

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

Attendance:

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

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

Opening Devotion (Aaron Bundschuh)

On the subject of God’s power (in us).

Next Meeting Decision

We will meet on April 15 in person due to our regular scheduled date being Maundy Thursday.

Review of February Meeting Minutes (Tim Kneeland)

Ross Koenig made a motion to approve the meeting minutes from February 20, 2025. Dave Day seconded the motion. Voice vote taken. 6 in favor. 0 opposed. Motion Passed.

Jericho Road Update (Pastor Kirk)

- Rob Pearson has someone in mind for Project Manager and will oversee that.
- We should have detailed drawings in the next few weeks. We will then be able to get more accurate costs. Then we can move forward with informational meetings for the congregation once we have those numbers.
- There are potential grants for the project that we are checking into.
- On June 8th some updates will be given to the congregation during the services as part of Live To Give Sunday which will be in support of Center 4 Hope’s operations.

HR/Staff Report (Maryanne Meier)

- The position of NextGen Leader has been filled by Kayla Blackburn. She starts on April 1. There is a development plan in place and an outside coach to work with her since she does not have experience in this specific field.
- Preschool hired two more Teacher’s Assistants and are training them now for the fall. There are more people wanting to work fewer hours and job share. The jobs are already part time. Having two different assistants during the week could be a challenge and distribution to the weekly flow

for kids and teachers. But they also don't want to lose good workers, so they are thinking this through.

- Jason Gianotti will be visiting from California. He is Maryanne Meier and Pastor Jeffrey's coach.
- All performance reviews are done. It was asked of the BOD to approve a 3% wage increase. Discussion followed. It was stated that the increase was already included in the 2025 budget, so it is not above what was already planned for.

Tim Kneeland made a motion for the board to approve a 3% wage/compensation increase for 2025. Dave Day seconded the motion. Voice vote taken. 6 in favor. 0 opposed. Motion Passed.

Recognition Reports (All)

- Bill Rosinski and team – painting in the office
- Steve Ford – serving in the café
- Krista Neu – serving on the welcome team

Finance (Bob Bellanti)

- *See attached Financial Insights Report*
- The new blinds for the sanctuary are coming.
- High expenses to take note of are for RG&E and snow plowing due to RG&E not billing us regularly or timely and snow plowing being seasonal.
- March is looking up so far with giving. Online giving is strong.

Tammy Davidson moved to approve the financial report, as amended. Ross Koenig seconded the motion. Voice vote taken. 6 in favor. 0 opposed. Motion Passed.

Strategy Update (Pastor Kirk)

- Impact night attendance is about the same as last year.
- Please pray for Easter services.
- The district is looking for a layperson for their BOD.
- The call committee is searching for a replacement for Dave Hurlbutt as director at the Brockport campus. They are searching for a pastor to fill the position. The district president is compiling a list of potential candidates for us.
 - Dave Day is leading the call committee and many of the same people that were on the last call committee are serving again.
 - A proposed budget was provided for the expenses for contacting and interviewing candidates and eventually moving expenses for the new hire. Discussion ensued. It was mentioned that the money for this would come out of our contingency fund. The fund is there for things like this.
 - *See Attached Proposed Budget.*

Dave Day moved to approve providing the call committee up to \$28,000. Aaron Bundschuh seconded the motion. Voice vote taken. 6 in favor. 0 opposed. Motion Passed.

Meeting Closure (Tim Kneeland)

Aaron Bundschuh moved to close the meeting. Morgan Stoessel seconded the motion. Voice vote taken. 6 in favor. 0 opposed. Motion Passed

Meeting was adjourned at 8:12 pm. The meeting was closed in prayer by Pastor Kirk.

The next Board meeting is scheduled for April 15, 2025.

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

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

**Call Committee Proposed Budget
January 17, 2025**

Mailings: 2 potential mailings	2 x \$800/ea	\$	1,600.00
- First Mailing: 2nd Quarter 2025			
- Second Mailing: 3rd Quarter 2025			
Travel: 2 potential in-person interviews	2 x \$3,500	\$	7,000.00
- First in-person interview: 2nd Quarter 2025			
- Second in-person interview: 3rd Quarter 2025			
- Summary of potential costs			
- Airfare	2 people x \$1,000/person	\$	2,000.00
- Hotel (Friday thru Monday)	3 nights x \$200/night	\$	600.00
- Car Rental	3 days (mid-size car)	\$	300.00
- Per diem	4 days x 2 people x \$69/day	\$	552.00
- Miscellaneous		\$	48.00
		\$	3,500.00
Moving Expenses (based on 2015 moving costs for Pastor Greg's family)			
- \$14,000 (2015 cost) x 1.33 (inflation factor)		\$	18,600.00
Miscellaneous / Contingency Costs		\$	800.00
		\$	28,000.00



Financial Insights Report: February 2025

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

Treasurer's Report:

February P&L at a glance:

- Revenue for the month of February was \$155,536, which was 90% of our monthly budget.
- Expenses for the month of February were \$168,199, which is 95% of our monthly budget.
- We had a deficit of \$12,663 for the month.

YTD P&L Summary:

- Revenue YTD is \$297,845, which is 86% of the budget
- Expenses YTD are \$330,646, which in the aggregate is 94% of the budget.
- YTD Deficit is \$32,801 after reclassing 2024 Electric bill to fund 115.

Cash Summary:

- We have a net cash available of \$263,799 which is 13% of the 2025 Budget.
- Net Cash increase from prior month was \$5,492.

Noteworthy items for February & YTD:

- YTD Salaries & Benefits is currently \$23,720 under budget.
- YTD Building & Grounds is currently \$16,261 over budget. See note on the February P&L for details.
- Year over Year YTD revenue is down \$58,898.

Blessings on your meeting.

Bob