

Hope Lutheran Church
The Board of Directors Meeting Minutes
Held on: April 16, 2026

Attendance:

Chairperson	Tim Kneeland	Present	Senior Pastor	Kirk Dueker	Present
Vice-Chairperson	Mike Sorbera	Present	Head Elder	Dave Smith	Present
Secretary	Tammy Davidson	Present	Executive Director	Maryanne Meier	Present
Treasurer	Jacki Eichas	Present	Director of Finance	Bob Bellanti	Present
Members at Large	Aaron Bundschuh	Present	Director of B&G	Rob Pearson	Present
	Dave Day	Present	C4H BOD Chair	Jane Shukitis	Present
	Nate Herkamp	Present	C4H Director	Chris Falwell	Present

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

Opening Devotion (Tammy Davidson)

On the subject of Springtime Renewal

Review of February Meeting Minutes (Tim Kneeland)

Nate Herkamp made a motion to approve the meeting minutes from February 19, 2026. Aaron Bundschuh seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Review of March Meeting Minutes (Tim Kneeland)

Nate Herkamp made a motion to approve the meeting minutes from March 19, 2026 as amended. Jacki Eichas seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

His Branches Lease Discussion (Tim Kneeland)

-Rob Pearson, Jane Shukitis and Chris Falwell were present only until the end of discussion

-Pastor Kirk was present remotely only until the end of discussion

-The lease was sent prior to the meeting for the board to review. The BOD has no issues with the lease between C4H and His Branches and plan for it to be signed in May.

- State has approved the use of the grant to modify the space in C4H and a parking area
- It takes 90 days to get money from the state, so they have asked for a loan to get the project started and pay it back once they get the grant funds. An agreement separate from the lease will be needed for this.
- Hope plans to use the funds already donated for the project to help His Branches with costs, such as staffing, over a three-year period. Year 1: \$200,000, Year 2: \$150,000 and Year 3: \$100,000. As previously stated, those who donated this money have approved using it as necessary and not for the intended construction costs. The initial intention was to pay out annually. It was suggested that the funds should be paid out quarterly instead of annually. An agreement separate from the lease will be needed for this.
- There is no longer a need to take any space from the Café for this project, but will take away two meeting rooms. At this point, we are not considering an addition to expand the café and replace the lost meeting space. It made sense before to make this a combined project to save money, but since we are not paying any part of the construction, it is no longer beneficial. The expansion

will be considered at a later date. Though His Branches will be solely responsible for the construction, C4H and Hope will have input and some involvement in the project. This information should be included in the FAQs that will be sent to the congregation about the project. Hope BOD would like to see updated drawings when available.

- Discussion ensued about how money would flow between Hope, Center 4 Hope and His Branches.
- Pastor Kirk will put together information about the project, including Frequently Asked Questions with answers, to send out to the congregation and will hold information meetings.
- A Voters' Assembly meeting will be held in the summer. Hoping for mid to late June. A quorum is needed to hold the meeting, but a vote is not required. We will still vote because we want to be sure we are being transparent and have the congregation's approval.

Tim Kneeland moved to approve the lease and to bring the information to the congregation. Mike Somera seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Finance Report (Bob Bellanti)

- *See attached Financial Insights Report*
- Looking at the overages and see what is causing them and if they can stay on budget the rest of the year.
- IT costs are high due to paying annually for a service to get a discount. But they are saving \$4000 overall by changing some of the services used.

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

HR/Staff Report (Maryanne Meier)

- *See attached Matrix Report*
- Preschool has a teacher leaving at the end of the year.
- Hired a new TA that is starting Monday to be trained for next year.
- Ann Marie Pavone will be out for several months due to a large production project coming up that will require more of her attention. She has already split up her work and delegated to others.
- Kayla is back from maternity leave. Thank you to Aaron Bundschuh for helping out in her absence.
- John will be taking intermittent family leave.
- Zack, who works part time with John, will have a summer internship. He doesn't know where it will be yet, but is willing to do remote work if his schedule allows.
- Pastor Larry is requesting a retroactive change to his housing allowance in the amount of \$21,729.47 total for 2025.

Tim Kneeland moved to approve a retroactive housing allowance change for 2025 in the amount of \$21,729.47 total for Pastor Larry. Nate Herkamp seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Recognition Reports (All)

- Glenn Maid: Getting medical point person during worship and updating supplies
- Noah and Lexi Hurlbutt: First Impressions
- Heidi Leisten: Welcome Desk at Easter

Meeting Closure (Tim Kneeland)

Mike Sorbera moved to close the meeting. Jacki Eichas seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Meeting was adjourned at 8:46pm. The meeting was closed in prayer by Tim Kneeland.

