

Hope Lutheran Church
The Board of Directors Meeting Minutes
Held on: January 15, 2026

Attendance:

Chairperson	Tim Kneeland	Present	Senior Pastor	Kirk Dueker	Present
Vice-Chairperson	Mike Sormera	Present	Head Elder	Dave Smith	Present
Secretary	Tammy Davidson	Present	Executive Director	Maryanne Meier	Present
Treasurer	Jackilyn Eichas	Present	Director of Finance	Bob Bellanti	Present
Members at Large	Aaron Bundschuh	Present			
	Dave Day	Present			
	Nate Herkamp	Present			

Meeting called to order at 7:02pm by Tim Kneeland

Opening Devotion (Tim Kneeland)

On the topic of the word Blessed and the greeting “Happy New Year”. In Greek, the word Blessed means Happy.

Review of December Meeting Minutes (Tim Kneeland)

Tammy Davidson made a motion to approve the meeting minutes from December 18, 2025 as amended. Tim Kneeland seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Review of Voters’ Assembly Meeting Minutes (Tim Kneeland)

Tim Kneeland made a motion to approve posting the Voters’ Assembly meeting minutes from December 7, 2025 to the website for future approval from the congregation. Dave Day seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Finance Report (Bob Bellanti)

- See attached Financial Insights Report
- We had a great December and ended up with a surplus.

Q: What is year-end giving?

A: It is one of the giving choices in Pushpay. Some people like to give a special gift at the end of the year.

Q: What do we do with the surplus?

A: The BOD votes on options presented by the Director of Finance. We would probably want to put some of that in the Building and Grounds fund.

Q: Regarding the line for credit card fees; we discussed offering the option for people to pay the cost of the fees. Has there been any movement on that?

A: It should show up every time people make a gift or set recurring giving. We haven’t seen much action with that. People aren’t choosing to do it. There was some discussion about the option being in small print and not obvious.

Q: What is the cost percentage for the credit card fees?

A: 2.9% currently.

Q: Is there a dollar amount or cap on the amount the contingency fund has in it?

A: No, but there is a floor.

Q: Regarding the 50K that came in for C4H Medical; was that before or after it was announced that we were not going to be working with Jericho Road?

A: It was after. The giver is aware of the situation. There is another gift coming in this month for it also.

Q: Are the Building and Grounds expenses split out for each campus?

A: They are tracked so we know what expenses are for what campus, but we don't keep separate books. We are one church with two locations, so just one set of books.

Q: Assuming there is a Missions budget for 2026, may we have a copy?

A: Yes, I'll get that out to the board.

Discussion ensued about the surplus and large amount in the contingency fund:

- Seeing that Buildings and Grounds had big expenses at both campuses in 2025, it makes a good case for some of the surplus to go to that fund.
- A "plug" was made for some of the contingency fund to be used for some of our Missions partners such as Malawi or Climbing for Christ.
- Some of the contingency money may be needed for the Café expansion if things don't pan out with His Branches.
- Before the funds came in in December, we were concerned we wouldn't be able to cover our budget, so maybe we should hold on to the surplus and contingency instead of moving it to other funds or giving it to our Missions partners.

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

HR/Staff Report (Maryanne Meier)

- Oliver Smith will be leading worship for the first time on February 1st.
- We hired Zack Ward as Connections Coordinator. He starts on January 26th. He is part time and will be at the welcome desk on Sunday mornings at the Greece campus as well as afternoons Monday through Thursday. John Brown has been worshipping at the Brockport campus, so he is there if people need help or have questions.
- Kayla's baby will be coming earlier than planned. Prayers are welcomed.
- With Dave Hurlbutt's full time work at the Brockport campus is coming to an end soon, PK and Maryanne met with some of the people there today to talk with them again to ensure a smooth transition after Dave leaves and to encourage them that they will be supported.

Q: Will Grace still be working since we hired Zack?

A: Yes. She only works a few hours and mainly supports social media and marketing for the youth, so she will continue with that.

