



April Meeting Minutes 2025
Prepared for: Hope Strategic Planning Council
Prepared by Tuesday Williams
Date of Meeting: April 22nd, 2025

Members Present

Krister Ulmanis, Interim Senior Pastor
Amy Cooley Higgs, Associate Pastor
Bob Benedict, President
Allen Kneale, Director of Leadership
Dirk Beamer, Director of Finance
Wally Bishop, Director of Facilities
Christine Mwanyika, SPC Member at Large
John Davis, SPC Member at Large
Augusta Stephens, SPC Member at Large
Tuesday Williams, Recording Secretary

Members Absent

None

Call to Order

The Strategic Planning Council meeting was called to order at 7:01pm

Opening Prayer

Pastor Krister Ulmanis - Psalm 104:80 and prayer

Meeting Minutes Review

- **Approval of March Meeting Minutes - March 18th, 2025**
 - **Augusta Stephens moved to approve, Allen Kneale seconded**
 - **All in favor, none opposed, motion passed unanimously**
- **Shorten minutes moving forward for public record**

President's Report - Bob Benedict

- Call Committee Updates
- SPC Open Positions/Nominations
 - Director of Finance
 - Member at Large
- Spring Congregational Meeting
 - May 18th, 2025
- HR Topics Discussed
- State of Health Metrics Reviewed
- Congregational Meeting Agenda Discussed

Senior Pastor Report - Pastor Krister Ulmanis

- Theme for Programming Year 25/26
 - Building Strong Foundations
 - Age to Age: Growing in Faith
 - General consensus on the Age to Age: Growing in Faith
- Domain Change for Website
- Holy Week Review
- HopeFest Discussed
- Replacement for Teams Discussed
- Worship Attendance - March 2025
 - 2nd: Traditional: 32 on-site, 62 on-line & Modern: 75 on-site, 88 on-line
 - 9th: Traditional: 36 on-site, 34 on-line & Modern: 76 on-site, 82 on-line
 - 16th: Traditional: 35 on-site, 68 on-line & Modern: 72 on-site, 74 on-line
 - 23rd: Traditional: 35 on-site, 58 on-line & Modern: 54 on-site, 48 on-line
 - Avg: Traditional: 35 on-site, 59 on-line & Modern: 76 on-site, 75 on-line

Financial Report - Dirk Beamer

- Net Income Walk - March 2025
 - General Fund giving continues to be a negative trend
 - March 2025 compared to March 2024 we are down 21%
- Parking Lot is happening, Furnace Replacement is happening and Air Compressor is on hold for now but likely to happen
- Finance Team Recommendation Discussed
 - **Motion: Move the Antioch gift from the General Fund to our Hope Fund with the intent of using this for a long-term goal, or short-term if approved by SPC, to support the salary of the new Senior Pastor.**
 - John Davis moved to approve, Christine Mwanyika seconded
 - Discussion was had on the topic prior to voting
 - All in favor, none opposed, motion passed unanimously

- Discussion was had on a May through September Stewardship Campaign to help correct the first three months of the operating budget.
- Looking into renting the facility to other groups to help bring in funds
 - **Motion: Engage Signature Associates, with final approval from SPC, to explore options for renting the facility on a recurring basis for use by external parties.**
 - Allan Kneale moved to approve, Augusta Stephens seconded
 - Discussion was had on the topic prior to voting
 - All in favor, none opposed, motion passed unanimously

Personnel Report - Allen Kneale

- Staffing and volunteerism discussed
 - Open seat on Personnel Committee
- Discussion of Job Description for Church Business Administrator - copy of description shared with SPC before meeting
 - Full Time Position
- Discussion of Job Description for Financial Manager - copy of description shared with SPC before meeting
 - Part Time Position
- **Motion: To reorganize the office positions using the job descriptions provided and allow the Personnel Committee to make minor changes to the job description language as necessary for clarity.**
 - Dirk Beamer moved to approve, John Davis seconded
 - All in favor, none opposed, one abstained, motion passed unanimously
- Discussion of Personnel Handbook - copy shared with SPC members prior to the meeting
 - **Motion: Accept the Personnel Handbook, as presented to SPC today with the change of the approval date, as the normal operating procedures for Hope Lutheran Church staff.**
 - Christine Mwanyika moved to approve, John Davis seconded
 - All in favor, none opposed, motion passed unanimously

Stewardship Report - John Davis

- Kick off stewardship campaign May-September

Facilities Report - Wally Bishop

- Walking Trail for the Eagle Scouts project Discussed
- Parking lot resurfacing will begin on Thursday April 24, 2025

Matters Arising (New Business)

- Pastor Amy got approved for the Age-to-Age program

Next Meeting

- May 20th, 2025 at 7:00pm

Closing

- Meeting adjourned at 9:47pm