

Hope Lutheran Church
The Board of Directors Meeting Minutes
Held on December 20, 2018

Attendance:

Chairman:	Bill Steinmetz	Senior Pastor: Kirk Dueker (Late)
Vice-Chairman:	Brent Pavicic (Absent)	Head Elder: Dave Smith (Late)
Secretary:	Jane Kunkel	Admin & SP: Beverly Janosky
Treasurer:	Nate Jones	Director of Finance: Pat Donofrio
Members at Large:	Matt Mix (Absent)	
	Mike Yeager	
	Josie Ziervogel	

Opening Devotion (Pat Donofrio/Brent Pavicic)

In Brent's absence, Pat read his devotion. Brent shared about the necessity of prayer because God has commanded us to pray, and it is an unconditional means of obtaining grace. Brent pointed to two examples in scripture. First, Abraham prayed for God to change His will to destroy the city of Sodom. Second, Jesus set the example in Gethsemane when He prayed for God's will to be done, not His own.

Brent shared reminders about prayer that stem from scripture: God knows what is best for us and His timetable is different than ours. We must feel our need of help from Him and confess our sins. God commands us to pray continually, and to trust Him in the waiting.

2019 Missions Giving (Bill Marsaw)

Bill Marsaw outlined the 2019 proposed mission budget. The overall budget for 2019 is a \$1,500 increase over 2018. Decreases include Compassion Clement, Operation Christmas Child, and Local Greece Missions. Increases will be Hope Food Pantry and Malawi Missions.

Bill Steinmetz moved to accept the 2019 Mission Budget as presented. Josie Ziervogel seconded the motion. Voice vote. All in favor. None opposed. Motion passed.

Review of November Meeting Minutes (Bill Steinmetz)

Bill Steinmetz asked for a motion to approve the meeting minutes from November 15, 2018. Josie Ziervogel so moved. Mike Yeager seconded the motion. Voice vote. All in favor. None opposed. Motion passed.

Recognition Reports (All)

- Tech team: Ron Oyer, Jim MacGregor, and team
- Parking team: Bill Steinmetz and team
- Food for christmas choir: Mary Peeso and Chris Olivier
- Design/decorating team: Stacey, Todd, Paul, Roger, and Matt
- Steve Inzana and Tim Peters - christmas setup
- Kim Hoffman, Kim Ferrari, Danielle Ozzello, AM Pavone - family life center set up

2020 Vision Update (Pastor Kirk)

The Board received the 2020 Vision Funding and Cost Summary and the 2020 Vision Final Design Project Budget Summary to review. We are looking at creative ways to meet our God-sized financial goals.

A special BOD meeting will be held on January 10th to have the Building Team present plans/funding for the 2020 Capital Campaign.

Action: Bill Steinmetz to lead the deck creation for the February Voters' Assembly.

Action: Jane Kunkel to work with Dave D'Aurelio to send meeting invites for 2019 BOD meetings/Voters' Assembly sessions.

Voter Assembly Debrief

- Overall went smoothly
- Need to ensure Realm sign in is ready
- Need to do a final review of the powerpoint for small typos

Feb Voter Assembly Planning

- February 3
- Final constitution and bylaw decision
- Final building budget
- At least 3 cottage meetings need to take place between Jan 13 and Feb 3. TBD.

2019 HSA Allocation (Bev)

- Health care is now aligned with the calendar year.

Bill Steinmetz moved to allocate \$3,000 in January for the 2019 calendar year for those that have elected an HSA Healthcare plan. Josie Ziervogel seconded the motion. Voice vote. All in favor. None opposed. Motion passed.

Minimum Wage Adjustment (Bev)

- A subset of people will need pay adjustments to meet the New York State minimum wage increase for 2019.
- Overall, a small increase in wages which is included in the budget.

Bill Steinmetz moved to administer the minimum wage adjustment for specified individuals. Nate Jones seconded the motion. Voice vote. All in favor. None opposed. Motion passed.

HR/Staff Report (Bev)

- Bob Gregoire is now on the Community Care Leadership Team, representing Veterans and Financial Counseling.
- Community Care Team is coming together beautifully - God is good!

Finance (Pat Donofrio)

Nov Treasurer's Report
Preschool Financial Report
2018 EYE Report & Observations

- Pat projects will fall \$30K below expected revenue, but also \$40K below expected expenses.

Reports were reviewed, brief discussion.

Bill Steinmetz moved to accept the financial reports as presented. Josie Ziervogel seconded the motion. Voice vote. All in favor. None opposed. Motion passed.

Meeting Closure (Bill Steinmetz)

Bill Steinmetz moved to close the meeting. Jane Kunkel so moved. Mike Yeager seconded the motion. Voice vote. All in favor. None opposed. Motion passed. Meeting was adjourned. The meeting was closed in prayer by Bill Steinmetz.

The next Board meeting is scheduled for January 17, 2018.

The meeting minutes of the Board of Directors of Hope Lutheran Church are attested to and submitted by Jane Kunkel on this date, December 20, 2018.

Jane Kunkel
Secretary of the Board of Directors, Hope Lutheran Church