

Hope Lutheran Church
The Board of Directors Meeting Minutes
Held on: February 20, 2025

Attendance:

Chairperson	Tim Kneeland	Present	Senior Pastor	Kirk Dueker	Absent
Vice-Chairperson	Dave Day	Absent	Head Elder	Dave Smith	Present
Secretary	Tammy Davidson	Present	Executive Director	Maryanne Meier	Present
Treasurer	Ross Koenig	Present	Director of Finance	Bob Bellanti	Absent
Members at Large	Aaron Bundschuh	Present	Guest	Rob Pearson	Present
	Pat Monaco	Present			
	Morgan Stoessel	Present			Choose an item.

Meeting called to order at 7:00 pm by Tim Kneeland

Opening Devotion (Tim Kneeland)

Luke 5:1-11 Fisherman clean and repair their nets so they are ready to be used for their next use. This also keeps the boat clean. We, as a board, are like fisherman. The work we do every month is like tending the nets. It is sometime tedious, but necessary. We keep the nets and boat clean so it's ready for Jesus when He needs it. NOTE: Ross Koenig also prepared a devotion and happened to be based on the same scripture and the importance of keeping the nets clean and in good working order. Clearly, the Spirit thought we needed to hear this.

Review of January Meeting Minutes (Tim Kneeland)

Ross Koenig made a motion to approve the meeting minutes from January 16, 2025 as amended. Morgan Stoessel seconded the motion. Voice vote. 6 in favor. 0 opposed. Motion Passed.

Guest (Rob Pearson)

- See attachment with updates on Jericho Road and the Café.
- Discussion ensued regarding the updates.
 - Q: Regarding the new plans; what does the town have to say about it? A: They have seen the new plans and are OK with them. They said there would be no issues. It will not require town board approval. It only needs administrative approval.
 - Rob: We are using the same architect as JR to keep costs down and we would like to use the same contractors for the same reason.
 - Q: Will the job still go to bid since it makes sense to use the same contractors? A: Yes, for engineering and construction, as per the bylaws.
 - Q: Will construction cost fluctuate due to the new tariffs? A: Likely, yes.
 - Q: Will the new Café tax the current system? A: Yes. The quote for the job includes what is needed for utilities.
 - Q: Does the board need to give directive to move forward? A: No. We need a rendering from the architect to take to the town first. We are moving forward with that.

- Rob: We really need a project manager soon to coordinate everything. There needs to be conversations with all those who will be impacted. Such as, kid's ministry and C4H. Concerns need to be brought forward and discussed. Things such as who is responsible for wear and tear on the parking lot, the possible need for more parking and proper signage so people are not trying to access kid's ministry area from the parking lot.
 - The BOD feels that the facts need to be clear before this is brought to the congregation. There are a lot of things still in question. Specifics mentioned were "How will the spiritual aspect be carried through from Hope, C4H and JR?" "How will the disruptions to all the spaces in and around the area be handled during construction?"
- Q: How often do Chris from C4H and Kayla from JR meet? A: I don't know.
- Q: Should we have a representative from Hope involved in any meetings they have now? A: Pastor Kirk will be asked about this.
- Q: Once started, how long will construction take? A: I don't know.
- Recently completed projects:
 - Rooftop unit over gym
 - New water heater
 - Walk in cooler has been rebuilt

HR/Staff Report (Maryanne Meier)

- Self-evaluations by the staff have been done. They are moving on to the next steps for the performance appraisals and will bring recommendations to the board next month.
- Pastor Kirk reports to the BOD, so he does not go through the regular evaluation process. He has submitted a self-evaluation to the board. We decided that we would like written reviews from his employees before we evaluate him. Therefore, Pastor Kirk's review has been tabled until the March meeting. Maryanne is putting together a review form and sending it to those who report to PK. The reviews will go directly to Board Chair, Tim Kneeland.
- The preschool has hired the needed TA. They got a lot of applications and have two candidates for when they do the fall hiring.
- There is a NextGen leader applicant that is coming to teach a couple of classes as part of the interview process.
- Communications is working on postcards to be sent out to people who have recently moved into the areas surrounding both campuses. It will be a "Welcome to the Neighborhood" and invitation to both campuses. It made more sense logistically to do one card for both campuses instead of two separate ones.

Recognition Reports (All)

- Mike Warner – for volunteering with the kids on Sundays
- Maureen Spindler – for taking new staff and elder photographs

Finance (Maryanne Meier for Bob Bellanti)

- See attached Financial Insights Report
- It was not a good month; however, January is always a low giving month.
- Upcoming expense for replacement blinds for the sanctuary
- Moved money from the contingency fund to Jericho Road fund. This has been planned for a while.

Pat Monaco moved to approve the financial report. Ross Koenig seconded the motion. Voice vote taken. 6 in favor. 0 opposed. Motion Passed.