Strategy Update (Pastor Kirk)

- He hopes we have names of those we are praying for in our “relentless pursuit”. There are lots of names on the posters at both campuses.
- Attendance was up for Christmas Eve and all of December which is encouraging for our goal of an 11% increase in 2026.
- Adult discipleship classes are going well
- We’re making a lot of progress with Hope University. It is for leadership development and will be offered several times a year. We would like to personally invite people before opening it up to the congregation. If you know of anyone that you that you work with in ministry that would be good for this, please let us know. There is no age requirement. We would like to have some younger people attend. The curriculum will be brought to the board when it’s ready.
- We had another meeting for the Hope Foundation. It’s two main purposes will be to work with people to establish legacy giving and to disciple high-capacity givers. We’re praying about who to ask to join in this ministry.
- Ash Wednesday is February 18th. There will be dinner followed by worship. During the 6 weeks of lent, there will be dinner. But instead of worship on these nights, there will be a Bible study for everyone at both campuses.
- There will be a worship night in conclusion of the 21 days of prayer.

Q: We had someone come several years ago from LCMS Foundation. Are we looking to them at all?

A: We had some inconsistencies in the past with them, so we would like to keep this in house. But we have some of their materials and are pulling from their wisdom and knowledge. We’re also looking at Kingdom Builders for resources.

- Campus Pastor Call Committee Update:
 - We contacted those whose names were given to us from the District President that we thought might be good candidates. They all said no.
 - We now are pivoting and going the route of the Seminary. There is a lot of paperwork and it will all be submitted next week. These are spring graduates we are talking about and we would be looking at July or August as a start date. But out of 120 churches in our district there are 33 without pastors that are looking to call a pastor. There are more without, but are not pursuing a call.

Q: How many Seminary students are there?

A: Don’t know, but possibly anywhere between 45 and 75.

- His Branches Update:
 - The BOD from His Branches came to see C4H and discuss possibilities. Mike Weston has been there many times, but the board has not. They were impressed.
 - BOD wants to take the next steps

- They had asked about tweaking the design a bit and Rob Pearson said it should not be a problem.
- Next week the BOD is meeting with me (PK) to hear my vision and reason for wanting to offer medical care.

Q: What about the grant HB has that was discussed at our last meeting?

A: We don't know the answer as to if they will be able to use it here or not. But C4H those they received grants from to update them on the situation. C4H were told they could hold the money for the potential with HB and some said the money could be used now for other things. So, none of the money must be returned.

Q: What are the "tweaks" HB asked about making?

A: Small things like wanting to make some of the exam rooms bigger, some smaller and making the waiting area smaller. Nothing major.

Meeting Closure (Tim Kneeland)

Aaron Bundschuh moved to close the meeting. Nate Herkamp seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Meeting was adjourned at 8:06pm. The meeting was closed in prayer by Pastor Kirk.

The next Board meeting is scheduled for February 19, 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 22, 2026.

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



Financial Insights Report: December 2025

Reporting through December 2025 for the January 2026 meeting of the Board of Directors

Finance Director's Report:

December P&L at a glance:

- Total Revenue for the month of December was \$307,007, which included \$10.8K in Christmas giving, \$11.7K in Year-End giving and \$34.9K in Special One-Time gift giving. Overall December budget was exceeded by \$128.6K of which \$57.5K was in the aforementioned gift categories.
- Expenses for the month were \$162,360, which was 91.9% of our monthly budget.
- We had a surplus of \$144,647 for the month which contributed to a YTD surplus.

YTD P&L Summary:

- Revenue YTD is \$2,117,349 which is 101.2% of the budget.
- Expenses YTD are \$1,989,376, which is 95.1% of the budget.
- YTD Surplus is \$127,973 as compared to the YTD balanced budget of \$0.
- YTD Surplus from Operations does not include \$41.1K in Investment Income earned on our Investment accounts.

Cash Summary:

- Total Short Term Cash Available is \$2,061,737.
- Net Cash available after all fund obligations is \$247,072.
- Net Cash from the prior month increased by \$148,925.

Noteworthy items for the YTD:

- YTD Year over Year revenue was up by \$111,191, a 5.54% increase.
- YTD Total Expenses are \$103,024 under budget.
- YTD Salaries & Benefits are \$42.9K under budget. Building & Grounds are \$40.2K under budget.

*Blessings,
Bob*