

Hope Lutheran Church
The Board of Directors Meeting Minutes
Held on: October 21, 2021

Attendance:

Chairperson	Phil O'Brien	Remote	Senior Pastor	Kirk Dueker	Remote
Vice-Chairperson	Dave Dennison	Remote	Head Elder	Dave Smith	Late
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	Remote			
	Marcia Roesser	Absent			

Meeting called to order at 07:03 PM

Opening Devotion (Dave D'Aurelio)

“Live No Lies” Excerpts from a 7-day devotional reading plan, by John Mark Comer

Review of September Meeting Minutes (Phil O'Brien) 07:16 PM

Dave D'Aurelio explained to the board that a correction needs to be made to the text of one of the motions voted on at the September 2021 meeting. Specifically, the text pertaining to the modification of the Consent Resolution (Item B on page 2) should have Carrie Sigler's name removed from it. This is because Carrie had stepped down from her board membership, but that detail was not known at the time of the September meeting.

Phil O'Brien asked for a motion to approve the amended meeting minutes from September 16, 2021.

Dave D'Aurelio seconded the motion. Voice vote. 5 in favor. 0 opposed. Motion Passed.

Action Item Review (Phil O'Brien)

No action items were dispositioned at this meeting.

Finance (Paul Kandt for MaryAnn LaRuez) 07:25 PM

- Revenue for January thru September was reported at 1.374M vs a budget of 1.345M. Favorable variance of 28K against the plan.
- Outreach and missions running under-budget
- For 1st 9 months, revenues exceed expenses by \$196K
- Spend rate has been trending upwards due to increased operating expenses (B&G spending is increasing) but still expecting about a 7% surplus YE

Phil O'Brien moved to approve the financial report

Dave Dennison seconded the motion.

Voice vote taken.

5 votes in favor, 0 votes opposed, 0 abstentions.
Motion passed at 07:36 PM.

HR/Staff Report (Bev) 07:36 PM

- Preschool is still in need of teacher aides
- Kellie is planning staffing on a week-by-week basis with current staffing and potential illnesses
- Key initiatives – Wildly Important Goals (WIGs) for 2022. Draft of major initiatives is complete
 - Driving discipleship to reach the lost – equipping people
 - Expanding the Hope App
 - With this, will transition away from Realm in favor of an integrated system which includes the App and will be more user-friendly

HR Recognition

- Ed Alkewicz and the Café team – Café is opening this Sunday!
- Roy Burton – Ushering and many other roles
- Sonme Lambrecht – bookkeeping for Center for Hope

Strategy Update (Pastor Kirk) 07:51 PM

- Big emphasis moving forward on discipleship
- New series beginning in 2022 on the book of Acts
- Renovation work has begun in Brockport
- Nov 7th – Dave Hurlbut will update our congregation on status of Brockport
- Getting ready for the holiday season.
- Working on ways to improve engagement with people
- Metrics page is built so PK will be sharing the dashboard with the board next month
- Working on ways to better retain 1st time guests
- Center for Hope has completed a draft of the 2022 budget.
- Expecting to see Center for Hope begin a sustained fund-raising effort in 2022
- Nov 17th will be grand opening and ribbon-cutting ceremony for Center for Hope

Nominating Committee (Dave Dennison) - Introduced at 08:14 PM

The committee has been formed and will consist of Scott Mitchell, Craig Lambrecht PK, Phil, Dave Dennison, Kelly Hudson, and Tom DePalma. Dave Dennison will chair the committee.
First meeting will be held on Tuesday October 26

Phil O'Brien moved to approve the membership of the nominating committee

Dave Dennison seconded the motion.

Voice vote taken.

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

Motion passed at 08:18 PM.

2022 Budget Discussion (Bev Janosky) - Introduced at 08:22 PM

- Personnel costs will be increasing
 - Raises in 2022 plus one new hire (2nd half of year)

- Kids ministry expenses going up
- Printing / mailing costs - Preschool still uses a lot of printing and now has more students
- Reinvesting in Training costs, since this was greatly reduced during Covid
- Tech Arts projected spending up 29%

Meeting Closure (Phil O'Brien)

Phil O'Brien moved to close the meeting. Dave D'Aurelio seconded the motion. Voice vote. 5 in favor. 0 opposed. Motion Passed

Meeting was adjourned at 08:32 PM. The meeting was closed in prayer by Pastor Kirk.

The next Board meeting is scheduled for November 18, 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, October 26, 2021

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