

Hope Lutheran Church
The Board of Directors Meeting Minutes
Held on: December 18, 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	Absent	Director of Finance	Bob Bellanti	Present
Members at Large	Aaron Bundschuh	Present	Incoming V Chair	Mike Sormera	Present
	Pat Monaco	Present	Incoming Treasurer	Jackilyn Eichas	Present
	Morgan Weber	Present	Incoming MAL	Nate Herkamp	Present

Meeting called to order at 6:58 pm by Tim Kneeland

Introduction of New Board Members (Tim Kneeland)

Vice-Chair Mike Sorbera
Treasurer Jacki Eichas
At-large Nate Herkamp
At-large Dave Day

Opening Devotion (Tim Kneeland)

From Isaiah – God reveals new things.

Review of November Meeting Minutes (Tim Kneeland)

Pat Monaco made a motion to approve the meeting minutes from November 20, 2025. Aaron Bundschuh seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Housing Allowances for 2026 (Bob Bellanti)

Note: These allowances are part of their salary compensation; not in addition to their salaries. It is a portion that is exempt from federal taxes for housing related expenses. The amounts vary some from year to year depending on if someone needs to have work done on their house. They may choose to have more of their compensation go to their housing allowance instead of their salary to take advantage of the tax benefit.

Pat Monaco made a motion to approve the housing allowances for 2026. Dave Day seconded the motion. Voice vote. All in favor. 0 opposed. Motion Passed.

Finance Report (Bob Bellanti)

- See attached *Financial Insights Report*
- Would like to open a CD with Lutheran Extension Fund for 6 months in the amount of \$500,000.00 from our account at M&T. CD rates are doing much better right now, so we would like to take advantage of that.

Q: Why is Kids and Youth line over budget?

A: Not sure off hand. Would have to look.

Q: What is the Hope fund for?

A: To help people; similarly to the Mercy fund.

Q: Why do we have a budget line for the Café? Doesn't it make enough money to cover its expenses?

A: It is considered a ministry, therefore does belong in the budget.

Q: Why was \$3000.00 moved from the contingency fund to C4H medical?

A: We did this in anticipation of needing it there.

Q: The youth retreat was over budget. Was this increase in expense considered in the 2026 budget?

A: Yes. We increased the budget for 2026.

Dave Day moved to approve moving \$500,000.00 into a LEF account from M&T as suggested. Pat Monaco seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Dave Day moved to approve the financial report. Morgan Weber seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

HR/Staff Report (Maryanne Meier)

- Shared the highlights from the Voters' Assembly Meeting.
- Her daughter Grace is doing some PR work since Halie is only able to give us 1-2 hours a week remotely. We are still in search of a permanent replacement for Halie.
- Preschool is still looking for more staff.
- Noah and Lexi Hurlbutt are our new volunteer leaders for the first impressions ministry. They are making some changes to how we receive guests and provide ministry information.
 - Working on connecting more in the lobby
 - Will welcome new people and walk them to the welcome desk and introducing them so now they have two names and faces to help them feel comfortable. All information will now be at the desk instead of at entry and the desk.
 - Welcome desk will be split. One as the Welcome desk and the other as a featured ministry desk. Times when a larger desk is needed, like Operation Christmas Child, we will do so, but want to keep to one spot when possible.
- Our first quarter goal is to work with staff in relational growth that aligns with the 2026 WIG.
- Kayla's baby is due any day.
- John Brown's wife is also pregnant. He will take his leave time here and there instead of all at one time.

Recognition Reports (All)

- Katie D'Apice: Cafe
- Cheryl Donatella: Cafe
- AJ Myslivecek: Café
- Shelly, Paul, Mark and Brenda: Decorating the sanctuary for Christmas

Strategy Update (Pastor Kirk)

- We have a growth goal for 2026 of 11%
- Call team's update on the quest for a Brockport Campus Pastor: District gave us names and we're working through the list. If none end up being good candidates, we will ask the Seminary for names. This must be done in January.
- Since Jericho Road has decided not to work with us due mostly to government funding cut backs, we have met with a ministry called His Branches to begin to explore possibilities. They received a grant for renovating a space in the Beechwood area, but that building didn't pan out. They need to check to see if they can use the grant at our location. We showed them our design and they liked it. The grantor's desire is for it to be used in 2026. One difference is that this ministry has a counseling component. They would use 6 rooms as exam rooms and 2 for counseling. They are having a board meeting tonight. We are waiting to hear back and will update the congregation when there is information to share.

Q: How will this ministry be able to do this if JR wasn't? Are they funded differently?

A: Yes. HB is funded through grants, not federal funding like JR.

Q: If they decide to pursue, should we have them come to our board meeting?

A: Yes, that would be good, but they have their board meeting the same night.

Q: Would the lease have the same terms?

A: Yes. And they have seen it.

Q: Are they OK with the shared building costs?

A: If their grant can be used at our location, they would pay.

Q: If the grant covers the building costs, what about the money we have collected?

A: Those that gave will be asked if it's OK to use the funds in another way. It may go toward staffing.

Q: If they have counseling, won't that be duplicating some of what the social workers do at C4H already?

A: They would work together.

Meeting Closure (Tim Kneeland)

Morgan Weber moved to close the meeting. Pat Monaco seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Meeting was adjourned at 8:01pm. The meeting was closed in prayer by Pastor Kirk.

The next Board meeting is scheduled for January 15, 2026.

The meeting minutes of the Board of Directors of Hope Lutheran Church are attested to and submitted by Tammy Davidson on this date, January 5, 2026.

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



Financial Insights Report: November 2025

Reporting through November 2025 for the December 2025 meeting of the Board of Directors

Finance Directors Report:

November P&L at a glance:

- Total Revenue for the month of November was \$193,029, which exceeded budget by \$17.6K, although the Thanksgiving budget was short by \$1.2K.
- Expenses for the month of November were \$179,530, which was 102.8% of our monthly budget. There was a \$14K expense for Liability Insurance which contributed to expenses being over budget for the month.
- We had a surplus of \$13,499 for the month which decreased the YTD deficit.

YTD P&L Summary:

- Revenue YTD is \$1,810,342, which is 94.6% of the budget.
- Expenses YTD are \$1,827,017, which is 95.4% of the budget.
- YTD Deficit is \$16,675 as compared to the YTD budget deficit of \$1,613.
- YTD Deficit from Operations does not include \$38.6K in Investment Income earned on our Investment accounts.

Cash Summary:

- Total Short Term Cash Available is \$1,864,962
- Net Cash available after all fund obligations is \$98,147.
- Net Cash from the prior month increased by \$18,282

Noteworthy items for November & YTD:

- YTD Year over Year revenue is up by \$36,042, a 2% increase.
- YTD Salaries & Benefits is currently \$35K under budget. Building & Grounds is \$38K under budget.
- YTD Total Expenses are \$88,679 under budget.

Blessings on your meeting.

Bob