

Hope Lutheran Church
The Board of Directors Meeting Minutes
Held on: August 19, 2021

Attendance:

Chairperson	Phil O'Brien	Remote	Senior Pastor	Kirk Deuker	Remote
Vice-Chairperson	Dave Dennison	Remote	Head Elder	Dave Smith	Remote
Secretary	Dave D'Aurelio	Remote	Admin & SP	Beverly Janosky	Remote
Treasurer	Paul Kandt	Remote	Director of Finance	MaryAnn LaRuez	Absent
Members at Large	Ashlan Hudson	Absent			Choose an item.
	Marcia Roesser	Remote			Choose an item.
	Carrie Sigler	Absent			Choose an item.

Meeting called to order at 07:01 PM

Opening Devotion (Paul Kandt) 07:02 PM

Heart of a Servant

Review of July Meeting Minutes (Phil O'Brien)

Phil O'Brien made a motion to approve the meeting minutes from July 15, 2021. Dave Dennison seconded the motion. Voice vote. 6 in favor. 0 opposed. Motion Passed.

Action Item Review (Phil O'Brien)

Details on all action items are available in the BOD google docs share space at the following link:

[Action Item Register](#)

2020 Vision Update (Pastor Kirk) 07:41 PM

- New youth director, John Brown installed on Sunday
- PK, Roger Dahl, John Brown have been meeting regularly to discuss confirmation program
- PK will hold a night of prayer with parents of confirmands on 9/14
- John Brown and family will be relocating to Rochester soon. Hoping to close on home purchase 9/15
- High school (9-12) youth programs will move from Sunday nights to Thursday nights
- Center for Hope – Good meeting with Jericho Rd. leadership recently. Continuing progress on defining parameters of a working relationship.
- Center for Hope board believes that we will need a part-time paid accountant to maintain the books for the operation
- Hope Board of Directors will ask Chris Folwell to present a report to us at the September meeting

- Pastor Kirk will begin using a new “dashboard” reporting format to provide status to the board, beginning with the September meeting.
- Hope Brockport: Tentative Grand Opening Christmas Eve 2021
- PK praying about how to increase Evangelistic outreach – training our congregation to better be able to share our faith
- Congregation-wide 8-week study on Ephesians will be planned for the fall season

HR/Staff Report (Bev) 07:24 PM

- Communications staff will report now to Bev instead of Dave H
- New hire – Jessica D’Amico – Digital media specialist – reporting to Sharon
- Katie D’Apice has left – Ann Marie Pavone returning
- The Owens’s have stepped down from the volunteer coordinator position
- Completing job descriptions for all roles
- Benefits costs: Firm quotes for 2022 – expecting approx. 11% YOY increase in health care costs
- Employee handbook has been updated – FLP, sick pay, other changes. One significant change: Extended sick-leave policy has been modified to cover full-time employees only.

Finance (Paul Kandt)

- YTD July Financials – Showing a 163K surplus
- Revenue 27K above plan
- Expenses 129K below plan
- Unrestricted op cash increased by 39K (54 days unrestricted cash on hand)
- Hope Brockport campus – Expecting sale of parsonage to close on or about 9/13

Phil O'Brien moved to approve the finance report as presented

Dave D'Aurelio seconded the motion.

Voice vote taken.

6 votes in favor, 0 votes opposed, 0 abstentions.

Motion passed at 07:24 PM.

Succession Planning 08:23 PM

- Current bylaws limit us to a maximum of two 2-year terms. Should we consider a change to three terms? Could improve stability and continuity of the board.
- Pastoral succession: Given the size of Hope, and the fact that we recently had three pastors, we are considering the possibility of a third pastor, who could eventually become a successor to Pastor Kirk when the appropriate time arrives.
- PK to develop a clear strategic vision that could be shared with a candidate pastor
- A team needs to be stood up and reporting into the board, for the purposes of developing the succession plan and working with a call committee when the time arrives to call a third pastor

Action (ID: AI-2021-010537) - Assigned to: Dave D'Aurelio

Prepare a review of the Hope bylaws to aid the board in developing a pastoral succession plan

Meeting Closure (Phil O'Brien)

*Phil moved to close the meeting. Dave D'Aurelio seconded the motion. Voice vote. 7 in favor. 0 opposed.
Motion Passed*

Meeting was adjourned at 09:03 PM. The meeting was closed in prayer by Pastor Kirk.

The next Board meeting is scheduled for September 16, 2021.

The meeting minutes of the Board of Directors of Hope Lutheran Church are attested to and submitted by Dave D'Aurelio on this date, September 15, 2021.

Dave D'Aurelio
Secretary of the Board of Directors, Hope Lutheran Church