

Hope Lutheran Church
The Board of Directors Meeting Minutes
Held on: March 19, 2026

Attendance:

Chairperson	Tim Kneeland	Present	Senior Pastor	Kirk Dueker	Present
Vice-Chairperson	Mike Sormera	Present	Head Elder	Dave Smith	Absent
Secretary	Tammy Davidson	Absent	Executive Director	Maryanne Meier	Present
Treasurer	Jacki 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 6:58pm by Tim Kneeland

Opening Devotion (Tim Kneeland)

Looking at the word "Waiting". God can talk to us in the silence. Waiting quietly. How do you wait quietly? There is a growing impatience in society, but we need to pause. Psalm 37:34

Review of February Meeting Minutes (Tim Kneeland)

Postponed.

Finance Report (Bob Bellanti)

- *See attached Financial Insights Report*
- Revenue exceeded budget this month and we have had a Surplus the first two months of the year.

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

HR/Staff Report (Maryanne Meier)

- Youth will be going to Alaska instead of Mexico for safety reasons
- Will highlight kids and youth in the lobby at Easter
- Hired Kelly McCall for preschool
- Greg and Amy Roman taking over OCC from Pat and Joel Slesak
- John Brown had a baby girl.
- Kayla Blackburn will return from maternity leave at the end of March.
- We are having an all-staff retreat in September.
- Tim Craig from InterVarsity visited with staff.
- It was asked of the BOD to approve a 3% - 4% wage increase across the staff.

Jacki Eichas made a motion for the board to approve a 3% - 4% wage/compensation increase for 2026. Dave Day seconded the motion. Voice vote taken. All in favor. 0 opposed. Motion Passed.

Strategy Update (Pastor Kirk)

- Moving forward on our WIGS
- Brainstorming on making upcoming “I’m struggling series” focusing on doubt, feeling overwhelmed and other Christians impactful
- 278 servants serving on Sundays for the month of February
- Adult classes: 181 unique people in January and February
- Hope groups increased from 186 people in spring 2025 to 266 people in our fall study.
- Increase on in person worship attendance
- Call team met Monday to interview seminary candidate for the Brockport campus position. Call team didn’t feel it was a great fit, so we won’t be issuing a call. Will be searching from the field.
- Hope University starts this Saturday March 22.
- Hope Foundation is moving forward. There are two prongs to the ministry:
 - To educate the congregation on stewarding their resources well including tithing from their RMD and Estate planning.
 - To ask people in the congregation who have a passion for giving over and above their tithing to help out with specific larger projects.
 - Upcoming events: 4/14 Estate Planning Seminar and 4/27 Kingdom Builders
- Men’s retreat will be October 9-11
- Update on His Branches:
 - Mike Weston said delays are not nos. Holding out hope that the state will come through
 - Looking into an alternative grant

Meeting Closure (Tim Kneeland)

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

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

The next Board meeting is scheduled for April 16, 2026.

The meeting minutes of the Board of Directors of Hope Lutheran Church are attested to by Maryanne Meier and submitted by Tammy Davidson on this date, April 14, 2026.

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



Financial Insights Report: February 2026

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

Finance Directors Report:

February P&L at a glance:

- Total Revenue for the month of February was \$183,118, which included \$503 for Lenten/Easter giving. The overall February budget was exceeded by \$4.1K.
- Expenses for the month were \$188,021, which was 104.4% of the monthly budget. The over budget in dollars of \$7.9K was mainly due to the timing of the snow plowing bill of \$8.3K.
- The Church had a deficit from operations of \$4,903 for the month.

YTD P&L Summary:

- Total Revenue YTD has exceeded budget by \$1.6K.
- Total Expenses YTD are under budget by \$2K.
- The Church has a YTD surplus from operations of \$1,441 as compared to a budgeted deficit of \$2.2K.

Cash Summary:

- Total Short Term Cash Available is \$2,130,493.
- Net Cash available after all fund obligations is \$251,538.
- Net Cash from the prior month decreased by \$2,221.

Noteworthy items for the YTD:

- YTD Year over Year revenue was up by \$61.7K, with February YOY revenue up by \$27.5K.
- YTD Mission giving is currently \$14K over budget due to timing and an additional amount paid based on the PY revenue and the related surplus.
- YTD Salaries & Benefits are under budget by \$13.7K.

Blessings on your meeting.

Bob