

**Hope Lutheran Church
Voters' Assembly Meeting Minutes
Held on December 10, 2023**

Attendance

Chairman	Tim Kneeland	<input checked="" type="checkbox"/>	Senior Pastor	Kirk Dueker	<input checked="" type="checkbox"/>
Vice-Chairman	Dave Dennison	<input type="checkbox"/>	Director of Admin & SP	Beverly Janosky	<input checked="" type="checkbox"/>
Secretary	Dave D'Aurelio	<input checked="" type="checkbox"/>	Director of Finance	MaryAnne LaRuez	<input checked="" type="checkbox"/>
Treasurer	Ross Koenig	<input checked="" type="checkbox"/>			
Members-At Large	Aaron Bundschu	<input type="checkbox"/>			
	Pat Monaco	<input checked="" type="checkbox"/>			
	Morgan Stoessel	<input type="checkbox"/>			

100 Voting Members Present

Meeting was called to order at 12:20 PM

Opening Prayer

Pastor Kirk led the congregation in an opening prayer.

Tim Kneeland moved to approve the minutes of the April 5th, 2023 Voters' Assembly. Craig Lambrecht seconds. All in favor. Motion passes. 12:26 PM

2024 Board of Directors Nominees - 12:27 PM

The following nominees are presented:

David Day: Vice Chair (2-year term)

Tammy Davidson: Secretary (1-year term)

Tim Kneeland moved to approve the slate of 2024 Board of Directors Nominees.

Ann Marie Pavone seconded the motion.

Voice vote taken.

All in favor, 0 votes opposed, 0 abstentions.

Motion passes at 12:27 PM.

The following nominees are presented for a second term:

Ross Koenig: Treasurer

Morgan Stoessel: Member at Large

Pat Monaco: Member at Large

Tim Kneeland moved to approve the slate of continuing candidates.

Bev Janosky seconded the motion.

Voice vote taken.

All in favor, 0 votes opposed, 0 abstentions.

Motion passes at 12:28 PM.

Finance Report

(Mary Ann LaRuez) – Introduced at 12:28 PM

- Finance report covers the period from January 1, 2023 to October 31, 2023
- Balance Sheet (October 31, 2023)

- o **Current Assets**

Checking Accounts	\$360K
Investment Accounts	\$1515K
Total	\$1875K

- o **Current Liabilities**

All earmarked funds	\$1415K
Credit card balance	\$21K
Total	\$1436K

- **YTD Revenue**

Sources: Online giving, envelopes, plate, missions, and special gifts

	Actual	Budget	Difference
Regular	\$1556K	\$1678K	-\$122K (-7%)
Special Gifts	\$175K		+\$175K
Total	\$1731K	\$1678K	+\$53K (+3%)

- **YTD Expenses**

	Actual	Budget	Difference
Ministry	\$620K	\$733K	-\$113K (-15%)
Compensation	\$842K	\$1010K	-\$168K (-16%)
Total	\$1462K	\$1743K	+\$281K (-16%)

- **2023 Projected Year-End Revenue**

	EYE	Budget	Difference
Regular	\$2000K	\$2092K	-\$92K (-4%)
Special Gifts	\$175K		+\$175K
Total	\$2175K	\$2092K	+\$83K (+4%)

- **2023 Projected Year-End Expenses**

EYE	Budget	Difference
\$1882K	\$2092K	-\$210K (-10%)

Net Surplus: \$293K (60% Special Gifts; 40% Expense)

Q1: Why were expenses lower than budgeted?

A1: We had lower expenditures for staff (Communications Director not hired until later in the year). Office expenditures were also lower.

Tim Kneeland moved to approve the finance report.

Kristo Miettinen seconded the motion.

Voice vote taken.

All in favor, 0 votes opposed, 0 abstentions.

Motion passed at 12:37 PM.