The next Board meeting is scheduled for May 21, 2026.

The meeting minutes of the Board of Directors of Hope Lutheran Church are attested to and submitted by Tammy Davidson on this date, May 18, 2026.

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



Financial Insights Report: March 2026

Reporting through March 2026 for the April 2026 meeting of the Board of Directors

Finance Directors Report:

March P&L at a glance:

- Total Revenue for the month of March was \$192,327, which included \$768 for Lenten/Easter giving. The overall March budget was exceeded by \$13.3K.
- Expenses for the month were \$191,011, which was 104.3% of the monthly budget. The over budget in dollars of \$7.8K was a combination of being over budget in Tech Arts, Bldg & Grounds, IT & Youth by approx. \$24K in the aggregate, offset by the under budget in Salaries of \$14K.
- The Church had a profit from operations of \$1,316 for the month.

YTD P&L Summary:

- Total Revenue YTD has exceeded budget by \$14.9K.
- Total Expenses YTD are over budget by \$5.9K.
- The Church has a YTD surplus from operations of \$2,594 as compared to a budgeted deficit of \$6.4K.

Cash Summary:

- Total Short Term Cash Available is \$2,132,771.
- Net Cash available after all fund obligations is \$253,077.
- Net Cash from the prior month Increased by \$1,539.

Noteworthy items for the YTD:

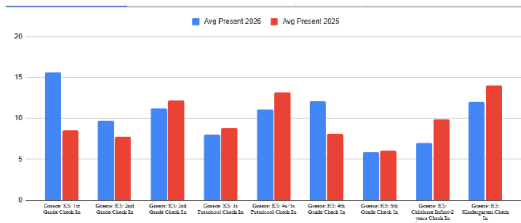
- YTD Year over Year revenue was up by \$83.3K.
- YTD Mission giving is currently \$9.8K over budget due to timing.
- YTD Salaries & Benefits are under budget by \$27.8K.
- After April results are in, finance to review negative expense budget variances and sit with ministry leaders to see if trends will reverse in the upcoming months.

Blessings on your meeting.

Bob

Matrix Report:

Greece Campus

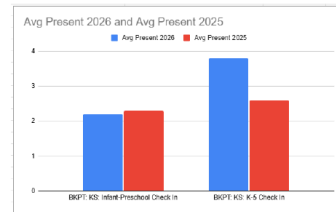


Greece Kids	Avg Present 2026	Avg Present 2025
Greece KS: 1st Grade Check In	15.6	8.5
Greece KS: 2nd Grade Check In	9.7	7.7
Greece KS: 3rd Grade Check In	11.2	12.2
Greece KS: 4th Grade Check In	11.1	13.2
Greece KS: 5th Grade Check In	12.1	8.1
Greece KS: 6th Grade Check In	5.9	6
Greece KS: 7th Grade Check In	7	9.9
Greece KS: 8th Grade Check In	12	14
GRAND TOTAL	121.6	87.7
1st qtr 2026 vs. 1st qtr 2025		4.75%
YTD 2026 vs. Total 2025 avg		4.56%

Avg kid attends 38% of the time

Kids

Brockport Campus



Brockport Kids	Avg Present 2026	Avg Present 2025
BROPT KS: Infant/Preschool Check In	2.2	2.3
BROPT KS: K-5 Check In	3.8	2.6
GRAND TOTAL	6	4.9
1st qtr 2026 vs. 1st qtr 2025		22.45%
YTD 2026 vs. Total 2025 avg		21.65%

Avg kid attends 33% of the time

Connect Cards

13 Sundays in 1st qtr 2026
Total connect cards = 40
Avg: 3.1 connect cards/week

13 Sundays in 1st qtr 2025
Total connect cards = 48
Avg: 3.7 connect cards/week

Attendance

13 Sundays in 1st qtr 2026
In person = 712 avg/week
Total incl. online = 1366 avg/week

13 Sundays in 1st qtr 2025
In person = 617 avg/week
Total incl. online = 1206 avg/week

Baptism Forms

1st qtr 2026
32 Child Baptism Forms filled out
6 Adult Baptism Forms filled out
38 Total

1st qtr 2025
9 Child Baptism Forms filled out
1 Adult Baptism Forms filled out
10 Total

1st Quarter 2026