transition and changes to impact the early childhood center, congregation and staff.

Senior Minister Report

Rev. Carla Aday presented the Senior Minister Report (Attachment 2).

Closing Prayer and Adjournment

Mr. Moeder called the meeting to a close at 8:00 pm and Rev. Aday led the Board in a closing meditation.

Attachment 1: Finance Committee Report: January 2022

Memorandum

To: Congregational Board

From: Phil Howes, Treasurer

Date: January 5, 2022

Re: Finance report – Centennial Building Updates

In December, the Finance Committee met to review initial plans on the Centennial Building and provide recommendations on financing proposals. Amy Guthrey worked with the Centennial Campaign Committee to prepare a preliminary cash flow analysis of campaign contributions and cash payments for the construction and other components of the campaign. A detailed analysis was provided that showed the estimated maximum amount of short-term construction borrowing that would be needed to pay the bills as the campaign donations come in over the new few years. Amy helped solicit bids on the financing with several banks. These bids were reviewed by the Finance Committee with the recommendation to move forward in negotiating the loan with Enterprise Bank which is our current banking partner. As we finalize the construction timing and details as well as the financing terms, we will come back to the Board for approval to proceed with the Financing Plan and construction loan as we complete the project.

In addition, we also discussed a donor gift that will be set up as a loan to the Church but paid for and guaranteed by the donor. This is similar to the gift provided in the last campaign. We are awaiting final terms with UMB and review by our legal counsel for this loan and will come back to the Board soon for approval to proceed with the loaned supported by the gift.

Attachment 2: Senior Minister Report: January 2022

Carla Aday

Attendance:

- Nov - slightly up over last year Dec - even with last year
- First Time visitors - higher than dashboard shows

Finances: Strong

- General - 93K above last year Capital - 3.1 million collected; 24% households paid in full
- Christmas Offering - 32k plus

GOALS FOR 2021-22

1. Invite our neighbors into highly visible activities based on a variety of shared topics, goals, or interests. As a first priority, build trust and a sense of belonging.

- Centennial Concert
- Live Nativity and Christmas Festival
- December Worship and Christmas Eve
 - Radio Ads for Christmas Eve
 - New branding

2. Build a deep, sustainable sense of life-transforming community that engages and empowers the congregation.

- Christmas Offering and Event
- Warmth Packs
- New Men's group forming
- New Life Worth Living Class
- Ecuador Trip postponed
- Challenge: Covid

Staffing Update: New org chart (Attachment 3)

- Formerly a position: Executive Director of Operations included these responsibilities
 - Technology, Facilities, Finance, HR, General administration
- New Design: Four separate positions:
 - Director of Facilities (redesign of Building Manager role)
 - Controller (10 hours a week)
 - Director of Administration (redesign of admin staff role)
 - Technology – Outsourced

Construction Plans:

- Preschool/parents day out;
- Worship;
- Other

Health and Safety

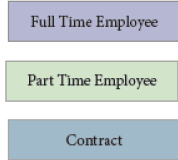
- Fully vaccinated Staff

- Weekly testing and wearing medical masks
- Suspended classes and groups for 2 weeks -increased work from home -shift to virtual events
Holding on choir -encouraging boosting

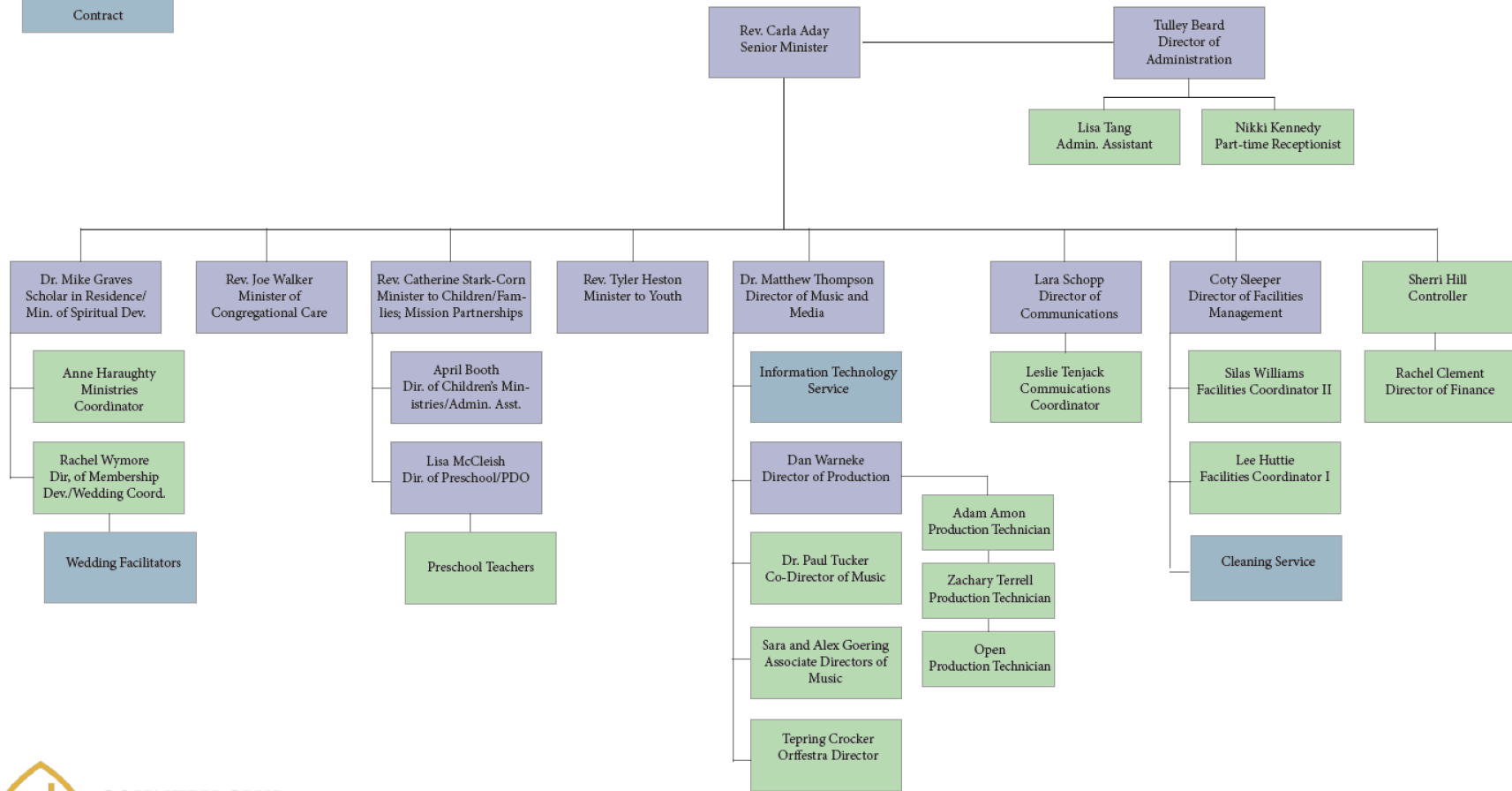
Pastoral Reflections:

- Spirit of our nation - issues of trust, community, soul
- What is the new way to be church?
- Pastor's Class
- Wells Sermons at Ministers Week in Ft Worth
- Senior Ministers of larger Disciples Churches meeting here

Attachment 3: Organizational Chart: January 2022



Organizational Chart



Updated January 10, 2022