Strategy Update (Maryanne Meier for Pastor Kirk)

- Doc Kavanagh has said yes to being a delegate at the upcoming District Convention.
- Ross Koenig went in place of Chris Stevens to the Best Practices in Ministry conference. See attached notes.
- Maryanne noted that at the Best Practices in Ministry conference, she and Pastor Kirk took a class called “The dance between pastor and executive director”. Since ED is a newer role in our church, they thought this would be helpful. It was eye opening and very informational. She also learned that our BOD functions very well compared to other churches.
- Pastor Kirk wants the BOD to sign up for impact nights.
- The new website is still being worked on.
- Pat Monaco added that Center4Hope will have a booth on March 15th at Greece Ridge Mall for the 2025 Business, Home & Health Expo.

Meeting Closure (Tim Kneeland)

Tammy Davidson moved to close the meeting. Pat Monaco seconded the motion. Voice vote. 6 in favor. 0 opposed. Motion Passed

Meeting was adjourned at 8:44 pm. The meeting was closed in prayer by Tim Kneeland.

The next Board meeting is scheduled for March 20, 2025.

The meeting minutes of the Board of Directors of Hope Lutheran Church are attested to and submitted by Tammy Davidson on this date, March 3, 2025.

Tammy Davidson,
Secretary of the Board of Directors, Hope Lutheran Church

Hope Board of Directors Meeting – 2/20/251. Jericho Road Status

- a. Need to “pivot” design due to reluctance on the part of the Town of Greece to accept perimeter modifications for building usage that is not considered worship space.
- b. Jericho Road engineers reviewed current building space (including lower level opportunities) and generated a new proposal.
 - Eliminates need to move any outside walls
 - Fits within the existing main floor “medical” area PLUS existing rooms 21 and 22
 - No need to interrupt any lower level space
- c. JR BoD aware of new proposal and willing to move forward

2. Impact of current Jericho Road plan

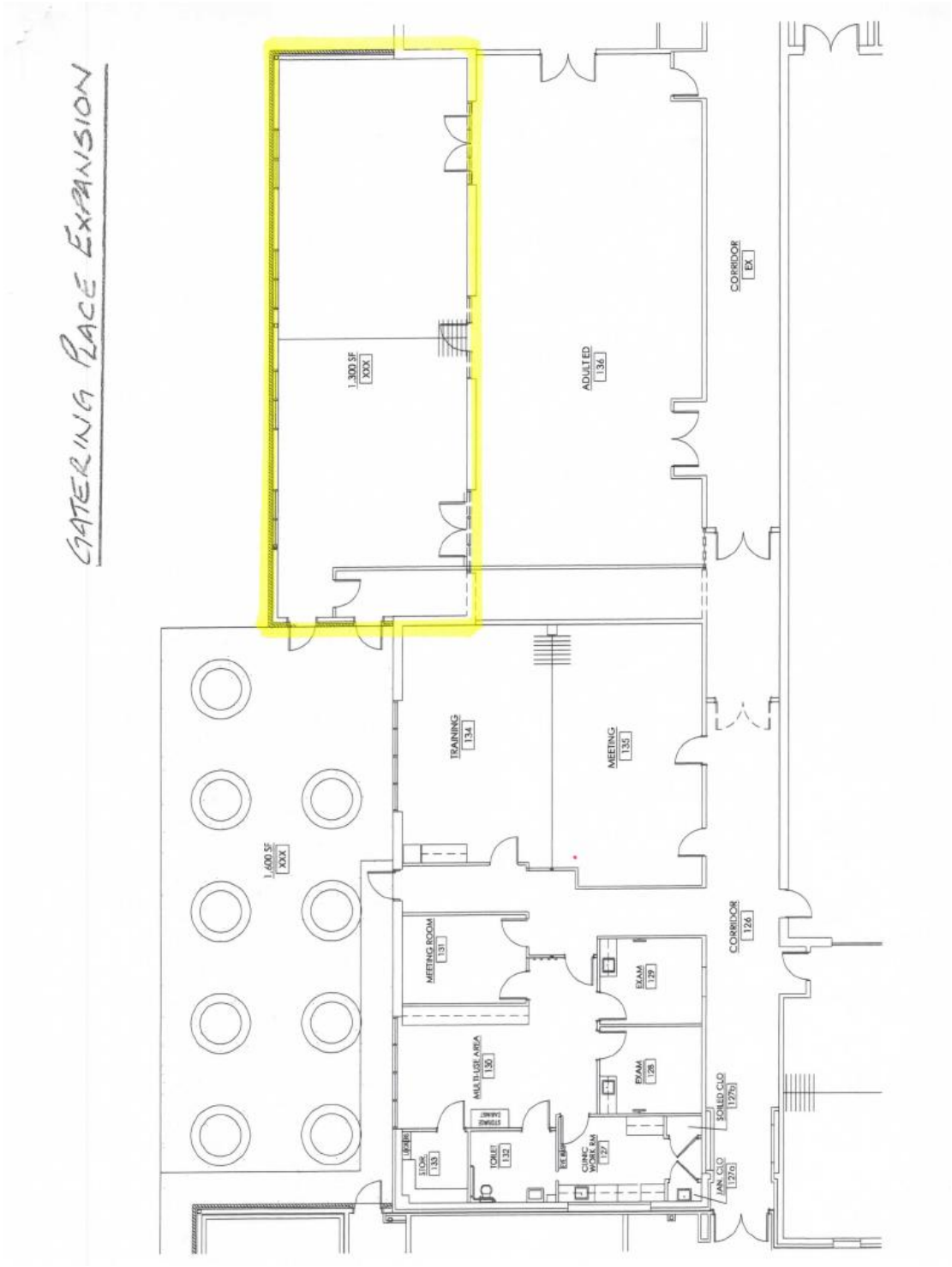
- a. If approved, we (Hope) will be losing ministry area – rooms 21 and 22
 - Most all meeting rooms (and some classrooms) are being utilized during small group meeting nights and other times (church-wide studies). Losing these rooms impacts our ability to fully support programs and ministry activities.
- b. Proposal is to expand the Gathering Place to the north (toward Vintage Lane) by approximately 1300 sq.ft. to “replace” the loss of rooms 21 and 22.
 - This would be a “multi-use” ministry space that would have a folding partition AND could be opened up to accommodate overflow from the existing Gathering Place.
 - A hallway would be built at the east end of the GP to allow access to the new multi-use room(s) without disturbing the GP.
 - Additionally, it is desired to build a shared (JR/GP) patio as was the intent when the Gathering Place was built.

