

Hope Lutheran Church
The Board of Directors Meeting Minutes
Held on: June 19, 2025

Attendance:

Chairperson	Tim Kneeland	Present	Senior Pastor	Kirk Dueker	Present
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	Present
Members at Large	Aaron Bundschuh	Present			
	Pat Monaco	Present			
	Morgan Stoessel	Present			Choose an item.

Meeting called to order at 6:59 pm by Tim Kneeland

Opening Devotion (Tammy Davidson)

On the subject of: Jesus; Our Spiritual Lighthouse.

Review of May Meeting Minutes (Tim Kneeland)

Ross Koenig made a motion to approve the meeting minutes from May 15, 2025. Aaron Bundschuh seconded the motion. Voice vote taken. 6 in favor. 0 opposed. Motion Passed.

Jericho Road Lease (Board Review)

- Ross Koenig, Dave Smith and Jane Shukitis met and went over the lease agreement. They suggested several edits be made. Discussion ensued.

Q: How much would the space normally rent for?

A: About \$40,000.00

Q: Who will be responsible for cleaning?

A: They will

Q: What about Phone and Internet?

A: They will contract that themselves

Q: What about insurance?

A: That is covered in the contract, but we should reach out to our carrier and revisit that

Q: Is there something stating frequency of payments for routine expenses they will need to pay Hope? (utilities, etc.)?

A: No, but we do need to figure out a schedule for payment of expenses

Q: Pg 2 references Tennent improvements. Is this just for the initial construction project?

A: Yes, this is not for any future projects

- We may need a revision to the lease with Center4Hope giving them permission to sublease.
 - **It has been discovered that we do not have a lease agreement with Center4Hope.**
We need to discuss this with our legal team to see what is required.
- Pastor Kirk said they want to move fast with the lease. He will likely send it to us after legal looks at it for us to review prior to our next meeting. We will approve or recommend amendments without meeting in person.
- PK asked for prayer over a grant they should hear about in a couple of weeks, and for other grants also.

Aaron Bundschuh moved to send the lease, with suggested revisions, to our legal team. Pat Monaco seconded the motion. Voice vote taken. 6 in favor. 0 opposed. Motion Passed.

Finance (Bob Bellanti)

- *See attached Financial Insights Report*
- It was a good revenue month
- Expenses were high due to 3 pay periods in the month and preventative maintenance
- The YTD variance is still from January's low revenue
- Completely transitioned credit cards over to M&T bank
- Winds of the Spirit fund was used for Hope for Couples. A deposit was made for a comedian for the upcoming "date night" event.

Q: The cash account seems to be historically low. Why is that?

A: The three pay periods. We keep a minimal amount in the cash account for monthly expenses. It just turned out that we didn't have as much "extra" in there because of that third pay.

Q: Why the investments decrease?

A: We pulled some for operating expenses. We also always pull from there for payroll.

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

HR/Staff Report (Maryanne Meier)

- Jack Bordeau is our unpaid Communications intern. He's been working with John Brown and Halie Cardon for almost a month and is here on Wednesday's.
- Anna Dueker will be working for us again until kids camp starts. She is weeding thought the google drive to delete and/or archive old files.
- Preschool is now looking for a teacher instead of TA.
- We received notice of job changes prior to our meeting regarding both Preschool and Kid's Ministry. Discussion ensued around this. It was explained that Kelly Hudson and Becky Kilbride were each working two part time jobs. One for Preschool and the other Kids Ministry.

Preschool has their own payroll, so Hope was only paying for two part time positions. The change is that both Kelly and Becky would go full time. Kelly for Preschool and Becky for Hope Kids Ministry. There are a variety of reasons why this was needed including a growing need to connect and disciple both the kids and their families at Preschool and continuing to grow Kids Ministry. We will need to hire someone part time for Kids Ministry. So, over all, we are only adding one part time position to our payroll.

- It was suggested that we get Preschool linked into Center 4 Hope for families to get the benefits of My Wayfinder and our food pantry if needed.
- Hope attendee Steve Miller has been identified as a potential choir director. It would be a contract paid position; likely for both Christmas and Easter.
- Worship Director Chris Stevens has put in his resignation.
- The call committee had a second meeting with a candidate from California for the Brockport Campus Director position. They had him complete the *Leading From Your Strengths Assessment*. They are hoping to have an in person meeting with him after his visit with family in Buffalo.

Recognition Reports (All)

- Glenn Maid – Security and Worship
- Roy Burton – Head Usher

Strategy Update (Pastor Kirk)

- *See attached 7-year plan*
- Kid's Camp registration is up to 440. Sixth grade was added again. There is no charge this year.
- Asked for prayers for the District Convention taking place in Tonawanda this Friday and Saturday.

Q: Regarding Jerico Road; A member was asked at a meeting for another organization if JR will be subject to comply with NY State Abortion laws.

A: No

Meeting Closure (Tim Kneeland)

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

Meeting was adjourned at 8:35 pm. The meeting was closed in prayer by Pastor Kirk.

The next Board meeting is scheduled for August 21, 2025.

The meeting minutes of the Board of Directors of Hope Lutheran Church are attested to and submitted by Tammy Davidson on this date, July 1, 2025.

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



Robert Bellanti
Finance Director

Financial Insights Report: May 2025

Reporting through May 2025 for the June 2025 meeting of the Board of Directors

Treasurer's Report:

May P&L at a glance:

- Total Revenue for the month of May was \$174,019, which was 100.4 % of our monthly budget.
- Expenses for the month of May were \$218,586, which is 126% of our monthly budget. See noteworthy items for May.
- We had a deficit of \$44,567 for the month, due to Expenses being over budget.

YTD P&L Summary:

- Revenue YTD is \$803,295 which is 92.1% of the budget.
- Expenses YTD are \$822,176, which is 94% of the budget.
- YTD Deficit is \$19,571, as compared to the YTD budget deficit of \$6,504.

Cash Summary:

- We have a net cash available of \$66,039 which is 3% of the 2025 Budget.
- Net Cash decreased from the prior month by \$55,878. This is mainly due to three pay periods in the month of May which reduced cash by approx. \$50K.

Noteworthy items for May & YTD:

- YTD Salaries & Benefits is currently \$25,546 under budget.
- YTD Total Expenses are \$55,471 under budget.
- Year over Year YTD revenue is down \$29,232.

Blessings on your meeting.

Bob

Seven-Year Vision: Hope in 2032

By God's grace, Hope will look like this (including Greece and Brockport)

1. Relentless Pursuit of the lost:
 - a. 1200 in person worship attendance
 - b. 200 in Kids' Ministry offered at both 9:30 and 11:00
 - c. 70 in H.S. and 80 in M.S.
 - d. 30 new guests visiting each week
 - e. 650 in Kids Camp, offering it for 2 weeks
 - f. "Fools" bench culture
 - g. One church in 3 locations (if God provides another gift)
 - h. Social media reaching 50k weekly on all platforms
2. Devoted Disciple Makers
 - a. Every member living out the 5G's
 - b. Highly creative, Gospel-based, daring faith, disciple-making ministries that proclaim the Gospel
 - c. Hope U has been established with 150 people graduated
3. Fully resourced:
 - a. Kingdom Builders implemented to resource-specific ministry initiatives
 - b. 3.5 million dollar budget
 - c. C4H - development of grants and givers, budget of 500k, expansion of ministries, social worker/counselor on staff
4. Mission-driven staff
 - a. Staff aligned with mission, vision, and values
 - b. New Lead Pastor in place
 - c. Shifted to younger average age of staff
 - d. Internal leadership development plan in place for each staff