

May 11, 2022

“Binding Assurances”

The proposed agreement between Skillman and The Hills

The Town Hall on April 27, 2022 provided an opportunity to share with you the specific terms of a new agreement between your Elders and senior leadership at The Hills. This agreement is called the “Assurances”, and its effectiveness is only dependent upon a vote of the Skillman membership. The Assurances were extensively negotiated with support from independent legal counsel for each party. Skillman members have been provided the [entire three-page document](#), as well as the following summary from the April 27th Town Hall presentation:

- 1. Governance:** Mutually-agreed shepherding plan to immediately include at least 2 current Skillman members and 2 current Hills members who are future-focused and mission-minded.
- 2. Worship Experience:** Continuation and improvement of a cappella service in the Chapel on Sunday mornings. Skillman member that have attended The Hills a cappella services described them as amazing, beautiful and uplifting.
- 3. Missions, Foreign and Domestic:**
 - a. Continued care for the elderly, including programs, events, transportation, visitations, etc.
 - b. Continued Restriction and Dedication of Moeller and Johnson funds to fully honor their purposes for elder care, missions and youth.
 - c. Funding of all current foreign and domestic missions
 - d. Seats on The Hills Missions Committee and Council
 - e. Invitation into opportunities for substantially increased funding in all areas above.
- 4. Finances:** All known and unknown liabilities and expenses transferred and indemnified
- 5. Facilities:** Transferred with a restriction on sale *for at least 5 years*.
- 6. Human Resources:**
 - a. Expanded, full-time ministry and administrative staffing
 - b. Continued employment or 9-months of salary continuation (“severance”) for current staff. If ministry or office personnel do not wish to accept a job offer, they will still be provided 9 months of severance.
 - c. Onsite janitorial and security
 - d. 24/7 maintenance support
- 7. Child Development Center:** Full support of CDC mission, budget, operations, and staff.
- 8. Celebration of Skillman’s Heritage:** In the many ways described above, along with a special event, commemoration and dedication developed with Skillman members.

Final, formal legal documents for Skillman to join The Hills will be prepared by lawyers for both churches after the Skillman member vote to approve. Those documents will fully comply with the above, agreed Assurances.

How Skillman ensure The Hills complies with the Assurances? Skillman’s Elders are focused on purpose-driven compliance with Texas law. We continue to see this opportunity as a “joining” of Skillman and The Hills. But Skillman’s governing documents and Texas law require that we choose other, specific legal terms. Those terms are “a sale of assets and assumption of liabilities”, followed by eventual “dissolution” of our Texas non-profit corporation. However, this dissolution will be handled in a manner that ensures the terms of all the Assurances from The Hills have been met.