3. Approximate cost

- a. Original JR project total cost was estimated at \$1,300,000 with Jericho Road contributing \$260,000 (20%) and \$1,040,000 for Hope.
- b. New budget total for BOTH projects is \$1,350,000.
 - The JR project cost is estimated at \$604,000 which would put the JR piece at \$120,800 and \$483,200 for Hope.
 - The GP expansion is estimated at \$737,600.
 - Hope’s total commitment for both projects is estimated at \$1,230,000

4. Current Status

- a. Jericho Road is aware of our thoughts regarding coupling the Gathering Place expansion with the JR build-out. This is the logical path forward to consolidate architectural, engineering and construction costs.
- b. We have had a preliminary meeting with the Town of Greece Director of Development Services informing him of our thoughts regarding the new JR layout and the GP expansion. He indicated there is nothing that would preclude us from getting initial drawings to begin code compliance discussions.
 - The code officer has contacted us to offer his help in our engineering meetings
- c. We have contacted the architect that JR is using and he is familiar with our building and ready to pursue first layouts and plan views.





Financial Insights Report: January 2025

Reporting through January 2025 for the February 2025 meeting of the Board of Directors

Treasurer's Report:

January P&L at a glance:

- Revenue for the month of January was \$142,309 which was 82% of our monthly budget.
- Expenses for the month of January were \$174,814 which is 100% of our monthly budget.
- We had a deficit of \$31,504 for the month.

YTD P&L Summary:

- Same as January.

Cash Summary:

- We have a net cash available of \$255,277 which is 12% of the 2025 Budget.

Noteworthy items for January:

- We were able to keep expenses nearly at budget for the month even though we paid two \$6,100 installments on the plow contract, and \$2,119 to upgrade the accounting software.
- Period Revenue vs. January 2024 was down \$20,703.

Blessings on your meeting.

Bob

From Ross Koenig:

The Best Practices in Ministry (BPM) conference was held at Christ Church Lutheran in Scottsdale, AZ from February 13 thru 15, 2025. Eleven people from Hope Church attended. The purpose of the conference is to share best practices from a wide variety of LCMS churches, schools, and ministries. The conference was attended by over 2,500 people from all across the country with even a few international attendees. Potential presenters submitted proposals and were selected by the conference organizers to provide a wide range of topics for the attendees. The format of the conference included:

- 9 open sessions (90 minutes each) from which attendees could choose from roughly 30 different topics, none of which were repeated meaning there were over 270 unique presentations made available to attendees. The topics covered a very wide range of subject matter, a very small sample of which were:
 - Youth summer camp
 - Managing capital projects
 - Advancing discipleship (many speakers)
 - Praising God in the National Parks
 - Temptations of Gender Identity
 - Pathway to reach the unchurched/dechurched
 - Partnering with urban schools
 - How to inspire radical giving
- 4 plenary sessions (60 minutes each) covering topics of general interest
- Worship with communion

As with other conferences I've attended, there were takeaways for me from every presentation I saw—some more than others. Additionally, there were many moments where I felt that Hope Church was being validated in that we are already performing well toward recommendations being made by the presenters.

Pastor Kirk will be having the attendees (me included) make a short report of our findings/learnings/observations from our sessions to the "all staff" meetings over the next two months. As I was essentially going in Chris Stephens' absence, I selected the same sessions that Chris had and will be following up with him individually to share my notes and materials.