2024 budget (MaryAnne LaRuez) - Introduced at 12:38 PM

Budget Key Points:

- Propose holding 2024 budget flat at \$2092K.
- 4% more than 2023 actual w/o special gifts
- Shifting \$ from operations to ministry / missions
- Prioritizing reaching the lost, deepening our faith and growing the Brockport campus.
- We believe a 4% giving increase is attainable in our current economy.
- If revenue target is exceeded, 10% of overage goes to missions.
- If revenue target is not achieved, use of reserve funds and reductions in expenses will be employed as necessary.

	2023 Budget	2023 Actual	Difference	2024 Budget	23/24 Difference
Ministry Expenses	\$879K	\$872K	-1%	\$907K	+3%
Compensation	\$1213K	\$1010K	-17%	\$1185K	-2%
Total	\$2092K	\$1882K	-10%	\$2092K	-0-

Q1: Why lower compensation in 2024 budget?

A1: shifting roles in staff and associate pastor vs lead pastor.

Q2: Is a salary increase factored into the compensation budget?

A2: Yes

Q3: How much of the 2024 operating budget is for Center for Hope?

A3: It is covered under our mission budgets.

Q4: How did inflation factor into the 2024 budget?

A4: Inflation was factored into the Buildings and Grounds and other budget components.

Tim Kneeland moved to accept the 2024 proposed budget.

Craig Lambrecht seconded the motion.

Voice vote taken.

All in favor, 0 votes opposed, 0 abstentions.

Motion passed at 12:47 PM.

2023 Review (Pastor Kirk) – Introduced at 12:47 PM

2023 Wildly Important Goals (WIGS)

- Build a “Culture of Invitation”
- Discipleship – Two Church-wide studies

Discipleship

- 27 New Members in 2023
- 21 Baptisms
- 7 Bible classes

Hope Groups

- 44 Spring Groups
- 41 Fall Groups

Staffing

- Pastor Jeffrey Reuter called and installed.
- Key Leader Shifts
 - John Brown to Communications Director
 - Jill Stojkovic to Youth Director
- Replacement Hires
 - Bill Rozinski, Lead Custodian
 - Jill Kabes, Preschool Administration Assistant
 - Leigh Herkamp, Kids Camp Director
 - Multiple Preschool positions

Operations

- Relocated IT network to secure locations.
- Emergency water line repair at Greece campus
- Expanded and paved Brockport parking lot
- Enhanced security training conducted.
- Employee Retention Credit (ERC) secured.

Worship

- Service time changes to nurture community.
- Stage designs in worship center recognized nationally.
- Quarterly Worship and Prayer nights

Kids Ministry

- 260+ Unique Sunday Kids in attendance.
- Approximately 370 preschoolers
- Approximately 90 (52%) Pre-K without a home church

Kids Camp

- 357 kids in attendance.
- 91 kids without a home church
- 50+ volunteers

Youth Ministry

- 70+ Unique Junior High in attendance
- 50+ Unique Senior High in attendance
- 11 students confirmed

Care Ministry Support

- Hugs of Hope
- Cancer Companions
- Nursing Home Ministries
- Dementia Support Group – Remembering Together
- Grief Share
- Quilting Ministry
- Embrace Grace
- Enduring Hope

Missions

- \$3800 gift to Malawi
- Habitat for Humanity
- CompassCare
- CampusOne80
- Samaritans Purse
- Climbing for Christ
- Urban Impact
- Center 4 Hope – 400+ families served monthly

2024 WIGS

- New Testament Challenge – Read It/ Study It/ Live it.
- Medical Update – Jericho Road

Q1: Is money being set aside already for Jericho Rd project?

A1: Yes – some money has been allocated, have also received some targeted gifts for the project.

Closing Prayer 01:15 PM

Pastor Kirk closed the meeting in prayer.

The meeting minutes of the December 10, 2023 Voters' Assembly of Hope Lutheran Church are attested to and submitted by Dave D'Aurelio on this date, January 8, 2024.

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